

SENKO

CSR REPORT

2019

Environmental Measures; Safety Initiatives;
Health Initiatives; Social Initiatives

<Features>

Overcoming social challenges with modal shift

Human and eco-friendly integrated land and sea transportation

Integrated land and sea transportation resilient to disasters

The future of integrated land and sea transportation that
Senko is aiming for





Moving Global

Go beyond logistics

Make the world
go round

Revolutionize
business

Message from the President

Promoting CSR management as a corporate group supporting peoples' lifestyles and industry

In April 2017, the Senko Group made the transition to a holding company structure, and is currently focusing on a five-year medium-term business plan dubbed "Senko Innovation Plan 2021 (SIP21)."

One of the management policies of SIP21 is to "emphasize corporate social responsibility (CSR)," with initiatives being put in place for the environment, safety and society. In addition to new "Health initiatives" as one of our priority actions, we have been promoting the physical and mental health of all employees, and was certified as an "Excellent Organization of Health & Productivity Management" for the second consecutive year in February 2019.

As part of FY2019 initiatives, our efforts for further advancing modal shift for our "Environmental measures" led to Senko receiving the "Grand Prize" for the 19th Logistics Environment Award, as well as three "Special Awards" from the Japan Association for Logistics and Transport. We also received four awards as part of the "Excellent Business Entities Working on Modal Shift." We will continue our efforts towards reducing our environmental impact, as well as reducing working hours and responding to driver shortages.

For "Safety initiatives," we established a new form of safety training with "coaching techniques" to encourage employees to become more aware. The use of more efficient training methods helps to improve and maintain safety levels.

Initiatives for "Social initiatives" include running "Children's Traffic Safety Workshops" to help children learn about traffic safety, as well as operating daycare centers to help contribute to local communities. We are also placing considerable effort for boosting interest in traditional cultures, by becoming a special sponsor for international Go tournaments.

As a corporate group supporting the lifestyle of people and industry, the Senko Group as a whole will continue to promote CSR management to gain the trust of all our stakeholders. We are also taking a long-term approach to business under the banner of "Sustainable Development Goals (SDGs)" adopted by the United Nations.

Senko Group Holdings Co., Ltd.
President and Representative Director
CSR Promotion Committee Chairman:
Yasuhisa Fukuda

福 田 泰 久

Contents

Message from the President	2
Business overview	3
Medium-term management plan and CSR policy	5
■ Features	
Overcoming social challenges with modal shift	
① Human and eco-friendly integrated land and sea transportation	7
② Integrated land and sea transportation resilient to disasters ..	9
③ The future of integrated land and sea transportation that Senko is aiming for	11
■ Environmental measures	
Environmental measures digest	13
Environmental Report	15
■ Safety initiatives	
Safety initiatives digest	19
Safety Report	21
■ Health initiatives	
Health initiatives digest	25
■ Social initiatives	
Social initiatives digest	27
Social Report	29
Corporate Governance	31
Corporate data	33

■ Editing policy and scope of reporting

The Senko Group established the CSR Promotion Committee and since FY2008, has published the "CSR Report" covering topics such as "environmental conservation" and "road safety" that have always been given top managerial priority.

The editing policy is as outlined below.

- (1) CSR activities characteristic to the Senko Group during the reporting period are presented as "Features."
- (2) The scope of the report covers activities of the Senko Group.
- (3) Reports cover activities conducted from April 2018 through March 2019, with some covering activities conducted after April 2019.
- (4) Environmental reports are made in accordance with the "Environmental Report Guidelines (2018)" issued by the Japanese Ministry of the Environment.

4 core business domains of SENKO Group

As a "trendsetting corporate group" that nurtures people and supports them in their daily lives, the Senko Group is determined to create new trends in services and products that drive the future.

* Number of group companies current as of end of March 2019

Logistics 91 group companies

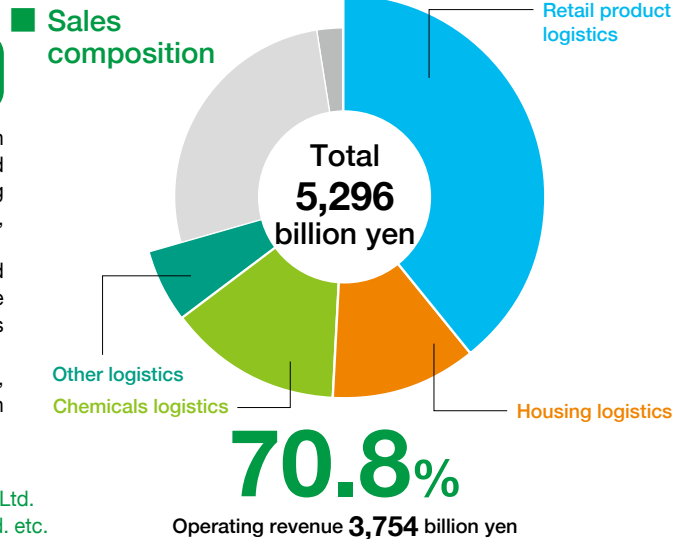
We have expanded our logistics to support customers in industries relating to housing and construction materials and chemical products, in addition to retail industries encompassing general supermarkets, drugstores, home improvement stores, and apparel.

Furthermore, for the food sector we have freezing and refrigeration warehouses as well as a nationwide low-temperature (both chilled and frozen) logistics network which uses methods including refrigerated trucks and railway containers.

We also have business centers outside Japan (local companies, etc.) to create a multimodal transportation system between Japan and the world, and for our global logistics center business.

[Major companies]

SENKO Co., Ltd. / RUNTEC Coporation / Tokyo Nohin Daiko Co.,Ltd.
SENKO A LINE AMANO Co.,LTD / ACROSS TRANSPORT Co.,Ltd. etc.



Logistics

Sales composition

39.3%

Operating revenue **2,083** billion yen



Housing Logistics

Sales composition

11.7%

Operating revenue **622** billion yen



Chemicals Logistics

Sales composition

13.9%

Operating revenue **738** billion yen



Other Logistics

Sales composition

5.9%

Operating revenue **310** billion yen



Trading & Commerce Business Group

15 group companies

We are involved in business related to oil sales, commercial trading, and international trade. We sell fuel, logistics-related commercial materials like logistics equipment and supplies, everyday items, packaging materials, foodstuff, liquor, and more.

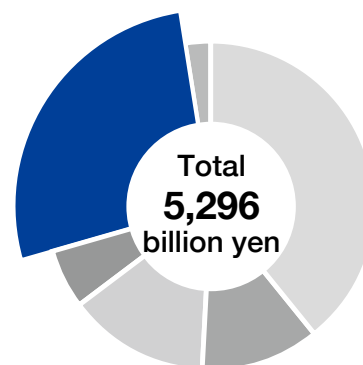
We also cover international trade, such as importing and exporting customers' raw materials and products, as well as other international transactions.

[Major companies]

SENKO SHOJI CO., LTD. / AST CORPORATION / SMILE CORP. / Marufuji Co., Ltd., etc.



Sales composition



26.9%

Operating revenue 1,423 billion yen

Other business groups

Business Support 12 group companies

We operate a logistics consulting business and an information system business for developing and managing IT solution systems, to create an optimum logistics system to meet the diverse needs of our customers.

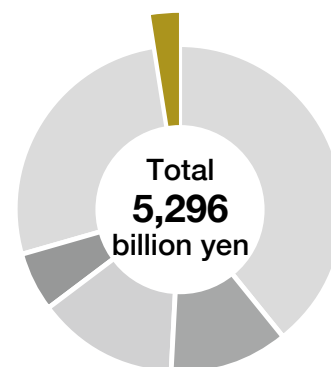
We also have a call center business serving our customers in the real-estate development and personnel service sectors, as well as online shopping businesses.

[Major companies]

Logi Solution Co., Ltd. / SENKO INFORMATION SYSTEM Co., Ltd. / Senko Real Estate Co., Ltd. / S-TAFF Co., Ltd. / Senko Business Support Co., Ltd., etc.



Sales composition



2.3%

Operating revenue 119 billion yen

Living Support 14 group companies

We have developed businesses to support the everyday life of consumers, such as nursing care, fitness, housework services, and moving services.

"SENKO School Farm TOTTORI" also uses closed-down schools for welfare-based agricultural to grow and sell leafy vegetables and mushrooms.

[Major companies]

KEIHANNA helper station Co., Ltd. / Blue Earth Japan Co., Ltd. / Venus Co. Ltd. / Senko Living Plaza Co., Ltd. / Senko School Farm TOTTORI Co., Ltd., etc.



Enhancing corporate value and helping to create a better future society

Implementing CSR management as a united group

Senko Group growth strategy

SIP21 (Senko Innovation Plan 2021)

The Senko Group launched the five-year medium-term business plan "SIP21" in April 2017. One of those policies was "Emphasize corporate social responsibility (CSR)."

Group Strategy Direction

"SIP21" (Senko Innovation Plan 2021) is our growth strategy for supporting industry and daily living, to challenge ourselves to create new trends while unlocking another 100 years of business.



Realization of Moving Global

Go beyond logistics, Make the world go round, Revolutionize business

Unite as a group to drive economic and social innovation in and out of Japan.

Medium-Term Business Plan

FY 2022 Forecast

● Operating revenues	700.0 Billion
● Operating profit	28.0 billion
● Ratio of operating profit	4.0%
● Return on equity	10.5%
● Equity ratio	40.2%

Medium-Term Business Plan

1 Expand business areas

Accelerate international business expansion, further enhance existing domestic businesses, and enter new business areas, such as Living Support and Business Support. Also, actively promote business partnerships and M&As to support the above.

2 Enhance brand value

Consolidate the Group's overall strength, deliver "services that surprise and delight," and evolve from "customer satisfaction" (CS) to "customer delight" (CD).

3 Improve employee satisfaction (ES)

Through the creation and active utilization of diverse programs, boost employee satisfaction to attract diverse personnel, help them to grow, and increase the value of their working environment.

4 Emphasize corporate social responsibility (CSR)

Grow alongside society, while preserving and fostering industry, culture, and nature in each area.

5 Gain trust from capital markets

Work to maximize the corporate value of the entire Group, while strengthening financial soundness.

Medium-Term Policy of Senko Group CSR

The Senko Group as well as its suppliers and business partners are striving to place a greater emphasis on compliance and CSR.

Priority Measures

1 Environmental Measures

- ① Focus on meeting energy-saving targets as a Specified Corporation
- ② Make improvements related to "Reduce with energy-saving," "Recycling rate" and "Green product procurement rate" and contribute to a recycling-oriented society.
- ③ Organize environment-related information of group companies, and aim to achieve the same environmental targets.
- ④ Actively install fixtures with a low environmental impact, such as LED lighting and low-emission vehicles.
- ⑤ Increase use of alternative energy sources, such as installing solar panels on new facilities and increasing the number of large CNG vehicles.
- ⑥ Actively promote modal shift to customers as a way of implementing green logistics.

