



CSR REPORT

FUJITRANS CORPORATION CSR REPORT 2021

2021



People and Society
Connected with "Wa"



FUJITRANS CORPORATION

Issued in July 2021

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Adopt characters with easily accessible design based on the idea of Universal Design (UD)

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CSR Policy

FUJITRANS CORPORATION has set the spirit of "Wa" as its corporate motto. "Wa" is made up of "internal Wa," which respects peace and harmony among people and unity based on overall trust and cooperation, and "external Wa," which is based on harmony, concord, reunion of hearts with the global environment, local communities, customers and affiliated companies.

We have established our CSR Policy as the "People and Society Connected with "Wa", incorporating the idea that our company staff members are going to grow together with our customers/local communities based on this spirit. We have then set up three activity spheres by which we should practice CSR, and we are promoting these activities by forming a sub-committee for each sphere.

Sphere that should be addressed as a corporation

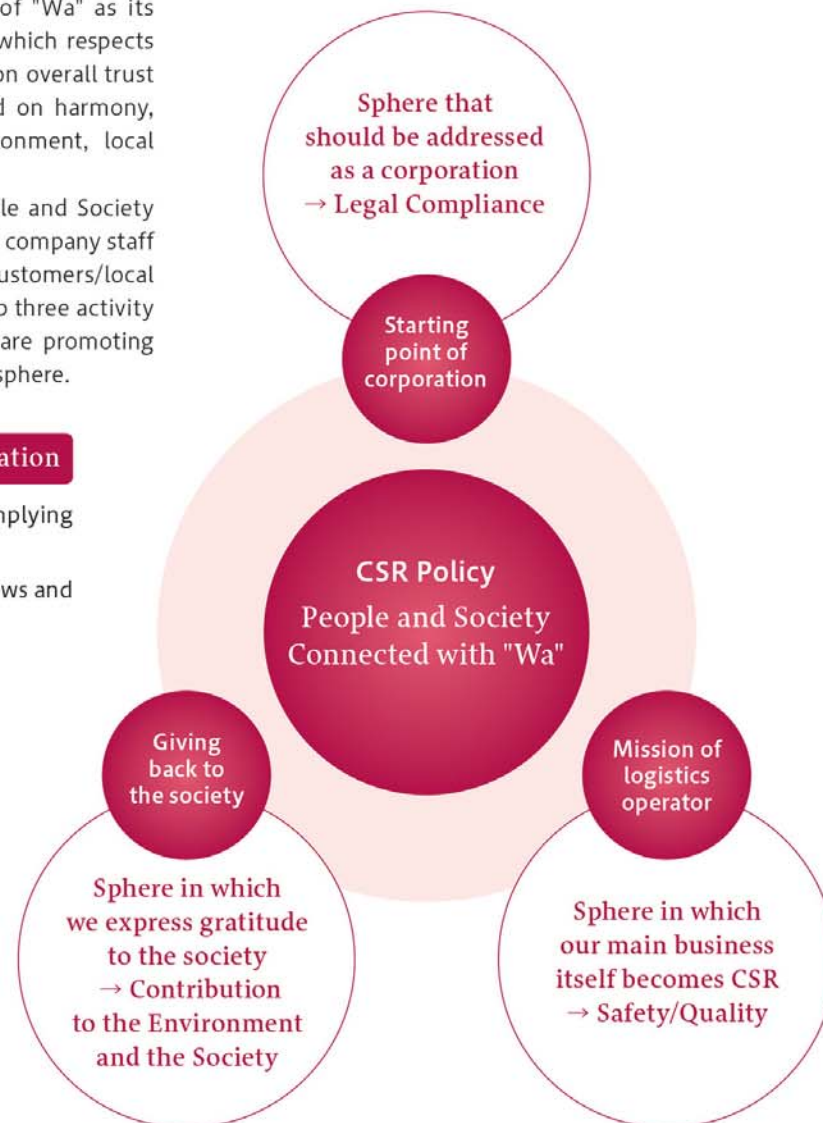
- Always conduct sincere and fair activities, while complying with laws and regulations and social norms.
- Our corporation is a member of the society, and grows and develops as a good corporate citizen.

Sphere in which our main business itself becomes CSR

- Provide safe and high-quality services as a mission of logistics operator.

Sphere in which we express gratitude to the society

- Contribute to creating a comfortable society and community, taking into consideration the global environment. Be deeply thankful for things learned from the society, and respond to the expectations or desires of the society.



Top Message

Toward a Sustainable Society

President Mr. Tatsuo Keii



CSR Efforts

FUJITRANS has been responding to the needs of society through our business based on our "Spirit of 'Wa'" that has been handed down since the time of our foundation. To this day we have expanded our business and grown together with developments in the community and industry.

