

# News Release

April 3, 2025

## Notice of the LOGISTEED Entrance Ceremony 2025

LOGISTEED, Ltd. held the entrance ceremony for new employees at LOGISTEED headquarters on April 1, 2025. An overview of the ceremony is as follows:

### ■ Overview

Date	April 1, 2025
Venue	LOGISTEED headquarters, Tokyo Japan
The Number of the new employees	53 employees
The order of the ceremony	<ol style="list-style-type: none"><li>1. Congratulatory speech from Executive officers Yasuo NAKATANI, Chief Executive Officer (CEO) Kazuhiro NISHIKAWA, Chief Japan Business Officer (CJBO) Christopher LOGAN, Chief International Business Officer (CIBO)</li><li>2. Greeting speech from Executive officers Nobukazu HAYASHI, Chief Transformation Officer (CTrO) Koji KAWAKITA, Chief Marketing Officer (CMO) Tsukasa KUDO, Chief Human Resources Officer (CHRO) Hideo NAKAMOTO, Chief Financial Officer (CFO) Yutaka HAGA, Chief Digital Transformation Officer (CDXO) and Chief Technology Officer (CTO)</li><li>3. New employees introduction</li><li>4. Questions from new employees</li></ol>

### ■ Summary of the congratulatory speech from Nakatani CEO:

#### ***Gaining Management Skills to Become the Core of the Company***

On behalf of LOGISTEED Group, I would like to extend a warm welcome to all of you. The year 2025 marks a fresh start towards our goal of becoming a leading global 3PL company, "LOGISTEED2030." We are thrilled to have you join us on this exciting journey.

As you begin your on-site training and later move on to various divisions within the Japan Company, International Company, and corporate sectors, we hope you will gain a wide range of experiences. There are two key points to keep in mind during this process.

Firstly, remember that every activity in each department is linked to value creation. As essential members of LOGISTEED Group, we hope that from this very first day, you will thoroughly learn the mechanisms of value creation within the company. Always think about where and how you can contribute.

Secondly, focus on deepening your learning and gaining management skills. This involves not only gaining work experience but also learning relevant knowledge, improving your communication skills with both internal and external stakeholders, and becoming capable of managing organizations. By expanding your career and enhancing your management skills, you can grow into individuals who support the entire company. We have prepared global fields and educational programs for this purpose.

We sincerely hope that your learning and growth will further accelerate our group's efforts towards "LOGISTEED2030." Let's open up the future together and create wonderful value. Congratulations and best wishes to you as you take this new step forward. Once again, congratulations on this special day.

■ Summary of the congratulatory speech from Nishikawa CJBO  
***Learning on the Frontlines of Logistics “Gemba”***

Congratulations on your employment. We are delighted to welcome new members to our team today. LOGISTEED Group is currently advancing towards the ambitious goal of becoming a "leading global 3PL company" by 2030. In the domestic business sector, which I oversee, the Alps Logistics Group joined us this January. The Alps Logistics Group has strengths in areas different from LOGISTEED Group, and it is our important mission to effectively utilize the know-how and resources of both groups to create synergies. We also aim to incorporate the fresh ideas of our young members to achieve this.

I would like to offer three pieces of advice. First, build good relationships and partnerships. Teamwork is crucial in our work. Second, adopt a global perspective. Develop a global standard mindset and spread your wings to the world. Third, take good care of your health. Being physically and mentally healthy allows you to fully utilize your abilities.

I have learned all these things from our customers and colleagues on the "Gemba(front-line)". I have spent most of my career on the logistics front lines, where customers are close by, always considering what needs to be done to meet their demands. It is because I have faced work and customers seriously on the "Gemba" that I can offer this advice to you now. I hope that new employees will actively engage in the field and gain various experiences.

As you embark on this long journey, I wish that our company will be a fruitful place for your self-realization. Congratulations once again on this special day.

■ Summary of the congratulatory speech from Logan CIBO:  
***Global Challenges in Logistics***

Welcome to LOGISTEED! I am very happy to have the opportunity to work with you.

As CIBO and the President of LOGISTEED International Company, I am committed to strengthening and expanding our global operations to ensure that LOGISTEED Group grows into a "leading global 3PL company."

Throughout my career, I have led logistics companies in various countries and regions around the world. I believe that logistics is exciting and highly promising career. Unlike many other industries, logistics offers the opportunity to engage in global work right from the start. As new employees, you will immediately interact with staff members, customers, and partners from all over the world. As you advance in your career, you will continue to work with people from all different nations and cultures. In my opinion, logistics is the best profession because it is the most global profession.

While you can gain global experience in Japan, I encourage you to take on opportunities to work outside of Japan if they arise. Working abroad may present challenges, but it will be the rewarding decision for you. Living and working outside your home country will provide you with more intensive experiences.

I wholeheartedly support your new journey and wish you all the best.

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