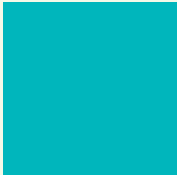
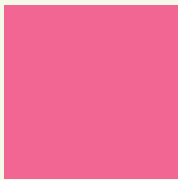
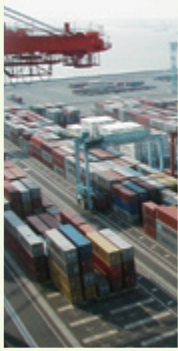




Mitsubishi Logistics
Environmental and Social Report

2013



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 and in an easy-to-understand manner describes the promotion of CSR as well as each of the seven core subjects described in the "Guidance on Social Responsibility" (JIS Z 26000, ISO 26000). This Guidance is a global standard for CSR established by the Japanese Industrial Standards (JIS) and 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, 2012 to March 31, 2013. 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, 2013

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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You may view some of the relevant data presented in this Report on Mitsubishi Logistics' Web site in "Extended Version."



HOME> CITIZENSHIP>Environmental and Social Report>Extended Version

http://www.mitsubishi-logistics.co.jp/english/csr/pdf/csr_10.pdf



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.



Akio Matsui
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 focuses on leased buildings constructed on company-owned property. Of especial note, 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 at every level of product procurement, production and sales.

First year of the Management Plan (2013–2015)

The current fiscal year is the first year of the Management Plan (2013–2015), which started in April 2013. Stringent circumstances such as the sluggish European economy, the slowdown of Chinese

economic growth and the dwindling Japanese population are expected to remain. However, several bright signs are seen overseas such as the recovery of the U.S. economy primarily due to the successful shale gas revolution, as well as the growing expectation of a shift away from the protracted deflationary economy in Japan due to the economic strategies called Abenomics. In these circumstances, this plan is designed to move forward with measures that have already been started, without changing the fundamental concept of pursuing growth potential in overseas businesses while basically ensuring profitability in the domestic businesses.

The management plan has defined the ideal image of “the Group” to be pursued during the three years 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 with proven reliability that provides safe and comfortable space and trustworthy services to support people’s jobs and lives;
3. To support customers’ value creation from a customer-based standpoint 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 the ability to manage any crisis.

Initiatives for CSR management

With the establishment of our Code 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 global environmental issues, and providing safe, quality and socially useful services. To firmly instill this stance throughout the entire Group, we have clarified that we aim to be an enterprise that practices CSR management in the management plan as described previously and have incorporated such initiatives in specific measures.

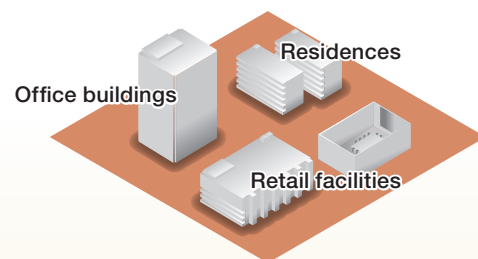
Our logistics and real estate business activities are deeply connected to societies. To earn recognition for the value of our existence as a member of society and continue to grow in the future, “the Group” steadily implements the goals set forth in the plan. In particular, taking into account the increased demand for reducing natural disaster risk stemming from the global increase of natural disasters, we are promoting the construction of Eco-Friendly and Disaster-Resistant Warehouses equipped with reinforced disaster-prevention functions and enhanced global environmental measures, as well as Eco-Friendly and Disaster-Resistant Office Buildings that have similar functions. On the other hand, we intend to implement further initiatives for global environmental measures from the perspective of biodiversity.

Conclusion

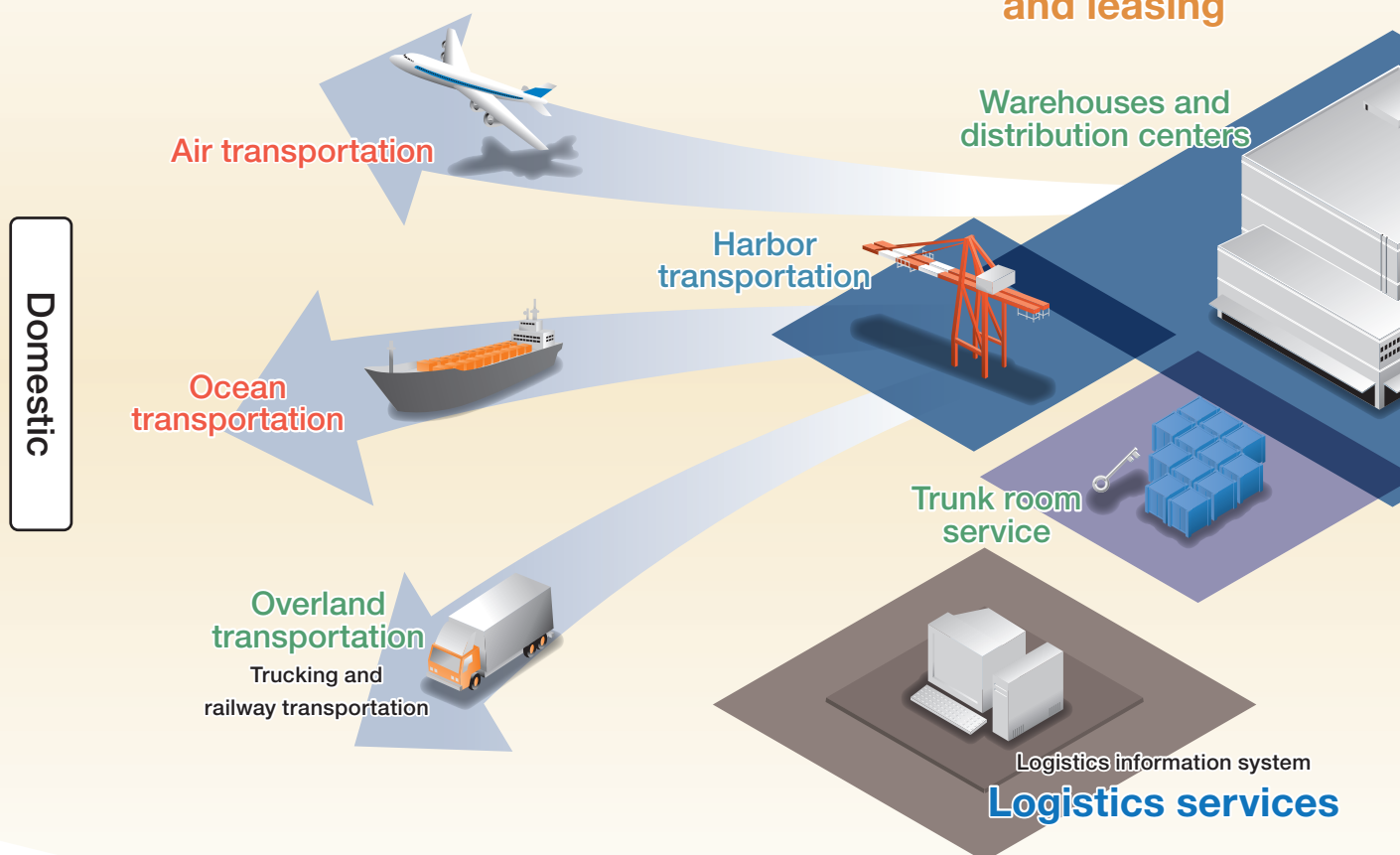
As the Mitsubishi Logistics Group continues to place a top priority on sincerity and fairness, supporting customers’ value creation with a focus on global environment-friendly activities while fulfilling our responsibilities to society, we ask for your continued understanding and support.

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 that aim to coordinate with local communities under the concept of Eco-Friendly and Disaster-Resistant Warehouse equipped with a solar power generation system and emergency power generators. One such model warehouse is Misato Warehouse No. 2, which was completed in March 2013.



