

Category/Item	Scope			FY2016	FY2017	FY2018	FY2019	FY2020	
	HTS	Domestic group	Overseas group						
<b>Environment</b>									
<b>Environmental Management</b>									
Coverage of environmental management system (ISO14001) (percentage of certification acquisition)	●	●	●	Head office acquired "Eco Stage 2" (equivalent to ISO14001) and implemented it in domestic group companies.	—	3.8%	3.8%	3.6%	<b>3.6%</b>
Number of non-compliance with environmental laws and regulations (environmental compliance)	●	●	●	0	0	0	0	0	<b>0</b>
Attendance rate of environmental e-learning courses	●	●	●	99.4%	99.8%	99.8%	99.7%	99.5%	<b>99.5%</b>
<b>Reduction of Environmental Load by Products and Services</b>									
Eco-friendly vehicle ownership ratio	●	●	●	100%	100%	100%	100%	100%	<b>100%</b>
Advanced eco-friendly vehicle ownership ratio	●	●	●	—	90%	93%	96%	97%	<b>97%</b>
<b>Greenhouse Gas (GHG)</b>									
Improve fuel efficiency by vehicle type (driving distance/fuel consumption)*1 [CO <sub>2</sub> emission reduction target **]	●	●	●	Compared to FY2014: -2%	Compared to FY2014: -3%	Compared to FY2014: +4%	Compared to FY2018: +1%	Compared to FY2018: +2%	<b>Compared to FY2018: +2%</b>
Improve fuel efficiency by vehicle type (driving distance/fuel consumption)*1 [Result of reduction of CO <sub>2</sub> emission]	●	●	●	Compared to FY2014: +1.1%	Compared to FY2014: +2.5%	Compared to FY2014: +1.2%	Compared to FY2018: +0.4%	Compared to FY2018: -2.3%	<b>Compared to FY2018: -2.3%</b>
CO <sub>2</sub> emission reduction by modal shift (t-CO <sub>2</sub> )*3	●	●	●	Modal shift to railway transport for precision instruments from Aichi Prefecture to other areas in Japan 25.4**	Modal shift to sea transport for recyclable resources waste from Kanto area to Hokkaido and Kyushu 320**	Modal shift to railway transport for household medicine from Ioyama area to other areas in Japan 45.8	Modal shift to vessel for transportation of recyclable resource waste 31.9**	Modal shift to railway transport for imported foods from Kanagawa Prefecture to other areas in Japan 98.6	<b>-71.5%</b>
Total of above CO <sub>2</sub> reductions in comparison with truck transport	●	●	●	-86%	-50%	-79%	-28%*7	-71.5%	<b>-71.5%</b>
CO <sub>2</sub> emissions suppressed with LED lighting fixtures (t-CO <sub>2</sub> )	●	●	●	227	1,300	2,730	141.2	1,471	<b>1,471</b>
Total GHG emissions (Scope 1) (t-CO <sub>2</sub> )	●	●	●	46,891	44,290	43,656	42,207	40,669	<b>40,669</b>
Total GHG emissions (Scope 1&2) (t-CO <sub>2</sub> )	●	●	●	135,690	132,122	127,561	119,753	112,995	<b>112,995</b>
Total GHG emissions (Scope 3) (t-CO <sub>2</sub> )	●	●	●	563,622 (partial tally)	537,272	557,860	527,187	437,045	<b>437,045</b>
<b>Air/Chemicals</b>									
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.					
