

(Translation)

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Regarding Progress on Fundamental Reform Measures by Our Company and Fuji Television Network, Inc.

Our company and our subsidiary, Fuji Television Network, Inc. (“Fuji Television”), have announced substantive initiatives to fundamentally reform corporate culture and governance to prevent the recurrence of human rights and compliance issues that occurred at Fuji Television. On March 31, we announced “Measures to Strengthen Human Rights and Compliance Efforts,” followed on April 30 by Fuji Television’s “Eight Concrete Measures” and our company’s “Toward Group Reform.”

Today, we reported to the Ministry of Internal Affairs and Communications on the following: the collection and analysis of reactions and evaluations from stakeholders—including the national audience, sponsors, investors, and financial institutions—regarding the specific enhancement measures implemented by our company and Fuji Television, as well as the progress of responses necessary to regain their trust based on those evaluations.

Our company and Fuji Television will continue to steadily implement these reform measures and build effective frameworks to ensure human rights, compliance, and governance, striving to restore the trust of all stakeholders.

1. Status of Implementation: Fuji Television’s “Eight Concrete Strengthening Measures”

- Established a Sustainability Management Committee and appointed three members to an external advisory board.
- Established a new relief contact point managed by external lawyers, in accordance with the UN Guiding Principles. Mental health support by clinical psychologists has also been introduced.
- Completed company-wide employee and staff surveys and are handling responses individually as necessary.
- Upgraded both the Compliance Office and Announcement Office to full departments; restructured and rebuilt other departments such as Variety Programming.
- Conducted reflection and discussions at all levels, including management.
- Held in-person group training for all employees, with over 1,000 participants.
- Increased the proportion of female directors to over 30% and are working to raise the ratio of female managers, also actively promoting younger employees.

- Revised regulations for harassment prevention and held training sessions on “customer harassment” countermeasures.
- Strengthened disciplinary measures for employees who have committed acts of harassment, and enhanced transparency of the disciplinary process within the company.
- Issued a “Declaration to Eradicate Harassment” throughout the company.
- Established stringent expense guidelines and enforced strict disciplinary action for misuse of expenses.
- Revised internal employment rules to prevent information leakage.

2. Status of Implementation: Our company’s “Toward Group Reform”

- Selected candidates for directors with a focus on ensuring diversity within the Board of Directors.
- Convened the Group Human Rights Committee and appointed a Deputy Chairperson.
- Held concrete discussions on human rights initiatives and related matters for each group company at the Group Presidents’ Meeting.
- Published the “Reform Action Plan.”

Supplementary Materials

- Fuji Television: Progress Report on the Eight Concrete Strengthening Measures for Revival and Reform (submitted to the Ministry of Internal Affairs and Communications, May) [1]
- Report on Sponsor and Public Responses (submitted to the Ministry of Internal Affairs and Communications) [2]
- Our Company: Progress on Initiatives for Reform and Revival

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