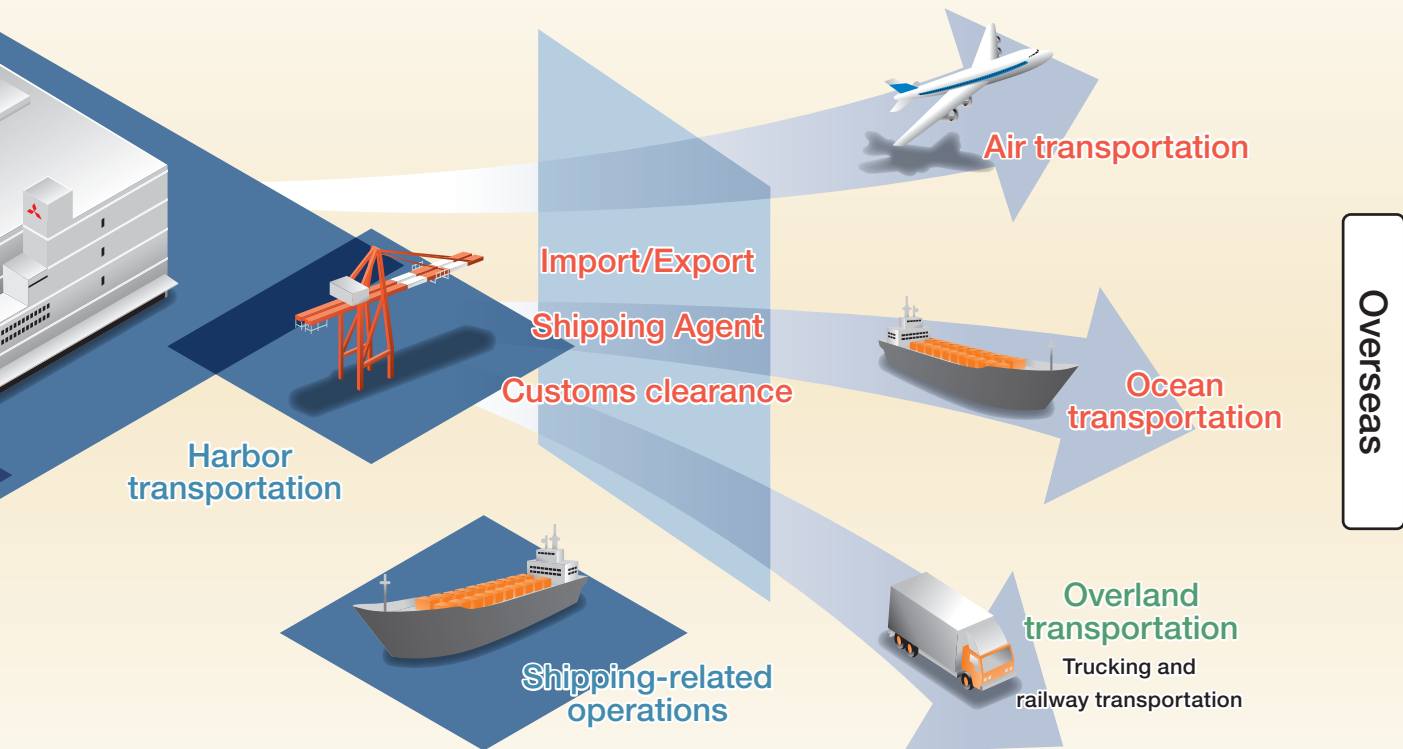
Overland Transportation Business

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, with the cooperation with DP Network Co., Ltd., a subsidiary that specializes in the delivery of pharmaceuticals established in November 2011, we strive to realize 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. In addition to the redevelopment of properties based on the optimum application of each property's features and the leasing of approximately 50 real estate facilities (offices, retail facilities and residences), totaling almost 900,000 m² of total floor space, we are involved in the leasing of condominiums. We are also active in developing, Eco-Friendly and Disaster-Resistant Office Buildings, which will help our customers enhance their business continuity and reduce their environmental burden.



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, 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. Furthermore, we intend to not be limited to transport operations but to further promote worldwide our logistics know-how, which "the Company" has accumulated over its history of more than 120 years.

*LLSP: Lead Logistics Service Provider
a leading operator who collectively controls the timely supply of parts or components to the relevant production lines by organizing several logistics service providers.



Eco-Friendly and Disaster-Resistant Warehouses

“The Company” has proposed the Eco-Friendly and Disaster-Resistant Warehouse as a means to provide safety against disasters in response to the lessons learned from the Great East Japan Earthquake and promote eco-friendly initiatives through the reduction of CO₂ emissions, which is crucially needed these days. We thus intend to ensure customers’ business continuity by keeping and delivering their goods safely and by reducing their environmental burden, as expected by society. In addition, in the real estate business primarily focused on the leasing of real estate facilities, we are focusing on the construction of Eco-Friendly and Disaster-Resistant Office Buildings.



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 equipped with disaster-prevention function and improved environmental performance.

“The Company” proposes the concept of Eco-Friendly and Disaster-Resistant Warehouses according to which it newly builds warehouses. Based on the Company’s innovative design, which features advanced disaster-prevention functions and high environmental performance, we will develop Eco-Friendly and Disaster-Resistant Warehouses that set a new standard for warehousing facilities as regards maintaining an effective and stable supply chain as social infrastructure even during a disaster, while reducing the environmental burden.

Specifically, we have aggressively promoted measures to reduce CO₂ emissions and the environmental burden such as installing solar power generation facilities, adopting LED lighting and introducing high-efficiency air-conditioning equipment. We have also adopted earthquake-resistant designs that exceed 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



1 Misato Warehouse No. 2
2 Daito Warehouse

of a large-scale disaster the decline of functionality of the warehouses can be minimized.

Since the completion of Ibaraki Warehouse No. 3 (Ibaraki City, Osaka Prefecture) in October 2012, “the Company” completed Daito Warehouse (Daito City, Osaka Prefecture) in December 2012 and Misato Warehouse No. 2 (Misato City, Saitama Prefecture) in March 2013. All of these are Eco-Friendly and Disaster-Resistant Warehouses.

In particular, at the cutting-edge Misato Warehouse No. 2, we increasingly promote disaster countermeasures and global environmental measures after having established the Company’s largest-scale (530 kW) solar power generation facilities and an in-house filling station.

Eco-Friendly and Disaster-Resistant Warehouses

Warehousing facilities should be designed from the viewpoint of improving storage/distribution efficiency. In addition, the importance of disaster countermeasures and environmental measures has been increasingly emphasized in recent years in order to cope with the growing needs of business continuity in the case of a large-scale disaster and the reduction of environmental burden as a CSR priority. “The Company” intends to market the upgraded Eco-Friendly and Disaster-Resistant Warehouses design as a safety brand by standardizing its disaster countermeasures and global environmental measures in improving warehousing facilities. Furthermore, with the aim of establishing the standard for warehousing facilities, we will continue to systematically construct Eco-Friendly and Disaster-Resistant Warehouses.

Yoshinori Watabe,
Managing Director

BRIEF COMMENT

Lecture given on the Eco-Friendly and Disaster-Resistant Warehouses

On January 24, 2013, "the Company" delivered a lecture on its initiatives on the Eco-Friendly and Disaster-Resistant Warehouses at the Environmental Measures Seminar sponsored by the Kobe District Transport Bureau of the Ministry of Land, Infrastructure, Transport and Tourism. The lecture attracted the attention of many seminar participants as an example of effective environmental measures.



Mr. Matsumoto, Deputy General Manager of Technical Division, who lectured at the Environmental Measures Seminar

■ Status of development of Eco-Friendly and Disaster-Resistant Warehouses

Name of the distribution center	Date of completion	Photovoltaic power generation system	LED lighting	High-efficiency air-conditioning equipment	Emergency power generator	Low-E glass	Kyodo-no-Mori (Note)	Electric car charging stand
Ibaraki Warehouse No. 3	2012/10	350 kW	Entire building	○	○	○	○	○
Daito Warehouse	2012/12	85 kW	Part of the building	○	—	—	—	—
Misato Warehouse No. 2	2013/2	530 kW	Entire building	○	○	○	○	○

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

► Functions of the Eco-Friendly and Disaster-Resistant Warehouses

The Eco-Friendly and Disaster-Resistant Warehouses feature advanced disaster-prevention functions and high environmental performance. I would like to introduce the characteristic functions of the Ibaraki Warehouse No. 3.



Major disaster-prevention functions

1. Earthquake-proof performance

Designed to ensure high earthquake-proof performance, which is superior to that set forth by the provisions in the Building Standards Act.

2. Flood-control measures

Important equipment such as an electricity room is installed at a height that would not be flooded.

3. Emergency power generator

An emergency power generator is installed to allow workers to minimally warehouse and deliver goods even during a power outage.

Major environmental functions

CO₂ emissions have halved compared with 1990 by installing the following equipment.

1. Photovoltaic power generation system

Photovoltaic power generation panels that can generate approximately 350 kW of energy are installed on the rooftop and wall surfaces and contribute to reduce CO₂ emissions by approximately 100 tons per annum.

2. LED lighting and solar LED outdoor lights

LED lighting is adopted for the entire building. With this measure, annual electricity use for lighting has been almost halved compared with 1990, when fluorescent lamps were used. In addition, LED outdoor lights equipped with photovoltaic power generation panels and lithium batteries are installed at the circumference of the warehouse.

3. Air-conditioning and hygiene equipment

The ice thermal storage system adopted for air-conditioning warehouses has reduced the demand for electricity. The adoption of high-efficiency air-conditioning equipment has reduced annual electricity use for air-conditioning by approximately 200 thousand kWh compared with 1990.

4. Adoption of low-E glass

Low-E glass is adopted for offices to increase the reflectance ratio of far-infrared rays and achieve high thermal insulation performance.

5. Greening of the rooftop and wall surfaces

Kyodo-no-Mori was established with greenery on the rooftop and wall surfaces of the guard's station, which is located at the entrance of the premises, as an area for planting a dense array of trees.



"Energy Station," an electric car charging stand installed on the premises of Ibaraki Warehouse No. 3



Solar LED outdoor lights at Ibaraki Warehouse No. 3



Greening of the rooftop and wall surfaces of the guard's station at Ibaraki Warehouse No. 3

► Previous initiatives related to and future development of solar power generation facilities

"The Company" formulated the Environmental Voluntary Plan in 2009 and has been active in implementing photovoltaic power generation facilities. We intend to promote implementation plans for the installation of large-scale photovoltaic power generation facilities in existing facilities in line with the government's policy of expanding the use of renewable energy.