<b>Energy</b>									
Electricity consumption per "floor space" in "buildings" [Reduction target for energy consumption intensity]	●	●	●	Compared to FY2014: -2%	Compared to FY2014: -3%	Compared to FY2014: -4%	Compared to FY2018: -1%	Compared to FY2018: -2%	<b>Compared to FY2018: -2%</b>
Electricity consumption per "floor space" in "buildings" [Result of reduction of energy consumption intensity]	●	●	●	Compared to FY2014: -0.7%	Compared to FY2014: -1.0%	Compared to FY2014: +0.9%	Compared to FY2018: -3%	Compared to FY2018: -8.3%	<b>Compared to FY2018: -8.3%</b>
Total energy input/consumption (amount used) (GJ)	●	●	●	2,417,036	2,454,703	2,462,590	2,409,865	2,327,399	<b>2,327,399</b>
<b>Waste/Recycling</b>									
Total waste emissions (t)	●	●	●	34,564	33,304	30,527	29,892	29,533	<b>29,533</b>
Reduction target for copy paper consumption [reduction of resource use]	●	●	●	YoY: -1%	YoY: -1%	YoY: -1%	YoY: -1%	YoY: -1%	<b>YoY: -1%</b>
Results of copy paper consumption [reduction of resource use]	●	●	●	YoY: -2.9%	YoY: -2.9%	YoY: -2.4%	YoY: -5.3%	YoY: ±0%	<b>YoY: ±0%</b>
Recycling rate target [waste reduction]	●	●	●	99%	99%	99%	99%	99%	<b>99%</b>
Actual recycling rate [waste reduction]	●	●	●	99.4%	99.6%	99.4%	99.0%	99.0%	<b>99.0%</b>
Amount of non-recycled waste (t)	●	●	●	206	133	121	246	323	<b>323</b>
Amount of recycled waste (recycled amount: total) (t)	●	●	●	34,358	33,171	30,406	29,564	29,124	<b>29,124</b>
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.					
<b>Green Purchasing</b>									
Green purchasing rate	●	●	●	88.3%	90.0%	88.3%	86.0%	87.6%	<b>87.6%</b>
<b>Water</b>									
Input of water resources (m <sup>3</sup> )	●	●	●	337,765	333,803	340,129	318,916	306,770	<b>306,770</b>
<b>Social</b>									
<b>Employee Basic Data</b>									
Number of employees (excluding senior employees, part-time or temporary employees)	●	●	●	1,886	1,781	1,571	1,374	1,328	<b>1,328</b>
Male	●	●	●	1,602	1,498	1,309	1,126	1,056	<b>1,056</b>
Female	●	●	●	284	283	262	248	272	<b>272</b>
Total personnel **8	●	●	●	47,939	47,784	46,295	45,328	43,729	<b>43,729</b>
Senior employees, part-time or temporary employees	●	●	●	22,665	22,710	22,156	21,491	21,047	<b>21,047</b>
Domestic	●	●	●	29,513	29,669	29,440	28,950	28,671	<b>28,671</b>
Overseas	●	●	●	18,426	18,115	16,855	16,378	15,058	<b>15,058</b>
Average age (full-time employees) (years old)	●	●	●	40.5	41.1	41.7	42.3	42.6	<b>42.6</b>
Average service years (full-time employees) (years)	●	●	●	16.9	17.3	18.4	19.3	19.8	<b>19.8</b>
Number of employee turnover (full-time employee only, excluding those retired or transferred to group companies) (persons)	●	●	●	43	32	41	50	31	<b>31</b>
Turnover rate (full-time employees only, No. of employees left/No. of employees at the beginning of FY x 100)	●	●	●	2.0%	1.6%	2.0%	2.5%	1.6%	<b>1.6%</b>
<b>Diversity</b>									
Ratio of female new graduates hired	●	●	●	Joined on April 1, 2017: 33.3%	Joined on April 1, 2018: 33.3%	Joined on April 1, 2019: 47.8%	Joined on April 1, 2020: 39.1%	Joined on April 1, 2021: 50.0%	<b>Joined on April 1, 2021: 50.0%</b>
Ratio of female new graduates hired	●	●	●	Joined on April 1, 2017: 38.1%	Joined on April 1, 2018: 35.2%	Joined on April 1, 2019: 37.9%	Joined on April 1, 2020: 36.4%	Joined on April 1, 2021: 48.3%	<b>Joined on April 1, 2021: 48.3%</b>
Numbers of female managers (persons)	●	●	●	19	19	26	34	37	<b>37</b>
Ratio of female managers	●	●	●	2.7%	2.7%	3.7%	4.7%	4.9%	<b>4.9%</b>
Number of female assistant managers (persons)	●	●	●	48	56	66	61	71	<b>71</b>
Ratio of female assistant managers	●	●	●	8.1%	9.7%	11.5%	11.1%	13.1%	<b>13.1%</b>