2 Safety Initiatives

- ① Establish a health and safety management system that caters to the characteristics of group companies.
- ② Utilize big data to centralize various types of safety-related systems.
- ③ Actively install (active safety) technologies to prevent accidents from occurring.
- ④ Create opportunities to share and learn about safety technologies.

3 Health Initiatives

- ① Manage the health information of all group employees to promote the importance of staying healthy.
- ② Enhance health management to eliminate accidents caused by health problems.
- ③ Conduct stress checkups to develop management systems for preventing mental health problems.
- ④ Work with health insurance unions to strengthen health promotion activities.

4 Social Initiatives

- ① Hold traffic safety classes and local clean-up drives to contribute to the local community.
- ② Organize volunteer activities, such as education support programs outside Japan.

Promotion System of CSR

Individual committees for "Compliance," "Corporate Ethics," "Risk Management," "Environmental Promotion" and "Social Contribution Promotion" are in charge of running various CSR activities in order to fulfill our social responsibility across a broad scope.

The CSR Promotion Committee, which is chaired by the president of Senko Group Holdings Co., Ltd., supervises each of these committees.



Overcoming social challenges with modal shift



Human and eco-friendly integrated land and sea transportation

Group companies are implementing a "modal shift" with the view of global environmental conservation. With advances currently being made to work style reform, modal shift is also gaining attention as a way to unshackle truck drivers from long working hours. The Senko Group is harnessing its marine transportation capabilities as it actively proposing the switch to integrated land and sea transportation.

Senko Line co., Ltd.
President and
Representative Director

Otoya Yamada

Senko Group's overall strength means effective modal shift

One of the most pressing challenges that companies are facing today is how to cut back CO₂ emissions resulting from their business activities. By combining multiple combinations of transportation methods such as trucks, ships and rail, there are more opportunities to come up with ways to transport goods efficiently while also reducing our impact on the environment.

As a comprehensive logistics company, the Senko Group naturally covers land transportation as well as playing an active role in marine transportation, which means that this type of modal shift is our forte.

We have three shipping companies within our group, and we are harnessing these resources to the fullest extent to help reform our customers' logistics with integrated land and sea transportation.

Boosting efficiency with mass transportation means like ships

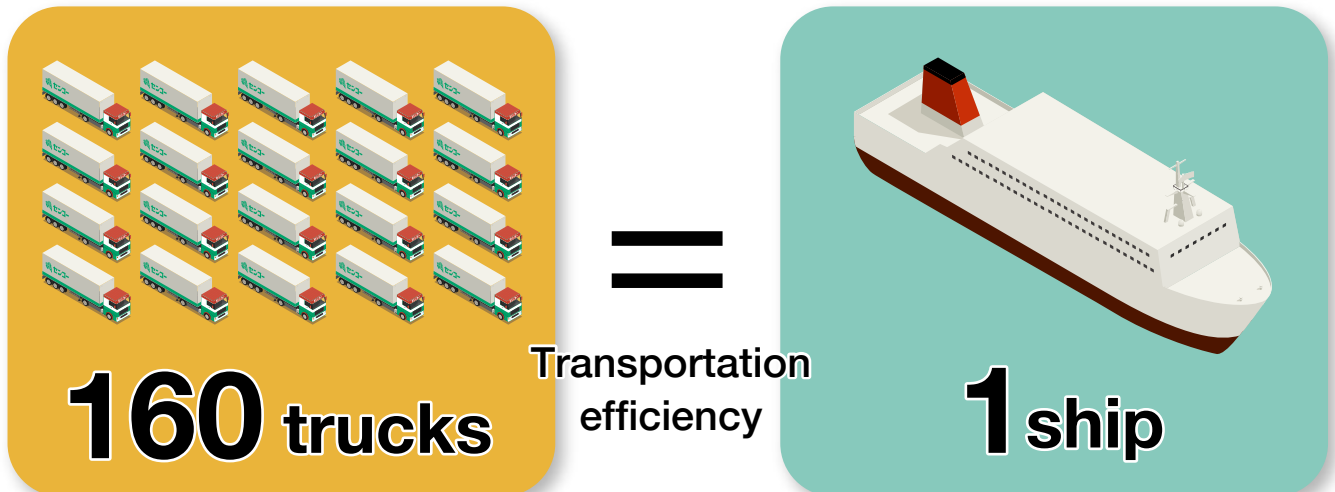
The reason why modal shift can reduce the impact on the environment is because different types of long-distance mass transportation like ships and rail can be combined along transportation routes where only trucks had been used, which significantly limits the amount of energy used for transportation.

Cargo ships can carry several hundred truckloads of cargo each time. An example of this is with RORO ships, where cargo is loaded while still on its trailer (with truck). A single ship has the capacity to carry 160 trucks.

Minimizing time lost to transshipping, as well as an effective means for overcoming labor shortage issues

While a modal shift to ships may at first appear to have a longer lead time compared to truck transportation, utilizing RORO ships and other means of loading containers and trailers as-is as part of a modal shift seamless with land transportation means cargo can be transported in a time comparable to transportation by truck.

The shift to this modal shift eliminates the need for long-distance driving in trucks, and also helps to alleviate driver shortages.



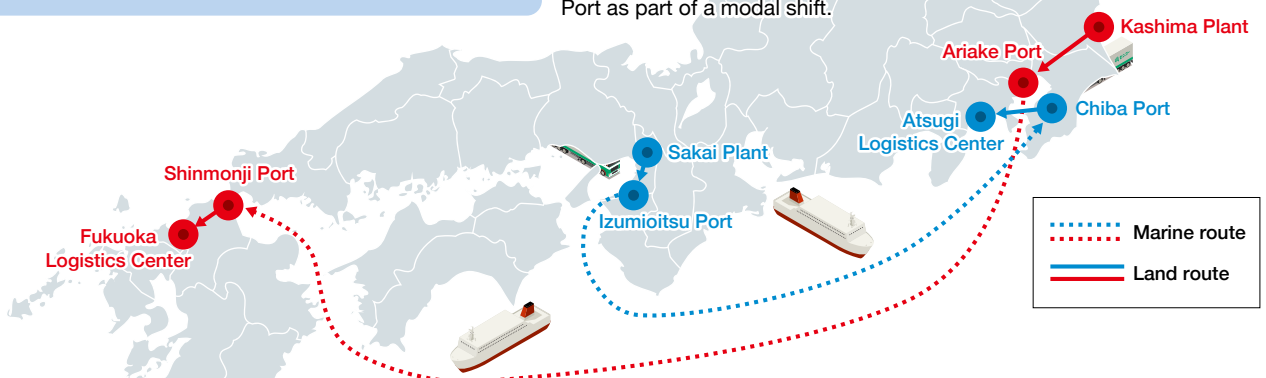
Examples of modal shift by the Senko Group

Example 1 Japan Novopan Industrial Co., Ltd. <Osaka → Tokyo/Kanagawa>

- ▶ Transportation method: truck → ship → truck
- ▶ CO₂ emissions: 10.2% reduction
- ▶ Driver operating time: 81.6% reduction

Revise transportation relying solely on drivers, and utilize ships to reduce driver workload

Construction material used to be transported long-distance by truck from the plant in Sakai City, Osaka Prefecture to sites in Tokyo and Kanagawa, however was switched to RORO ship between Izumiotsu Port and Chiba Port as part of a modal shift.



Example 2 ADEKA Corporation <Ibaraki → Fukuoka>

- ▶ Transportation method: truck → ship → truck
- ▶ CO₂ emissions: 34.7% reduction
- ▶ Driver operating time: 87.6% reduction

Seamless connections between truck and ship transportation for efficient transportation with complete temperature control.

Trucks had been used to transport processed oils from the Kashima Plant in Ibaraki Prefecture to the logistics center in Fukuoka Prefecture, however was switched to ferry transportation between Ariake Port and Shinmonji Port as part of a modal shift

Overcoming social challenges with modal shift



Integrated land and sea transportation resilient to disasters

Senko's integrated land and sea transportation ensures superior value by maximizing its marine transportation capabilities from a BCP perspective as part of preparedness for unpredictable disasters. The following is an actual example of how Senko provided alternative transportation to ensure customers' business continuity during heavy flooding in western Japan in July 2018.

Senko Co., Ltd.
Higashi-kyushu Vehicle Branch
Branch Manager

Hidehiko Tonomura

Supporting customers with the group's marine transportation capabilities and seamless connectivity during emergency situations when rail is unavailable

Asahi Kasei Corporation transports goods produced at its plant in Nobeoka City in Miyazaki Prefecture by freight train to destinations throughout Honshu. Sudden heavy flooding in western Japan cut off the JR Sanyo Main Line, and company staff approached Senko: "Is there anything you can do to help?"

In situations where rail transportation cannot be used, the first alternative that comes to mind is the use of ships. Yet marine shipping companies were likely to become overloaded if all manufacturers affected by the flooding were to start using marine transportation, and were thus reluctant to accept shipping orders.

Under these conditions, Senko came up with the plan of loading goods onto JR containers at Nobeoka, and using a combination of ships, rail and trucks to transport the goods to their destinations in Honshu. We also coordinated with Senko Line Co., Ltd. to create and execute a plan for handling high-volume shipments to the Chūkyō Metropolitan Area, by assigning temporary cargo ships between Hososhima Port and Yokkaichi Port.



