

Mitsubishi Logistics
Environmental and Social Report

2012



Editorial Policy

The Mitsubishi Logistics Group ("the Group") has issued this Environmental and Social Report each year since fiscal 2007 to fulfill its accountability about the effects of its business activities on society and the environment.

To disclose the goals, details and achievements of its CSR activities from the perspectives of the Group's CSR management, this Report precisely describes the promotion of CSR as well as each of the seven core subjects explained in the "Guidance on social responsibility", in an easy-to-understand manner.

This Report has been prepared in accordance with the Guidance on Social Responsibility (ISO 26000, JIS Z 26000). ISO 26000 is a global standard for CSR formulated by the International Organization for Standardization (ISO).

Boundary of the Report and Reporting Period

Boundary of the Report: The Report covers Mitsubishi Logistics Corporation ("the Company") and its group companies.

Reporting Period: This Report covers our business activities for the period from April 1, 2011, to March 31, 2012. To ensure comprehensive disclosure, however, certain relevant information regarding events that occurred prior to and/or after this period have been included.

Publication Date

August, 2012

Reference Guidelines

JIS Z 26000: 2012 (Guidance on Social Responsibility)
 ISO 26000: 2010 (Guidance on Social Responsibility)
 Ministry of the Environment: Environmental Reporting Guidelines (Fiscal Year 2007 Version)
 Global Reporting Initiative (GRI): Sustainability Reporting Guidelines 2006

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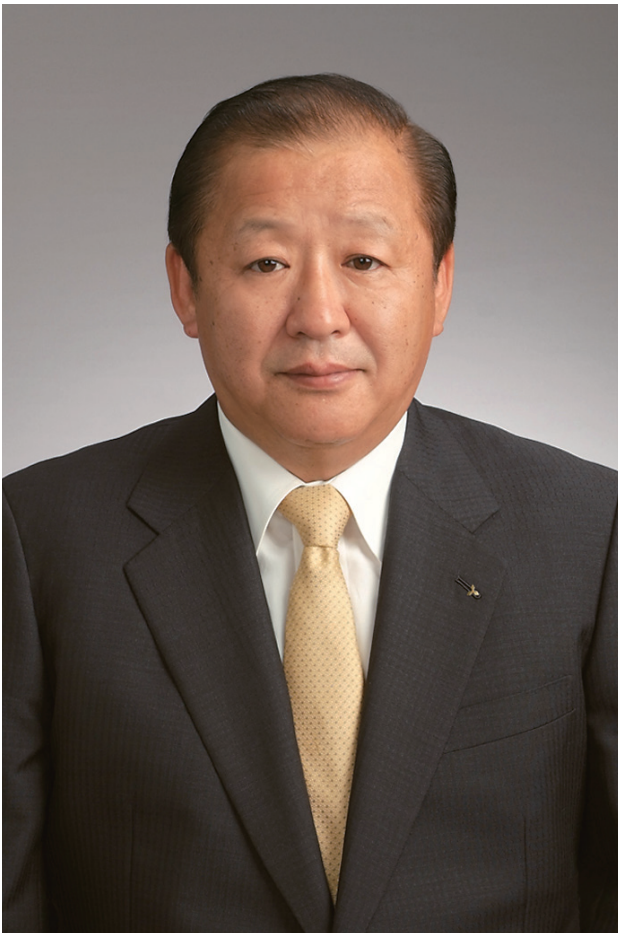
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You may view some of the relevant data presented in this Report on Mitsubishi Logistics' Web site.
 <Web HOME> **CSR** <http://www.mitsubishi-logistics.co.jp/csr/>

Mitsubishi Logistics Group focuses on global environment-friendly activities and engages in sincere and fair business activities, contributing to the realization of an affluent and sustainable society.



Tetsuro Okamoto
President

Introduction

Mitsubishi Logistics continues to uphold its corporate philosophy, which states, “Engage in sincere and fair business activities to secure stable profits and promote steady growth, appropriately compensating our stakeholders while contributing to the realization of an affluent and sustainable society.” To realize this corporate philosophy, the Group has stipulated the Code of Conduct.

Our Group companies work in cooperation to carry out our logistics business both in Japan and around the world, organically and comprehensively managing each business area through our information network, starting with our core warehousing business, and including overland transportation, port and harbor operations, and international transportation. Our real estate business, focusing on leased buildings constructed on company-owned property. As Japan is a country of highly limited resources, the involvement of our logistics operations in every industry countrywide provides a key function in the economic foundation of Japan as a highly public social infrastructure not only in peacetime but also in case of natural disasters or other emergencies. We continue to make the utmost effort to support the daily lives of people everywhere and the business activities of our customers by demonstrating our service function at every level of product procurement, production and sales.

Last Year of the Management Plan (2010–2012)

The current fiscal year is the last year of the Management Plan (2010–2012), which started in April 2010. Given the increasing tendency toward

decentralization in the global economy with a shift from the previous overconcentration on the United States to the inclusion of Europe and the emerging nations such as China and the protracted deflationary economy in Japan, this plan is designed to pursue growth potential in overseas businesses while basically ensuring profitability in the domestic businesses. In the management plan, the Group is requested to appropriately respond to the long- and medium-term changes that have resulted from the effects of the Great East Japan Earthquake that occurred last year.

The management plan has defined the ideal image of the Group to be pursued as a corporate group as follows:

1. To be a reliable logistics service provider that can quickly cope with diversifying customer needs and market changes in Japan and overseas;
2. To be an enterprise that provides safe and comfortable space and trustworthy services to support people's jobs and lives;
3. To meet customers' expectations with customer-based professionalism to realize true customer satisfaction; and
4. To be an enterprise, which practices CSR management that contributes to society, in which every employee has a strong sense of mission and a will to succeed.

Initiatives for CSR management

With the establishment of our Rules of Conduct in 1997, we have clearly demonstrated our stance and approach toward further enhancing our level of adherence to relevant laws and regulations, disclosing

appropriate corporate information, promoting and resolving environmental issues, and providing safe, quality and socially useful services. To instill this stance in every Mitsubishi Logistics employee and execute improvements in our daily business activities, we have clarified that we aim to be an enterprise that practices CSR management in the management plan as described previously and promotes thorough awareness of our social responsibilities by incorporating such initiatives in specific measures.

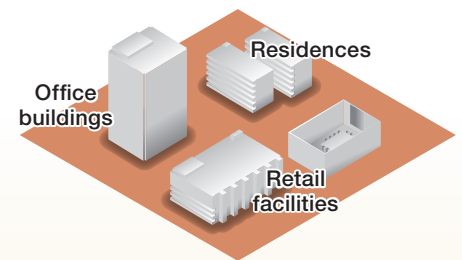
Our logistics and real estate business activities are deeply connected to societies. To earn recognition for the value of our existence as a member of society and continue to grow in the future, the Group will steadily implement the goals set forth in the plan. In particular, in the current year, distribution centers equipped with reinforced disaster-proof functions and eco-friendly countermeasures have started operation in Saitama and Osaka prefectures as disaster-resistant and eco-friendly warehouses. Meanwhile, an office building that has similar functions is under construction as an eco-friendly, disaster-resistant office building. On the other hand, we intend to address further initiatives from the biodiversity perspectives in addition to the standpoint of taking global warming countermeasures.

Conclusion

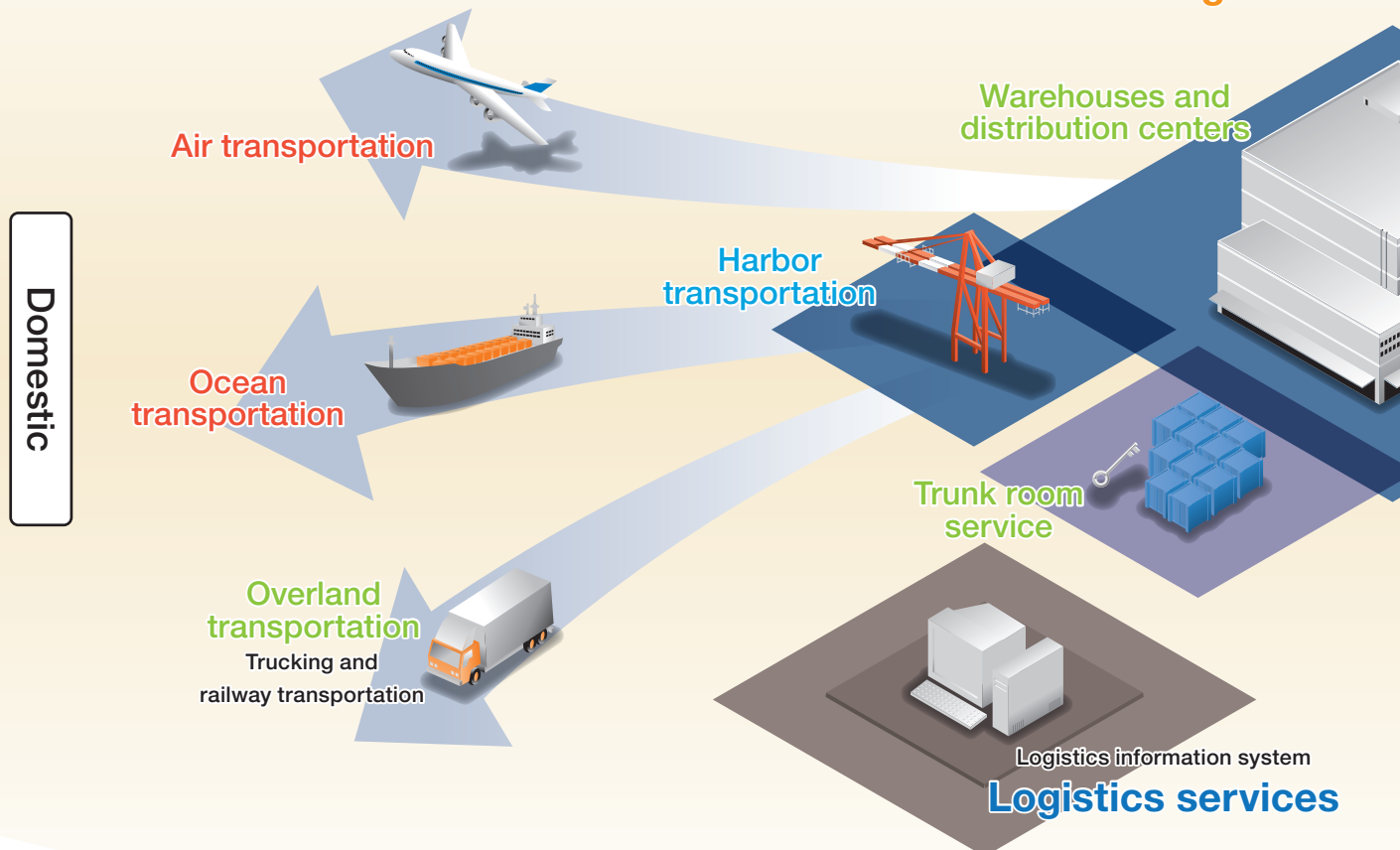
As the Mitsubishi Logistics Group continues to place a top priority on sincerity and fairness, promoting steady growth with a focus on global environment-friendly activities while fulfilling our responsibilities to society, we ask for your continued understanding and support.

Introduction of Businesses

The Mitsubishi Logistics Group provides high-quality services to support people's affluent lives and corporate activities through the Logistics segment businesses centering on the warehousing and distribution business and the Real Estate segment businesses centering on the leasing of buildings.



Real estate development and leasing



Warehousing and Distribution Business

We are able to meet a broad range of customized logistics needs through the full integration of warehouses and distribution centers, which are located at major ports and key inland transportation areas nationwide; our transportation and delivery networks; and the logistics information systems that organically link them. In this business, fixed-temperature storage and refrigerated warehouses for pharmaceuticals and fresh and processed foods are sufficiently offered in addition to ordinary warehouses for room temperature storage to ensure the provision of safe and efficient storage/distribution processing/delivery services using our original information technology and the latest facilities. Meanwhile, we strive to reduce the environmental impact by promoting green management. Furthermore, we are active in the construction of advanced facilities under the concept of "Eco-Friendly and Disaster-Resistant Warehouse" equipped with photovoltaic power generation equipment and emergency power generators. The first model warehouse of this sort is the Ibaraki No. 3 Distribution Center of which completion is scheduled in October 2012.



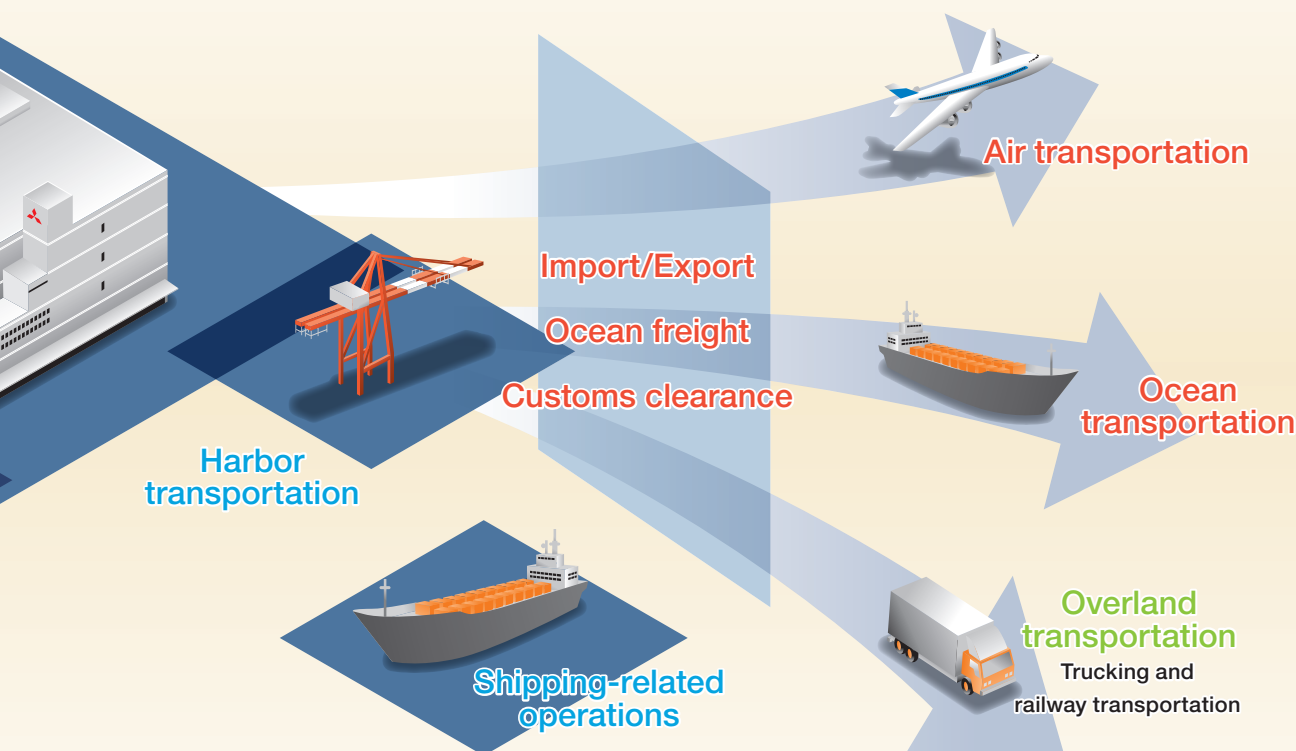
Overland Transportation Business

In Japan, we extend and reinforce the optimal distribution system for each customer through a tactical combination of our national, trunk-line transit network, which is supported by core trucking companies within the Group and excellent local counterparts, and independent collection and delivery services linking local areas. We have streamlined our transportation service for small-quantity, joint delivery needs especially for foods and pharmaceuticals. In addition, we offer cargo feature-specific, diversified transportation/delivery services including ocean freight container transportation for exported and imported cargo and the transportation of heavy goods such as plant facilities. Moreover, we endeavor to realize eco-friendly, safe and secure transportation services by drawing on our information technology and promoting green management. Furthermore, we established DP Network Co., Ltd., a subsidiary that specializes in the delivery of pharmaceuticals, in November 2011 to address the further sophistication of transportation quality.