Number of foreign employees (persons)	●	●	●	31	38	48	42	43	<b>43</b>
Ratio of foreign employees	●	●	●	2.0%	2.3%	2.4%	2.2%	2.3%	<b>2.3%</b>
Number of foreign managers (persons)	●	●	●	1	1	3	3	3	<b>3</b>
Ratio of persons with disabilities hired (as of June each year)	●	●	●	2.30%	2.35%	2.46%	2.57%	2.48%	<b>2.48%</b>
Ratio of re-employment of the elderly (only those who requested)	●	●	●	100%	100%	100%	100%	100%	<b>100%</b>

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	HTS	Domestic group	Overseas group						
<b>Social</b>									
<b>Job Creation</b>									
Number of new graduates hired/members of the Track and Field Club (persons)	●	●	●	Joined on April 1, 2017: 29/2	Joined on April 1, 2018: 34/4	Joined on April 1, 2019: 24/1	Joined on April 1, 2020: 28/3**	Joined on April 1, 2021: 36/4	<b>Joined on April 1, 2021: 36/4</b>
Number of female new graduates hired (persons)	●	●	●	9	10	11	10	16	<b>16</b>
Number of new graduates hired who remained for three years (excluding those in the Track and Field Club) (persons)	●	●	●	Joined in April 2014: 56 Remained as of April 1, 2017: 51	Joined in April 2015: 51 Remained as of April 1, 2018: 47	Joined in April 2016: 38 Remained as of April 1, 2019: 35	Joined in April 2017: 27 Remained as of April 1, 2020: 25	Joined in April 2018: 30 Remained as of April 1, 2021: 30	<b>Joined in April 2018: 30 Remained as of April 1, 2021: 30</b>
Retention rate of new graduates hired after three years	●	●	●	91.1%	92.2%	92.1%	92.6%	100.0%	<b>100.0%</b>
Number of experienced workers hired (persons)	●	●	●	10	19	20	23	14	<b>14</b>
Number of female experienced workers hired (persons)	●	●	●	5	9	9	5	6	<b>6</b>
Ratio of experienced workers hired	●	●	●	21%	41%	40%	50%	36%	<b>36%</b>
<b>Work-life Balance</b>									
Number of those who took maternity leave (persons)	●	●	●	4	12	11	17	15	<b>15</b>
Number of those who took childcare leave (persons)	●	●	●	9	16	14	19	15	<b>15</b>
Number of male employees (persons)	●	●	●	4	3	4	4	1	<b>1</b>
Ratio of those who returned to work after childcare leave	●	●	●	100%	94.4%	100%	100%	100%	<b>100%</b>
Number of those who took nursing care leave (persons)	●	●	●	1	0	2	2	2	<b>2</b>
Number of paid leave taken (days)	●	●	●	17.4	17.4	18.5	18.5	16.7	<b>16.7</b>
Rate of paid leave taken	●	●	●	72.5%	72.5%	78.0%	77.3%	69.8%	<b>69.8%</b>
Overtime hours (average of full-time employees excluding managers) (hours/month)	●	●	●	32.8	32.2	30.2	28.6	28.1	<b>28.1</b>
<b>Occupational Health and Safety</b>									
Frequency rate of workplace accidents**10	●	●	●	(0)	(0)	0.85(0)	0.93(0)	0.78(0)	<b>0.78(0)</b>
Severity rate of workplace accidents**10	●	●	●	(0)	(0)	0.022(0)	0.013(0)	0.019(0)	<b>0.019(0)</b>
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (incidents)	●	●	●	1	1	0	0	0	<b>0</b>
<b>Social Contribution</b>									
Total expenditure for social contribution (millions of yen) **12	●	●	●	12.0	9.0	18.0	29.0	69.7**13	<b>69.7**13</b>
<b>Open Innovation</b>									
Number of visitors to the Company's facilities (persons)**14	●	●	●	150	1,336	573	709	468	<b>468</b>
<b>Governance</b>									
<b>Corporate Governance</b>									
Number of directors/female (persons)	●	●	●	8/1	8/2	8/2	8/2	9/2	<b>9/2</b>
Outside Director	●	●	●	6/1	6/2	6/2	6/2	7/2	<b>7/2</b>
Independent Officer	●	●	●	4/1	4/2	4/2	4/2	6/2	<b>6/2</b>
Number of executive officers/female (persons)	●	●	●	18/0	16/0	15/0	18/0	18/0	<b>18/0</b>
<b>Compliance</b>									
Number of compliance training conducted **15	●	●	●	39(1)	25(3)	24(9)	30(2)	25(4)	<b>25(4)</b>
Number of compliance meeting held	●	●	●	4	4	8	6	7	<b>7</b>
Number of whistle-blowing reports/consultations (cases)	●	●	●	19	17	42	44	54	<b>54</b>
