

Environment

CO₂ Emissions of the NRS GROUP

(unit: t- CO₂)

	FY 2023	FY 2024	FY 2025
Scope1+2	16,320	16,548	16,877

CO₂ emissions of the Group companies in Japan

(unit: t- CO₂)

	FY 2023	FY 2024	FY 2025
Scope1+2	14,562	14,725	14,909
Scope1	9,417	9,851	10,170
Scope2	5,145	4,874	4,739

For emissions conversion between Apr~Spt 2025, we use the emission factors for each electric utility for calculating GHG emissions in FY 2024.

CO₂ emissions of Group companies excluding Japan

(unit: t- CO₂)

	FY 2023	FY 2024	FY 2025
Scope1+2	1,758	1,823	1,968
Scope1	1,163	1,287	1,118
Scope2	595	535	849

NRS GROUP Energy Consumption

(unit: As described respectively)

	FY 2023	FY 2024	FY 2025
Total energy consumption (GJ)	268,202	270,169	279,860
Electricity (1,000kWh)	12,554	12,159	12,985
Subtotal for in-house solar power generation	815	909	937
Subtotal of non-fossil certificates	230	1,601	2,260
Steam (1,000t)	1.8	1.2	1.0
Volatile oil (kl)	66	57	52
Heavy oil (kl)	158	161	179
Kerosene (kl)	17	9	13
Diesel oil (kl)	3,802	4,010	4,069
LPG (t)	29	22	23
City gas (1,000m ³)	21	23	25



Water consumption of NRS GROUP

(unit: 1,000m³)

	FY 2023	FY 2024	FY 2025
Tap water	48	53	55
Industrial water	61	53	54

Industrial waste amount (domestic group)

(unit: t)

	2022	2023	2024
Total emissions	826	772	656
Subtotal of recycled amount			612
General industrial waste amount	694	689	588
Hazardous waste generated	131	83	68

This is the amount of specially controlled industrial waste as defined by the Waste Management and Public Cleansing Act.

The calculation covers Group companies in Japan
Calculation period is from April to March

Number of environmental legal law violation

	FY 2023	FY 2024	FY 2025
	0	0	0

ISO 14001 Certification List

FY 2025		
Head Office	Kawasaki ConTech	Gunma Logistics Center
Chiba Logistics Center	Kobe ConTech	Chubu Logistics Center
Chiba Logistics Center Sodegaura Warehouse	Toke Distribution Center	Chubu Logistics Center Tokai Warehouse
Osaka Logistics Center	Shunan ConTech	Kyushu Logistics Center
Yokohama Logistics Center	Takaishi Chemport	

Green Management

FY 2025	
Chiba Office	Kitakyushu Office
Osaka Office	Niigata Office
Kawasaki Office	Nagoya Office
Kobe Office	Gunma Office



Society

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

	FY 2023	FY 2024	FY 2025
Number of employees in the NRS GROUP	1,153	1,165	1,175

Data related to human resources

	FY 2023	FY 2024	FY 2025
Number of employees (persons)	828	838	853
Male	653	639	643
Female	175	199	210
Average age (years old)	41	41	41
Average years of employment (years)	13	13	13
Number of new graduates hired (persons)	36	36	35
Male	16	20	19
Female	20	16	16
Number of mid-career hires (persons)	22	17	14
Male	18	8	10
Female	4	9	4
Number of employees leaving the company*1 (persons)	31	39	40
Ratio of female managers (%)	8.7	8.6	9.3
Number of female managers	14	15	17
Number of foreign employees (persons)	19	21	24
Ratio of employees with disabilities*2 (%)	2.07	2.04	1.28
Average number of paid leaves taken*3 (days)	10	10	11
Ratio of childcare leaves taken (%)	46	62	65
Male	22	38	50
Female	100	100	100
Ratio of employees who returned to work after taking a childcare leave (%)	100	100	100
Gender Wage Gap (%)			78

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 2023	FY 2024	FY 2025
Social contribution activity expenditures	4,159,370yen	10,066,000yen	726,000yen

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

Occupational accident index - Frequency rate

	FY 2023	FY 2024	FY 2025
Occupational accident index - Frequency rate	0.55	0.00	4.36

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

Average frequency rate in 2024 (from the Survey of Occupational Accident Trends, Ministry of Health, Labour and Welfare)
Transportation and postal services: 3.55, Average for all industries: 2.10

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

	FY 2023	FY 2024	FY 2025
NRS	87%	85%	84%
NRS BUTSURYU	100%	100%	100%

ISO 9001 Certification List

FY 2025		
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 Cente	Shunan ConTech	Tokyo Chemical Center Nagoya Terminal
Toke Distribution Center		



Governance

Management structure

(unit: persons)

	FY 2023	FY 2024	FY 2025
Directors	8	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 2023	FY 2024	FY 2025
Number of whistle-blowing cases	13	8	6

