

The Yamato Group's Foundation

Yamato's Unchanging Beliefs: Core Values

The Yamato Group's foundation lies in its Core Values, which serve as the spirit of the Group's founding and have remained unchanged since its establishment in 1931. Over the next 100 years, we aim to remain a corporate group that is trusted by stakeholders through the promotion of initiatives supported by our Group Corporate Philosophy, which was created based on our unchanging Core Values.

Core Values

1. We all represent the Company.

This value represents the spirit of "inclusive management," whereby employees make decisions based on their own judgments and engage with our customers and business partners with an awareness that they represent the Company.

2. We connect our customers' hearts with every delivery.

This value defines deliveries as not simply the transportation of goods, but rather a chance for us to connect with our customers' hearts and offer them joy.

3. We conduct ourselves both professionally and ethically.

This value reflects the importance of ensuring that all our employees adhere to laws and regulations as members of society while conducting themselves in an ethical manner.

Management Philosophy

Yamato helps enrich our society by enhancing our social infrastructure, creating more convenient services for evolving lifestyles and industries, and developing innovative logistics and distribution systems.





Overview of Our Group Corporate Philosophy



Management Philosophy

Our Management Philosophy serves as the purpose for operating our businesses and provides the direction toward which we should aim as a company.

Corporate Stance

Our Corporate Stance serves as our promise to society and represents our basic approach that we constantly implement with the aim of realizing our Management Philosophy.

Employee Code of Conduct

The Employee Code of Conduct lays out the ideal approach and mindset that all members of the Yamato Group should have as they engage in their daily work in accordance with the Management Philosophy and Corporate Stance.

Yamato Corporate Philosophy

Core Values

Our Core Values encapsulate our fundamental way of thinking and can be considered as the spirit of our founding. Within our Group Corporate Philosophy, we position these Core Values as the foundation of the Yamato Group.

To foster a high sense of ethics on a Groupwide basis and further instill the Group Corporate Philosophy among employees and encourage them to implement it in their daily work, we have made partial revisions to our Corporate Stance and Employee Code of Conduct, which serve as integral parts of our Group Corporate Philosophy. We are also promoting ethics training for all employees, among other efforts. For more details on such efforts, please see "Efforts to Strengthen Group Governance" on page 60. ▶ [P60 Efforts to Strengthen Group Governance](#)