In 2010 we clearly identified the areas of social responsibility required of companies, and established a dedicated committee for planning and promoting better dissemination of CSR activities at our company, with the aim of providing such information internally as well externally. We then established our CSR policy as the "People and Society Connected with 'Wa'" based on our corporate motto. We set up three key areas to which we should practice our CSR activities: Legal Compliance; Safety and Quality; and Contribution to the Environment and the Society, and spent the last 10 years promoting these activities via sub-committees formed to address each of these areas.

Transformation of Society

Society, meanwhile, is on the way to transitioning to a new stage. A global collection of goals called "SDGs" (Sustainable Development Goals) was set up and adopted by the United Nations in 2015 with the aim of addressing major issues that humanity at large is facing, such as environmental destruction, increasing wealth disparity and growing economic conflict, as a blueprint for achieving a better and more sustainable future for all. These SDGs are even appearing more frequently in newspapers and on TV in Japan, and while these goals had mainly been used as catchphrases by the government, investors and large companies in the past, I feel that these goals are now starting to become more prevalent in our day-to-day lives. Whereas the economy had been the key priority in line with capitalist growth, society has now reached a turning point where there is greater focus on developing a sustainable society overall while also achieving economic growth.

Achieving the targets set out by these SDGs will be no easy feat. And while achieving further economic growth may clash with movements aimed at creating a better global society, there will no doubt be many innovations developed in the future that will help resolve a range of problems. Society as we know it today may become significantly different by 2030, the year in which these targets are meant to be achieved.

Our Direction to Achieve SDGs

We established the new Corporate Sustainability Dept. in April 2021 to ensure that we remain on the same track as such trends occurring throughout society. The goal of this department is to identify issues that need to be addressed by the target year of 2030 and beyond, and work on resolving social problems.

One specific issue is that of carbon neutrality, namely achieving zero CO₂ emissions in a practical sense. Cutting back emissions of CO₂ and other greenhouse gases that cause global warming has been raised as a goal long before these SDGs were developed. With the use of such a broad range of transportation modes including land transportation and air transportation, CO₂ emissions due to marine transportation from domestic vessels that forms our main line of business can be reduced per unit of weight compared to types of land transportation, and as such has contributed to achieving logistics with a low environmental impact.

Yet the concept of modal shift—switching from transportation modes with a high environmental impact to a those with a low environmental impact—has seen efforts turn to reduce ship CO₂ emissions even further, despite ships being considered as a relatively environmentally friendly form of transportation. Throughout the industry, efforts are focusing on the development of new ships that use LNG as fuel. Research and development has also begun on new types of fuel and ships with lower CO₂ emissions.

Even at our company that currently operates seven domestic vessels, we are planning fleet upgrades that achieve a balance between economic rationality and lower environmental impact.

Achieving a Sustainable Society

The objectives of the SDGs are not merely to resolve environmental problems. Ensuring that our employees find it rewarding to focus on their duties and live a fulfilling life is a responsibility that the company bears, and is related to the global objectives of the SDGs. And it goes without saying that the CSR activities conducted so far should be a responsibility of our company.

FUJITRANS will continue its efforts to help build a better society, and focus on being an essential player for all stakeholders.

Corporate Profile

Our company is a comprehensive logistics corporation that was established at Minato-ku, Nagoya city in 1952. We are developing all kinds of businesses related to logistics, centering on the port transport business and coastal shipping business, including marine transportation, land transportation, air transportation, storage and inventory control, packing, and customs clearance. A distinctive feature is that our company is a shipping company that also operates ships.

At the time of establishment, our company was a harbor transport company focusing on the cargo handling of wood. We entered the domestic shipping operation by accurately grasping the increase in demand due to motorization in the 1960s, and by launching Japan's first pure car carrier (PCC) RO/RO ship, "Tocho Maru," to enter service in 1962. With the growth in the field of coastal transportation of completed vehicles, we solidified our foundation to its current state. Today, we have about 20 bases in Japan, from Hokkaido to Okinawa, and we are operating the sea and land intermodal transport of various types of vehicles and general cargoes.

