

ESG Data

Category/Item	Scope			FY2019	FY2020	FY2021	FY2022	FY2023
	LOGISTEED	Domestic group	Overseas group					
Environment								
Environmental Management								
Coverage of environmental management system (ISO14001)(percentage of certification acquisition)	●	●	●	3.6%	3.6%	4.0%	4.4%	9.3%
Number of non-compliance with environmental laws and regulations (environmental compliance)	●			0	0	0	0	0
Attendance rate of environmental e-learning courses	●	●		99.7%	99.5%	99.0%	87.3%	89.0%
Greenhouse Gas (GHG)								
CO ₂ emission reduction target for vehicles (fuel) ※Changed to CO ₂ emission reduction target for vehicles from FY2022 from "Improvement of fuel efficiency" which was used from FY2018 to FY2021	●	●		Compared to FY2018 +1%	Compared to FY2018 +2%	Compared to FY2020 +1.76%	Compared to FY2021 +1%	Compared to FY2022 -1%
Reduction in CO ₂ emissions from vehicles (fuel)	●	●		Compared to FY2018 +0.4%	Compared to FY2018 -2.3%	Compared to FY2020 +0.4%	Compared to FY2021 -1.3%	Compared to FY2022 +2.2%
CO ₂ emission reduction by modal shift (t-CO ₂) ※Specific case	●	●		Modal shift to sea transport for recyclable resource waste 31.9 ※Please refer to page 64 of Integrated Report 2020 for details	Modal shift to railway transport for imported foods from Kanagawa Prefecture to other areas in Japan 98.6	Modal shift to sea transport for hygiene materials from Hyogo Prefecture to Kyushu approx. 270 ※The case which received Shipping Modal Shift Grand Prize at Eco-Ship Modal Shift Excellent Business Awards 2021 and Advanced Technology Award at the 23rd Logistics Environment Awards	Modal shift to sea transport for cosmetics from Kanagawa Prefecture to Saga Prefecture 232.1 *The case which received "2022 Excellent Business Entities Working on Modal Shift (new market category)"	Modal shift to sea transport for automobile parts from Fukuoka Prefecture to Aichi Prefecture 252
Total of above CO ₂ emission reductions in comparison with truck transport				-28% ※Comparison with transport by former container	-71.5%	approximate -60%	-71.1%	-57.7%
CO ₂ emissions reduction target for "buildings" (electricity) ※Electricity consumption per "floor space" in "buildings" until FY2021	●	●		Compared to FY2018 -1%	Compared to FY2018 -2%	Compared to FY2020 -1.76%	Compared to FY2021 -2%	Compared to FY2022 -2%
Reduction in CO ₂ emissions from "buildings" (electricity)	●	●		Compared to FY2018 -3%	Compared to FY2018 -8.3%	Compared to FY2020 -8.1%	Compared to FY2021 -8.3%	Compared to FY2022 -11.2%
Total GHG emissions (Scope 1) (t-CO ₂)	●	●		42,207	40,669	40,519	40,641	41,267
Total GHG emissions (Scope 1&2) (t-CO ₂)	●	●		119,753	112,995	110,616	103,957	97,091
Total GHG emissions (Scope 3) (t-CO ₂)	●	●		527,187	496,788	513,312	590,518	512,363
Air/Chemicals								
Emissions of NOx, SOx and other significant air emissions	●	●		Since 1992, we purchased only the vehicles equipped with measures against NOx and SOx to comply with emission regulations.				
Energy								
Total energy input/consumption (amount used) (GJ)	●	●		2,409,865	2,327,399	2,218,798	2,106,281	1,898,092
Waste/Recycling								
Total waste emissions (t)	●	●		29,892	29,533	32,245	32,232	32,286
Reduction target for copy paper consumption [Reduction of resource use]	●	●		YoY: -1%	YoY: -1%	YoY: -1%	YoY: -1%	YoY: -1%
Results of copy paper consumption [Reduction of resource use]	●	●		YoY: -5.3%	YoY: ±0%	YoY: -4.7%	YoY: -5.9%	YoY: +4.4%
Recycling rate target [Waste reduction]	●	●		99%	99%	99%	99%	99%
Actual recycling rate [Waste reduction]	●	●		99.0%	99%	99%	99%	99%
Amount of non-recycled waste (t)	●	●		246	323	278	288	338
Amount of recycled waste (recycled amount: total) (t)	●	●		29,564	29,124	31,928	31,911	31,900
Emissions of hazardous waste (total volume) (t)	●	●		Although we do not keep track of the exact amount of PCB, other waste oil and polluted mud because their amount is low, we manage them properly in accordance with laws.				
Green Purchasing								
Green purchasing rate	●	●		86.0%	87.6%	82.0%	79.4%	78.6%
Water								
Input of water resources (m ³)	●	●		318,916	306,770	295,018	296,229	303,338

