



2025

CSR Report

Prepared by
Dina Dergunova

ENG



+81(3)5801-0842

fit@frigatejapan.co.jp

www.frigatejapan.co.jp




Our vision:

Our history began with a maritime
Route connecting ports, countries,
Cultures and eco-systems



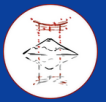
We see company's mission, as:

- Meeting customer's expectations through new ideas, technological development, quality assessment, consideration of opinions and rapid response to change , and training in conflict management
- participation in social life as member of local communities, associations, unions and focus groups
- protecting the environment by studying local ecosystems and participating in conservation projects. Supporting humanitarian and
- volunteer projects

 +81(3)5801-0842

 fit@frigatejapan.co.jp

 www.frigatejapan.co.jp



In 2025 year we participated in the following projects:



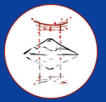
In terms of support to social groups and local communities:

- Participated as a member of a focus group to develop new programs on Awaji Island— lunches featuring fermented foods, modern architecture based on natural materials, Zen and detox programs
- Developed a route combining visits to natural sites (Tomogashima Island) with anime fans (Summer Time Rendering, created by Tanaka Yasunori, and Laputa: Castle in the Sky, by Studio Ghibli).
- Participated in community council meetings for the development of Mizuki Shigeru Street in Sakaiminato
- Developed programs to promote new routes, such as Hamamatsu City (Hamamatsu Botanical Garden, maintaining the cultural heritage of eel farming)

+81(3)5801-0842

fit@frigatejapan.co.jp

www.frigatejapan.co.jp



In the context of preserving local ecosystems and maintaining ecology:

- We created several hiking routes in the Kansai region, including exploring the Ashiyama and Odaigahara Nature Reserves
We promote routes that visit the fishing village of Ine to support the local community and preserve the local ecosystem.
 - We participated in a Satsuma ceramics painting workshop during a trip to Kagoshima Prefecture.
 - We promote bicycle routes along the Shimanami Kaido with English-speaking guides.
 - We implemented electronic document management based on Google Drive, reducing paper use by 21%.
-
- As part of employee training in the principles of sustainable development and economic partnership:
We organized and conducted courses for staff and tour group leaders on dealing with conflict situations in tourism.
 - We are running the "Living Japan" project, which provides online connections between current and potential guides, coordinators, and tour group leaders and local tourist attractions, especially those located in remote areas



+81(3)5801-0842

fit@frigatejapan.co.jp

www.frigatejapan.co.jp



Within the framework of ethical business and partnership:



We are developing an online sales and document management system for partners and participated in seminars jointly with the JAL office in Moscow to promote tours to Japan in Georgia, Kazakhstan, and Uzbekistan.

In the coming years, the company sets itself the goal of using tourism:

- Promote intercultural exchange, support local communities, and preserve cultural traditions.
- Raise public awareness of local ecosystems.
- Participate in waste recycling and sustainable consumption projects.
- Adapt new technologies.
- Support inclusivity, equality, and equity in all areas of interaction.
- Be ethical and act with partners within the law.
- Improve customer interactions and create training materials on emergency and disaster response.
- Train employees in sustainable tourism principles and participate in projects to achieve the Sustainable Development Goals.

+81(3)5801-0842

fit@frigatejapan.co.jp

www.frigatejapan.co.jp