

Fuji Television Compliance Guidelines

The “Fuji Television Compliance Guidelines” set forth the internal standards to be followed by all officers and employees of Fuji Television Network, Inc. (hereinafter referred to as “Fuji Television”) We declare that we will comply with these Guidelines in order to realize social responsibility, social contribution, and a positive workplace as set forth in our Corporate Philosophy and Programming Standards, etc.

<Basic Philosophy>

- (1) We are aware of the significant social influence of the media, and we will fulfill our responsibilities by responding to changes in social conditions in a timely manner so as to earn the trust of society and viewers.
- (2) We will disseminate accurate and reliable information and provide sound and sensible programming and content in order to realize a society in which everyone can lead safe and physically and mentally enriched lives.
- (3) We will respect the human rights of all people, comply with laws and regulations, and conduct our business activities in accordance with these Guidelines based on high ethical standards. We will strive to be a people-friendly company that respects the values of each and every individual.

<Action Guidelines>

1. Social Responsibility

- (1) As a public entity of society and with an awareness of our mission as broadcasters, we will respond to the public's right to know, protect freedom of speech and expression, disseminate fair, just and reliable information, and fulfill our social responsibilities.
- (2) Through our business activities, we will actively promote gender equality and other diversity-related measures with the aim of realizing an inclusive society in which no one is left behind.
- (3) We will proactively work to reduce the environmental impact of our business activities in order to realize a sustainable society, and will support awareness-raising activities for global environmental conservation.
- (4) Through our business activities, we will strive to develop culture, sports, and education, as well as actively engage in other social contribution activities, in order to realize a healthy society.

2. Respect for Human Rights

- (1) We will respect diverse values and human rights through our broadcasting programs and business activities.
- (2) We will not tolerate human rights violation or unfair discrimination, and we will do our utmost to ensure that the human rights of all stakeholders affected by Fuji Television's business activities (including business partners and other related parties, as well as the subjects of interviews) (the same applies hereinafter) are not violated.
- (3) When we receive information or consultation from employees or other stakeholders regarding human rights violations, we listen carefully, investigate appropriately, and take necessary measures promptly.
- (4) We will respond promptly and in good faith to the possibility of human rights violations in our business activities and take necessary verification and countermeasures.
- (5) We respect the human rights of each and every employee and value a safe, free and vigorous work environment that is free from unfair discrimination and harassment. We aim to be a company where each and every employee can work with vitality and enthusiasm, so that individuals and teams can maximize their performance.

3. Compliance with Laws and Regulations

- (1) We recognize the public mission and social responsibility of broadcasting and shall conduct our business activities in compliance with all laws and regulations, including the Broadcasting Act, and social norms.
- (2) We will conduct our business activities in compliance with Fuji Television's programming standards and other internal rules and regulations concerning program production.
- (3) We shall comply with laws and regulations and properly handle confidential information of third parties obtained in the course of our duties, and shall not improperly leak such information to others, but shall use it only for the purposes necessary for our business.
- (4) We will manage personal information appropriately and handle it in compliance with the Personal Information Protection Law.
- (5) We will handle undisclosed inside corporate information obtained in the course of our duties in an appropriate manner and will not engage in insider trading.
- (6) We will appropriately protect the intellectual property rights of the Company and at the same time, we will be careful not to infringe on the intellectual property rights of third parties.

(7) We will not use the company's duties, position, or property for personal gain.

4. Healthy Relationships with Stakeholders

(1) We will build sound relationships with all stakeholders through appropriate communication.

(2) We will comply with the Antimonopoly Act, the Act against Delay in Payment of Subcontract Proceeds, etc. We will conduct fair, transparent and free transactions.

(3) We will not give or receive socially inappropriate entertainment, gifts or other economic benefits to or from our business partners and will always strive to conduct ourselves in accordance with social norms.

(4) We will not provide improper entertainment, gifts, or benefits to public officials or persons in similar positions.

(5) We do not provide benefits in any name to antisocial forces (criminal groups) or individuals.

5. Establishment of a Reporting System

(1) We will respond in good faith to reports of violations of these Guidelines from employees through a separate contact point from the normal chain of command, and strive to improve our compliance system.

(2) We will respond in good faith to any information provided by external stakeholders regarding violations of these Guidelines.

(3) We will never treat whistleblowers disadvantageously because of their reporting.