

ESG Data

Category/Item	Scope			FY2019	FY2020	FY2021	FY2022	FY2023
	LOGISTEED	Domestic group	Overseas group					
Environment								
Environmental Management								
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.				
		●	3.6%	3.6%	4.0%	4.4%		9.3%
Number of non-compliance with environmental laws and regulations (environmental compliance)	●		0	0	0	0		0
Attendance rate of environmental e-learning courses	●	●	99.7%	99.5%	99.0%	87.3%		89.0%
Greenhouse Gas (GHG)								
CO ₂ emission reduction target for vehicles (fuel)* ¹	●	●	Compared to FY2018 +1%	Compared to FY2018 +2%	Compared to FY2020 +1.76%	Compared to FY2021 -1%		Compared to FY2022 -1%
Reduction in CO ₂ emissions from vehicles (fuel)* ¹	●	●	Compared to FY2018 +0.4%	Compared to FY2018 -2.3%	Compared to FY2020 +0.4%	Compared to FY2021 -1.3%		Compared to FY2022 +2.2%
CO ₂ emission reduction by modal shift (t-CO ₂)* ²	●	●	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 98.6	Modal shift to sea transport for hygiene materials from Hyogo Prefecture to Kyushu* approx. 270	Modal shift to sea transport for cosmetics from Kanagawa Prefecture to Saga Prefecture 232.1* ⁴		Modal shift to sea transport for automobile parts from Fukuoka Prefecture to Aichi Prefecture 252
Total of above CO ₂ emission reductions in comparison with truck transport			-28%* ⁵	-71.5%	approx.-60%	-71.1%		-57.7%
CO ₂ emissions reduction target for "buildings" (electricity)* ⁷	●	●	Compared to FY2018 -1%	Compared to FY2018 -2%	Compared to FY2020 -1.76%	Compared to FY2021 -2%		Compared to FY2022 -2%
Reduction in CO ₂ emissions from "buildings" (electricity)* ⁷	●	●	Compared to FY2018 -3%	Compared to FY2018 -8.3%	Compared to FY2020 -8.1%	Compared to FY2021 -8.3%		Compared to FY2022 -11.2%
Total GHG emissions (Scope 1) (t-CO ₂)	●	●	42,207	40,669	40,519	40,641		41,267
Total GHG emissions (Scope 1&2) (t-CO ₂)	●	●	119,753	112,995	110,616	103,957		97,091
Total GHG emissions (Scope 3) (t-CO ₂)	●	●	527,187	496,788	513,312	590,518		512,363
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)	●	●	2,409,865	2,327,399	2,218,798	2,106,281		1,898,092
Waste/Recycling								
Total waste emissions (t)	●	●	29,892	29,533	32,245	32,232		32,286
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: -5.3%	YoY: ±0%	YoY: -4.7%	YoY: -5.9%		YoY: +4.4%
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)	●	●	246	323	278	288		338
Amount of recycled waste (recycled amount: total) (t)	●	●	29,564	29,124	31,928	31,911		31,900
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	●	●	86.0%	87.6%	82.0%	79.4%		78.6%
Water								
Input of water resources(m ³)	●	●	318,916	306,770	295,018	296,229		303,338
Social								
Employee Basic Data								
Number of employees (excluding senior employees, part-time or temporary employees)	●	●	1,374	1,328	1,224	1,199		891
Male	●	●	1,126	1,056	963	920		671
Female	●	●	248	272	261	279		220
Total personnel* ⁸ (Senior employees, part-time or temporary employees)	●	●	45,328 (21,491)	43,729 (21,047)	45,681 (22,763)	46,755 (22,743)		46,916 (22,715)
Domestic	●	●	28,950	28,671	29,868	29,561		28,615
Overseas	●	●	16,378	15,058	15,813	17,194		18,301
Average age (full-time employees) (years old)	●	●	42.3	42.6	42.9	43.2		42.6
Average service years (full-time employees) (years)	●	●	19.3	19.8	20.0	20.1		19.4
Number of employee turnover (full-time employee only, excluding those retired or transferred to group companies) (persons)	●	●	50	31	41	59		67 (Including second career support system: 290)
Turnover rate (full-time employees only, No. of employees left/No. of employees at the beginning of FY x 100)	●	●	2.5%	1.6%	2.1%	3.1%		3.7% (Including second career support system: 15.9%)
Diversity								
Ratio of female new graduates hired	●	●	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, 2024: 20.0%
Ratio of female new graduates hired	●	●	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, 2024: 36.9%
Numbers of female managers (persons)	●	●	34	37	41	52		51
Ratio of female managers	●	●	4.7%	4.9%	5.5%	6.9%		7.3%
Number of female assistant managers (persons)	●	●	61	71	77	83		77
Ratio of female assistant managers	●	●	11.1%	13.1%	14.3%	15.8%		17.5%
Number of foreign employees (persons)	●	●	42	43	40	39		34
Ratio of foreign employees	●	●	2.2%	2.3%	2.2%	2.1%		2.1%
Number of foreign managers (persons)	●	●	3	3	3	5		5
Ratio of persons with disabilities hired (as of June each year)	●	●	2.57%	2.48%	2.65%	2.84%		2.92%
Ratio of re-employment of the elderly (only those who requested)	●	●	100%	100%	100%	100%		100%

