

News Release

April 3, 2024

Notice of the LOGISTEED Entrance Ceremony 2024

LOGISTEED, Ltd. (LD) held the entrance ceremony for new employees at LD headquarters on April 1, 2024. An overview of the ceremony is as follows:

■ Overview

Date	April 1, 2024
Venue	LD headquarters, Tokyo Japan
The Number of the new employees	38 employees
The order of the ceremony	<ol style="list-style-type: none">1. Congratulatory speech from Executive officers Yasuo NAKATANI, Chief Executive Officer (CEO) Kazuhiro NISHIKAWA, Chief Japan Business Officer (CJBO), Chief Marketing Officer (CMO) Christopher LOGAN, Chief International Business Officer (CIBO)2. New employees introduction3. Meet and greet, Q&A (questions from new employees)

■ Summary of the congratulatory speech from Nakatani CEO:

Broaden your horizons and expand your potential

On behalf of the LOGISTEED Group, I extend a warm welcome to all of you. It has been a year since our company changed its name to LOGISTEED on April 1 last year. Those of you joining us this year are the first new employees who chose LOGISTEED after the name change. Everyone is expected to become the future leaders of our entire company, and it is your responsibility to live up to them. First and foremost, I ask you to be aware of this and take actions into account with a view toward the future. Each of you brings a unique background, knowledge, abilities. Whether it's in Japan or international business, corporate functions such as human resources or finance, I encourage you to always consider where you want to excel. While we are also preparing opportunities for your active participation.

Looking back through my career, I have been involved in a wide variety of roles. You never know if a particular job is the most suitable for you until you try it. I urge all of you, not to limit your potential especially while you are young. Broaden your horizons, gain diverse experience, and deepen your understanding. These experiences will undoubtedly serve you when you eventually take on leadership roles within the company.

Our company aims to go public again in near future. We look forward to your contributions accelerating our success. To all of you taking a new step today, congratulations once again, and may your journey be filled with blessings and high expectations.

■ Summary of the congratulatory speech from Nishikawa CJBO, CMO:

Always being with our customers

I am happy to welcome new colleagues here today. The LD Group aims to become the Global 3PL Leading Company in 2030. In our domestic business, which serve as the foundation for this plan, we are pursuing the following three policies to strengthen our domestic structure by unifying the 16 domestic operating companies.

First, “win in Japan and expand globally.” We need to establish a solid foothold in Japan and build a firm position. Second, we focus on “expanding business areas with new added value.” We must proactively incorporate IT and DX to show our advantages that set us apart from other companies. We also need fresh ideas beyond traditional logistics. I encourage you to contribute your innovative thinking. Finally, “enhance transport business.” 2024 issue represents a significant turning point for the logistics industry. While enhancing governance and securing our defense, we aim to seize this opportunity by proposing new transportation methods using modal shift, double-trailer trucks, and relay transport, etc. and we can strategically increase revenue.

Throughout my career, I have spent most of my time at the forefront of logistics – *Gemba*, where customers are closest. What I found out through the experience is that we must always be there for our customers. I have been thinking about what we can do to meet the customers’ needs. I believe that it is important to build a win-win relationship with the customer. If only one party won, the relationship won’t last long. To our young colleagues, I encourage you to actively engage in *Gemba* and earnestly face your work with customers and gain a lot of experience. I would like to congratulate you and pray that LOGISTEED will be a fruitful place for your self-realization throughout your long life.

■ Summary of the congratulatory speech from Logan CIBO:

Logistics is the best profession

I am very happy to have the opportunity to work with you. Throughout my career, I have visited more than 80 countries and regions, including Asia, America, and Africa, and I have led logistics companies in various countries. Now, as CIBO, I am working to make the LD Group into the first Japanese true global logistics company.

I believe that logistics is the most global profession in the world. Many other business appear to be globally on the outside, but on the inside staff actually not so much. However, in logistics, everyone in the company has a global role. Soon in your early career, you will have opportunities to interact with staff, customers and partners from around the world. As you progress in the company, you will continue to work with people from different countries and cultures. In my opinion, logistics is the best profession because it is the most global profession.

I have a piece of advice for all. If you had a chance to work in foreign country, please do not hesitate. It must be challenging, but you will learn more professionally and grow personally in a few years rather than doing so in Japan for 10 years. I believe that living and working in a country other than home country can be unprecedented and rewarding experience. Get many opportunities to enrich your life with this company. Welcome to LOGISTEED!

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