

# Environment

## CO<sub>2</sub> Emissions of the NRS GROUP

(unit: t- CO<sub>2</sub>)

	FY 2021	FY 2022	FY 2023
Scopes 1+2	–	17,615	15,838

## CO<sub>2</sub> emissions of the Group companies in Japan

(unit: t- CO<sub>2</sub>)

	FY 2021	FY 2022	FY 2023
Scopes 1+2	15,954	15,264	14,075
Scope 1	9,867	9,812	9,417
Scope 2	6,087	5,452	4,658

Emissions from NRS AIR LOGISTICS is aggregated from FY 2022.

From April to September 2022, we use the emission coefficient by electric utility company for FY 2021.

## Industrial waste emissions

(unit: t)

	2020	2021	2022
Total emissions	937	1,017	826
Amount of general industrial waste	865	914	694
Amount of industrial waste requiring special control	72	103	131

The calculation covers Group companies in Japan.

Calculation period is from April to March.

### ISO 14001 Certification List

Head Office	Yokohama Logistics Center	Shunan ConTech
Chiba Logistics Center	Kawasaki ConTech	Takaishi Chemport
Chiba Logistics Center Sodegaura Warehouse	Kobe ConTech	

### Green Management

Chiba Office	Kitakyushu Office
Osaka Office	Niigata Office
Kawasaki Office	Nagoya Office
Kobe Office	Gunma Logistics Center
Gunma Office	Osaka Logistics Center



# Society

## Number of employees in the NRS GROUP (including overseas employees and non-regular employees) (unit: persons)

	FY 2021	FY 2022	FY 2023
Number of employees in the NRS GROUP	1,064	1,104	1,153

## Data related to human resources

	FY 2021	FY 2022	FY 2023
Number of employees (persons)	742	766	828
Male	593	604	653
Female	149	162	175
Average age (years old)	42	41	41
Average years of employment (years)	14	13	13
Number of new graduates hired (persons)	23	25	36
Male	13	17	16
Female	10	8	20
Number of mid-career hires (persons)	21	25	22
Male	14	20	18
Female	7	5	4
Number of employees leaving the company*1 (persons)	21	24	31
Ratio of female managers (%)	7.2	8.4	8.7
Number of foreign employees (persons)	15	19	19
Ratio of employees with disabilities*2 (%)	1.86	1.94	2.07
Average number of paid leaves taken*3 (days)	8.1	9	10
Ratio of childcare leaves taken (%)	25	38	46
Male	0	17	22
Female	100	100	100
Ratio of employees who returned to work after taking a childcare leave (%)	100	100	100

The data covers NRS, NRS BUTSURYU, and Takaishi Chemical.

This does not include overseas and domestic nonregular employees

\*1 Excluding retirees

\*2 Covers NRS only

\*3 Calculation period is from April to March.

## Social contribution activity expenditures (including matching donations)

	FY 2022	FY 2023
Social contribution activity expenditures	4,746,000yen	4,159,370yen

The data cover NRS, NRS BUTSURYU, and Takaishi Chemical.

## Occupational accident index - Frequency rate

	FY 2021	FY 2022	FY 2023
Occupational accident index - Frequency rate	1.22	1.69	0.55

The data covers NRS, NRS BUTSURYU, and Takaishi Chemical.

**Average frequency rate in 2022** (from the Survey of Occupational Accident Trends, Ministry of Health, Labour and Welfare)

Transportation and postal services: 4.06, Average for all industries: 2.06

## Percentage of employees who acquired the hazardous materials engineer Class B-4 (including Class A)

	FY 2022	FY 2023
NRS	87%	87%
NRS BUTSURYU	100%	100%



### ISO 9001 Certification List

Head Office	Chubu Logistics Center	Kawasaki Office
Chiba Logistics Center	Chubu Logistics Center Tokai Warehouse	Osaka Office
Chiba Logistics Center Sodegaura Warehouse	Kyushu Logistics Center	Takaishi Chemport
Yokohama Logistics Center	Kawasaki ConTech	Nagoya Chemport
Osaka Logistics Center	Kobe ConTech	Tokyo Chemical Center Kawasaki Terminal
Gunma Logistics Center	Shunan ConTech	Tokyo Chemical Center Nagoya Terminal

## Governance

### Management structure

(unit: persons)

	FY 2021	FY 2022	FY 2023
Directors	9	8	8
(of which women)	(1)	(1)	(1)
(of which outside director)	(1)	(1)	(1)
Auditor	2	2	2

The data covers NRS.

### Number of whistle-blowing cases

(unit: number of cases)

	FY 2021	FY 2022	FY 2023
Number of whistle-blowing cases	4	5	13

