

(Excerpt from the "Annual Securities Report for the Second Term (From April 1, 2023 to March 31, 2024)" of LOGISTEED, Ltd. (disclosed on July 1, 2024, Japanese version only))

Initiatives for Respect for Human Rights

Policy on Respect for Human Rights

The Group has identified "human rights and the establishment of responsible supply chains" as one of the Group's key issues (material issues). In addition, "Respect for Human Rights" is positioned as the highest priority item in the LOGISTEED Group Code of Conduct, which is the norm for the Group's corporate activities, and in April 2023, the LOGISTEED Group Human Rights Policy was established to promote efforts to respect human rights throughout the Group.

We will continue to strive to realize a sustainable supply chain by working to build a system to avoid, prevent, and mitigate human rights issues for all stakeholders, including customers, shareholders, and employees.

■ Governance

For governance related to respect for human rights, refer to "Part I Company Information, II Business Status, 2 Approach and Initiatives Related to Sustainability, (1) Governance and Risk Management Related to Sustainability in General" in the "Annual Securities Report for the Second Term (From April 1, 2023 to March 31, 2024)" (disclosed on July 1, 2024, Japanese version only).

■ Strategy

i. Promoting Understanding of Respect for Human Rights

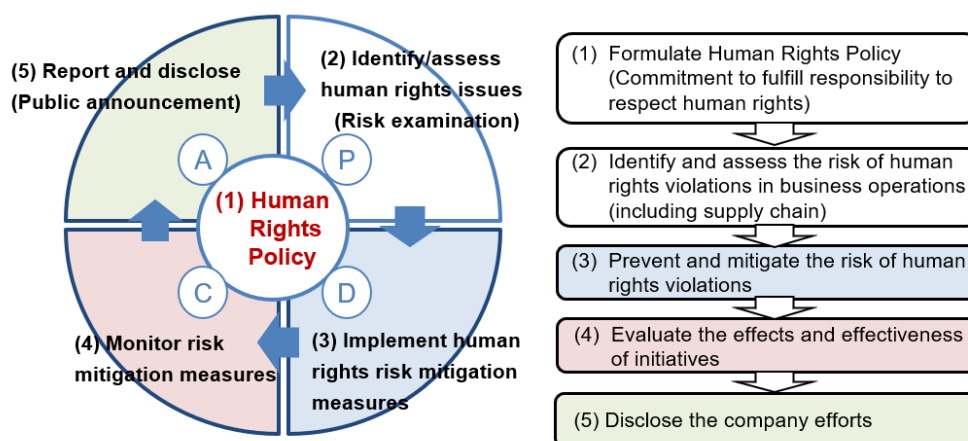
In order to further deepen understanding of respect for human rights, the Group uses the Group Code of Conduct as a manual and conducts employee education through e-learning as well as rank-based training for new employees, mid-career employees, and newly appointed officers, managers, and assistant managers. In addition, during the Group Code of Conduct Month in October every year, the Group delivers a message from the president on "Respect for Human Rights and Compliance" and conducts workplace compliance education using case studies that incorporate contents related to human rights.

ii. Human Rights Due Diligence

Since fiscal 2022, the Group has conducted human rights due diligence at Group companies in Japan and overseas and made continuous improvements through a PDCA cycle of identifying and assessing the risk of human rights violations in business operations, implementing measures to prevent and mitigate the risk of human rights violations, evaluating their effects and effectiveness, and disclosing the results to the public. Specifically, we conduct desk research to identify human rights risks common to all

industries and the logistics industry and conduct desk research on Group companies in Japan and overseas from five perspectives of geography, products and services, industry, employment status, and laws and regulations. Based on the results of the desk research on each company, we conduct a Self-Assessment Questionnaire (SAQ) individually for companies that are considered comprehensively high-risk, with particular emphasis on geography and products and services, and implement measures tailored to the risks and issues faced by each company. The effectiveness of the initiatives is ensured by continuously monitoring the companies for which the SAQ were conducted.

• PDCA Cycle of Human Rights Due Diligence



■ Risk Management

For risk management related to respect for human rights, refer to "Part I Company Information, II Business Status, 2 Approach and Initiatives Related to Sustainability, (1) Governance and Risk Management Related to Sustainability in General" in the "Annual Securities Report for the Second Term (From April 1, 2023 to March 31, 2024)" (disclosed on July 1, 2024, Japanese version only).

■ Metrics and Targets

The metrics for each item shown in "Strategy" in the previous section and the related targets and results are as follows.

Strategy	Metrics	Results	Targets	Scope
		FY2023	FY2024	
Promoting understanding of respect for human rights	Human rights training for officers	182 people	All new officers	LOGISTEED, Group companies in Japan and overseas
	Human rights training for employees: Number of participants	14,211 people	All employees	LOGISTEED, Group companies in Japan
	Human rights training for employees: Participation rate	73.5%	100%	LOGISTEED, Group companies in Japan
Human rights due diligence	Addressing human rights issues	1 case	-*	LOGISTEED, Group companies in Japan and overseas

* No specific figures have been set since the aim is to reduce the number of human rights issues.