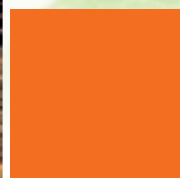




Mitsubishi Logistics
Environmental and Social Report

2015



Editorial Policy

The Mitsubishi Logistics Group (the “Group”) has issued this Environmental and Social Report each year since fiscal 2007 to fulfill its accountability about the effects of its business activities on society and the environment.

To disclose the goals, details and achievements of its CSR activities from the perspectives of the Group’s CSR management, this Report describes precisely and in an easy-to-understand manner the promotion of CSR as well as each of the seven core subjects described in the “Guidance on Social Responsibility” (JIS Z 26000, ISO 26000). This Guidance is a global standard for CSR established by the Japanese Industrial Standards (JIS) and the International Organization for Standardization (ISO).

Boundary of the Report and Reporting Period

Boundary of the Report:	The Report covers Mitsubishi Logistics Corporation (“the Company”) and its group companies.
Reporting Period:	This Report covers our business activities for the period from April 1, 2014 to March 31, 2015. To ensure comprehensive disclosure, however, certain relevant information regarding events that occurred prior to and/or after this period have been included.

Publication Date

February 2016

Reference Guidelines

- JIS Z 26000: 2012 (Guidance on Social Responsibility)
ISO 26000: 2010 (Guidance on Social Responsibility)
- Ministry of the Environment: Environmental Reporting Guidelines (Fiscal Year 2007 Version)
- Global Reporting Initiative (GRI): Sustainability Reporting Guidelines 2006

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▶ You may view some of the relevant data presented in this Report on Mitsubishi Logistics’ Web site in “Extended version.”

http://www.mitsubishi-logistics.co.jp/english/csr/pdf/extended_version.pdf

HOME>CITIZENSHIP>Environmental and Social Report>Extended version

Mitsubishi Logistics Group focuses on activities and engages in sincere and fair to the realization of an affluent and



Akio Matsui
President

Introduction

Mitsubishi Logistics continues to uphold its corporate philosophy, which states, “Engage in sincere and fair business activities to secure appropriate profits and promote steady growth, appropriately compensating our stakeholders while contributing to the realization of an affluent and sustainable society.” To realize this corporate philosophy, the Group has stipulated the Code of Conduct.

Our Group companies work in cooperation to carry out our logistics business both in Japan and around the world, organically and comprehensively managing each business area through our information network, starting with our core warehousing business, and including overland transportation, port and harbor operations, and international transportation. Our real estate business focuses on leased buildings constructed on company-owned property. Of especial note, the involvement of our logistics operations in every industry countrywide provides a key function in the economic foundation of Japan as a highly public social infrastructure not only in peacetime but also in case of natural disasters or other emergencies. We continue to make the utmost effort to support the daily lives of people everywhere and the business activities of our customers at every level of product procurement, production and sales.

Final Year of the Management Plan (2013–2015)

The current fiscal year is the final year of the Management Plan (2013–2015), which started in April 2013. Overseas, the U.S. economy continued to recover and a moderate recovery was seen in Europe. The economies in Asia including China saw moderate expansion, although the rate of growth slowed. The Japanese economy is expected to recover gradually given the effects of the economic strategies called Abenomics and other government policies. In these circumstances, this plan is designed to move forward

global environment-friendly business activities, contributing sustainable society.

with measures already under way, without changing the fundamental concept of pursuing the growth potential in overseas businesses while ensuring profitability in the domestic businesses.

The management plan has defined the ideal image of the Mitsubishi Logistics Group to be pursued as follows.

1. To be a reliable logistics service provider that can quickly cope with diversifying customer needs and market changes in Japan and overseas;
2. To be an enterprise with proven reliability that provides safe and comfortable space and trustworthy services to support people's jobs and lives;
3. To support customers' value creation from a customer-based standpoint to realize true customer satisfaction; and
4. To be an enterprise, which practices CSR management that contributes to society, in which every employee has a strong sense of mission and the ability to manage any crisis.

Initiatives for CSR management

With the establishment of our Code of Conduct in 1997, we have clearly demonstrated our stance and approach toward further enhancing our level of adherence to relevant laws and regulations, disclosing appropriate corporate information, addressing and resolving global environmental issues, and providing safe, quality and socially useful services. In addition, the Company approved and declared in May 2014 its support for the UN Global Compact, which is a set of universally accepted CSR-related principles. The Company considers complying with internationally

accepted norms in the areas of human rights, labor, the environment and anti-corruption as fulfilling its social responsibility in its business activities and leading to an affluent and sustainable society. To firmly instill this stance throughout the entire Group, we have clarified that we aim to be an enterprise that practices CSR management in the management plan as described previously and have incorporated such initiatives in specific measures.

Our logistics and real estate business activities are deeply connected to society. To earn recognition for the value of our existence as a member of society and continue to grow in the future, the Group needs to steadily implement the goals set forth in the plan. In particular, taking into account the increased demand for reducing natural disaster risk stemming from the global increase in natural disasters, we are promoting the construction of Disaster-Resistant and Eco-Friendly Warehouses equipped with reinforced disaster-prevention functions and enhanced global environmental measures, as well as Disaster-Resistant and Eco-Friendly Office Buildings that have similar functions. As part of this initiative, the Nihonbashi Dia Building (of which the lower floors are used as the Company's Head Office and trunk rooms) was completed in September 2014. We also intend to continue initiatives for global environmental measures from the perspective of biodiversity.

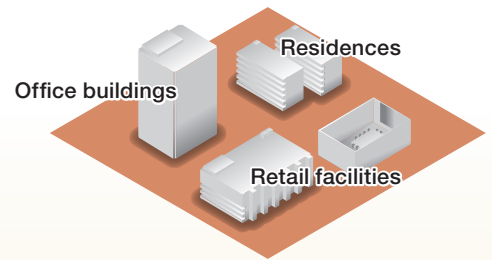
Conclusion

As the Mitsubishi Logistics Group continues to place top priority on sincerity and fairness, supporting customers' value creation with a focus on global environment-friendly activities while fulfilling our responsibilities to society with stable growth, we ask for your continued understanding and support.

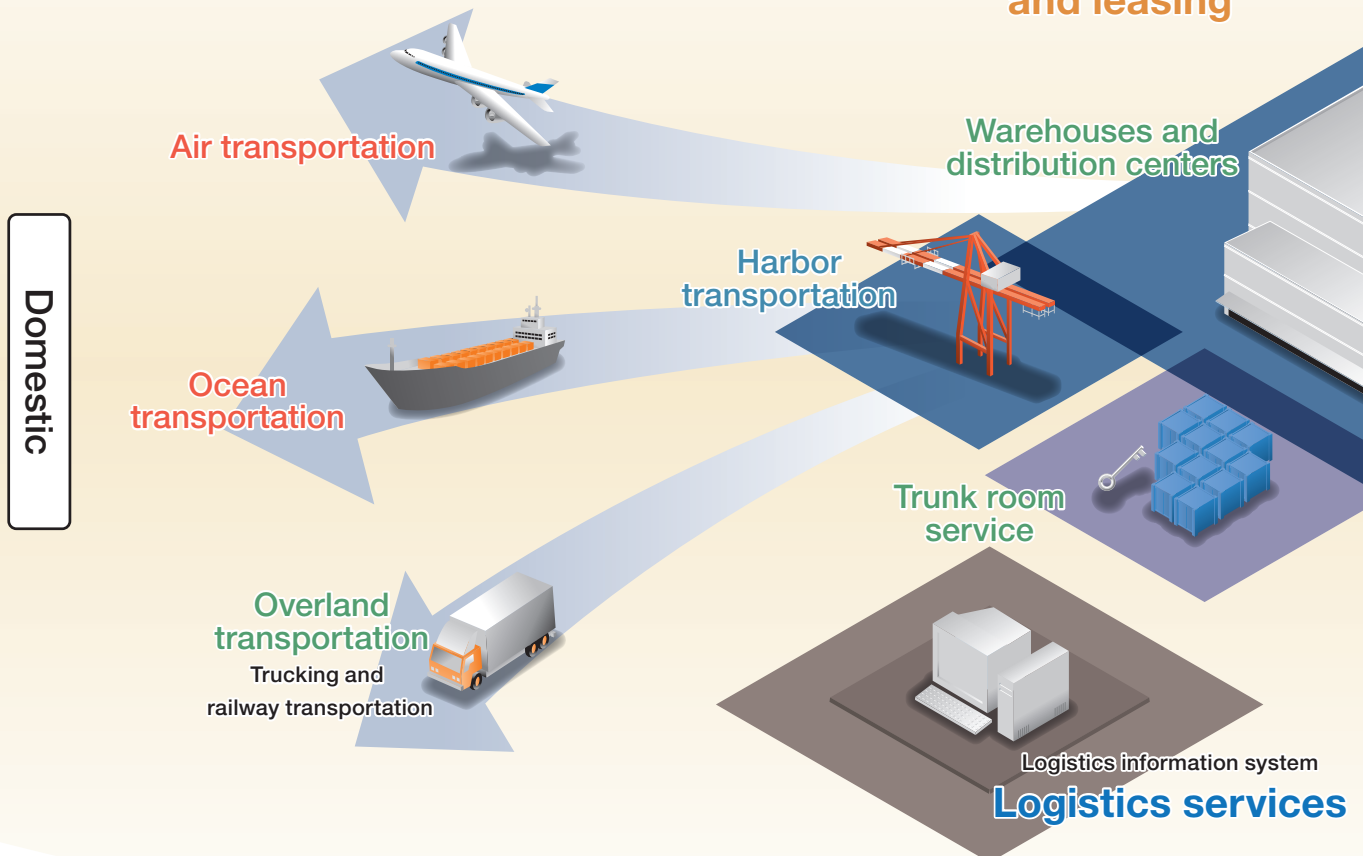


Introduction of Businesses

The Mitsubishi Logistics Group provides high-quality services to support people's affluent lives and corporate activities through the Logistics segment businesses centering on the warehousing and distribution business and the Real Estate segment businesses centering on the leasing of buildings.



Real estate development and leasing



Warehousing and Distribution Business

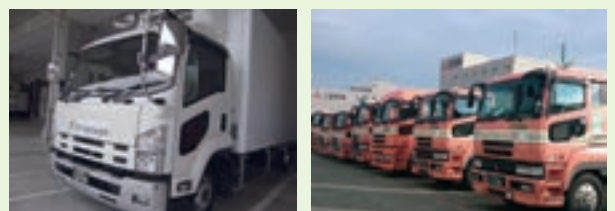
We are able to meet a broad range of customized logistics needs through the full integration of warehouses and distribution centers, which are located at major ports and key inland transportation areas nationwide; our transportation and delivery networks; and the logistics information systems that organically link them. In this business, fixed temperature storage and refrigerated warehouses for pharmaceuticals and fresh and processed foods are sufficiently offered in addition to ordinary warehouses for room temperature storage to ensure the provision of safe and efficient storage/distribution processing/delivery services using our original information technology and the latest facilities.

Meanwhile, we strive to reduce the environmental impact by promoting green management. Furthermore, we are active in the construction of advanced facilities that aim to coordinate with local communities under the concept of Disaster-Resistant and Eco-Friendly Warehouse equipped with a solar power generation system and emergency power generators. One such model warehouse is Misato Warehouse No. 2, which was completed in March 2013.



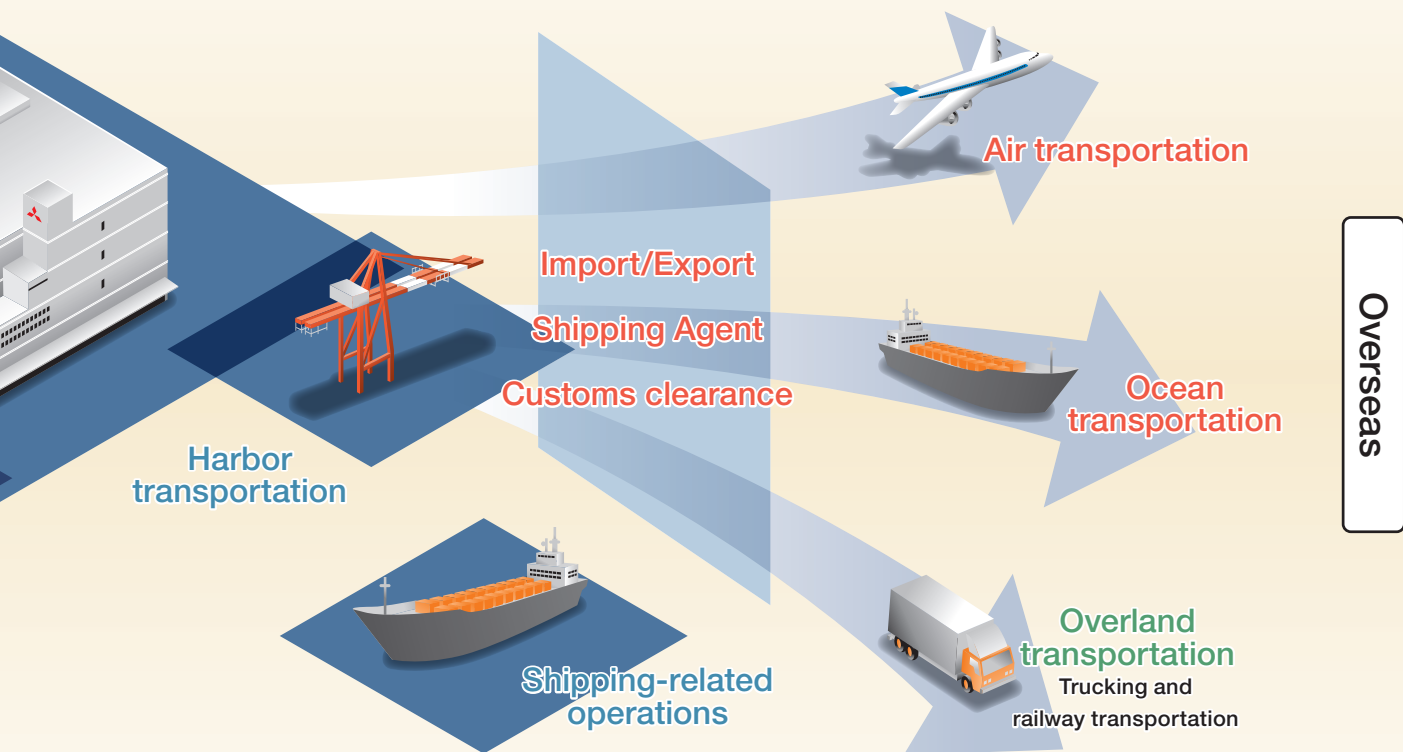
Overland Transportation Business

In Japan, we extend and reinforce the optimal distribution system for each customer through a tactical combination of our national, trunk-line transit network, which is supported by Ryoso Transportation within the Group and excellent local counterparts, and independent collection and delivery services linking local areas. We have expanded our transportation service for small-quantity, joint delivery needs especially for foods and pharmaceuticals. In addition, we offer cargo feature-specific, diversified transportation/delivery services including ocean freight container transportation for import and export cargo and the transportation of heavy goods such as plant facilities. Moreover, we endeavor to realize eco-friendly, safe and secure transportation services by drawing on our information technology and promoting green management. Furthermore, with the cooperation with DP Network Co., Ltd., a subsidiary that specializes in the delivery of pharmaceuticals established in November 2011, we strive to realize the further sophistication of transportation quality.



