

Environment

	unit	FY2021	FY2022	FY2023
CO₂ emissions				
Scope1	t-CO ₂	15,037	13,845	15,357
Scope2	t-CO ₂	7,801	6,111	6,376
Scope3	t-CO ₂	656,759	666,170	637,752
Category 1: Purchased goods and services	t-CO ₂	629,279	640,910	612,811
Category 2: Capital goods	t-CO ₂	7,709	6,507	5,791
Category 3: Fuel and energy-related activities not included in Scope 1.2	t-CO ₂	3,399	3,023	3,300
Category 5: Waste generated in operations	t-CO ₂	14	14	15
Category 6: Business travel	t-CO ₂	1,160	1,132	1,268
Category 7: Employee Commuting	t-CO ₂	3,716	3,526	3,617
Category 8: Upstream leased assets	t-CO ₂	11,483	11,057	10,950
CO₂ reduction				
Contribution to CO₂ reduction through cargo and vehicle matching service Effect of lowering the empty truck rate and reducing the number of trucks in operation in Japan	t-CO ₂	132,469	135,775	149,861
Contribution to CO₂ reduction by collecting pallets Effect of suppressing unnecessary pallet manufacturing and disposal by preventing long-term retention	t-CO ₂	3,468	4,325	5,081
Owned vehicle				
Eco-friendly vehicle ownership ratio (truck)	%	68.1%	70.7%	74.0%
Percentage of vehicles compliant with natural gas/hybrid/electric/post-new long-				
Eco-friendly vehicle ownership ratio (car for company use)	%	62.2%	68.4%	69.9%
Eco-car rate of hybrid, electric, hydrogen, etc.				

(Notes) 1. Data related to the environment has been calculated since FY2020.

2. CO₂ emissions are total figures for domestic group companies.

Social

	Scope			unit	FY2021	FY2022	FY2023
	Consolidated Group	Domestic group	Overseas group				
Number of employees	○			Persons	6,532	6,055	6,366
Regular employees(Domestic)		○		Persons	3,326	3,147	3,236
Overseas regular employees(Thailand, China, Singapore)			○	Persons	777	794	830
Temporary employees(Domestic)		○		Persons	2,429	2,114	2,299
Average age (Regular employees)		○		age	37.4	37.8	35.2
Average length of service (Regular employees)		○		Year	5.4	7.1	7.7
Annual paid leave utilization (Regular employees)		○		%	51.5%	50.3%	51.7%
Number of new graduates hired		○		Persons	40	58	58
Ratio of female new graduate hires		○		%	52.5%	51.7%	43.1%
Ratio of female regular employees		○		%	22.1%	25.2%	26.1%
Ratio of female managers		○		%	7.7%	8.1%	9.4%
Male fertility rate		○		%	-	24.4%	20.2%
Wage Differentials between Men and Women		○		%	-	75.3%	76.5%
Regular employees		○		%		82.2%	83.2%
Temporary employees		○		%		83.0%	82.7%

(Notes) 1. Data are calculated as of the end of each fiscal year (3/31).

2. The number of temporary employees includes part-timers (average number of employees during the term based on 8 hours per day) and temporary contract employees, but excludes dispatched employees.

3. Regarding the average length of service for full-time employees, from FY2022, we will calculate the length of service by totalizing transfers within the TRANCOM Group.

4. From FY2022, we have posted the ratio of taking childcare leave by gender in line with requests for disclosure in securities reports.

Governance

	unit	FY2021	FY2022	FY2023
Board of Directors				
Number of Directors (including Audit Committee Members)	Persons	10	9	9
Male	Persons(%)	10 (100.0%)	8 (88.9%)	8 (66.7%)
Female	Persons(%)	0 (0.0%)	1 (11.1%)	1 (11.1%)
Number of Independent Outside Directors	Persons(%)	4 (40.0%)	5 (55.6%)	5 (55.6%)
Audit Committee				
Number of Directors	Persons	4	3	3
Independent Outside Directors	Persons	3	3	3
Nominating Committee				
Number of Directors	Persons	4	3	3
Independent Outside Directors	Persons	2	2	2
Compensation Committee				
Number of Directors	Persons	4	3	3
Independent Outside Directors	Persons	2	2	2
Executive Officer system				
Number of Executive Officers	Persons	14	13	12

(Notes) 1. Figures for Trancom Co., Ltd.

2. Data are calculated as of the end of each fiscal year (3/31).

3. The Nomination Committee and Compensation Committee were established in February 2021.