### Special Feature 2 – Initiatives for Human Capital

"LOGISTEED WAY" which consists of Corporate Philosophy, Corporate Vision, Guiding Principles, and Success Drivers, shows the role and the "WAY" to move forward of the LOGISTEED Group. Toward our medium-to-long-term vision "LOGISTEED2030", we aim to realize a group organized by human resources who practice and lead the "LOGISTEED WAY".

#### Invigoration of Organization

To realize sustainable growth, we need to develop strong relationships between employees, the company, and increase employee engagement. To increase employee engagement, we are promoting understanding of the "LOGISTEED WAY", which forms a basis to connect the company and each employee. We also conduct an inventory and a follow-up and monitor identified issues with an aim to improve engagement.

**Spread of the LOGISTEED WAY**

We implement various initiatives to instill the concept of the "LOGISTEED WAY" into employees’ behaviors and judgment criteria. In FY2022, we set up a meeting with senior management, including Executive Chairman and CEO, and can directly discuss the "LOGISTEED WAY" with employees in an effort to develop understanding.

**Use of employee engagement surveys in Japan**

We conduct an employee engagement survey annually for the purpose of investigating the organizing and increasing employee engagement. We analyze the survey results in detail, identify internal issues and take necessary actions to solve them.

**Enhancement of Human Resource Capability**

Toward the "LOGISTEED WAY", we strive to actively secure diverse human resources who can contribute to our business as diverse business opportunities arise and create/promote new value. To improve our business, and create/promote new value, we will promote initiatives to secure and promote diversity and inclusion. To fulfill our responsibility to respect human rights as a global company, we established the "LOGISTEED WAY" and human rights as an essential condition for a global company and have created an environment to promote diversity and inclusion mainly through education.

**Initiatives to respect human rights as a global company**

We position our initiatives to respect human rights as an essential condition of our businesses, and through education and training for employees as well as the Group employees, we have created an environment to promote diversity and inclusion. Toward our medium-to-long-term vision "LOGISTEED2030", we aim to realize diverse working styles, as well as create/promote a culture of diversity and inclusion.

**Scope: LOGISTEED**

- Human Resource who participate and lead the LOGISTEED WAY

**People Resources Who Practice and Lead the LOGISTEED WAY**

We take action to promote understanding of LOGISTEED people to prevent sexual harassment and promote active participation of diverse human resources. In October 2022, we established an internal "gender diversity management" to support employees about foreign cultures and also to promote globalization.

**Becoming a Leading Global 3PL Company**

We aim to promote development of human resources by introducing a Group-wide "job-based personnel system" and building a "log-based personnel system". Through the implementation of these systems, we aim to diversify the roles and skills required of each position and applied them to managers.

- Development of human resources who will realize the "LOGISTEED2030"

**Renewal of Personnel System Framework**

We are actively promoting development measures for each of domestic and overseas human resources. For domestic human resources, we aim to develop "global human resources" who can lead business globally by involving diverse human resources. For overseas human resources, we aim to develop "log-based personnel system" that focuses on "development of human resources who will serve the Group."

**Percentage of foreign employees among new graduates hired (average for the last two years) 10%**

**Hiring Aims of New Graduates**

- Promote diversity
- Offer new perspectives
- Enhance the competitiveness of the company

**For details of employee-related initiatives, please visit our website.**