<b>Risk Management</b>									
Areas which conducted BCP simulation trainings and number of attendees (persons)	●	●	●	Total of Tokyo, Kansai, Chugoku, and Kyushu areas 55**16	Kyushu area 22 Saitama area 20	Kansai area 31	Kanto area 17**17	Hokuriku area 14**18	<b>Hokuriku area 14**18</b>
Overseas sites which conducted BCP Caravan and number of attendees (persons)**19	●	●	●	—	China area 6 Thailand area 8	Indonesia area 23 **20	—**21	—**21	<b>—**21</b>
<b>Information Security</b>									
Number of attendees of information security training course (persons)	●	●	●	35,581	36,508	37,497	37,778	38,267	<b>38,267</b>
Rate of targeted threat emails for simulation trainings opened	●	●	●	4.3%	8.0%	0.7%	5.0%	9.6%	<b>9.6%</b>
Number of sites which obtained third-party certifications for information security	●	●	●	ISO27001: 34 departments Privacy mark: 13 companies	ISMS: 35 departments Privacy mark: 13 companies	ISMS: 36 departments Privacy mark: 13 companies	ISMS: 36 departments Privacy mark: 12 companies	ISMS: 26 departments Privacy mark: 12 companies	<b>ISMS: 26 departments Privacy mark: 12 companies</b>
Number of departments which conducted information security audit	●	●	●	798	767	782	729	715	<b>715</b>
<b>Intellectual Properties</b>									
Number of patent applications	●	●	●	19	15	17	46	28	<b>28</b>
Number of patents held	●	●	●	28	27	31	49	78	<b>78</b>

\*1 Large, Medium, and Small size (fuel efficiency km/l) \*2 CO<sub>2</sub> emission reduction target was changed from "Reduction of CO<sub>2</sub> emission intensity"(until FY2017) to "Improvement of fuel efficiency" (from FY2018). \*3 Specific case \*4 Please refer to page 26 of Annual Report 2017 for details. \*5 Please refer to page 28 of Annual Report 2018 for details. \*6 Please refer to page 64 of Integrated Report 2020 for details. \*7 Comparison with transport by former container \*8 Excluding employees of associates accounted for by the equity method \*9 One male and one female employees joined the Company in December due to the spread of COVID-19. \*10 Started aggregating data of domestic group companies from FY2018. Figures in parenthesis are on a non-consolidated basis. \*11 Covers 13 group companies: Hitachi Transport System East Japan Co., Ltd., Hitachi Transport System Kanto Co., Ltd., Hitachi Transport System Metropolitan Co., Ltd., Hitachi Transport System South Kanto Co., Ltd., Hitachi Transport System Central Japan Co., Ltd., Hitachi Transport System West Japan Co., Ltd., Hitachi Transport System Kyushu Co., Ltd., and Hitachi Transport Direx Co., Ltd., VANTEC CORPORATION, VANTEC EAST LOGISTICS CORPORATION, VANTEC CENTRAL LOGISTICS CORPORATION, VANTEC KYUSHU LOGISTICS CORPORATION, TOKIWA KAIUN COMPANY LIMITED \*12 Includes donation and matching gifts \*13 The scope is changed to HTS and domestic and overseas group companies \*14 Number of visitors to R&D Center (opened in March 2016) until FY2018 (FY2016: from July 2016 to March 2017) and number of visitors to Kasukabe EC Platform Center (started operation in September 2019) from FY2019 \*15 Includes e-learning for all employees of domestic group companies: number shown in ( ) \*16 Includes attendees via video conference system. \*17 Trainings in Hokuriku area and at Hitachi Collabonext Transport System Co., Ltd., originally scheduled in March 2020 were postponed to FY2020 or later due to the spread of COVID-19. \*18 Hitachi Transport System Central Japan Co., Ltd. conducted an online training in March 2021 \*19 Started from FY2017 \*20 Includes attendees via video conference system \*21 Postponed due to the spread of COVID-19