Installation (month/year)	Prefecture	Installation place	Output
April 2004	Saga	Tosu Warehouse	10 kW
December 2009	Kanagawa	Yokohama Dia Building	90 kW
January 2011	Saitama	Misato Warehouse No. 1	50 kW
September 2012	Saga	Tosu Warehouse	20 kW (extension)
October 2012	Osaka	Ibaraki Warehouse No. 3	350 kW
December 2012	Osaka	Daito Warehouse	85 kW
March 2013	Saitama	Misato Warehouse No. 2	530 kW
2013 (Scheduled)	Osaka	Sakurajima Warehouse No. 2	470 kW
2014 (Scheduled)	Saga	Tosu Warehouse	760 kW (extension)
			Total: 2,365 kW



Photovoltaic power generation facilities of Ibaraki Warehouse No. 3 (Rooftop surface)



Photovoltaic power generation facilities of Daito Warehouse (Rooftop surface)



Photovoltaic power generation facilities of Misato Warehouse No. 2 (Rooftop surface)

VOICE

Various ideas are concentrated in the Eco-Friendly and Disaster-Resistant Warehouses.



Joji Ishida
Real Estate Dept.,
Osaka Branch

At Ibaraki warehouse No. 3, the Company's first Eco-Friendly and Disaster-Resistant Warehouse, two kinds of solar power generation panels have been adopted: single-crystal panels with high power generation efficiency on rooftops and reduced glare multicrystalline photovoltaic modules to minimize light pollution due to reflected light on wall surfaces that look to the main national route No. 171. In the photovoltaic power generation system, electricity generated from the two kinds of panels is automatically supplied during a power outage to the air-conditioning equipment in the warehouse as a system compliant with business continuity planning (BCP).

Various disaster countermeasures and environmental measures are adopted for the Eco-Friendly and Disaster-Resistant Warehouses, and many similar ideas are incorporated into the photovoltaic power generation facilities.

Promotion of CSR

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

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.

■ Seven Principles of Social Responsibility



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

■ Seven Core Subjects of Social Responsibility



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

● 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 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."

- You may view the details of the "Environmental Voluntary Plan" on Mitsubishi Logistics' Web site.



HOME> CITIZENSHIP>Global Environment>MLC-Group Environmental Voluntary Plan

● 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 (2013–2015) (Basic Policy)

Mitsubishi Logistics Group has formulated the following four items of Basic Policy to reinforce foundations for its growth potential and profitability. “The Group” intends to increase its corporate value and achieve future growth by executing each of these diverse measures in accordance with the Basic Policy.

Basic Policy

1. Expand logistics business activities in response to globalization.
2. Reinforce and expand the foundations of real estate business activities.
3. Improve the quality of Group services.
4. Strengthen crisis management including countermeasures against natural disasters and thoroughly implement global environmental measures.

The outline of the management plan is as follows:

1. Ideal image

The management plan has defined the ideal image of “the Group” to be pursued during the next three years as a corporate group in compliance with the four-item Basic Policy (see page 3: Top Message).

2. Plan period

FY2013–FY2015 (covering three years)

3. Performance targets

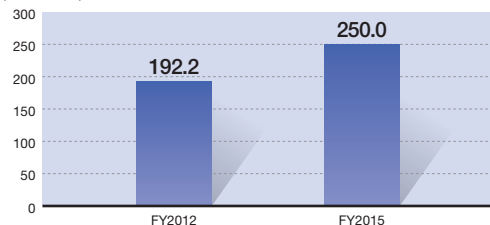
Figures of consolidated business results

(Unit: ¥billion)

	Revenue	Operating income	Ordinary income	Net income
Actual results for FY2012	192.2	12.3	14.5	8.5
Forecasts for FY2015	250.0	15.5	16.5	10.2

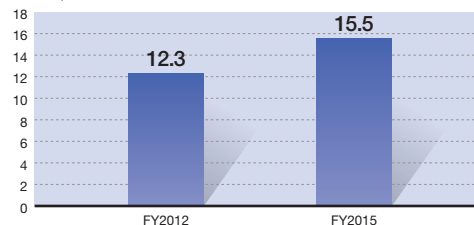
Consolidated revenue

(Unit: ¥billion)



Consolidated operating income

(Unit: ¥billion)

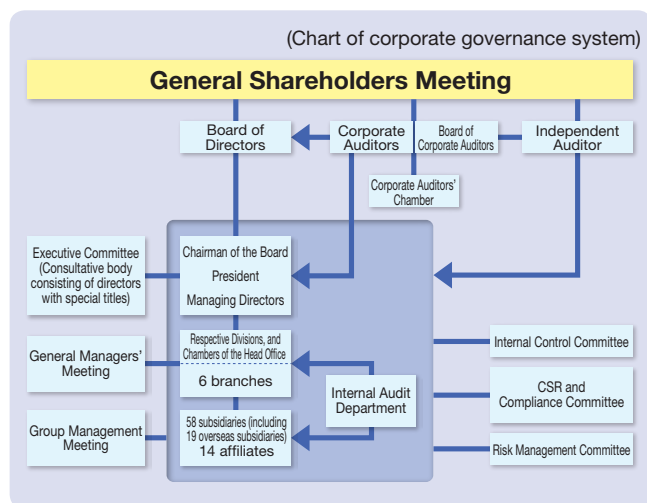


4. Investment plan

During the plan period, “the Group” plans to make investments totaling ¥60.0 billion (¥22.0 billion in logistics, ¥33.5 billion in real estate and ¥4.5 billion in disaster countermeasures and global environmental measures).

■ In-house Decision Making

● Corporate governance system




■ 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.

- You may view the news release on the actual performance data on Mitsubishi Logistics’ Web site in “Extended Version.”

 [HOME>CITIZENSHIP>Environmental and Social Report>Extended Version](#)

■ 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 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

■ Responses to Stakeholders’ Expectations

● Stakeholders recognized by the Mitsubishi Logistics Group



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.



Results briefing for analysts

- You may view the materials for the results briefing on Mitsubishi Logistics’ Web site in the IR Information page.

 [HOME>INVESTOR RELATIONS>IR Information>Presentation](#)

■ 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, at the time of the “Check of the Compliance of the Code of Conduct” in September and October 2012 we checked whether all executives and regular employees of “the Group” are familiar with our internal reporting system and whether they intend to use the system. Consequently, it was confirmed that almost all the respondents expressed an affirmative opinion, suggesting widespread recognition of 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.

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	Demonstrate 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	
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. Deliberate how to promote CSR at the CSR and Compliance Committee. 	<ul style="list-style-type: none"> May 2012 and Jan. 2013: Held the CSR and Compliance Committee meeting (for CSR promotion) Worksite meeting held every month (dissemination of our corporate philosophy and our Management Plan) 	General Affairs Division Planning & Business Coordination Division Other Divisions, Chambers, and Branches
<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. Conduct education on human rights. 	<ul style="list-style-type: none"> FY2012 Human Rights Enlightenment Training held with 113 participants Delivered lectures on human rights upon request from the Industrial Federation for Human Rights, Tokyo 	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 maintain and enhance employees' health. Promote a work-life balance to support the sound development of next-generation children. 	<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: 6, and beneficiaries of the care leave system: 27 	Personnel Division
<ul style="list-style-type: none"> Work on occupational safety and health-related activities among operating bases in an aim to prevent occupational disasters. Promote the prevention of occupational disasters and conduct periodic disaster prevention drills and meetings in Port and Harbor Operations Business. 	<ul style="list-style-type: none"> Monthly commencement of Occupational Safety and Health Committee Number of serious occupational accidents in Port and Harbor Operation Business: zero 	Personnel Division Harbor Transportation Business Division Each Branch
<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"> FY2012 onsite logistics capability training with 127 participants FY2012 global mind development training with 56 participants Nov. 2012 national staff training with 8 participants 	Personnel Division
<ul style="list-style-type: none"> Develop warehousing facilities equipped with advanced disaster-prevention functions and high environmental performance under the Eco-Friendly and Disaster-Resistant Warehouse concept. Conduct environment-related education. Reduce CO₂ emissions for buildings subject to the Tokyo Metropolitan Environmental Security Ordinance. 	<ul style="list-style-type: none"> Oct. 2012: Osaka Branch, Ibaraki Warehouse No. 3 completed (approximately 50% reduction in CO₂ emissions compared with 1990). Dec. 2012: Osaka Branch, Daito Warehouse completed. Mar. 2013: Tokyo Branch, Misato Warehouse No. 2 completed. Jan. 2013: A lecture on the environmental preservation function of Eco-Friendly and Disaster-Resistant Warehouses was delivered at a seminar organized by the Ministry of Land, Infrastructure, Transport and Tourism. 	Technical Division Warehousing and Distribution Business Division Osaka Branch Tokyo Branch Kobe Branch
<ul style="list-style-type: none"> Expand the use of "i-MiEV," Mitsubishi Motors' electric vehicles. Promote the reduction of wastes. 	<ul style="list-style-type: none"> FY2012: Five "i-MiEV" electric vehicles introduced. Hanshin Dia Building received the Excellent Waste-Reduction Building Award from the Director of the Osaka City Environment Bureau. 	General Affairs Division Osaka Branch Other Branches Osaka Dia Buil-Tech Co., Ltd.
<ul style="list-style-type: none"> Strive to preserve the eco-system via greening with tree species endemic to the region. 	<ul style="list-style-type: none"> Established the Kyodo-no-Mori on the premises of Ibaraki Warehouse No. 3 (Osaka Prefecture). 	Warehousing and Distribution Business Division Technical Division Osaka 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"> FY2012 Compliance of the Act against Delay in Payment of Subcontract Proceeds, etc., to Subcontractors; Number of students: 1,646 (Web-based check) FY2012 Prevention of Insider Trading Course; Number of students: 52 Number of Respondents to the FY2012 Information Securities Questionnaire: 1,398 	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"> Conducted conferences for safety/quality improvement mainly regarding pharmaceuticals. Disseminated identified problems and countermeasures through a regular conference with appointed operators. 	Planning & Business Coordination Division
<ul style="list-style-type: none"> Develop Eco-Friendly and Disaster-Resistant Warehouse to improve disaster-prevention functionality. Perform joint drills for earthquake countermeasures. Thoroughly implement initiatives for facilities' disaster-prevention countermeasures. Pursue additional designations for our facilities as relief supplies and materials facilities, which is a concept primarily advocated by the Ministry of Land, Infrastructure, Transport and Tourism. 	<ul style="list-style-type: none"> Feb. 2013: Head Office and the Yokohama Branch jointly performed an earthquake countermeasures drill (with approximately 40 participants). Two of our facilities were designated as relief supplies and materials facilities. Conducted fire prevention patrols for facilities of "the Company" and Group companies (approximately 150 facilities since FY2008). 	General Affairs Division Yokohama Branch Technical Division Warehousing and Distribution Business Division
<ul style="list-style-type: none"> Renovate the shopping mall at Kobe Harborland to assist with the revitalization of the area. 	<ul style="list-style-type: none"> Opened umie as "Seaside town that makes us smile," which contributes to a bustling shopping area. 	Real Estate Division Kobe Branch
<ul style="list-style-type: none"> Plan to promote charitable events for disaster victims and various sports. 	<ul style="list-style-type: none"> Conducted a charity event at Yokohama Bay Quarter to make monetary donations to the victims of the Great East Japan Earthquake. Sep. 2012: Made a gift of soccer gear to the female representative team of Myanmar. 	General Affairs Division Yokohama Dia Building Management Corporation