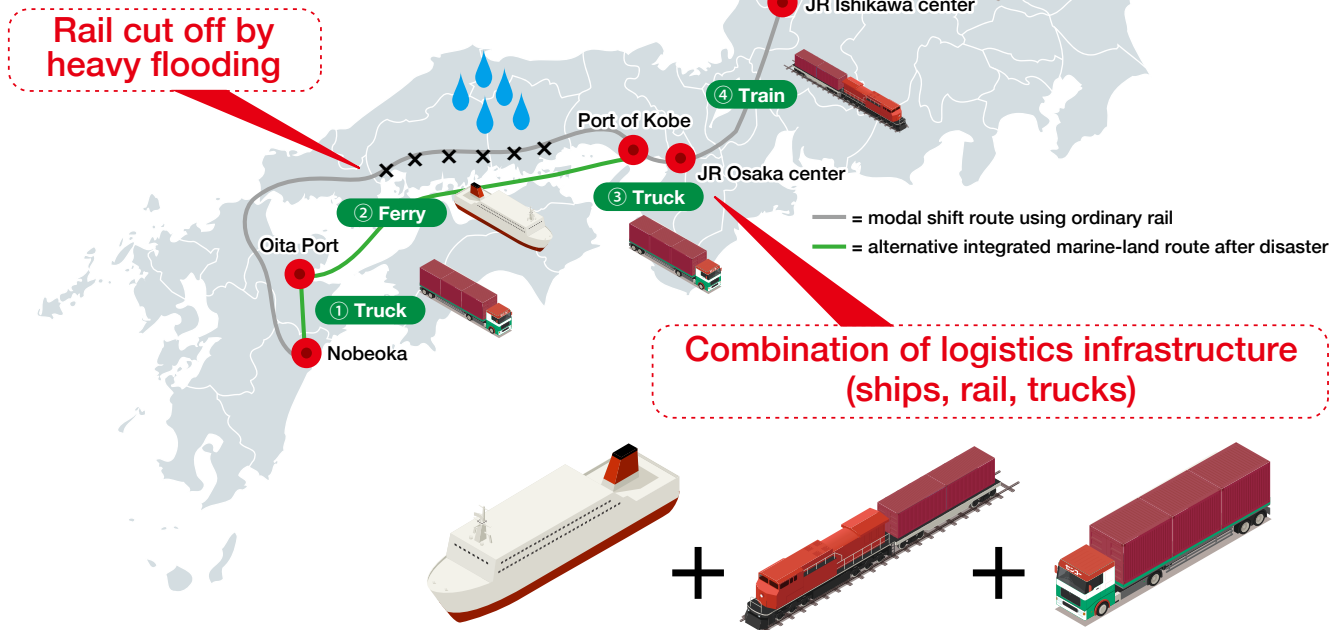
Heavy flooding in western Japan in July 2018 cut off the JR Sanyo Main Line, the logistics lifeline

But the Senko Group was there...

Quickly drew up a transportation plan to efficiently connect trucks, ships and rail loaded with cargo in train containers, as part of an alternative means of mass volume, long-distance transportation

In addition to this example, the Senko Group also successfully provided alternative transportation for approx. **3,700** Japan Freight Railway Company cargo containers. We received a **certificate of appreciation** from Japan Freight Railway Company as a result.

- | | | | |
|--------------------|----------------|---|-----------------|
| Loading day | ① Truck | Nobeoka (plant) → Oita Port | Truck (trailer) |
| | ② Ferry | Oita Port → Port of Kobe | Ferry |
| 1 day | ③ Truck | Port of Kobe → JR Osaka center | Truck (trailer) |
| | ④ Train | JR Osaka center → JR Ishikawa center | Train |
| 2 days | ⑤ Truck | JR Ishikawa center → Kanazawa (destination) | Truck |



Senko Group's integrated land and sea transportation

Alternative means of transportation are not always available after disaster strikes. We have shipping companies in our group and have a thorough overview of the entire situation to enable us to organize alternative transportation using ships to prioritize urgent cases. It is with this capability that we were able to provide effective support in situations like these.



Using rail containers for deliveries without transshipments

There were concerns about the lack of trucks required for transporting cargo over land between the Port of Kobe and Kanazawa. Instead, Senko organized the use of freight trains between Osaka and Ishikawa prefectures. By loading cargo into rail containers from Nobeoka, we were able to achieve multimodal transportation using trucks, ships and trains without transshipping.



Overcoming social challenges with modal shift



The future of integrated land and sea transportation that Senko is aiming for

Modal shift is gaining attention in society now—how will it develop in the future? The Senko Group is seeking to further enhance its systems and improve its services to respond to the growing needs of customers. Here is an insight into the type of integrated land and sea transportation that the Senko Group envisions in the future.

The future of modal shifts is for resolving human issues as well as environmental ones

Modal shift started gaining attention in the late 1990s as one means of environmental conservation aimed at reducing CO₂ emissions during transportation. More recently, the rapidly aging population in Japan has led to a shortage of drivers and the government has also introduced work style reform—there are increasing expectations for modal shift being a means of resolving labor shortages. There is likely to be an ever growing need in the shift from long-distance mainline transportation using trucks, to marine and rail transportation where drivers are not needed. The Senko Group has always operated its own ships, which it has used to propose to customers a broad range of transportation modes. We will further be harnessing the relative strengths of trucks, rail and ships in an effective manner as part of our aims to achieve a modal shift that expands the selection of transportation routes that we are able to provide.



Senko Group Holdings Co., Ltd.
Representative Director,
Marine Transportation
Business supervisor

Akira Taniguchi

Group-wide capability for proposing the growth of joint transportation with cargo ships

One of the concepts we are suggesting is adopting a new approach to joint transportation using cargo ships. Until now, transporting goods by cargo ship required around 500 to 700 tons of freight in total to be transported. With joint transportation, multiple companies are able to ship around 100 tons each. Yet joint transportation often failed to take off, because from the customer's perspective, there were many that thought that it would be less troublesome to organize land transportation on their own. Now this approach is reaching its limit given the current situation with the shortage of drivers. This is where we have stepped in and harnessed our group capabilities to develop integrated land and sea transportation that is easier for customers to use. Our initiatives in the future revolve around proposing such approaches. We are not only limited to ship transportation—we provide a selection from a combination of transportation by trucks, rail, RORO ships or cargo ships to suit customer requirements. Customers are free to choose a means of transportation that suits their own business situation.



Further strengthening ties with our three marine transportation companies for greater synergy

Senko Group's marine transportation capability is the driving force behind its integrated land and sea transportation. The Senko Group has three marine transportation companies: Nippon Marine Co., Ltd. and Eikichi Kaiun Co., Ltd. that joined the group in April 2017, and Senko Line Co., Ltd. that began operating in April 2018 to inherit Senko's marine transportation business. With this system in place, there are now approximately 70 ships under the control of our three companies, which greatly expands our transportation capability. Each of these three companies has its own strengths, allowing us to provide customers with a broad range of possibilities. The Senko Group will be increasing its coordination with the three companies into the future. We will continue working on expanding the modal shift and coming up with alternative forms of transportation resilient to natural disasters, to provide more reliable transportation for customers as well as further building up our marine transportation business.

Senko Group marine transportation companies

Senko Line Co., Ltd.

Began operations in April 2018 as a 100% shipping subsidiary of Senko Co., Ltd. Building on the extensive know-how of the Senko Group, its main characteristic is playing a key role for integrated land and sea transportation with coast-wise marine transportation, warehousing and land transportation.



Nippon Marine Co., Ltd.

A long-established shipping company founded in 1900. With a superior capability in domestic cargo marine shipping, it is one of the leading marine shipping companies in Japan. In addition to domestic shipping, Nippon Marine also operates some of the world's rarest special-purpose vessels between Japan and Chile, transporting sulfuric acid on the outbound route and copper ore on the inbound.



Eikichi Shipping Co., Ltd.

Provides services such as domestic transportation (cargo ships, towing), harbor tug operations (tug boats) and high-speed patrols mainly around the Seto Inland Sea area. Towing services are capable of transporting large freight and high-volume cargo that cargo ships are unable to handle.



Helping to reduce CO₂ emissions Senko's highly praised "Green Logistics"

The Senko Group is proposing and providing "Green Logistics" that features a combination of rail and marine transportation to reduce our environmental impact. As a company contributing to environmental conservation measures, received the "Grand Prize" for the 19th Logistics Environment Award, as well as three "Special Awards" from the Japan Association for Logistics and Transport. We also received four awards as part of the "Excellent Business Entities Working on Modal Shift."

We received the "Logistics Environment Grand Prize" and "Special Award" from the Japan Association for Logistics and Transport

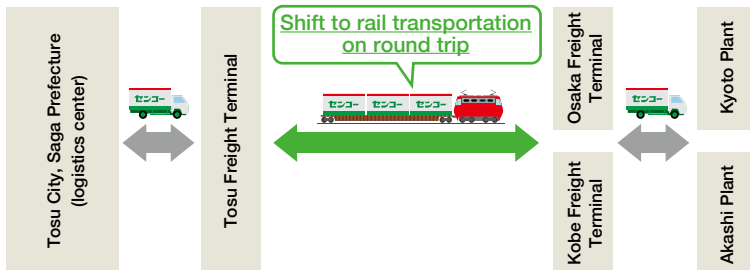
We also acquired the "Eco-Rail Mark" and "Eco-Ship Mark" accreditation under a system launched by the Japanese Ministry of Land, Infrastructure and Transport to certify logistics companies actively making an effort to protect the environment by using more than a specific ratio of marine and rail transportation.

Awards Ceremony held on June 29, 2018



Switching to rail transportation for shipping beverages between Kyushu and Kansai

Shifted from long-distance truck transportation to round trip rail transportation for shipping beverage manufacturer products. Our reduction in CO₂ emissions and efficient truck operations were highly recognized.

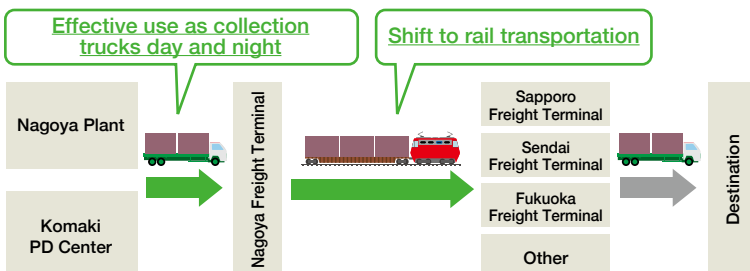


CO₂ emissions reduced by 990t-CO₂/year (64% reduction)



Switched to rail transportation as well as efficient truck operation for shipping chemical products

Switch from long-distance truck transportation to rail transportation for shipping chemical manufacturer products. This helped reduced CO₂ emissions and cut down driver work time.



CO₂ emissions reduced by 101t-CO₂/year (64% reduction)



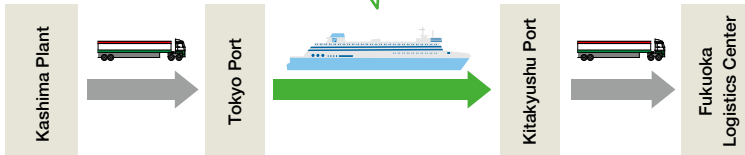


Switched to ferry transportation for shipping products between Kanto and Kyushu

Switched from land to ferry transportation for chemical manufacturer's oil products. This reduced CO₂ emissions and driver work time.



Switched to ferry transportation using frozen and cold trailers



CO₂ emissions reduced by 37t-CO₂/year (35% reduction)

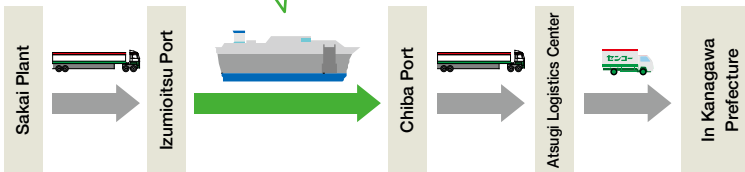


RORO ship transportation between Kansai-Kanto, also reducing driver workload

Shifted from long-distance truck transportation to unmanned RORO ship transportation for shipping residential homebuilder products. This reduced CO₂ emissions and helped save transportation labor.



