

GRI Content Index

Statement of use	Mitsubishi Logistics Corporation reports the information cited in this GRI Standards Index for the period from April 1, 2023 through March 31, 2024, with reference to the GRI Standards. Some of the contents include information outside of this period.
GRI 1 used	GRI 1: Foundation 2021

Universal Standards

GRI 2: General Disclosures 2021		
Disclosure numbers	Disclosure contents	Corresponding parts
1. The organization and its reporting practices		
2-1	Organizational details	About us>Profile
		About us>Group Companies
2-2	Entities included in the organization's sustainability reporting	Integrated Report 2024 P4, P92
		Annual Report P6-9 (in Japanese only)
2-3	Reporting period, frequency and contact point	Integrated Report 2024 P4
2-4	Restatements of information	Integrated Report 2024
		ESG/SDGs>Integrated Report>Back number
2-5	External assurance	-
2. Activities and workers		
2-6	Activities, value chain and other business relationships	Integrated Report 2024 P36-40
		Annual Report P5-6 (in Japanese only)
2-7	Employees	Integrated Report 2024 P89-90 "Society"
		Annual Report P10-11 (in Japanese only)
		ESG/SDGs>ESG Data (in Japanese only)
2-8	Workers who are not employees	Integrated Report 2024 P89-90 "Society"
3. Governance		
2-9	Governance structure and composition	Integrated Report 2024 P74-75
		Annual Report P36-39, P42-44 (in Japanese only)
		Corporate Governance Report P6-10, P18, P21 (in Japanese only)
		IR information>Management Policy>Corporate Governance>Status of management system
2-10	Nomination and selection of the highest governance body	Integrated Report 2024 P76
		Annual Report P40 (in Japanese only)
		Corporate Governance Report P2 (in Japanese only)

2-11	Chair of the highest governance body	Integrated Report 2024 P74, P79
		Annual Report P42 (in Japanese only)
		Corporate Governance Report P1, 6, 12, 19 (in Japanese only)
		About us>List of board of directors
2-12	Role of the highest governance body in overseeing the management of impacts	Integrated Report 2024 P42, P48, P74
		Annual Report P14, P36-40 (in Japanese only)
		Disclosure based on TCFD Recommendations P4-6 (in Japanese only)
2-13	Delegation of responsibility for managing impacts	Integrated Report 2024 P48
		Annual Report P14, P38-40 (in Japanese only)
		Disclosure based on TCFD Recommendations P4-6 (in Japanese only)
2-14	Role of the highest governance body in sustainability reporting	Integrated Report 2024 P48
		Annual Report P14, P36-40 (in Japanese only)
		Disclosure based on TCFD Recommendations P4-6 (in Japanese only)
2-15	Conflicts of interest	Annual Report P37, P45-46 (in Japanese only)
		Corporate Governance Report P1, P7-9 (in Japanese only)
2-16	Communication of critical concerns	Integrated Report 2024 P74, 83
		Annual Report P39-40, P46-47 (in Japanese only)
		Corporate Governance Report P12, P16, P18 (in Japanese only)
		ESG/SDGs>Governance, quality, and security>Initiatives related to governance>Internal Audit System
2-17	Collective knowledge of the highest governance body	Integrated Report 2024 P75
		Corporate Governance Report P4, P21 (in Japanese only)
2-18	Evaluation of the performance of the highest governance body	Integrated Report 2024 P78
		Corporate Governance Report P4 (in Japanese only)
2-19	Remuneration policies	Integrated Report 2024 P77
		Annual Report P49-50 (in Japanese only)
		Corporate Governance Report P2, 10-11 (in Japanese only)
		IR information>Management Policy>Corporate Governance>Officers' remuneration (in Japanese only)
2-20	Process to determine remuneration	Integrated Report 2024 P74, P77
		Annual Report P49-50 (in Japanese only)
		Corporate Governance Report P2, 10-11 (in Japanese only)
		IR information>Management Policy>Corporate Governance>Officers' remuneration (in Japanese only)
2-21	Annual total compensation ratio	-