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 strengthens 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 page 2: Top Message) to make its intent of strengthening 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 and Detailed Strategy (excerpt) and endeavors to disseminate it at worksite meetings and other occasions.

Basic Strategy and Detailed Strategy (Excerpt)

1. Reinforce risk management centering on natural disaster countermeasures.
2. Strengthen global environmental measures.
3. Create a corporate culture in which all executives and employees are eager to behave positively by thinking independently.
4. Promote personnel development fostering expertise and global perspectives.
5. Strengthen initiatives to revitalize organizations by drawing on diversified human resources.
6. Improve the quality of services.
7. Reinforce in-house education and the check system in the pursuit of thorough compliance.

In executing the Basic Strategy and Detailed 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.

- Actual performance data from self-check of CSR & Compliance Handbook may be viewed on Mitsubishi Logistics' Website in "Extended Version."



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Worksite meeting (Tokyo Branch)



Worksite meeting (Yokohama Branch)



Mitsubishi Logistic Group CSR & Compliance Handbook

Review of goals, standards, etc.

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

To promote CSR activities in “the Group”, the CSR and Compliance Committee was established in September 2006.

In fiscal 2012, the committee met twice—in May and January. The committee deliberated on the adoption of the Guidance on Social Responsibility used as the basis for the Environmental and Social Report as well as the reports and revisions regarding CSR activities based on same guidance. In addition, it was reported that the forest restoration activities were conducted to preserve the ecosystem regarding the preservation of biodiversity.

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.

- Actual performance data on the compliance situation of the Code of Conduct may be viewed on Mitsubishi Logistics’ Web site in “Extended Version.”



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■ 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 Head Office and respective branches. The purpose of the internal audit is to precisely grasp the status of corporate affairs and the financial position so as to be of help for management’s prevention of fraud, errors and faults, and rationalization such as 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, and reports the results to the management team.

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.

Meanwhile, Monryo Transport Corporation, a Group company, acquired certification as an Authorized Customs Broker as of September 25, 2012. An Authorized Customs Broker is a customs clearance operator subject to various preferential privileges, which is authorized by the customs office to arrange for security management and compliance regarding cargo. Monryo Transport is the first company in the Moji Customs Jurisdiction and intends to improve customer service by leveraging its qualification for preferential declaration.

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 strengthens 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 2012, a total of 113 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 2012, upon request from the Industrial Federation for Human Rights, Tokyo, a person in charge of human rights of “the Company” delivered lectures in Gunma Prefecture as a visiting lecturer on the theme of “Corporate Enterprise and Human Rights” and in Tochigi Prefecture as a visiting lecturer on the theme of “Initiatives for Fair Recruitment Screening.”

- Actual performance data on human rights training can be viewed on Mitsubishi Logistics’ Web site in “Extended Version.”



HOME> CITIZENSHIP>Environmental and Social Report>Extended Version

VOICE

Creating worksites in a bright atmosphere (lecturer)

I delivered a lecture regarding our in-house training for persons in charge of employment or personnel affairs at other companies. Our training takes into account the worksite environment and screening for employment from a human rights viewpoint.

According to the feedback after the lecture from the organizer and several attendees, it seems that many companies still have human rights issues, including deplorable behaviors that deteriorate the worksite environment such as harassment by a person in a position of power, including bullying and sexual harassment, and improper attitudes of interviewers at the time of employment.

I would be pleased if the attendees felt encouraged and happier than before by knowing of our initiatives.



Go Tominaga,
Personnel Dept.,
Personnel Division



Lecture meeting held in Takasaki, Gunma Prefecture



Lecture meeting held by HelloWork Utsunomiya in Tochigi Prefecture

It is your little warmth everyday that could change you and all of us.

Slogan on human rights



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

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 strengthens 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 Head Office and the union's headquarters, and the Operating Site Management Conference, which is held between each branch and each lodge. Each conference meets once per month.



Operating Site Management Conference (Tokyo Branch)

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 making any distinction as regards the school of graduation or faculty that takes into account the fair employment of applicants from a long-term perspective to systematically and stably ensure human resources.

We offer a wide range of opportunities to both new and professional or 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 2013)

Item	In fiscal 2012
Number of regular employees (consolidated)	4,471
Number of temporary employees (consolidated)	2,219
▶ Group companies have no statistical data regarding employees' average age and years of service.	
Number of regular employees (non-consolidated)	843 (588 men and 255 women)
Average age (non-consolidated)	40.6 years
Average years of service (non-consolidated)	18 years
Number of temporary employees (non-consolidated)	658

| 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 worklife 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 fulfill its obligation of safety, 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.

■ Involvement in 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 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 children

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.

■ Acquisition results for various systems

System	Description	Results (number of beneficiaries)				
		FY2008	FY2009	FY2010	FY2011	FY2012
Childcare leave	Leave of absence is allowed for a desired period until a child become 2 years old.	8	10	14	9	6
Short-time regular employee	Service hours may be reduced by up to 2 hours per day for nurturing a child.	7	8	11	16	17
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	1
Care leave	Paid leave for nursing care of a child (up to 10 days per year)	15	24	23	33	27
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	1

Child care leave system and Nursing care leave system are counted beginning from the time of system introduction.



Having acquired child-care leave

I became a beneficiary of the child-care leave system from 2 to 3 months after the birth of my second child. Consequently, I could support my wife following childbirth and take care of our eldest infant son who often wanted to be caressed. Through my valuable experience, I again felt the importance of a father’s participation in child care. Despite my concerns about leaving the workplace even temporarily, I am now filled with gratitude that I could take this leave with the understanding and cooperation of my supervisors and colleagues.



Shigeru Uchida,
Marketing Dept. A,
Warehousing and
Distribution Business
Division

■ 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, etc.), 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

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

In terms of employment opportunities for the elderly, “the Company” has strove to guarantee the employment of employees up to 62 or 63 years old before the establishment of such related laws 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 currently 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 approximately 90% of those applicable.

■ 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”. Since 2011, “the Company” has been fulfilling its legal employment quota of physically challenged employees as a result of the aggressive execution of various initiatives. We will continue to steadily strengthen improvements of the worksite environment in which physically challenged persons can easily demonstrate their capabilities and competence.

■ Employment ratio of physically challenged employees

	June 2008	June 2009	June 2010	June 2011	June 2012
Number of physically challenged employees (actual)	10	12	13	16	18
Employment ratio (%)	1.46	1.58	1.70	2.06	2.30

■ Ensuring the security 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” (and a Health Committee at Head Office) 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.



Health Committee (Head Office)



In-house recreation event (All-branches futsal competition held in Tokyo)

Overland transportation: Strengthen 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 check operations at all times from a safety viewpoint. As an initiative for daily accident preventive activities, we conduct thorough checks at all car-allocation bases using a high-performance alcohol detector unit to check at the roll call whether any crew members have been drinking.

In addition, we implement initiatives for occupational safety and health via appropriate instructions and education given to crew members based on the results of regular medical checkups, to which tests for lifestyle-related diseases have been added, and regular diagnosis of the driving competence of the truck crews is conducted.

VOICE

Strengthening the task of ensuring safety

All of us recognize that ensuring safety and security is a vital social responsibility of trucking business operators. We endeavor to improve our logistics to contribute to society by pursuing higher transportation quality in compliance with relevant laws and regulations with efforts to raise our safety consciousness at regular safety conferences and safety meetings held at the respective departments/sections and cooperative companies.



Osamu Hayata,
Deputy Section Chief,
Sales Section, Sales Division
Ryoso Transportation Co.,
Ltd. (Group company of
Mitsubishi Logistics)

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 cargo handling operations.

To prepare for various kinds of occupational disasters and cargo accidents, it is important to raise awareness of safety and health and share the intent with all workers. We are confident that the cumulative effects of our safety-focused efforts to understand and improve the operating site environment from all angles, continuous execution of conventional initiatives and proactive implementation of new countermeasures will help prevent serious occupational disasters and ensure the safety of workers.