Switched to unmanned RORO ship transportation



CO₂ emissions reduced by 23t-CO₂/year (10% reduction)



Received four awards as part of "Excellent Business Entities Working on Modal Shift"



Senko Co., Ltd. received awards in the "Improvement Division," "New Development Division" and "Effective Utilization Division," and Runtec Corporation in the "Effective Utilization Division."

Received the November 2018 Japan Association for Logistics and Transport "Award for Excellent Business Entities Working on Modal Shift"

CSR VOICE

Implementing low environmental impact activities throughout all our business domains

Kimio Izawa

Senko Co., Ltd.
Safety, Quality & Environment
Management Director and
Environment Promotion Group
Manager



There is growing demand for environmental conservation efforts from society and markets around the world, including establishing the Paris Agreement, SDGs being adopted at the UN, and more stringent environmental regulations.

Here at the Senko Group, we understand just how important the relationship between business activities and the environment is. With this in mind, we are implementing environmental measures in each business segment with the goal of "reducing greenhouse gas (CO₂) emissions."

In principle, this involves cutting down energy usage mainly during our warehousing operations, greater fuel efficiency for our vehicle transportation business, reducing industrial waste to achieve a recycling-oriented society, and implementing green logistics. As such, we have developed a range of sustainable initiatives for reducing our environmental impact by coordinating our business activities and environmental activities.

Environmental policy of senko group

Environmental philosophy

The Senko Group is aiming to become an "environmentally advanced corporation" to ensure that the planet we leave behind for future generations continues to be blessed with an abundance of nature. We achieve this by actively and voluntarily adopting ongoing environmental conservation measures like activities that reduce our environmental impact and that promote more efficient use of resources, as we play our role for the future and meeting our obligations toward society.

Basic Policy

1. Strive to comply with legislations, rules, agreements and internal regulation related to the environment, and implement environmental conservation activities continuously and in a proactive manner as a "good corporate citizen."
2. Top management defines its own "environmental targets," establishes an environmental activity promotion system and develops environmental management regulations, and strives to implement ongoing efforts to enhance environmental performance.
3. In addition to supporting efficient, low environmental impact logistics for customers "from procurement to disposal," strive to conduct activities that reduce environmental impact from a product life cycle perspective through trading, information and other associated businesses.
4. Strive to make all Senko Group employees and contracted partner companies aware of these "environmental targets" and provide the relevant education. Also strive to disclose information on environmental activities to stakeholders in a proactive manner.

Promotion of Environment Management System

The Senko Group has acquired certification under the "ISO14001" international standards for environmental management, as well as "Green Management Certification" by the Foundation for Promoting Personal Mobility and Ecological Transportation operating under the Ministry of Land, Infrastructure, Transport and Tourism. We are implementing activities aimed at reducing our environmental impact based on this Environment Management System.

Senko Co., Ltd., Sankyo Freight Co., Ltd., Smile Corp. and Harcob Co., Ltd. have already completed their transition to the new ISO14001 certification (2015 version).



ISO14001

- Certified organization
4 branches of Senko Co., Ltd.
Sankyo Freight Co.,Ltd.
- Certification No.
JQA-EM1492
- Certifying institution
JQA (Japan Quality Assurance Organization)



ISO14001

- Certified organization
SMILE CORP.
- Certification No.
YKA0772699
- Certifying institution
LRQA (Lloyd's Register Quality Assurance)



ISO14001

- Certified organization
Harcob Co., Ltd.
- Certification No.
EMS542855
- Certifying institution
BSI Group Japan



Green Management Certification

- Certified organization
SENKO Co., Ltd. (13 offices), SENKO Line CO., LTD.
Senko Fashion Logistics Co., Ltd.
Atsugi Senko Transport Co., Ltd., ANZEN YUSO CO., LTD.(3 offices)
Chushikoku Logistics Co., Ltd., EIKICHI KAIUN CO., LTD.
- Certifying institution
Foundation for Promoting Personal Mobility and Ecological Transportation

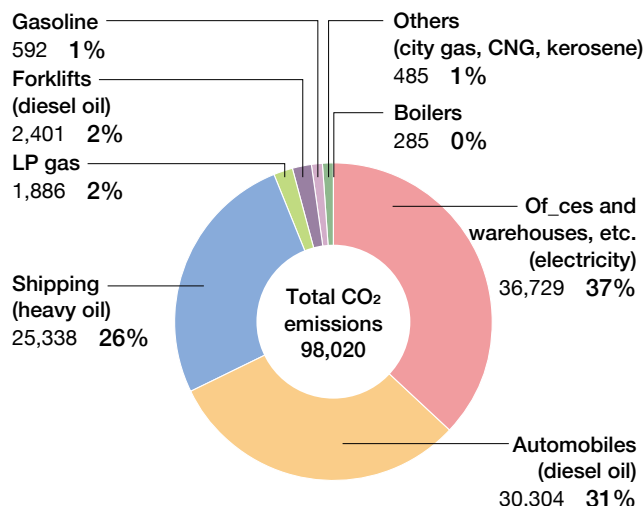
Reducing CO₂ and Our Achievements

Senko Co., Ltd. and Senko Line Co., Ltd. track energy consumption and CO₂ emissions from business activities, and update our environmental activities with these results. We have continued a range of programs aimed at reducing our environmental impact, and we aim to achieve the CO₂ reduction targets in our Five-Year Medium-Term Management Plan SIP21, which started in fiscal year 2018: a reduction of at least 8,310 tonnes over the five years of the plan.

[FY 2019 CO₂ Emissions by Energy Source]

INPUT	Diesel oil	12,652 kℓ
	Heavy oil	9,447 kℓ
	Gasoline	256 kℓ
	Kerosene	31 kℓ
	Electricity	71 million kWh
	CNG (compressed natural gas)	37,000 m ³
	City gas	145,000 m ³
	LP gas	629 t

[FY 2019 CO₂ Emissions by Cause] (Unit: t-CO₂)



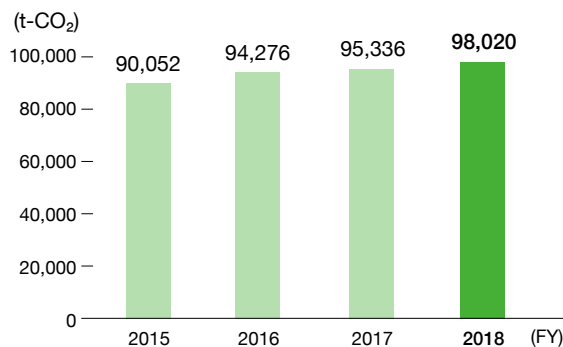
Measures to reduce CO₂

Target Achievement Rate

122%

CO₂ emissions tend to increase as business grows, but we have achieved a reduction of 2,548t-CO₂ by applying the following measures.

[Change in annual CO₂ emissions]



[FY2019 CO₂ Reduction Targets and Achievements] (Senko Co., Ltd. benchmark)

		Ongoing Activities and FY2019 Initiatives	FY2019 CO ₂ Reduction Target	FY2019 CO ₂ Reduction	Achievement rate	
Company Initiatives	Energy conservation	Energy-saving logistics centers	● Switching high/low voltage departments to new power company. ● Increasing solar power sales and considering captive use. ● Switching to energy-saving equipment (LED lighting/air conditioning).	1,530t	2,073t	135%
		Improved vehicle fuel consumption	● Switching to newer post long-term vehicles. ● Introducing non-fossil fuel (natural gas) vehicles. ● Switching to energy-saving vehicles and environmentally friendly forklifts. ● Reducing fuel consumption with stop/start technology and eco-driving systems, etc..	480t	447t	93%
	Social recycling	Industrial waste recycling	● Increasing the recycling volume and rate ● Cultivating recycling contractors for wooden pallets ● Using retreaded tires	80t	28t	35%
Energy conservation + recycling total			2,090t	2,548t	122%	
CO ₂ to Customers	Other	Green logistics	● Supporting the promotion of modal shifts ● Switching to eco-friendly materials and products ● Supporting joint delivery	1,259t	1,173t	93%

Measures to reduce environmental impact

Certified patents Introducing trucks equipped with "Hybrid Electric Chiller Units"

Runtec Corporation has newly developed "Hybrid Electric Chiller Units" together with various manufacturers. It acquired a patent for a system that generates electrical power from the truck engine and stores it in the battery, which is then used to operate the chiller unit. This reduces fuel and idling time, and helps to limit CO₂ emissions.



Patent certificate
(Patent No. 6353958)



Large frozen and cold truck equipped with "Hybrid Electric Chiller Unit"

Minimizes idling Truck with storage type cabin cooler

Mie Senko Logi has added two large trucks with a "storage type cabin cooler" to its fleet to help support idling stop initiatives. This helps to limit idling while the truck is waiting, which reduces fuel usage and exhaust gas emissions. It has proven popular as it makes it quieter inside the cabin which means a less stressful environment for drivers, as well as eliminates exhaust gases and noise at customer sites.



Truck equipped with "storage type cabin cooler" to support idling stop initiatives

Introduction of natural gas trucks

We are introducing CNG trucks that use natural gas as fuel with fewer CO₂ and NOx emissions in urban areas for transportation for apparel, medical supplies and foodstuff. The Senko Co., Ltd. Mie Branch has also introduced a large natural gas truck capable of loading two JR containers as part of efforts of two eco-friendly logistics, modal shift and reducing exhaust gas emissions, which has proven popular with customers.



CNG truck with lower CO₂ and NOx emissions

Greater installation and switching over to energy-saving lighting

LED and other types of high-efficiency lighting is actively being installed at logistics centers and business sites. Their long operating life reduces the frequency for replacing lighting fixtures, and also enhances safety due to the reduction in potential accidents falling down from high positions. Some logistics centers are also switching existing fixtures to LED lighting and new air-conditioning systems by utilizing government subsidy systems. Even more business sites are now using energy more efficiently.



The existing Ibaraki PD Center switched over to 100% LED lighting

Solar power business using center rooftops

The Senko Group began its solar power generation business from FY2013 to prepare for the increasing uptake of renewable energy. Two business sites—Kazo and Higashi-Fuji—began operating in FY2019, with a total of 20 sites throughout Japan in operation as of the end of March, 2019.

In FY2019, Senko Group's first large-scale solar power generation and self-consumption site will open with Runtec's new Kansai Branch (located in Nishinomiya City, Hyogo Prefecture). Self-consumption on a 1 MW scale is planned.