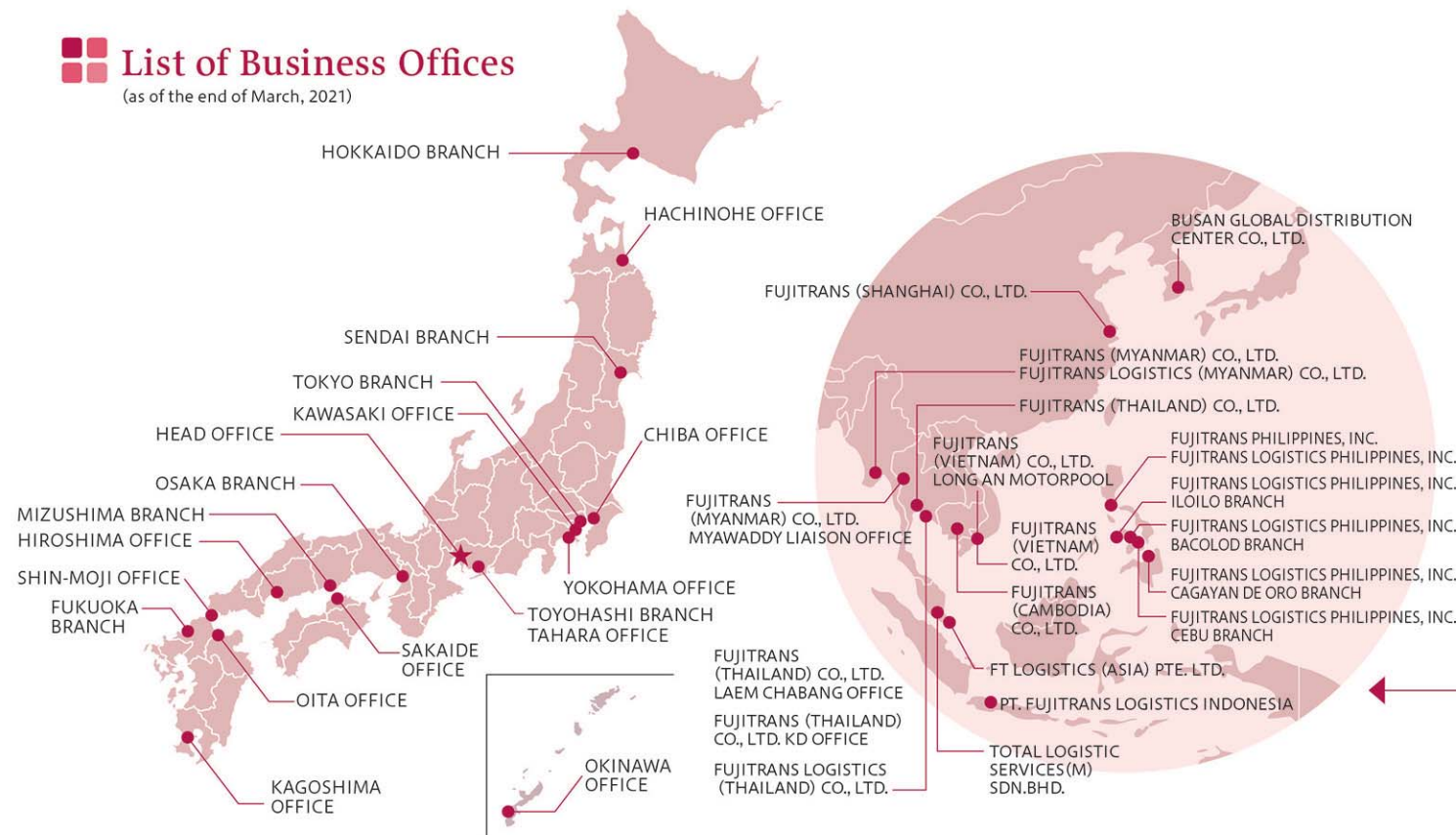
Meanwhile, we are aggressively working on overseas development to expand the scope of our handling of import and export service. Beginning with the launch of a representative office in Singapore in 1977, we expanded our business to include the forwarding business, shipping agency business, warehousing business, packing business, and land transportation. Today, we are developing services in North America, Europe, China and Southeast Asia.

By making excellent use of these networks, we are handling a wide variety of cargoes, mainly completed vehicles (such as passenger cars, agricultural machines, construction machinery) and automotive parts, and including agricultural products, clothing, chemicals, nonferrous metals and wood chips. In addition, we are well versed in the transportation of long-size cargo, and we have abundant experience in the transportation of articles such as space-related equipment, aircraft parts and plants.

| | |
|---------------------------|---|
| Name | FUJITRANS CORPORATION |
| Location of Head Office | 7-41, Irifune 1-Chome, Minato-ku, Nagoya, AICHI, 455-0032, Japan |
| Date of Establishment | Sep. 29th, 1952 |
| Capital | 200,000,000 yen |
| Authorized Representative | President Tatsuo Keii |
| Number of Employees | 1,453 (as of the end of March 2021) |
| Main Businesses | <ul style="list-style-type: none"> ● Port Transport Business ● Coastal Shipping Business ● Consigned Freight Forwarding Business ● Air Transport Agency Business ● Customs Clearance ● Warehousing ● Packing ● Marine Transportation etc. |

List of Business Offices

(as of the end of March, 2021)



Business Highlights (Fiscal 2021)

May 2020

Completion Construction of Toyota Logistics Center Warehouse No. 2

We expanded the Toyota Logistics Center located in Toyota City in Aichi Prefecture, and completed construction of Warehouse No. 2.

