



NEWS RELEASE

Yamato Holdings Co., Ltd.

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Formulation of Yamato Group Sustainable Medium-Term Environmental Plan 2023 and Medium-Term Social Plan 2023

~Establishing Targets for Individual Materiality Related to Environment and Society~

Yamato Holdings Co., Ltd. (Head Office: Chuo-ku, Tokyo. Representative Director, President and Executive Officer: Yutaka Nagao) formulated Sustainable Medium-Term Environmental Plan 2023 and Medium-Term Social Plan 2023 as part of one of the nine main initiatives in the Yamato Group's 2021-2023 medium-term management plan: One Yamato 2023, reinforcing sustainable management.

1. Background of Formulating Sustainable Medium-Term Plans

Now, when society as a whole is facing many urgent issues, such as climate change, labor, human rights, discrimination, and COVID-19, it is becoming increasingly important that corporations also diligently face these issues and engage in resolving them. The international community has adopted the Paris Agreement and the 2030 Agenda for Sustainable Development, the Sustainable Development Goals (SDGs), in an effort to transform our world.

On January 23, 2020, the Yamato Group announced "YAMATO NEXT100," its mid-term grand design for its management. In it, we set out two visions: "Connect. Deliver the future via green logistics," which consists of four targets, including realizing carbon neutrality (net zero carbon emissions) in fiscal 2050*, and "Through co-creation and fair business activities, help create a society that 'leaves no one behind,'" which consists of six targets that will help improve the quality of people's lives.

Sustainable Medium-Term Environmental Plan 2023 and Medium-Term Social Plan 2023 are comprehensive sustainable medium-term plans that set out specific actions to be taken on each materiality (important issue) and targets to be achieved by 2023 in order to realize these visions.









We aim for sustainable development of society and business by implementing these measures in our business activities.

*Scope 1 & 2 (in-house emissions)

2. Focus Points and Targets for Each Materiality

(1) Medium-Term Environmental Plan 2023

In order to drastically reduce the environmental burden of business activities, we set absolute targets as well as targets for areas in the logistics industry where we can contribute to the widespread use of innovative technology, such as materials and vehicles. These targets also cover initiatives and business opportunities in collaboration with diverse partners to increase the resilience of our customers, partners, and local communities, and to create environmental value.

Moving Forward, "Connect. Deliver the Future via Green Logistics". Yamato Group's Individual-Driven Environmental Reforms.		
Energy & Climate		Related SDGs
Mitigate Climate Change	 <ul style="list-style-type: none"> Reduce greenhouse gas emissions by 10% compared to fiscal 2020*¹ Reduce greenhouse gas emission intensity by 10% compared to fiscal 2020*² Use 30% of electricity generated via renewable energy sources 	
Atmosphere		Related SDGs
Clean Up the Skies (Prevent Air Pollution)	 <ul style="list-style-type: none"> Reduce NOx and PM emissions from vehicles by 25% compared to 2020*³ Introduce vehicles that emit fewer air pollutants 	
Resource Conservation & Waste		Related SDGs
Promote Resource Conservation and Reduce Waste	 <ul style="list-style-type: none"> Use 55% renewable resources and recycled materials for paper materials*⁴ Reduce landfill disposal rate to 5% or less*⁵ Provide products utilizing recycled materials and resource-saving materials 	
Resilience of Companies & Society		Related SDGs
Support a Society That Combats Environmental Changes	 <ul style="list-style-type: none"> Green logistics in collaboration with our business partners Collaborate with society to improve environmental resilience (Conduct tests and distribute information for adapting to climate change, etc.) Provide environmentally friendly products and services 	
Reinforce Environmental Management		

*1: In-house emissions of consolidated companies in Japan and Swan Co., Ltd. (Scope1 & Scope2).













*2: In the same range as *1. tCO2e/operating revenues of ¥100 million. *3: The range refers to Yamato Transport Co., Ltd.

*4: Paper material refers to cardboard for shipping, pickup and delivery materials, etc.

*5: Equivalent to reduction by half compared to the past.

(2) Medium-Term Social Plan 2023

In order to realize an enriched society through business activities, we have incorporated initiatives to meet international standards and needs in our plans. Our targets will also cover labor and human rights-related issues, and we will respect diverse personnel and create a work environment in which employees can play an active role. Additionally, we will strive to resolve social issues together with local communities and supply chains.

Through Co-Creation and Fair Business Activities, Help Create a Society That “Leaves No One Behind”.		
<p>Labor</p> <p>Create a work environment where employees can thrive</p> 	<ul style="list-style-type: none"> Improve operating revenue per employee (through high-value-added work) Reduce overtime for employees by 20% compared with fiscal 2020 Ensure annual paid leave utilization rate is 90% (achieve work-life balance) 	<p>Related SDGs</p> 
<p>Human Rights & Diversity</p> <p>Create a corporate culture that respects human rights and diversity</p> 	<ul style="list-style-type: none"> Ensure 100% attendance rate in human rights training for all employees Ensure percentage rate of employees with disabilities is 2.5% Double number of female managers (executives) compared with fiscal 2020 Ensure 10% of all managers are female 	<p>Related SDGs</p> 
<p>Safety & Security</p> <p>Create initiatives to carry out business in a safe and secure manner</p> 	<ul style="list-style-type: none"> Achieve zero serious traffic accidents (fatal traffic accidents where the Company is responsible) Reduce number of traffic accidents (where bodily injury occurs) by 50% compared with fiscal 2019 Achieve zero serious occupational diseases (work-related deaths) Reduce frequency of lost workday injuries by 20% compared with fiscal 2019 	<p>Related SDGs</p> 
<p>Data Utilization & Security</p> <p>Create an information security infrastructure</p> 	<ul style="list-style-type: none"> Develop an infrastructure for creating businesses that utilize data to resolve social issues Achieve zero serious information security incidents Ensure 100% deployment of information security managers at major organizations and 100% implementation of training for information managers 	<p>Related SDGs</p> 
<p>Supply Chain Management</p> <p>Develop a common understanding with stakeholders</p> 	<ul style="list-style-type: none"> Complete creation and demonstration of monitoring framework 	<p>Related SDGs</p> 
<p>Local Community</p> <p>Create corporate citizenship activities that are rooted in local communities and create a framework for business creation</p> 	<ul style="list-style-type: none"> Complete creation of a framework to measure effectiveness of corporate citizenship activities and business in resolving social issues 	<p>Related SDGs</p> 

The Yamato Group is moving forward with sustainable management reform in order to evolve into a company that fulfills the current and future needs of customers and local communities and supports the development of society.

Note: Please refer to the following page for details of targets. [\[file\]](#)

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