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Category/Item		Scope			FY2019	FY2020	FY2021	FY2022	FY2023	
		LOGISTEED	Domestic group	Overseas group						
Social										
Employee Basic Data										
	Number of employees (excluding senior employees, part-time or temporary employees)	●			1,374	1,328	1,224	1,199	891	
	Male	●			1,126	1,056	963	920	671	
	Female	●			248	272	261	279	220	
	Total personnel				45,328	43,729	45,681	46,755	46,916	
	Senior employees, part-time or temporary employees ※Excluding employees of associates accounted for by the equity method	●	●	●	(21,491)	(21,047)	(22,763)	(22,743)	(22,715)	
	Domestic	●	●		28,950	28,671	29,868	29,561	28,615	
	Overseas			●	16,378	15,058	15,813	17,194	18,301	
	Average age (full-time employees) (years old)	●			42.3	42.6	42.9	43.2	42.6	
	Average service years (full-time employees) (years)	●			19.3	19.8	20.0	20.1	19.4	
	Number of employee turnover (full-time employee only, excluding those retired or transferred to group companies) (persons)	●			50	31	41	59	67 (Including second career support system: 290)	
	Turnover rate (full-time employees only, No. of employees left/No. of employees at the beginning of FY x 100)	●			2.5%	1.6%	2.1%	3.1%	3.7% (Including second career support system: 15.9%)	
	Diversity									
	Ratio of female new graduates hired	●			Joined on April 1, 2020: 39.1%	Joined on April 1, 2021: 50.0%	Joined on April 1, 2022: 36.8%	Joined on April 1, 2023: 24.3%	Joined on April 1, 2024: 20.0%	
Ratio of female new graduates hired	●	●		Joined on April 1, 2020: 36.4%	Joined on April 1, 2021: 48.3%	Joined on April 1, 2022: 40.5%	Joined on April 1, 2023: 40.4%	Joined on April 1, 2024: 36.9%		
Numbers of female managers (persons)	●			34	37	41	52	51		
Ratio of female managers	●			4.7%	4.9%	5.5%	6.9%	7.3%		
Number of female assistant managers (persons)	●			61	71	77	83	77		
Ratio of female assistant managers	●			11.1%	13.1%	14.3%	15.8%	17.5%		
Number of foreign employees (persons)	●			42	43	40	39	34		
Ratio of foreign employees	●			2.2%	2.3%	2.2%	2.1%	2.1%		
Number of foreign managers (persons)	●			3	3	3	5	5		
Ratio of persons with disabilities hired (as of June each year)	●	●		2.57%	2.48%	2.65%	2.84%	2.92%		
Ratio of re-employment of the elderly (only those who requested)	●			100%	100%	100%	100%	100%		
Job Creation										
Number of new graduates hired (members of the Track and Field Club) (persons)	●			Joined on April 1, 2020: 28(3) ※One male and one female employees joined the Company in December due to the spread of COVID-19	Joined on April 1, 2021: 36(4)	Joined on April 1, 2022: 38(0)	Joined on April 1, 2023: 42(5)	Joined on April 1, 2024: 38(3)		
Number of female new graduates hired (persons)	●			10	16	14	9	7		
Number of new graduates hired who remained for three years (excluding those in the Track and Field Club) (persons)	●			Joined on April 1, 2017: 27 Remained as of April 1, 2020: 25	Joined on April 1, 2018: 30 Remained as of April 1, 2021: 30	Joined on April 1, 2019: 23 Remained as of April 1, 2022: 20	Joined on April 1, 2020: 25 Remained as of April 1, 2023: 19	Joined on April 1, 2021: 32 Remained as of April 1, 2024: 29		
Retention rate of new graduates hired after three years	●			92.6%	100.0%	87.0%	76.0%	90.6%		
Number of experienced workers hired (persons)	●			23	14	17	22	19		
Number of female experienced workers hired (persons)	●			5	6	10	11	6		
Ratio of experienced workers hired	●			50%	36%	35%	37%	34%		