August 2020

IZUMI MARU Certified under Domestic Vessel Energy Efficiency Rating System

Our domestic RO/RO vessel IZUMI MARU received certification under the domestic vessel energy efficiency rating system. This rating system was launched in March 2020 by the Ministry of Land, Infrastructure, Transport and Tourism with the aim of visualizing the performance of energy-efficient ship CO2 technologies aimed at reducing CO2 emissions of vessels operating domestically. IZUMI MARU acquired the highest 5-star rating under this system.

November 2020

Completed developing of Nishihama Container Yard

Maintenance of the office and yard at the Nishihama Container Yard container depot was completed.



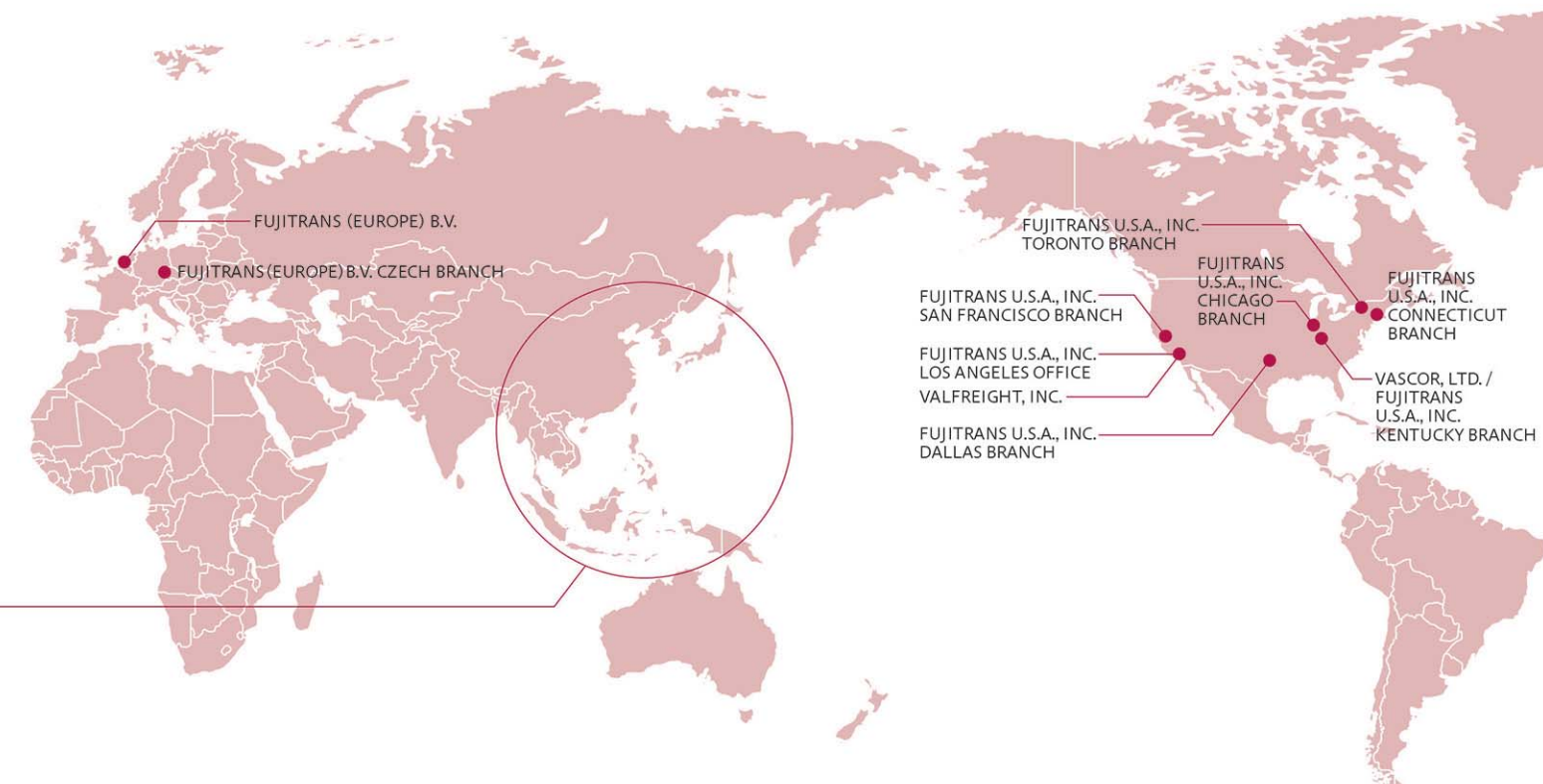
Toyota Logistics Center Warehouse No. 2



RO/RO vessel IZUMI MARU



Nishihama Container Yard



Thoughts on Legal Compliance

Compliance is a basic component of CSR. It is a source of fair corporate activity. With the aim of establishing and maintaining a compliance system, we have implemented various study meetings, reinforcing months, and awareness surveys, and we are promoting enlightenment/development activities for all employees.

Compliance

Strengthening the Management Base

Compliance

September 1 (Tue) - October 31 (Sat), 2020 Compliance Reinforcement Months

Confirm Knowledge on Laws and Regulations Through Independent Learning

"Compliance Reinforcing Months" are held every September and October as an opportunity for individuals to reassess their behavior. In order to raise awareness, enlightenment booklets were distributed at each office during this period. The booklet covers important points regarding attendance and harassment that employees were able to read to renew their awareness of correct knowledge.

Throughout the Year Internal Audit

Strengthen Internal Controls with Accounting and Business Audits

In order to check whether internal controls are functioning effectively, the Internal Auditing Dept. conducts audits from a stance independent of the organization. Our company was audited in five departments, three branches, and six domestic/international affiliated companies. All of the results were reported to managers and a post-audit follow-up system is also in place.

For Sincere Business Activities

Compliance

September 1 (Tue), 2020 Stress Check System

Taking Precautions Against Mental Health Disorders