Real Estate Business

We are involved in the real estate business in all six major cities of Japan—Tokyo, Yokohama, Nagoya, Osaka, Kobe and Fukuoka. In addition to the redevelopment of properties based on the optimum application of each property's features and the leasing of approximately 50 real estate facilities (offices, retail facilities and residences), totaling almost 900,000 m² of total floor space, we are involved in the leasing of condominiums. We are also active in developing Disaster-Resistant and Eco-Friendly Office Buildings, which will help our customers enhance their business continuity and reduce their environmental burden.



Harbor Transportation Business

We provide secure high-quality logistics services including container terminal operations for integrated containerized shipments at all major Japanese ports, namely Tokyo, Yokohama, Nagoya, Osaka, Kobe and Hakata, to meet every kind of customer need. We also offer a wide range of other marine shipping related services such as importing/exporting of vessels, ship registration, and agency operations for special ships such as oil-drilling rigs.



International Transportation Business

In response to increasingly diversifying customers' logistics needs, we propose optimum transportation routes door-to-door worldwide tailored to every customer's request by taking advantage of our global network and a variety of transportation means such as vessels, aircraft, railway and trucks. Meanwhile, our overseas operating bases provide comprehensive logistics services such as cargo transportation, customs clearance and storage of goods, as well as logistics related support services such as consulting on legal systems and procedures in the respective areas for customers who plan to launch into foreign markets. Furthermore, we intend to not be limited to transport operations but to further promote worldwide our logistics know-how, which the Company has accumulated over its history of more than 120 years.



Promotion of CSR

The Mitsubishi Logistics Group utilizes the “Guidance on social responsibility,” complies with the “seven principles of social responsibility” (see the chart on the right) in the practice of its social responsibility and strengthens various activities categorized under the seven core subjects of social responsibility (see the chart on the right). The Mitsubishi Logistics Group streamlines an integrated mechanism (with components such as philosophy, principles, policies, systems, dialogue and confirmation) to ensure that a socially responsible corporate culture exists within the Group and is conducted through the practice of CSR-based activities.



Manifestation of The Three Principles of Mitsubishi’s Business Management Philosophy and the Code of Conduct, etc.

Mission, Vision, Sense of Values, Principles and the Code of Conduct

● The Three Principles of Mitsubishi’s Business Management Philosophy (“Sankoryo”)

The Mitsubishi *Sankoryo* is a managerial creed articulated by the fourth president of the Mitsubishi organization, Koyata Iwasaki. The spirit and values of this Sankoryo remain alive and current today as a basic philosophy of an internally and externally open group being shared by the constituent Mitsubishi Group companies that are independent from each other.

The Three Principles of Mitsubishi’s Business Management Philosophy

“Shoki Hoko”

Corporate Responsibility to Society

Strive to enrich society, both materially and spiritually, while contributing toward the preservation of the global environment.

“Shoji Komei”

Integrity and Fairness

Maintain principles of transparency and openness, conducting business with integrity and fairness.

“Ritsugyo Boeki”

Global Understanding through Business

Expand business, based on an all-encompassing global perspective.

● Code of Conduct

We have established the following Code of Conduct to realize our corporate philosophy (see page 2: Top Message) based on the spirit of the Three Principles of Mitsubishi’s Business Management Philosophy.

Code of Conduct

We engage in business activities to secure appropriate profits and promote steady growth, appropriately compensating our employees and stockholders while contributing to the realization of an affluent and sustainable society.

1. We shall comply with laws, ordinances and rules that enable us to honestly and fairly carry out business activities without deviating from social norms.
2. We shall appropriately disclose corporate information in a timely manner to enhance broad communications with society.
3. We shall continue to have no contact or relations with any antisocial forces that might pose a threat to the public order and safety of civil society.
4. We recognize the importance of environmental issues and shall actively cooperate with diverse activities for environmental preservation.
5. We shall provide people with safe, high-quality and socially valuable services, and endeavor to conduct social contribution projects as a “good corporate citizen” while taking into account coordination with local communities and international society.

(Established on December 16, 1997, and revised on August 29, 2005) Each subsidiary shall establish its own Code of Conduct in compliance with this Code of Conduct.

► Seven Principles of Social Responsibility



(Source: Edited by the Company based on the "Guidance on Social Responsibility (JIS Z 26000)")

► Seven Core Subjects of Social Responsibility and Their Expressions in the Group



(Source: Prepared with partial modification by the Company based on the "Guidance on Social Responsibility (JIS Z 26000)" chart)

● Environmental Policy

The Mitsubishi Logistics Group has formulated the Environmental Policy to clearly present its Group-wide stance on consideration of the global environment based on our Code of Conduct.

Environmental Policy

The Mitsubishi Logistics Group recognizes the importance of environmental issues, promoting activities for environmental preservation through corporate activities that are friendly to the environment while contributing to the realization of a sustainable society.

1. We comply with laws and regulations relating to the environment.
2. We endeavor for the training and enlightenment to raise the awareness of executives and employees about the environment and positively commit ourselves to environmental preservation activities with the recognition that involvement in environmental issues is indispensable to our corporate activities.
3. We strive to restrict our environmental impact by efficiently utilizing the resources and energy that are essential to our business activities, implementing eco-friendly logistics equipment and facilities, purchasing eco-friendly goods and promoting the reduction of waste volume and recycling.
4. We regularly verify our initiatives regarding environmental issues to continually improve our involvement.
5. We make the Environmental Policy known to all parties affiliated with the Group and disclose it publicly. (Established on December 29, 2006)

● Environmental Voluntary Plan

We have formulated the MLC (Mitsubishi Logistics Corporation)-Group Environmental Voluntary Plan as "concrete guidelines" regarding the Environmental Policy to review and implement specific measures in view of "measures to cope with future tightening of regulations" and "maintaining and ensuring the competitive edge of our businesses."

The Company promotes Group-wide environmental measures including appropriate responses to laws and regulations based on this plan.

● Our Declaration of Quality

Our Group has formulated "Our Declaration of Quality" to be an enterprise that grows by gaining the trust of stakeholders including customers in accordance with the Code of Conduct.

Our Declaration of Quality

Mitsubishi Logistics Corporation works hard to ensure that our corporate activities help to create an affluent and sustainable society. Providing services that are safe, high quality and of benefit to society is one of the most important pillars supporting our corporate activities. It is with this in mind that we strive continuously for quality improvement.

1. We always think from the customer's standpoint and listen to the customer with sincerity, working to provide quality services that will win the trust and satisfaction of all our customers.
2. We abide by the relevant laws and regulations, and by conducting periodic inspections and implementing improvement efforts daily in the areas of safety and quality, our Group-wide quest is to achieve constant quality improvement.
3. We value communication and endeavor to provide an energetic work environment in which each member of the Company can be motivated by sincerity and pride to strive for quality improvement. (Established on September 1, 2008)

Management plan (2013–2015) (Basic Policy)

Mitsubishi Logistics Group has formulated the following four items of Basic Policy to reinforce foundations for its growth potential and profitability. The Group intends to increase its corporate value and achieve future growth by executing each of these diverse measures in accordance with the Basic Policy.

Basic Policy

1. Expand logistics business activities in response to globalization.
2. Reinforce and expand the foundations of real estate business activities.
3. Improve the quality of Group services.
4. Strengthen crisis management including countermeasures against natural disasters and thoroughly implement global environmental measures.

The outline of the management plan is as follows:

1. Ideal image

The management plan has defined the ideal image of the Group to be pursued as a corporate group in compliance with the four-item Basic Policy. (☞ see page 3: Top Message).

2. Plan period

FY2013–FY2015 (covering three years)

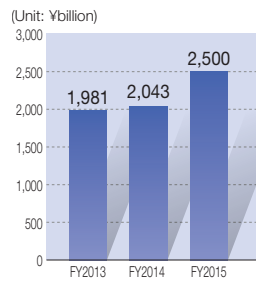
3. Performance targets

Figures of consolidated business results

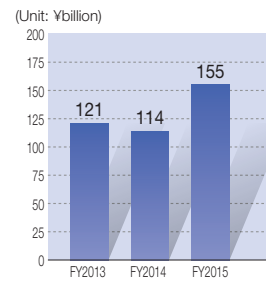
	Revenue	Operating income	Ordinary income	Net income
Actual results for FY2013	1,981	121	141	85
Actual results for FY2014	2,043	114	144	91
Targets for FY2015	2,500	155	165	102

(Unit: ¥billion)

Consolidated revenue



Consolidated operating income

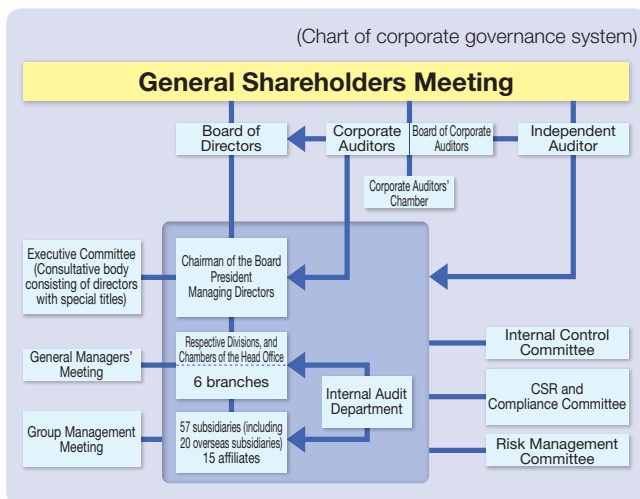


4. Investment plan

During the plan period, the Group plans to make investments totaling ¥60.0 billion (¥22.0 billion in logistics, ¥33.5 billion in real estate and ¥4.5 billion in disaster countermeasures and global environmental measures).

In-house Decision Making

Corporate governance system



Responses to Stakeholders' Expectations

Stakeholders recognized by the Mitsubishi Logistics Group



Promotion of CSR for every employee

CSR & Compliance Handbook

The Group prepared the Mitsubishi Logistics Group CSR & Compliance Handbook (63 pages in A5 format) to nurture the awareness of each employee on CSR and compliance. The handbook was distributed to all executives and employees within the Group in January 2012 for their daily reference.

We position the handbook as a starting point to help them address small questions and significant issues in their routine business operations.



CSR & Compliance Handbook


CSR and Compliance Awareness Survey

The Company and domestic Group companies provide Web-based surveys on awareness based on the Mitsubishi Logistics Group CSR & Compliance Handbook and the Environmental and Social Report to disseminate the understanding of CSR and compliance. The surveys aim to increase employees' awareness by providing occasions in which every employee thinks of familiar issues and finds the answers.

Training on CSR and Compliance

As measures to address the status of compliance with the Code of Conduct and any issues noted in the internal audit results, we endeavor to establish good working environments by disseminating and entrenching our corporate philosophy and the Code of Conduct and promoting CSR.

As for compliance, we hold training sessions concerning compliance with the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors with an emphasis on the methods for managing and handling relevant documents, and the obligations and prohibitions of the main subcontracting enterprise.

 Actual performance data on the CSR and compliance awareness survey and the training on CSR and compliance can be viewed on Mitsubishi Logistics' Web site in "Extended version."

HOME>CITIZENSHIP>Environmental and Social Report>Extended version

Emphasis on communication

Timely and appropriate news releases

As the Group emphasizes the principles of social responsibility such as accountability and transparency in organizational decision making, news releases on business activities are disclosed at the appropriate time and in the appropriate manner.



You may view the news releases on the actual performance data on Mitsubishi Logistics' Web site in "Extended version."

HOME>CITIZENSHIP>Environmental and Social Report>Extended version

Information disclosure

Our IR information site is open on the Company's Web site. We strive to transmit information by providing "Management planning and policy," "Stock information," "IR calendar," "Financial data" and "IR information" (Flash report, Annual report and Results briefing).

For the convenience of foreign shareholders and investors, English-version sites are also available to disclose significant information thereto.

Dialogue between shareholders/investors, analysts and top management

Easy-to-understand shareholders' meetings

When we hold a shareholders' meeting, we strive to provide easy-to-understand information for the convenience of attending shareholders by using video business reports with narration.

Results briefing

Company holds results briefings twice a year (May and November) for investors and analysts. In addition to the explanation of the settled accounting results, the top management of the Company explains management policies and the progress of management plans, conducts Q&A and transmits a variety of management information. We are active in encouraging dialogue with market players not only through transmission of the information desired by investors and analysts but also by integrating the feedback of useful views therefrom in our actual business judgment.



アナリスト説明会



You may view the materials for the results briefing on Mitsubishi Logistics' Web site in the IR Information page.

HOME>INVESTOR RELATIONS>IR Information>Presentation

Internal reporting system

To ensure early detection of actions that violate legal ordinances or corporate regulations, as well as actions that are in danger of violating such rules, the Mitsubishi Logistics Group has established a corporate ethics help line (Contact: CSR-Compliance Team, General Affairs Division) as an internal whistleblowing and consultation mechanism to reinforce compliance management.

To raise the degree of recognition and encourage use of the system, at the time of the "Check of the Compliance of the Code of Conduct" in November 2014 we checked whether all executives and regular employees of the Group were familiar with our internal reporting system and whether they intended to use the system. Consequently, it was confirmed that almost all the respondents expressed an affirmative opinion, suggesting widespread recognition of the system.

Confirmation of major CSR activities

The Group is committed to CSR activities so that socially responsible behavior will be disseminated among employees as a voluntary corporate culture.