Real Estate Business

We are involved in the real estate business in all six major cities of Japan—Tokyo, Yokohama, Nagoya, Osaka, Kobe and Fukuoka. We offer distinctive real estate services with a focus on planning the redevelopment of properties based on the optimum application of each property's features, and the leasing of approximately 50 real estate facilities (data centers, offices, retail facilities and residences), totaling almost 900,000 m² of total floor space. We are also committed to community building projects with vibrant streets through large-scale redevelopment projects to combine offices, retail stores and residences at our properties such as Yokohama Station East Exit area and Kobe Harborland.



Harbor Transportation Business

We provide secure high-quality logistics services including container terminal operations for containerized shipments at all major Japanese ports, namely Tokyo, Yokohama, Nagoya, Osaka, Kobe and Hakata, to meet every kind of customer need. We also offer a wide range of other marine shipping-related services such as exporting/importing of vessels, ship registration, the acquisition of the seamen's certificate of competency (COC) and the acquisition of ID books-various inspections for crews from foreign vessels, and agency operations for special ships such as oil-drilling rigs.



International Transportation Business

In response to increasingly diversifying customers' logistics needs, we propose optimum transportation routes door-to-door worldwide tailored to every customer's request by taking advantage of our global network and a variety of transportation means such as vessels, aircraft, railway and trucks. Meanwhile, our overseas operating bases provide comprehensive logistics services such as cargo transportation, customs clearance, storage of goods and LLSP* operations, as well as logistics-related support services such as consulting on legal systems and procedures in the respective areas for customers who plan to launch into foreign markets.

*LLSP: Lead Logistics Service Provider operation

The operation undertaken by a leading operator who collectively controls the timely supply of parts or components to the relevant production lines by organizing several logistics service providers.



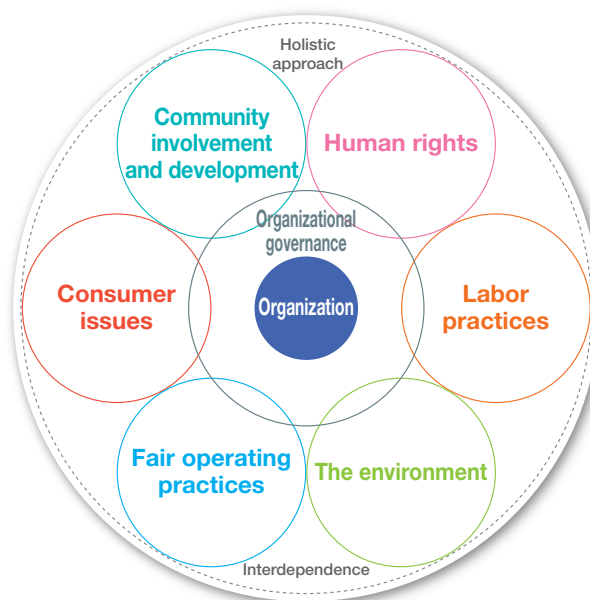
Promotion of CSR

The Mitsubishi Logistics Group utilizes the “guidance on social responsibility,” complies with the “seven principles of social responsibility” (see the chart below) in the practice of its social responsibility and addresses various activities categorized under the seven core subjects of social responsibility (see the chart below).

■ 7 principles of social responsibility



■ 7 core subjects of social responsibility



(Source: Edited by the Company based on the “Guidance on Social Responsibility (JIS Z 26000)”)

(Source: Prepared with partial modification by the Company based on the “Guidance on Social Responsibility (JIS Z 26000)” chart)

The Mitsubishi Logistics Group streamlines an integrated mechanism (with components such as a philosophy, principles, policies, systems, dialogue and confirmation) to ensure that a socially responsible corporate culture exists within the Group and is conducted through the practice of CSR-based activities.

Manifestation of The Three Principles of Mitsubishi’s Business Management Philosophy and the Code of Conduct, etc.

■ Mission, Vision, Sense of Values, Principles and the Code of Conduct

● The Three Principles of Mitsubishi’s Business Management Philosophy (“*Sankoryo*”)

The Mitsubishi *Sankoryo* is a managerial creed articulated by the fourth president of the Mitsubishi organization, Koyata Iwasaki. The spirit and values of this *Sankoryo* remain alive and current today as a basic philosophy of an internally and externally open group being shared by the constituent Mitsubishi Group companies that are independent from each other.

The Three Principles of Mitsubishi’s Business Management Philosophy

“Shoki Hoko”

= Corporate Responsibility to Society

Strive to enrich society, both materially and spiritually, while contributing toward the preservation of the global environment.

“Shoji Komei”

= Integrity and Fairness

Maintain principles of transparency and openness, conducting business with integrity and fairness.

“Ritsugyo Boeki”

= Global Understanding through Business

Expand business, based on an all-encompassing global perspective.

● Code of Conduct

We have established the following Code of Conduct to realize the corporate philosophy (see page 2: Top Message) based on the spirit of the Three Principles of Mitsubishi's Business Management Philosophy.

Code of Conduct

We engage in business activities to secure stable profits and promote steady growth, appropriately compensating our employees and stockholders while contributing to the realization of an affluent and sustainable society.

1. We shall comply with laws, ordinances and rules that enable us to honestly and fairly carry out business activities without deviating from social norms.
2. We shall appropriately disclose corporate information in a timely manner to enhance broad communications with society.
3. We shall continue to have no contact or relations with any antisocial forces that might pose a threat to the public order and safety of civil society.
4. We recognize the importance of environmental issues and shall actively cooperate with diverse activities for environmental preservation.
5. We shall provide people with safe, high-quality and socially valuable services, and endeavor to conduct social contribution projects as a "good corporate citizen" while taking into account coordination with local communities and international society.

(Established on December 16, 1997, and revised on August 29, 2005) Each subsidiary shall establish its own Code of Conduct in compliance with this Code of Conduct.

● Environmental Policy

The Mitsubishi Logistics Group has formulated the Environmental Policy to clearly present its Group-wide stance on consideration of the global environment based on our Code of Conduct.

Environmental Policy

The Mitsubishi Logistics Group recognizes the importance of environmental issues, promoting activities for environmental preservation through corporate activities that are friendly to the environment while contributing to the realization of a sustainable society.

1. We comply with laws and regulations relating to the environment.
2. We endeavor for the training and enlightenment to raise the awareness of executives and employees about the environment and positively commit ourselves to environmental preservation activities with the recognition that involvement in environmental issues is indispensable to our corporate activities.
3. We strive to restrict our environmental impact by efficiently utilizing the resources and energy that are essential to our business activities, implementing eco-friendly logistics equipment and facilities, purchasing eco-friendly goods and promoting the reduction of waste volume and recycling.
4. We regularly verify our initiatives regarding environmental issues to continually improve our involvement.
5. We make the Environmental Policy known to all parties affiliated with the Group and disclose it publicly.

(Established on December 29, 2006)

● Environmental Voluntary Plan

We have formulated the MLC (Mitsubishi Logistics Corporation)-Group Environmental Voluntary Plan (for details, see the Company's Web site below.) as "concrete guidelines" regarding the Environmental Policy to review and implement specific measures in view of "measures to cope with future tightening of regulations" and "maintaining and ensuring the competitive edge of our businesses."



HOME> CSR> Global Environment> MLC-Group Environmental Voluntary Plan
<http://www.mitsubishi-logistics.co.jp/csr/earth/voluntary.html>

- **Our declaration of quality**

Our Group has formulated “Our Declaration of Quality” to be an enterprise that grows itself by gaining the trust of stakeholders including customers in accordance with the Code of Conduct.

Our Declaration of Quality

Mitsubishi Logistics Corporation works hard to ensure that our corporate activities help to create an affluent and sustainable society. Providing services that are safe, high quality and of benefit to society is one of the most important pillars supporting our corporate activities. It is with this in mind that we strive continuously for quality improvement.

1. We always think from the customer's standpoint and listen to the customer with sincerity, working to provide quality services that will win the trust and satisfaction of all our customers.
2. We abide by the relevant laws and regulations, and by conducting periodic inspections and implementing improvement efforts daily in the areas of safety and quality, our Group-wide quest is to achieve constant quality improvement.
3. We value communication and endeavor to provide an energetic work environment in which each member of the Company can be motivated by sincerity and pride to strive for quality improvement.

(Established on September 1, 2008)

- **Management plan (Basic Policy)**

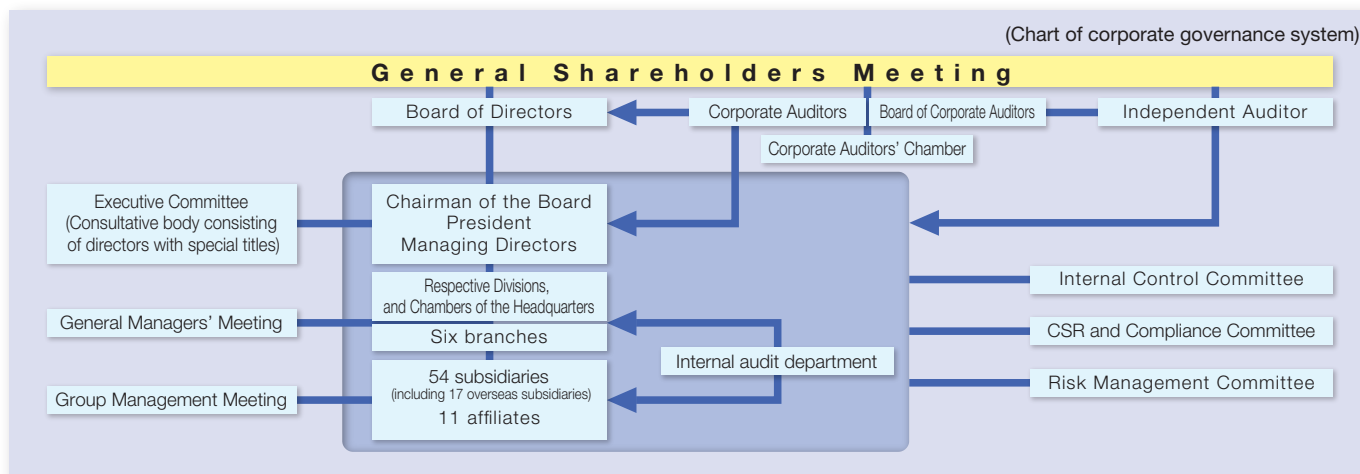
Mitsubishi Logistics Group has formulated the following Basic Policy to reinforce foundations for its growth potential and profitability and improve the environment to help us achieve future growth.

Basic Policy

1. Respond to globalization by expanding domestic and overseas logistics businesses in tandem.
2. Expand real estate business activities with an eye to increasing business stability.
3. Strive to improve the quality of Group services.
4. Thoroughly implement compliance initiatives, global environmental measures and disaster-prevention countermeasures.

■ In-house Decision Making

- **Corporate governance system**



■ Responses to Stakeholders' Expectations

● Stakeholders recognized by the Mitsubishi Logistics Group



■ Emphasis on communication

■ Timely and appropriate news releases

As the Group emphasizes the principles of social responsibility such as accountability and transparency in organizational decision making, news releases on business activities are disclosed at the appropriate time and in the appropriate manner. In fiscal 2011, 23 news subjects (e.g., seven logistics, one real estate, eight IR and three CSR) were disclosed on the Company's Web site.

■ Information disclosure

Our IR information site is open on the Company's Web site. We strive to transmit information by providing "Management planning and policy," "Stock information," "IR calendar," "Financial data" and "IR information" (Flash report, Annual report, Business report and Results briefing).

For the convenience of foreign shareholders and investors, English-version sites are also available to disclose significant information thereto.

■ Dialogue between shareholders/investors, analysts and top management

● Easy-to-understand shareholders' meetings

When we hold a shareholders' meeting, we strive to provide easy-to-understand information for the convenience of attending shareholders by using video business reports with narration.

● Results briefing

The Company holds results briefings twice a year (May and November) for investors and analysts. In addition to the explanation of the settled accounting results, the top management of the Company explains management policies and the progress of management plans, conducts Q&A and transmits a variety of management information.

We are active in encouraging dialogue with market players not only through transmission of the information desired by investors and analysts but also by integrating the feedback of useful views therefrom in our actual business judgment. The materials for the results briefing are posted on the IR information site of the Company's Web site.



Results briefing for analysts



HOME>IR information

<http://www.mitsubishi-logistics.co.jp/ir/index.html>

■ Internal reporting system

To ensure early detection of actions that violate legal ordinances or corporate regulations, as well as actions that are in danger of violating such rules, the Mitsubishi Logistics Group has established a corporate ethics help line (contact: CSR Compliance Team, General Affairs Division) as an internal whistleblowing and consultation mechanism to reinforce compliance management.

To raise the degree of recognition and encourage its enhanced use, we checked whether executives and regular employees of our Group companies are familiar with our internal reporting system and whether they intend to use the system at the time of the "Self-check of the compliance of the Code of Conduct," which was conducted in July 2011. Consequently, about 70% of the respondents expressed an affirmative opinion. In January 2012, the CSR & Compliance Handbook was distributed to all executives and regular employees to encourage their self-study. As a result, it was confirmed that almost all the respondents expressed positive views about the system.

Confirmation of major CSR activities

The Mitsubishi Logistics Group is committed to CSR activities so that socially responsible behavior will be disseminated among employees as a voluntary corporate culture. In this report, we summarize hereunder the setting of “Objectives/Goals,” the planning of “Activity process” and the confirmation of “Achievements/Results” with regard to major CSR activities that are categorized under the “seven core subjects” in accordance with the “guidance on social responsibility” guidelines.

