

# Extended version

The following are some data related to the Mitsubishi Logistics Integrated Report 2023, which was collected at the end of fiscal 2022.

## Environment

		Fiscal 2020	Fiscal 2021	Fiscal 2022	Scope of aggregation
<b>Energy use</b>					
LP (Liquefied Petroleum) gas	(kg)	65,766	61,710	59,084	Mitsubishi Logistics Corporation, Fuji Logistics Co., Ltd., Ryoso Transportation Co., Ltd.
Heated water	(MJ)	2,562,699	2,966,207	2,556,847	
Petroleum (gasoline)	(l)	49,996	49,662	48,850	
Diesel oil	(l)	1,309,752	1,424,154	1,440,098	
Heavy oil (Heavy oil A)	(l)	25,681	37,685	24,740	
Steam	(MJ)	3,355,312	4,435,527	3,470,882	
Electricity	(kWh)	124,483,680	125,697,437	127,749,229	
City gas	(Sm <sup>3</sup> )	461,654	487,047	475,006	
Cold water	(MJ)	44,555,090	45,442,021	48,151,275	
Total	(GJ)	574,057	586,461	594,595	
<b>CO<sub>2</sub> emissions</b>					
Scope1* <sup>1</sup>	(t-CO <sub>2</sub> )	4,771	5,136	5,111	Mitsubishi Logistics Corporation, Fuji Logistics Co., Ltd., Ryoso Transportation Co., Ltd.
Scope2* <sup>1</sup>	(t-CO <sub>2</sub> )	52,883	54,071	50,322	
<b>Water</b>					
Tap water	(m <sup>3</sup> )	436,921	424,482	400,477	Mitsubishi Logistics Corporation
Rainwater	(m <sup>3</sup> )	5,266	5,579	50,416	
Water withdrawal	(m <sup>3</sup> )	442,187	430,061	450,893	
Water discharge	(m <sup>3</sup> )	442,187	430,061	450,893	
<b>Waste</b>					
Waste emissions	(tons)	4,453	4,659	5,745	Mitsubishi Logistics Corporation
Waste emissions	(m <sup>3</sup> )	7,195	4,789	6,231	
<b>Other</b>					
Number of CFCs Calculated Leakages	(t-CO <sub>2</sub> )	719	664	893	Mitsubishi Logistics Corporation
Number of facilities that obtained CASBEE* <sup>2</sup> rank A or higher	(facilities)	18	18	19	
Number of facilities accredited under the Act on Advancement of Integration and Streamlining of Distribution Business	(facilities)	11	11	11	
DP-Cool service CO <sub>2</sub> emission intensity (kg-CO <sub>2</sub> /(t-m))		1.24	1.00	1.02	Dia Pharmaceutical Network Co., Ltd.

\*1 To reflect the effect of CO<sub>2</sub> emission reductions due to the introduction of real renewable energy, the calculation method has been revised from this fiscal year.

