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Regarding the Release of the Report by the Third-Party Committee

Today, the Board of Directors of Fuji Media Holdings and Fuji Television Network received the investigation report from the Third-Party Committee. Despite the limited time of about two months, the members of the Third-Party Committee conducted a detailed fact-finding investigation and compiled the results into a nearly 300-page report.

The contents of the investigation report were extremely of our company. Through the impartial and objective assessment by the Third-Party Committee, we came to understand just how deficient our self-awareness had been.

The investigation report details the serious human rights violations suffered by a former female announcer from our company at the hands of Masahiro Nakai, as well as the circumstances leading up to it. While it was not recognized that Fuji Television employees were involved in directly inviting the former employee to the gathering related to this case, the gathering was determined to be an "extension of Fuji Television's business."

Furthermore, the Third-Party Committee severely criticized the company's response to the sexual harassment claims made by the former employee, stating that our company did not sufficiently support the victim. Additionally, it was pointed out that certain employees acted in ways that appeared to benefit the perpetrator. Such actions are absolutely unacceptable. Not only did we fail to support the victim, but we also made her feel that the company would not protect her, forcing her to choose to leave the company in distress.

The investigation report also highlighted that despite the former employee's claims of sexual harassment, the issue was not recognized as a human rights violation by her superiors, from the bureau chief all the way up to the company president at the time. This made the victim feel that the company was protecting Nakai over her, causing significant harm. We deeply regret these actions and sincerely apologize to the victim. If permitted, we will seek opportunities for

dialogue with the victim to understand and fulfill her wishes.

The investigation report also identified multiple harassment cases beyond Nakai's incident. The Third-Party Committee gave a very harsh evaluation, stating that "harassment was widespread throughout Fuji Television."

We are committed to not overlooking important human rights issues. Regarding the harassment cases pointed out, we will promptly conduct necessary fact-checking and impose strict penalties on those involved.

Third-Party Committee also pointed out the need to establish mechanisms to protect human rights and strengthen corporate governance as structural issues. Additionally, there were many criticisms regarding the awareness and corporate culture of our executives and employees.

The criticism that Fuji Television's lack of human rights awareness is evident in the way the company organized gatherings—inviting participants based on age, gender, and appearance—is particularly serious. To strengthen our corporate governance, we must decisively tackle the corporate culture issues that contributed to this problem, including departmentalism, homogeneity, closedness, and rigidity.

Finally, we once again apologize to the victim and express our deep gratitude for her cooperation with the Third-Party Committee. We also thank the employees who have raised their voices, which had not been heard before.

We will never forget this significant failure and will cherish all groups involved with our company, including our employees. We are committed to sincerely addressing all human rights issues related to our company. Through our ongoing efforts, we aim to create a transformed and improved Fuji Television.