■ Checklist for the confirmation of major CSR activities

Core subjects	Tasks	Objectives/Goals	
Organizational governance	Promoting the realization of our corporate philosophy and strategies Review of goals, standards, etc.	Reinforce CSR and compliance	
Human rights	Improvement of the awareness of human rights	Respect human rights	
Labor practices	Rewarding and friendly working conditions	Showcase every employee's personality and competence, Undertake necessary security procedures, and Support the coexistence of employees' working life and home life	
	Ensuring the security of workers	Ensure the security of workers	
	Human resources development and training	Develop competent human resources who meet the requirements of global human resources and who can manage global operations Develop human resources through the internal educational organs affiliated with the Group	
The environment	Reduction of CO ₂ emissions as a measure for reducing climate change	Further reinforce environmental countermeasures	
	Use of renewable resources	Preserve resources by reducing the environmental impact	
	Contribution to the recovery of the eco-system	Global environmental measures from biodiversity perspectives	
Fair operating practices	Prohibition of unfair advantage in competition and promotion of fair and open competition	Reinforce CSR and compliance Upgrade information security management	
Consumer issues	Provision of socially and environmentally beneficial high-quality services	Improve service quality	
	Promotion of disaster measures to maintain service functions	Maintain infrastructure in case of disasters	
Community involvement and development	To help solve the community's issues and contribute to the community's cultural activities	Contribute to cultures in local communities	
	Contribution to community through donations, etc.	Support to victims of disasters	

Activity process (Plan)	Achievements/Results	Division/Chamber/ Branch and/or Group companies in charge
<ul style="list-style-type: none"> Disseminate the corporate philosophy and the management plan (Basic Strategy). Deliberate how to promote CSR at the CSR and Compliance Committee and disseminate the Basic Strategy at the worksite meeting. 	<ul style="list-style-type: none"> Jan. 2012: Issued the CSR & Compliance Handbook (dissemination of corporate philosophy) May and Nov. 2011: Held the CSR and Compliance Committee meeting (for CSR promotion) Worksite meeting held every month (dissemination of the Basic Strategy) 	General Affairs Division Planning & Business Coordination Division
<ul style="list-style-type: none"> Strive to disseminate the awareness of respect for human rights with every employee by establishing a dedicated promotion system. 	<ul style="list-style-type: none"> FY2011 Human Rights Enlightenment Training held with 106 participants 	Personnel Division
<ul style="list-style-type: none"> Streamline the personnel system in the pursuit of creating worksites where employees can demonstrate their personality and competence. Execute occupational safety and health-related measures to enhance employees' health. Promote a work-life balance to support the sound development of next-generation employees. 	<ul style="list-style-type: none"> Self-declaration once a year and interviews for appraisal conducted three times a year Conducted "Health Promotion" seminars and annual health checkup Beneficiaries of the Childcare leave system: 22, and beneficiaries of the Care leave system: 23 	Personnel Division
<ul style="list-style-type: none"> Overland Transportation Business: Address needed safety measures and the prevention of accidents in the transportation field. Port and Harbor Operations Business: Promote the prevention of occupational disasters and conduct periodic disaster prevention drills and meetings. 	<ul style="list-style-type: none"> Overland transportation: Monthly safety meetings, safety patrols, check and diagnosis of driving competence and checks with alcohol detectors Port and harbor operations: Number of serious occupational accidents: zero 	Warehousing and Distribution Business Division Harbor Transportation Business Division
<ul style="list-style-type: none"> Endeavor to develop human resources that can contribute not only to corporate growth but also to social development. 	<ul style="list-style-type: none"> Jan. 2012: Onsite logistics capability training implemented Mar. 2012: Global mind development training implemented June 2012: Emerging countries' legal and labor affairs training implemented 	Personnel Division
<ul style="list-style-type: none"> Fuji Logistics: Conduct in-house training for employees through its own educational institute. Fuji Logistics: Foster forklift operating skills for the purpose of safe operation and improving logistics quality. 	<ul style="list-style-type: none"> Pack'n College: FY 2011 Number of students: 182 Companywide Forklift Qualification Course ("Dojo"): FY 2011 Number of students: 20 	Fuji Logistics Co., Ltd.
<ul style="list-style-type: none"> Develop warehousing facilities equipped with high environmental performance and advanced anti-disaster functions under the "Eco-Friendly and Disaster-Resistant Warehouse" concept: The concept includes a 40% reduction in CO₂ emissions compared with 1990 through the adoption of photovoltaic facilities, LED lighting in entire buildings and/or heat-shield, highly adiabatic glass. 	<ul style="list-style-type: none"> In fiscal 2011, the work for warehousing facilities started. 	Technical Division Warehousing and Distribution Business Division
<ul style="list-style-type: none"> Suspend the use of neon tubes and completely replace neon lighting with LED lighting for the Ferris wheel in the Mosaic Garden in MOSAIC KOBE HARBORLAND. Enhance the use of "i-MiEV," Mitsubishi Motor's electric vehicles. 	<ul style="list-style-type: none"> Ferris wheel in the Mosaic Garden: Approx. 80% of CO₂ emissions reduced. i-MiEV electric vehicle; FY 2011 Five units introduced 	General Affairs Division Technical Division Real Estate Division Each Branch
<ul style="list-style-type: none"> Engage in forest-related improvements through volunteering activities and donations as an forest restoration partner of Kanagawa Prefecture. 	<ul style="list-style-type: none"> Kanagawa Prefecture certified that forest absorption volume of 247t-CO₂ will be achieved for the five-year calculation period from April 2011 to March 2016. 	General Affairs Division Tokyo Branch Yokohama Branch
<ul style="list-style-type: none"> Hold training sessions for the compliance of the Act against Delay in Payment of Subcontract Proceeds, etc., to Subcontractors and the prevention of insider trading. Distribute information security questionnaires to disseminate the awareness of security. 	<ul style="list-style-type: none"> FY2011 Compliance of the Act against Delay in Payment of Subcontract Proceeds, etc., to Subcontractors Course: Number of students: 95 FY2011 Prevention of Insider Trading Course: Number of students: 25 Respondents to the FY2011 information securities questionnaire: 1,450 	General Affairs Division Information Systems Division
<ul style="list-style-type: none"> Take specific initiatives for quality improvement at each of the operating sites, subsidiaries and affiliates. 	<ul style="list-style-type: none"> Regular quality improvement conference conducted 4S campaign and sharing of quality information on databases 	Planning & Business Coordination Division
<ul style="list-style-type: none"> Strive to take swift and appropriate measures to prevent risks and prepare for the occurrence of any risk. In addition, perform joint drills for earthquake countermeasures. Strengthen the risk management system for information systems in view of disaster countermeasures. Pursue designation for our facilities as relief supplies and materials facilities, which is a concept primarily advocated by the Ministry of Land, Infrastructure, Transport and Tourism. Take appropriate follow-up measures to assist the business continuity of our customers damaged by the flooding in Thailand. 	<ul style="list-style-type: none"> Held the Risk Management Committee meeting to summarize the overall responses to the Great East Japan Earthquake In December 2011, the Headquarters and the Fukuoka Branch jointly performed an earthquake countermeasures drill. Information system risk management: In March 2012, performed a disaster countermeasures drill (with 25 participants). Relief supplies and materials facilities: Seven of our facilities were designated as such. Thai flooding: Selected necessary information and ensured the transportation of materials via negotiations with governmental agencies. 	General Affairs Division Fukuoka Branch Information Systems Division Warehousing and Distribution Business Division International Transport Division
<ul style="list-style-type: none"> Hold local cultural/educational events at Kobe Harborland. 	<ul style="list-style-type: none"> Held every month from FY 2010. 	Real Estate Division
<ul style="list-style-type: none"> Make monetary donations to the victims of disasters that have occurred in Japan and overseas. 	<ul style="list-style-type: none"> May 2011: Made monetary donations for victims of the Great East Japan Earthquake Sep. 2011: Made monetary donations for victims of Typhoon No. 12 Nov. 2011: Made monetary donations for victims of the flooding in Thailand 	General Affairs Division

Organizational Governance

To ensure socially responsible positive decision making, it is necessary to establish organizational processes to optimally utilize the Group's philosophy, strategies and standards. As for organizational governance, the Group recognizes and addresses such issues as "Promoting the realization of our corporate philosophy and strategies," "Entrenchment of the compliance of standards, etc.," "Confirmation of the processes of implementation for action plans" and "Review of goals, standards, etc."

Promoting the realization of our corporate philosophy and strategies

■ Disseminating the corporate philosophy and the management plan (Basic Strategy)

The Group has expressed the goal of "contributing to the realization of an affluent and sustainable society" in its corporate philosophy (see Top Message on page 2) to make its intent of addressing social responsibility known to every party concerned within the Group.

To facilitate this goal, the Company formulated in its management plan the following Basic Strategy (excerpt) and endeavors to disseminate it at worksite meetings and other occasions.

Basic Strategy (excerpt)

1. Strengthen global environmental measures
2. Improve the quality of services by harnessing the power of IT (Strengthen management base)
3. Strive for complete compliance and strengthen crisis management system (Strengthen management base)
4. Promote personnel development fostering expertise and global perspectives (Strengthen management base)

In executing the Basic Strategy above, the Group complies with the seven principles of social responsibility under the Guidance on Social Responsibility. The Group companies have stipulated the Code of Conduct in line with the seven principles, and their employees strive to self-check and confirm their behavior by always having the CSR & Compliance Handbook close at hand.

Review of goals, standards, etc.

■ Deliberating at the CSR and Compliance Committee (meetings held in May and November)

To promote CSR activities in the Group, the CSR and Compliance Committee was established in September 2006. In fiscal 2011, the committee met twice—in May and November. The committee deliberated and determined the concepts to be included in the text of the Environmental and Social Report, as well as the composition and content of the CSR & Compliance Handbook. In addition, the forest restoration activities conducted to preserve the ecosystem regarding the preservation of biodiversity were reported thereat.

■ Lecture by a corporate lawyer at the Compliance Committee of Fuji Logistics

On January 24, 2012, a lecture by a corporate lawyer was held at Fuji Logistics (a primary logistics subsidiary of the Company) and about 40 employees including the committee members of the Compliance Committee attended the lecture on the theme of "Importance of Compliance."

Entrenchment of the compliance of standards, etc.

■ Disseminating the awareness of compliance

The Group endeavors to disseminate the awareness of compliance based on corporate ethics in every employee through the employee's self-check on the status of complying with the Code of Conduct, which was formulated as the social norms for employees in executing their duties, as well as by thoroughly promoting training on compliance.

■ Business processes are confirmed via internal audit

The internal audit of the Company is performed mainly by the Audit Division in accordance with the internal audit regulations and the internal audit plan. The audit operation is supported by branch auditors and audit assistants positioned at the headquarters and respective branches. The purpose of the internal audit is to precisely grasp the status of corporate affairs and financial position so as to be of help for management's rationalization such as prevention of fraud, errors and/or faults, improvement of business operations and raising operating efficiency. The Audit Division reports the results of audits regarding the Company and subsidiaries to the management team. The General Affairs Division follows up and checks any issues noted in the audit results, if any.

The Audit Division keeps close contact with the corporate auditors and provides them with internal audit information to cooperate with the corporate auditors' audits.

Confirmation of the implementation of action plans

■ Confirming the appropriateness of operations via internal control

The Board of Directors of the Company resolved the "Basic Policy on the Improvement of an Internal Control System" to ensure the appropriate execution of duties by executives and regular employees and the appropriateness of corporate affairs.

Furthermore, the Company improves the systems necessary for ensuring the appropriateness of financial reporting and prepares and submits the Internal Control Report regarding the evaluation of the effectiveness of internal control relating to financial reporting in accordance with the Financial Instruments and Exchange Law.

■ Confirming the process for bonded operations, etc., under the Authorized Warehouse Operators' Program

The Authorized Warehouse Operators' Program is a system for certifying managers of bonded warehouses and bonded factories as authorized warehouse operators after they meet set conditions concerning compliance and other regulations. These authorizations ensure preferential treatment such as implementation of simplified procedures requiring only notification of building bonded warehouses, exemptions from permit fees, etc. Mitsubishi Logistics received approval as an authorized warehouse operator from Director-General of Tokyo Customs in April 2008. We have further enhanced compliance activities in customs-related processes and all other import/export services in our sincere attempt to provide highly reliable and dependable logistics services for our customers.

We will strive to provide customers with secure logistics services.

Human Rights

Respecting human rights is a basis for complying with laws and regulations and fulfilling social responsibility. As for human rights, the Group recognizes and addresses such issues as “Improvement of the awareness of human rights.”

Improvement of the awareness of human rights

■ Strive to disseminate the awareness of respect for human rights with every employee by establishing a dedicated promotion system

The Company is committed to enlightening human rights among employees with the aim of creating a “positive worksite atmosphere in which every employee’s human rights are respected and personal competence and personality can be fully demonstrated.”

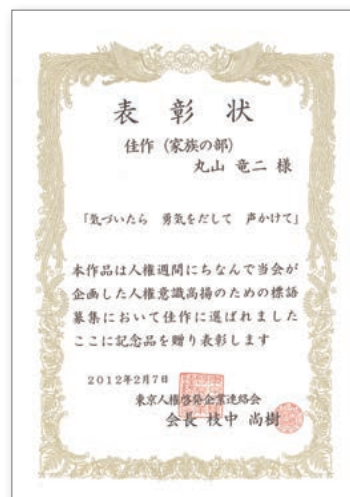
Specifically, every year the Company offers a human rights enlightenment course of 1–2 hours in all of the stratified training curriculum under the established human rights training promotion system.

In fiscal 2011, a total of 106 employees participated in the training, which targeted new employees, second-year employees, sixth-year employees, mid-level staff and newly appointed managerial staff.

At the training sessions, participating employees not only received lectures on typical human rights issues according to the organizational hierarchy but also exchanged views on diverse concrete examples to deepen their understanding.

The Company endeavors to raise the awareness of human rights by inviting slogans on human rights enlightenment even to loaned or dispatched staffers. In parallel with this approach, we have established a harassment-dedicated counseling contact that takes initiatives to prevent or resolve various worksite harassment cases.

In fiscal 2011, upon request from the Industrial Federation for Human Rights, Tokyo, a person in charge of human rights of the Company delivered lectures in Niigata and Gifu prefectures as a visiting lecturer on the theme of “Initiatives for Fair Recruitment Screening.”



The fine work of human rights enlightenment slogan (Family section)

Slogan:

If you notice; Say something to the victim;
With your chin up. (in Haiku)



View of the lecture meeting in Niigata Prefecture



Labor Practices

Good labor practices serve to stabilize employees' living standards, are the source of meaning in employees' lives and are indispensable for safety and health, productivity growth, human resource development and so forth. Regarding labor practices, the Group recognizes and addresses such issues as "Respect of labor-management relations," "Employment and the importance of the employment relationship," "Rewarding and friendly working conditions," "Ensuring the security of workers" and "Human resource development and training."

Respect for labor-management relations

■ Having close communications with the labor union

The collective labor agreement entered into between the Company and the Mitsubishi Logistics Union stipulates the following on the stance of labor-management cooperation.

1. The Company shall proactively strive to maintain and improve the working conditions and promote the welfare of employees to improve the status of employees and ensure stable livelihoods; and
2. The labor union shall strive to maintain public order at the worksite and promote the working capabilities of its affiliated employees, as well as fully cooperate with the Company for the growth of the Company's business based on democratic foundations.

Labor-management consultations and negotiations are handled at the Management Conference, which is attended by representatives of both parties.

There are two types of Management Conference: the Central Management Conference, which is held between the management's headquarters and the union's headquarters, and the Operation Site Management Conference, which is held between each branch and each lodge. Each conference meets once per month.



Central Management Conference (Headquarters)

Employment and the importance of the employment relationship

■ Endeavoring to ensure human resources systematically and stably while respecting equal employment opportunities and diversity

In recruiting employees, our basic policy is to respect equal employment opportunities and diversity.

In our recruiting activity, we have introduced an open-entry system without regard to the school of graduation or faculty that takes into account the fair employment of applicants from a long-term perspective to ensure human resources systematically and stably.

We offer a wide range of opportunities to both new and experienced applicants by making the most of the Company's Web site and various kinds of PR media.

■ Status of employees (as of the end of March 2012)

Item	In fiscal 2011
Number of regular employees (consolidated)	4,386
Number of temporary employees (consolidated)	2,308
▶ Group companies have no statistical data regarding employees' average age and years of service.	
Number of regular employees (non-consolidated)	830 (591 men and 239 women)
Average age (non-consolidated)	40 years and 9 months
Average years of service (non-consolidated)	18 years and 5 months
Number of temporary employees (non-consolidated)	660

Rewarding and friendly working conditions

■ Strive to improve the environment in which both employees and the Company can raise mutual values

The basic philosophy of the Company's personnel policy is to assist its employees to grow and improve their work-life balance and to assert that both employees and the Company can raise mutual values through the sustainable growth of the Company.

To realize this philosophy, the Company endeavors to improve worksite environments so that employees can demonstrate their individuality and competence to the utmost with improved motivation and better workplace environments, through a variety of personnel and educational systems.

■ Streamline the personnel system in the pursuit of creating worksites where employees can demonstrate their individuality and competence.

The Company strives to improve worksite environments in which every employee can fully demonstrate his/her individuality and competence.

● Self-declaration system

According to the self-declaration system, the Company's employees declare their satisfaction rating with their current duties and career plan among others, once a year. The declaration includes the desired conditions of their next workplace, etc., so that the Company may pay attention not only to employees' business duties but also to every employee's life plan. The content of the declaration is actually used for personnel transfers and a career development program.

● Evaluation and treatment of employees

The Company treats employees in accordance with fair, transparent and well-received appraisal systems. Direct interviews between managers and subordinates, which are held three times a year (at the time of target setting, midyear retrospection and year-end retrospection) are especially emphasized. The evaluation results are used for an appropriate division of labor within the business unit and advice on career planning.