Kazo PD Center Stage 2 (operating from August 2018)



Higashi-Fuji PD Center (operating from April 2018, solar power generation operating from December 2018)

Power output up **1.9MW** from FY2017

We are now generating **15.5MW** from 20 sites across Japan

* Based on figures confirmed by the Ministry of Economy, Trade and Industry



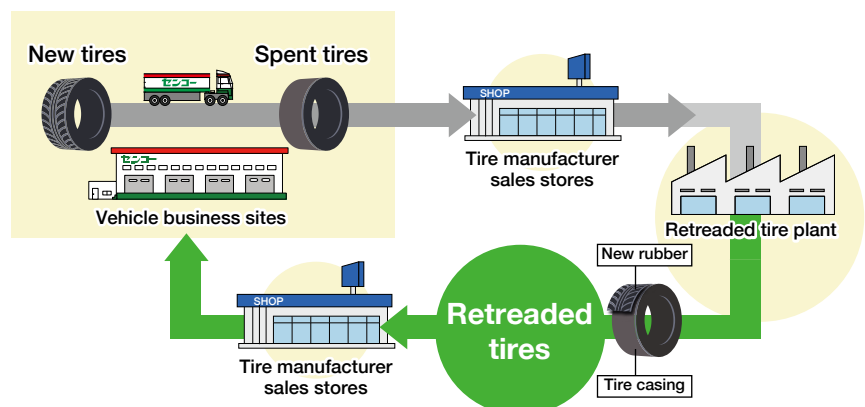
Reducing Waste and Promoting Recycling

A new initiative for reducing waste and promoting recycling is the utilization of "retreaded tires," where spent tires are reused for truck tires. The amount of CO₂ emissions generated with retreaded tires is less than 50% compared to producing new tires, and we are using these tires more often.

In FY2019, the total amount of non-recyclable waste increased 12%* year on year. Meanwhile, the recycling volume was 74%.

* Senko Co., Ltd. non-consolidated base

[Retreaded tires subcontracting system]



New "Coaching" training skill trialed in model areas and rolled out nationwide

The Senko Group recognizes that ensuring and improving safety is the core of business activities. More effective training methods are also being developed and used for safety training provided to drivers. In FY019, a new training method dubbed "Coaching" to make 'drivers more self-aware' was trialed in four areas in Japan. Coaching trainers are being instructed and will be deployed throughout Japan.

Establishing a training system for veteran drivers to increase their capabilities with 'self-awareness'



Training to acquire skills



Encouraging drivers to become more self-aware



Seminars by external lecturers



Listening training



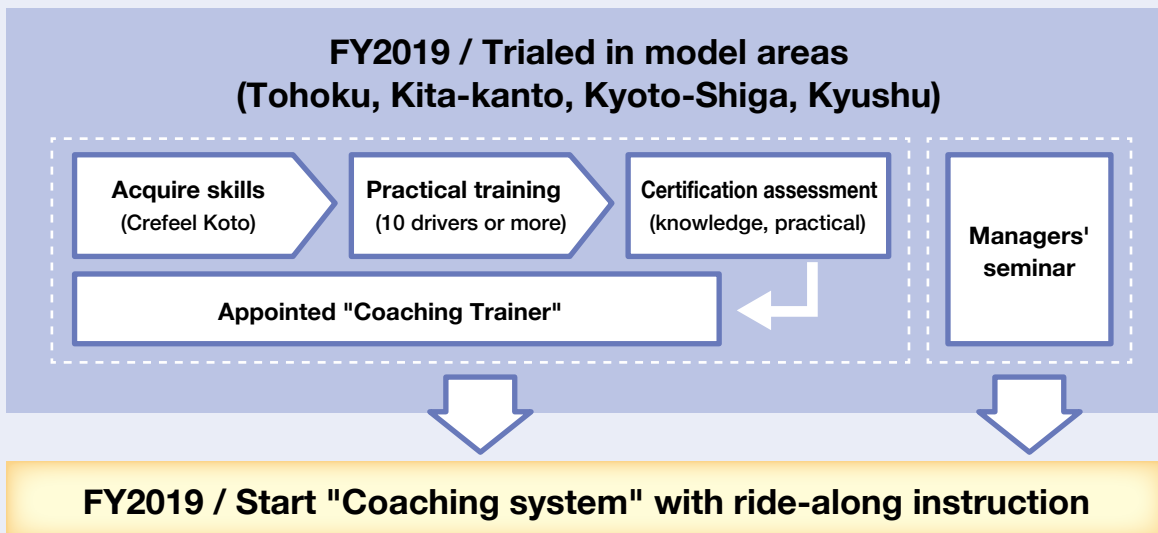
Training for coaching theory



Managers taking part in courses

Effective training with "Coaching"

The Senko Group had previously used the "Teaching" system for training safety by conveying knowledge and techniques. The newly introduced "Coaching" system is based on the 'interactive communication' approach involving asking questions and listening. This is an effective method for experienced drivers as it encourages them to become more aware, and develop their own thinking abilities and applied skills.



Initiatives for reducing risks of dangerous goods

In addition to a broad range of opportunities for training and learning about transportation safety when handling dangerous goods, we also focus on making the working environment safer.

Nationwide management system for dangerous goods

"Dangerous Goods Supervisors" are assigned to 12 areas around Japan. They provide information related to dangerous goods, and work to improve associated knowledge and skills.



Dangerous goods (tanker) training



Tanker driver certification test

Measurements and improvements at dusty work environments

Independent measurement surveys of work environments at each business site were conducted using measuring instruments, in line with legal reforms enacted in 2017 to prevent health problems caused by dust. Improvements were made at locations that exceed concentration control limits with the cooperation of customers.

Measurements conducted at
137 locations / 37 business sites

[Measurement standard: example]

[Measurement location ①]	
Work involving sorting materials and loading into containers	
	Measurement A "Nearby dust measurement"
○	Measurement B "Measurement near work area where dust is generated"
Enter measurement value	0.379mg/m ³
Result	Below concentration control



Measuring dust in work area



Measuring amount of airborne dust



Example of measurement value of dust in work area

Senko Group Safety Policy

Safety Philosophy

The Senko Group will “achieve an eventual goal of zero workplace accidents” based on the spirit of respect and by prioritizing safety over everything else.

1. We can and must prevent all accidents and disasters.
2. Managers are responsible for the safety of employees.
3. Every employee must believe in “eliminating all accidents.”
4. Safety ensures high quality and high productivity.

Basic Approach

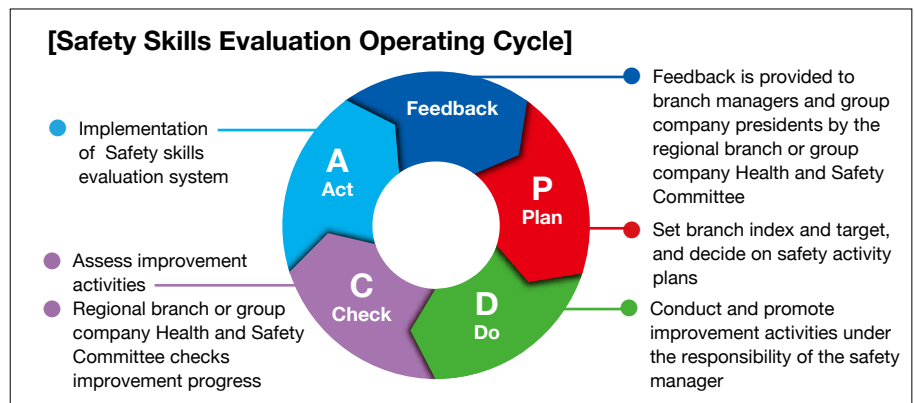
- ◎ The Senko Group deeply recognizes the social mission of the logistics business and promotes efforts that all employees understand correctly and that contributes to the improvement of safety by ensuring safety in business activities is the basis of our business.
- ◎ The top management will actively lead the field from the bottom to the top to unite and strive to secure safety and improve safety in business activities.
- ◎ The basis of safety is to be strongly conscious of each person working in the Senko Group to be healthy mentally and physically, to practice proper health management.

Priority Measures

1. We comply with relevant laws and regulations and fulfill our social responsibilities.
2. We thoroughly carry out risk assessment and reduce all safety risks.
3. We prevent health problems by enhancing health management system and promoting independent health.
4. We actively disclose information on safety and health activities.

Promotion of Safety Management System

We conduct "Safety Skills Evaluations" (internal audits) every year in accordance with legislation, and publish the progress of improvements as improvement ranking charts which are distributed to branch managers and presidents of group companies. We apply the specific results to management in each region, and run a PDCA cycle for resolving issues to ensure safety.



Achievement of Safety Goals (FY 2019)

As not all goals were achieved, we will formulate and implement new measures.

	FY 2019 goals	FY 2019 achievements
Vehicle accident frequency rate	0.33 or lower	0.57
Occupational accident frequency rate	1.36 or lower	1.56

<Priority measures>

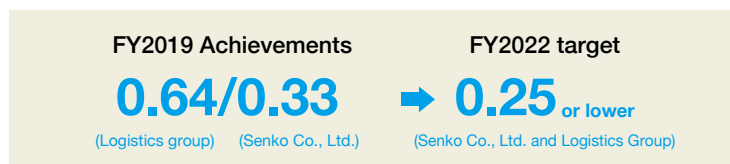
- Reduce vehicle accidents and occupational accidents involving young employees
- Develop and strengthen the management system to accommodate the aging of employees
- Create an environment where safety can be substantially improved and introduce leading-edge technology based on the verification of results
- Strengthen the links between safety management systems and prevent accidents and disasters

Medium-Term Safety Goals (FY 2018–FY 2022)

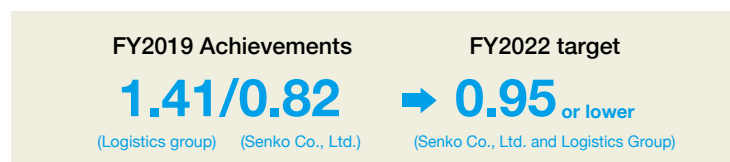
Based on our Five-Year Medium-Term Management Plan SIP21, we will promote Group-wide safety initiatives, including using the latest driver assistance technology and other measures.

vehicle accidents, occupational accidents
We aim to reduce by half vehicle and occupational accidents from the FY 2017 level.

● Vehicle accident frequency rate (on-road accidents)



● Occupational accident frequency rate (occupational accidents with at least four lost workdays)



* Figures for the Logistics Group do not include recently acquired companies.

CSR VOICE

Ensuring a better safety management system to prevent accidents and occupational hazards before they occur

Takami Ito

Senko Co., Ltd.
 Safety, Quality & Environment
 Management Department
 Health and Safety Group Manager



As series labor shortage plague the entire logistics industry, the Senko Group is committed to adhering to compliance in order to provide a safe, secure high-quality service. We have worked on developing various safety related management systems and a framework for linking those systems together, as a way of preventing accidents and occupational hazards as well as incidents involving quality.

We completed this framework in FY2017, and have started rolling out and utilizing this as a safety management improvement tool at each branch and group company.