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Work-life Balance								
Number of those who took maternity leave (persons)	●			17	15	18	10	12
Number of those who took childcare leave (persons)	●			19	15	27	30	36
Number of male employees (persons)	●			4	1	6	21	23
Ratio of those who returned to work after childcare leave	●			100%	100%	100%	100%	100%
Number of those who took nursing care leave (persons)	●			2	2	0	0	2
Number of paid leave taken (non-consolidated) (days)	●	●		15.9(18.5)	14.2(16.7)	15.7(16.9)	15.9(16.8)	15.3(16.7)
Rate of paid leave taken (non-consolidated)	●	●		68.8%(77.3%)	61.0%(69.8%)	67.9%(70.7%)	68.8%(70.6%)	67.4%(68.5%)
Overtime hours (average of full-time employees excluding managers) (hours/month)	●			28.6	28.1	27.5	27.3	27.5
Occupational Health and Safety								
Frequency rate of workplace accidents (non-consolidated)	●	●		0.93(0)	0.78(0)	0.88(0)	0.62(0)	0.80(0)
Severity rate of workplace accidents (non-consolidated)	●	●		0.013(0)	0.019(0)	0.017(0)	0.009(0)	0.161(0)
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (incidents) ※Covers 13 group companies: LOGISTEED East Japan, Ltd., LOGISTEED Kanto, Ltd., LOGISTEED Metropolitan, Ltd., LOGISTEED South Kanto, Ltd., LOGISTEED Central Japan, Ltd., LOGISTEED West Japan, Ltd., LOGISTEED Kyushu, Ltd., and LOGISTEED North Japan, Ltd., VANTEC CORPORATION, Vantec East Logistics Corporation, Vantec Central Logistics Corporation, Vantec Kyushu Logistics Corporation, TOKIWA KAIUN COMPANY LIMITED	●	●		0	0	1	0	1
Social Contribution								
Total expenditure for social contribution (millions of yen) ※Includes donation and matching gifts ※The scope is changed to LOGISTEED and domestic and overseas group companies from FY2020	●	●	●	29.0	69.7	87.1	87.9	65.5
Open Innovation								
Number of visitors to the Company's facilities (persons) ※Number of visitors to R&D Center (opened in March 2016) until FY2018 (FY2016: from July 2016 to March 2017), number of visitors to Kasukabe EC Platform Center (started operation in September 2019) from FY2019, and total number of external users including those via the Internet, of LOGISTEED CAFE (opened in December 2020) from FY2021	●			709	468	1,250	804	760

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		LOGISTEED	Domestic group	Overseas group					
Governance									
Corporate Governance									
	Number of directors/female (persons) ※As of February 28, 2023 for FY2022. The Company transitioned to a Company with an Audit & Supervisory Board Members from a Company with a Nominating Committee, etc., on March 1, 2023	●			8/2	9/2	9/2	8/2	8(1)
	Outside Director	●			6/2	7/2	7/2	6/2	7(1)
	Number of executive officers/female (persons) ※As of February 28, 2023 for FY2022	●			18/0	18/0	19/0	20/1	22(1)
Compliance									
	Number of compliance training conducted ※Includes e-learning for all employees of domestic group companies: number shown in ()	●	●		30(2)	25(4)	19(2)	27(3)	23(3)
	Number of compliance meeting held	●	●	●	6	7	7	13	5
	Number of whistle-blowing reports/consultations (cases)	●	●	●	44	54	67	50	78
Risk Management									
	Areas which conducted BCP simulation trainings and number of attendees (persons)	●	●		Kanto area 17	Hokuriku area 14 ※LOGISTEED Central Japan, Ltd. conducted an online training in March 2021	Various locations approx. 200 ※Conducted online initial response trainings at 16 group companies	Initial response trainings 40 (3) BCP training by Disaster Response HQ Approx. 70 KYT (fire-specific danger prediction training) Approx. 150 (18) *Online desktop simulation. Figures in parentheses represent the number of Group companies that conducted the training	BCP training by Disaster Response HQ Approx. 42*20 Initial response training by group company head office Disaster Response HQs*21 225 (13)
	Overseas sites which conducted BCP Caravan and number of attendees (persons)			●	— *Postponed due to the spread of COVID-19	— *Postponed due to the spread of COVID-19	— *Postponed due to the spread of COVID-19	India area 23	Group companies in Asia: 6* *LOGISTEED China, Ltd., LOGISTEED Taiwan, Ltd., PT Berdiri Matahari Logistik. PT LOGISTEED Indonesia. PT VANTEC INDOMOBIL LOGISTICS. Flyjac Logistics Pvt. Ltd.
Information Security									
	Number of attendees of information security training course (persons)	●	●	●	37,778	38,267	37,670	37,272	35,967
	Rate of targeted threat emails for simulation trainings opened	●	●		5.0%	9.6%	6.0%	7.1%	12.0%
	Number of sites which obtained third-party certifications for information security	●	●		ISMS: 36 departments Privacy mark:12 group companies	ISMS: 26 departments Privacy mark:12 group companies	ISMS: 20 departments Privacy mark:12 group companies	ISMS: 18 departments Privacy mark:12 group companies	ISMS: 17 departments Privacy mark: 9 group companies
	Number of departments which conducted information security audit	●	●		729	715	717	727	719
Intellectual Properties									
	Number of patent applications	●	●	●	46	28	37	30	26
	Number of patents held	●	●	●	49	78	102	111	138