■ Execute occupational safety and health-related measures to enhance employees' good health

To effectively perform the obligation of security, which is required of every corporation, the Company proactively takes initiatives to maintain and promote employees' health.

● Regular medical checkup

A medical checkup is conducted once a year that focuses on tests for lifestyle-related diseases. Although long working hours have become a social problem in recent years, the Company has implemented a framework to minimize the health risks of employees due to a heavy workload through enhanced interview guidance from industrial physicians to those with long working hours.

● Health promotion

Health promotion seminars are held for the purpose of maintaining good health and improving the lifestyle of employees. At these seminars, in addition to lectures (on mental health and eating habit guidance) given by experts, simple aerobics dance programs are offered to encourage employees to engage in light physical exercise.



Participating in a Health Promotion Seminar

Junko Kaneko, Daikoku C-4 Sales Office, Yokohama Branch

Although I was confident about my physical condition, I noticed unexpected aspects of myself through the guidance on my eating habits and the experience of pilates and aerobics. It was a good occasion for me to reconsider the health of mind and body in my stressful daily livelihood. I would like to be more health-conscious, along with my family members, by drawing on the knowledge and experience gained from that seminar.

VOICE

■ Addressing mental health activities focusing on "prevention and recurrence prevention"

The Company considers it important to support every employee in having a purposeful life by ensuring systematic and constant care for his/her mental health.

To promote mental health care in accordance with the "Guidelines for maintenance and promotion of mental health for workers" of the Ministry of Health, Labor and Welfare, the Company has taken a variety of initiatives

■ Acquisition results for various systems

System	Description	Results (number of beneficiaries)				
		FY2007	FY2008	FY2009	FY2010	FY2011
Childcare leave	Leave of absence is allowed for a desired period until a child become 2 years old.	17	19	18	22	22
Short-time regular employee	Service hours may be reduced by up to 2 hours per day for nurturing a child.	4	7	8	11	16
Nursing care leave	Leave of absence is allowed for a desired period within one year to take care of a family member in need of nursing care.	0	0	0	0	0
Care leave	Paid leave for nursing care of a child (up to 10 days per year)	13	15	24	23	33
Family care leave (newly established in FY2010)	Paid leave for nursing care of a family member in need of nursing care (up to 10 days per year).	—	—	—	5	3

such as reinforcement of in-house education and training, cultivation of dedicated staff in charge at operating sites, execution of stress checks and improvement of networks via collaborations with external professional organs.

■ Promoting the work-life balance to support the sound development of next-generation employees

Pursuant to the implementation of the Act on Advancement of Measures to Support Raising Next-Generation Children, the Company formulated the "Ordinary Business Owner Action Plan" and implemented the "Child-care leave system," the "Short-time regular employee system," the "Nursing care leave system," the "Child care leave system" and the "Family care leave system" to assist with the coexistence of employees' working life and home life. Furthermore, the Company encourages the enhanced use of annual paid vacations to reduce working hours in a year and has introduced a systematic granting system (six days per year) of annual paid vacations under labor-management collaboration.

■ Promoting welfare measures to help employees store up the energy to work

A variety of systems are available in compliance with the three catchphrases of "Provision of security," "Recreation" and "Promotion of residential house acquisition" for the promotion of employees' welfare.

Major welfare programs of the Company:

- 1. Provision of security**
Retirement benefits, corporate pensions, family allowance, housing allowances, condolence money, celebration of a birth, the ESOP (Employee Stock Ownership Plan) association, group insurance, the reserve for pension and asset formation, multipurpose accommodation loans and the granting of company-owned houses to employees via job transfers
- 2. Recreation**
Recreation facilities, in-house sports events (baseball and tennis), refresh leave (long-service and mid-level workers)
- 3. Promotion of residential house acquisition**
Reserve for house acquisition and asset formation, in-house loans and tie-up loans



In-house recreation event (All-branches baseball competition held by the Tokyo Branch)

■ **Providing an activity place at work for retiring employees to demonstrate their competence by ensuring employment opportunities for the elderly**

The Law on the Stabilization of Elderly People's Employment was revised on April 1, 2006. Ahead of the revision, the Company strove to guarantee the employment of employees up to 62 or 63 years old through measures such as a job placement service to help them be reemployed by subsidiaries or affiliates and the reemployment of those with expertise in certain business fields.

Upon the implementation of the revised law, we streamlined our continuing employment system to ensure that former employee applicants can continue to work up to 65 years old under certain criteria, and the system has been applied to those who retired as of March 2007 due to the age limit.

■ **Improving access in the work environment to increase the employment of physically challenged people**

There are physically challenged employees who work in diverse operations of the Company. As of June 1, 2011, the Company fulfilled its legal employment quota of physically challenged employees as a result of the aggressive execution of various initiatives. We will continue to steadily address improvements of the worksite environment in which physically challenged persons can easily demonstrate their capabilities and competence.

■ **Employment ratio of physically challenged employees**

	June 2007	June 2008	June 2009	June 2010	June 2011
Number of physically challenged employees (actual)	10	10	12	13	16
Employment ratio	1.59%	1.46%	1.58%	1.70%	2.06%

Ensuring the safety of workers

■ **Striving to conduct occupational safety and health activities via collaborations among operating bases in the pursuit of prevention of industrial accidents**

Each branch has an "Occupational Safety and Health Committee" to share information with operating bases including operation-commission and cargo-handling companies to which operation is outsourced with regard to diverse initiatives related to occupational safety and health. In addition, we strive to prevent occupational disasters by conducting safety and health education and safety patrols inside and outside the facilities.



Occupational Safety and Health Committee (Tokyo Branch)

■ **Overland transportation: Address ensuring safety with safety measures and the prevention of accidents in the transportation field.**

RYOSO TRANSPORTATION CO., LTD. (an overland transportation-dedicated company in charge of the overland transportation business of the Company) aims to increase the security of transportation and ensure the security of the truck crew through concerted efforts with the recognition that ensuring the security of freight transportation is the pillar of our business management. In addition, fully recognizing the public nature and importance of the trucking business apart from compliance with relevant laws and regulations such as the Motor Truck Transportation Business Act and the Road Traffic Act, we address daily accident prevention activity by checking operations at all times from a safety viewpoint.

● **Safety meetings and safety patrols**

Safety meetings are held every month and are attended by the truck crews and car-allocation staff, and emergency safety meetings are held, as necessary, to thoroughly disseminate the observance of laws and regulations. In addition, information sharing is promoted at the all-branch salespersons' meeting with reference to similar examples of accidents that occurred at competitors.

Furthermore, we strive to raise our safety consciousness and prevent accidents through Group-wide efforts in holding safety meetings and conducting joint safety patrols with cooperative companies.



Safety patrol (Tokyo Branch, RYOSO TRANSPORTATION)

● **Thorough alcohol check using a detector unit**

To completely eliminate drunken driving, effective from May 1, 2011, it has become compulsory for trucking business operators to apply an alcohol detector unit to check at the roll call whether any crew members have been drinking. Before the implementation of this restriction, RYOSO TRANSPORTATION started doing checks before and after driving shifts in December 2009



Confirmation using an alcohol detector unit (Yokohama Branch, RYOSO TRANSPORTATION)

by installing a recording-type, high-performance alcohol detector unit at each car-allocation base.

● Initiatives for occupational safety and health

Based on the recognition that the health of the truck crew is important to ensure the security of transportation, regular medical checkups are conducted by adding tests for lifestyle-related diseases. Moreover, regular diagnosis of the driving competence of the truck crews is conducted by external examination organization. Appropriate instructions and education are given to the crew members based on the diagnosis results.



Addressing the task of ensuring safety

Tetsuya Inui, Section Chief, Sales Section, Sales Division, RYOSO TRANSPORTATION

Ensuring safety by trucking business operators has become a socially accepted idea. The Company not only holds monthly safety meetings and conducts safety patrols to prevent accidents for its company-owned vehicles but also works with its cooperative companies to fully share a similar awareness of safety. Consequently, such a proactive and careful approach includes the attendance of its employees at the Cooperative Companies' Safety Conference and safety patrols that make unannounced checks at the roll call to test for alcohol use using an alcohol detector unit.

(A Group company of Mitsubishi Logistics Corporation)

VOICE

■ Harbor transportation: Promote the prevention of occupational disasters and conduct periodic disaster prevention drills and meetings

The port and harbor operations inevitably involve a variety of cargo handling work in association with the receipt and delivery at ports. We take diverse initiatives in accordance with specific countermeasures that have been prepared by operating sites to safely and smoothly perform operations. For example, daily morning briefings and monthly safety and health meetings offer occasions for workers to confirm the content of their operations and necessary precautions, as well as to raise awareness of safety and health concerns by reviewing past examples of occupational disasters and/or cargo-related accidents. We endeavor to understand and improve the worksite environment with regular safety patrols. We are confident that the cumulative effects of the aforementioned daily safety-focused efforts help prevent serious occupational disasters and ensure the security of workers.

Specific initiatives executed at the respective ports are summarized in the table opposite.



Safety patrol (Harbor Transportation Business department, Yokohama Branch)



Safety and health meeting (Harbor Transportation Business department, Yokohama Branch)

■ Description of specific initiatives taken at the respective ports and results/achievements

Description

- At the morning briefing, which is jointly attended by the person in charge of the operation and the workers of the company commissioned to carry out the operations, the content of the operation is confirmed and uniforms (e.g., fluorescent vests) are checked. (daily)
- The safety and health meeting is held jointly with the relevant suppliers. (monthly)
- The safety patrol visits the operating site with the relevant suppliers. (monthly)
- We actively participate in diverse external training sessions such as safety and health training sessions and lectures sponsored by the Japan Port Transport Industry Safety & Health Association, jointly with the companies commissioned to carry out the operations. (held as needed)

Results/Achievements

We strive to raise awareness of safety and unify the intent of all parties concerned at each operating site by addressing diverse initiatives with related parties such as the relevant suppliers. As a result, no serious occupational accidents were reported for fiscal 2011.



Working as Port State Control Officer (PSCO)

Hiroyuki Takahashi, Harbor Transportation Business department, Yokohama Branch

I intend to work with a strong understanding of safety by seriously taking to heart the value of "zero accidents." To prevent occupational

accidents, it is important to predict possible dangers from various angles and share information among the parties concerned. To this end, we regularly conduct joint safety patrols and accident countermeasure meetings.

We recognize that the potential risk in cargo handling at ports is significant because cargo accidents could occur and those accidents might result in injuries. Also, we are confident that customers' trust will be gained as our safe and smooth operations ensure the security of their cargo and maintain the required schedule of vessels.

VOICE

Human resources development and training

- Endeavor to develop human resources that can contribute not only to corporate growth but also social development
- Ideal image of desired human resources

With the Code of Conduct in mind, every employee aims to undertake a role not only in corporate growth but also in the development of society by conducting himself/herself in the following manner.

1. Keep faith in others, and conduct yourself with integrity and a sense of fairness.
2. Conduct yourself autonomously.
3. Respond flexibly to environmental changes.
4. Demonstrate expertise and act with a sense of creativity.
5. Have a good teamwork spirit and cooperate with your colleagues.

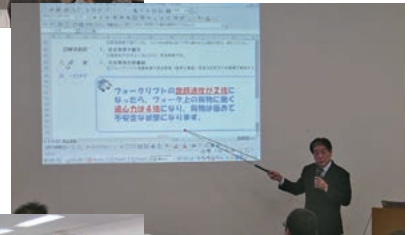
● Training system

The Company focuses on developing human resources that can precisely respond to internal and external needs.

The Company therefore strives to upgrade employees' business skills and the organization's strength through training at company classes and by service year of employment. At the same time, the Company offers several training programs to raise employees' expertise such as management capabilities, readiness for globalization and operational capability to enable employees to acquire professional skills in response to the content of their business duties.



Newcomers' worksite instructors training



Onsite logistics capability training



Emerging countries' legal and labor affairs and accounting training



Chinese language course



Global mind development training



Participating in the young staff overseas dispatch program

Yasuhiro Takada, Mitsubishi Logistics America Corp

I engage in logistics operations at Mitsubishi Logistics America as a successful candidate for the young staff overseas dispatch program.

I am mainly learning skills for exports/imports in the ocean and air transportation fields and delivery operations. Through these duties, I learned about the excellent service spirit of many Japanese corporations and the different sense of value regarding the working life of local staff.

I would like to fully take advantage of this valuable experience of working at an overseas operating base while I am still young.

(A Group company of Mitsubishi Logistics Corporation)

VOICE



Having received the global mind development training

Tomohiko Nishiuma, China and Asia Team, International Transportation Business Division

I was annoyed by the communication difficulties routine in the course of exchanging views with the staff of affiliated companies overseas.

Through this training, I learned the importance of transmitting my opinion frankly without ambiguity in an easy-to-understand manner to others.

I would like to tackle daily borderless duties in cooperation with other staff from different countries who have varying senses of value against a background of diversified cultures.

VOICE

■ Human resources (training) systems

National-type employee development course:

Basic role: Engage in a wide variety of corporate operations as core executives who facilitate business growth and management in a variety of regions including overseas.

Development policy: Have the participants experience a variety of roles and duties. For 12 years after joining the Company, transfers are conducted at intervals of about four years, in principle.

Strengthen management capability	Enhance readiness for globalization	Upgrade operational capability	Stratified training	Health promotion, etc.	Self-development
<p>Training for (Deputy) General Managers</p> <ul style="list-style-type: none"> • Raise organizational management capabilities • Acquire various management strategy-related skills <p>Training for newly appointed managerial section chiefs and general managers</p> <ul style="list-style-type: none"> • Understand the management policy and management skills • Nurture problem-solving capabilities at worksites, etc. <p>Management training by theme</p> <p>(Compulsory) Leadership (changed from "Selective") (Compulsory) Labor management (Compulsory) Accounting (Selective) Marketing (Selective) Motivation management (Selective) Counseling (Selective) Presentation</p>	<p>English conversation course</p> <p>Chinese conversation course</p> <p>Japan-China business seminar (as needed)</p> <p>(New) Emerging countries' legal and labor affairs and accounting training</p> <p>(New) Global mind development training</p> <p>Young staff overseas dispatch program</p>	<p>(New) Onsite logistics capability training</p> <ul style="list-style-type: none"> • Improve onsite operating capability • Acquire knowledge on safety and health, etc. <p>(New) Newcomers' worksite instructors training</p> <ul style="list-style-type: none"> • Improve nurturing capability as worksite instructors <p>(New) Real estate business training (from fiscal 2012)</p> <p>Registered customs specialist examination course</p> <p>Training via dispatching to subsidiaries or affiliates</p>	<p>(Objective of the common stratified training)</p> <ul style="list-style-type: none"> • Acquire skills necessary for different levels • Recognize the role required for each level <p>At around the 10th year after joining the Company:</p> <p>Career development training</p> <ul style="list-style-type: none"> • For future career development • Nurture logical thinking capacity, etc. <p>At the 6th year:</p> <p>Autonomy reinforcement training</p> <ul style="list-style-type: none"> • Nurture an autonomy-focused mind-set by improving task-accomplishing capabilities <p>At the 2nd year:</p> <p>Business skills training</p> <ul style="list-style-type: none"> • Improve interpersonal relationship capability • Understand basic business accounting, etc. <p>At the 1st year:</p> <p>Newcomers' second-half training Newcomers' first-half training</p> <ul style="list-style-type: none"> • Learn basic knowledge on general corporate operations • Learn basic knowledge on trading practices • Visits to logistics and real estate facilities of the Company • Acquire business manners as a member of society, etc. 	<p>Life plan seminar</p> <p>Health promotion seminar</p>	<p>Correspondence education</p>

Region-type employee development course:

Basic role: Become familiar with and understand the characteristics or features and local business duties of a certain region in preparation for the smooth fulfillment of corporate operations.