► Checklist for the confirmation of major CSR activities

Core subjects	Tasks	Objectives/Goals	
Organizational Governance	Promoting the realization of our corporate philosophy and strategies Review of goals, standards, etc.	Reinforce CSR and compliance	
Respect for Human Rights	Improvement of the awareness of human rights	Respect human rights	
Appropriate Working Environment	Rewarding and friendly working conditions	Demonstrate every employee's personality and competence, undertake necessary security procedures, and support the coexistence of employees' working life and home life	
	Ensuring the security of workers	Ensure the security of workers	
	Human resources development and training	Develop competent human resources who meet the requirements of global human resources and who can manage global operations	
Environmental Conservation	Reduction of CO ₂ emissions as a measure for reducing climate change	Further reinforce environmental countermeasures	
	Use of renewable resources	Preserve resources by reducing the environmental impact	
	Contribution to the recovery of the eco-system	Global environmental measures from biodiversity perspectives	
Fulfillment of Sincere and Fair Business Activities	Prohibition of unfair advantage in competition and promotion of fair and open competition	Reinforce CSR and compliance Upgrade information security management	
Provision of Safe, Quality and Useful Services	Provision of socially and environmentally beneficial high-quality services	Improve service quality	
	Promotion of disaster measures to maintain service functions	Maintain infrastructure in case of disasters	
Coordination with Local Communities and International Society	Contribution to the community's cultural activities	Contribute to cultures in local communities	
	Contribution through donations, etc.	Support to victims of disasters	

We summarize hereunder the setting of “Objectives/Goals,” the planning of “Activity process” and the confirmation of “Achievements/Results” with regard to major CSR activities that are categorized under the Seven Core Subjects in accordance with the “Guidance on Social Responsibility” guidelines.

Activity process (Plan)	Achievements/Results	Division/Chamber/ Branch and/or Group companies in charge
<ul style="list-style-type: none"> Disseminate the corporate philosophy and the management plan. Deliberate how to promote CSR at the CSR and Compliance Committee. 	<ul style="list-style-type: none"> Briefing meetings on our Management Plan held at each branch by Managing Director in charge of personnel and planning. Worksite meeting held every month (dissemination of our corporate philosophy and our Management Plan). Mar. 2015: Held the CSR and Compliance Committee meeting (for CSR promotion). 	General Affairs Division Personnel Division Planning & Business Coordination Division Other Divisions, Chambers and Branches
<ul style="list-style-type: none"> Strive to disseminate the awareness of respect for human rights among all employees by establishing a dedicated promotion system. Conduct education on human rights. 	<ul style="list-style-type: none"> FY2014 Human Rights Enlightenment Training held with 39 participants. Delivered lectures on human rights upon request from the Industrial Federation for Human Rights, Tokyo. 	Personnel Division
<ul style="list-style-type: none"> Streamline the personnel system in the pursuit of creating worksites where employees can demonstrate their personality and competence. Execute industrial safety and health-related measures to maintain and enhance employees' health. Promote a work-life balance to support the sound development of the next-generation children. 	<ul style="list-style-type: none"> Self-declaration once a year and interviews for appraisal conducted three times a year. Conducted “Health Promotion” seminars and annual health checkups. Beneficiaries of the child-care leave system: 8; beneficiaries of the care leave system: 27. 	Personnel Division
<ul style="list-style-type: none"> Work on industrial safety and health-related activities among operating bases in an aim to prevent occupational disasters. Promote the prevention of occupational disasters and conduct periodic disaster prevention drills and meetings in the Port and Harbor Operations Business. 	<ul style="list-style-type: none"> Monthly convening of Industrial Safety and Health Committee. Number of serious occupational accidents in the Port and Harbor Operation Business: zero. 	Personnel Division Harbor Transportation Business Division Branches
<ul style="list-style-type: none"> Endeavor to develop human resources that can contribute not only to corporate growth but also to social development. 	<ul style="list-style-type: none"> FY2014 onsite logistic capability training with 91 participants. Training for young staff at subsidiaries and affiliates held with 15 participants. Training for employees engaging in the real estate business for the first time held with 8 participants. 	Personnel Division
<ul style="list-style-type: none"> Promote the construction of Disaster-Resistant and Eco-Friendly Office Buildings, which focus on ensuring business continuity in case of a disaster and considerations for the global environment. Enhance the shift of existing lighting devices to LED lighting by utilizing governmental subsidy funds. 	<ul style="list-style-type: none"> Sept. 2014: The Nihonbashi Dia Building (Disaster-Resistant and Eco-Friendly Office Building) completed. FY2014: The Nihonbashi Dia Building and the Kobe Harborland commercial facility complex umie MOSAIC received the Good Lighting Award 2014. FY2014: The existing lighting devices (more than 2,800 units in total) at our warehouses was changed to LED lighting. 	Technical Division Real Estate Division Branches
<ul style="list-style-type: none"> We promote the implementation of large-scale solar power generation facilities in existing facilities in line with the government's policy of enhancing the use of renewable energy. Expand the use of “i-MiEV,” Mitsubishi Motors' electric vehicles. Promote the reduction of waste. 	<ul style="list-style-type: none"> FY2014: Solar power generation facilities with total energy output of 1,560 kW started operation at the Tosu Warehouse (in June), the Rokko Cold Storage Warehouse (in October) and the Sendai Warehouse (in December). FY2014: Five “i-MiEV” electric vehicles introduced. Feb. 2015: The Eitai Dia Building was certified as a “Top Level Facility” under the Tokyo Metropolitan Environmental Security Ordinance. 	Technical Division Branches Nagoya Branch
<ul style="list-style-type: none"> Conduct reforestation through volunteer activities and donations as a partner of reforestation of Kanagawa Prefecture. 	<ul style="list-style-type: none"> Reforestation activities called off due to bad weather. 	General Affairs Division Tokyo Branch Yokohama Branch
<ul style="list-style-type: none"> Hold training sessions for the compliance of the Act against Delay in Payment of Subcontract Proceeds, etc., and the prevention of insider trading. Distribute information security questionnaires to disseminate the awareness of security. 	<ul style="list-style-type: none"> FY2014: Compliance with the Act against Delay in Payment of Subcontract Proceeds, etc.; Number of participants: 1,826 (Web-based check). FY2014: Prevention of Insider Trading Course; Number of participants: 40. Number of respondents to the FY2014 Information Securities Questionnaire: 2,679. 	General Affairs Division Information Systems Division
<ul style="list-style-type: none"> Take specific initiatives for quality improvement at each of the operating sites, subsidiaries and affiliates. Reestablish our information systems for warehousing and distribution center operations to improve the quality of logistics. 	<ul style="list-style-type: none"> Regular quality improvement conference held. Quality education at monthly safety conferences and information exchanges at regular conferences with customers conducted. Mar. 2014: A new warehousing and distribution center operations system (G-MIWS) implemented at the Aomi Office, Tokyo Branch. 	Planning & Business Coordination Division Warehousing and Distribution Business Division Tokyo Branch
<ul style="list-style-type: none"> Perform joint drills for earthquake countermeasure. Deepen people's understanding of the logistics of relief supplies in case of large-scale disasters. Pursue additional designations of our facilities as relief supplies and materials facilities, which is a concept primarily advocated by the Ministry of Land, Infrastructure, Transport and Tourism. 	<ul style="list-style-type: none"> Mar. 2015: Head Office and the Tokyo Branch jointly performed an earthquake countermeasures drill (with approximately 50 participants). Participated in FY2014 disaster logistics training, which was sponsored by the Ministry of Land, Infrastructure, Transport and Tourism. Two of our facilities were additionally designated as relief supply and material facilities, bringing the total to 11. 	General Affairs Division Kobe Branch Warehousing and Distribution Business Division Nagoya Branch
<ul style="list-style-type: none"> Hold supporting events for reconstruction from the Great East Japan Earthquake. 	<ul style="list-style-type: none"> Aug. 2014: Held the “Tohoku Marché” and the “Charity Ennichi (Street Fair).” Nov. 2014: Conducted the “Yokohama F-Marinos Charity Auction.” 	Real Estate Division Yokohama Dia Building Management Corporation
<ul style="list-style-type: none"> Raise and provide relief funds for disasters that happen in Japan and overseas. 		General Affairs Division Other Divisions, Chambers and Branches Group companies

Organizational Governance

To ensure socially responsible positive decision making, it is necessary to establish organizational processes to optimally utilize the Group's philosophy, strategies and standards.

As for organizational governance, the Group recognizes and strengthens such issues as "Promoting the realization of our corporate philosophy and strategies," "Entrenchment of the compliance of standards, etc.," "Confirmation of the processes of implementation for action plans" and "Review of goals and standards, etc."



Promoting the realization of our corporate philosophy and strategies

Disseminating the corporate philosophy and the management plan (Basic Strategy)

The Group has expressed the goal of "contributing to the realization of an affluent and sustainable society" in its corporate philosophy (see page 2: Top Message) to make its intent of strengthening social responsibility known to every party concerned within the Group.

To facilitate this goal, the Company formulated in its management plan the following Basic Strategy and Detailed Strategy (excerpt) and endeavors to disseminate it at worksite meetings and other occasions.

Basic Strategy and Detailed Strategy (Excerpt)

1. Reinforce risk management centering on natural disaster countermeasures.
2. Strengthen global environmental measures.
3. Create a corporate culture in which all executives and employees are eager to behave positively by thinking independently.
4. Promote personnel development fostering expertise and global perspectives.
5. Strengthen initiatives to revitalize organizations by drawing on diversified human resources.
6. Improve the quality of services.
7. Reinforce in-house education and the check system in the pursuit of thorough compliance.

In executing the Basic Strategy and the Detailed Strategy above, the Group complies with the seven principles of social responsibility under the Guidance on Social Responsibility. The Group companies have stipulated the Code of Conduct in line with the seven principles, and their employees strive to self-check and confirm their behavior by using the CSR & Compliance Handbook.

Review of goals, standards, etc.

Deliberating at the CSR and Compliance Committee (meetings held in March)

To promote CSR activities in the Group, the CSR and Compliance Committee was established in September 2006.

In fiscal 2014, the committee met in March and deliberated on the reports and revisions regarding CSR activities in accordance with the Guidance on Social Responsibility, which is used as the basis for the Environmental and Social Report, as well as on the improvement of compliance based on the self-check of the status of complying with the Code of Conduct.



Worksite meeting (Minamihonmoku)



Worksite meeting (Fukuoka Branch)

Entrenchment of the compliance of standards, etc.

Disseminating the awareness of compliance

The Group endeavors to disseminate the awareness of compliance based on corporate ethics in every employee through the employee's self-check on the status of complying with the Code of Conduct, which was formulated as the social norms for employees in executing their duties, as well as by thoroughly promoting training on compliance.

The self-check on the status of compliance previously targeted the Company and domestic Group companies. Effective from fiscal 2013, the scope of the self-check has been extended to cover overseas Group companies using English texts.



▶ Actual performance data on the compliance situation of the Code of Conduct may be viewed on Mitsubishi Logistics' Web site in "Extended version."

HOME> CITIZENSHIP>Environmental and Social Report>Extended version

Business processes are confirmed via internal audit

The internal audit of the Company is performed mainly by the Audit Division in accordance with the internal audit regulations and the internal audit plan. The audit operation is supported by branch auditors and audit assistants positioned at Head Office and respective branches. The purpose of the internal audit is to precisely grasp the status of corporate affairs and the financial position so as to be of help for management's prevention of fraud, errors and faults, and rationalization such as improvement of business operations and raising operating efficiency. The Audit Division reports the results of audits regarding the Company and subsidiaries to the management team. The General Affairs Division supports the follow-up checks on any issues noted in the audit results, if any, and reports the results to the management team.

The Audit Division keeps close contact with the corporate auditors and provides them with internal audit information to cooperate with the corporate auditors' audits.



Worksite meeting (Tokyo Branch)

Confirmation of the implementation of action plans

Confirming the appropriateness of operations via internal control

The Board of Directors of the Company resolved the "Basic Policy on the Improvement of an Internal Control System" to ensure the appropriate execution of duties by executives and regular employees and the appropriateness of corporate affairs.

Furthermore, the Company improves the systems necessary for ensuring the appropriateness of financial reporting and prepares and submits the Internal Control Report regarding the evaluation of the effectiveness of internal control relating to financial reporting in accordance with the Financial Instruments and Exchange Law.

Confirming the process for bonded operations, etc., under the Authorized Warehouse Operators' Program

The Authorized Warehouse Operators' Program is a system for certifying managers of bonded warehouses and bonded factories as authorized warehouse operators after they meet set conditions concerning compliance and other regulations, in accordance with the Authorized Economic Operator (AEO) guidelines of the World Customs Organization (WCO). These authorizations ensure preferential treatment such as implementation of simplified procedures requiring only notification to build bonded warehouses, exemptions from permit fees, etc. Mitsubishi Logistics received approval as an authorized warehouse operator from the Director-General of Tokyo Customs in April 2008. We will further enhance compliance activities in customs-related processes and all other import/export services in our sincere attempt to provide highly reliable and dependable logistics services for our customers.

Meanwhile, Monryo Transport Corporation and Keihin Naigai Forwarding Co., Ltd., both of which are Group companies, acquired certification as Authorized Customs Brokers as of September 25, 2012, and June 9, 2014, respectively. An Authorized Customs Broker is a customs clearance operator subject to various preferential privileges, which is authorized by the customs office to arrange for security management and compliance regarding cargo. Both companies intend to improve customer services by leveraging their qualification for preferential declaration. We will work to compatibly ensure higher security and more trade facilitation in the field of international logistics.



Worksite meeting (Osaka Branch)

Respect for Human Rights

Respecting human rights is the basis for complying with laws and regulations and fulfilling social responsibility. Regarding the respect for human rights, the Group recognizes and addresses such issues as “Improvement of employees’ awareness of human rights.”



Improvement of the awareness of human rights

▶ **Striving to disseminate the awareness of respect for human rights with every employee by establishing a dedicated promotion system**

The Company is committed to enlightening of human rights issues among employees with the aim of creating a “positive worksite atmosphere in which every employee’s human rights are respected and personal competence and personality can be fully demonstrated.”

Specifically, every year the Company offers a human rights enlightenment course of 1–2 hours in the stratified training curriculum under the established human rights training promotion system.

In fiscal 2014, a total of 39 employees participated in the training, which targeted new employees and newly appointed managerial staff.

At the training sessions, participating employees not only received lectures but also exchanged views on diverse concrete examples to deepen their understanding.

The Company endeavors to raise the awareness of human rights by inviting slogans on human rights enlightenment even to loaned or dispatched staffers. In parallel with this approach, we have established a harassment-dedicated counseling contact that takes initiatives to prevent or resolve various worksite harassment cases.



▶ Actual performance data on human rights training can be viewed on Mitsubishi Logistics’ Web site in “Extended version.”

HOME>CITIZENSHIP>Environmental and Social Report>Extended version

Slogan on human rights (Employees’ section)

Precious are all lives being born,
No difference where in the world it is.

Slogan on human rights (Family section)

Whoever it is, Everyone is different, and it’s
natural that way.

VOICE

Reflection on the Human Rights Training

Minami Sawada
Rokko Cold Storage Office, Kobe Branch



At the training, we learned mainly about “What are human rights?” and other issues such as “Discrimination on the basis of race and disability,” “Gender discrimination issues” and “Power harassment.” Based on an actual lawsuit as an example, and concerning some cases that are considered discrimination that could happen in our daily lives, we, the participants, exchanged views and together considered how to create a safe environment where we can focus on work without such sensitive problems, as well as how to ensure diversity and prevent harassment.

