Material Issues

Environmental Management

For details, please visit our website
Environmental Management https://logisteed-holdings.com/en/csr/environment/management/

The LOGISTEED Group is promoting business activities with less environmental load based on the environmetal policy. As for measures against global warming, we are working to enhance green logistics including collaborative logistics and modal shift together with our partner companies.

Environmental Policy

1 Decrease environmental load generated by all our business activities
Reduce consumption of fuel, electricity, water, consumables and supplies, etc., curb emissions of air pollutants, and promote recycling of waste, etc.

2 Provide logistics/services with less environmental burden
Contribute to customers through the provision of low-CO_2 logistics services and the reduction of waste generated from packaging materials, etc.

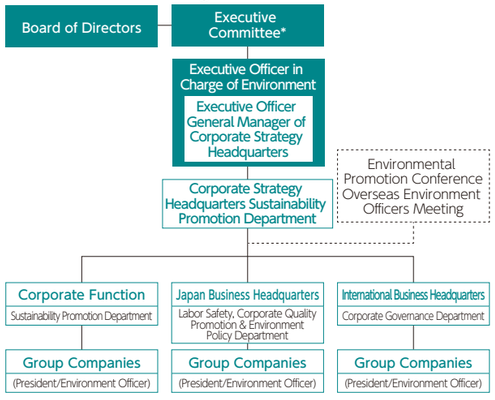
3 Improve Eco-Mind Level and Enhance Eco-Management System
Increase global environmental awareness. Comply with related environmental laws and company regulations

4 Promote ecosystem conservation and environmental communications
Consider ecosystem impacts in procurement and consumption. Promote environmental co-creation with customers and local communities

Environmental Management Structure

Since establishing a dedicated environmental department in August 1992, we have been advancing efforts to reduce environmental impact. Currently, we are engaged in unified global activities across the LOGISTEED Group, working toward environment-conscious business operations. Under the supervision of the Board of Directors and the Executive Committee, Sustainability Promotion Department, Corporate Strategy Headquarters chaired by Executive Officer in charge of environmental issues, is responsible for overall environmental management work and oversees the entire group.

Environmental Management Structure



*The structure below the Executive Committee is established at LOGISTEED, the core company.

Strengthen Environmental Management

We utilize management systems to understand and monitor actual data. In overseas, we conduct research on important environmental laws and regulations for the purpose of managing environmental load and legal compliance.

Holding Environmental Conference

We share environmental information in Japan and overseas to improve environmental awareness and the management level.

Number of environmental conferences held (FY2025)
Japan: Environmental Promotion Conference **2**
Overseas: Environment Officers Meeting **2**

Performance of internal environmental audit

We perform internal audit to prevent or promptly correct violations of the environmental compliance and improve the management level.

Number of sites subjected to internal environmental audits (Japan : FY2025) **114**sites
Scope: LOGISTEED, Japan group companies

Strengthening cooperation with overseas group companies

In FY2025, to enable our overseas group companies to formulate CO_2 emission reduction targets in the same way as group companies in Japan, we promoted the strengthening of monthly management of environmental impact data, focusing on CO_2 emissions, as a preliminary step.

Third-party certification initiatives

The LOGISTEED Group seeks third-party certification and Sustainability Promotion Department has acquired the "Eco Stage" certification. From FY2017, we have upgraded the certification level to "Eco Stage II" which is equivalent to ISO14001.

Improving Environmental Awareness

We conduct environmental e-learning for Japan and overseas employees on topics such as decarbonization activities, resource recycling, and ecosystem preservation. In FY2025, we conducted training based on the theme of climate change and decarbonization. In addition, we publish newsletters for both Japan and overseas employees, featuring basic knowledge on decarbonization and case studies of our own initiatives. In FY2025, in addition to CO_2 emission reduction initiatives, we provided an easy-to-understand explanation of the importance of responding to climate change risks. In addition, we conducted environmental management training aimed at improving the input accuracy of management systems in Japan.

Attendance rate of environmental e-learning courses (FY2025) **91.6**%
Scope: LOGISTEED, Japan and overseas group companies

Environmental management training (FY2025) **607** attendees
Scope: LOGISTEED, Japan group companies

No. of articles featured in newsletters (FY2025) **17**

Medium-to-Long-term Environmental Targets 2030/2050

The LOGISTEED Group developed the medium-to-long-term environmental targets 2030/2050 in FY2020 to contribute to the realization of sustainable society, and is striving to reduce CO_2 emissions. Amid the accelerating global efforts to achieve a decarbonized society, the LOGISTEED Group revised the medium-to-long-term environmental targets 2030/2050, which were set in FY2020, to more ambitious goals starting in FY2021.