Development policy: Nurture employees via OJT-focused training and rotate jobs so that employees can become familiar with operating know-how in various areas.

Upgrade operational capability	Stratified training	Health promotion, etc.	Self-development
<p>(New) Onsite logistics capability training</p> <ul style="list-style-type: none"> • Improve onsite operating capability • Acquire knowledge on safety and health, etc. <p>(New) Newcomers' worksite instructors training</p> <ul style="list-style-type: none"> • Improve nurturing capability as worksite instructors <p>(New) Real estate business training (from fiscal 2012)</p> <p>Registered customs specialist examination course</p>	<p>(Objective of the common stratified training)</p> <ul style="list-style-type: none"> • Acquire skills necessary for different levels • Recognize the role required for each level <p>At the 6th year:</p> <p>Autonomy reinforcement training</p> <ul style="list-style-type: none"> • Nurture an autonomy-focused mind-set by improving task-accomplishing capabilities <p>At the 2nd year:</p> <p>Business skills training</p> <ul style="list-style-type: none"> • Improve interpersonal relationship capability • Understand basic business accounting, etc. <p>At the 1st year:</p> <p>Newcomers' second-half training Newcomers' first-half training</p> <ul style="list-style-type: none"> • Learn basic knowledge on general corporate operations • Learn basic knowledge on trading practices • Visits to logistics and real estate facilities of the Company • Acquire business manners as a member of society, etc. 	<p>Life plan seminar</p> <p>Health promotion seminar</p>	<p>Correspondence education</p>

■ Fuji Logistics: Conduct in-house training for employees through its own educational institute

Fuji Logistics established Pack'n College in July 2006 as an in-house educational institute in charge of human resource development. The training on the knowledge and skills necessary for logistics operations is offered thereby (the results for fiscal 2011 are shown in the table below).

The college has two major courses and every course has faculties by expertise. For example, at the Onsite Capability Development Faculty, the lecturers address examples of successful improvements regarding logistics technologies in the field. At the end of March 2012, a total of 996 students had attended the course lectures since the opening of the college.



At the classroom of the Pack'n College

■ Results of the Pack'n College courses (fiscal 2011)

Major course	Faculty	Students	Summary of the course
Working-level staff development course	Onsite Capability Development Faculty	132	Students learn overall skills and the expertise required in their respective fields through specific examples.
	Management Practice Faculty	40	Students learn basic knowledge on logistics management; mainly for students who are in charge of management operations
	Newcomers Education & Development Faculty	10	New employees attend lectures on basic logistics in an easy-to-understand manner.
Professional human resource development course	Center Operation Faculty	0	No relevant results for fiscal 2011



Having attended a Pack'n College course

Tomoaki Harada, General Affairs Section, Mie Branch, Fuji Logistics

I mastered a wide variety of skills ranging from basic logistics practices such as transportation, packaging and warehousing to finance and accounting improvement activity (Fujibutsuryu Kaizen System (FKS)), sales, legal affairs and international logistics. I participated in exciting exchanges of ideas with participants from other sectors throughout the training period.

I again reconfirmed the importance and pleasure of continuing learning, which tends to be forgotten in busy everyday business. I would like to continue studying and further upgrade my skills.

(A Group company of Mitsubishi Logistics Corporation)

VOICE

■ Fuji Logistics: Foster forklift operating skills for the purpose of safe operation and improving logistics quality

● Forklift Competition

Fuji Logistics has held the Forklift Competition every year since 2005 at different logistics sites with many participants for the purpose of raising forklift driving skills and improving driving safety and logistics quality.

In fiscal 2011, the seventh event was held on Saturday, October 15, at Mie Branch, and 47 operators participated with about 80 supporters and staff members from different branches. The safety training program was followed by a comprehensive evaluation consisting of examinations in academic subjects, an inspection skills competition and a driving skills competition. The Forklift Competition is important for the forklift operators who support front-line onsite logistics operations, and the competition has become increasingly high level year after year. The competition is useful in disseminating the importance of safe and secure forklift operations and has become a mainstay event showcasing Fuji Logistics' contribution to customers.

● Companywide Forklift Qualification Course ("Dojo")

Fuji Logistics holds the Companywide Forklift Qualification Course event targeting responsible persons in the logistics field twice a year for the purpose of preventing forklift-related accidents and improving logistics quality (the results for fiscal 2011 are shown in the table below). A review test was conducted after the course to evaluate the understanding level of the course content among the participants.



Forklift Competition (Mie Branch, Fuji Logistics)



Companywide Forklift Qualification Course (Kitakanto Branch, Fuji Logistics)

■ Results of the Companywide Forklift Qualification Course (fiscal 2011)

Place	Time	Number of students
Kitakanto Branch (Saitama Prefecture)	May 13-14	10
Kitakanto Branch (Saitama Prefecture)	November 11-12	10



Learning at the Companywide Forklift Qualification Course

Kenji Ishikura, Fukuoka Logistics Center No. 2, Kyushu Branch, Fuji Logistics

During the course, I learned that the operation of the forklift currently used casually usually can sometimes be dangerous and that it is necessary to be prepared and learn in advance how to use it safely.

I also learned what is most important when operating a forklift is to employ "pointing and calling" (an occupational safety method). As I communicated with my colleagues about what I learned, all the people at my worksite have come to address their jobs with a greater sense of safety.

(A Group company of Mitsubishi Logistics Corporation)

VOICE

The Environment

Environmental issues are not only local issues of the region where our business bases are located but are also globally interconnected. Environmental accountability is a global-level social responsibility that affects the future of people. The Mitsubishi Logistics Group addresses such environmental issues as the reduction of CO₂ emissions as a measure to reduce climate change, the use of renewable natural resources and contribution to recovery of the eco-system.

Reduction of CO₂ emissions as a measure for reducing climate change

■ Certified under the Logistics Efficiency Improvement Act, we are integrating logistics bases and reducing the environmental burden.

Obtaining the same certification under the following four business plans, we made transportation and distribution systems more efficient by integrating logistics bases for customers who used to employ multiple logistics bases, thereby reducing the number of delivery trucks. By collecting customers' freight and implementing joint delivery, we reduce emissions of greenhouse gases (CO₂), contributing to a reduction of the environmental burden.

1. Osaka Branch, Sakurajima No. 2 Distribution Center, North Building (Started operation in November 2005)
2. Osaka Branch, Sakurajima No. 3 Distribution Center (Started operation in April 2008)
3. Nagoya Branch, Tobishima Distribution Center (Started operation in November 2008)
4. Tokyo Branch, Sango Distribution Center, (Started operation in December 2008)

The Logistics Efficiency Improvement Act (Act on Advancement of Integration and Streaming of Distribution Business, implemented on October 1, 2005)

The purpose of this law is to promote operations conducive to efficient logistics and reducing the environmental burden by integrating logistics bases and conducting transportation, distribution, storage and logistics processing comprehensively. Business plans under this law are approved as a comprehensive efficiency plan and supported by the plan.

■ Through obtaining the Green Management Certification, we are promoting environment-friendly business activities.

We obtained the Green Management Certification, which pursues profitability and environmental conservation by promoting environment-friendly business activities from the certification registration organization Foundation for Promoting Personal Mobility and Ecological Transportation (abbreviated as "Eco-Mo Foundation").

1. **Certification acquisition status of the Mitsubishi Logistics Corporation (or the "Company")**
All offices of the Warehousing Business Division
Port and Harbor Operations Division
(Part of the container terminals of the Port of Yokohama and the Port of Kobe)
2. **Certification acquisition status of the Mitsubishi Logistics Group (or the "Group")**
Truck transportation business (Ryoso Transportation Co., Ltd., and Kyushu Ryoso Transportation Co., Ltd.)
and warehousing business (Kusatsu Soko Co., Ltd., and the Warehousing Business Division of Monryo Transport Corporation)

■ We not only address the Law Concerning the Rational Use of Energy but also conduct energy-saving activities with our tenants at each business base of the Group.

We strive for energy saving to conserve the global environment at each business base of the Group.

Our specific energy-saving measures include the following:

1. Monitoring energy volume and CO₂ emissions in business activities
2. Review of equipment operating time and operation methods, and stringent energy-saving measures such as turning lights off when not in use
3. Investments in construction with consideration of conservation of the global environment including moving to a highly energy-saving facility

In fiscal 2011, we undertook more energy-saving efforts than ever before given the impact of the Great East Japan Earthquake and the subsequent suspension of the operation of nuclear plants, which tightened electricity supply. Especially in TEPCO's power supply area, a significant reduction of CO₂ emissions was achieved during the summer of 2011, when an electricity use restriction order was announced.

Because the Company is a "Designated Business Operator" under the Law Concerning the Rational Use of Energy, we submit a regular report on energy saving and a medium- to long-term energy-saving plan to the Ministry of Economy, Trade and Industry. At facilities we own and rent, we are striving to reduce per-basic unit energy use more than 1% on an annual average.

We also offer our energy use status data to tenants of our real estate business facilities upon their request, receive their cooperation and engage in energy-saving activities together.



Eco-Friendly and Disaster-Resistant Warehouses

Kenji Irie, General Manager,
Technical Division

The Environment Voluntary Plan, which the Company formulated in 2009, sets a target reduction of CO₂ emissions from new facilities of 30% compared with the 1990 level. Since the Great East Japan Earthquake, disaster-prevention functions are being increasingly demanded from warehouses, which are the logistics infrastructure. We will adopt earthquake-resistant structures that exceed the level stipulated in the conventional Building

Standards Act for our new warehouses. In addition, by reinforcing measures to address water hazards and electric power failures and reducing CO₂ emissions by 40% compared with the 1990 level, which is a percentage even larger than stated in the Environmental Voluntary Plan, we will further reinforce disaster-prevention functions and environmental measures, thereby developing Eco-Friendly and Disaster-Resistant Warehouses.

BRIEF COMMENT

We Develop Eco-Friendly and Disaster-Resistant Warehouses.

To enhance the usefulness of our facilities in the warehousing business, that have very important public functions, we promote the construction of Eco-Friendly and Disaster-Resistant Warehouses with improved environmental efficiency and disaster countermeasures.

The Company is advocating a new concept of Eco-Friendly and Disaster-Resistant Warehouses in the construction of new warehouses. Based on the Company's innovative design concept, which features high environmental efficiency and disaster-prevention functionality, we will develop Eco-Friendly and Disaster-Resistant Warehouses as a new standard for warehousing facilities for the purpose of maintaining an effective and stable supply chain as social infrastructure even during a disaster, while curtailing the environmental burden.

Specifically, we aggressively promoted measures to reduce CO₂ emissions and the environmental burden such as installing solar power generation facilities, adopting LED lighting and introducing highly efficient air conditioners. We also adopted earthquake-resistant design that exceeds the requirements set by the Building Standards Act, installed emergency power generators and installed transmitter/converter facilities on upper floors in regions where flooding is expected. With such high disaster-prevention functionality, even at the time of a large-scale disaster, the decline of functionality of the warehouses can be minimized.

The Company started construction of Ibaraki No. 3 Distribution Center (Ibaraki City, Osaka Prefecture) in November 2011, Daito Distribution Center (Daito City, Osaka Prefecture) in March 2012 and Misato No. 2 Distribution Center (Misato City, Saitama Prefecture) in April 2012, all of which are Eco-Friendly and Disaster-Resistant Warehouses that are scheduled to be completed in fiscal 2012.

In particular, at the cutting-edge Misato No. 2 Distribution Center, we are increasingly promoting environmental measures by adopting the Company's largest-scale (530-kW) solar power generation facilities and LED lighting throughout the entire building and Low-E glass (heat-shielding high thermal insulation glass) for the offices.

Status of facilities and equipment of Eco-Friendly and Disaster-Resistant Warehouses

Name of the Distribution Center	Schedule for Completion	Solar Power Generation	LED Lighting	High-Efficiency Air Conditioning Equipment	Emergency Generator	Low-E Glass	Kyodo-no Mori (Note)	Electric Car Charging Stand
Ibaraki No. 3 Distribution Center	2012/10	350kW	Entire building	○	○	○	○	○
Daito Distribution Center	2012/12	85kW	Part of the building	○	—	—	—	—
Misato No. 2 Distribution Center	2013/2	530kW	Entire building	○	○	○	○	○

Note: Area for planting a dense array of trees mainly including locally grown trees for biodiversity



Rendering of Ibaraki No. 3 Distribution Center

Roles of Eco-Friendly and Disaster-Resistant Warehouses

Tetsuya Terada
Business Section, Warehousing Business Division



The design concept for warehouse facilities has been evolving each year. Although the emphasis was previously on efficient storage and cargo sorting, at the Eco-Friendly and Disaster-Resistant Warehouses, we returned to a public function, which is the original role of warehouses. We focus on the social aspect of warehouses, which continue to function as a core of the supply chain in the event of a large-scale disaster. Even though all warehouses may look the same from outside, the Company develops innovative warehouse facilities and Eco-Friendly and Disaster-Resistant Warehouses, which are simultaneously part of the social infrastructure that contributes to society.

VOICE

■ To address global environmental issues, the Group is striving to reduce its environmental burden throughout its logistics business activities.

The Fuji Logistics Group, headed by Fuji Logistics Co., Ltd., recognizes the importance of corporate social responsibility and being a good corporate citizen in global society. Regarding efforts for protection of the global environment as a management issue, we offer human- and environment-friendly logistics services and contribute to achieving a recycling-oriented society.

Under this basic philosophy, we are promoting activities conscious of environmental conservation in all our business activities under the medium-term management plan of Fuji Logistics Co., Ltd. The core mission stated in the basic philosophy is comprehensive logistics innovation, offering customers' logistics solutions.

In environmental improvement activities, Fuji Logistics Co., Ltd., based on the recognition that the company itself is influencing the global environment by consuming resources and energy, emitting waste, automobile exhaust gas and offering wrapping and packaging materials, promotes measures to prevent global warming and introduces environment-friendly logistics equipment and facilities as a priority theme for environmental management. Specific cases under this theme include the following:

● Promotion of measures to prevent global warming (Environmental measures by establishing partnerships among customers)

Some customers have problems such as "My client's plant is located inland. Shipment of a marine container to a harbor using a trailer emits a high volume of CO₂, which is harmful to the environment." In negotiation with a customer that had this problem, Fuji Logistics conducted a hearing and an onsite investigation. Based on the results, the company introduced the following optimal transportation method.

- Shorten the transportation distance to the client's plant by procuring a marine container from an inland depot.
- From the client's plant, via a container yard located inland, shift from the use of a trailer to using rail for transport to a harbor.

By conducting these measures in cooperation with customers, we will contribute to reducing CO₂ emissions and costs.



Loading a container onto a train



Arrival at the Tokyo freight terminal station

● Promote the introduction of environment-friendly logistics equipment and facilities (Introducing electric forklifts)

■ Number of forklifts installed

Name of the business base	Number of forklifts (A)	Number of electric forklifts (B)	Electric forklifts introduction ratio (B/A) %
Sapporo Office	2	2	100
Tohoku Office	5	3	60.0
Kita Kanto Branch	57	27	47.4
Tokyo Branch	26	20	76.9
Keihin Branch	23	20	87.0
Kawasaki Branch	12	2	16.7
Matsumoto Branch	35	24	68.6
Chubu Branch	9	6	66.7
Suzuka Branch	38	16	42.1
Mie Branch	42	7	16.7
Kansai Branch	21	20	95.2
Kobe Branch	2	2	100
Kyushu Branch	11	10	90.9
Total	283	159	56.2



Striving to Reduce the Environmental Burden

Tomohiro Inui
International Division, Fuji Logistics Co., Ltd.

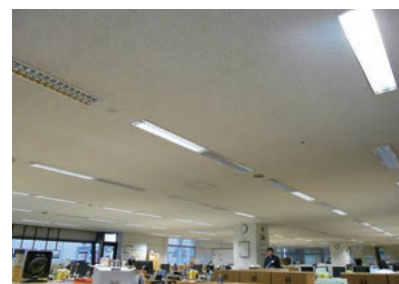
Customers' awareness of the environmental burden is high. To cope with their needs, we think about environment-friendly logistics operations with customers on a daily basis and make proposals.