4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Integrated Report 2024 P7-12
		About us>Top message
		ESG/SDGs>Initiatives by the Mitsubishi Logistics Group for ESG Management and the SDGs
2-23	Policy commitments	Integrated Report 2024 P16, P18, P30-31, P42, P62, P82, P91
		Annual Report P12,P19, P36 (in Japanese only)
		Corporate Governance Report P12 (in Japanese only)
		About us>Management Policy>Mitsubishi Logistics Group Human Rights Policy
		ESG/SDGs>Compliance, human rights, gender
2-24	Embedding policy commitments	Integrated Report 2024 P31, P42, P62, P63-68, P82, P93
		Integrated Report 2024 P89 "Environment" "Social", P90 "Compliance"
		Annual Report P12, P15, P20 (in Japanese only)
		ESG/SDGs>Compliance, human rights, gender
		ESG/SDGs>Environmental initiatives>Environmental Policy
2-25	Processes to remediate negative impacts	ESG/SDGs>ESG Data (in Japanese only)
		Integrated Report 2024 P61, P82-83
		Annual Report P20-21, P39-40 (in Japanese only)
2-26	Mechanisms for seeking advice and raising concerns	ESG/SDGs>Governance, quality, and security>Initiatives related to governance>Internal Reporting System
		Integrated Report 2024 P62, P82-83
		Annual Report P20 (in Japanese only)
2-27	Compliance with laws and regulations	ESG/SDGs>Governance, quality, and security>Initiatives related to governance>Internal Reporting System
2-28	Membership associations	Integrated Report 2024 P90 "Compliance"
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	Integrated Report 2024 P31, P58, P84
		Corporate Governance Report P4 (in Japanese only)
2-30	Collective bargaining agreements	Integrated Report 2024 P67, P91
		About us>Management Policy>Mitsubishi Logistics Group Human Rights Policy

GRI 3: Material Topics 2021		
Disclosure numbers	Disclosure contents	Corresponding parts
3-1	Process to determine material topics	ESG/SDGs>Initiatives by the Mitsubishi Logistics Group for ESG Management and the SDGs P4 Integrated Report 2024 P41
3-2	List of material topics	Integrated Report 2024 P16, P42 Annual Report P15 (in Japanese only) Corporate Governance Report P3 (in Japanese only) ESG/SDGs>Initiatives by the Mitsubishi Logistics Group for ESG Management and the SDGs P4-5 ESG/SDGs
3-3	Management of material topics	Integrated Report 2024 P42 Annual Report P13 (in Japanese only)

Topic Standards

Economic		
Disclosure numbers	Disclosure contents	Corresponding parts
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	IR information>IR materials>Flash Reports>Fiscal year ended March 31, 2024
201-2	Financial implications and other risks and opportunities due to climate change	Integrated Report 2024 P46-50 Disclosure based on TCFD Recommendations (in Japanese only)
201-3	Defined benefit plan obligations and other retirement plans	Annual Report P82 (in Japanese only)
201-4	Financial assistance received from government	-
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Annual Report P77-80 (in Japanese only)
203-2	Significant indirect economic impacts	-
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti-corruption policies and procedures	Integrated Report 2024 P83-84
205-3	Confirmed incidents of corruption and actions taken	Integrated Report 2024 P83 Integrated Report 2024 P90 "Compliance" "Anti-Corruption Related"
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI 207: Tax 2019		
207-1	Approach to tax	-
207-2	Tax governance, control, and risk management	-
207-3	Stakeholder engagement and management of concerns related to tax	-
207-4	Country-by-country reporting	-

