

ESG Data

Category/Item	Scope			FY2018	FY2019	FY2020	FY2021	FY2022	
	LOGISTEED	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%	3.6%	3.6%	4.0%	4.4%
Number of non-compliance with environmental laws and regulations (environmental compliance)	●	●	●	0	0	0	0	0	0
Attendance rate of environmental e-learning courses	●	●	●	99.8%	99.7%	99.5%	99.0%	99.0%	87.3%
<b>Greenhouse Gas (GHG)</b>									
CO <sub>2</sub> emission reduction target for vehicles (fuel) *1	●	●	●	Compared to FY2014 +4%	Compared to FY2018 +1%	Compared to FY2018 +2%	Compared to FY2020 +1.76%	Compared to FY2021 +1%	Compared to FY2021 +1%
Reduction in CO <sub>2</sub> emissions from vehicles (fuel)*1	●	●	●	Compared to FY2014 +1.2%	Compared to FY2018 +0.4%	Compared to FY2018 -2.3%	Compared to FY2020 +0.4%	Compared to FY2021 -1.3%	Compared to FY2021 -1.3%
CO <sub>2</sub> emission reduction by modal shift (t-CO <sub>2</sub> )*2	●	●	●	Modal shift to railway transport for household medicine from Toyama area to other areas in Japan 45.8	Modal shift to sea transport for recyclable resource waste 31.9*3	Modal shift to railway transport for imported foods from Kanagawa Prefecture to other areas in Japan 58.6	Modal shift to sea transport for hygiene materials from Hyogo Prefecture to Kyushu*4 approx. 270	Modal shift to sea transport for cosmetics from Kanagawa Prefecture to Saga Prefecture 232.1*5	Compared to FY2021 -71.1%
Total of above CO <sub>2</sub> emission reductions in comparison with truck transport	●	●	●	-79%	-28%*6	-71.5%	approximate -60%	approximate -60%	-71.1%
CO <sub>2</sub> emissions reduction target for "buildings" (electricity)*7	●	●	●	Compared to FY2014 -4%	Compared to FY2018 -1%	Compared to FY2018 -2%	Compared to FY2020 -1.76%	Compared to FY2021 -2%	Compared to FY2021 -2%
Reduction in CO <sub>2</sub> emissions from "buildings" (electricity)*7	●	●	●	Compared to FY2014 +0.9%	Compared to FY2018 -3%	Compared to FY2018 -8.3%	Compared to FY2020 -8.1%	Compared to FY2021 -8.3%	Compared to FY2021 -8.3%
CO <sub>2</sub> emissions suppressed with LED lighting fixtures (t-CO <sub>2</sub> )	●	●	●	2,730	141	1,471	799	799	1,470
Total GHG emissions (Scope 1) (t-CO <sub>2</sub> )	●	●	●	43,656	42,207	40,669	40,519	40,519	40,641
Total GHG emissions (Scope 1&2) (t-CO <sub>2</sub> )	●	●	●	127,561	119,753	112,995	110,616	110,616	63,316
Total GHG emissions (Scope 3) (t-CO <sub>2</sub> )	●	●	●	557,860	527,187	496,788	513,312	513,312	590,518
<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>									
Total energy input/consumption (amount used) (GJ)	●	●	●	2,462,590	2,409,865	2,327,399	2,218,798	2,218,798	2,106,281
<b>Waste/Recycling</b>									
Total waste emissions (t)	●	●	●	30,527	29,892	29,533	32,245	32,245	32,232
Reduction target for copy paper consumption [Reduction of resource use]	●	●	●	YoY: -1%	YoY: -1%	YoY: -1%	YoY: -1%	YoY: -1%	YoY: -1%
Results of copy paper consumption [Reduction of resource use]	●	●	●	YoY: -2.4%	YoY: -5.3%	YoY: ±0%	YoY: -4.7%	YoY: -4.7%	YoY: -5.9%
Recycling rate target [waste reduction]	●	●	●	99%	99%	99%	99%	99%	99%
Actual recycling rate [waste reduction]	●	●	●	99.4%	99.0%	99.0%	99.0%	99.0%	99.0%
Amount of non-recycled waste (t)	●	●	●	121	246	323	278	278	288
Amount of recycled waste (recycled amount: total) (t)	●	●	●	30,406	29,564	29,124	31,928	31,928	31,911
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%	86.0%	87.6%	82.0%	82.0%	79.4%
<b>Water</b>									
Input of water resources (m <sup>3</sup> )	●	●	●	340,129	318,916	306,770	295,018	295,018	296,229
<b>Social</b>									
<b>Employee Basic Data</b>									
Number of employees (excluding senior employees, part-time or temporary employees)	●	●	●	1,571	1,374	1,328	1,224	1,224	1,199
Male	●	●	●	1,309	1,126	1,056	963	963	920
Female	●	●	●	262	248	272	261	261	279
Total personnel *8 (Senior employees, part-time or temporary employees)	●	●	●	46,295 (22,156)	45,328 (21,491)	43,729 (21,047)	45,681 (22,763)	45,681 (22,763)	46,755 (22,743)