(Fuji Logistics Co., Ltd., is a Group company of Mitsubishi Logistics Corporation.)

VOICE

■ We are conducting environment-friendly energy-saving activities at container terminals.

At container terminals, we offer high-quality port logistics that address customer needs and conduct environment-friendly energy-saving activities. We made operations more efficient through the optimal allocation of containers and reviewed equipment operation methods such as idling reduction and integrating operational floors, thereby reducing energy use. We also hold a workshop for eco-driving and inspected the lighting used in offices.



Inspection of the lighting used in offices (Yokohama Branch, Minamihonmoku Office)

■ **Ryoso Transportation Co., Ltd. obtained Green Management Certification in its trucking business, striving for environmental conservation.**

Ryoso Transportation Co., Ltd., a trucking company of the Mitsubishi Logistics Group and the center of the Group's trucking division, obtained the Green Management Certification from the Eco-Mo Foundation at all six of its branches and seven operational bases and is striving to reduce the environmental burden.

In fiscal 2011, Ryoso Transportation improved gas mileage by 5.7% compared with fiscal 2006.

● **Measures to improve gas mileage and reduce emissions of air pollution substances**

We are promoting eco-driving such as idling reduction, avoiding sudden starts or sudden acceleration and running at an economical speed to improve gas mileage and reduce emissions of air polluting substances such as CO₂, NOx and particulate matter (PM).

To keep emissions, including CO₂, NOx and PM, at an appropriate level, adequate vehicle inspection and maintenance depending on usage are necessary. With our own standards for inspections and maintenance such as tire air pressure adjustment and change of air filters and engine oil, we conduct environment-friendly inspections and maintenance.

● **Introducing low-pollution vehicles**

Most business-use vehicles owned by Ryoso Transportation Co., Ltd. have diesel engines. Given the recent dramatic improvement in the exhaust gas performance of diesel vehicles, for vehicle replacement, we adopt low-pollution vehicles that meet the latest restriction values of gas emissions.

● **Promotion of Green Purchasing such as purchasing recycled tires**

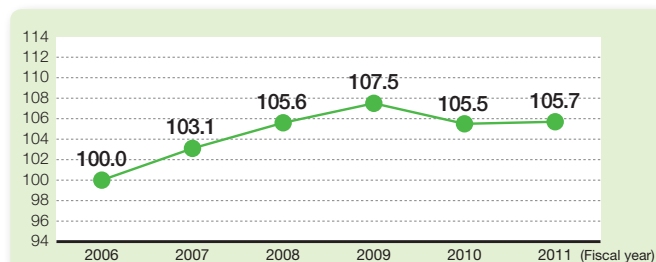
Green Purchasing is demanded from business operators, and we choose to purchase products and services with less environmental burden. At Ryoso Transportation Co., Ltd. we are aggressively purchasing eco-mark products such as retread tires (Note), eco-stationery and environment-friendly office equipment.

Note: Tire with new rubber pasted on a used base tire
Compared with new tires, retread tires use a reduced volume of petroleum in their manufacture and help reduce the number of disposed tires. Retread tires are "designated procurement items" under the Green Purchasing Law.

■ Change of total gas mileage of all operational sites (fiscal 2006 to fiscal 2011) (Unit: km/L)

	Fiscal 2006	Fiscal 2007	Fiscal 2008	Fiscal 2009	Fiscal 2010	Fiscal 2011
Vehicles for business use	2.45 (100.0)	2.53 (103.1)	2.59 (105.6)	2.63 (107.5)	2.58 (105.5)	2.59 (105.7)

Parentheses indicate index numbers setting the mileage for fiscal 2006 to be 100.0.



■ **The Tokyo Dia Building was certified as a Near-Top-Level Facility under the Tokyo Metropolitan Environmental Security Ordinance.**

The Tokyo Dia Buildings Nos. 1–5 were certified as a Near-Top-Level Facility that have made excellent progress in the implementation of measures against global warming under the Tokyo Metropolitan Environmental Security Ordinance. (Note)

Following the certification we received in the previous fiscal year for the Eitai Dia Building, this was our second certification as a superior facility.

By being certified as a Near-Top-Level Facility, the mandatory greenhouse effect gas discharge volume reduction ratio requirement for the Company has been reduced by 25%.

Among the facilities of first section to be certified in fiscal 2011 as Categories for Top-Level Facilities, the Tokyo Dia Buildings Nos. 1–5 are aged buildings, given that the No. 1 building was completed in 1973 and No. 5 in 1990. However, we replaced old equipment with equipment that has a high energy-saving effect at the time of facility renewal and we continued efforts for the reduction of CO₂ emissions at a high standard in cooperation with our tenants. Such efforts were appreciated and these buildings were certified.

1. Matters related to general management

A CO₂ reduction promotion meeting is held every month that includes administrative companies and addresses issues related to energy-use status and management, facility renewal and maintenance.

2. Matters related to the performance of buildings and facilities

The Company engages in aggressive measures to reduce the environmental burden such as the use of ice thermal storage (No. 1 building), adoption of regional air conditioning and heating (No. 5 building), renewal with highly efficient lighting, adoption of under-floor office air-conditioning equipment, use of rainwater and reuse of wastewater.

3. Matters related to facility operation

Thorough facilities management is being conducted 24 hours a day, 365 days a year by resident facility engineers.

Note: In fiscal 2011, the Tokyo Metropolitan Government certified nine Top-Level Facilities and nine Near-Top-Level Facilities, totaling 18 facilities. Since the beginning of the Excellent Specified Global Warming Countermeasure Office certification system, a total of 70 business bases have been certified.



Working to have our facility certified as Categories for Top-Level Facilities

Nobuyuki Mandai
Technical Team, Technical Division

To have our facility certified as Categories for Top-Level Facilities under the Tokyo Metropolitan Environmental Security Ordinance, evaluations on various energy-saving-related items must meet certain standards. Document examination and an onsite inspection must be completed by a Tokyo Metropolitan Government-approved third-party validation organization before applying for certification with the Tokyo Metropolitan Government. For the Tokyo Dia Buildings, it took two years to get certified from the initial application in fiscal 2010. We believe that the successful certification at our aged facilities was a result of the capabilities of Mitsubishi Logistics Corporation and its Group company Dia Build-Tech Co., Ltd., which maintains and manages various facilities and equipment and has been highly evaluated.

In the future, we will regularly verify the effect by PDCA cycle and make thorough efforts to maintain the certification.

VOICE

Use of renewable resources

■ Adopted LED lighting for the Mosaic Garden Big Ferris Wheel of MOSAIC KOBE HARBORLAND.

The Mosaic Garden Big Ferris Wheel was established in 1995 as a venue to pray for restoration from the Great Hanshin earthquake and has been loved by Kobe citizens and tourists from around the world. To contribute to solving environmental issues, in fiscal 2011, we conducted a renewal by eliminating the neon tube lighting and entirely adopting LED lighting.

1. Environmental burden reduction effect

Reduced annual electricity use for lighting and CO₂ emissions by approximately 80%.

2. Silhouette illumination*

We were the first in Japan to adopt a silhouette illumination function that visualizes silhouette animation by controlling approximately 120,000 LED lights by computer. The silhouette illumination also has a function to display letters for information on events to be held in Kobe.

*Computer-controlled technology to display silhouette images with movements on the illumination of the Ferris Wheel.

■ We are promoting environmental conservation not only at our operational sites but also at offices.

● Efforts at the Company's head office

Mitsubishi Logistics Corporation's Edobashi Soko Building
We sold the power generated by incinerating industrial waste (waste plastic) discharged from the Company's head office and trunk room to power companies, thereby reducing power companies' power generation volume and CO₂ emissions. This effort ended in September 2011 due to our relocating to a different building.

CO₂ emission reduction for fiscal 2011: 5t-CO₂

CO₂ emission reduction certification (fiscal 2011)

● Promotion of summertime energy saving

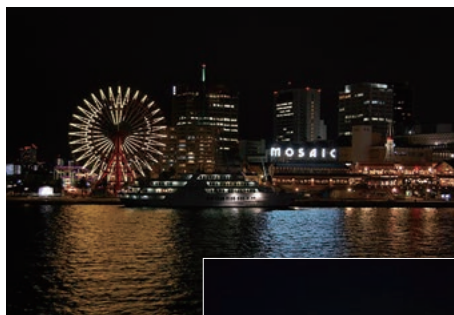
We strive for energy saving through the Cool Biz campaign to set a cooler temperature at offices of 28°C during summertime (May through October 2012) throughout the Group.

● Promotion of Green Purchasing of stationery and other office supplies

When we purchase office supplies, we not only consider quality and price but also choose products with less environmental impact—Green Purchasing.



An overhead view of MOSAIC KOBE HARBORLAND



LED lighting (silhouette hen)



LED lighting (silhouette dolphin)

■ **We are expanding the use of the electric car i-MiEV manufactured by Mitsubishi Motors Corporation.**

As a specific measure to control the environmental burden, we formulated the Environment Voluntary Plan as one measure to promote the replacement of gasoline cars that emit much CO₂ with electric cars having less CO₂ exhaust. We have formulated an electric car introduction plan considering the use of various subsidies for electric cars and the completion status of the relevant infrastructure including high-speed charger equipment. As a result, in fiscal 2011 we introduced five electric vehicles in our stores, with 14 electric vehicles now in use.



Yokohama Branch, Minamihonmoku Office:
two i-MiEV deployed



Charging the i-MiEV

■ **Status of introducing electric cars**

Fiscal year	Number of cars introduced
Fiscal 2009	5
Fiscal 2010	4
Fiscal 2011	5
Total number of cars introduced	14



The i-MiEV is really good.

Toru Nishi
General Manager, Yokohama Branch,
Minamihonmoku Office

Two i-MiEVs are used at the Minamihonmoku Office. The i-MiEV runs like a gasoline car, but it is quiet and does not emit exhaust gas. I feel proud

of and satisfied driving the i-MiEV, knowing that I am doing the right thing for the environment. This car is so cute that it draws the attention of passersby and other cars. Above all, the best thing is that this car has low fuel costs. It is easy to charge the car. The i-MiEV is best for a company-use car that usually has no passengers or for driving short distances.

VOICE

■ **Solar power system is in operation.**

Based on the Environment Voluntary Plan that stipulates specific measures for environmental conservation, we are operating a solar power generation system on a continuing basis and increasing total power generation volume steadily. In fiscal 2011, we promoted facility expansion for aggressive new development.

■ **Status of introducing a solar power generation facility**

Installation (year/month)	Installation place and output
April 2004	Tosu Distribution Center, Saga 10kW
December 2009	Yokohama Dia Building, Kanagawa 90kW
January 2011	Misato Distribution Center, Saitama 50kW
October 2012 (Scheduled)	Ibaraki No. 3 Distribution Center, Osaka 350kW
December 2012 (Scheduled)	Daito Distribution Center, Osaka 85kW
February 2013 (Scheduled)	Misato No. 2 Distribution Center, Saitama 530kW

Contribution to the recovery of the eco-system

■ **As a reforestation partner in Kanagawa Prefecture, we conduct volunteer activities and donation-based forest improvement.**

Joining the "Reforestation Partner" system of Kanagawa Prefecture as a measure to address the global environment from the aspect of biodiversity, Mitsubishi Logistics Corporation started activities in April 2011.

In November 2011, attended by 32 executives and employees of the Head Office, the Tokyo Branch and the Yokohama Branch, we conducted our first forestation activity near the prefecture-run activity site of a forest near Tanzawa Lake. We received an explanation on the preservation of the natural environment from a forest instructor approved by the Kanagawa Prefectural Government, thereby improving the awareness of environmental issues among the attending executives and employees.

In June 2012, a second forestation activity (tree thinning and observation of nature) was conducted at the same site as the first one, attended by 37 executives and employees from the Head Office, the Tokyo Branch and the Yokohama Branch by the forest instructor, in cooperation with the Kanagawaken Shizenkankyo Hozen Center.

The participants were divided into four groups. The first group observed nature and the other three did tree thinning. In tree thinning, after being strictly trained to ensure safety, the participants manually removed five trees that were almost 20 meters tall. The nature observation group strolled around Tanzawa Lake and its upstream rivers, received an explanation of the current status of the forest and enjoyed naturally grown fruit.

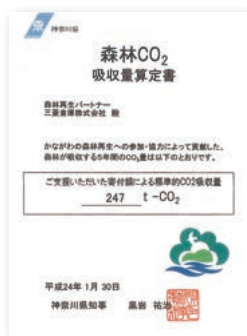
CO₂ absorption volume increases by photosynthesis in forests that are improved by the Company's volunteers

and donations, for which the Company was given a forest CO₂ absorption calculation statement, according to which the calculated CO₂ absorption volume for the period from April 1, 2011 through March 31, 2016 was 247t-CO₂.

For our efforts, Mitsubishi Logistics was given a letter of appreciation from the governor of Kanagawa Prefecture.



Ceremony to present a letter of appreciation from the governor of Kanagawa Prefecture



Forest CO₂ absorption volume calculation statement



Ensuring safety when a tree falls



Tree falling moment



Photo shoot of all participants in front of the sign "Mitsubishi Soko-no Mori"



Participating in a forestation activity

Yuki Yamagishi,
Business Dept., Yokohama Branch

From my experience participating in the forestation activity, I realized that we need to continue forestation activities for a significant period of time to preserve the forest of Tanzawa, which is also a water source. It takes at least 60 years for a tree to grow. Like a marathon relay race, we need to pass a baton from the parents to their children and to their grandchildren. Connecting generations with the passing of a baton, we want to preserve Tanzawa forest with our hearts united as one.

Because I have been interested in the global environment and energy saving for a long time, the instructor's explanation such as the importance of tree thinning and the use of lumber after tree thinning was intriguing and I learned a lot.

VOICE



During tree thinning



Making coasters



Nature observation

Fair Operating Practices

We earn trust from society by fulfilling our responsibilities regarding ethical activities. By conducting fair and open competition in our activities, we can showcase our compliance to society.

With our continuing fair operating practices, we recognize the issues of appropriate management of information and compliance with laws and regulations such as the Subcontracting Law and the insider trading prevention law and strive to establish a foundation of trust from society.

Prohibition of unfair advantage in competition and promotion of fair and open competition

■ We conduct training concerning compliance with the Subcontracting Law and the prevention of insider trading.

From April through May 2011, we conducted training related to the Subcontracting Law for all operational bases of the Company. All 95 employees who are in charge of implementing the Subcontracting Law from each division attended the training, where the purpose of the law, the range of application, responsibility and prohibited matters were detailed and discussed based on actual cases using videos. In February 2012, we conducted training related to the prevention of insider trading for 25 new employees.

■ We focus on information security to provide high-quality and secure services for customers.

To provide best services that customers can use while feeling safe and secure, the Company formulated various rules related to information systems. We have disseminated our information security policy to all employees.

In fiscal 2011, we conducted a questionnaire with regard to Web site information security in January 2012, thereby raising the awareness of information security among the 1,450 people who answered the questionnaire.

Management of Information Security

1. Security of customer information (personal information)
2. Security of intellectual property rights
3. Confidentiality obligation
4. Compliance with laws and regulations, obligation of compliance with regulations and penalties
5. Management of information assets
6. Formulation of security measure standards (Development standard, management standard, outsourcing standard)
7. Monitoring and supervision
8. Protecting systems from computer viruses
9. Access authority control
10. Information security education

Management of Network Security

1. Management of connection to ML-net (In-house network)
2. Rules for e-mail use
3. Rules for dispatching information
4. Rules for connection with networks outside the Company

To ensure the smooth business activities of the Company, we formulated specific compliance matters as to the use and management of the in-house network. Also, we appoint a LAN manager from each branch's information system section and OA promotion staff from the relevant section of each division that uses the network, ensuring safety and the effective use of the in-house network.