We actively conduct mental health management which is attracting public concern. Since FY2016, employees get a grasp of their stress levels, and with the aim of taking precautions against mental health disorders, stress checks are conducted every September. In FY2020, 88% of employees took the stress check and received a result table with advice to reduce stress (self-care). We will continue to provide proper support and aim to create a workplace where people can work in a stress-free environment.

Every Month Consultations with Attorney

Follow-up Compliance With Experts

Every month our company invites an attorney from a legal office to hold legal consultations. In the consultations, advice is given related to interpreting laws and early detection of legal risks, and compliance systems. Consultation is given not only on various problems and worries at the workplace, but also with employees' personal problems.

Every Month Health Lecture Meeting / Individual Health Consultation Meeting

Support for Worker Health Promotion

Protecting worker health under the Industrial Safety and Health Act is one of the social responsibilities of a company. Since 2006, our company has established a "Health Education Day" where we invite public health nurses and hold a "Health Lecture Meeting / Individual Health Consultation Meeting" every month. The health lecture meeting has the theme of "health promotion of both mind and body."

● Results

April "Health Management for Workers - For Enjoying Work Healthily" Participants: 28
For new employees, basic knowledge on health issues was provided and Egogram personality tests were conducted. In addition, they were distributed a Health Examination Results Guide that explains how to view health examination results.

June - September "About the Effects of Alcohol on the Human Body" Participants: 38

October - December "Don't Let Frustration Beat You - Introduction to Anger Management" Participants: 43

● Individual Health Consultation Meetings Participants: 107 (current as of February 2021)
Health advice was provided for employees who received observations from doctors on regular health checks, etc., and those working long hours. Last fiscal year we increased the number of consultations and provided health guidance to more employees.

Pursuit of Safety / Improvement of Quality

In order to realize safe logistics, we make continued efforts to perform daily safety education and training, inspection by on-site patrols, and other measures. We will also enrich our Safety and Health Management System and Crisis Management System and will do our utmost to ensure the safety of every employee as well as important cargo.

