Environment

	unit	FY2020	FY2021	FY2022
CO₂ emissions				
Scope1	t-CO₂	15,030	15,037	13,845
Scope2	t-CO₂	7,026	7,801	6,111
Scope3	t-CO₂	613,158	656,759	666,170
Category 1: Purchased goods and services	t-CO₂	586,369	629,279	640,910
Category 2: Capital goods	t-CO₂	7,530	7,709	6,507
Category 3: Fuel and energy-related activities not included in Scope 1.2	t-CO₂	3,204	3,399	3,023
Category 5: Waste generated in operations	t-CO₂	12	14	14
Category 6: Business travel	t-CO₂	952	1,160	1,132
Category 7: Employee Commuting	t-CO₂	3,611	3,716	3,526
Category 8: Upstream leased assets	t-CO₂	11,480	11,483	11,057
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-CO₂	101,454	132,469	135,775
Contribution to CO₂ reduction by collecting pallets Effect of suppressing unnecessary pallet manufacturing and disposal by preventing long-term retention	t-CO₂	1,663	3,468	4,325
Owned vehicle				
Eco-friendly vehicle ownership ratio（truck） **Percentage of vehicles compliant with natural gas/hybrid/electric/post-new long-**	%	64.1%	68.1%	70.7%
Eco-friendly vehicle ownership ratio（car for company use） **Eco-car rate of hybrid, electric, hydrogen, etc.**	%	63.0%	62.2%	68.4%

(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	FY2019	FY2020	FY2021	FY2022
	Consolidated Group	Domestic group	Overseas group					
Number of employees	○			Persons	6,757	6,582	6,532	6,055
Regular employees(Domestic)		○		Persons	3,214	3,314	3,326	3,147
Overseas regular employees(Thailand, China, Singapore)			○	Persons	1,001	783	777	794
Temporary employees(Domestic)		○		Persons	2,542	2,485	2,429	2,114
Average age（Regular employees）		○		age	36.9	37.3	37.4	37.8
Average length of service（Regular employees）		○		Year	6.1	5.1	5.4	7.1
Annual paid leave utilization（Regular employees）		○		%	45.8%	45.6%	51.5%	50.3%
Number of new graduates hired		○		Persons	60	81	40	58
Ratio of female new graduate hires		○		%	66.7%	51.9%	52.5%	51.7%
Ratio of female regular employees		○		%	20.7%	21.1%	22.1%	25.2%
Ratio of female managers		○		%	4.5%	6.1%	7.7%	8.1%
Childcare leave ratio		○		%	-	-	-	47.9%
Male		○		%	-	-	-	24.4%
Female		○		%	-	-	-	100.0%

(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	FY2019	FY2020	FY2021	FY2022
Board of Directors					
Number of Directors (including Audit Committee Members)	Persons	11	10	10	9
Male	Persons(%)	11 (100.0%)	10 (100.0%)	10 (100.0%)	8 (88.9%)
Female	Persons(%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (11.1%)
Number of Independent Outside Directors	Persons(%)	4 (36.4%)	4 (40.0%)	4 (40.0%)	5 (55.6%)
Audit Committee					
Number of Directors	Persons	4	4	4	3
Independent Outside Directors	Persons	3	3	3	3
Nominating Committee					
Number of Directors	Persons	-	4	4	3
Independent Outside Directors	Persons	-	2	2	2
Compensation Committee					
Number of Directors	Persons	-	4	4	3
Independent Outside Directors	Persons	-	2	2	2
Executive Officer system					
Number of Executive Officers	Persons	14	14	14	13

(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.