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



Safety patrol (Harbor Transportation Dept., Fukuoka Branch)



Safety and health meeting (Rokko C-4 Office, Kobe Branch)

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

Description
<ul style="list-style-type: none"> ● We strive to prevent accidents by promoting the speed limit for trucks entering container yards (by setting up a speed monitor).
<ul style="list-style-type: none"> ● We strive to prevent accidents by promoting the speed limit for dedicated, in-yard trucks, which are driven within the container yards (via the installation of excessive speed lamps, one after another).
<ul style="list-style-type: none"> ● We strengthen the safety patrols that visit the operating site jointly with the relevant suppliers (monthly; with the participation of top management four times per annum).
<ul style="list-style-type: none"> ● We are affiliated with the Terminal Conference, which is organized with other terminals to consolidate information such as accident cases and conduct safety meetings at worksites and/or with the relevant suppliers.
<ul style="list-style-type: none"> ● We regularly confirm and replenish safety gear, participate in various informational meetings such as advanced life-saving training sessions (including the AED course) and encourage the enhanced use of audiovisual materials at safety and health meetings.
<ul style="list-style-type: none"> ● We strive to prevent accidents through disaster analysis from a new perspective by reporting the “Confirmation on Safety” regarding operations at other terminals.
<ul style="list-style-type: none"> ● We conduct a morning briefing (daily), which is jointly attended by the person in charge of the operation and the workers of the company commissioned to carry out the operation. A safety and health meeting is held jointly with the relevant suppliers (monthly).

Results/Achievements

No serious occupational accidents were reported for fiscal 2012.



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.



Onsite logistics capability training



Training for general managers

Extending the scope of target persons for the onsite logistics capability training

We substantially increased the number of target persons for the onsite logistics capability training so that many employees who are assigned to posts at logistics sites can improve their skills via training. The course has been extended to allow more persons to apply for the training by incorporating the training course in one of the currently applied stratified training programs.

We intend to offer more practical training for applicants by developing creative course programs.

VOICE

Reflection on the onsite logistics capability training

At the relevant training courses, I learned, through specific examples, about the details of business operations, innovative ideas for cost reduction and operating improvement methods being conducted at business divisions with which I have little direct contact. In addition, I had the opportunity to exchange ideas on onsite risk factors and strengthening safety measures in group discussions.

I would like to effectively utilize the expertise that I've gained with regard to operating improvement and safety and health for our future operations.



Yusuke Umezu
Ohi Office, Tokyo Branch

VOICE

Reflection on the onsite logistics capability training

At the logistics management and safety and health courses, I learned how to cope with various complaints and troubles in routine operations and exchanged opinions in group discussions to find the optimum solutions using the case analysis method. In the fundamental course on operational improvement, I noticed that having an interest in waste could lead to some improvement, which might result in enhanced operational efficiency. I truly felt that “there could be several options for solving a problem and the best solution is that we do not try to do everything alone,” which highlights the necessity of having sufficient communication at the worksite.



Izumi Okuda
Ibaraki Office,
Osaka Branch

Training conducted for national staff of overseas subsidiaries

During November 14–16, 2012, training for national staff was held at Head Office for the first time. Eight national staff executives of seven overseas bases were invited to attend the training as part of the “Enhance readiness for globalization” program in the management plan.

First, then-President Okamoto delivered a lecture on the “importance of sharing the corporate philosophy, management policies and management plans of “the Group”.” Following an explanation of the Company’s management policies, strategies, the details of business operations and so forth, the attendees made field visits in Tokyo and Yokohama and learned management skills. Finally, they held dialogues with the Company’s executives, followed by exchanges with executives in charge and employees, as well as a mutual exchange of opinion among the participants. These training programs helped strengthen the intragroup network and enhance the motivation of the attendees.

Conducting the pre-dispatch training for young staff to be dispatched overseas and planning and operating the training for invited national staff overseas

For staff to be dispatched overseas under the young staff overseas dispatch program, the course focuses on practical content ranging from understanding basic terms such as B/L, L/C and NVOCC to the role of the international transportation business in our overall logistics services. This program, which is coordinated by both in-house and outside lecturers, is carefully designed to ensure the smooth start of overseas OJT for dispatched personnel.

Meanwhile, the training of the invited national staff, which form the central core of “the Group” overseas, is promoted in cooperation with the Personnel Division in fields from planning to operation. We aim to share the Company’s corporate philosophy throughout “the Group” and connect it with seamless business strategies that are not limited to just the sales aspect.



National staff training
(visit to Iwasaki Mansion)



English conversation course



Global mind development training

VOICE

Reflection on the national staff training

Since the training I have become more aware of the importance of using my 2 most valuable management “tools” more effectively: Time and attention to the daily problems of my colleagues. Stronger support to help them manage their own challenges. I hope that the training will be repeated. In this form for other managers and perhaps in a different form for the participants of the first foreign nationals management training.



Detlef Goldman
General Manager
Mitsubishi Logistics Europe B.V.
(Group company of Mitsubishi Logistics)

VOICE

Reflection on the national staff training

After attending seminars at MLC Japan, I’ve learned more about history & philosophy of our mother company. The Three Principles of Mitsubishi’s Business Management Philosophy “Shoki Hoko,” “Shoji Komei,” “Ritsugyo Boeki” are impressed me a lot and help me get much inspiration to work for Mitsubishi Group.



Mali Sudngam
Manager
Mitsubishi Logistics
Thailand Co., Ltd.
(Group company of Mitsubishi Logistics)

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) Critical thinking</p> <p>Management training for employees seconded to subsidiaries (Applicable to Executives)</p>	<p>Young staff overseas dispatch program</p> <p>English conversation course</p> <p>Chinese conversation course</p> <p>Japan-China business seminar (as needed)</p> <p>Emerging countries’ legal and labor affairs and accounting training (as needed)</p> <p>Global mind development training (as needed)</p> <p>National staff training (as needed)</p>	<p>Onsite logistics capability training</p> <ul style="list-style-type: none"> Improve onsite operating capability Acquire knowledge on safety and health, etc. <p>Newcomers’ worksite instructors training</p> <ul style="list-style-type: none"> Improve nurturing capability as worksite instructors <p>Training via dispatching to subsidiaries or affiliates</p> <p>Real estate business training</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>*Collective training to be conducted separately for mid-career employees.</p> <p>The middle level staff training</p> <ul style="list-style-type: none"> Acquire basic management skills Improve perspectives via action learning, etc. <p>Training at the 6th year</p> <ul style="list-style-type: none"> Nurture leadership and followership Acquire basic marketing capabilities, etc. <p>Training at the 2nd year</p> <ul style="list-style-type: none"> Improve logical thinking capability Acquire legal expertise on logistics, etc. <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>Onsite logistics capability training</p> <ul style="list-style-type: none"> Improve onsite operating capability Acquire knowledge on safety and health, etc. <p>Newcomers’ worksite instructors training</p> <ul style="list-style-type: none"> Improve nurturing capability as worksite instructors <p>Real estate business training</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>*Collective training to be conducted separately for mid-career employees. Training may be conducted for each region or at the store level.</p> <p>Training on regional office duties</p> <ul style="list-style-type: none"> Grasp one’s own strengths and weaknesses Improve communication capabilities <p>Training at the 6th year</p> <ul style="list-style-type: none"> Nurture leadership and followership, etc. <p>Training at the 2nd year</p> <ul style="list-style-type: none"> Improve logical thinking capability Acquire legal expertise on logistics, etc. <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>

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 strengthens 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 six 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 Warehouse No. 2, North Building (Started operation in November 2005)
2. Osaka Branch, Sakurajima Warehouse No. 3 (Started operation in April 2008)
3. Nagoya Branch, Tobishima Warehouse (Started operation in November 2008)
4. Tokyo Branch, Misato Warehouse No. 1, (Started operation in December 2008)
5. Osaka Branch, Ibaraki Warehouse No. 3 (Started operation in October 2012)
6. Tokyo Branch, Misato Warehouse No. 2 (Started operation in March 2013)

* 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 authority.

■ 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 focus on 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

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.

- Actual performance data on environmental conservation activity can be viewed on Mitsubishi Logistics' Web site in "Extended Version."



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■ **We are striving to reduce CO₂ emissions for buildings subject to the Tokyo Metropolitan Environmental Security Ordinance.**

At its rental facilities, “the Company” is replacing existing equipment, mainly energy-consuming lighting and air-conditioning equipment, with highly efficient equipment. In terms of facility operation and management, we hold a CO₂ reduction promotion meeting every month to formulate and implement energy-saving measures and verify the effects of such measures, and promote the PDCA cycle. In addition, we hold meetings on environmental measures with our tenants and engage in collaborative energy-saving activities, providing environmental data and sharing cases of energy-saving measures. As a result, at our facilities for which we received an order to reduce total CO₂ emissions under the Tokyo Metropolitan Environmental Security Ordinance, we achieved a 34.3% reduction (on average at all facilities) versus the standard CO₂ emissions.

- The actual results of our efforts to strengthen the total CO₂ emissions reduction directive under the Tokyo Metropolitan Environmental Security Ordinance can be viewed on Mitsubishi Logistics' Web site in “Extended Version.”



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■ **In collaboration with a manufacturer, we developed highly efficient air-conditioning equipment and achieved a significant CO₂ reduction effect.**

“The Company” developed highly efficient air-conditioning equipment specialized for data centers in collaboration with a manufacturer in 2011 and is introducing the equipment to tenants of the Company's buildings. In fiscal 2012, seven such air-conditioning equipment were delivered (to two corporate tenants), reducing CO₂ emissions by approximately 110 tons during the second half of fiscal 2012 compared with the same period of the last year.