In addition, we formulated the "personal information protection policy and rules" and a "manual to address information system disasters" as complete measures to protect customers' assets and address information system failures and natural disasters.

To ensure continuous use of the information system even during an emergency, we continually review the content of information system failures and disaster countermeasures and provide training.

For part of the operations of the Tokyo Branch trunk room office and at DIA SYSTEMS CORPORATION (our subsidiary to develop and manage our information system), both acquired ISO27001 certification, an international information security management system standard, and receive periodic evaluation by a certifying organization-approved third-party organization, thereby striving to improve our information security.

Consumer Issues

Although the Mitsubishi Logistics Group does not have many opportunities to directly contact consumers in its business activities, we regard it as a foundation of our business activities to offer high-quality services to earn customer trust and to respond to customers' expectations as a member of the supply chain and value chain. Moreover, we think it is an important social responsibility to maintain the provision of services to avoid the disruption of consumption even after the occurrence of a large-scale natural disaster.

As a consumer issue, to fulfill our mission as a logistics and real estate business operator relied on by society, we intend to promote measures to address disasters to continue to provide socially and environmentally useful and high-quality services and maintain service functions even during emergencies.

Provision of socially and environmentally beneficial high-quality services

- We will continue to promote the improvement of quality, aiming to be a company that enhances the quality of our customers' products.

The Mitsubishi Logistics Group continues to promote its various efforts tenaciously to improve the quality of services to get acknowledged by customers as a constantly reliable partner.

- We aim for high quality from the customers' perspective.

To become a corporation that is continuously chosen by customers, we conduct business activities based on ideas and actions from the customers' perspective. To achieve customer satisfaction, we have broadened the framework of quality enhancement to include the quality of operations, business duties and the corporation itself. Moreover, to ensure trust from customers, we will build on our efforts at ensuring good quality to become a corporation that can boast "quality" as its strength.

- Our Quality Declaration has been disseminated.

We distributed "Our Quality Declaration" printed on mouse pads and cards to all employees of the Mitsubishi Logistics Group. The declaration has been added to the agendas of our various in-house training sessions to further disseminate it.

- We connect employee satisfaction to customer satisfaction.

To offer high-quality services to customers, we regard Employee Satisfaction (ES) as an indispensable element. By monitoring actual situations via questionnaires and other measures, we strive to enhance the motivation of each employee.

We believe that creating a good work environment where employees can engage in business activities with confidence and contact customers with a smile will eventually lead to Customer Satisfaction (CS).

- The Warehousing Business Division has quality management groups.

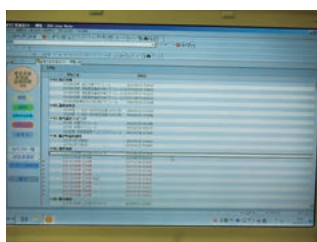
At the Warehousing Business Division, for the purposes of maintaining and improving the quality of business activities of the entire Division, the Head Office and all branches have a quality management group. We prioritize the improvement of the quality of business activities at pharmaceutical products distribution centers, complete operational documents and share information on various measures. Following this, we improve the quality at food and beverage logistics centers, aiming to enhance customer satisfaction.

- Each operational base and affiliated company conducts specific quality improvement measures.

To offer high-quality services, the Mitsubishi Logistics Group conducts daily efforts to improve the quality at each operational base and affiliated company. Some of these measures are as follows:

- Measures taken at branches and Group companies

Branches and Group companies	Content of measures
Tokyo Branch	Shared accident information and temperature survey results data using a pharmaceutical database.
Yokohama Branch	Implemented 4S activities and accumulated know-how about quality management methods.
Nagoya Branch	Logistics quality management groups worked hard and improved business operations and raised operational efficiency.
Osaka Branch	Implemented a meeting to enhance safety and quality mainly with regard to logistics for pharmaceutical products.
Kobe Branch	Conducted 4S activities and activities to improve the quality of the trucking business.
Fukuoka Branch	Prevented accidents by verifying the content of operations during periodic facility patrols.
Ryoso Transportation Co., Ltd.	Conducted safety patrols including trucking subcontractors' sites to prevent accidents and raise the awareness of safety.
Mitsubishi Logistics America Corporation	Standardized and improved services by operation sharing.
Kinko Service Co., Ltd.	Conducted 4S activities to improve quality and productivity.
Keihin Naigai Forwarding Co., Ltd.	Collected requests for operational improvements from employees and developed effective measures throughout the Company.



Pharmaceuticals database screen (Tokyo Branch)



Operation of pharmaceuticals database screen (Tokyo Branch)

- We are promoting daily continual improvement by Fuji Logistics' Kaizen system (FKS).

At Fuji Logistics Co., Ltd. we have learned methodologies to improve logistics using the Toyota production system (TPS) of TOYOTA INDUSTRIES CORPORATION. Changing the system to FKS, we develop Fuji Logistics' innovative processes that help improve customers' logistics. Under the slogan of "Continuous Daily Improvement," we conduct activities to standardize operations using operational procedure manuals, enhance transparency and manage operations on a daily basis, thereby helping all employees find wasteful operations on their own and improving efficiency.

As educational training, FKS Dojo, which emphasizes apprenticeships, the results of which for fiscal 2011 are as follows, and Fuji Logistics' in-house Pack'n college for becoming a professional of logistics among others, have been implemented to improve the capabilities of all employees.

■ Results of the training at FKS Dojo (Fiscal 2011)

Name of the training	Targeted employees	Number of training sessions	Number of participants
Training for new employees	New employees	1	10
Follow-up training	2nd to 3rd year employees	2	30
Leader training	Chief ~ Core employees	1	7
Training for section chiefs	Executives	2	27



Kaizen team presentation meeting



After improvement efforts



Learning at the FKS Dojo

Naoki Okamura
Saitama Distribution Center, Kitakanto Branch
Fuji Logistics Co., Ltd.

I work for a logistics center adjacent to Fuji Electric Co., Ltd.'s Fukiage Factory, which has approximately 80 workers. At the center, I am in charge of onsite management. Fully using the

improvement know-how that I learned at the FKS Dojo, all other employees are working for improvement.

In the improvement activities, we aim to improve productivity without compromising safety and quality. And such improvement activities are continuing. Based on the past results of our activities, we intend to strive to reinforce onsite capabilities.

(A Group company of Mitsubishi Logistics Corporation)

VOICE

■ We implemented disaster prevention training.

To take the initial measures to prevent disaster damage from spreading, we organized a self-defense disaster prevention squad for each building. We enhance actual effectiveness by implementing disaster training twice a year. In addition, to teach emergency measures, we implemented large-scale disaster measure training that mandates all employees' participation, thereby reinforcing the disaster countermeasure system. The training involved safety confirmation by use of a mobile phone safety confirmation service, training for restoration from disaster damage, walking the evacuation route and using MCA wireless communication. Moreover, by monitoring via an emergency earthquake quick reporting system, we strive to address crises before they happen.



Disaster prevention training led by a self-defense disaster prevention squad (Tokyo Dia Building)

■ We implemented joint training for earthquake measures.

In December 2011, via the joint efforts of the Head Office and the Fukuoka Branch, we implemented training for earthquake measures in which 30 executives and employees participated. This training, which took a few days, simulated the first few days after the occurrence of a large-scale earthquake with a seismic source at Fukuoka City. Our Head Office, branches and actual worksites collaborated, and specific measures were demonstrated at actual sites. Furthermore, learning from the Great East Japan Earthquake, we reinforced and added rescue measures and tsunami countermeasures. We verified the roles of each department and operational site, determined the status judgment criteria and integrated information management.



Joint training for earthquake measures (Fukuoka Branch office)



Chuo Futo Office, Fukuoka Branch

Promotion of disaster measures to maintain service functions

■ We are working on crisis preventive measures and measures to address crises promptly and effectively in case of such occurrence.

The basic purpose of our crisis management measures is to predict various crises that can seriously affect corporate management, prevent such crises and, in case of occurrence, address the crises quickly and effectively to minimize damage to human and physical management and restore the normal operational structure quickly. In particular, with an aim to become disaster resistant in software and hardware, we have developed "Disaster-resistant eco-warehouses."

To fulfill corporate social responsibility,

1. Ensure the safety of employees, their families and related people;
2. Preserve corporate facilities (e.g., the Company's warehouses, buildings and facilities) and the freight received; and
3. Strive to quickly restore and continue operation.

To respond to trust in our corporation from society,

1. Strive to avoid adverse effects to stakeholders (customers, shareholders and business partners), and
2. Contribute to the quick stabilization of local communities.



I participated in the training as staff at our office

Hiroaki Koga

Chuo Futo Office, Fukuoka Branch

I participated in the training as staff at our office. While news was being continuously aired from a TV, we practiced assessing the disaster damage status, formulating countermeasures, reporting to the countermeasure headquarters via MCA radio and other practical things. There are many things to do if an earthquake really occurs. I felt that it was important that we be proactive in our preparation.

VOICE

■ **Technical Division: We contributed to the early restoration of the logistics infrastructure, which is indispensable for customers, by providing secure warehousing facilities.**

Since the Great Hanshin earthquake, which occurred in 1995, the Company has adopted earthquake-resistant structures that exceed the level stipulated in the conventional Building Standards Act for its new warehouses.

At the Sendai Distribution Center (Sendai, Miyagi), which has adopted the structure, even though the Center was hit by an earthquake registering just over 6 on the Japanese intensity scale known as the Great East Japan Earthquake, followed by a tsunami, there was almost no damage to the building structure and facilities. In addition, because the Center's electric room was on its third floor as a precaution for a large-scale water hazard, the power receiver/transformer equipment was intact making the facility's restoration quick. An electric room is usually on an outside ground area or on the first floor of a building.

The Company has a long history of nurturing disaster-prevention efforts, which we believe has led to our measures to ensure safety, contributing to the early restoration of our logistics infrastructure, which is indispensable for stable economic activities and society.



The view of the whole Sendai Distribution Center (June 2012)



The electric room on the third floor

■ **We strengthen the information system crisis management structure to address disasters and other crises.**

Learning from the sudden blackouts and rolling blackouts caused by the Great East Japan Earthquake, we are implementing various measures and training to ensure the safe operation of our information system at all operational sites.

● **Measures and training**

- (1) Revised our information system disaster countermeasures.
- (2) Prepared energy-saving methods and measures for blackouts (compiled a manual to address blackouts and conducted training).
- (3) Conducted disaster countermeasure training at sites including the information system-related subsidiary.

● **Actual results**

- (1) We are planning dual systems for our network and mission-critical information systems.
- (2) Verified the proper installation of UPS (uninterruptible power supply) for each computer device and piece of equipment, compiled a manual to safely suspend the system at the time of rolling blackouts and conducted related training.
- (3) Conducted disaster countermeasure training in March 2012.



We are conducting large-scale disaster simulation training.

Yukio Tobe
Deputy General Manager,
Business Solution Division
DIA SYSTEMS CORPORATION

To take swift measures at the occurrence of a disaster, the Company conducts business continuation training regularly. At the training in March 2012, 25 employees of the Company (30% of the total number of employees of the Company) came to work on a holiday. In close liaison with the Information System Department of Mitsubishi Logistics, taking four hours, they practiced verifying the safety of related people, checking system operation and collecting disaster-related information.

I realized the importance of flexible judgment and the instructions of the disaster countermeasure headquarters given the actual occurrence of a disaster.

(A Group company of Mitsubishi Logistics Corporation)

VOICE

■ **We transported support/relief goods and supplies to each disaster-afflicted region in an effective response to customer requests.**

After the Great East Japan Earthquake, when a customer cooperated with the UN World Food Programme (WFP) by providing free transportation of support/relief goods and supplies, we helped them with the transportation of those goods to the domestic destinations. We unloaded cargo at the port and transported the goods to each disaster-afflicted area, completing the transportation of all support/relief goods and supplies without trouble.



Loading support/relief goods on our truck

■ **Voluntary transportation services we have provided so far**

Month	Freight	Destination
April	Foods	(1) Miyagi Prefecture
May	Foods	(1) Miyagi Prefecture (2) Iwate Prefecture (3) Fukushima Prefecture
June	Foods	(1) Iwate Prefecture (2) Kanagawa Prefecture (3) Miyagi Prefecture

■ **To effectively address customers' business continuation, the Company secured alternative facilities at warehouses in the Sendai region.**

The Great East Japan Earthquake caused damage to the Sendai factory of our customer and an export depot run by Naigai Forwarding Co., Ltd., a Group company handling export operations. As the factory was restored, the customer requested that export operation be resumed. However, because the operation of harbor facilities at the port of Sendai were suspended due to the disaster, we secured an alternative depot in Chiba Prefecture to shift exports from the port of Keihin, thereby quickly helping the customer resume operation. For this contribution, Naigai Forwarding Co., Ltd., and Tohoku Ryoso Transportation Co., Ltd., also a Group company, both received a letter of appreciation from their customers.



The disaster-afflicted Ninokura warehouse of Naigai Forwarding Co., Ltd.

■ The Company's seven facilities were designated by the Ministry of Land, Infrastructure, Transport and Tourism as support/relief goods logistics base facilities.

Learning from its reflections on the Great East Japan Earthquake, the Ministry of Land, Infrastructure, Transport and Tourism failed to deliver support/relief goods and supplies smoothly to the afflicted areas and has decided to establish a supply goods logistics system that can effectively function across the Kanto, Tokai, Tonankai and Nankai areas, all of which have concerns of a large-scale disaster in the future.

As a specific measure, an advisory conference was held, attended by experts, logistics business operators and people related to industry organizations among others. Logistics for the efficient and smooth delivery of support/relief goods to the afflicted areas at the time of a disaster was discussed as many as three times. On December 2, 2011, a report titled "Basic concept on the support/relief goods logistics system" was compiled.

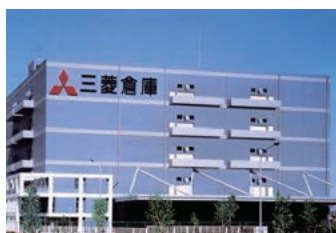
Mr. Watabe, then General Manager of the Warehousing & Distribution Business Division of the Company, was requested by the Ministry of Land, Infrastructure, Transport and Tourism to become a committee member of the advisory conference. Mr. Watabe attended the conference three times and actively commented on the ideal logistics for the delivery of support/relief goods from the perspective of a warehousing business operator.

To implement a policy to fully utilize our expertise and private logistics business facilities as outlined in this report, regions where a large-scale disaster is foreseen were divided into four blocks. The Transport Bureau of each region became a secretariat, a council was established in each block and active discussion proceeded at the regional level.

As a result of these councils' activities, in mid-March 2012, 395 private facilities nationwide were designated and announced as support/relief goods logistics bases in the event of a large-scale disaster. In addition, measures are being taken to conclude a disaster countermeasure agreement with local communities and logistics business organizations.



Osaka Branch Sakurajima No. 1 Distribution Center



Yokohama Branch Daikoku Warehouse C

The Company proactively cooperates with these councils' activities, and its seven warehouses nationwide were designated as regional support/relief goods logistics bases. To prepare for a future large-scale disaster, we, as a warehousing business operator, will thoroughly prepare well to fulfill our public role.

■ Seven facilities designated as support/relief goods logistics bases

Council	Branch	Facility name	Year/month/date of construction	Area used for transportation of support/relief goods
Kanto Block	Tokyo	Aomi No. 1 Distribution Center	1997/6	1,000m ²
	Yokohama	Daikoku Warehouse B	1988/1	1,000m ²
		Daikoku Warehouse C	1994/4	1,000m ²
Tokai Block	Nagoya	Kinjo Warehouse	1994/5	1,000m ²
Kinki Block	Osaka	Sakurajima No. 1 Distribution Center	1998/3	1,000m ²
	Kobe	Rokko Warehouse D	1988/1	1,000m ²
		Rokko Warehouse E	1993/10	1,000m ²

■ When flooding occurred in Thailand, we implemented effective measures to help customers continue operations.

