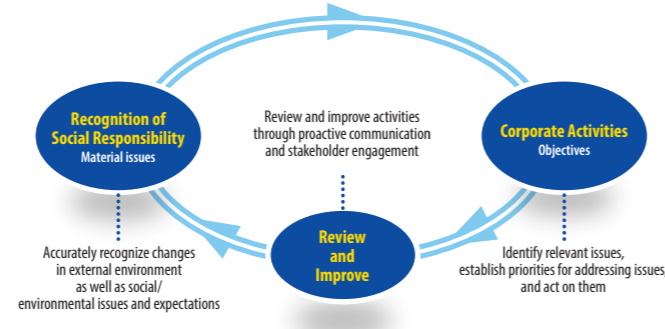


LOGISTEED Group Sustainability

Under the LOGISTEED Group's corporate philosophy "to deliver high-quality services that will help make the world a better place for people and nature for generations to come," we have been promoting sustainability initiatives to contribute to the realization of a sustainable society.

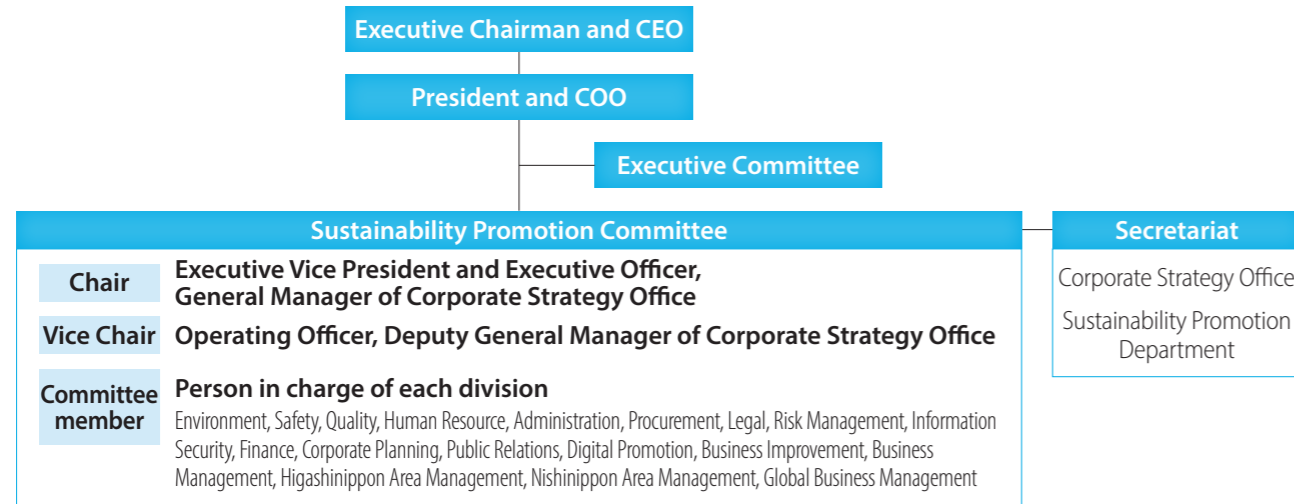
Basic CSR Policy

Under the corporate philosophy, the Group promotes activities in line with the Basic CSR Policy with an aim to realize a sustainable society through communication with our various stakeholders and integrate sustainability and management. As part of this cycle, we will also promote active disclosure of Environment, Social and Governance (ESG) information and contribute to achievement of SDGs in cooperation with our various stakeholders.



Sustainability Promotion Structure

In order to promote sustainability on a group-wide level, the Group has set up the "Sustainability Promotion Committee," chaired by Executive Vice President and Executive Officer, General Manager of Corporate Strategy Office, and holds meetings regularly. Important agenda discussed in the meetings are submitted to the Executive Committee.



FY2022 Sustainability Promotion Committee

Number of the committee held	2 times (September, January)
Major agenda items	<ul style="list-style-type: none"> Discuss and approve the method to disclose information on material issues, KPI, and ESG Share the information about the ESG external evaluation and external trends regarding sustainability Confirm and share impacts of changes in the capital policy and others

Participation in International Initiatives

The Group expresses its support for the UN Global Compact (→P75) (UNGC). The UNGC is a voluntary initiative to participate in creating a global framework for the sustainable growth. The Group continues to make efforts to realize the ten principles of the UNGC by, for example, reporting the progress annually.

Contribution to SDGs

SDGs are 17 universal goals for the international community to be attained by 2030, which the UNGC takes the lead in efforts toward their achievements, and the Group is fully aware of the importance of achieving the SDGs. Eight of the 17 goals are deeply related to us. We will work to do our part in achieving these SDGs as we move into high gear to reach our objectives.