With efforts underway to bring work style reform, we are focusing on introducing advanced technology revising operating methods with cross-docking and other means of transportation, and improving working times by deploying system-based IT roll calls, all as part of efforts of becoming a workplace and company that people are delighted to work at.

"Senko Group Craftsmanship Competition 2018"

The Craftsmanship Competition was canceled in FY2018 due to the impact of typhoons, however this year saw 45 group companies including overseas subsidiaries participating in the event held on September 15 and 16. Drivers, operators and office (telephone) staff who passed the qualifying rounds tested their skills and knowledge at Crefeel Koto.



Reverse parallel parking challenge



Forklift operating challenge

113 participants including **8 staff from overseas**
 Tested their superior **"Senko-style"** skills

District Training and Initiatives to Enhance Safety

We hold nationwide "District training" with the aim of preventing and eliminating situations that have high rates of accidents. In FY2019, we ran on-site practical training to enhance safety skills in the following areas.

Driver-related

Eliminating accidents when reversing



Area district training session (truck)

Operator-related

Eliminating accidents involving forklifts and people



Area district training session (reach forklift)

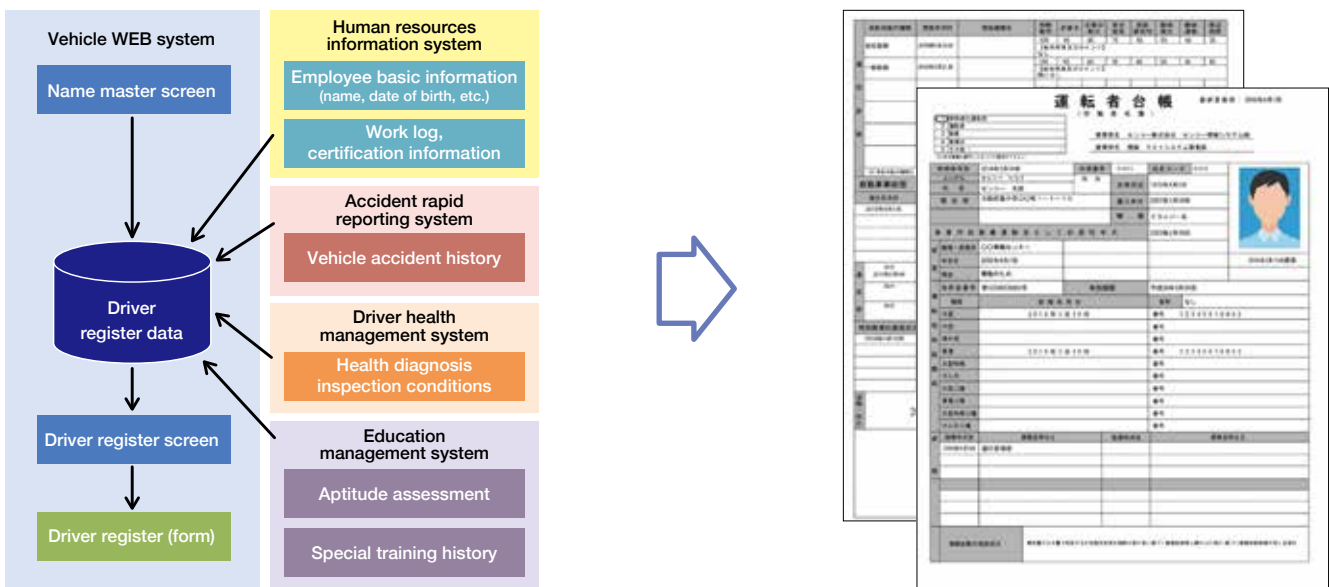
Trainers with the relevant skills hold practical skills training to suit the conditions at each specific site

Operation of Safety Management Systems

The Senko Group operates integrated safety management systems. Using management that associates vehicle driving information with driver, training and skills information ensures the following benefits.

- (1) Real-time updates of information and greater accuracy of legally required information
- (2) Allows supervisors to understand information more efficiently
- (3) Provides appropriate management of personal information by clarifying browsing access rights

[Safety system overview]

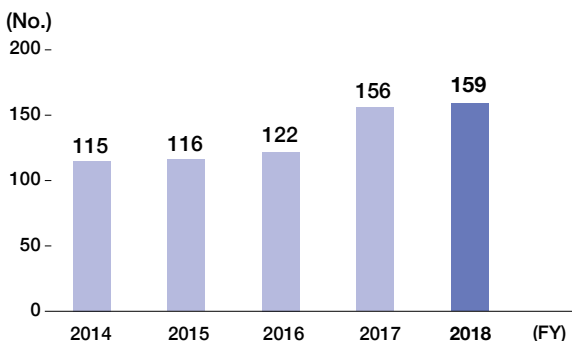


Acquiring "Safety Excellence Workplace" certification

"Safety Excellence Workplace" certification issued by the Japan Trucking Association is a system that recognizes individual workplaces with a high level of traffic safety.

The Senko Group is aiming to have all business sites certified as part of efforts of our safety initiatives.

[No. of G-Mark certification]



G-Mark issued by the Japan Trucking Association



In FY2019, **98%** of all Senko Group workplaces have acquired certification

Recognized for the second consecutive year as "Certified Health and Productivity Management Outstanding Organization (White 500)"

The Senko Group has been running "health management" for many years as a key management issue for promoting and improving the health of employees. We continue to run health promotion activities such as providing comprehensive health management and the "Healthy Activities" program.

For the second consecutive year, we were recognized for these initiatives on February 21, 2019 with the Certified Health & Productivity Management Outstanding Organizations Recognition Program 2019 (also called White 500) jointly run by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi that honor outstanding enterprises engaging in efforts to advance health and productivity management.



Aiming to be a company with a healthy and lively work style

■ Main initiatives for health management

Improving health through Healthy Activities

The Healthy Activities program began in 2007 to encourage every employee to set their own goals and make exercise a habit in their daily life, to promote general good health.

Each worksite also plans and holds their own sports events as a way of promoting the health of employees.



Tohoku Senko Transport Co., Ltd. • Softball tournament

Nurses helping to improve health

We have assigned 20 nurses (occupational health and general nurses, as of April 2019) to our main business sites in nine areas nationwide. They provide expert health guidance and mental and physical support based on the results of periodic employee health checkups and consultations.



Nurses in the Kansai area

[Senko Group Health Management Declaration]

The Senko Group hereby declares the following regarding the health of employees:

- ◎ Continuing to be "A corporate Group which nurtures people and supports their daily lives."
- ◎ Ensuring that every Group employee can work in a healthy and lively manner.
- ◎ Placing the utmost importance on making sure employees can live healthy and happy lives.

In line with these goals, the Senko Group is implementing initiatives for promoting the health of employees, in order to become a truly affluent global company as a "Corporate Group Creating Future Trends."

Yasuhisa Fukuda President and Representative Director Senko Group Holdings Co., Ltd.

Health management initiatives at group companies

Toyohashi Senko Transport Co., Ltd. and Harcob Co., Ltd. are two new companies certified in the SME Category of "Excellent Organization of Health & Productivity Management 2019." We also hope to continue supporting and expanding health promotion initiatives for employees at our group companies.

■ Company "Health management" initiatives

Companies certified in the SME Category of "Excellent Organization of Health & Productivity Management 2019"

Toyohashi Senko Transport Co., Ltd.

● Recreational activities, anything we can do now

We organized "Anything we can do now" to improve the health of all employees. In addition to following up with health checkups, we provide health-conscious recipes and hold recreational activities to encourage employees to be more aware of their own bodies.



Harcob Co., Ltd.

● Supporting health by issuing "Healthy News"

We all did the "Health Management Declaration," decided on a supervisor and started our activities. We are focusing on improving the health of body and mind with initiatives such as identifying problems, recommending health checkups, holding consultations, planning events at each worksite and distributing regular issues of "Healthy News."



Senko Business Support Co., Ltd.
● Soft volleyball tournament



Senko Fashion Logistics Co., Ltd.
● Yoga and BBQ



Senko Information System Co., Ltd.
● Former JR Fukuchiyama Line walking trail

CSR VOICE

"Safety" and "Health" are the two most important initiatives for our company



Koichi Furuya

Senko Group Holdings Co., Ltd.
Management Department
Health Management Division Manager

We consider employees who are healthy as bringing happiness to themselves as well as their family throughout the lives. A healthy body and mind also provides the motivation for working in a healthy and lively manner, and naturally leads to greater satisfaction for customers when it comes to work duties. To ensure that everyone remains healthy, we think it is important that each and every employee is aware of their health and gets into healthy habits. We have a motto: "start one thing good for your body, and stop one thing bad for your body." Our team of 20 nurses and employees involved in promoting health are focused on creating the right foundation so that all employees can maintain and improve the health of their body and mind, so that they are more healthy and lively.

Diversity

Enhancing training systems to create a worksite suited to anyone, where everyone can perform at their best

Driven by the motto "Moving Global," the Senko Group is harnessing its human resources free from the constraints of race, gender, religion or other beliefs, as we work to ensure that "diversity" is our strongest asset.

These efforts include initiatives like creating training systems for local staff in Thailand, and inviting technical interns from Vietnam. More than simply providing skills guidance to these interns, we are also providing training for host worksites so that people from both countries work seamlessly beyond their individual cultures or values. In this way we are providing a comprehensive education and training system so that overseas group companies are able to provide the same level of Senko quality as in Japan.

[Basic Approach]

- 1 We make sure all employees are able to play more active roles through mutual respect for diverse values, including nationality, culture or handicap, rather than gender alone.
- 2 We make it possible to choose a work style that accommodates where employees might find themselves from time to time, as well as changing values.



Intern training at Noda Senko Logi Service Co., Ltd.

Revising training systems at worksites in Japan and abroad to suit the hiring of more non-Japanese nationals and technical interns.

Creating a workplace that suits anyone, by respecting each other's cultures and accepting their differences, and improving mutual understanding.



Female staff of the local training team (in charge of safety) providing guidance to staff in Thailand

CSR VOICE

Continuing to contribute with activities for a more affluent society

Makoto Yamazaki

Senko Co., Ltd.
Executive Officer
Administrative Manager



At the Senko Group, we are involved in a diverse range of social contribution activities while coordinating with local communities with the aim of creating a sustainable society.

We are aiming to contribute to local communities through activities common to the entire group such as traffic safety classes for children and local cleanup activities. We are also playing an active role with volunteer activities like promoting sports and culture such as judo, golf and Go, hiring persons with disabilities, making females feel more assured at worksites by providing daycare centers, and providing overseas training.

I personally believe that such activities play a great role for creating a sustainable society and bolstering growth of our group.

Promoting Community and Social Contribution

Recognizing social contribution within the group and rewarding outstanding achievements

The Senko Group established the "Social Contribution Activities Commendation" program in FY2016 to provide rewards for outstanding initiatives. The "Social Contribution Promotion Committee" examines social contribution activities submitted by group companies, with Crefeel Koto receiving the grand prize in FY2017 for its innovative approach and long-term consistency.



