

ESG Data

| Category/Item | Scope | | | FY2020 | FY2021 | FY2022 | FY2023 | FY2024 |
|---|-----------|----------------|----------------|--|--|--|---|--|
| | LOGISTEED | 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) *Selected cases | ● | ● | | 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 Kyushu approx. -60% (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) | Modal shift to sea transport for cosmetics from Kanagawa Prefecture to Saga Prefecture -71.1% (Recipient of the Modal Shift Initiative Excellent Business Operator (new development category) in 2022) | Modal shift to sea transport for automobile parts from Fukuoka 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 NO _x , SO _x and other significant air emissions | ● | ● | | Since 1992, we purchased only the vehicles equipped with measures against NO _x and SO _x 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* |

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|--|-----------|----------------|----------------|---|---|---|---|---|
| | 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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| | LOGISTEED | Domestic group | Overseas group | | | | | |
| 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) | | | | | | | | |
| *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 | ● | ● | | 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 |
| *Includes donation and matching gifts | | | | | | | | |

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| | LOGISTEED | Domestic group | Overseas group | | | | | |
| Governance | | | | | | | | |
| Corporate Governance | | | | | | | | |
| Number of directors* (female) (persons) <small>*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</small> | ● | | | 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) <small>*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.</small> | ● | | | 18/0 | 19/0 | 20/1 | 22(1) | 25(0) |
| Compliance | | | | | | | | |
| Number of compliance training conducted <small>*Includes the number of e-learning training sessions implemented for all domestic group employees: Inside ()</small> | ● | ● | | 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 <small>(Implemented online training at LOGISTEED Central Japan, Ltd. in March 2021)</small> | Various locations approx. 200 <small>(Implemented online initial response training at 16 group companies)</small> | Initial response trainings 40(3) BCP training by Disaster Response HQ Approx. 70 KYT (fire-specific danger prediction training) Approx. 150(18) <small>(Implemented online tabletop training exercises. Figures in parentheses () indicate the number of group companies conducting the training)</small> | BCP training by Disaster Response HQ Approx. 42 <small>(Implemented training at LOGISTEED head office for members of the LOGISTEED head office disaster response HQ)</small> Initial response training by group company head office Disaster Response HQs 225(13) <small>(Conducted at each group company's head office. Figures in parentheses () indicate the number of Group companies conducting the training)</small> | BCP training by Disaster Response HQ Approx. 55 <small>(Implemented training at LOGISTEED head office for members of the LOGISTEED head office disaster response HQ)</small> Initial response training by group company head office Disaster Response HQs 231(13) <small>(Conducted at each group company's head office. Figures in parentheses () indicate the number of Group companies conducting the training)</small> |
| Overseas sites which conducted BCP Caravan and number of attendees (persons) | | | ● | — <small>(Delayed due to impacts stemming from the COVID-19 pandemic)</small> | — <small>(Delayed due to impacts stemming from the COVID-19 pandemic)</small> | India area 23 | Group companies in Asia: 6 <small>(LOGISTEED China, Ltd., LOGISTEED Taiwan, Ltd., PT Berdiri Matahari Logistik, PT LOGISTEED Indonesia, PT VANTEC INDOMOBIL LOGISTICS, Flyjac Logistics Pvt. Ltd.)</small> | Group companies in China/Asia: 7 (270 employees) <small>(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)</small> |
| 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 |

*Figures do not include the ALPS LOGISTICS Group