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

Ryoso Transportation Co., Ltd. (“Ryoso Transportation”), a specialized trucking company that is the center of the Company's trucking division, recognizes environmental measures as a priority issue and strives to reduce its environmental burden. Ryoso Transportation has obtained Green Management Certification^{*1} at all six of its branches and seven operational bases.

In fiscal 2012, Ryoso Transportation improved gas mileage by 2.9% compared with fiscal 2006.

Specifically, the company is promoting eco-driving to improve gas mileage and reduce emissions of air pollution substances. It is also conducting environment-friendly vehicle inspections and maintenance with its own high standards. In addition, the company also uses low-pollution vehicles that meet the latest restriction values for gas emissions.

● **Promotion of “Green Purchasing”**

Green Purchasing is required of business operators, and we choose to purchase products and services with less environmental burden. At Ryoso Transportation, we are aggressively purchasing eco-mark products such as retread tires,^{*2} eco-stationery and environment-friendly office equipment.

Notes:

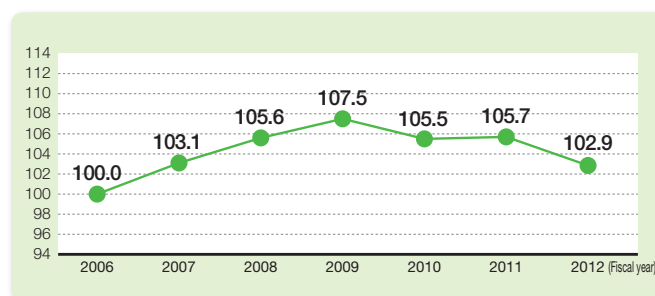
- *1. The Foundation for Promoting Personal Mobility and Ecological Transportation is a public utility foundation that certifies and registers business operators making efforts to reduce the environmental burden at a level exceeding the standards outlined in the Green Management Promotion Manual.
- *2. A retread tire has new rubber pasted on a used base tire, thereby restoring the tire's original functionality. The commissioning of recapping to produce retread tires is listed as a “Designated Procurement Item” under “Services” in the Green Purchasing Law.

■ **Change of total gas mileage at all operational sites (fiscal 2006 to fiscal 2012)**

(Unit: km/L)

Fiscal year	2006	2007	2008	2009	2010	2011	2012
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)	2.52 (102.9)

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



■ **We are promoting the use of environment-friendly office equipment.**

We are replacing the old computers in our offices with low energy use models. In fiscal 2012, we replaced 693 computers at our operating bases.

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

- Promotion of summertime energy saving

We strove 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.

Use of renewable resources

- We received the Excellent Waste-Reduction Building Award from the Director General, Environment Bureau, Osaka City Government.

The Hanshin Dia Building, which is managed by Osaka Dia Bui-Tech Co., Ltd., has been striving to reduce waste emissions continually and has produced excellent results in promoting the reduction and proper disposal of industrial waste. Having been commended as a building for waste-reduction efforts for five years, the Hanshin Dia Building was recognized in fiscal 2012 as the Excellent Waste-Reduction Building and received a letter of appreciation from the Director General, Environment Bureau, Osaka City Government.



Hanshin Dia Building



Letter of appreciation from the Director General, Environment Bureau, Osaka City Government

VOICE

I worked on the plan to promote the reduction and proper disposal of waste of Osaka City.

At the Hanshin Dia Building, we promoted the reduction and proper disposal of waste under the guidance of the Osaka City Environment Bureau. Although our tenants' measures were initially small, we were able to gain increased understanding and cooperation through a careful explanation of the importance of such activities and reflecting the rising awareness of waste reduction in general, resulting in our being commended by the Director General, Environment Bureau, Osaka City Government.

As buildings commended for the Excellent Waste-Reduction Building, we will continue to engage in related activities in cooperation with building associates.



Yoshio Nishimura
Chief, Administration Division
Osaka Dia Bui-Tech Co., Ltd.
(Group company of Mitsubishi Logistics)

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

As a specific measure for the use of renewable natural resources, we formulated the Environmental Voluntary Plan as one measure to promote the replacement of gasoline cars, which consume gasoline and emit much CO₂, with electric cars that do not consume gasoline and emit less CO₂ exhaust. We have formulated an electric car introduction plan after considering the use of various subsidies for electric cars, the completion status of the relevant infrastructure including high-speed charger equipment and other important factors for adopting such cars. As a result, in fiscal 2012 we introduced five electric vehicles in our stores, with 19 electric vehicles now in use.



Charging the i-MiEV (Ibaraki Warehouse No. 3, Osaka Branch)

- The data on the status of introducing electric cars can be viewed on Mitsubishi Logistics' Web site in “Extended Version.”



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Contribution to the recovery of the eco-system

- We established Kyodo-no Mori.

Ibaraki Warehouse No. 3, Osaka Branch, which started operation in October 2012, is an Eco-Friendly and Disaster-Resistant Warehouse with enhanced disaster countermeasures and global environmental measures. At this distribution center, we designated an area for planting a dense array of trees mainly including locally grown trees.



Kyodo-no Mori (Ibaraki Warehouse No. 3, Osaka Branch)

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.

In March 2013, we conducted training concerning thorough compliance with the Subcontracting Law covering “the Company” and its domestic group companies. All 1,646 employees who are in charge of implementing the Subcontracting Law and related associates from each division attended the training and learned the purpose of the law, the range of application, responsibility and prohibited matters using related questions on our Web site. In February 2013, we conducted training related to the prevention of insider trading for 52 new employees and verified their understanding using related questions on our Web site.

- Actual performance data on the training concerning thorough compliance with the Subcontracting Law and prevention of insider trading can be viewed on Mitsubishi Logistics' Web site in “Extended Version.”



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

To provide the best services for our customers, “the Company” formulated various rules related to information systems. We have disseminated our information security policy to all employees.

To ensure the smooth business activities of “the Company”, we formulated specific compliance matters as to the use and management of our 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 our in-house network.

In fiscal 2012, we conducted a questionnaire with regard to Web site information security in September 2012, thereby raising the awareness of information security among the 1,398 people who answered the questionnaire.

- Actual performance data on execution of questionnaire with regard to Information Security can be viewed on Mitsubishi Logistics' Web site in “Extended Version.”



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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”

Also, part of the operations of the Tokyo Branch trunk room office and 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 attesting to our efforts 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 focus on 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, as well as exerted efforts such as make explanations about it during stratified trainings 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 operating site 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 operating site and affiliated company. Some of these measures are as follows:

■ Measures taken at branches and Group companies

Divisions or Branches and Group companies	Content of measures
Technical Division	Prevented disasters by conducting year-end inspections for fire prevention and inspections before the typhoon season.
Tokyo Branch	Extracted issues with regard to operational procedures for general freight at warehouse sites.
Yokohama Branch	Implemented 4S activities and accumulated know-how about quality management methods.
Nagoya Branch	Logistics quality management groups worked hard, improved business operations and raised operational efficiency.
Osaka Branch	Held 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.
Yokohama Dia Building Management Corporation	Shared information about complaints from business operators we worked with and used such information to make improvements.
Nagoya Dia Buil-Tech Co., Ltd.	Held regular meetings with business operators we worked with, determined the issues to strengthen and took thorough improvement measures.



Regular meeting with cleaning company
(Nagoya Dia Buil-Tech Co., Ltd.)



■ We are striving to improve the quality of logistics operations via the Fujibuturyu Kaizen System (FKS).

The Mitsubishi Logistics Group is striving to improve the quality of logistics operations using the Fujibuturyu Kaizen System (FKS), which is a logistics improvement method of Fuji Logistics Co., Ltd., a subsidiary of “the Company”.

This system helps employees find wasteful operations on their own and continue to improve efficiency voluntarily, thereby thoroughly eliminating waste. In fiscal 2012, we adopted the FKS method at a sporting goods warehouse to secure efficient product flows inside the warehouse, check the status of operational progress and make the improvements visible to speed up warehouse operations to save time and reduce operational errors.

We will adopt the FKS at more warehouses in the near future to improve the quality of the Group's logistics operations.

Promotion of disaster measures to maintain service functions

■ We are working on crisis preventive measures and measures to focus on 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, focus on 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 “Eco-Friendly and Disaster-Resistant 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.

■ 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 conducted disaster prevention training at Head Office on April 20, 2012, to enhance actual effectiveness. 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 focus on 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 February 2013, via the joint efforts of the Head Office and the Yokohama Branch, we implemented training for earthquake measures in which an executive in charge and approximately 40 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 in the Southern Kanto region. Our Head Office, branches and operational worksites collaborated, and specific measures were demonstrated at actual sites. Furthermore, learning from the Great East Japan Earthquake, we 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.

- Actual performance data on joint training for earthquake measures can be viewed on Mitsubishi Logistics' Web site in “Extended Version.”



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Earthquake measures headquarters for joint training for earthquake measures (Head Office)



Earthquake measures on-site headquarters for joint training for earthquake measures (Yokohama Branch)

VOICE

I participated in the joint training for earthquake measures.

We, our office's staff, participated in the training at our warehouse mainly to improve our ability to focus on emergency situations.

During the training, we sorted out information within a limited time and focused on the necessary issues. Running out of time, I felt tense. My awareness of the need for disaster countermeasures was deepened. We must maintain a crisis awareness, with constant and full preparation for emergencies, and continue to participate in such training.



