

Vietnamese University Students Welcomed as 7th Class of Interns — Advancing Talent Development for a Globalizing Business —

Minaminihon Total Logistics Service Co., Ltd. (Head Office: Nakano-ku, Tokyo; President: Keiichiro Ozono; hereinafter "the Company"), a specialist in chilled and frozen food transport, is pleased to announce that it has welcomed six Vietnamese university students as its seventh class of interns, holding an entrance ceremony and orientation for them on Tuesday, July 7.



Group photo with the interns

This year's six interns are third-year students majoring in logistics at Thuyloi University. Over the course of a one-year internship, they will train at the Company's Saitama Logistics Center, combining hands-on experience in chilled and frozen logistics operations with classroom instruction on the fundamentals of logistics in Japan. The program also includes Japanese language study and opportunities to experience Japanese culture and society.

The entrance ceremony, held at the Company's Toda Headquarters, opened with self-introductions from the interns. Though visibly nervous, each of them conveyed a strong determination to learn advanced logistics practices in Japan. President Keiichiro Ozono then gave an overview of the Company's business and, in addition, offered words of encouragement rooted in a philosophy he has valued since first taking office as president: "Everything will feel unfamiliar at first, and you may feel uncertain, but what matters is to start with what you can do. By mastering that, you create something only you can offer, and that becomes your reason for being here."



President Ozono addressing the interns

Following this, four in-house instructors gave presentations on Japan's logistics industry, the Company's mission, strengths, overseas expansion, and workplace rules, with the interns listening intently throughout. After the lectures, the group moved to the Saitama Logistics Center, where they will carry out their practical training, and received guidance on facility rules and important guidelines for the internship, officially beginning their one-year program.

In recent years, the Company has been strengthening its overseas business and regards the development of globally-minded talent as an urgent priority, pursuing a range of recruitment and talent-development initiatives. Accepting international interns has been part of this effort since 2022; We have welcomed 34 interns to date, and with this seventh class, the total has reached 40.

Vietnam has drawn increasing attention in recent years as it shifts from a production base to a growing consumer market, and its rapid economic growth has driven higher imports and exports and, in turn, rising demand for logistics. Against this backdrop, in 2020 the Company established MTLs VIETNAM LIMITED COMPANY (Head Office: Hanoi), a joint venture with Upurize Co., Ltd. (Head Office: Shinagawa-ku, Tokyo; President: Katsuhide Iwahori) aimed at developing logistics talent. The initiative has been well received, growing to the point where interns are now sent from multiple universities.

The Company will continue to build a workplace where diverse talent can thrive, while actively pursuing the development of the human resources needed for its global expansion.