Safety Management

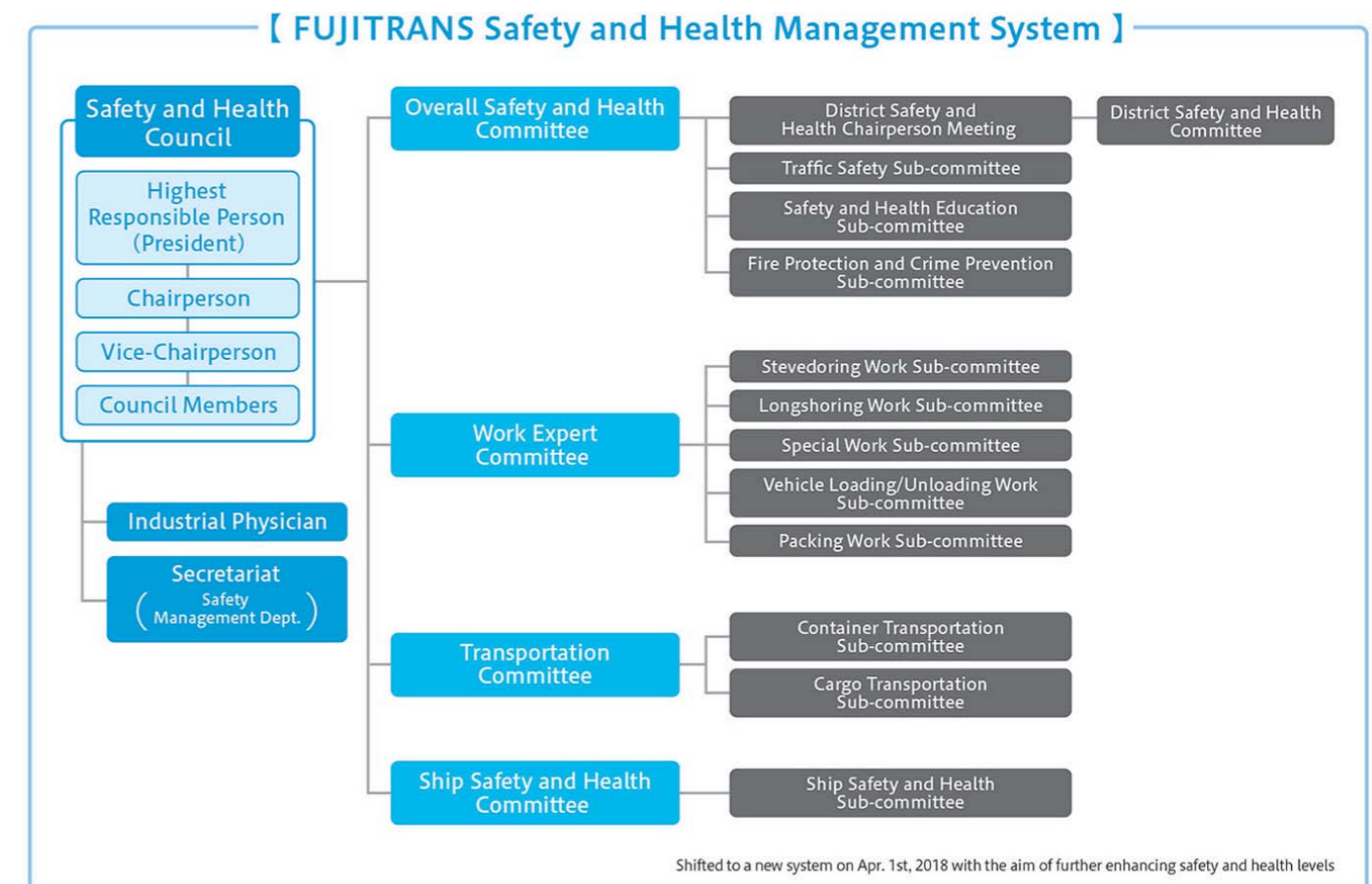
Quality Control

Safety & Health Management System

Safety Management & Quality Control

Build a Thorough Management System

Safety is a serious mission to us as a comprehensive logistics company. Thorough safety leads to the trust of customers, and leads to enhancement of quality for the entire business. We believe that "safety" and "quality" are integrated into one. We have constructed a strong management system headed by the Safety and Health Council, and we are working on thorough safety management.



Various Safety Campaigns

Safety Management & Quality Control

May 1 (Fri) - September 30 (Wed), 2020

Heatstroke Prevention Campaign

Taking in Water and Salt to Prevent Heatstroke

The "Heatstroke Prevention Campaign" was held for five months from May through September. Heatstroke occurs when the water and salt balance of the human body is disrupted due to working in high-temperature and high-humidity environments, resulting in the body being unable to dissipate heat. This campaign was held to ensure that all employees have the correct understanding of how to prevent

heatstroke, identify changes in body conditions as well as symptoms in others around them. During this period, employees checked their health condition and were encouraged to rehydrate and take salts as part of efforts to create a more comfortable workplace. Campaign posters were also posted at each business site with the aim of boosting health awareness.