Crefeel Koto, Traffic Safety Class for Children, Organizing Committee
"In recognition of its innovative approach and long-term consistency"

Awarded the grand prize for initiatives such as the holding the Traffic Safety Class for Children, contributing to the local community with the Children's Traffic Park, and organizing workplace tours.



Company representatives receiving the grand prize and outstanding performance award (May 2018 Awards Ceremony)



Traffic safety class for children

Supporting community and cultural activities by increasing the popularity of Go

We have held the "Go Festival" at the Senko Group's training facility "Crefeel Koto" in Higashiomi City, Shiga Prefecture since 2016, and sponsored the "Senko Cup Female Saikyo Title" women's Go tournament since 2016. We were also special sponsors of the "SENKO CUP World Go Women's Championship 2019" held in February 2019.



Participants of the SENKO CUP World Go Women's Championship 2019 (front row)

Creating the new special leave system, "Volunteer Leave"

Our vision is for employees to expand their horizons through social contribution activities, to lead to greater personal growth. To achieve this, we created the new special leave system "Volunteer Leave." By ensuring that the company provides a comprehensive system, we are encouraging employees to take part in social contribution activities as a way of assisting their self-improvement or enhancing their work-life balance.

This system is available to all Senko Co., Ltd. employees. A broad range of social contribution activities are currently being held, and we hope that even more employees participate in the future.

[Details of the Volunteer Leave system]

No. days granted	5 days annually
Applicable to	All employees
Applicable activities	No restrictions to applicable activities
Grant method	1. Granted consecutively or non-consecutively 2. Requires prior approval of supervising manager

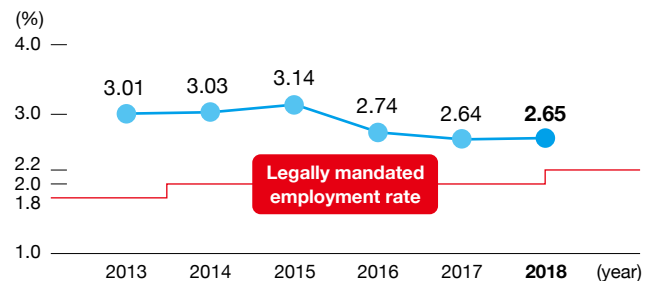
[Steps for acquiring leave]



Promoting hiring of persons with disabilities

The Senko Group is aiming to be viewed as a trustworthy company by contributing to the lifestyle of everyone in society, not just customers and employees. To achieve this, we opened Senko School Farm TOTTORI Co., Ltd. (special subsidiary company) and are committed to hiring persons with disabilities. We are implementing efforts to maintain a rate of employment higher than required by law, and focusing our efforts so that persons with disabilities can work in a healthy and lively manner at every workplace.

[Change in employment rate of persons with disabilities (data from June of every year)]



Social initiatives at worksites and group companies

Minami-Osaka Senko Transport Co., Ltd. Home Delivery Division, Sakai Sales Branch



A joint activity with Sakai City's "Elderly Watching Network" where drivers call for emergency aid if they notice unusual health conditions when making home deliveries to elderly people

Senko Group Holdings Co., Ltd. China Office



Providing assistance with tours of Japanese logistics facilities for students and teachers learning about logistics in China. Contributes to growth of work skills research in China for training personnel in charge of tomorrow's logistics

Working with Local Communities

Traffic safety classes around Japan

We have had countless participants in our ongoing "Traffic Safety Class for Children" held at Crefeel Koto, and have run the "School visit workshop" at worksites and elementary and junior high schools continuously since FY2014.

We are also developing programs to learn about the importance of traffic safety while having fun. School visit workshops teach children how to cross roads safely and give them the opportunity to ride in a truck and see what blind spots actually look like from the driver's perspective. These programs are entertaining for both children and their parents alike.

Held at **20** worksites,
attracting **1,701** participants



Traffic Safety Class for Children held by Senko Co., Ltd. Mie Branch and Mie Senko Logi.



Minami Kyushu Senko Co., Ltd.
Riding in a truck



Senko Co., Ltd.
Ibaraki Branch
Using crosswalks

Contributing to the community daycare centers

The Senko Group currently operates daycare centers at six locations.

These facilities are also available for children other than those of employees, and are popular amongst the community.



Senko Nakesha Kindergarten
(Senko Co., Ltd. Kazo PD Center)



Watching over children's' dreams, aspirations and futures

Actively participating in cleanup days and blood donation drives

We hold cleanup days as part of community contribution activities as a show of gratitude to the roads we use on a daily basis. A total of 18,859 employees took part in FY2019, significantly exceeding the number of the previous year. Many business sites canceled blood donation drives that were planned for this year due to the large number of disasters, however 972 people took part and donated their blood.



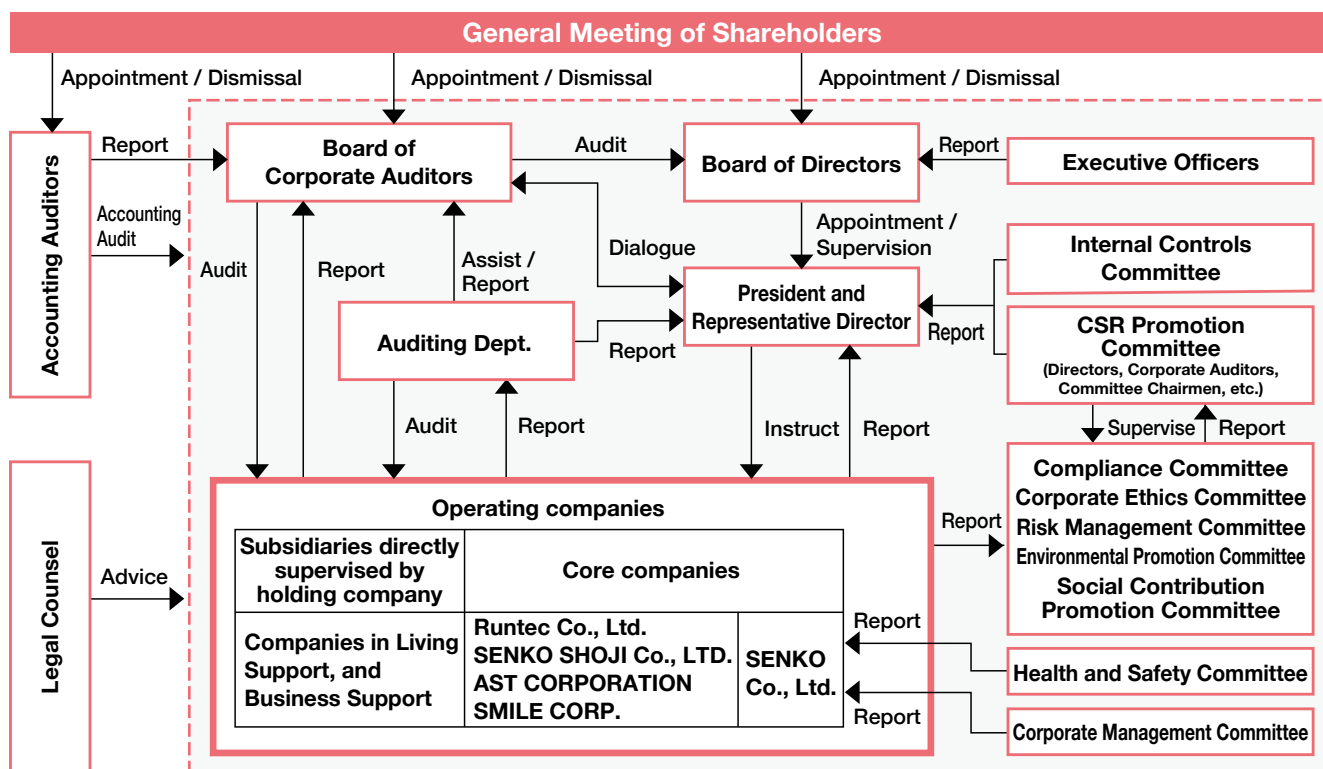
Cleanup day in the Osaka headquarters community



Blood donation drive jointly held by four companies:
Senko Fashion Logistics,
Tokyo Nohin Daiko, Across Transport and Senko A Line Amano

Corporate Governance Approach and System

As a logistics company involved in highly public work, the Senko Group believes that all corporate activities should thoroughly comply with laws as a way of fulfilling its corporate social responsibility and earning trust from society. To achieve this, more efforts are being made to hone the system that places corporate governance as one of the highest priority for management.



Compliance with the Corporate Governance Code

The Financial Services Agency and the Tokyo Stock Exchange, Inc. released the "Japan's Corporate Governance Code" that entered into force in June 2015, incorporating the fundamental principles for corporate governance. We have disclosed all the elements of the Corporate Governance Code on the Company's website to clarify our position on working to enhance corporate governance based on this code.

See the website below for details.



- Report on Corporate Governance
- Initiatives for the Corporate Governance Code principles

<http://www.senkogrouphd.co.jp/ir/governance/>

Compliance-Based Management

Compliance-based management, which complies with laws and regulations and engages in ethical business activities, is the base for a company to fulfill its social responsibility and earn the trust of stakeholders.

The Senko Group has established, based on a thorough understanding of the Group's social obligations, the Senko Standards of Business Conduct which prescribes all items that executives and employees must observe for every aspect of their jobs.

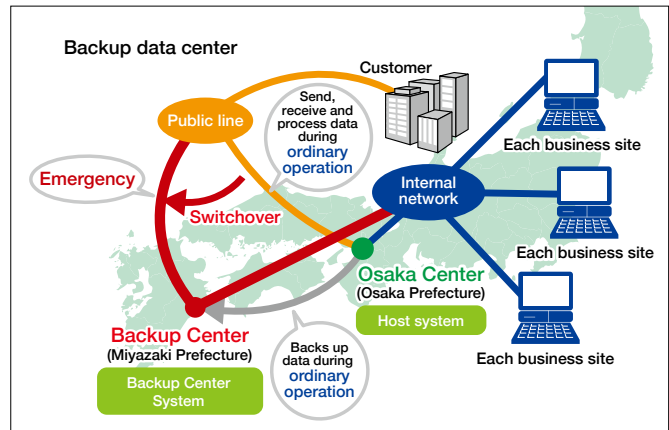
Enhancing the Risk Management System

We have developed a system for responding to possible risks associated with business, with preparations in case of emergency situations prioritizing human life, reducing physical damage, restoring business operations quickly, maintaining the trust of society, and contributing to the local community.