Domestic	●	●	●	29,440	28,950	28,671	29,868	29,868	29,561
Overseas	●	●	●	16,855	16,378	15,058	15,813	15,813	17,194
Average age (full-time employees) (years old)	●	●	●	41.7	42.3	42.6	42.9	42.9	43.2
Average service years (full-time employees) (years)	●	●	●	18.4	19.3	19.8	20.0	20.0	20.1
Number of employee turnover (full-time employee only, excluding those retired or transferred to group companies) (persons)	●	●	●	41	50	31	41	41	59
Turnover rate (full-time employees only, No. of employees left/No. of employees at the beginning of FY x 100)	●	●	●	2.0%	2.5%	1.6%	2.1%	2.1%	3.1%
<b>Diversity</b>									
Ratio of female new graduates hired	●	●	●	Joined on April 1, 2019: 47.8%	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, 2023: 24.3%
Ratio of female new graduates hired	●	●	●	Joined on April 1, 2019: 37.9%	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, 2023: 40.4%
Numbers of female managers (persons)	●	●	●	26	34	37	41	41	52
Ratio of female managers	●	●	●	3.7%	4.7%	4.9%	5.5%	5.5%	6.9%
Number of female assistant managers (persons)	●	●	●	66	61	71	77	77	83
Ratio of female assistant managers	●	●	●	11.5%	11.1%	13.1%	14.3%	14.3%	15.8%
Number of foreign employees (persons)	●	●	●	48	42	43	40	40	39
Ratio of foreign employees	●	●	●	2.4%	2.2%	2.3%	2.2%	2.2%	2.1%
Number of foreign managers (persons)	●	●	●	3	3	3	3	3	5
Ratio of persons with disabilities hired (as of June each year)	●	●	●	2.46%	2.57%	2.48%	2.65%	2.65%	2.84%
Ratio of re-employment of the elderly (only those who requested)	●	●	●	100%	100%	100%	100%	100%	100%

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	LOGISTEED	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, 2019: 24(1)	Joined in April 1, 2020: 28(3)*9	Joined in April 1, 2021: 36(4)	Joined in April 1, 2022: 38(0)	Joined in April 1, 2023: 42(5)	9
Number of female new graduates hired (persons)	●	●	●	11	10	16	14	14	25
Number of new graduates hired who remained for three years (excluding those in the Track and Field Club) (persons)	●	●	●	Joined in April 1, 2016: 38 Remained as of April 1 2019: 35	Joined in April 1, 2017: 27 Remained as of April 1 2020: 25	Joined in April 1, 2018: 30 Remained as of April 1 2021: 30	Joined in April 1, 2019: 23 Remained as of April 1 2022: 20	Joined in April 1, 2020: 25 Remained as of April 1 2023: 19	25
Retention rate of new graduates hired after three years	●	●	●	92.1%	92.6%	100.0%	87.0%	87.0%	76.0%
Number of experienced workers hired (persons)	●	●	●	20	23	14	17	17	22
Number of female experienced workers hired (persons)	●	●	●	9	5	6	10	10	11
Ratio of experienced workers hired	●	●	●	40%	50%	36%	35%	35%	37%
<b>Work-life Balance</b>									
Number of those who took maternity leave (persons)	●	●	●	11	17	15	18	18	10
Number of those who took childcare leave (persons)	●	●	●	14	19	15	27	27	30
Number of male employees (persons)	●	●	●	4	4	1	6	6	21
Ratio of those who returned to work after childcare leave	●	●	●	100.0%	100%	100%	100%	100%	100%
Number of those who took nursing care leave (persons)	●	●	●	2	2	2	0	0	0
Number of paid leave taken (non-consolidated) (days)	●	●	●	14.5(18.5)	15.9(18.5)	14.2(16.7)	15.7(16.9)	15.7(16.9)	15.9(16.8)
Rate of paid leave taken (non-consolidated)	●	●	●	63.3%(78.0%)	68.8%(77.3%)	61.0%(69.8%)	67.9%(70.7%)	67.9%(70.7%)	68.8%(70.6%)
Overtime hours (average of full-time employees excluding managers) (hours/month)	●	●	●	30.2	28.6	28.1	27.5	27.5	27.3
<b>Occupational Health and Safety</b>									
Frequency rate of workplace accidents (non-consolidated)	●	●	●	0.85(0)	0.93(0)	0.78(0)	0.88(0)	0.88(0)	0.62(0)
Severity rate of workplace accidents (non-consolidated)	●	●	●	0.022(0)	0.013(0)	0.019(0)	0.017(0)	0.017(0)	0.009(0)
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (incidents)	●	●	●	0	0	0	1	1	0
<b>Social Contribution</b>									