Medium-to-Long-term Environmental Targets

Reduction of CO_2 emissions (Scope 1 and 2 in Japan*1)

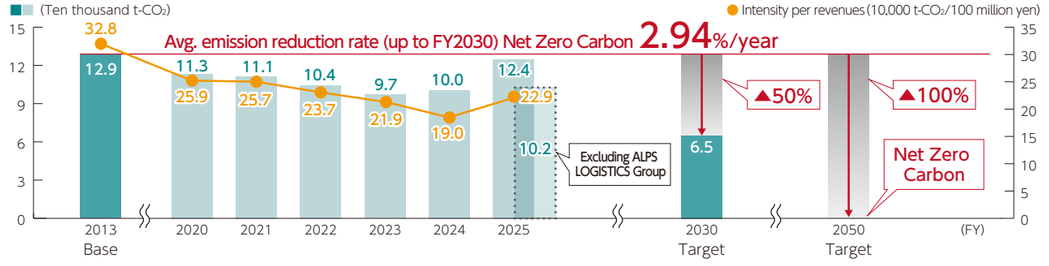
FY2030 target
Aim to reduce by 50% compared to base year (FY2013)

FY2050 target
Strive to achieve Net Zero Carbon*2

*1 Definition of scope
Scope 1: Direct emissions from in-house energy (fuel, etc.) use (e.g. CO_2 released by company vehicles)
Scope 2: Indirect emissions from the use of energy supplied by other companies (e.g. CO_2 released by a third-party power plant due to electricity use in the company's facility)
Scope 3: Indirect emissions by supply chain other than Scope 1 and 2 (total of 15 categories including transportation outsourcing and business trip of employees)
*2 Net Zero Carbon: To balance emissions of CO_2, one of greenhouse gases, and its absorption/removal

Trend of LOGISTEED Group CO_2 emissions*

* Total of Scope 1 and 2 Scope: LOGISTEED, Japan group companies



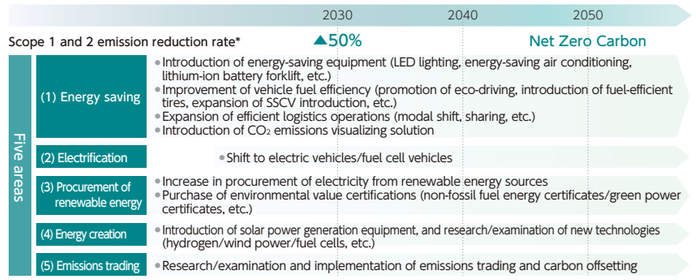
Submission of a commitment letter concerning the acquisition of SBT certification

In line with our commitment to reducing greenhouse gas emissions to levels consistent with the Paris Agreement, we submitted a commitment letter to the Science Based Targets initiative (SBTi) in March 2025 with the goal of obtaining SBT certification.

Examples of CO_2 Emission Reduction initiatives

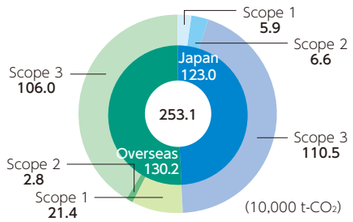
The LOGISTEED Group has launched a decarbonization promotion project to achieve the medium-to-long-term environmental targets and is working proactively on initiatives in five areas.

* Compared to FY2013



CO_2 emissions throughout the supply chain

We began calculating overseas Scope 3 emissions from FY2025 to identify CO_2 emissions across our entire supply chain and work toward future reductions.



* Due to rounding to the nearest whole number, totals and breakdown totals may not match
Scope: LOGISTEED, Japan and overseas group companies

Third-party certification on CO_2 emissions data

In FY2025, we obtained third-party assurance for our FY2024 greenhouse gas (GHG) emissions, covering Scope 1, 2, and 3 in Japan, and Scope 1 and 2 overseas, based on ISO14064-3:2019 through an audit by the assurance provider LRQA Limited. We will continue working to ensure the reliability of our calculated values by receiving third-party assurance on an ongoing basis.

For more details on environmental information, please visit our website.
https://logisteed-holdings.com/en/csr/environment/

For more details on our initiatives to reduce CO_2 emissions, please visit our website.
https://logisteed-holdings.com/en/csr/environment/climate-change/