Establishing Business Continuity Plans (BCPs)

Every Group location has established a business continuity plan (BCP) in order to swiftly recover logistics in the event of a disaster. In an emergency, support and recovery activities will be carried out promptly under the direction of the head office and the manager of the department taking countermeasures on the ground using the BCP.

When data centers are affected by a disaster, a backup data center will restore systems within 30 minutes, even if the server shuts down to ensure that logistics systems can be maintained.



Tsunami Evacuation Training

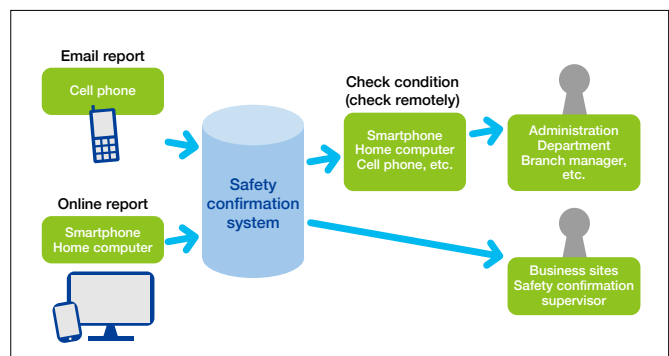
Branches along the Tokai coast held several tsunami evacuation training days in preparation of an expected Nankai trough megathrust earthquake. Training will continue being organized to ensure quick evacuations in the event of a disaster.



Tsunami evacuation training being held

Development of safety confirmation system and report training

We have developed our own system so if disaster strikes, employees can use their smartphones or other devices to report on their own safety, to allow us to quickly check how the disaster may have affected employees. We also hold mock training for all group employees twice a year to ensure that they can all quickly report on their status in the event of an actual disaster.



Safety confirmation overview

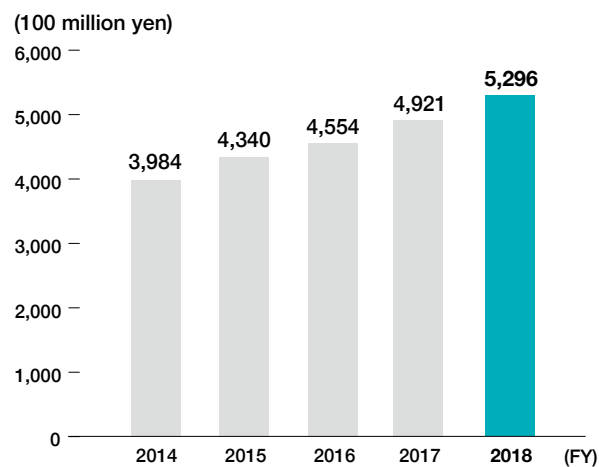
Delivery of emergency supplies

Emergency supplies (including food, water, blankets and gas cartridges) are distributed to five business sites around Japan, and we use our own delivery network so that these supplies can be transported to any affected regions within a day of a disaster striking. Food supplies that are close to expiring are donated to livelihood support organizations as part of social welfare activities.

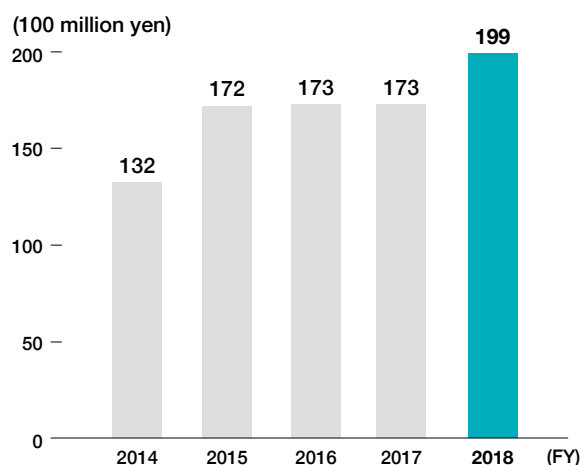
Corporate Data Current as of March 31, 2018 (Group Total)

Trade Name	Senko Group Holdings Co., Ltd. (SENKO Group Holdings Co., Ltd.)
Capital	26,528 million yen
Established	September 1916
Incorporated	July 1946
Head Office	Shiomi SIF Bldg., 2-8-10 Shiomi, Koto-ku, Tokyo 135-0052
Representative	Yasuhisa Fukuda, President and Representative Director
Business Sites	541 in Japan; 57 overseas
Group Employees	17,081
Vehicles	6,412 (including trailers)
Vessels	68
Total Warehouse Space	3,66 million m ²

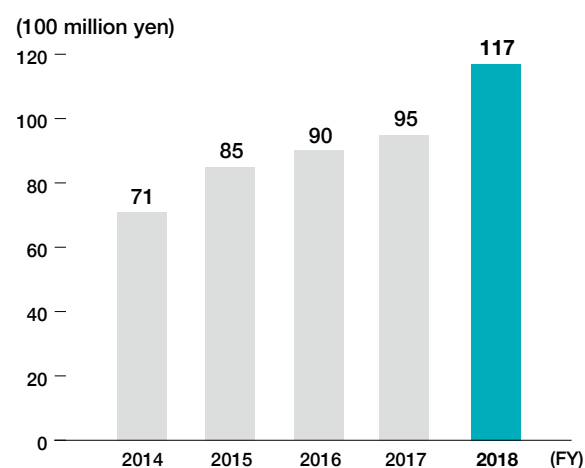
Consolidated operating revenue



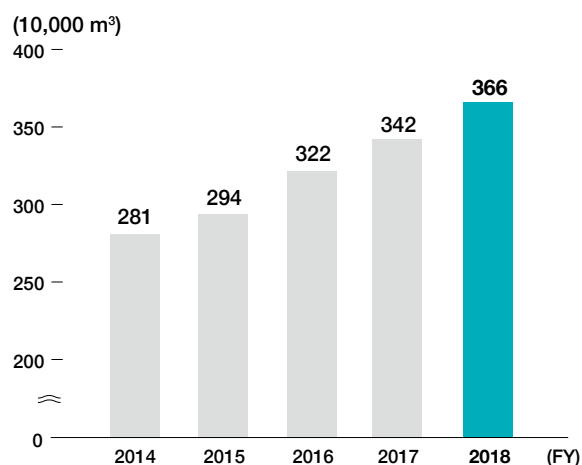
Consolidated ordinary profit



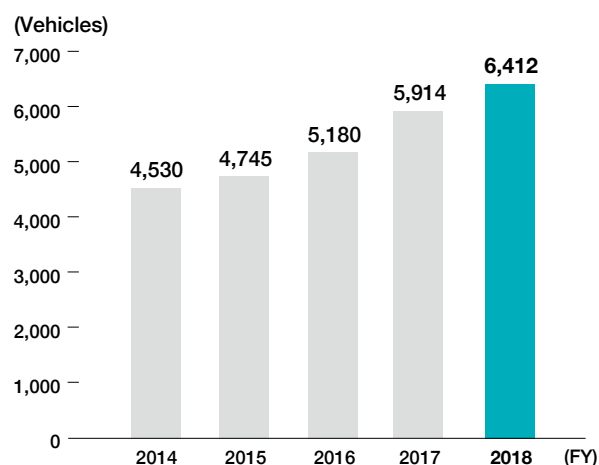
Consolidated net income



Total logistics center floor area



Vehicles (including trailers)



Business sites in Japan (572 sites)

Current as of Sunday, March 31, 2019

Main logistics centers that began operations during FY2019



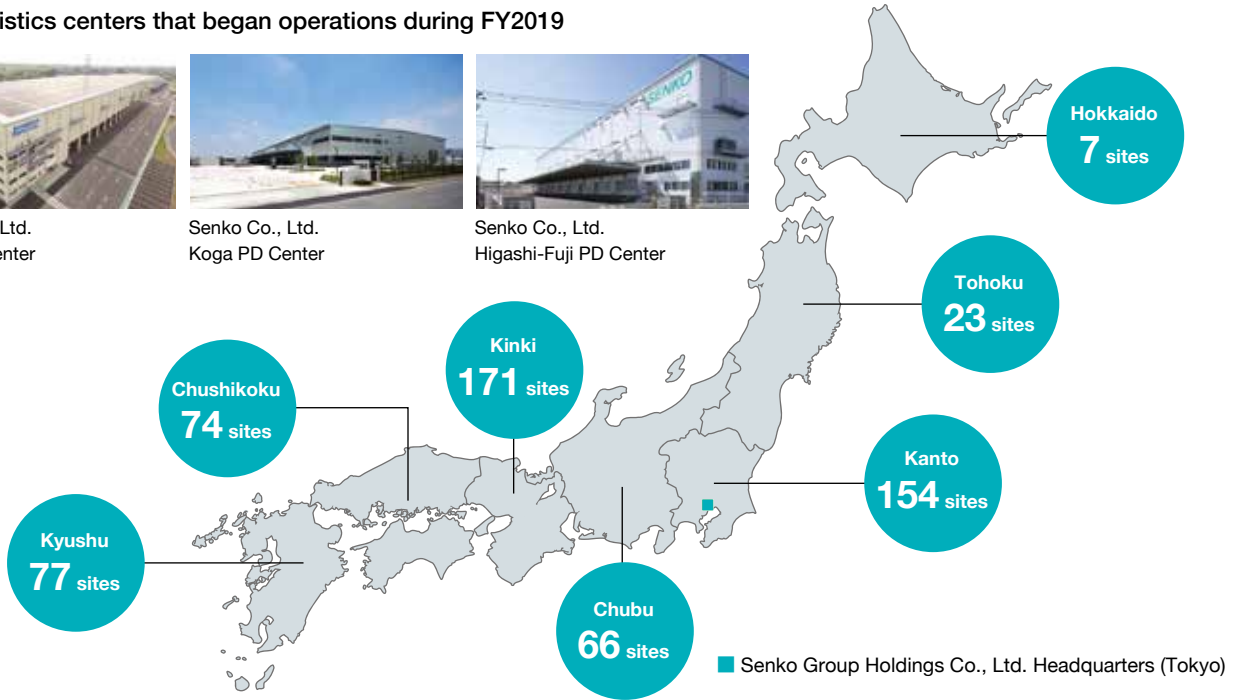
Senko Co., Ltd.
Kazo PD Center



Senko Co., Ltd.
Koga PD Center



Senko Co., Ltd.
Higashi-Fuji PD Center



Business sites overseas (59 sites)

Current as of Sunday, March 31, 2019

Main logistics centers that began operations during FY2019



Qingpu Logistics Center (Shanghai)



Beijing Logistics Center (Beijing)



Senko Group Holdings Co., Ltd.

Contact

Public Relations Office

Tower West 14F, Umeda Sky Bldg.

1-1-30 Oyodonaka, Kita-ku, Osaka 531-6114

Tel:06-6440-5156 Fax:06-6440-5148

URL:<http://www.senkogrouphd.co.jp/en>



Easier to read and understand
with the use of universal design font.