

Human Resources Management Policy

Yamato endeavors to create value for the future, and further advance itself to continuously help enrich our society.

Yamato recognizes employee's contribution and growth through fair evaluation and feedback, and aims to foster an inclusive work environment where each individual feels actively engaged.

Yamato encourages employees who take ownership with a customer-centric perspective and sincerity, and rewards those who constantly strive to be at their best with challenging opportunities and personal growth.

The attitude of the company (how the organization should be)

Through business growth, the company provides an environment and opportunities for each and every employee with a diverse personality to flourish while demonstrating his or her individuality.

- Focus on creating new value with customer first
- Clarify the scope of roles and responsibilities required of employees
- Seize employee growth as the source of the company's growth and provide opportunities for employees to flourish and grow
- Recognize and praise employees who perform well in their expected roles
- Create a workplace culture that allows employees to feel their work is worthwhile

Employee attitude (ideal human resource)

In order to embody the Group's corporate philosophy, employees shall act autonomously and independently, with the first priority placed on customers, in relation to business activities that embody the Group's corporate philosophy

- Empathize with our corporate philosophy and sincerely face our stakeholders to create value with customer first
- Recognize roles and achievement responsibilities and act autonomously to contribute to the company's growth
- Constantly improve the level of value creation through voluntary learning, trails and challenges
- Committed to and able to lead to results