

ESG Data

Category/Item	Scope			FY2020	FY2021	FY2022	FY2023	FY2024
	LOGISTEED	Domestic group	Overseas group					
Social								
Employee Basic Data								
Number of employees (excluding senior employees, part-time or temporary employees)	●			1,328	1,224	1,199	891	881
Male	●			1,056	963	920	671	671
Female	●			272	261	279	220	210
Total personnel (Senior employees, part-time or temporary employees) <small>*Excludes associates accounted for using the equity method</small>	●	●	●	43,729 (21,047)	45,681 (22,763)	46,755 (22,743)	46,916 (22,715)	56,227 (26,800)
Japan	●	●		28,671	29,868	29,561	28,615	34,564
Overseas			●	15,058	15,813	17,194	18,301	21,663
Average age (full-time employees) (years old)	●			42.6	42.9	43.2	42.6	42.6
Average service years (full-time employees) (years)	●			19.8	20.0	20.1	19.4	19.3
Employee turnover (number of employees) (Full-time employees only, excludes retirees, and employees transferring to group companies)	●			31	41	59	67 (Including second career support system: 290)	47
Turnover rate (full-time employees only, No. of employees left/No. of employees at the beginning of FY x 100)	●			1.6%	2.1%	3.1%	3.7% (Including second career support system: 15.9%)	3.0%
Diversity								
Ratio of female new graduates hired	●			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%	Joined on April 1, 2025: 28.6%
Ratio of female new graduates hired	●	●		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%	Joined on April 1, 2025: 42.3%*
Numbers of female managers (persons)	●			37	41	52	51	47
Ratio of female managers	●			4.9%	5.5%	6.9%	7.3%	6.9%
Number of female assistant managers (persons)	●			71	77	83	77	84
Ratio of female assistant managers	●			13.1%	14.3%	15.8%	17.5%	20.6%
Number of foreign employees (persons)	●			43	40	39	34	37
Ratio of foreign employees	●			2.3%	2.2%	2.1%	2.1%	2.3%
Number of foreign managers (persons)	●			3	3	5	5	8
Ratio of persons with disabilities hired (as of June each year)	●	●		2.48%	2.65%	2.84%	2.92%	3.07%*
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, 2021: 36(4)	Joined on April 1, 2022: 38(0)	Joined on April 1, 2023: 42(5)	Joined on April 1, 2024: 38(3)	Joined on April 1, 2025: 53(4)
Number of female new graduates hired (persons)	●			16	14	9	7	14
Number of new graduates hired who remained for three years (excluding those in the Track and Field Club) (persons)	●			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	Joined on April 1, 2022: 38 Remained as of April 1, 2025: 35
Retention rate of new graduates hired after three years	●			100.0%	87.0%	76.0%	90.6%	92.1%
Number of experienced workers hired (persons)	●			14	17	22	19	26
Number of female experienced workers hired (persons)	●			6	10	11	6	10
Ratio of experienced workers hired	●			36%	35%	37%	34%	43%

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Work-life Balance								
Number of those who took maternity leave (persons)	●			15	18	10	12	9
Number of those who took childcare leave (persons)	●			15	27	30	36	23
Number of male employees (persons)	●			1	6	21	23	14
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	0	0	2	3
Number of paid leave taken (non-consolidated) (days)	●	●		14.2(16.7)	15.7(16.9)	15.9(16.8)	15.3(16.7)	16.6(16.7)*
Rate of paid leave taken (non-consolidated)	●	●		61.0%(69.8%)	67.9%(70.7%)	68.8%(70.6%)	67.4%(68.5%)	68.3%(70.2%)*
Overtime hours (average of full-time employees excluding managers) (hours/month)	●			28.1	27.5	27.3	27.5	28.6
Occupational Health and Safety								
Frequency rate of workplace accidents (non-consolidated)	●	●		0.78(0)	0.88(0)	0.62(0)	0.80(0)	0.44(0)*
Severity rate of workplace accidents (non-consolidated)	●	●		0.019(0)	0.017(0)	0.009(0)	0.0161(0)	0.018(0)*
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (incidents)								
<small>*Scope of application for domestic group companies (11 in total) includes LOGISTEED, Ltd., LOGISTEED East Japan, Ltd., LOGISTEED Central Japan, Ltd., LOGISTEED West Japan, Ltd., LOGISTEED Kyusyu, Ltd., LOGISTEED North Japan, Ltd., VANTEC CORPORATION, VANTEC EAST LOGISTICS CORPORATION, VANTEC CENTRAL LOGISTICS CORPORATION, VANTEC KYUSHU LOGISTICS CORPORATION, TOKIWA KAIUN COMPANY LIMITED</small>	●	●		0	1	0	1	2
Social Contribution								
Total expenditure for social contribution (millions of yen)	●	●	●	69.7	87.1	87.9	65.5	76.9
<small>*Includes donation and matching gifts</small>								

*Figures do not include the ALPS LOGISTICS Group