

## **Mitsubishi Logistics Group Diversity, Equity & Inclusion (DE&I) Policy**

The Mitsubishi Logistics Group promotes diversity, equity, and inclusion, working to create new value that supports the society of the future.

As the source of our value creation, our diverse human resources must fully leverage their individuality and abilities, collaborate effectively, and take on new challenges to foster innovations. This enables us to respond flexibly to a rapidly changing business environment, deliver high-value, high-quality services that benefit society at large, and achieve sustainable growth.

### **Our definition and approach to diversity, equity & inclusion**

- **Diversity**

Diversity means the presence of a wide range of characteristics among individuals and organizations, including but not limited to race, religion, gender, age, disability, and sexual orientation.

We recognize that each person has a different set of attributes and values.

- **Equity**

Equity means an environment where everyone is provided with fair opportunities to fully leverage their individuality and abilities and take on new challenges.

We strive to create a workplace where each person feels supported and fulfilled by their work.

- **Inclusion**

Inclusion means a state in which each person feels valued and recognized as a valued member of the workplace.

We respect one another's individuality as we collaborate, taking advantage of new learning and insights that emerge through free and open communication, with the goal of encouraging challenges and innovations.

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Hidechika Saito

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