Total expenditure for social contribution (millions of yen) *11	●	●	●	18.0	29.0	69.7	87.1	87.1	87.9
<b>Open Innovation</b>									
Number of visitors to the Company's facilities (persons)*13	●	●	●	573	709	468	1,250	1,250	804
<b>Governance</b>									
<b>Corporate Governance</b>									
Number of directors (female) (persons) *14	●	●	●	8(2)	8(2)	9(2)	9(2)	9(2)	8(2)
Outside director	●	●	●	6(2)	6(2)	7(2)	7(2)	7(2)	6(2)
Independent officer	●	●	●	4(2)	4(2)	6(2)	6(2)	6(2)	5(2)
Number of executive officers (female) (persons) *14	●	●	●	15(0)	18(0)	18(0)	19(0)	19(0)	20(1)
<b>Compliance</b>									
Number of compliance training conducted *15	●	●	●	24(9)	30(2)	25(4)	19(2)	19(2)	27(3)
Number of compliance meeting held	●	●	●	8	6	7	7	7	13
Number of whistle-blowing reports/consultations (cases)	●	●	●	42	44	54	67	67	50
<b>Risk Management</b>									
Areas which conducted BCP simulation trainings and number of attendees (persons)	●	●	●	Kansai area 31	Kanto area 17	Hokuriku area 14*16	Various locations approx. 200*17	Various locations approx. 200*17	Initial response trainings 40 (3)*18 BCP training by Disaster Response HQ Approx. 70*18 KYT (fire-specific danger prediction training) Approx. 150 (18)*18
Overseas sites which conducted BCP Caravan and number of attendees (persons)	●	●	●	Indonesia area 23*19	—*20	—*20	—*20	—*20	India area 23
<b>Information Security</b>									
Number of attendees of information security training course (persons)	●	●	●	37,497	37,778	38,267	37,670	37,670	37,272
Rate of targeted threat emails for simulation trainings opened	●	●	●	0.7%	5.0%	9.6%	6.0%	6.0%	7.1%
Number of sites which obtained third-party certifications for information security	●	●	●	ISMS 36 departments Privacy mark: 13 group companies	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: 20 departments Privacy mark: 12 group companies	ISMS 18 departments Privacy mark: 12 group companies
Number of departments which conducted information security audit	●	●	●	782	729	715	717	717	727
<b>Intellectual Properties</b>									
Number of patent applications	●	●	●	17	46	28	37	37	30
Number of patents held	●	●	●	31	49	78	102	102	111

\*1 Changed to CO<sub>2</sub> emission reduction target for vehicles from FY2022 from "Improvement of fuel efficiency" which was used from FY2018 to FY2021 \*2 Specific case \*3 Please refer to page 64 of Integrated Report 2020 for details \*4 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 \*5 The case which received "2022 Excellent Business Entities Working on Modal Shift (new market category)" \*6 Comparison with transport by former container \*7 Electricity consumption per "floor space" in "buildings" until FY2021 \*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 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 Kyusyu, Ltd., and LOGISTEED North Japan, Ltd., VANTEC CORPORATION, Vantec East Logistics Corporation, Vantec Central Logistics Corporation, Vantec Kyushu Logistics Corporation, TOKIWA KAIJUN COMPANY LIMITED \*11 Includes donation and matching gifts \*12 The scope is changed to LOGISTEED and domestic and overseas group companies from FY2020 \*13 Number of visitors to R&D Center in FY2018, number of visitors to Kasukabe EC Platform Center (started operation in September 2019) from FY2019, and total number of external visitors including those via the Internet, of LOGISTEED CAFE (opened in December 2020) from FY2021 \*14 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 \*15 Includes e-learning for all employees of domestic group companies: number shown in ( ) \*16 LOGISTEED Central Japan, Ltd., conducted an online training in March 2021 \*17 Conducted online initial response trainings at 16 group companies \*18 Online desktop simulation. Figures in parentheses represent the number of Group companies that conducted the training \*19 Includes attendees via video conference system \*20 Postponed due to the spread of COVID-19