First Semester: July 1 (Wed) - July 10 (Fri), 2020

Second Semester: December 2 (Wed) - December 11 (Fri), 2020

Zero Accidents Campaign

Toward Total of Zero Work Accidents

The FUJITRANS Group holds a Zero Accidents Campaign twice a year for offices across Japan. It is an activity aimed at heightening the safety awareness of each employee and creating a safe and secure workplace. We limited the number of participants in each activity due to the novel coronavirus. During the period, our aim is a total of zero accidents and included site inspections by management leaders and patrols by each section committee as part of group-wide efforts to achieve zero work accidents.



Chanting "zero accidents" at the opening ceremony

Slogan

First Semester

Work with everyone and promise to create a zero-accident workplace

Second Semester

Each person needs to raise their safety awareness level.

September 9 (Wed) - September 18 (Fri), 2020

Safe Forklift Driving Reinforcing Campaign

Competing Driving Skills for Safe Work

The Operations Committee of the FUJITRANS Group held the Safe Forklift Driving Reinforcing Campaign. This campaign is held every year to ensure thorough accident countermeasures and prevent recurrence of accidents through education and training.

A forklift skills competition was held as part of the campaign during this period. The competition was held so operators could test their skills for handling client's cargo without damaging it and confirming their awareness of safe driving.

In the competition, representatives selected from group company branches around the country took part in stacking cases or performing back crank driving on a dedicated course, pitting precision of their skills and work procedures polished in their daily activities as well as the time taken against other participants.



Top finishers of the forklift skills competition

October 14 (Wed) - October 23 (Fri), 2020

Oxygen Deficiency Prevention Campaign

Prevent Accidents by Having Correct Knowledge and Training

The Oxygen Deficiency Prevention Campaign was held to thoroughly implement countermeasures against cargo handling accidents on woodchip carriers and to prevent the recurrence of such accidents. As part of activities, Oxygen Deficiency Disease Rescue Training was held to simulate workers who scape off chips collapsed from oxygen deficiency within the hold of a woodchip vessel. The training involved work supervisors discovering victims to rescue, starting cardiopulmonary resuscitation and transporting victims to an ambulance, so that workers could verify their roles in case of an emergency.



Quickly transporting the victim (mannequin) to an ambulance

Safety Education / Training

Safety Management & Quality Control

March 11 (Wed), 2021

Safety Confirmation Training

Reviewing the Communication System to Prepare for Emergencies

On March 11, the 10th anniversary of the 2011 Tohoku earthquake and tsunami, the Domestic Task Force held Safety Confirmation Training for all FUJITRANS Group employees. The training was held to ensure that the safety of employees could quickly be determined in the case that a large-scale disaster strikes.

Employees were not given any advance notice of the training, however almost all employees responded within three hours of sending an email, which confirmed that a quick contact system was in place.



Domestic Task Force members confirming the safety of employees

November 17 (Wed), 2020

Traffic Simulator Aptitude Test

Learning Safe Driving Techniques

The new Traffic Simulator Aptitude Test was planned and held by the Traffic Safety Sub-committee with the aim of reducing traffic accidents. The aptitude test identifies risks associated with the driving style of a driver, and helps them learn safer driving methods or techniques. The test had 40 participants from various departments and affiliated companies.



Employees using the simulator

February 17 (Wed), 2021

Reporting Session on Creating a Safe and Secure Workplace

Working Toward Creating a Safer Workplace

The Creating a Safe and Secure Workplace session is held every year with the aim of creating a comfortable workplace that is safe and secure. This meeting features presentations on the accomplishments of each business site resulting from efforts to eliminate potential risks in the workplace and carry out operations with increased safety, and shares details with the entire company. This fiscal year the number of participants giving presentations was narrowed down to prevent infections of the novel coronavirus.

Our Efforts to Protect the Environment / Together with the Society / Communities

Contributing to the society/communities and the people living there, who support our company, is at the root of our CSR. We have formulated our environmental policy, enhanced the awareness of our employees, and are carrying out activities that take into consideration the global environment in our harbors and oceans, an important field that supports our company's businesses.

Environment Protection

Social Action

Environment Preservation Activities

Environment Protection & Social Action

August 24 (Mon), 2020 **Clean-up Onboard Tender Boat**

Clean-up Onboard Tender Boat

A clean-up onboard tender boat was held as part of our social contribution activities. They boarded the company's tender boat FUJITRANS (tender boat) and collected the debris floating on the sea surface with nets near the quays where the Kyugochi Branch Office is located. We collected a lot of waste which helped to clean up Nagoya Port where we work.



Clean-up activity participants

Social Contribution Activities

Environment Protection & Social Action

April 23 (Wed), 2020 **Donations to Medical Institutions**

Helping with the Novel Coronavirus Response

With the severe shortage of masks at medical institutions due to the impact of the novel coronavirus, we sent medical-grade masks and donations to the Japanese Red Cross Nagoya Daini Hospital. Assisting with supplies and providing donations for medical institutions at the forefront of the battle against the novel coronavirus response was a great way to help workers in the medical field.