Osamu Kobayashi
Daikoku No. 1 Office
Daikoku Warehouse A,
Yokohama Branch

Commended by the Director General of the Yokohama City Fire Bureau

At the Yokohama Bay Quarter, which is operated and managed by Yokohama Dia Building Management Corporation, we received a letter of appreciation from the Kanagawa Fire Station for lifesaving activities twice in 2012—in April and August. We are also proactively conducting activities to cooperate with the fire department regularly, providing places for fire prevention events and information service via our intra-building broadcasting to help their fire prevention-related publicity activities. In appreciation of these activities, we were commended by the Director General of the Yokohama City Fire Bureau in January 2013.



Letter of appreciation from the Director General of the Yokohama City Fire Bureau



Photo shoot of all participants at the award ceremony

We are taking thorough disaster prevention measures at our facilities.

To ensure accurate facility disaster prevention measures, we are conducting fire prevention patrols at the facilities of “the Company” and its Group, checking fire prevention related facility management status onsite under the guidance of experienced fire prevention personnel. Since fiscal 2008, we have patrolled more than 150 facilities, sharing disaster prevention related information and raising awareness of disaster prevention.



Fire prevention patrol



We are strengthening our information system crisis management structure to focus on disasters and other crises.

“The Company” has formulated a manual to focus on information system disasters and other measures to fully focus on information system disasters and failures. To ensure continuous use of the information system even during an emergency, we continually review and reinforce the content of our countermeasures against information system failures and disasters such as duplex information systems and remote data backup.

The Company's nine facilities including two newly designated facilities are support/relief goods logistics base facilities designated by the Ministry of Land, Infrastructure, Transport and Tourism.

The Ministry of Land, Infrastructure, Transport and Tourism, learning from its reflection on the Great East Japan Earthquake that it failed to deliver support/relief goods and supplies smoothly to the afflicted areas, held an advisory conference, attended by experts, logistics business operators and people related to industry organizations, among others, in order to compile the “Basic concept on the support/relief goods logistics system.” At the conference, logistics for the efficient and smooth delivery of support/relief goods to the afflicted areas at the time of a disaster were discussed.

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

These discussions concluded with shared recognition that for the delivery of support/relief goods at the time of a disaster it is essential to fully utilize the expertise and facilities of private logistics operators. In fiscal 2011, 395 private facilities nationwide, mainly in the Kanto, Tokai and Tonankai regions, where a large-scale disaster is foreseen in the near future, were designated as support/relief goods logistics bases, including the Company's seven facilities located in the Kanto, Tokai and Hanshin regions.

In fiscal 2012, the designated regions were expanded nationwide, adding 539 facilities, listing 934 private support/relief goods logistics bases. Among the Company's facilities, in the newly designated prefectures of Fukuoka and Saga, our Chuo Futo Warehouse and Tosu Warehouse were designated as support/relief goods logistics base facilities.

We will thoroughly prepare to fulfill our public role as a warehousing business operator so that the designated nine facilities of “the Company” can function well during a future large-scale disaster.



Tosu Warehouse, Fukuoka Branch

- Data on our two facilities that were newly designated as support/relief goods logistics bases and the previously designated seven facilities can be viewed on Mitsubishi Logistics' Web site in “Extended Version.”



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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.



Overall view of Kobe Harborland umie
(From Kobe Meriken Park Oriental Hotel)

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

■ We opened umie, “Seaside town that makes us smile,” aiming to create a destination for diverse customers from throughout the world.

In April 2013, the Commercial Wing of the Harborland Dia Nissei Building, which was jointly owned by “the Company” and Nippon Life Insurance Company, and MOSAIC, adjacent commercial facilities owned by “the Company”, were integrated and opened as a large commercial facility complex named “umie.” The opening ceremony was attended by the Mayor of Kobe City, who cut the ribbon.

The concept of “umie” is “Sea, Town and People—A Spark That Can Be Found Only Here,” and consists of 225 stores including 53 stores newly opened in Kobe; the Mosaic Garden Big Ferris Wheel, for which LED lighting was adopted for illumination; and parking lots with a capacity of 3,000 vehicles.

Moreover, the day following the opening of umie was the opening of the KOBE ANPANMAN CHILDREN'S MUSEUM & MALL, which is loved by children and families, on the Company-owned Mosaic Garden premises.

Along with the opening of the MUSEUM & MALL, we completed a child-care room (“dakko room”), a nursing room and a pedestrian mall, as well as installed a park full of the feeling of freedom on the south side of the Mosaic Garden Big Ferris Wheel on raised ground to avoid tidal effects. Thirty-two gondolas of the Mosaic Garden Big Ferris Wheel were renovated, and four are run as Dokin's Heart

Cafe Gondola in alliance with Dokin's Heart Shape Cafe inside the MUSEUM & MALL.

Moreover, Kobe City has nicknamed Gastou Dori (“Gaslight Street”), a road west of the Dia Nissei Building, as “ANPANMAN Street,” on which it has put 10 stone statues of ANPANMAN and other related characters.

Both facilities were well covered by the media and visited by approximately 1.5 million people during Golden Week holidays, contributing to the vitalization of Kobe.



Covered ground area for umie



KOBE ANPANMAN CHILDREN'S MUSEUM & MALL
teeming with excited visitors awaiting the opening
©Takashi Yanase/Froebel-Kan-TMS-NTV



Many excited people at the opening (umie CENTER STREET)



umie NORTH MALL, umie SOUTH MALL



Child-care room ("dakko room")



Mosaic Garden Big Ferris Wheel (Dokin's Heart Cafe Gondola) ©Takashi Yanase/Froebel-Kan-TMS-NTV



ANPANMAN Street ©Takashi Yanase/Froebel-Kan-TMS-NTV

VOICE

I worked in the opening of umie.

The umie commercial facility complex, which optimizes Harborland's waterfront location, strengthens urban lifestyles. It leads Kobe's exciting appeal to a wide range of customers, especially families and young couples.

We aim to make umie a place that visitors can enjoy and find thrilling and exciting—such that they will be consumed with smiles.



Motoshi Himeno
Real Estate Dept.,
Kobe Branch

■ We implemented a charity auction as a plaza event at the Yokohama Bay Quarter.

In November 2012, at the Yokohama Bay Quarter, a commercial facility which is operated and managed by Yokohama Dia Building Management Corporation, we conducted a Christmas tree lighting ceremony, followed by a charity auction, which was attended by popular players from the J. League Yokohama F-Marinus soccer team, to raise money for the Great East Japan Earthquake relief fund.

The auction was attended by a large crowd and generated ¥179,100 in funds, which were all donated to the Japanese Red Cross Society. The popular auction was full of people, with some people standing, running out of seats. The auction was covered by a local magazine, contributing to local vitalization.



Charity auction ©Y.F.M



Christmas tree lighting

VOICE

I helped run the charity auction.

We have been holding a charity auction since 2010 as a Christmas event at the Yokohama Bay Quarter. This was the third event and was again attended by many people including adults and children. This year, we held not only the auction but also a Christmas tree lighting ceremony and a ball juggling session with soccer players. Everyone enjoyed the event. At the Yokohama Bay Quarter, we would like to continue to contribute to society through such events.



Haruka Sugino
Sales Division
Yokohama Dia Building
Management Corporation
(Group company of
Mitsubishi Logistics)

■ Contribution to community through donations, etc.

■ Supported Myanmar's representative women's soccer team

The Japan Football Association is striving for a medium- to long-term improvement of Asian soccer performance as part of its project for international interaction and contributions in Asia. In September 2012, Myanmar's representative women's soccer team visited Japan and played interleague games with Japan's women's soccer league team at a soccer camp.

"The Company" and each of the other Mitsubishi Group companies agreed with the essence of this project and supported the soccer camp by donating soccer gear and goods, thereby contributing to the development of sports education and culture.

■ We are cosponsoring Diamond Cup Golf 2013 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 2013, we donated approximately 465,000 collected caps (equivalent to the cost of giving a polio vaccine to approximately 580 children) to the Ecocap Movement, a Cabinet-certified NPO organization.

● Actual performance data on plastic bottle cap collection can be viewed on Mitsubishi Logistics' Web site in "Extended Version."



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■ 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.

Company Profile

(As of March 31, 2013)

Company name

Mitsubishi Logistics Corporation

Head Office

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

Establishment

April 15, 1887

Capital

¥22,393 million

Revenue (fiscal 2012)

Consolidated: ¥192.2 billion Nonconsolidated: ¥136.8 billion

Number of employees of the Mitsubishi Logistics Group

4,471 (excluding 68 workers on leave to work outside "the Group", 1,287 temporary staff and 932 employees on loan/dispatched from outside "the Group")

The number of employees of "the Company"

843 (excluding 159 employees on leave to work for other companies, 87 temporary staff and 571 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; international transportation; marine freight transportation; customs clearance; development, sales, management and administration of logistics information systems; etc.