The training helped us realize that we all are trapped by our own subconscious prejudices and illusions and the issues related to discrimination and human rights affect us daily. To create a society that is good socially, environmentally and from the perspective of human rights, I keenly feel the importance of each of us having such recognition, being aware of the various situations of people other than ourselves, respecting each other and valuing human connections.

Appropriate Working Environment

An appropriate working environment serves to stabilize employees' living standards, is the source of meaning in employees' lives and is indispensable for safety and health, productivity growth, human resource development and so forth. Regarding the appropriate working environment, the Group recognizes and addresses such issues as "Respect of labor-management relations," "Employment and the importance of the employment relationship," "Rewarding and friendly working conditions," "Ensuring the security of workers" and "Human resource development and training."



Respect for labor-management relations

Having close communications with the labor union

The collective labor agreement entered into between the Company and the Mitsubishi Logistics Union stipulates the responsibility of the Company and that of the union as follows on the stance of labor-management cooperation.

1. (Company's Responsibility)

The Company shall proactively strive to maintain and improve the working conditions and promote the welfare of employees to improve the status of employees and ensure stable livelihoods.

2. (Union's Responsibility)

The labor union shall strive to maintain public order at the worksite and promote the working capabilities of its affiliated employees, as well as fully cooperate with the Company for the growth of the Company's business based on democratic foundations.

Labor-management consultations and negotiations are handled at the Management Conference, which is attended by representatives of both parties.

There are two types of Management Conference: the Central Management Conference, which is held between Head Office and the union's headquarters, and the Operating Site Management Conference, which is held between each branch and each lodge. Each conference meets once per month.



Central Management Conference (Head Office)

Employment and the importance of the employment relationship

Endeavoring to ensure human resources systematically and stably while respecting equal employment opportunities and diversity

In recruiting employees, our basic policy is to respect equal employment opportunities and diversity.

In our recruiting activity, we have introduced an openentry system without making any distinction as regards the school of graduation or faculty that takes into account the fair employment of applicants from a long-term perspective to systematically and stably ensure human resources.

We offer a wide range of opportunities to both new and professional or experienced applicants by making the most of the Company's Web site and various kinds of PR media.

▶ Status of employees (as of the end of March 2015)

Item	In fiscal 2014
Number of regular employees (consolidated)	4,452
Number of temporary employees (consolidated)	2,367

*Group companies have no statistical data regarding employees' average age and years of service.

Number of regular employees (non-consolidated)	845 (564 men and 281 women)
Average age (non-consolidated)	40.1 years
Average years of service (non-consolidated)	17.2 years
Number of temporary employees (non-consolidated)	682

Rewarding and friendly working conditions

Strive to improve the environment in which both employees and the Company can raise mutual values

The basic philosophy of the Company's personnel policy is to assist its employees to grow and improve their worklife balance and to assert that both employees and the Company can raise mutual values through the sustainable growth of the Company.

To realize this philosophy, the Company endeavors to improve worksite environments so that employees can demonstrate their individuality and competence to the utmost with improved motivation and better workplace environments, through a variety of personnel and educational systems.

Streamline the personnel system in the pursuit of creating worksites where employees can demonstrate their individuality and competence

The Company strives to improve worksite environments in which every employee can fully demonstrate his/her individuality and competence.

Self-declaration system

According to the self-declaration system, the Company's employees declare their satisfaction rating with their current duties and career plan among others, once a year. The declaration includes the desired conditions of their next workplace, etc., so that the Company may pay attention not only to employees' business duties but also to every employee's life plan. The content of the declaration is actually used for personnel transfers and the career development program.

Evaluation and treatment of employees

The Company treats employees in accordance with fair, transparent and well-received appraisal systems. Direct interviews between managers and subordinates, which are held three times a year (at the time of target setting, midyear retrospection and year-end retrospection) are especially emphasized. The evaluation results are used for an appropriate division of labor within the business unit and advice on career planning.

Execute industrial safety and health-related measures to enhance employees' good health

To effectively fulfill its obligation of safety, which is required of every corporation, the Company proactively takes initiatives to maintain and promote employees' health.

Regular medical checkup

A medical checkup is conducted once a year that focuses on tests for lifestyle-related diseases. Although long working hours have become a social problem in recent years, the Company has implemented a framework to minimize the health risks of employees due to a heavy workload through enhanced interview guidance from industrial physicians to those with long working hours.

Health promotion

Health promotion seminars are held for the purpose of maintaining good health and improving the lifestyle of employees. At these seminars, in addition to lectures (on mental health and eating habit guidance) given by experts, simple aerobics dance programs are offered to encourage employees to engage in light physical exercise.

Involvement in mental health activities focusing on "prevention and recurrence prevention"

The Company considers it important to support every employee in having a purposeful life by ensuring systematic and constant care for his/her mental health.

To promote mental health care in accordance with the "Guidelines for maintenance and promotion of mental health for workers" of the Ministry of Health, Labor and Welfare, the Company has taken a variety of initiatives such as reinforcement of in-house education and training, cultivation of dedicated staff in charge at operating sites, execution of stress checks and improvement of networks via collaborations with external professional organs.

Promoting the work-life balance to support the sound development of the next-generation children

Pursuant to the implementation of the Act on Advancement of Measures to Support Raising Next-Generation Children, the Company formulated the “Ordinary Business Owner Action Plan” and implemented the “Child-care leave system,” the “Shorttime regular employee system,” the “Nursing care leave system,” the “Care leave system” and the “Family care leave system” to assist with the coexistence of employees’ working life and home life. Furthermore, the Company encourages the enhanced use of annual paid vacations to reduce working hours in a year and has introduced a systematic granting system (six days per year) of annual paid vacations under labor-management collaboration.

VOICE

Having Taken Child-care Leave

Aya Urata
Warehousing and Distribution
Business Dept. A, Yokohama Branch



I took child-care leave twice, once for my son and once for my daughter. Children grow every day, but infancy elapses quickly and every moment is precious. Using the child-care leave, I was able to spend priceless time with my children during an important period of their growth.

My children are now six and two years old, and they still need much care, but I am able to keep a good balance between child care and work thanks to much support from my colleagues.

VOICE

Care Leave

Tomomi Koga
Retail Property Team, Real Estate
Div., Head Office



For a family with both parents working and a preschool age child, when we wake up in the morning to find our child has a fever of more than 37.5°C, the situation is serious. A child can get a high fever in the morning even without any sign of it the night before. Wishing to keep working without interruption, I worry if I can find someone to take care of my child. However, I can take a care leave if necessary to switch my mind and make an appropriate decision as a parent and care for my child at home. Especially in the case of sudden illness, I really feel sorry for my colleagues. Thanks to their understanding, since I returned to work after my child-care leave, I have been able to continue working, keeping a balance between work and life. Although the care leave system previously was limited to use only for illness, it was changed to cover vaccination and health checkups as well. I was able to take a care leave to take my son, who started going to school in April of this year, to a health checkup before entering school. With appreciation and a total sense of responsibility, I passionately engage in the operation I am in charge of.

► Acquisition results for various systems

System	Description	Results (number of beneficiaries)				
		FY2010	FY2011	FY2012	FY2013	FY2014
Childcare leave	Leave of absence is allowed for a desired period until a child becomes 2 years old.	14	9	6	7	8
Short-time regular employee	Service hours may be reduced by up to 2 hours per day for nurturing a child.	11	16	17	17	18
Nursing care leave	Leave of absence is allowed for a desired period within one year to take care of a family member in need of nursing care.	0	0	1	0	0
Care leave	Paid leave for nursing care of a child (up to 10 days per year)	23	33	27	31	27
Family care leave <small>(newly established in FY2010)</small>	Paid leave for nursing care of a family member in need of nursing care (up to 10 days per year).	5	3	1	1	0

*Child care leave system and nursing care leave system are counted beginning from the time of system introduction.

Appropriate Working Environment

Promoting welfare measures to help employees store up the energy to work

A variety of systems are available in compliance with the three catchphrases of “Provision of security,” “Recreation” and “Promotion of residential house acquisition” for the promotion of employees’ welfare.

Major welfare programs of the Company:

1. Provision of security

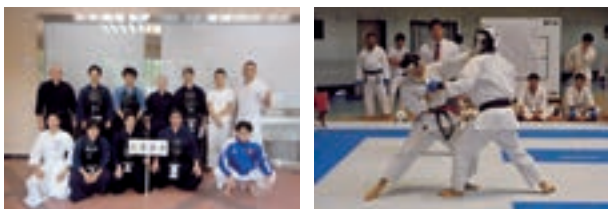
Retirement benefits, corporate pensions, family allowance, housing allowances, condolence money, celebration of a birth, the ESOP (Employee Stock Ownership Plan) association, group insurance, the reserve for pension and asset formation, multipurpose accommodation loans and the granting of company-owned houses to employees via job transfers

2. Recreation

Recreation facilities, in-house sports events (baseball, tennis and futsal), the Mitsubishi firms’ martial arts tournament, refresh leave (long-service and midlevel workers)

3. Promotion of residential house acquisition

Reserve for house acquisition and asset formation, in-house loans and tie-up loans



In-house recreation event (Group picture, karate section of the Mitsubishi firms’ martial arts tournament at the Nippon Budokan)

VOICE

Participated in the Mitsubishi Firms’ Martial Arts Tournament

Takaaki Kito
Business Coordination & Development
Dept., Warehousing and Distribution Business Division



The purpose of the Mitsubishi firms’ martial arts tournament is building friendship among employees of the Mitsubishi Group companies through competing in the kendo, judo, kyudo (Japanese archery) and karate sections. This time, I participated in a karate team representing our Company—our Company’s first-time entry to the karate section.

Although our team lost its first match, I felt proud of having participated as part of a representative team of our Company. I keenly felt the joy of working together with other people toward the same goal. I also got to know the participants from other companies, which made this experience even more significant.

To ensure employment opportunities for the elderly, motivated retiring employees are provided with places to demonstrate their competence

In terms of employment opportunities for the elderly, the Company has strived to guarantee the employment of employees up to 62 or 63 years old before the establishment of the related laws through measures such as a job placement service to help them be reemployed by subsidiaries or affiliates and the reemployment of those with expertise in certain business fields.

In response to the establishment of the relevant laws, we established our continuing employment system to ensure that applicants can continue to work up to 65 years old under certain criteria, and the system has been applied to 80%–90% of those applicable.

Improving access in the work environment to increase the employment of physically challenged people

There are physically challenged employees who work in diverse operations of the Company. As of June 1, 2014, the Company filled its legal employment quota of physically challenged employees as a result of the aggressive execution of various initiatives. We will continue to steadily strengthen improvements of the worksite environment in which physically challenged persons can easily demonstrate their capabilities and competence.

Employment ratio of physically challenged employees

	June 2010	June 2011	June 2012	June 2013	June 2014
Number of physically challenged employees (actual)	13	16	18	17	16
Employment ratio (%)	1.70	2.06	2.30	2.15	2.05

Ensuring the security of workers

Striving to conduct industrial safety and health activities via collaborations among operating bases in the pursuit of prevention of industrial accidents

Each branch has an "Industrial Safety and Health Committee" (and a Health Committee at Head Office) to share information with operating bases including operation-commission and cargo-handling companies to which operation is outsourced with regard to diverse initiatives related to industrial safety and health. In addition, we strive to prevent occupational disasters by conducting safety and health education and safety patrols inside and outside the facilities.



Health Committee (Head Office)

Overland transportation: Strengthen ensuring safety with safety measures and the prevention of accidents in the transportation field

Ryoso Transportation Co., Ltd. (an overland transportation-dedicated company in charge of the overland transportation business of the Company), aims to increase the security of transportation and ensure safety through concerted efforts with the recognition that ensuring the security of freight transportation is the pillar of our business management.

In addition, fully recognizing the public nature and importance of the trucking business apart from compliance with relevant laws and regulations such as the Motor Truck Transportation Business Act and the Road Traffic Act, we check operations at all times from a safety viewpoint. As initiatives for daily accident preventive activities, we hold safety conferences, conduct safety patrols and all-branch marketing staff conferences, and conduct thorough checks at all car-allocation bases using a high-performance alcohol detector unit to check at the roll call whether any crew members have been drinking.

In addition, we implement initiatives for industrial safety and health via appropriate instructions and education given to crew members based on the results of regular medical checkups, to which tests for lifestyle-related diseases have been added, and regular diagnosis of the driving competence of the truck crews is conducted.

Harbor transportation: Promote the prevention of occupational disasters and conduct periodic disaster prevention drills and meetings

The port and harbor operations inevitably involve a variety of cargo handling work in association with the receipt and delivery at ports. We therefore regularly conduct safety-related drills and hold regular conferences as specific countermeasures that have been prepared by operating sites to safely and smoothly perform cargo handling operations.

To prepare for various kinds of occupational disasters and cargo accidents, it is important to raise awareness of safety and health and share the intent with all workers. To this end, we strive to understand and improve the operating site environment from all angles.

Furthermore, to prevent occupational disasters and cargo accidents, it is vital that warnings are given with reference to past

accident examples and that effective countermeasures are always pursued and proactively executed. We are confident that the cumulative effects of these safety-focused daily efforts will help prevent serious occupational disasters and ensure the safety of workers.

Specific initiatives executed at the respective ports are summarized in the table below.



Safety patrol (Minamihonmoku Office, Yokohama Branch)



Safety and health meeting (Minamihonmoku Office, Yokohama Branch)

Description of specific initiatives taken at the respective ports and results/achievements

- | Description |
|--|
| <ul style="list-style-type: none"> ● We hold a briefing meeting before the ship operations to confirm the content of the intended operation, check the work uniform including the fluorescent vests and call workers' attention to safety (daily). |
| <ul style="list-style-type: none"> ● A safety and health meeting is held jointly with the relevant suppliers (monthly). |
| <ul style="list-style-type: none"> ● We strengthen the safety patrols at operating sites jointly with the relevant suppliers (monthly). (Quarterly joint patrols are conducted with the participation of superiors.) |
| <ul style="list-style-type: none"> ● We regularly confirm and replenish safety gear (safety belts for high-place operations, fluorescent safety armbands, emergency stretchers, etc.). |
| <ul style="list-style-type: none"> ● Information such as cases of accidents is shared with other operators operating at the same harbor terminal at operators' liaison meetings, etc., and the content is shared at safety conferences at our worksites and with suppliers. |
| <ul style="list-style-type: none"> ● We promote the speed limit for dedicated, in-yard trucks, which are driven within the container yards (via the successive installation of excessive speed lamps). |
| <ul style="list-style-type: none"> ● We participate in outside workshops and training sessions (as needed). |

Results/Achievements

No serious occupational accidents were reported in fiscal 2014.

