

ESG date

◆Environment

Category/Item	Unit	Scope		FY 2018	FY 2019	FY 2020		
		SENKO GHD	SENKO					
Energy consumption ※Crude oil equivalent	Diesel fuel	kl	●		63,151	64,115	66,333	
	Gasoline	kl	●		831	879	1,346	
	Natural gas	kl	●		293	325	256	
	LP gas	kl	●		1,016	1,068	1,096	
	City gas	FY2019 base	kl	●		263	273	366
		New consolidated subsidiaries from FY2020 ※7	kl	●		—	—	409
	Total	kl	●		263	273	775	
	Heavy oil for boiler	kl	●		172	185	244	
	Kerosene	kl	●		68	70	66	
	Heavy oil for vessel	FY2019 base	kl	●		9,342	8,624	8,176
		New consolidated subsidiaries from FY2020 ※8	kl	●		—	—	40,945
	Total	kl	●		9,342	8,624	49,121	
	Electricity	kl	●		34,376	36,094	39,137	
	Total (crude oil equivalent)	kl	●		119,117	120,530	158,374	
CO2 emissions	Scope1	FY2019 base	t-CO ₂	●		199,596	200,503	202,870
		New consolidated subsidiaries from FY2020 ※7	t-CO ₂	●		—	—	118,163
	Total	t-CO ₂	●		199,596	200,503	321,033	
	Scope2	t-CO ₂	●		67,632	69,373	72,004	
	Total (Scope1+Scope2)	t-CO ₂	●		267,228	269,876	393,037	
	Scope3 ※1 ※9	t-CO ₂	●		-	124,933	1,357,533	
Total	t-CO ₂	●		267,228	394,809	1,750,570		
CO2 emissions per revenue (Scope1 + Scope2)	FY2019 base	t-CO ₂ /million yen	●		0.76	0.72	0.72	
	New consolidated subsidiaries from FY2020 ※8	t-CO ₂ /million yen	●		—	—	3.82	
	Total	t-CO ₂ /million yen	●		0.76	0.72	0.96	
CO2 reduction activities	Electricity saving	Upgrade to energy-efficient equipment (LED lighting / air conditioning)	t-CO ₂	●		1,230	748	897
	Fuel saving	Update services with advanced, environmentally friendly trucks/forklifts	t-CO ₂	●		1,429	1,352	1,617
	Recycling-based society	Promote recycling wooden pallets/waste plastics	t-CO ₂	●		106	56	124
		Promote the use of retreaded tires	t-CO ₂	●		223	198	137
	Total	t-CO ₂	●		2,988	2,354	2,775	
Green logistics	Propose improved efficiency that is environmentally friendly (modal shift, larger vehicles, shared transportation, consolidation of locations)	t-CO ₂	●		1,537	1,173	1,009	
	Ratio of modal shift transportation	%	●		69.8%	70.0%	74.9%	
Renewable energy	Solar power generation ※2	1000kWh	●		18,057	18,342	18,502	
	Number of solar power stations	Locations	●		20	21	22	
Replacement of lighting equipment at facilities with LED lighting	Number of LED lighting replacement warehouses ※3	Sites	●		87	93	109	
	Ratio of LED lighting replacements	%	●		32	34	39	
	Number of total warehouse	Sites	●		269	272	276	
Number of eco-friendly vehicles owned	Vehicles conforming to the new long-term regulations or post-new long-term regulations	Vehicles	●		4,000	4,403	5,754	
	Hybrids	Vehicles	●		55	68	67	
	CNG trucks	Vehicles	●		51	51	45	
	Electric vehicles	Vehicles	●		0	2	2	
	Total ※4	Vehicles	●		4,106	4,524	5,868	
	Ratio of eco-friendly vehicles	%	●		74%	78%	94%	
Number of total vehicles owned ※4	Vehicles	●		5,525	5,790	6,229		
Input of water resources ※5	1000m ³	●		—	376	558		
Total waste emissions	t	●		5,064	4,850	7,795		
Amount of recycled waste	t	●		12,294	14,488	13,642		
Ratio of recycled waste ※6	%	●		71%	75%	64%		
ISO 14001-certified business locations	Locations	●		21	21	21		
Green management certification	Locations	●		15	14	15		

*1 : Contracts commencing from FY2019

*2: Power generation at 20 SENKO electric power selling sites in FY2019. Does not include self-consumption at the Runtec Moji Branch, Kansai Branch.

*3 : Number of warehouses that have completely adopted LED or electrodeless lighting.

*4 : Excludes owned vehicles not used for sales activities, towed vehicle.

*5 : Data collected from FY2019

*6 : Recycle amount ÷ (Recycle amount+waste emissions)

*7: New consolidated subsidiaries from FY2020 (NIPPON MARINE, EIKICHI KAIUN, AYA Construction, Senko Forwarding, Delivery Ace, Blue Earth Japan, VENUS, KEIHANNA helper station, Life eat, Senko Creative Management, OKUMURA, Ienonaka Company.)