Real Estate

Buying, selling, leasing 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 (51 companies)

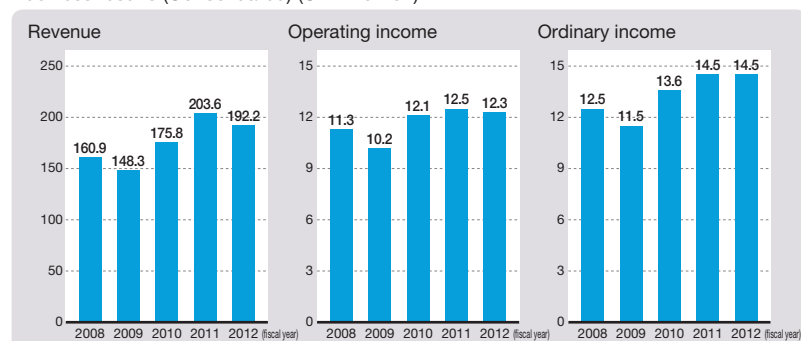
Tohoku Ryoso Transportation Co., Ltd., Sairyo Service Co., Ltd., Dia Pharmaceutical Network Co., Ltd., Tokyo Dia Service Co., Ltd., Dia Systems Corporation, Ryoso Transportation Co., Ltd., Unitrans Ltd., Keihin Naigai Forwarding Co., Ltd., Touryo Kigyo Co., Ltd., Fuji Logistics Co., Ltd., Tokyo Juki 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., Mitsubishi Logistics China Co., Ltd., Shanghai Linghua Logistics Co., Ltd., Shanghai Qingke Warehouse Management 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., T'ACT Co., Ltd.

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

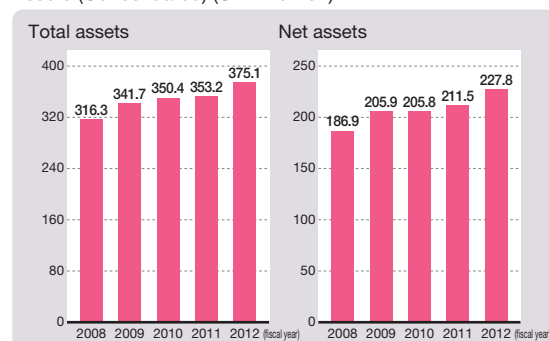
Nippon Container Terminals Co., Ltd., Kusatsu Soko Co., Ltd., Jupiter Global Limited

Financial Data

Business results (Consolidated) (Unit: ¥billion)



Assets (Consolidated) (Unit: ¥billion)





Mitsubishi Logistics Corporation

General Affairs Division, CSR Compliance Team

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

Tokyo Dia Building No. 1, 4F

Phone: +81-3-6705-6511

Fax: +81-3-6705-6503

Extended version

The following are some data related to the Environmental and Social Report 2013, which was collected at the end of fiscal 2012.

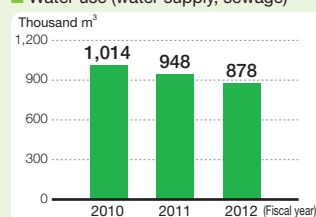
The environment

Environmental conservation activity data (by business) * Basic unit denominator (figures from Law Concerning the Rational Use of Energy, etc.) uses figure that have strong correlations with each business.

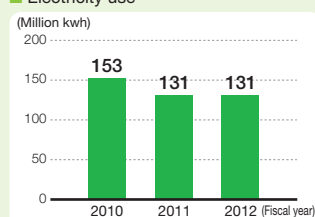
	Unit Basic unit denominator CO ₂ emissions CO ₂ emissions basic unit	Fiscal 2010	Fiscal 2011	Fiscal 2012
Warehousing and distribution business	Thousand m ² <Floor area>	1,297	1,313	1,350
	Thousand t-CO ₂	28.8	27.7	32.8
	kg-CO ₂ /m ²	22.2	21.1	24.3
Harbor transportation business	Thousand tons <Handling tons>	39	50	40
	t-CO ₂	4.0	3.0	5.0
	kg-CO ₂ /thousand tons	101.7	59.7	124.5
Overland transportation business	Million km <Total transportation distance>	4.5	4.3	3.7
	Thousand t-CO ₂	4.1	3.9	3.3
	kg-CO ₂ /thousand km	910.1	901.0	896.7
Real estate business	Thousand m ² <Operational area>	629	633	635
	Thousand t-CO ₂	36.0	29.4	35.0
	kg-CO ₂ /m ²	57.2	46.5	55.1
CO ₂ emissions	Thousand t-CO ₂	68.9	61.0	71.1

Environmental conservation data (by usage, by emission type)

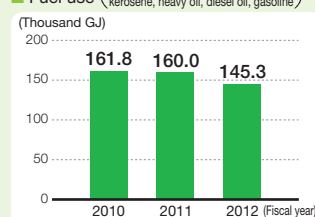
Water use (water supply, sewage)



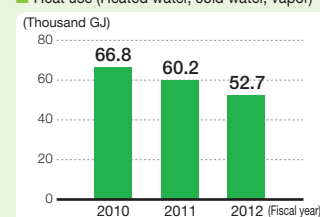
Electricity use



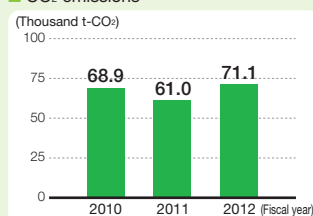
Fuel use (City gas, LP (Liquefied Petroleum) gas, kerosene, heavy oil, diesel oil, gasoline)



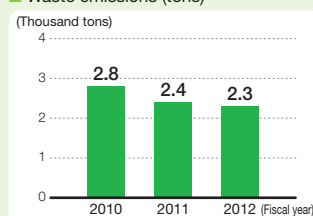
Heat use (Heated water, cold water, vapor)



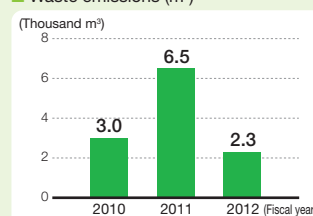
CO₂ emissions



Waste emissions (tons)



Waste emissions (m³)



*Calculation standard

- Volume related to electricity, fuel and heat uses, CO₂ emissions and basic unit denominator 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 operating sites.
- Although the overland transportation business is not under the Law Concerning the Rational Use of Energy, fuel, CO₂ emissions and basic unit denominator 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" (except real estate business) and a number of "the Group" companies.

Tokyo Metropolitan Environmental Security Ordinance
Large Scale Companies CO₂ emissions

Unit: t-CO₂

	Emissions standard	Fiscal 2010	Fiscal 2012
Tokyo Dia Buildings	33,531	36,062	31,661
Eitai Dia Building	10,132	7,400	5,558
Ohi Cold Storage Office	4,394	3,705	3,645
Total	48,057	47,167	40,864
Reduction		890	7,193

Status of introducing electric cars

	Fiscal 2009	Fiscal 2010	Fiscal 2011	Fiscal 2012
Total number of cars introduced	5	4	5	5

Promotion of CSR

Number of timely and appropriate news releases

Unit: case

	Fiscal 2011 achievements	Fiscal 2012 achievements
Logistics	7	8
Real Estate	1	3
IR	8	8
CSR	3	2
Other	4	4
Total	23	25

Organizational Governance

Number of persons participated in lecture aimed at dissemination of corporate philosophy

Unit: persons

		Fiscal 2011 achievements	Fiscal 2012 achievements
CSR and Compliance Handbook Lecture	In-house	1,261	1,510
	Domestic group companies	—	2,045
	Total	1,261	3,555

Number of persons participated in check aimed at dissemination of awareness of compliance

Unit: persons

		Fiscal 2011 achievements	Fiscal 2012 achievements
Check on status of compliance with Code of Conduct	In-house	1,548	1,444
	Domestic group companies	—	2,952
	Total	1,548	4,396

Human Rights

Number of persons participated in human rights enlightenment course for dissemination of employees' awareness of human rights

Unit: persons

	Fiscal 2011 achievements	Fiscal 2012 achievements
Trainings with lectures (New employees, second-year employees, sixth-year employees, mid-level staff, newly appointed managerial staff)	106	113

Fair Operating Practices

Number of persons participated in compliance lecture for prevention of insider trading

Unit: persons

	Fiscal 2011 achievements	Fiscal 2012 achievements
In-house	24	52

Number of respondents to information security questionnaire

	Fiscal 2011 achievements	Fiscal 2012 achievements
Execution period	January 2012	September 2012
Number of respondents	1,450	1,398

Number of persons participated in compliance lecture for Subcontracting Law

Unit: persons

	Fiscal 2011 achievements	Fiscal 2012 achievements
In-house	95	779
Domestic group companies	—	867
Total	95	1,646

Consumer Issues

Number of persons participated in joint training for earthquake measures

	Fiscal 2011	Fiscal 2012
Execution period	November 2011	February 2013
Place	Head Office, Fukuoka Branch	Head Office, Yokohama Branch
Number of persons participated	Around 30	Around 40

Support/relief goods logistics base facilities at a glance

Block	Branch	Facility name	Year/month of construction	Area used for transportation of support/relief goods
Kanto	Tokyo	Aomi Warehouse No. 1	1997.6	1,000m ²
	Yokohama	Daikoku Warehouse B	1988.1	1,000m ²
		Daikoku Warehouse C	1994.4	1,000m ²
Tokai	Nagoya	Kinjoh Warehouse	1994.5	1,000m ²
Kinki	Osaka	Sakurajima Warehouse No. 1	1998.3	1,000m ²
	Kobe	Rokko Warehouse D	1988.1	1,000m ²
		Rokko Warehouse E	1993.10	1,000m ²
Kyushu	Fukuoka	Chuo Futo Warehouse	1995.10	1,000m ²
		Tosu Warehouse	2003.4	1,000m ²

Community Involvement and Development

Achievements of plastic bottle cap collection activity

	Fiscal 2011	Fiscal 2012
Number of bottle caps collected	375,324	465,024
Equivalent to polio vaccine (800 caps per person)	469.2	581.3