VOICE

Strengthening the Task of Ensuring Safety



Manabu Namatame
Section Chief, Sales Division,
Ryoso Transportation Co., Ltd.

As a trucking business operator, I strive to ensure safety and security, complying with relevant laws and regulations, in the pursuit of higher transportation quality, aiming for logistics that can contribute to people's lives. We conduct safety patrols and hold monthly safety conferences to provide related training for crews and clerical employees according to the type of their tasks. We also share safety-related information and are establishing an internal communications system. Furthermore, the content of operation is reviewed at each operating base, thereby aggressively improving operations.

(Group company of Mitsubishi Logistics)



Chinese national staff training 1

Human resources development and training

Endeavor to develop human resources that can contribute not only to corporate growth but also to social development

● Ideal image of desired human resources

With the Code of Conduct in mind, every employee aims to undertake a role not only in corporate growth but also in the development of society by conducting himself/herself in the following manner.

1. Keep faith in others, and conduct yourself with integrity and a sense of fairness.
2. Conduct yourself autonomously.
3. Respond flexibly to environmental changes.
4. Demonstrate expertise and act with a sense of creativity.
5. Have a good teamwork spirit and cooperate with your colleagues.

● Training system

The Company focuses on developing human resources that can precisely respond to internal and external needs.

The Company therefore strives to upgrade employees' business skills and the organization's strength through training by service year of employment. At the same time,

the Company offers several training programs to raise employees' expertise such as management capabilities, readiness for globalization and operational capability to enable employees to acquire professional skills in response to the content of their business duties.

● Extending the Scope of In-House Lecturers for the Onsite Logistics Capability Training

At the onsite logistics capability training, the lecturers are dispatched from among active employees so that employees assigned to posts at logistics sites can improve their necessary expertise and skills.

Onsite training was conducted with a warehouse site as a case study. In order to learn practical management and improvement methods for warehouse sites geared to the actual situation, and for the acquisition of knowledge required to enhance safety at worksites as a leader of each site, a new practical onsite improvement seminar has been established.

Participants toured around the warehouse taken up as the case study, looked for issues and ingenious points that are devised, and discussed methods of improvement within the training groups. These tasks enabled participants to learn practical knowledge which can be utilized in the improvement of each of their worksites.

VOICE

Reflection on the Onsite Logistics Capability Training

Atsushi Nishida
Daikoku No. 2 Office, Yokohama Branch



I took the safety and health and logistics improvement courses. At the logistics improvement course, I reconfirmed that eliminating even a few seconds of wasted time can lead to significant long-term improvement in the efficiency of operations. I noticed that my awareness of improvement in operational efficiency had not been strong enough, distracted by handling many daily duties. Also, I learned about the Nagoya Branch's initiative to reduce overtime work. I would like to contribute to creating a better work environment at my worksite so that everyone can work with ease.

It was a good opportunity that helped me reconsider the creation of a more pleasant work environment and the improvement of daily operations at warehouse sites.

VOICE

Reflection on the Onsite Logistics Capability Training (Initiative to Reduce Overtime)

Tatsuya Yokoyama
Sairyo Service Co., Ltd.



I learned about the actual initiative to reduce overtime work at the Komaki Office, Nagoya Branch, as an example of a specific measure to reduce overtime, its rationale and the resulting actual reduction of overtime.

The busier the situation, the more difficult it is to change the status quo. However, I was impressed by the concerted efforts throughout the worksite toward improvement, which also refreshed my belief in the importance of teamwork as a driving force toward improvement.

Applying what I learned to my worksite, I intend to cooperate with colleagues and associates toward operational improvement.

(Group company of Mitsubishi Logistics)



Chinese national staff training 2



Chinese language training



The middle level staff training



Offsite meetings



Training for (Deputy) General Managers

Conducted Training Targeting the Young Staff of Subsidiaries and Affiliates

We conducted two trainings for the young staff of subsidiaries and affiliates at the Sengokuhara Training Center, on February 5–6, 2015, and March 9–10, 2015, for the purpose of improving the management capability of the entire Group in accordance with the Management Plan.

These training programs, each attended by about 15 persons from the Company's subsidiaries and affiliates, focused on safety and health, communication capabilities and followership, which is designed to nurture future leadership.

These programs became a place where one could interact with employees from other companies of the Group and helped enhance the motivation of each participant.

Conducted Training Targeting Employees Engaging in Real Estate Business for the First Time

For employees engaging in real estate business operation for the first time, we conducted training on February 16–25, 2015, so the participants could acquire basic knowledge on the real estate business.

Eight participants learned basic knowledge on the outline of the Company's real estate business, lease/rental contracts and income and expense calculation. They acquired a deeper understanding of the outline of businesses conducted by the buildings, residences and commercial facilities businesses of the Company.

VOICE

Participating in the Training for Young Staff of Subsidiaries and Affiliates

Noriko Tohyama
General Affairs Division, Dia Systems Corporation



At the training for young staff of subsidiaries and affiliates, I learned about safety and health, mental healthcare, young staff's roles/responsibility and followership.

The group workshop, where various opinions were exchanged among diverse participants from different types of business, was a great experience for me, as I felt that listening to diverse viewpoints helped to broaden my perspective. Also, because all the participants were young, it was easy for me to make comments and it didn't take much time to get to know each other. It was a good opportunity for employees of subsidiaries and affiliates to interact with each other, and we enjoyed learning many things there.

I would like to strive to use the knowledge I got at this training for my work.

(Group company of Mitsubishi Logistics)

VOICE

Participating in the Training Targeting Employees Engaging in Real Estate Business for the First Time

Takaya Kikuchi
Real Estate Business Dept. Nagoya Branch



At this training, which lasted about two weeks, I learned the general content, including the Company's real estate business and issues, by listening to lectures given by each of the office building, residences, commercial facilities and operations teams, and via workshops and property tours. The property tours were conducted by senior-level staff who had been part of the Nihonbashi Dia Building project, residential development and operation of a commercial facility (Yokohama Bay Quarter), and I listened to their way of thinking and their experiences, which was a great experience for me. Using the knowledge I gained through this training and with a sense of responsibility and self-awareness, I would like to strive daily to help improve the building management operation at the Nagoya Dia Building, which I am assigned to.

Appropriate Working Environment

Human resources (training) systems

National-type employee development course:

Basic role: Engage in a wide variety of corporate operations as core executives who facilitate business growth and management in a variety of regions including overseas.

Development policy: Have the participants experience a variety of roles and duties. For 12 years after joining the Company, transfers are conducted at intervals of about four years, in principle.

Strengthen management capability	Enhance readiness for globalization	Upgrade operational capability	Stratified training	Health promotion, etc.	Self-development
<p>Training for (Deputy) General Managers</p> <ul style="list-style-type: none"> Clarify the Company's DNA by reflecting on the corporate history of Mitsubishi Logistics Raise organizational management capability <p>Leadership training for managerial section chiefs and general managers</p> <ul style="list-style-type: none"> Leadership, etc. <p>Training for newly appointed managerial section chiefs and general managers</p> <ul style="list-style-type: none"> Understand the management policy and management skills Nurture problem-solving capabilities at worksites, etc. <p>Management training by theme</p> <p>(Compulsory) Leadership (Compulsory) Labor management (Compulsory) Accounting (Selective) Marketing (Selective) Motivation management (Selective) Critical thinking</p>	<p>Management training for employees seconded to subsidiaries (Applicable to Executives)</p> <p>English conversation course</p> <p>Chinese conversation course</p> <p>Emerging countries' legal and labor affairs and accounting training (as needed)</p> <p>Global mind development training (as needed)</p> <p>National staff training (as needed)</p> <p>Young staff overseas dispatch program</p>	<p>Onsite logistics capability training</p> <ul style="list-style-type: none"> Improve onsite operating capability Acquire knowledge on safety and health, etc. Acquire operating knowledge on distribution centers, transportation, etc. Acquire knowledge on logistics improvement, etc. <p>Newcomers' worksite instructors training</p> <ul style="list-style-type: none"> Improve nurturing capability as worksite instructors <p>Training via dispatching to subsidiaries or affiliates</p> <p>Training by division</p> <p>Registered customs specialist examination course</p>	<p>(Objective of the common stratified training)</p> <ul style="list-style-type: none"> Acquire skills necessary for different levels Recognize the role required for each level <p>The middle level staff training</p> <ul style="list-style-type: none"> Acquire basic management skills Improve perspectives via action learning, etc. <p>Training at the 6th year</p> <ul style="list-style-type: none"> Nurture leadership and followership Acquire basic marketing capabilities, etc. <p>Training at the 2nd year</p> <ul style="list-style-type: none"> Improve logical thinking capability Acquire legal expertise on logistics, etc. <p>Newcomers' second-half training Newcomers' first-half training</p> <ul style="list-style-type: none"> Learn basic knowledge on general corporate operations Learn basic knowledge on trading practices Visits to logistics and real estate facilities of the Company Acquire business manners as a member of society, etc. 	<p>Life plan seminar</p> <p>Health promotion seminar</p>	<p>Correspondence education</p>

Region-type employee development course:

Basic role: Become familiar with and understand the characteristics or features and local business duties of a certain region in preparation for the smooth fulfillment of corporate operations.

Development policy: Nurture employees via OJT-focused training and rotate jobs so that employees can become familiar with operating know-how in various areas.

Upgrade operational capability	Stratified training	Health promotion, etc.	Self-development
<p>Onsite logistics capability training</p> <ul style="list-style-type: none"> Improve onsite operating capability Acquire knowledge on safety and health, etc. Acquire operating knowledge on distribution centers, transportation, etc. Acquire knowledge on logistics improvement, etc. <p>Newcomers' worksite instructors training</p> <ul style="list-style-type: none"> Improve nurturing capability as worksite instructors <p>Training by division</p> <p>Registered customs specialist examination course</p>	<p>(Objective of the common stratified training)</p> <ul style="list-style-type: none"> Acquire skills necessary for different levels Recognize the role required for each level <p>*Training may be conducted for each region or at the store level.</p> <p>Training on regional office duties</p> <ul style="list-style-type: none"> Grasp one's own strengths and weaknesses Improve communication capabilities <p>Training at the 6th year</p> <ul style="list-style-type: none"> Nurture leadership and followership, etc. <p>Training at the 2nd year</p> <ul style="list-style-type: none"> Acquire knowledge on logistics, etc. <p>Newcomers' second-half training Newcomers' first-half training</p> <ul style="list-style-type: none"> Learn basic knowledge on general corporate operations Learn basic knowledge on trading practices Visits to logistics and real estate facilities of the Company Acquire business manners as a member of society, etc. 	<p>Life plan seminar</p> <p>Health promotion seminar</p>	<p>Correspondence education</p>

Environmental Conservation

Environmental issues are not only local issues of the region where our business bases are located but are also globally interconnected. Environmental accountability is a global-level social responsibility that affects the future of people. The Mitsubishi Logistics Group strengthens such environmental issues as the reduction of CO₂ emissions as a countermeasure for climate change, the use of renewable natural resources and contribution to recovery of the eco-system.



Reduction of CO₂ emissions as a measure for reducing climate change

Certified under the Logistics Efficiency Improvement Act*, we are integrating logistics bases and reducing the environmental burden.

Obtaining the same certification under the following six business plans, we made transportation and distribution systems more efficient by integrating logistics bases for customers who used to employ multiple logistics bases, thereby reducing the number of delivery trucks. By collecting customers' freight and implementing joint delivery, we reduce emissions of greenhouse gases (CO₂), contributing to a reduction of the environmental burden.

1. Osaka Branch, Sakurajima Warehouse No. 2, North Building (Started operation in November 2005)
2. Osaka Branch, Sakurajima Warehouse No. 3 (Started operation in April 2008)
3. Nagoya Branch, Tobishima Warehouse (Started operation in November 2008)
4. Tokyo Branch, Misato Warehouse No. 1 (Started operation in December 2008)
5. Osaka Branch, Ibaraki Warehouse No. 3 (Started operation in October 2012)
6. Tokyo Branch, Misato Warehouse No. 2 (Started operation in March 2013)

* The Logistics Efficiency Improvement Act (Act on Advancement of Integration and Streamlining of Distribution Business, implemented on October 1, 2005)
The purpose of this law is to promote operations conducive to efficient logistics and reducing the environmental burden by integrating logistics bases and conducting transportation, distribution, storage and logistics processing comprehensively. Business plans under this law are approved as a comprehensive efficiency plan and supported by the authority.

Through obtaining the Green Management Certification, we are promoting environment-friendly business activities.

The Group obtained the Green Management Certification, which pursues profitability and environmental conservation by promoting environment-friendly business activities from the certification registration organization Foundation for Promoting Personal Mobility and Ecological Transportation (abbreviated as "Eco-Mo Foundation").

1. Certification acquisition status of the Company

All offices of the Warehousing Business Division Port and Harbor Operations Division (Part of the container terminals of the Port of Yokohama and the Port of Kobe)

2. Certification acquisition status of the Group

Truck transportation business (Ryoso Transportation Co., Ltd., and Kyushu Ryoso Transportation Co., Ltd.) and warehousing business (Kusatsu Soko Co., Ltd., and the Warehousing Business Division of Monryo Transport Corporation)

We ensure compliance with the Law Concerning the Rational Use of Energy, etc.

As a "Designated Business Operator" under the Law Concerning the Rational Use of Energy, the Company is obliged to reduce per-basic unit energy use more than 1% on an annual average on a medium- to long-term basis at facilities we own and rent. Moreover, we submit a regular report on energy saving and a medium- to long-term energy-saving plan to the Ministry of Economy, Trade and Industry. The values we reported to the Ministry in fiscal 2014 (the actual results for fiscal 2013) show that our energy-saving measures resulted in a more than 10% reduction of per-basic unit energy use compared with the base year fiscal 2009. We are also striving to reduce CO₂ emissions at our real estate facilities subject to the Tokyo Metropolitan Environmental Security Ordinance.



▶ The actual results of our environmental conservation efforts and our total CO₂ emissions reduction directive under the Tokyo Metropolitan Environmental Security Ordinance can be viewed on Mitsubishi Logistics' Web site in "Extended version."

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We continue to achieve a significant energy-saving effect by improving our air-conditioning heat source system.

At the Ohi Cold Storage Warehouse of the Tokyo Branch, we renewed a chiller that was nearing the end of its life. The renewal work was completed and operation started in March 2015. For the renewal of chillers, we plan to change the heat source from city gas to electricity and introduce high-efficiency screw-type chillers, thereby reducing energy consumption by about 45% compared with the energy use before the renewal.

We are promoting renewal of the existing lighting system to LED lighting to achieve significant energy saving.

To save energy and reduce CO₂ emissions with regard to the lighting systems inside the Company's warehouses, we are promoting renewal of the existing lighting systems nearing the end of its life, to high-efficiency lighting equipment.

