

Correspondence Table for Japan's Corporate Governance Code (2023.6.)

Japan's Corporate Governance Code	Fuji Seal (Basic Policy for Corporate Governance, Corporate Governance Report, etc.)
<b>Principle 1-1.</b> <b>Securing the Rights of Shareholders</b>	Basic Policy for Corporate Governance 1. (1)
Supplementary Principle 1-1①	Basic Policy for Corporate Governance 1. (2)
Supplementary Principle 1-1②	Basic Policy for Corporate Governance "System for Corporate Governance" & "4. Responsibilities of the Board of Directors"
Supplementary Principle 1-1③	Basic Policy for Corporate Governance 1. (3)
<b>Principle 1-2.</b> <b>Exercise of Shareholder Rights at General Shareholder Meetings</b>	Basic Policy for Corporate Governance 1. (2)
Supplementary Principle 1-2①	Corporate Governance Report (Measures to Vitalize the General Shareholder Meetings and Facilitate Exercise of Voting Rights)
Supplementary Principle 1-2②	
Supplementary Principle 1-2③	
Supplementary Principle 1-2④	
Supplementary Principle 1-2⑤	
<b>Principle 1-3.</b> <b>Basic Strategy for Capital Policy</b>	Basic Policy for Corporate Governance 1. (5)
<b>Principle 1-4.</b> <b>Cross-Shareholdings</b> <b>【Specific Disclosure Item】</b>	Basic Policy for Corporate Governance 1. (6)
Supplementary Principle 1-4①	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 1-4②	
<b>Principle 1-5. Anti-Takeover Measures</b>	Basic Policy for Corporate Governance 1. (7)
Supplementary Principle 1-5①	
<b>Principle 1-6.</b> <b>Capital Policy that May Harm Shareholder Interests</b>	Basic Policy for Corporate Governance 1. (5)
<b>Principle 1-7. Related Party Transactions</b> <b>【Specific Disclosure Item】</b>	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
<b>Principle 2-1.</b> <b>Business Principles as the Foundation of Corporate Value Creation Over the Mid- to Long-Term</b>	Basic Policy for Corporate Governance 2. (1)
<b>Principle 2-2. Code of Conduct</b>	Basic Policy for Corporate Governance 2. (2)
Supplementary Principle 2-2①	Corporate Governance Report (Status of Measures to Ensure Due Respect for Stakeholders)
<b>Principle 2-3.</b> <b>Sustainability Issues, Including Social and Environmental Matters</b>	Basic Policy for Corporate Governance 2. (3)
Supplementary Principle 2-3①	Annual Securities Report (p.15~17) 2. Sustainability Philosophy and Initiatives Annual Securities Report (p.18~19) 3. Business Risk and Other Risk Factors Annual Securities Report (p.20~25) 4. Management Analysis of Consolidated Business Results, Financial Position and Cash Flows