*8 : New consolidated subsidiaries from FY2020 (NIPPON MARINE, EIKICHI KAIUN)

*9 : Items added from FY2020 (category1,11)

◆Safety

Category/Item	Unit	Scope		FY 2018	FY 2019	FY 2020	
		SENKO GHD	SENKO				
Occupational accident frequency rate	*No. of casualties resulting in four or more days off work÷Total no. of actual hours workedx1 million	frequency rate	●		1.455	2.235	1.771
Occupational accident severity rate ※1	*No. of working days lost÷Total no. of actual hours workedx1,000	severity rate	●		0.053	0.130	0.080
No. of workplaces with G-Mark accredited business locations exhibiting "outstanding safety" *2		Sites	●		159	171	180
Ratio of workplaces with G-Mark accredited business locations exhibiting "outstanding safety" *2		%	●		98	99	99
Safety training ※3	Truck ①General training	Times	●		65	31	8
		Persons	●		592	455	103
	Truck ②Area training	Times	●		185	216	147
		Persons	●		1,873	1,673	1,604
	Forklift ③Area training	Times	●		190	231	143
		Persons	●		2,073	1,504	1,387
Number of safety instructors ※3	Truck Safety driving trainer	Persons	●		117	129	161
	Forklift Forklift skill trainer	Persons	●		93	106	127
No. of persons awarded for being accident free		Persons	-	●	186	242	257

*1: Scope of application (SENKO Co., Ltd., SENKO Group logistics companies)

*2: Scope of application (SENKO Co., Ltd., SENKO Group logistics companies, Note: Excludes ANZEN YUSO CO., LTD.)

*3: Scope of application (SENKO Co., Ltd., SENKO Group logistics companies, Note: Excludes Runtec Corporation, ACROSS Transport Corp., ANZEN YUSO CO., LTD., EIKICHI KAIUN CO., LTD.)

◆Social Contribution Activities

Category/Item		Unit	Scope		FY 2018	FY 2019	FY 2020
			SENKO GHD	SENKO			
Cleanup activity	Total number of persons	Persons	●		16,741	14,619	11,185
Traffic safety class for children	Total number of persons	Persons	●		1,701	1,922	144
Blood donation	Total number of persons	Persons	●		973	1,129	716

◆Employees

Category/Item		Unit	Scope		FY 2018	FY 2019	FY 2020
			SENKO GHD	SENKO			
Number of employees	Male	Persons	●		—	14,563	15,768
	Female	Persons	●		—	3,081	3,987
	Total	Persons	●		—	17,644	19,755
Ratio of female employees hired		%	●		—	17.5%	20.2%
New graduates hired	Male	Persons	●		—	194	169
	Female	Persons	●		—	168	169
	Total	Persons	●		—	362	338
Ratio of female employees hired		%	●		—	46.4%	50.0%
Number of managers	Male	Persons	●		—	1,584	1,774
	Female	Persons	●		—	159	165
	Total	Persons	●		—	1,743	1,939
Ratio of female managers		%	●		—	9.1%	8.5%
Average age	Male	years old	●		—	43.3	44.3
	Female	years old	●		—	38.0	38.5
	Total	years old	●		—	42.3	43.1
Average service years	Male	year	●		—	10.9	11.3
	Female	year	●		—	6.8	7.1
	Total	year	●		—	10.2	10.5
Employee satisfaction survey		%	●		—	※1	※2
Number of employees	Male	Persons		●	2,924	3,050	3,171
	Female	Persons		●	603	684	750
	Total	Persons		●	3,527	3,734	3,921
Ratio of female employees hired		%		●	17.1%	18.3%	23.7%
New graduates hired	Male	Persons		●	89	94	98
	Female	Persons		●	51	63	61
	Total	Persons		●	140	157	159
Ratio of female employees hired		%		●	36.4%	40.1%	38.4%
Number of managers	Male	Persons		●	525	521	530
	Female	Persons		●	15	18	21
	Total	Persons		●	540	539	551
Ratio of female managers		%		●	2.8%	3.3%	4.0%
Average age	Male	years old		●	44.6	44.5	44.4
	Female	years old		●	37.8	38.0	37.9
	Total	years old		●	43.4	43.3	43.1
Average service years	Male	year		●	17.8	17.1	16.6
	Female	year		●	10.2	9.9	9.7
	Total	year		●	16.5	15.8	15.3
Paid leave	Average number of paid leave taken	day		●	10.4	12.9	10.4
	Ratio of paid leave taken	%		●	49.5%	61.5%	49.4%
Number of those who took maternity leave		Persons		●	22	38	25
Number of those who took childcare leave	Male	Persons		●	0	2	2
	Female	Persons		●	55	52	62
Number of those who choose short-time working for childcare	Male	Persons		●	0	0	0
	Female	Persons		●	47	51	53
Ratio of those who returned to work after childcare leave	Male	%		●	—	100%	100%
	Female	%		●	100%	95%	97%
Number of those who took nursing care leave		Persons		●	1	1	0
Employees with disabilities	Ratio of employees with disabilities	%		●	2.42%	2.15%	2.06%
	Number of employees with disabilities	Persons		●	99	91	91

*1: Survey implemented in FY2019 Scope: SENKO Group employees Survey period: Jan-Feb 2020 Method: Online and paper-based survey No. of respondents: 22,744 Scoring not shown.

*2: Survey implemented in FY2020 Scope: SENKO Group employees Survey period: Jan-Feb 2021 Method: Online and paper-based survey No. of respondents: 23,789 Scoring not shown.

◆Corporate governance

Category/Item		Unit	Scope		FY 2018	FY 2019	FY 2020
			SENKO GHD	SENKO			
Number of directors	Director	Male	Persons	●	8	8	7
		Female	Persons	●	0	0	0
	Outside director	Male	Persons	●	1	1	1
		Female	Persons	●	2	2	3
	Total	Male	Persons	●	9	9	8
		Female	Persons	●	2	2	3
Ratio of female directors		%	●		18.2%	18.2%	27.3%
Number of auditors	Full-time auditor	Male	Persons	●	2	2	2
		Female	Persons	●	0	0	0
	Outside auditor	Male	Persons	●	2	2	2
		Female	Persons	●	0	0	0
	Total	Male	Persons	●	4	4	4
		Female	Persons	●	0	0	0
Corporate compliance & Risk management	No. of Compliance Committee meetings	Meetings	●		5	3	3
	No. of Risk Management Committee meetings	Meetings	●		3	3	3
	No. of internal reports/consultations	Cases	●		51	72	72