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	LOGISTEED	Domestic group	Overseas group					
Social								
Job Creation								
Number of new graduates hired (Members of the Track and Field Club) (persons)	●	●		Joined on April 1, 2020: 28(3)* ¹	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)
Number of female new graduates hired (persons)	●	●		10	16	14	9	7
Number of new graduates hired who remained for three years (excluding those in the Track and Field Club) (persons)	●	●		Joined in April, 2017: 27 Remained as of April 1, 2020: 25	Joined in April, 2018: 30 Remained as of April 1, 2021: 30	Joined in April, 2019: 23 Remained as of April 1, 2022: 20	Joined in April, 2020: 25 Remained as of April 1, 2023: 19	Joined on April 1, 2021: 32 Remained as of April 1, 2024: 29
Retention rate of new graduates hired after three years	●	●		92.6%	100.0%	87.0%	76.0%	90.6%
Number of experienced workers hired (persons)	●	●		23	14	17	22	19
Number of female experienced workers hired (persons)	●	●		5	6	10	11	6
Ratio of experienced workers hired	●	●		50%	36%	35%	37%	34%
Work-life Balance								
Number of those who took maternity leave (persons)	●	●		17	15	18	10	12
Number of those who took childcare leave (persons)	●	●		19	15	27	30	36
Number of male employees (persons)	●	●		4	1	6	21	23
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	2	0	0	2
Number of paid leave taken (non-consolidated) (days)	●	●		15.9(18.5)	14.2(16.7)	15.7(16.9)	15.9(16.8)	15.3(16.7)
Rate of paid leave taken (non-consolidated)	●	●		68.8%(77.3%)	61.0%(69.8%)	67.9%(70.7%)	68.8%(70.6%)	67.4%(68.5%)
Overtime hours (average of full-time employees excluding managers) (hours/month)	●	●		28.6	28.1	27.5	27.3	27.5
Occupational Health and Safety								
Frequency rate of workplace accidents (non-consolidated)	●	●		0.93(0)	0.78(0)	0.88(0)	0.62(0)	0.80(0)
Severity rate of workplace accidents (non-consolidated)	●	●		0.013(0)	0.019(0)	0.017(0)	0.009(0)	0.161(0)
Number of traffic accidents defined in Article 2 of the Transportation Safety Management Regulation (incidents)	●	● ¹⁰		0	0	1	0	1
Social Contribution								
Total expenditure for social contribution (millions of yen) * ¹¹	●	● ¹²	● ¹²	29.0	69.7	87.1	87.9	65.5
Open Innovation								
Number of visitors to the Company's facilities (persons) * ¹³	●	●		709	468	1,250	804	760
Governance								
Corporate Governance								
Number of directors (female) (persons) * ¹⁴	●	●		8(2)	9(2)	9(2)	8(2)	8(1)
Outside director (female) (persons) * ¹⁴	●	●		6(2)	7(2)	7(2)	6(2)	7(1)
Number of executive officers (female) (persons) * ¹⁵	●	●		18(0)	18(0)	19(0)	20(1)	22(1)
Compliance								
Number of compliance training conducted * ¹⁶	●	●		30(2)	25(4)	19(2)	27(3)	23(3)
Number of compliance meeting held	●	●		6	7	7	13	5
Number of whistle-blowing reports/consultations (cases)	●	●		44	54	67	50	78
Risk Management								
Areas which conducted BCP simulation trainings and number of attendees (persons)	●	●		Kanto area 17	Hokuriku area 14* ¹⁷	Various locations approx. 200* ¹⁸	Initial response trainings 40 (3)* ¹⁹ BCP training by Disaster Response HQ Approx. 42* ²⁰ KYT (fire-specific danger prediction training) Approx. 150 (18)* ¹⁹	BCP training by Disaster Response HQ Approx. 42*²⁰ Initial response training by group company head office Disaster Response HQs* 225 (13)
Overseas sites which conducted BCP Caravan and number of attendees (persons)		●		— * ²²	— * ²²	— * ²²	India area 23	Group companies in Asia: 6*²³
Information Security								
Number of attendees of information security training course (persons)	●	●		37,778	38,267	37,670	37,272	35,967
Rate of targeted threat emails for simulation trainings opened	●	●		5.0%	9.6%	6.0%	7.1%	12.0%
Number of sites which obtained third-party certifications for information security	●	●		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: 18 departments Privacy mark: 12 group companies	ISMS: 17 departments Privacy mark: 9 group companies
Number of departments which conducted information security audit	●	●		729	715	717	727	719
Intellectual Properties								
Number of patent applications	●	●		46	28	37	30	26
Number of patents held	●	●		49	78	102	111	138

*1 Changed to CO₂ 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 11 group companies in Japan: 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 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 users 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 The Company was a Company with a Nominating Committee, etc. until February 28, 2023. Therefore, this indicates the number of executive officers for up to FY2022. FY2022 is as of February 28, 2023 *16 Includes e-learning for all employees of domestic group companies: number shown in () *17 LOGISTEED Central Japan, Ltd. conducted an online training in March 2021 *18 Conducted online initial response trainings at 16 group companies *19 Online desktop simulation. Figures in parentheses represent the number of Group companies that conducted the training *20 Conducted by the LOGISTEED Head Office for members of the LOGISTEED Head Office Disaster Response HQ *21 Conducted by each group company Head Office. The number shown in () indicates the number of group companies which conducted this training *22 Postponed due to the spread of COVID-19 *23 LOGISTEED China, Ltd., LOGISTEED Taiwan, Ltd., PT Berdiri Matahari Logistik, PT LOGISTEED Indonesia, PT VANTEC INDOMOBIL LOGISTICS and Flyjac Logistics Pvt. Ltd.