\*2 Comprehensive Assessment System for Built Environment Efficiency

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### Society

			Fiscal 2020	Fiscal 2021	Fiscal 2022
Number of employees	(Men)	(persons)	636	648	623
	(Women)	(persons)	360	366	334
	(Total)	(persons)	996	1,014	957
Number of Group employees	(Total)	(persons)	4,625	4,732	4,708
Number of temporary Group employee	(Total)	(persons)	2,570	2,508	2,703
Total of new graduate recruits	(Men)	(persons)	29	25	19
	(Women)	(persons)	22	14	12
	(Total)*1	(persons)	51	39	31
Ratio of mid-career recruits to regular employees*2		(%)	19	15	28
Average length of service	(Men)	(years)	15.1	15.1	15.3
	(Women)	(years)	16.8	16.9	17.3
	(Overall)	(years)	15.7	15.7	16.0
Ratio of female managers*3		(%)	–	2.7	2.6
Number of employees with disabilities**4		(persons)	15	16	17
Ratio of employees with disabilities**4		(%)	1.84	2.00	2.05
Monthly average overtime		(hours)	13.55	16.45	16.93
Ratio of employees taking paid leave**5		(%)	51.2	60.0	65.3
Number of employees taking child-care leave	(Men)**6	(persons)	1	6	13
	(Women)**6	(persons)	9	16	10
	(Total)	(persons)	10	22	23
Ratio of employees taking child-care leave	(Men)**6	(%)	5.0	21.4	43.3
	(Women)**6	(%)	83.3	123.1	90.9
	(Overall)	(%)	34.4	53.7	56.1
Number of employees using reduced working hours system		(persons)	30	22	17
Number of employees using nursing care leave system		(persons)	0	1	1
Number of employees using general care leave system		(persons)	20	46	35
Number of employees using family care leave system		(persons)	10	14	21
Ratio of new employees retained after three years	(Men)	(%)	96.6	96.2	89.7
	(Women)	(%)	94.4	100.0	95.5
	(Overall)	(%)	95.7	97.9	92.2
Number of mid-career recruits	(Men)	(persons)	16	7	11
	(Women)	(persons)	5	1	5
	(Total)	(persons)	21	8	16
Ratio of employees undergoing health checkups		(%)	97.9	98.5	98.4
Ratio of employees undergoing stress checks		(%)	82.1	79.3	81.1
Number of occupational accidents**7		(cases)	–	–	11
Occupational accident frequency rate**7,8			–	–	0.896
Occupational accident intensity rate**7,9			–	–	0.015

\*1 As of April 1, 2023. \*2 According to the definition in the Act on Comprehensive Promotion of Labor Policies. \*3 As of March 31, 2023. \*4 As of June 1, 2022.

\*5 Including contract employees from FY2021. \*6 As defined by the Act on Childcare Leave/Caregiver Leave. \*7 Mitsubishi Logistics Corporation and its domestic Group companies.

\*8 Number of fatalities and injuries due to work-related accidents (with at least one day of absence from work) per million total actual working hours. \*9 Number of lost workdays per 1,000 total working hours

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### Governance

		Fiscal 2020	Fiscal 2021	Fiscal 2022
Board of Directors	(times)	12	12	12
Board of Corporate Auditors	(times)	16	16	17
Number of Directors (of which women)	(persons)	14 (0)	13 (1)	13 (1)
Number of independent Outside Directors (of which women)	(persons)	3 (0)	5 (1)	5 (1)
Ratio of independent Outside Directors	(%)	21.4	38.5	38.5
Number of Corporate Auditors	(persons)	5	5	5
Number of independent Outside Corporate Auditors	(persons)	3	3	3
Ratio of independent Outside Corporate Auditors	(%)	60.0	60.0	60.0

### Information security

		Fiscal 2020	Fiscal 2021	Fiscal 2022
Number of respondents to information security questionnaire*	(persons)	3,526	3,531	3,512

\*Including Group companies

### Compliance

		Fiscal 2020	Fiscal 2021	Fiscal 2022
Number of reports to the Compliance Reporting Desk* <sup>1</sup>	(cases)	11	14	24
CSR and compliance awareness survey* <sup>1</sup>	(persons)	3,600	3,569	3,574
Number of people who participated in the Code of Conduct questionnaire* <sup>1</sup>	(persons)	4,404	4,416	4,726
Number of participants in human rights training	(persons)	— <sup>*2</sup>	43	39
Number of persons who participated in compliance lecture for prevention of insider trading	(persons)	88	58	109
Number of persons who participated in compliance lecture for the Subcontract Act* <sup>1</sup>	(persons)	2,061	2,151	2,211

\*1 Including Group companies

\*2 Not implemented in FY2020 due to the impact of COVID-19

### Anti-Corruption Related

		Fiscal 2020	Fiscal 2021	Fiscal 2022
Political contributions*	(yen)			500,000
Number of employees disciplined or terminated due to violations of anti-corruption policies	(persons)	—	—	—
Fines, penalties, and settlement costs related to corruption	(yen)	—	—	—

\* Political fund balance reports (Ministry of Internal Affairs and Communications website)