Environmental		
Disclosure numbers	Disclosure contents	Corresponding parts
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Integrated Report 2024 P89 "Environment"
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	-
302-4	Reduction of energy consumption	-
302-5	Reductions in energy requirements of products and services	-
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	-
303-2	Management of water discharge-related impacts	-
303-3	Water withdrawal	Integrated Report 2024 P89 "Environment"
303-4	Water discharge	Integrated Report 2024 P89 "Environment"
303-5	Water consumption	Integrated Report 2024 P89 "Environment"
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-
304-2	Significant impacts of activities, products and services on biodiversity	-
304-3	Habitats protected or restored	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by	-
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Integrated Report 2024 P89 "Environment" Disclosure based on TCFD Recommendations P12 (in Japanese only)
305-2	Energy indirect (Scope 2) GHG emissions	Integrated Report 2024 P89 "Environment" Disclosure based on TCFD Recommendations P12 (in Japanese only)
305-3	Other indirect (Scope 3) GHG emissions	-
305-4	GHG emissions intensity	-
305-5	Reduction of GHG emissions	Integrated Report 2024 P45-50 ESG/SDGs>ESG Data (in Japanese only) Disclosure based on TCFD Recommendations (in Japanese only)
305-6	Emissions of ozone-depleting substances (ODS)	Integrated Report 2024 P89 "Environment" ESG/SDGs>ESG Data (in Japanese only)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-

GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	-
306-2	Management of significant waste-related impacts	-
306-3	Waste generated	Integrated Report 2024 P89 "Environment"
		ESG/SDGs>ESG Data (in Japanese only)
306-4	Waste diverted from disposal	-
306-5	Waste directed to disposal	-
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	-
308-2	Negative environmental impacts in the supply chain and actions taken	-

Social		
Disclosure numbers	Disclosure contents	Corresponding parts
GRI 401:Employment 2016		
401-1	New employee hires and employee turnover	Integrated Report 2024 P89 "Society"
		ESG/SDGs>ESG Data (in Japanese only)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	Integrated Report 2024 P59,P90 "Society"
		Annual Report P10-11 (in Japanese only)
		ESG/SDGs>ESG Data (in Japanese only)
GRI 402:Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	-
GRI 403:Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	-
403-2	Hazard identification, risk assessment, and incident investigation	Integrated Report 2024 P60
		ESG/SDGs>Human resource development, improving employee satisfaction>Crisis control measures for employee safety
403-3	Occupational health services	Integrated Report 2024 P60
		ESG/SDGs>Human resource development, improving employee satisfaction>Crisis control measures for employee safety
		ESG/SDGs>Human resource development, improving employee satisfaction>Creating comfortable workplaces
403-4	Worker participation, consultation, and communication on occupational health and safety	Integrated Report 2024 P60
		ESG/SDGs>Human resource development, improving employee satisfaction>Crisis control measures for employee safety
		ESG/SDGs>Human resource development, improving employee satisfaction>Creating comfortable workplaces
403-5	Worker training on occupational health and safety	Integrated Report 2024 P60
		New Graduate Recruiting Site > Recruiting Information > Training System/Job Rotation (in Japanese only)
403-6	Promotion of worker health	Integrated Report 2024 P60
		ESG/SDGs>Human resource development, improving employee satisfaction>Creating comfortable workplaces
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Integrated Report 2024 P22, P60
		ESG/SDGs>Human resource development, improving employee satisfaction>Crisis control measures for employee safety
403-8	Workers covered by an occupational health and safety management system	-
403-9	Work-related injuries	Integrated Report 2024 P90 "Society"
		ESG/SDGs>ESG Data (in Japanese only)
403-10	Work-related ill health	Integrated Report 2024 P90 "Society"
		ESG/SDGs>ESG Data (in Japanese only)

GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Integrated Report 2024 P90 "Society"
404-2	Programs for upgrading employee skills and transition assistance programs	Integrated Report 2024 P65-66
		New Graduate Recruiting Site>Recruiting Information> Training System/Job Rotation (in Japanese only)
404-3	Percentage of employees receiving regular performance and career development reviews	Integrated Report 2024 P64
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Integrated Report 2024 P89-90 "Society"
		ESG/SDGs>ESG Data (in Japanese only)
405-2	Ratio of basic salary and remuneration of women to men	Annual Report P10 (in Japanese only)
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Integrated Report 2024 P62
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining	-
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	-
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	-
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	-
413-2	Operations with significant actual and potential negative impacts on local communities	-
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	-
414-2	Negative social impacts in the supply chain and actions taken	Integrated Report 2024 P61
GRI 415: Public Policy 2016		
415-1	Political contributions	Integrated Report 2024 P90 "Anti-Corruption Related"
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Integrated Report 2024 P22, P42-44
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-