

## Diversity

### ➔ Policy

NITORI Group promotes diversity & inclusion, considering that fostering a corporate culture where employees in different circumstances and with different backgrounds, in terms of childbirth, childcare, nursing care, nationality etc., acknowledge and respect each other creates an empowered work environment and leads to the company's growth.

### Promotion of work-life balance

We are creating an environment in which employees can build their careers while balancing work and childbirth, childcare, nursing care and injury or illness.

#### My Area System

In March 2023, we introduced "My Area System" which allows employees to commute to work without having to relocate, limiting the area in which they work in. There are no restrictions on the period of use of this system, and employees who use this system will not receive a reduction in compensation. We are also implementing measures to increase incentives for relocation, such as expanding benefits for employees who relocate, so that each employee can make choices that match their career path and life stage.

Key points of the system

- Areas covered: Tokyo metropolitan area and Kansai area  
\*expansion planned in the future
- Compensation: No reduction
- Position: Unlimited
- Term of use: Unlimited (can be applied for or cancelled at any time)

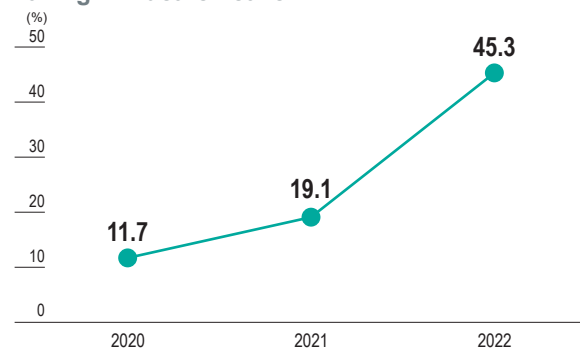
#### Other support systems for balancing life and work

We are working to develop a culture that allows both men and women to take childcare leave. The number of male employees who have taken childcare leave has increased significantly over the past three years. In addition, the special paid leave for personal injury or illness, which allows employees to accumulate expired annual paid leave, can be used not only for injury or illness, pregnancy, childcare or nursing care, but also for the purpose of infertility treatment from 2020. The range of coverage is being expanded to meet the needs of employees.

(Other major systems)

Maternity and childcare support leave / Shorter working hours /  
Childcare expense subsidy system on Sundays and holidays /  
Teleworking system / Spouse maternity leave

#### NITORI Group Rate of Male Employees Taking Childcare Leave



\*NITORI Holdings, NITORI, Home Logistics, Home Cargo, NITORI Facility, and N+ 6 company figures

### Building the Alumni Network

We have introduced the Alumni Network, which provides regular opportunities for interactive information exchange and events to build lasting amicable relationships between alumni (retirees) who are active in new fields, as well as between alumni and current employees. We expect that continued connection with alumni will not only lead to the activation of the use of the re-employment system (job return system), but also to the creation of ideas and opportunities to provide new added value to our customers.