

## **Diversity Policy**

Yamato Group respects the diversity of its employees, and believes that enabling each and every employee to reach the full potential of his/her abilities is a source of innovation for creating new value, leading to the growth of the company and the realization of a more enriched society.

Based on the Yamato Group's "DNA" and core value of management by full participation (we all represent the company), we promote diversity throughout the Group by creating a workplace environment where diverse human resources can play an active role and fostering diverse human resources.

### **About Diversity and Inclusion**

Diversity and inclusion means accepting and making mutual use of individual "differences" (such as age, gender, nationality, disabilities, sexual orientation and gender identity) and "values."

By making use of the diversity of each employee, we strengthen the competitiveness of the Yamato Group as a whole, leading to sustainable growth.

At Yamato Group, we aim to enable everyone and those around them to engage in active roles.

### **Actions Toward Achieving Diversity**

1. Fostering awareness of diversity and inclusion

We avoid imposing our own values, recognize that there are various differences between each person, and maintain a broad perspective.

2. Creating pleasant working environments

We consider the circumstances of each team member and work to create an atmosphere of mutual assistance.

3. Active career development

We value opportunities for personal learning and growth, and actively attempt new challenges.