In fiscal 2013, the Company shifted a total of 3,100 existing lighting units to LED lighting at warehousing facilities (Tokyo Branch, Ohi Warehouse A; Yokohama Branch, Daikoku Warehouses A and D; Nagoya Branch, Tobishima Warehouse A; Osaka Branch, Sakurajima Warehouse No. 1, 1F and 3F; Kobe Branch, Rokko Warehouses A through C; and Fukuoka Branch, Chuo Futo Warehouse). In fiscal 2014, a total of 2,800 lighting units were converted to LED lighting at six facilities (Tokyo Branch, Ohi Warehouse B; Yokohama Branch, Atsugi Warehouse E; Nagoya Branch, Kinjoh Warehouse; Osaka Branch, Sakurajima Warehouse No. 1, 2F and 4F; Kobe Branch, Rokko Warehouse D; and Fukuoka Branch, Hakozaki Warehouse A).

A reduction of approximately 840 thousand kWh in electric energy, which corresponds to approximately 1.7% of the annual electric energy consumption at the Company's warehousing facilities, is expected by renewing the existing lighting to LED lighting (5,900 units in total).

We are promoting solar power generation.

In line with the government's policy of enhancing the use of renewable energy to cope with global warming and other issues, the Company is promoting the adoption of large-scale solar power generation facilities at the Company's existing warehousing facilities using the Renewable Electric Energy Feed-In-Tariff (or fixed-price purchase system of electricity from renewable energy).

In fiscal 2014, solar power generation facilities were completed and started operation at three facilities—Tosu Warehouse (started operation in June 2014; 760 kW), Rokko Cold Storage Warehouse (started operation in October 2014, 310 kW) and Sendai Warehouse (started operation in December 2014; 490 kW)—for total output of 1,560 kW.

The total output resulting from the adoption of large-scale solar power generation facilities at the Company's existing warehousing facilities using the Renewable Electric Energy Feed-In-Tariff is 2,030 kW, including the 470 kW output from Sakurajima Warehouse No. 2, which was completed and started operation in fiscal 2013.

The Company received the Good Lighting Award.

The Nihonbashi Dia Building and the Kobe Harborland commercial facility complex umie MOSAIC received the Good Lighting Award 2014, awarded by the Illuminating Engineering Institute of Japan.

The Good Lighting Award, initiated in 1957, is awarded to facilities that are evaluated by the Illuminating Engineering Institute of Japan to be superior in visual environment, lighting technique, and lighting effects, etc., from among the buildings completed during the year.

The Nihonbashi Dia Building was highly evaluated for creating

a new landmark with an LED lighting plan that distinguished the arch window on the fifth floor and the historic "captain's onboard cabin" sitting on the roof of the lower part of the building. This LED lighting plan includes highly energy-efficient point light source equipment at the ends of the warehouse exhausts, which were installed on the exterior walls of the preserved lower part of the building.

The Kobe Harborland commercial facility complex umie MOSAIC was selected for creating a splendid night view of its entire facility, which improved the capability to bring in more customers; using the color of LED lighting close to the ambience of gas light, thereby expressing an atmosphere of a port town; and converting existing overseas furniture lighting into LED to continue to cherish it in a more energy-efficient way with environmental considerations.

The Eitai Dia Building was certified as a "Top Level Facility" under the Tokyo Metropolitan Environmental Security Ordinance.

The Eitai Dia Building was certified as a "Top Level Facility" under the Tokyo Metropolitan Environmental Security Ordinance, in February 2015, under the Green Building Program for "Top-Level Business Facilities in Measures Against Global Warming" certification system.*1

The "Certified Top-Level Business Facilities in Measures Against Global Warming" are "business facilities that have made outstanding progress in the implementation of measures against global warming" recognized by the Tokyo Metropolitan Government as offices complying with the standards designated by the Tokyo Metropolitan Government under the Tokyo Metropolitan Environmental Security Ordinance. Under the mandatory targets for reduction in overall greenhouse gas emissions and an emissions trading program, less stringent reduction targets are applied for the certified facilities.*2

Although the Eitai Dia Building, which was completed in 1991, is quite aged, the proper renovations, renewal, and maintenance of the facilities and equipment were highly evaluated and certified as a Near-Top-Level Facility in fiscal 2010. After being certified as a Near-Top-Level Facility, the air-conditioning heat source for computer rooms has been updated to a high-efficiency version; inspection and verification of the performance of the adopted facilities and equipment (commissioning) has been conducted; and continual improvement of the building management has been made in cooperation with the residents of the building and a building management company of the group. These efforts were highly evaluated, and the Eitai Dia Building now is ranked a Top-Level Facility.

At the Tokyo Dia Building, which was certified as a Near-Top-Level Facility in fiscal 2011, and at other facilities of the company as well, we will make aggressive efforts to further reduce the environmental burden by promoting renovations and renewals of facilities and equipment to environment-friendly versions, and improving management and operation.

*1. The Tokyo Metropolitan Government certified five business facilities as Top-Level Facilities in fiscal 2014. Since the certification system started in fiscal 2010, a cumulative total of 87 business facilities have been certified (40 Top-Level Facilities and 47 Near-Top-Level Facilities).

*2. The mandatory targets for reduction in overall greenhouse gas emissions for Top-Level Facilities are reduced by half and those for Near-Top-Level Facilities by a quarter.

Ryoso Transportation Co., Ltd., obtained Green Management Certification in its trucking business, striving for environmental conservation.

For trucking business operators, addressing environmental issues is one of the highest priorities.

Ryoso Transportation Co., Ltd. ("Ryoso Transportation"), a specialized trucking company that is the center of the Company's trucking division, has obtained the Green Management Certification*1 at all six of its branches (seven operational bases) starting in 2005, striving to reduce environmental burden.

In fiscal 2014, Ryoso Transportation improved gas mileage by 3.2% compared with fiscal 2006.

Specifically, in our efforts to promote eco-driving to improve gas mileage and reduce emissions of air pollution substances, we are conducting vehicle inspections and maintenance with our own high standards. We also adopt low-pollution vehicles that meet the latest restriction regulations for gas emissions.

Promotion of "Green Purchasing"

Business operators are also facing demands to purchase products and services with less environmental burden. At Ryoso Transportation, we are aggressively purchasing retread tires,*2 eco-stationery, etc.

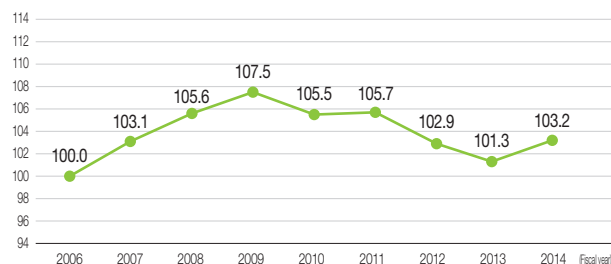
*1. The Foundation for Promoting Personal Mobility and Ecological Transportation is a public utility foundation that has been certifying and registering business operators making efforts to reduce the environmental burden at a level exceeding the standards outlined in the Green Management Promotion Manual since October 2003.

*2. A retread tire has new rubber pasted on a used base tire, thereby restoring the tire's original functionality. The commissioning of recapping to produce retread tires is listed as a "Designated Procurement Item" under "Services" in the Green Purchasing Law.

Change of total gas mileage at all operational sites (fiscal 2006 to fiscal 2014) (Unit: km/L)

Fiscal year	2006	2007	2008	2009	2010	2011	2012	2013	2014
Vehicles for business use	2.45 (100.0)	2.53 (103.1)	2.59 (105.6)	2.63 (107.5)	2.58 (105.5)	2.59 (105.7)	2.52 (102.9)	2.48 (101.3)	2.53 (103.2)

Parentheses indicate index numbers setting the mileage for fiscal 2006 as 100.0.



We are promoting environmental conservation with regard to information system equipment.

In adopting information system equipment, we select models that use less energy. In fiscal 2014, we adopted 266 selected units at our operating bases.

We are promoting environmental conservation not only at our operational sites but also at our offices.

Promotion of summertime energy saving

We strove to save energy during the summertime (May through October 2014) by participating as a Group in the Cool Biz campaign, which calls for offices to set their air-conditioning thermostats at a warmer-than-usual temperature of 28°C.

Promotion of Green Purchasing of stationery and other office supplies

When we purchase office supplies, we not only consider quality and price but also choose products with less environmental impact—Green Purchasing.

Use of renewable resources

The construction of a Disaster-Resistant and Eco-Friendly Office building was completed and the operation started.

Nihonbashi Dia Building, a commercial building for rent with 18 aboveground floors, a basement and a total floor area of 30,000 m², is a Disaster-Resistant and Eco-Friendly Office Building completed in September 2014. The lower floors of this building are used as the Company's Head Office and trunk rooms.



Nihonbashi Dia Building

(1) Major disaster-prevention functions

- a. Earthquake-proof performance

The whole building is designed to ensure high earthquake performance 1.5 times superior to the requirements set by the Building Standards Act.

We adopted a seismic-isolation structure for the intermediate stories of the building by installing 22 seismic-isolation rubber units, four oil damper units and 11 steel dampers under the floor at the seventh floor of the building for the purpose of seismic isolation of higher stories and improving earthquake resistance of the lower stories of the building.
- b. Flood-control measures

Electricity rooms and other critical facilities are installed on the seventh floor and the rooftop, and the equipment rooms such as the water-receiving tank, which needs to be installed underground, are watertight. In addition, water shut plate has been installed on the exterior walls of the building.
- c. Power outage measures

To prepare for an emergency power supply system, two power supply systems (mainline and standby) are available to receive electricity from two different substations. For emergency power generation that operates in case of a power outage, the Dual Fuel system has been adopted, using two types of fuel—city gas (no limit of operation) and heavy oil (lasting 72 hours).
- d. Water supply and sewerage system measures

Equipped with a special well for use in case of a disaster and a system to filter flushed water from toilets, toilets can be used as usual even in case of a disaster when water supply and sewerage system is shut down. Well water taken from a special well is made drinkable by a filtering device.

(2) Major environmental functions

- a. Solar power generation system

Solar power generation facilities that can generate approximately 45 kW of energy are installed on the wall and rooftop surfaces and contribute to reducing CO₂ emissions by approximately seven tons per annum.
- b. LED lighting

The lighting of the entire building is now LED lighting. An advanced energy-saving lighting system, which combines daylight control and motion sensors, is adopted.
- c. Reduction of air-conditioning load

For the rental offices on the eighth to 17th floors, light shelves have been installed to shield sunlight; the south-facing core placement helps reduce the air-conditioning load; and the west-side windows have automatic electric blinds that adjust the slats' angle according to the movement of the sun.

The second to sixth floors, where the Head Office of the Company is located, have improved insulation functions at openings to reduce the air-conditioning load.
- d. Low-E Glass

Low-E Glass (heat-shielding high-insulation double-glazed glass), which has a high infrared thermal radiation reflection ratio and high insulation performance, has been adopted.
- e. Rooftop greening

To help address the urban heat island issue, greenery spreads across an approximately 300 m² area of the rooftop of the building to create an environment where people can enjoy nature.
- f. CASBEE

The building has obtained the highest "S" evaluation according to the Comprehensive Assessment System for Built Environment Efficiency (CASBEE) by implementing energy-saving systems and other measures.
- g. Energy-saving performance assessment

The building is expected to acquire the highest evaluation of "AAA" under the Tokyo Metropolitan Government Building Energy Performance Certificate program, significantly surpassing the standard values in terms of the Perimeter Annual Load (PAL), which is the annual burden coefficient, by approximately -37%, and the energy reduction rate (ERR) by approximately 45%.

We are expanding the use of the electric car i-MiEV manufactured by Mitsubishi Motors Corporation.

As one measure under the Environmental Voluntary Plan that the Company formulated, we are promoting the replacement of gasoline cars, which consume gasoline and emit much CO₂, with electric cars that emit no CO₂ exhaust. We have formulated an electric car introduction plan considering the use of various subsidies for electric cars and the completion status of the relevant infrastructure including high-speed charger equipment for adopting such cars. As a result, in fiscal 2014 we introduced five electric vehicles in our stores, with 27 electric vehicles now in use.



MINICAB iMiEV at the Nagoya Branch



▶ The data on the status of introducing electric cars can be viewed on Mitsubishi Logistics' Web site in "Extended version."

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Contribution to the recovery of the eco-system

Conducting reforestation through volunteer activities and donations as a partner of reforestation of Kanagawa Prefecture

To address the global environment from the perspective of preservation of biodiversity, we participated in a partnership program of reforestation of Kanagawa Prefecture and initiated related activities in April 2011. (The reforestation activity that was scheduled in June 2014 was called off due to bad weather.)

Fulfillment of Sincere and Fair Business Activities

We earn trust from society by fulfilling our responsibilities regarding ethical activities. By conducting fair and open competition in our activities, we can showcase our compliance to society. To fulfill our sincere and fair business activities, we recognize the issues of appropriate management of information and compliance with laws and regulations such as the Act against Delay in Payment of Subcontract Proceeds, etc. and the insider trading prevention law and strive to establish a foundation of trust from society.



Prohibition of unfair advantage in competition and promotion of fair and open competition

We conduct training concerning compliance with the Act against Delay in Payment of Subcontract Proceeds, etc. and the prevention of insider trading.

In March 2015, we conducted training concerning the Act against Delay in Payment of Subcontract Proceeds, etc., covering the Company and its domestic group companies. Approximately 1,826 employees who are in charge of implementing the Act against Delay in Payment of Subcontract Proceeds, etc., and related associates from each division attended the training and learned the purpose of the law, the scope of applications, responsibilities and prohibited matters using related questions on our Web site. In February 2015, we conducted training related to the prevention of insider trading for a total of 40 new employees and verified their understanding using related questions on our Web site.

Also, in March 2015, we conducted training related to the Act against Delay in Payment of Subcontract Proceeds, etc., at our Tokyo, Osaka and Fukuoka branches. A total of 113 employees who are responsible for or in charge of implementing the Act against Delay in Payment of Subcontract Proceeds, etc., from each branch and affiliated company learned and discussed the purpose of the law, the scope of applications, responsibilities and prohibited matters based on the gist of the in-house manual and case studies presented in the manual.



▶ Actual performance data on the training concerning thorough compliance with the Act against Delay in Payment of Subcontract Proceeds, etc. and prevention of insider trading can be viewed on Mitsubishi Logistics' Web site in "Extended version."

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We focus on information security to provide high-quality and secure services for customers.

To provide the best services for our customers, the Company formulated various rules related to information systems. We have disseminated our information security policy to all employees.

To ensure the smooth business activities of the Company, we formulated specific compliance matters as to the use and management of our in-house network. Also, we appoint a LAN manager from each branch's information system section and OA promotion staff from the relevant section of each division that uses the network, ensuring safety and the effective use of our in-house network.