In October 2011, flooding in central Thailand caused tremendous damage to social infrastructure and corporations' production facilities. LAT KRABANG industrial estate, where a customer of our Company operates, was designated as a region with a high possibility of flooding on October 12, 2012, and emergency measures were implemented. Support staff were sent from Japan, the customer's products were moved to higher floors to avoid submergence damage, bagged sand and sheets were procured and all employees worked together to help prevent damage from the flooding.

We also provided information on harbor and transportation status on a daily basis to help customers and people in the community.



Piling up bagged sand to address possible submergence



To determine accurate information on damage caused by the flooding

Masato Watanabe
Director, Mitsubishi Logistics Thailand Co., Ltd.

The most troublesome aspect of the recent flooding was determining accurate information. While verifying the flooding status and customers' situation, it was important to expand our information network to take quick and necessary measures. In business operations, we provided information on harbors on a daily basis and negotiated with the Customs Office and the relevant Ministries to make an exception for imports of emergency goods and food, for which we were appreciated by customers.

(A Group company of Mitsubishi Logistics Corporation)

VOICE

Community Involvement and Development

In contributing to the development of a local community, we must focus not only on the site where our business base is located but also understand our relationship with the local community. It is necessary to recognize our common interests with the local community.

For community involvement and development, we will help solve the community's issues, contribute to the community's cultural activities and health services and make donations, etc.

To help solve the community's issues and contribute to the community's cultural activities

■ We held a local community cultural education event at Kobe Harborland.

DN. Bldg, Management Corporation, a joint investment company formed by the Company and Nippon Life Insurance Company, manages the Harborland Dia Nissei Building in Kobe. The company has been actively participating in A Town of Pop Music, Kobe Harborland, since 2010, contributing to the dissemination of arts in the local community.

Specifically, we host a musical concert series by professionals at the Canal Garden, a building, the center of which is a vaulted ceiling 41 meters in height and 200 meters in length, on the first Sunday of each month, offering high-quality music to the local community. In fiscal 2010, we held a talk show with an Elvis Presley theme featuring Reiko Yukawa, a songwriter, as a guest. Participants from the community are gradually increasing, and we witnessed some people dancing. The musical events have been held regularly.



Musical event series

Contribution to the community's health services

■ We saved a life using AED.

At Yokohama Bay Quarter, a commercial facility managed by Yokohama Dia Building Management Corporation (a Group company), security staff performed CPR (Cardiopulmonary Resuscitation) using AED to save a person's life.

In April 2012, a senior visitor at Yokohama Bay Quarter suddenly fell. The person had a heart attack, which caused a temporary cardiopulmonary arrest, an extremely dangerous situation. Immediately, staff from the surrounding stores worked together and security staff rushed to the site. Judging the situation accurately, CPR was performed using AED. Soon, the person started to breathe and a life was saved. The contributing staff were officially commended by the Kanagawa Fire Department.



Awarded a certificate of commendation from the Kanagawa Fire Department



Host a musical event series

Ken Tanaka
DN. Bldg, Management Corporation

At the musical events at the Canal Garden, which is part of A Town of Pop Music, Kobe Harborland, music in many genres including jazz, R&B and Latin is played to please many generations. High-quality music creates a comfortable space where the community can gather and enjoy—a fantastic community.

The Canal Garden, which is decorated with green plants and seasonal flowers, is an enjoyable venue for customers.

(A Group company of Mitsubishi Logistics Corporation)

VOICE



I could save a life by AED operation.

Kenichi Hosoi
Manager, General Affairs Division
Yokohama Dia Building Management Corporation

The Yokohama Bay Quarter is a commercial facility visited by more than 10 million people annually, and safety measures are considered a priority. To ensure safety, the facility's interior is equipped with five AEDs, for which not only the security staff but also all the administrative office staff are trained in their operation to prepare for emergencies. The knowledge of AED has been disseminated to the employees of each store in various ways such as related lectures at facility and disaster countermeasure training. Such efforts will result in a swift response to any emergency situation.

(A Group company of Mitsubishi Logistics Corporation)

VOICE

Contribution to community through donations, etc.

■ We offer relief and condolence money to the victims of disasters both in Japan and overseas.

To address the damage caused by disasters in Japan and overseas, we sent relief and condolence money (for the Great East Japan Earthquake, on May 2, 2011; damage to Wakayama Prefecture from typhoon No. 12 on September 22, 2011; and damage from flooding in Thailand, on November 10, 2011).

■ We are cosponsoring Diamond Cup Golf 2012 as a community contribution.

Participating companies within the Mitsubishi Group cosponsored a notable golf tournament, Diamond Cup Golf, which helps nurture junior golfers and contributes to local communities through charitable activities.

Valuing the underlying concept and purposes of this tournament, the Company cosponsored this event as one of the participating companies.

■ We developed a plastic bottle cap collection activity throughout the Group to improve the welfare of children worldwide.

Since August 2010, we have been developing a plastic bottle cap collection activity within the Company and throughout the Group. In fiscal, we donated approximately 446,000 collected caps (equivalent to the cost of giving a polio vaccine to approximately 550 children) to the Ecocap Movement, a Cabinet-certified NPO organization.

■ We conduct social contribution activities as a member of the Mitsubishi Group and participate in the Mitsubishi Social Contribution Liaison Council.

As a social contribution activity within the Mitsubishi Group, we donate to academic and charitable enterprises. Also, as a member of the Mitsubishi Social Contribution Liaison Council, we report on our related activities and exchange information.

■ We participate in locally rooted volunteer activities.

We participate in local communities' cleaning activities as a volunteer.

■ The Mitsubishi Logistic Group cosponsors the JAPAN DAY@CENTRAL PARK, which is held in Central Park in New York City.

Since we established our first overseas base, Mitsubishi Warehouse California Corporation, in the United States in 1970, the Company has been expanding its network worldwide including Europe, Asia and China. For the Company to continue and expand business overseas, mutual understanding as a corporate citizen with local regions where we operate is essential, which is also, we believe, a responsibility of the Group, which develops businesses that closely connect with local society.

We cosponsored JAPAN DAY@CENTRAL PARK, held in Central Park in New York City, supporting various events to enhance mutual understanding with people who gather in New York not only from the United States but also from around the world by introducing them to Japanese traditional culture.



JAPAN DAY@CENTRAL PARK (musical performance)



JAPAN DAY@CENTRAL PARK (preparation for a masquerade party)

Company Profile (As of March 31, 2012)

Company name

Mitsubishi Logistics Corporation

Headquarters

28-38, Shinkawa 1-chome, Chuo-ku, Tokyo 104-0033, Japan

Establishment

April 15, 1887

Capital

¥22,393 million

Revenue (fiscal 2011)

Consolidated: ¥203.6 billion Nonconsolidated: ¥145.9 billion

Number of employees of the Mitsubishi Logistics Group

4,386 (excluding 63 workers on leave to work outside the Group, 1,277 temporary staff and 1,031 employees on loan/dispatched from outside the Group)

The number of employees of the Company

830 (excluding 162 employees on leave to work for other companies, 75 temporary staff and 585 employees on loan/dispatched from inside and outside the Group)

Branches

Tokyo, Yokohama, Nagoya, Osaka, Kobe, Fukuoka

Major Businesses

Logistics

Warehousing; trucking; port and harbor operations; handling of international freight deliveries; marine freight transportation; customs clearance; development, sales, management and administration of logistics information systems; etc.

Real Estate

Buying, selling, leasing, intermediary business and management of real estate; contracting of construction work, its design and supervision; operation of parking lots; etc.

Companies in the scope of consolidation

Consolidated subsidiaries (48 companies)

Tohoku Ryoso Transportation Co., Ltd., Sairyo Service Co., Ltd., Dia Pharmaceutical Network Co., Ltd., Tokyo Dia Service Co., Ltd., Dia Systems Corporation, Ryoso Transportation Co., Ltd., Unitrans Ltd., Keihin Naigai Forwarding Co., Ltd., Touryo Kigyo Co., Ltd., Fuji Logistics Co., Ltd., Tokyo Juki Transport Co., Ltd., SII Logistics Inc., Fuji Logistics Operations Co., Ltd., Fuji Logistics Support Co., Ltd., Kinko Service Co., Ltd., Chubu Trade Warehousing Co., Ltd., Meiryu Kigyo Co., Ltd., Ryoyo Transportation Co., Ltd., Kyokuryo Warehouse Co., Ltd., Hanryo Kigyo Co., Ltd., Nagato Lines Co., Ltd., Shinryo Koun Co., Ltd., Naigai Forwarding Co., Ltd., Kyushu Ryoso Transportation Co., Ltd., Monryo Transport Corporation, Hakuryo Koun Co., Ltd., Seiho Kaiun Kaisha, Ltd., Saryo Service Co., Ltd., Mitsubishi Logistics America Corporation, Mitsubishi Warehouse California Corporation, Mitsubishi Logistics Europe B.V., Fuji Logistics Europe B.V., Shanghai Linghua Logistics Co., Ltd., Fuji Logistics (China) Co., Ltd., Fuji Logistics (Dalian F.T.Z.) Co., Ltd., Fuji Logistics (Shanghai) Co., Ltd., Mitsubishi Logistics Hong Kong Ltd., Fuji Logistics (H.K.) Co., Ltd., Mitsubishi Logistics Thailand Co., Ltd., P.T. Mitsubishi Logistics Indonesia, Fuji Logistics Malaysia SDN.BHD., Dia Buil-Tech Co., Ltd., Yokohama Dia Building Management Corporation, Chubu Kaihatsu Co., Ltd., Nagoya Dia Buil-Tech Co., Ltd., Osaka Dia Buil-Tech Co., Ltd., Kobe Dia Service Co., Ltd., Kobe Dia Maintenance Co., Ltd.,

Subsidiaries and Affiliates Accounted for by the Equity Method (3 companies)

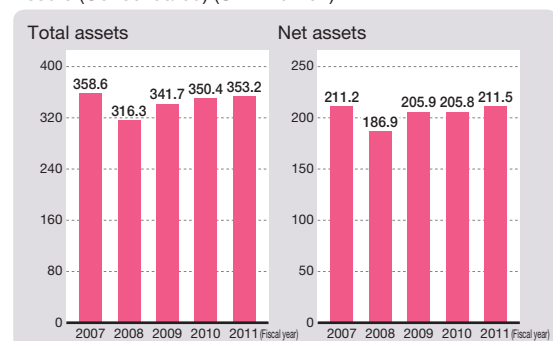
Nippon Container Terminals Co., Ltd., Kusatsu Soko Co., Ltd., Jupiter Global Limited

Financial Data

Business results (Consolidated) (Unit: ¥billion)



Assets (Consolidated) (Unit: ¥billion)





Mitsubishi Logistics Corporation

General Affairs Division, CSR Compliance Team

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Tokyo Dia Building No. 1, 4F

Phone: +81-3-6705-6511

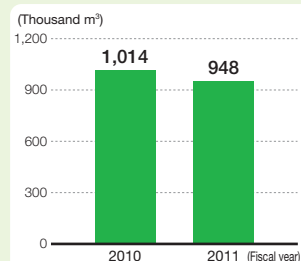
Fax: +81-3-6705-6503

Extended version The Environment

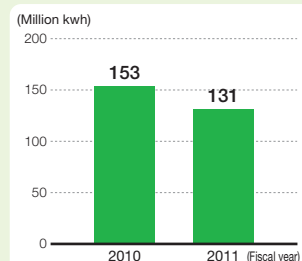
The following are some related data about the Environmental and Social Report 2012.

Environmental conservation activity data

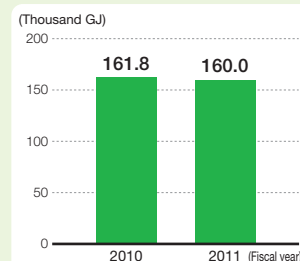
■ Water use (water supply, sewage)



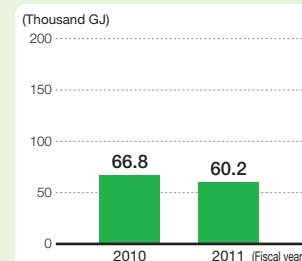
■ Electricity use



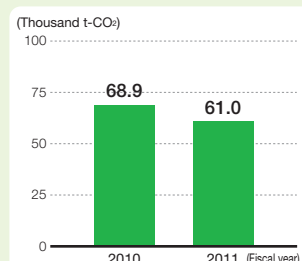
■ Fuel use (City gas, LP (Liquefied Petroleum) gas, kerosene, heavy oil, diesel oil, gasoline)



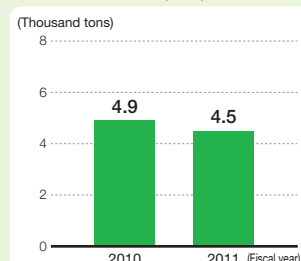
■ Heat use (Heated water, cold water, vapor)



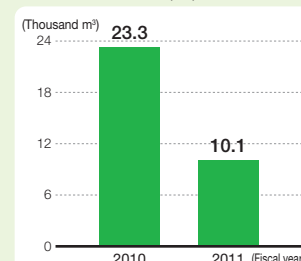
■ CO₂ emissions



■ Waste emissions (tons)



■ Waste emissions (m³)



Standard

Volume related to electricity, fuel and heat uses and CO₂ emissions from the warehousing and distribution business, the harbor transportation business and the real estate business are based on the reported values in the Company's report based on the Law Concerning the Rational Use of Energy.

The international transportation business is included in the warehouse and distribution business, given the small number of operational sites. Although the overland transportation business is not under the Law Concerning the Rational Use of Energy, fuel and CO₂ emissions were calculated for one of the Company's major trucking subsidiaries based on the standard in the Law Concerning the Rational Use of Energy. Business sites for the harbor transportation business were restricted to three places where the Company is in charge of transportation under the Law Concerning the Rational Use of Energy.

For electricity usage and CO₂ emissions, the reported amounts for the Company's subsidiary in the logistics business (the one company under the Law Concerning the Rational Use of Energy) were added.

The CO₂ emission volume was calculated based on the electricity, fuel and heat volume used under the guidelines of the Law Concerning the Rational Use of Energy.

For water use, the volume of water used by the Company is indicated. The waste emission volume shows the volume of waste emitted by the Company and the Group companies.

		Fiscal 2010	Fiscal 2011
Warehousing and distribution business	Total floor area (Thousand m ²) <Basic unit denominator>	1,297	1,313
	CO ₂ emissions (Thousand t-CO ₂)	28.8	27.7
	CO ₂ emissions basic unit (kg-CO ₂ /m ²)	22.2	21.1
Harbor transportation business	Handling tons (Thousand tons) <Basic unit denominator>	39	50
	CO ₂ emissions (Thousand t-CO ₂)	4.0	3.0
	CO ₂ emissions basic unit (kg-CO ₂ /thousand tons)	101.7	59.7
Overland transportation business	Total transportation distance (Million km) <Basic unit denominator>	4.5	4.3
	CO ₂ emissions (Thousand t-CO ₂)	4.1	3.9
	CO ₂ emissions basic unit (kg-CO ₂ /thousand km)	910.1	901.0
Real estate business	Operational area (Total floor area - Area not under contract) (Thousand m ²) (Basic unit denominator)	629	633
	CO ₂ emissions (Thousand t-CO ₂)	36.0	29.4
	CO ₂ emissions basic unit (kg-CO ₂ /m ²)	57.2	46.5

Calculation method for the basic unit

The basic unit is calculated by using a key value for each business as a denominator. The basic unit is total floor area for the warehousing and distribution business; the handling ton volume for the harbor transportation business; total transportation distance for the overland transportation business; and the operational area for the real estate business.