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<b>Principle 2-4.</b> <b>Ensuring Diversity, Including Active Participation of Women</b>	Basic Policy for Corporate Governance 2. (4)
Supplementary Principle 2-4① <b>【Specific Disclosure Item】</b>	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
<b>Principle 2-5. Whistleblowing</b>	Basic Policy for Corporate Governance 2. (5)
Supplementary Principle 2-5①	Corporate Governance Report (Status of Measures to Ensure Due Respect for Stakeholders)
<b>Principle 2-6.</b> <b>Roles of Corporate Pension Funds as Asset Owners</b> <b>【Specific Disclosure Item】</b>	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
<b>Principle 3-1. Full Disclosure</b> <b>【Specific Disclosure Item】</b>	Basic Policy for Corporate Governance 3. (1) Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 3-1①	Basic Policy for Corporate Governance 3. (1)
Supplementary Principle 3-1②	Corporate Governance Report (Status of IR-related Activities)
Supplementary Principle 3-1③ <b>【Specific Disclosure Item】</b>	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
<b>Principle 3-2. External Auditors</b>	Basic Policy for Corporate Governance 3. (2)
Supplementary Principle 3-2①	Corporate Governance Report (Cooperation among Audit Committee, Accounting Auditors and Internal Audit Department)
Supplementary Principle 3-2②	
<b>Principle 4-1.</b> <b>Roles and Responsibilities of the Board (1)</b>	Basic Policy for Corporate Governance 4. (1)
Supplementary Principle 4-1① <b>【Specific Disclosure Item】</b>	Basic Policy for Corporate Governance 4. (3) Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 4-1②	Basic Policy for Corporate Governance 3. (1) & 4. (3)
Supplementary Principle 4-1③	Basic Policy for Corporate Governance 4. (7)
<b>Principle 4-2.</b> <b>Roles and Responsibilities of the Board (2)</b>	Basic Policy for Corporate Governance 4. (1)~(6)
Supplementary Principle 4-2①	Corporate Governance Report (Incentives, Remuneration for Directors and Executive Officers)
Supplementary Principle 4-2②	Basic Policy for Corporate Governance 1. (5) & 4. (3) Group Sustainability Basic Policy
<b>Principle 4-3.</b> <b>Roles and Responsibilities of the Board (3)</b>	Basic Policy for Corporate Governance 4.(4),(5) Corporate Governance Report (Matters Concerning the Internal Control System)
Supplementary Principle 4-3①	Basic Policy for Corporate Governance 4. (5)
Supplementary Principle 4-3②	
Supplementary Principle 4-3③	
Supplementary Principle 4-3④	Basic Policy for Corporate Governance 4. (4)

Japan's Corporate Governance Code	Fuji Seal (Basic Policy for Corporate Governance, Corporate Governance Report, etc.)
Principle 4-4. Roles and Responsibilities of Kansayaku and the Kansayaku Board	Basic Policy for Corporate Governance 4. (8)
Supplementary Principle 4-4①	Basic Policy for Corporate Governance 4. (9)
Principle 4-5. Fiduciary Responsibilities of Directors and Kansayaku	Basic Policy for Corporate Governance 4. (1),(2),(3),(4),(10)
Principle 4-6. Business Execution and Oversight of the Management	
Principle 4-7. Roles and Responsibilities of Independent Directors	Basic Policy for Corporate Governance 4. (2)
Principle 4-8. Effective Use of Independent Directors	
Supplementary Principle 4-8①	
Supplementary Principle 4-8②	Basic Policy for Corporate Governance 4. (2),(9),(10)
Supplementary Principle 4-8③	(Not applicable)
Principle 4-9. Effective Use of Independent Directors 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Principle 4-10. Use of Optional Approach	Basic Policy for Corporate Governance “System for Corporate Governance”
Supplementary Principle 4-10①	(Not applicable)
Principle 4-11. Preconditions for Board and Kansayaku Board Effectiveness	Basic Policy for Corporate Governance 4. (10)
Supplementary Principle 4-11① 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 4-11② 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 4-11③ 【Specific Disclosure Item】	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Principle 4-12. Active Board Deliberations	Basic Policy for Corporate Governance 4. (10)
Supplementary Principle 4-12①	
Principle 4-13. Information Gathering and Support Structure	Basic Policy for Corporate Governance 4. (9) ,(10) Corporate Governance Report (Cooperation among Audit Committee, Accounting Auditors and Internal Audit Department)
Supplementary Principle 4-13①	
Supplementary Principle 4-13②	
Supplementary Principle 4-13③	
Principle 4-14. Director and Kansayaku Training	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 4-14①	
Supplementary Principle 4-14② 【Specific Disclosure Item】	

Japan's Corporate Governance Code	Fuji Seal (Basic Policy for Corporate Governance, Corporate Governance Report, etc.)
<b>Principle 5-1.</b> <b>Policy for Constructive Dialogue with Shareholders</b> <b>【Specific Disclosure Item】</b>	Corporate Governance Report (Disclosure Based on the Principles of the Corporate Governance Code)
Supplementary Principle 5-1①	Corporate Governance Report (Status of IR-related Activities)
Supplementary Principle 5-1②	
Supplementary Principle 5-1③	
<b>Principle 5-2.</b> <b>Establishing and Disclosing Business Strategies and Business Plans</b>	Basic Policy for Corporate Governance 4. (5)
Supplementary Principle 5-2①	