In fiscal 2014, we conducted a questionnaire with regard to Web site information security in August 2014 (answered by 1,444 persons), in September 2014 (427 persons) and in November 2014 (808 persons), thereby raising the awareness of information security among the cumulative 2,679 people who answered the questionnaire.



▶ Actual performance data on execution of questionnaire with regard to Information Security can be viewed on Mitsubishi Logistics' Web site in "Extended version."

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Management of Information Security

1. Security of customer information (personal information)
2. Security of intellectual property rights
3. Confidentiality obligation
4. Compliance with laws and regulations, obligation of compliance with regulations and penalties
5. Management of information assets
6. Formulation of security measure standards (Development standard, management standard, outsourcing standard)
7. Monitoring and supervision
8. Protecting systems from computer viruses
9. Access authority control
10. Information security education

Management of Network Security

1. Management of connection to ML-net (In-house network)
2. Rules for e-mail use
3. Rules for dispatching information
4. Rules for connection with networks outside the Company

Also, part of the operations of the Tokyo Branch trunk room office and Dia Systems Corporation (our subsidiary to develop and manage our information system) both acquired ISO27001 certification, an international information security management system standard, and receive periodic evaluation by a certifying organization-approved third-party organization, thereby attesting to our efforts to improve our information security.

Provision of Safe, High-Quality and Useful Services

To fulfill our mission as a logistics and real estate business operator relied on by society, we intend to promote measures to focus on disasters to continue to provide socially and environmentally useful and high-quality services and maintain service functions even during emergencies.



Provision of socially and environmentally beneficial high-quality services

We will continue to promote the improvement of quality, aiming to be a company that enhances the quality of our customers' products.

The Mitsubishi Logistics Group continues to promote its various efforts tenaciously to improve the quality of services to get acknowledged by customers as a constantly reliable partner.

● **We aim for high quality from the customers' perspective.**

To become a corporation that is continuously chosen by customers, we conduct business activities based on ideas and actions from the customers' perspective. To achieve customer satisfaction, we have broadened the framework of quality enhancement to include the quality of operations, business duties and the corporation itself. Moreover, to ensure trust from customers, we will build on our efforts at ensuring good quality to become a corporation that can boast "quality" as its strength.

● **Our Quality Declaration has been disseminated.** We put up an "Our Quality Declaration" notice at each worksite, distributed the "Our Quality Declaration" cards to all employees of the Mitsubishi Logistics Group and explained about it during stratified trainings, etc., to further disseminate the information.

● **We connect employee satisfaction to customer satisfaction.**

To offer high-quality services to customers, we regard Employee Satisfaction (ES) as an indispensable element. We strive to enhance the motivation of each employee.

We believe that creating a good work environment where employees can engage in business activities with confidence and contact customers with a smile will eventually lead to Customer Satisfaction (CS).

The Warehousing Business Division has quality management groups.

At the Warehousing Business Division, for the purposes of maintaining and improving the quality of business activities of the entire Division, the Head Office and all branches have a quality management group. We complete operational documents and share information on various measures. We will continue to aim to enhance customer satisfaction.

Each operating site and affiliated company conducts specific quality improvement measures.

To offer high-quality services, the Mitsubishi Logistics Group conducts daily efforts to improve the quality at each operating site and affiliated company. The content and results of such efforts are horizontally developed across the Group. Some of these measures are as follows.



Warehouse patrol conducted and meetings held by the 4S Activities Promotion Committee

► Measures taken at divisions or branches and Group companies

Divisions or Branches and Group companies	Content of measures
Warehousing and Distribution Business Division	Held meetings attended by managers from all the operating bases to share information on improvement of quality.
Tokyo Branch	Determined issues on operational procedures by monitoring the interior of warehousing facilities.
Yokohama Branch	The 4S Activities Promotion Committee patrolled the warehousing facilities and made evaluations on each checklist item.
Osaka Branch	Conducted a campaign to continue zero accidents and commended a group that engaged most passionately.
Ryoso Transportation	Conducted a safety patrol at all the operational sites including the business sites of the delivery subcontractors to prevent accidents and raise awareness of safety.
Kyokuryo Warehouse Co., Ltd.	Conducted a safety patrol inside the premises every day to prevent accidents.
Shinryo Koun Co., Ltd.	Provided full technical training to improve workers' technical capability.
Mitsubishi Logistics China Co., Ltd.	Improved and implemented the human resources development system at all the Group companies in China.
Shanghai Linghua Logistics Co., Ltd.	Collected accident-related information at each division and department, analyzed the tendencies and gave feedback to all managerial staff.
Yokohama Dia Building Management Corporation	Collected information on complaints from customers through outsourced companies and shared the information at meetings with the tenants.
Dia Buil-Tech Co., Ltd.	Newly established the Quality Management Division and formulated a manual for standard procedures of building management operation.

► **To further improve the quality of logistics operations, we are adopting the G-MIWS (a new information system related to warehouse storage operation and delivery center operation).**

As a successor model of the current system, MIWS/MESH (Mitsubishi Intelligent Warehouse System/Mitsubishi Efficient and Speedy Handling System), the Company developed a new system, G-MIWS, of which the first full-scale operation took place at the Aomi Office, Tokyo Branch, in March 2014, followed by the start of operation of the system at the Ohi Office of the same branch in September 2014. Our goal is to complete the installation of the G-MIWS by the end of fiscal 2016. The "G" of "G-MIWS" signifies "global," aiming to expand the Company's logistics business to integrate nationwide and overseas logistics, which is included in the Basic Policy of the Company's Management Plan. Our system is available in English and Chinese for overseas use and is designed to be effective in standardizing operations, improving service quality and reducing costs. By disclosing various types of logistics-related data, we will analyze operations, formulate sales strategies, provide useful information for customers' decision making in a timely manner and provide even higher-quality logistics services than ever to fully support customers' business development from the aspect of logistics.



Office where the G-MIWS was adopted (Ohi Office, Tokyo Branch) G-MIWS screen

VOICE

Working to install the G-MIWS system



Naoki Yamaguchi
Group Manager, System
Implementation New MIWS Project Promotion Div.
Dia Systems Corporation

Following the first full-scale operation, which took place at the Aomi Office, Tokyo Branch, in April 2014, we have been promoting the adoption of the G-MIWS system at all 47 Mitsubishi Logistics operational bases, aiming to complete installation within the first half of fiscal 2017.

For the installation of the system, we are paying attention to the following points:

1. Contribute to customers by improving the quality of our logistics services.
2. Review office operations to achieve "1" above (improve the operational flow and utilize the system).
3. To deepen the understanding of the operation through the installation of the new system, thereby strengthening the capability of the system department.

Although it will take a while to complete the installation of the new system, I would like to continue this effort so the operation of the new system can start smoothly at each operational base.

(Group company of Mitsubishi Logistics)

Promotion of disaster measures to maintain service functions

We are working on crisis-preventive measures and measures to focus on crises promptly and effectively in case of such occurrence.

The basic purpose of our crisis management measures is to predict various crises that can seriously affect corporate management, prevent such crises and, in case of occurrence, focus on the crisis quickly and effectively to minimize damage to human and physical management and restore the normal operational structure quickly. Especially, with an aim to become disaster-resistant in software and hardware, we have developed “Disaster-Resistant and Eco-Friendly Warehouses.”

To fulfill our corporate social responsibility, we intend to:

1. Ensure the safety of employees, their families and related people;
2. Preserve corporate facilities (e.g., the Company’s warehouses, buildings and facilities) and the freight received; and
3. Strive to quickly restore and continue operation.

To respond to trust in our corporation from society, we will:

1. Strive to avoid adverse effects to stakeholders (customers, shareholders and business partners), and
2. Contribute to the quick stabilization of local communities.

We implemented disaster prevention training.

To take the initial measures to prevent disaster damage from spreading, we organized a self-defense disaster prevention squad for each building. We conducted disaster prevention training at the Head Office on April 25, 2014, raising the preparedness for emergency. In addition, as an emergency measure, we implemented large-scale disaster measure training with mandatory employee participation, thereby reinforcing the disaster countermeasure system. The training involved use of a mobile phone safety confirmation service, restoration from disaster damage, a walking route for entering and leaving the office and using MCA wireless communication. Moreover, by adopting an emergency earthquake and tsunami quick reporting system, we are striving to collect information quickly.



Disaster prevention training led by a self-defense disaster prevention squad (Tokyo Dia Building)

We implemented training for earthquake measures.

In March 2015, via the joint efforts of the Head Office and the Tokyo Branch, we implemented training for earthquake measures in which an executive in charge and approximately 50 employees participated. This training simulated the first few days after the occurrence of an earthquake immediately below the Tokyo metropolis, which was newly predicted in December 2013. Through this simulation training, we learned how to make status judgments; verified the liaisons among the Head Office, the branches and the operational worksites; and confirmed the roles of each department and operational site; and integrated information management.



▶ Actual performance data on the training for earthquake measures can be viewed on Mitsubishi Logistics’ Web site in “Extended version.”

HOME>CITIZENSHIP>Environmental and Social Report>Extended version



Headquarters for earthquake measures and training (Head Office)



Branch office for earthquake measures and training (Tokyo Branch)

VOICE

Participating in the training for earthquake measures



Hiroyuki Sekiguchi
Harbor Transportation Dept., Tokyo Branch

The training simulated a highly specific emergency situation and had extensive content.

In a situation where issues are incoming one after another, it dawned on me how difficult it is to take the most appropriate measure quickly, which was a valuable experience for me.

At the occurrence of an actual earthquake and my facing an emergency situation, I would like to address the situation fully utilizing this experience.

The Nihonbashi Dia Building was commended by the Tokyo Fire Department.

At the Nihonbashi Dia Building, we worked on measures to cope with earthquakes, flooding and power outages, etc. under the concept of Disaster-Resistant and Eco-Friendly Office Buildings, with a primary focus on customers' security, safety and business continuity. As a result, our aggressive initiatives were highly evaluated, which included improving safety, such as ensuring the functionality of the building as a "property under fire prevention measures" and the launch of disaster-prepared building management and operation, were highly evaluated, and we received a letter of appreciation from the Fire Station Chief of the Nihonbashi Fire Station of the Tokyo Fire Department dated November 11, 2014, for our contribution to improving the safety of "property under fire prevention measures."



Letter of appreciation from the Fire Station Chief of the Nihonbashi Fire Station of the Tokyo Fire Department

We participated in the Disaster Logistics Training given by the Ministry of Land, Infrastructure, Transport and Tourism.

As part of the Disaster Logistics Training initiated by the Ministry of Land, Infrastructure, Transport and Tourism in fiscal 2013, training for logistics for the delivery of support/relief goods was held November 4-7, 2014, targeting logistics administration staff of national and local governments, industry organizations of logistics business operators and logistics business operators from private corporations to prepare for a large-scale disaster. The Company's staff also participated in the training.

Based on the lessons learned from the Great East Japan Earthquake, directions were shown on matters such as selection of support/relief goods logistics bases and conclusion of agreements between municipalities and industry organizations to cope with disasters. Via group discussions, participants gained much knowledge about preparations such as the operational procedures taken by the personnel handling support/relief goods and the information communication methods.

We will continue to work hard to fulfill our public role as a warehousing business operator in cooperation with the government.

We are strengthening our information system crisis management structure to focus on disasters and other crises.

To ensure continuous use of the information system even during an emergency, we established a disaster countermeasures center in the Kansai region to back up data and made our in-house network a duplicate information system. In addition, the Company has formulated a manual focused on information system disasters and other measures as countermeasures taken during operation of such systems against information system disasters and failures.



Disaster countermeasures center in the Kansai region

The Company's 11 facilities are support/relief goods logistics base facilities designated by the Ministry of Land, Infrastructure, Transport and Tourism.

The Ministry of Land, Infrastructure, Transport and Tourism, learning from its reflection on the Great East Japan Earthquake, held an advisory conference, attended by experts, logistics business operators and people related to industry organizations, among others, to compile the "Basic concept on the support/relief goods logistics system," which aims for the efficient and smooth delivery of support/relief goods to afflicted areas at the time of a disaster.

Mr. Watabe, then General Manager of the Warehousing and Distribution Business Division of the Company, assumed a position as a committee member representing warehouse operators, requested by the Ministry of Land, Infrastructure, Transport and Tourism, and actively commented from the perspective of a warehousing business operator. These discussions concluded with the shared recognition that for the delivery of support/relief goods at the time of a disaster, it is essential to fully utilize the expertise and facilities of private logistics operators.

In fiscal 2011, 395 private facilities nationwide, mainly in the Kanto, Tokai and Tonankai regions, where a large-scale earthquake is foreseen in the near future, were designated as support/relief goods logistics bases, including the Company's seven facilities located in the Kanto, Tokai and Hanshin regions. In fiscal 2012, two other facilities of the Company (in Fukuoka and Saga) were newly designated as support/relief goods logistics bases.

In fiscal 2013, the further addition of two warehouses in Tobishima and Honjoh (both in Aichi Prefecture) brought the number of the Company's facilities to 11. We will thoroughly prepare to fulfill our public role as a warehousing business operator so that the designated 11 facilities of the Company can function well during a future large-scale disaster.



▶ Data on our 11 facilities designated as support/relief goods logistics bases can be viewed on Mitsubishi Logistics' Web site in "Extended version."

HOME>CITIZENSHIP>Environmental and Social Report>Extended version



Aomi Warehouse No. 1, Tokyo Branch Rokko Warehouse D, Kobe Branch

Coordination with Local Communities and International Society

To contribute to the development of local communities and international society, we must focus not only on the site where our business base is located but also understand our relationship with society and recognize our common interests with society. To maintain harmonious relationships with local and international societies, we will contribute to cultural activities and health services and make donations.



Contribution to cultural activities

We conducted a charity auction and a charity fair.

At the Yokohama Bay Quarter, the Company's commercial real estate facilities in Yokohama, we held our fifth charity fair on Sunday, August 24, 2014, which is the date of the Company's inauguration. Blessed with good weather, the charity fair was enjoyed by far more visitors than usual, and the products prepared for the fair sold out. Sales proceeds from the charity fair were ¥95,400, twice as much as usual.

The charity auction, our fourth, is a staple Christmas event we have held at this facility every year since 2010. The charity auction held in November 2014 had popular soccer players of the local Yokohama F-Marinos team as guests, and participants ranged from children to adults. Sales proceeds from the auction amounted to ¥229,000 by selling various goods with the players' autographs and popular Yokohama Bay Quarter products.

The revenues from both events were donated to the Great East Japan Earthquake relief fund via the Japanese Red Cross Society. At Yokohama Bay Quarter, we intend to continue to hold these events to contribute to society.



Charity fair

VOICE

Holding the charity event at Yokohama Bay Quarter

Yui Ota
Sales Division,
Yokohama Dia Building Management Corporation



At Yokohama Bay Quarter, we held two events this year—a charity fair during the summer and a charity auction in the winter.

