

ESG Data

Category/Item	Scope			FY2020	FY2021	FY2022	FY2023	FY2024
	LOGISTEER	Domestic group	Overseas group					
Environment								
Environmental Management								
Coverage rate of the environment management system (ISO14001 or equivalent environment management system certification)	●	●	●	45.9%	45.2%	44.1%	47.0%	52.9%
Japan	●	●		Head office acquired "Eco Stage 2" (equivalent to ISO14001) and implemented it in domestic group companies.				
Overseas			●	3.6%	4.0%	4.4%	9.3%	12.6%
Number of non-compliance with environmental laws and regulations(environmental compliance)	●			0	0	0	0	0
Attendance rate of environmental e-learning courses	●	●		99.5%	99.0%	87.3%	89.0%	88.4%★
Greenhouse Gas (GHG)								
Reduction in CO ₂ emissions achieved via modal shift (compared to truck transport)*1	●	●		Modal shift to railway transport for imported foods from Kanagawa Prefecture to other areas in Japan -71.5%	Modal shift to sea transport for hygiene materials from Hyogo Prefecture to Kyushua** pprox. -60%	Modal shift to sea transport for cosmetics from Kanagawa Prefecture to Saga Prefecture*3 -71.1%	Modal shift to sea transport for automobile parts from Saitama Prefecture to Aichi Prefecture -57.7%	Modal shift to railway transport for toiletry products from Saitama Prefecture to Hokkaido -70.5%
Total GHG emissions (Scope 1) (t-CO ₂)	●	●	●	—	187,791	214,858	241,044	262,523
Japan	●	●		40,669	40,519	40,641	41,267	50,568
Overseas			●	—	147,272	174,217	199,777	211,955
Total GHG emissions (Scope 1&2) (t-CO ₂)	●	●	●	—	278,297	297,175	315,509	337,506
Japan	●	●		112,995	110,616	103,957	97,091	100,359
Overseas			●	—	167,681	193,218	218,418	237,147
Total GHG emissions (Scope 3) (t-CO ₂) (Japan only)	●	●		496,788	513,312	590,518	512,363	561,088★
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)	●	●		2,327,399	2,218,798	2,106,281	1,898,092	1,949,104★
Waste/Recycling								
Total waste emissions (t)	●	●		29,533	32,245	32,232	32,286	32,744★
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: ±0%	YoY: -4.7%	YoY: -5.9%	YoY: +4.4%	YoY: +11.4%★
Recycling rate target [waste reduction]	●	●		99%	99%	99%	99%	99%★
Actual recycling rate [waste reduction]	●	●		99%	99%	99%	99%	99%★
Amount of non-recycled waste (t)	●	●		323	278	288	338	382★
Amount of recycled waste (recycled amount: total) (t)	●	●		29,124	31,928	31,911	31,900	32,363★
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	●	●		87.6%	82.0%	79.4%	78.6%	79.3%★
Water								
Input of water resources (m ³)	●	●		306,770	295,018	296,229	303,338	289,179★
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)	●	●	●	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%

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	LOGSTEED	Domestic group	Overseas group					
Social								
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%
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)	0.161(0)	0.018(0)★
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (Incidents)*5	●	●		0	1	0	1	2
Social Contribution								
Total expenditure for social contribution (millions of yen)*6	●	●	●	69.7	87.1	87.9	65.5	76.9
Governance								
Corporate Governance								
Number of directors (female) (persons)*7	●			9(2)	9(2)	8(2)	8(1)	8(1)
Outside director (female) (persons)	●			7(2)	7(2)	6(2)	7(1)	7(1)
Number of executive officers (female) (persons)*8	●			18(0)	19(0)	20(1)	22(1)	25(0)
Compliance								
Number of compliance training conducted*9	●	●		25(4)	19(2)	27(3)	23(3)	23(3)★
Number of compliance meeting held	●	●	●	7	7	13	5	7★
Number of whistle-blowing reports/consultations (cases)	●	●	●	54	67	50	78	59★
Risk Management								
Areas which conducted BCP simulation trainings and number of attendees (persons)	●	●		Hokuriku area 14*10	Various locations approx. 200*11	Initial response trainings 40(3)*12 BCP training by Disaster Response HQ Approx.*13 42 Response HQ Approx. 70*12 KYT (fire-specific danger prediction training) Approx. 150(18)*12	BCP training by Disaster Response HQ Approx.*13 42 Initial response training by group company head office Disaster Response HQs 225(13)*14	BCP training by Disaster Response HQ Approx.*13 55 Initial response training by group company head office Disaster Response HQs 225(13)*14
Overseas sites which conducted BCP Caravan and number of attendees (persons)			●	—*15	—*15	India area 23	Group companies in Asia: 6*16	Group companies in China/Asia: 7*17 (270 employees)
Information Security								
Number of attendees of information security training course (persons)	●	●	●	38,267	37,670	37,272	35,967	35,504★
Rate of targeted threat emails for simulation trainings opened	●	●	●	9.6%	6.0%	7.1%	12.0%	11.0%★
Number of sites which obtained third-party certifications for information security	●	●		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	ISMS: 19 departments Privacy mark: 9 group companies
Number of departments which conducted information security audit	●	●		715	717	727	719	701
Intellectual Properties								
Number of patent applications	●	●	●	28	37	30	26	28★
Number of patents held	●	●	●	78	102	111	138	171

*1 Selected cases *2 Recipient of the Shipping Modal Shift Grand Prize at the Eco-Ship Modal Shift Excellent Business Awards 2021 and the Advanced Technology Award at the 23rd Logistics Environment Awards *3 Recipient of the Modal Shift Initiative Excellent Business Operator (new development category) in 2022 *4 Excludes associates accounted for using the equity method *5 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 North Japan, Ltd., VANTEC CORPORATION, VANTEC EAST LOGISTICS CORPORATION, VANTEC CENTRAL LOGISTICS CORPORATION, VANTEC KYUSHU LOGISTICS CORPORATION, TOKIWA KAIUN COMPANY LIMITED *6 Includes donations and matching gifts, etc. *7 Figures for FY2022 are as of February 28, 2023. The Company transitioned from a Company with a Nominating Committee, etc. to a Company with Audit & Supervisory Board Members on March 1, 2023 *8 As the Company was a Company with a Nominating Committee, etc. until February 28, 2023, figures for FY2022 indicate the number of executive officers. Figures for FY2022 are as of February 28, 2023. *9 Includes the number of e-learning training sessions implemented for all domestic group employees: Inside () *10 Implemented online training at LOGISTEED Central Japan, Ltd. in March 2021 *11 Implemented online initial response training at 16 group companies *12 Implemented online tabletop training exercises. Figures in parentheses () indicate the number of group companies conducting the training *13 Implemented training at LOGISTEED head office for members of the LOGISTEED head office disaster response HQ *14 Conducted at each group company's head office. Figures in parentheses () indicate the number of Group companies conducting the training *15 Delayed due to impacts stemming from the COVID-19 pandemic *16 LOGISTEED China, Ltd., LOGISTEED Taiwan, Ltd., PT Berdiri Matahari Logistik, PT LOGISTEED Indonesia, PT VANTEC INDOMOBIL LOGISTICS, Flyjac Logistics Pvt. Ltd. *17 LOGISTEED China, Ltd., LOGISTEED Malaysia Sdn. Bhd., LOGISTEED (Thailand), Ltd., Eternity Grand Logistics Public Co., Ltd., PT. Berdiri Matahari Logistik, PT LOGISTEED Indonesia, PT VANTEC INDOMOBIL LOGISTICS
★ Figures do not include the ALPS LOGISTICS Group