

Supportive Foundation for the Focus Areas

For details, please visit our website. [Occupation health and safety/health management](https://www.logisteed.com/en/csr/social/safety/) [Respect for human rights](https://www.logisteed.com/en/csr/social/humanrights/)

We define matters related to our business base, such as safety, enhancement of disaster prevention/mitigation, and respect for human rights, as "Supportive Foundation for the Focus Areas," and take various measures to accelerate initiatives for three Focus Areas.

Material Issues
Realize safe, healthy, and rewarding workplace

We are realizing a framework to ensure the safety and health of our employees by promoting occupational health and safety awareness and implementing risk assessments to prevent and mitigate labor-related issues.

To enable employees to work in good health, with peace of mind, and a sense of purpose, we are promoting "work style reform" through various initiatives. By empowering each individual to perform at their best, we aim to enhance overall organizational productivity and increase corporate value.

Initiatives Toward Ensuring Health and Safety of Employees

Promoting the taking of paid leave

The LOGISTEED Group strictly complies with local laws and regulations regarding paid leave in all countries and regions where we conduct business activities. To foster a workplace culture that encourages the use of paid leave, in FY2024 we implemented a range of initiatives, including the rollout of e-learning programs for all group employees in Japan using a learning platform (event management

system), and the continued sharing of paid leave utilization status with administrative departments at each business site on a regular basis.



Material Issues
Prevent accidents during operation

Strive for safe operation by promoting initiatives to prevent accidents at the Company and its suppliers

Under the policy that "Safety is our first priority" and the safety slogan based on the policy, the LOGISTEED Group ensures that each employee carries on the safety cultures and strives to provide safe and high quality services during operations.

Safety Priority Policy

The LOGISTEED Group works on activities based on the policy and the safety slogan.

Safety Slogan
"Safety First"

Safety Promotion Structure

LOGISTEED assigns an Operating Officer in charge of safety under the confirmation by the Board of Directors, who promotes top-down safety activities. Executive officers deliberate and report on safety activities and accident occurrence, etc. at the monthly Executive

Committee, and the Audit & Supervisory Committee also receives reports on the progress of safety activities and accident occurrence, etc. every year. Under the structure which enables the supervision by the Board of Directors, we ensure to promote and manage safety activities.

Initiatives for Accident Prevention

SSCV-Safety (safety operation management solution) –Introduction to the LOGISTEED Group's own vehicles–

In order to protect drivers as an organization and not to become either the victim or assailant, the LOGISTEED Group is promoting the installation of "SSCV-Safety," a solution to prevent accidents due to absent-minded driving. In Japan, we completed the installation of SSCV-Safety in all approximately 2,400 commercial trucks and private vehicles owned by the LOGISTEED Group, and started its operation. The installation of "SSCV-Safety" has

allowed us to provide drivers with guidance based on the daily review, reducing the number of average incidents in FY2024 by 33% year on year.



* Per vehicle in operation per month (Scope: LOGISTEED, domestic group companies)

Material Issues
Enhance disaster prevention/mitigation

Implement disaster prevention measures to prepare for natural disasters and prevent fires as well as strengthen systems for speedy recovery in the event of a disaster

The LOGISTEED Group works to strengthen disaster prevention/mitigation measures in order to protect people's lives through the logistics business, which is social infrastructure, even in the event of a natural disaster or infectious disease.

Toward the Realization of the Future Vision of Logistics Center

As part of our efforts to enhance our warehouse business, we are working to visualize safety- and quality-related incidents and hazardous work that may occur in our logistics centers. Starting in FY2022, to realize the automated center concept which visualizes and centrally controls safety/quality/productivity/fire prevention/crime prevention, we have introduced a video management system with advanced analysis functions in seven sites

centers in Japan. We are currently operating a cloud-based remote monitoring and centralized control system at the "Centralized Safety and Quality Control Center" established in the head office. From FY2025, we aim to promote the expansion of such functions as issuing alerts using AI and increase the number of sites subject to monitoring, and look to establish safe, secure, and resilient logistics sites.

Visualization of Self-Defense Firefighting Operations

Development and utilization of firefighting visualization system

We have developed our own firefighting visualization system to strengthen our self-defense firefighting system by ensuring compliance with the Fire Service Act and other relevant laws and regulations. This system has now been introduced at approximately 500 sites. Introducing this system has enabled us to manage inspection deadlines

through real-time checks of the inspection status of firefighting equipment, which leads to prevention of cases where firefighting equipment remains unrepaired by an oversight and reduction of human and material damage, etc. due to defective firefighting equipment.

Disaster Prevention Measures

Enhancement of initial response at disasters

We are working to enhance initiatives focusing on disaster prevention with regard to an initial response necessary to take before BCP is activated when a disaster occurs. In FY2024, we conducted simulation training for 13 domestic

group companies, based on a scenario of a large-scale earthquake occurring at night or on a holiday. The training simulated initial response actions from the moment the earthquake occurs through the day of the event.

Material Issues
Establish a responsible supply chain in which human rights are respected

Promote a sustainable supply chain by taking measures to improve quality/productivity, conduct environmental/social assessments, ensure compliance with laws and regulations by suppliers, and avoid/prevent/mitigate human rights issues of relevant stakeholders

Recognizing that human rights of all people affected in our business activities must be respected, the LOGISTEED Group has implemented initiatives to build a responsible supply chain that respects human rights.

Toward Developing Business Platform That Respects Human Rights

Reducing the risk of human rights infringements worldwide

The LOGISTEED Group conducts human rights impact assessments through third-party organizations to identify risks and issues and develop our business foundation with respect for human rights. In FY2022, with the support of NGOs knowledgeable about human rights, we organized global human rights issues that are important to all industries and specifically the logistics industry. In addition, we conduct risk assessments for group companies in Japan and overseas from five perspectives (geography, products, industry, employment type, and regulatory

compliance), and implement measures tailored to the specific risks and challenges faced by each entity. In FY2024, we worked to ensure compliance with human rights-related laws and regulations in countries outside Japan as part of our response to human rights issues identified in prior years. In Japan, we conducted surveys on the state of management of foreign technical trainees, and verified that said trainees were being managed in an appropriate manner.