

ESG Data

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 KAIJUN 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