

# FY2025 Fukoku Management Policy

## Basic Policy

Fukoku continues to embrace challenges, adapt flexibly to changing social needs, and contributes to the realization of a sustainable society to become a company that is dear to customers' hearts.

### ◇Human Resource Development

To realize our ideal image and nurture our employees to be able to think and act on their own initiative from a broad perspective.

### ◇Safety is the Top Priority

To create a physically and mentally sound and safe working environment, each employee practices "Safety first" at all times.

### ◇Establish a Solid Quality Foundation

To deliver safe and secure products to our customers, each employee fulfills their individual responsibilities through "Own Process Completion" to achieve superlative quality.

### ◇Harmonize with the Global Environment

To protect our earth from environmental degradation, each employee implements pro-environmental behaviors to fulfill corporate social responsibility.

### ◇Compliance-Oriented Corporate Activities

To always comply with the laws and regulations as well as other societal norms of each country and region, and act ethically by ensuring respect for human rights and compliance.

## Annual Policy

Catalyze maximum profitability through reformation of our management infrastructure based on ESG, in addition to establishing two business strategies; strengthening our existing operations and expanding growth and new business opportunities.

### 1 Expand growth and new businesses

- We create new value by further strengthening our core technologies and integrating with new technologies ahead of other companies.
- We seize on market changes and customer needs and commit to following through on expansion of growth businesses and creation of new businesses.

### 2 Bolster existing businesses

- We ensure the further enhancement of our product value by reducing cost in product development that defies conventional wisdom.
- We are committed to thorough improvement of profitability through promotion of innovative 'Monozukuri' and significant rise in productivity.
- We clarify our positioning and expedite transformation to a solution business in order to differentiate ourselves from our competitors.

### 3 Promote employee growth and diversity

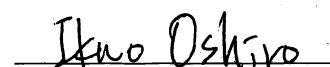
- We aim to build a workplace where each employee takes on challenges and grows as well as acquires a wide range of experience and high expertise.

### 4 Promote reduction of environmental impact

- We promote activities to reduce environmental burden by improving the efficiency of resource and energy use through the process for each corporate activity.

2025.1.1

Ikuro Oshiro



Chief Executive Officer Fukoku Co., Ltd