

## Initiatives on Respect for Human Rights

### Response policy on respect for human rights

The Group has identified "establish a responsible supply chain in which human rights are respected" as a material issue. In addition, the Group has positioned "respect for human rights" as the top priority in the LOGISTEED Group Code of Conduct, which sets the standard for our corporate activities. In order to promote efforts to respect human rights throughout the Group, we established the LOGISTEED Group Human Rights Policy in April 2023.

Going forward, we will continue to strive to realize a sustainable supply chain by working to build mechanisms for avoiding, preventing, and mitigating human rights issues for all stakeholders, including customers, shareholders, and employees.

### ■ Governance

Governance regarding respect for human rights is as described in "1) Governance and Risk Management for Sustainability."

### ■ 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 also provides training on human rights through e-learning for employees and rank-based training for new recruits, mid-career recruits as well as newly appointed executives, managers, and assistant managers. Regarding executives, in the year ended March 31, 2025, the Group held the human rights training for executives, which all domestic and overseas executives took in the year ended March 31, 2024, for all newly appointed executives. Additionally, during Group Code of Conduct Month in October each year, a message from the president is sent out and compliance training is conducted within workplaces using case studies that also incorporate content related to human rights.

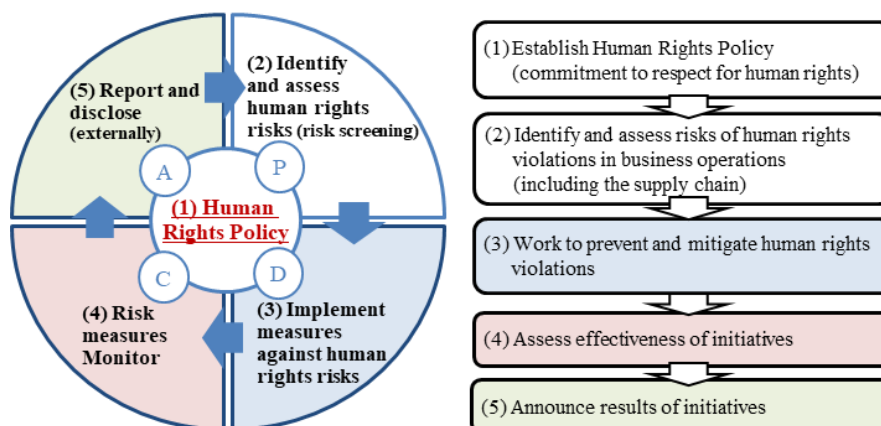
#### ii. Human rights due diligence

Starting in the year ended March 31, 2023, the Group began conducting human rights due diligence for our domestic and overseas Group companies, identifying and assessing through the PDCA cycle which consists of identifying and assessing the risk of human rights violations in our business, taking measures to prevent and mitigate human rights violations, evaluating their effectiveness, and disclosing them externally in order to ensure continuous improvement. Specifically, we conduct desktop research to identify human rights risks common to all industries and globally in the logistics industry. We also conduct desktop research on domestic and overseas Group companies from five perspectives: geography, products and services, industry, employment type, and laws and regulations. Based on the results of desktop research on each company, the Self-Assessment Questionnaire (SAQ) is administered individually to companies deemed to be at high risk overall, with particular emphasis on geography and product/service aspects. Measures are then taken that are tailored to the risks and challenges each company faces. The effectiveness of initiatives is ensured by continuously monitoring the target companies that have completed the SAQ.

#### (i) Preventing and mitigating risks of human rights violations

In the year ended March 31, 2025, among the identified risks, activities to reduce risks relating to foreign technical intern trainees were carried out based on the results of detailed confirmations conducted during onsite visits by an NGO. Specifically, the Company expanded multilingual support and confirmed cost burdens. Additionally, the Company implemented measures in accordance with Australia's Modern Slavery Act as a response to human rights policies in other countries. These will be continuously implemented and monitored going forward.

## Human rights due diligence cycle



### ■ Risk Management

Risk management regarding respect for human rights is as described in "1) Governance and Risk Management for Sustainability."

### ■ Metrics and Targets

The metrics for each item outlined in the "Strategy" section above, as well as the related targets and results, are as follows:

Strategy	Metrics	Results	Target	Scope <sup>*1</sup>
		FY2024	FY2025	
Promoting understanding of respect for human rights	Human rights training for executives	41 persons	All executives	LOGISTEED plus domestic and overseas group companies
	Human rights training for employees: participants	35,437 persons	All employees	LOGISTEED plus domestic group companies
	Human rights training for employees: participation rate	98.5%	100%	LOGISTEED plus domestic group companies
Human rights due diligence	Response to human rights issues	3	— <sup>*2</sup>	LOGISTEED plus domestic group companies
	Number of cases of whistleblowing on harassment and responses	15	— <sup>*2</sup>	LOGISTEED plus domestic and overseas group companies

\*1 ALPS LOGISTICS Group's figures are not included as they have not yet been compiled.

\*2 No specific figures have been set since the aim is to reduce the number of human rights issues.