SDGs closely relating to objectives of the LOGISTEED Group

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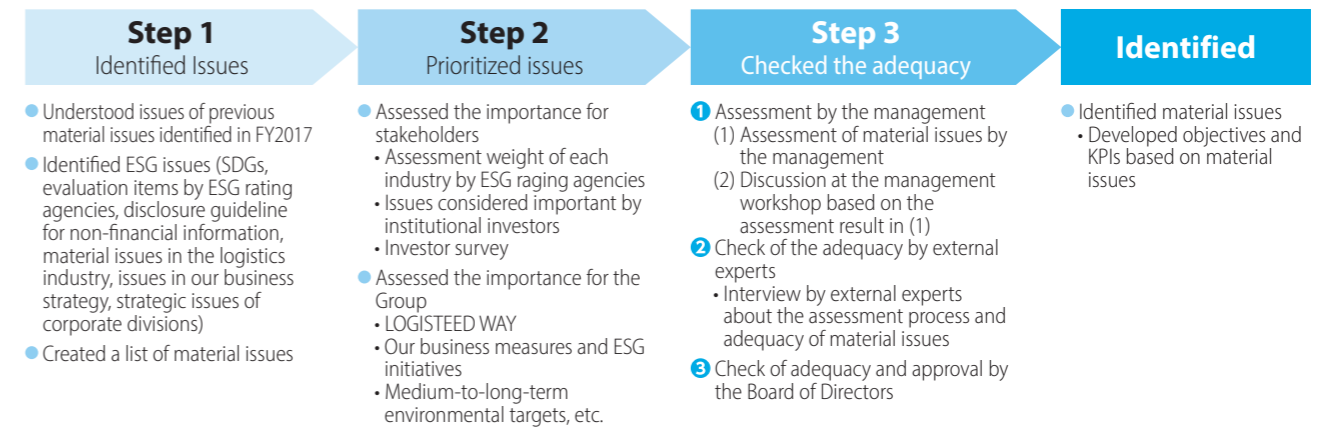


LOGISTEED Group Material Issues

The Group identified 15 material issues in FY2017 and developed four objectives from CSV* viewpoint, but we reviewed the material issues in FY2021 in light of drastic changes in issues and management environment relating to sustainability. In doing so, we identified material issues not only from ESG perspective but also in consideration of their relevance to solutions for social issues in the logistics industry and the business strategy. As a result, we identified a total of 12 material issues including those with strong focus on business and those unique to logistics operations, which is a social infrastructure, such as "Prevent accidents during operation" and "Enhance disaster prevention/mitigation." With the recognition of the identified material issues as the social responsibility that the Group should fulfill, we promote effective activities toward solving social issues.

*Creating Shared Value (CSV): Refers to practices that balance activities to create economic benefits with solutions to social issues, or management strategies to achieve them

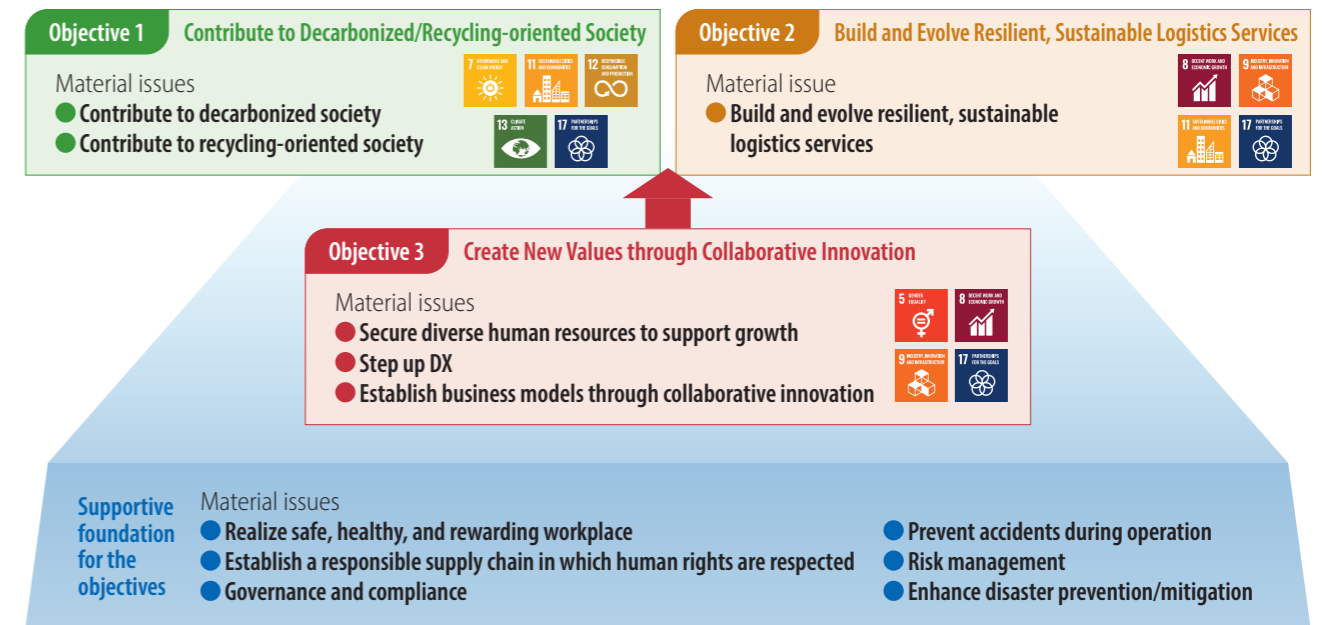
Process to identify material issues



Check the adequacy of material issues by external experts
https://www.logisteed.com/en/profile/csr/pdf/dialogue_2022001.pdf

Developed Objectives

Of the identified 12 material issues, we classified those relating to value creation into three Objectives and those relating to the business base, such as compliance and risk management, into "Supportive foundation for the objectives" in order to take actions for issues to be addressed with priority. We also clarified the relation between the objectives and SDGs.



For details on sustainability, please visit our website.
<https://www.logisteed.com/en/profile/csr/sustainability/>

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