



## WELCOME ON BOARD

Coming together is a beginning, staying together is progress, and working together is success.

Dear Daniel Gotlieb,

On behalf of the Japan Post Group, staff, and leadership team, it is with great excitement that I welcome you to Japan Post Holdings Co., Ltd., located in the beautiful Otemachi, Chiyoda-ku, Japan.

I am pleased to have you working with us. You were selected for employment due to the attributes that you displayed that appear to match the qualities we look for in an employee.

I will expect your best each day. Know that I am concerned about your development and that my door is always open. The keys to your success will be being dependable, reliable, showing openness, follow-through, attentiveness, supervision, documentation, and following the policies and procedures. While doing these things you will be successful and so will Japan Post Holdings Co., Ltd. Your professional growth is of utmost concern for me personally, because if you are growing, Japan Post Holdings Co., Ltd., will grow as well.

There's always a lot to learn on a new job, not only about the work, but also about the culture and certain organizational procedures, with that, we will introduce you to your team, the Japan Post Holdings team, with all its resources, tools, support and encouragements. I want you to know that we're all desirous to see you succeed and there will be plenty of opportunity for you to grow in the position.

We are looking forward to seeing you grow and develop into an outstanding and amazing employee that exhibits a high level of professionalism, dependability and reliability. I encourage you to connect with your fellow colleagues, your supervisor and the HR department, they are readily to help you learn and acclimate you to your new role.

Change is coming, and it's going to be big. It's your time to dream big and we hope you're ready.

In Success,



*Hiroya Masuda*

Director and Rep, President & CEO