September 23 (Wed), November 26 (Thu), 2020 **ISO Environmental Beautification Activities**

Clean the Head Office Area

As part of our ISO environmental beautification activities, representatives of each district around our head office participated in cleanup activities around the head office community. After collecting waste, efforts were made to cut back weeds growing along the Egawa Line and improve the scenery.



Collecting a lot of waste and weeds

December 10 (Thu) - 26 (Sat), 2020 **Support of Juvenile Welfare Institution**

Donated Christmas Cakes to Children

As part of our social contribution activities to the local community, we donated Christmas cakes to childcare facilities. This year, we delivered Christmas cakes and bread to a total of six childcare facilities so they can be enjoyed at their Christmas parties. Masks and hand gel were also donated to facilities as a way to prevent infections of the novel coronavirus.

Every Month **Call for Traffic Safety on the Street**

Aiming for a Society without Traffic Accidents

The Traffic Safety Sub-committee takes the lead to regularly call for traffic safety from pedestrians and drivers at intersections during the morning rush near our head office, Tsukiji-guchi, Kyugochi and Kinjo areas. Representatives from each department, including our Group companies, appealed for thorough adherence of traffic rules, such as wearing a seat belt and temporary stops at intersections.

This campaign is held to coincide with the zero traffic accident death days (days with 0 in the date) every month.

Fiscal 2020 Result Record of CSR Activities

Legal Compliance Sub-committee

- Compliance Reinforcement Months
- Internal Audits
- Stress Check System
- Consultations with Attorney
- Health Lecture Meeting / Individual Health Consultation Meeting

Safety / Quality Sub-committee

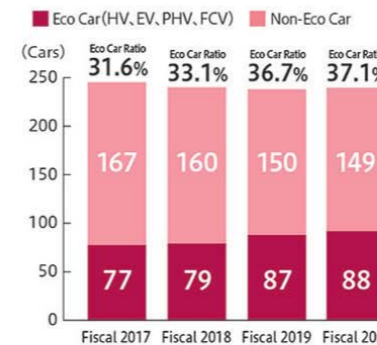
- Heatstroke Prevention Campaign
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Environment / Social Contribution Sub-committee

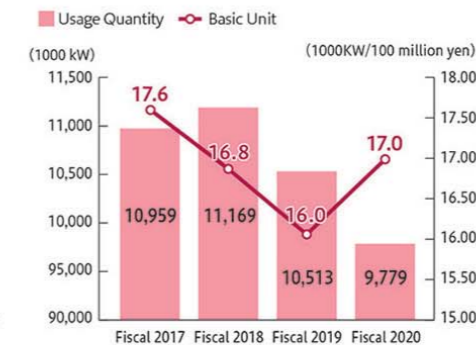
- Clean-up Onboard Tender Boat
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Energy-Saving Activities

Changes in the ratio of eco cars to all company-owned vehicles



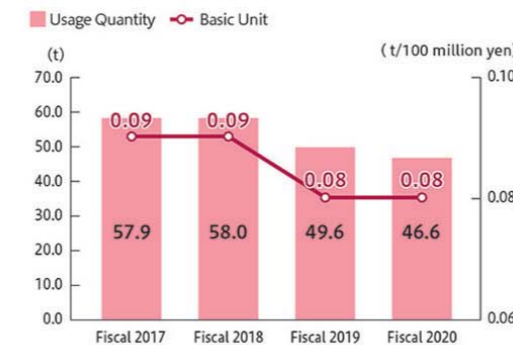
Electricity Usage Quantity



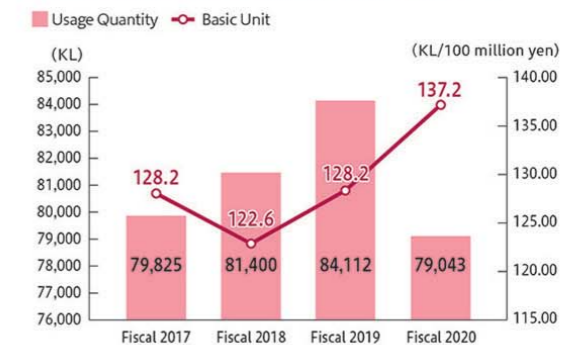
Changes in Usage Quantities of Gasoline, Kerosene, Gas Oil



Changes in Usage Quantity of LPG



Changes in Usage Quantity of A/C Fuel Oil



Information on CSR Activities is posted on our website ▶ www.fujitrans.co.jp/csr/