Our fourth charity fair enjoyed a record number of visitors, including a family consisting of three generations who called the fair a place where games from the good old days could be enjoyed.

At our charity auction, which has been held since 2010, out of appreciation to visitors for attending despite cold weather, we conducted our first "high-five" event with Yokohama F-Marinos players, which was immensely popular among the visitors.

We will strive to continue to implement enjoyable social contribution events to make Yokohama Bay Quarter a shopping mall loved by local customers.

(Group company of Mitsubishi Logistics)



Yokohama F-Marinos charity auction High-Five Event

©Y.F.M.

Contribution through donations, etc.

Cosponsored a charity bazaar at our overseas subsidiary in Vietnam

At our overseas subsidiary in Vietnam, we offered goods to and helped purchase admission tickets for a charity bazaar that was sponsored by the Japanese Business Association of Ho Chi Minh City. Proceeds from the charity were donated to hospitals in Ho Chi Minh City to cover surgery and other medical fees for underprivileged children.



Charity bazaar

We are cosponsoring Diamond Cup Golf as a community contribution.

Participating companies within the Mitsubishi Group cosponsored a notable golf tournament, Diamond Cup Golf, which contributes to local communities and helps nurture junior golfers through charitable activities.

Valuing the underlying concept and purposes of this tournament, the Company cosponsored this event as one of the participating companies.

We conducted a public benefit tree planting event in China.

As part of our CSR activities in China, a public benefit tree planting event was conducted on Sunday, March 8, 2015, in collaboration among Mitsubishi Logistics China Co., Ltd., Shanghai Lingyun Global Forwarding Co., Ltd., and Shenzhen Lingyang Global Forwarding Co., Ltd., Shanghai Branch.

This event helped enhance the environmental awareness of the employees and their families and provided an opportunity outside work for them to interact with each other to build friendships.



Tree planting activity

We conduct social contribution activities as a member of the Mitsubishi Group and participate in the Mitsubishi Social Contribution Liaison Council.

As a social contribution activity within the Mitsubishi Group, we donate to academic and charitable enterprises and conduct various volunteer activities. Also, as a member of the Mitsubishi Social Contribution Liaison Council, we report on our related activities and exchange information.

We participate in locally rooted volunteer activities.

We participate in local communities' cleanup activities as a volunteer.

Statement Supporting the UN Global Compact.

The Group promotes its CSR activities pursuant to the UN Global Compact's 10 principles.



Practice of the UN Global Compact's 10 principles

The Group agreed to adhere to the UN Global Compact (hereinafter "UNGC") and endorsed approval in May 2014.

The UNGC is a voluntary corporate responsibility initiative for businesses that are aiming for sustainable growth as a responsible member of society. The UNGC asks companies to voluntarily participate in creating a global framework to take creative leadership.



At the World Economic Forum in Davos, Switzerland, in 1999, Kofi Annan, then Secretary-General of the United Nations, proposed that companies should observe the 10 principles in the areas of human rights, labor, the environment and anti-corruption to solve various problems that could occur due to internationalization and the global expansion of businesses. In July 2000, the UNGC was launched at the UN Headquarters in New York. As of March 2015, approximately 12,900 companies and organizations around the world were members of UNGC.

Based on its Code of Conduct, the Group will strive to practice the UN Global Compact's 10 principles as a good member of international society.

UNGC's 10 principles	
Human Rights	Principle 1: Businesses should, support and respect the protection of internationally proclaimed human rights; and
	Principle 2: Make sure that they are not complicit in human rights abuses.
	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Labor	Principle 4: The elimination of all forms of forced and compulsory labor;
	Principle 5: The effective abolition of child labor; and
	Principle 6: The elimination of discrimination in respect of employment and occupation.
	Principle 7: Businesses should support a precautionary approach to environmental challenges;
Environment	Principle 8: Undertake initiatives to promote greater environmental responsibility; and
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
Anti-Corruption	



▶ Global Compact Network Japan's web site

<http://www.ungcjin.org/index.html>

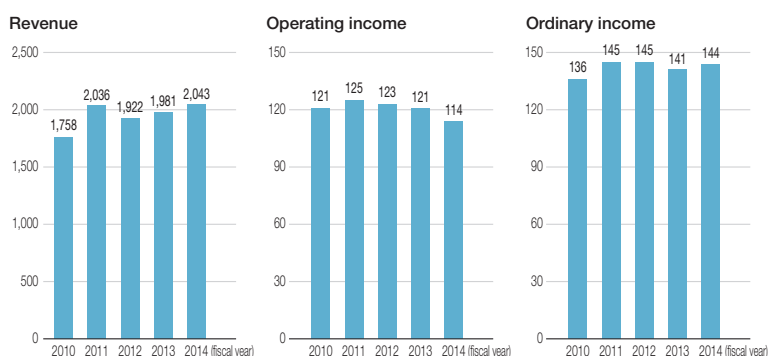
Company Profile (As of March 31, 2015)

Company name	Mitsubishi Logistics Corporation
Head Office	Nihonbashi Dia Building, 19-1, Nihonbashi 1-chome, Chuo-ku, Tokyo 103-8630, Japan
Establishment	April 15, 1887
Capital	¥22,393 million
Revenue (fiscal 2014)	Consolidated: ¥204.3 billion Nonconsolidated: ¥141.6 billion
The number of employees of the Mitsubishi Logistics Group	4,452 (excluding 64 workers on leave to work outside the Group, 1,375 temporary staff and 992 employees on loan/dispatched from outside the Group)
The number of employees of the Company	845 (excluding 145 employees on leave to work for other companies, 118 temporary staff and 564 employees on loan/dispatched from inside and outside the Group)
Branches	Tokyo, Yokohama, Nagoya, Osaka, Kobe, Fukuoka
Major Businesses	<p>Logistics Warehousing; trucking; port and harbor operations; international transportation; marine freight transportation; customs clearance; development, sales, management and administration of logistics information systems; etc.</p> <p>Real Estate Buying, selling, leasing and management of real estate; contracting of construction work, its design and supervision; operation of parking lots; etc.</p>
Companies in the scope of consolidation	<p>Consolidated subsidiaries (50 companies) Tohoku Ryoso Transportation Co., Ltd., Sairyō Service Co., Ltd., Dia Pharmaceutical Network Co., Ltd., Tokyo Dia Service Co., Ltd., Dia Systems Corporation, Ryoso Transportation Co., Ltd., Unitrans Ltd., Keihin Naigai Forwarding Co., Ltd., Touryo Kigyo Co., Ltd., Fuji Logistics Co., Ltd., Tokyo Juki Transport Co., Ltd., SII Logistics Inc., Fuji Logistics Operations Co., Ltd., Fuji Logistics Support Co., Ltd., Kinko Service Co., Ltd., Chubu Trade Warehousing Co., Ltd., Meiryō Kigyo Co., Ltd., Ryōyō Transportation Co., Ltd., Kyokuryō Warehouse Co., Ltd., Hanryō Kigyo Co., Ltd., Shinryō Koun Co., Ltd., Naigai Forwarding Co., Ltd., Kyushu Ryoso Transportation Co., Ltd., Monryō Transport Corporation, Hakuryō Koun Co., Ltd., Seiho Kaiun Kaisha, Ltd., Saryō Service Co., Ltd., Mitsubishi Logistics America Corporation, Mitsubishi Warehouse California Corporation, Mitsubishi Logistics Europe B.V., Fuji Logistics Europe B.V., Mitsubishi Logistics China Co., Ltd., Shanghai Linghua Logistics Co., Ltd., Shanghai Qingke Warehouse Management Co., Ltd., Fuji Logistics (China) Co., Ltd., Fuji Logistics (Dalian F.T.Z.) Co., Ltd., Fuji Logistics (Shanghai) Co., Ltd., Mitsubishi Logistics Hong Kong Ltd., Fuji Logistics (H.K.) Co., Ltd., Mitsubishi Logistics Thailand Co., Ltd., P.T. Mitsubishi Logistics Indonesia, Fuji Logistics Malaysia SDN.BHD., Dia Buil-Tech Co., Ltd., Yokohama Dia Building Management Corporation, Chubu Kaihatsu Co., Ltd., Nagoya Dia Buil-Tech Co., Ltd., Osaka Dia Buil-Tech Co., Ltd., Kobe Dia Service Co., Ltd., Kobe Dia Maintenance Co., Ltd., T'ACT Co., Ltd.</p> <p>Subsidiaries and Affiliates Accounted for by the Equity Method (3 companies) Nippon Container Terminals Co., Ltd., Kusatsu Soko Co., Ltd., Jupiter Global Limited</p>

Financial Data

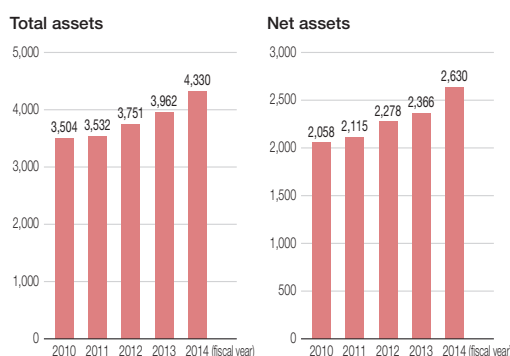
Business results (Consolidated)

(Unit: ¥billion)



Assets (Consolidated)

(Unit: ¥billion)



 **Mitsubishi Logistics Corporation**

CSR-Compliance Team, General Affairs Division, Mitsubishi Logistics Corporation
Nihonbashi Dia Building, 19-1, Nihonbashi 1-chome, Chuo-ku, Tokyo
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TEL: +81-3-3278-6657
FAX: +81-3-3278-6694



Extended version

The following are some data related to the Environmental and Social Report 2015, which was collected at the end of fiscal 2014.

► The environment

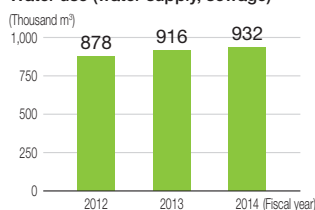
Environmental conservation activity data (by business)

*Basic unit denominator (figures from Law Concerning the Rational Use of Energy, etc.) uses figure that have strong correlations with each business.

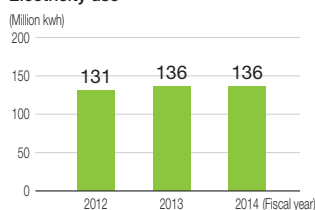
	Unit Basic unit denominator CO ₂ emissions CO ₂ emissions basic unit	Fiscal 2012	Fiscal 2013	Fiscal 2014
Warehousing and distribution business	Thousand m ² <Floor area>	1,350	1,370	1,372
	Thousand t-CO ₂	32.8	37.1	36.4
	kg-CO ₂ /m ²	24.3	27.1	26.5
Harbor transportation business	Thousand tons <Handling tons>	40	30	71
	t-CO ₂	5.0	15.0	8
	kg-CO ₂ /thousand tons	124.5	504.2	112.7
Overland transportation business	Million km <Total transportation distance>	3.7	3.9	4.1
	Thousand t-CO ₂	3.3	3.6	3.7
	kg-CO ₂ /thousand km	896.7	921.1	911.8
Real estate business	Thousand m ² <Operational area>	635	684	681
	Thousand t-CO ₂	35.0	41.0	42.6
	kg-CO ₂ /m ²	55.1	60.4	62.6
CO ₂ emissions	Thousand t-CO ₂	71.1	82.0	82.8

Environmental conservation data (by usage, by emission type)

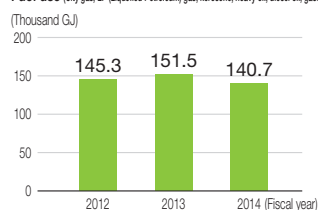
Water use (water supply, sewage)



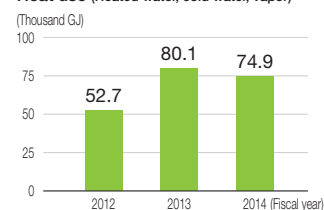
Electricity use



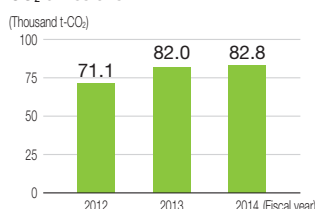
Fuel use (City gas, LP (Liquefied Petroleum) gas, kerosene, heavy oil, diesel oil, gasoline)



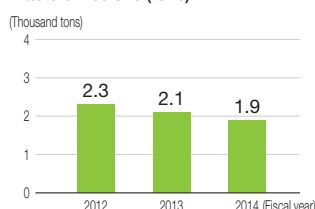
Heat use (Heated water, cold water, vapor)



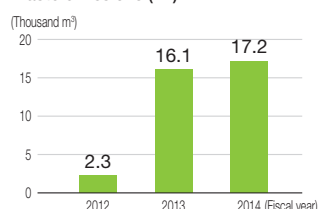
CO₂ emissions



Waste emissions (tons)



Waste emissions (m³)



*Calculation standard

- Volume related to electricity, fuel and heat uses, CO₂ emissions and basic unit denominator from the warehousing and distribution business, the harbor transportation business and the real estate business are based on the reported values in the Company's report based on the Law Concerning the Rational Use of Energy.
- The international transportation business is included in the warehouse and distribution business, given the small number of operating sites.
- Although the overland transportation business is not under the Law Concerning the Rational Use of Energy, fuel, CO₂ emissions and basic unit denominator were calculated for one of the Company's major trucking subsidiaries based on the standard in the Law Concerning the Rational Use of Energy.
- Business sites for the harbor transportation business were restricted to three places where the Company is in charge of transportation under the Law Concerning the Rational Use of Energy.
- For electricity usage and CO₂ emissions, the reported amounts for the Company's subsidiary in the logistics business (the one company under the Law Concerning the Rational Use of Energy) were added.
- The CO₂ emission volume was calculated based on the electricity, fuel and heat volume used under the guidelines of the Law Concerning the Rational Use of Energy.
- For water use, the volume of water used by the Company is indicated. The waste emission volume shows the volume of waste emitted by part of the Company (excluding the real estate business) and a number of the Group companies.

Tokyo Metropolitan Environmental Security Ordinance

Large scale companies CO₂ emissions

Unit: t-CO₂

	Emissions standard	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013
Tokyo Dia Buildings	33,531	36,062	31,661	29,593	26,607
Eitai Dia Building	10,132	7,400	5,558	5,836	5,341
Ohji Cold Storage Office	4,394	3,705	3,645	3,645	3,620
Total	48,057	47,167	40,864	39,074	35,568
Reduction		890	7,193	8,983	12,489

Status of introducing electric cars

	Fiscal 2009	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014
Total number of cars introduced	5	4	5	5	3	5

Promotion of CSR

Number of timely and appropriate news releases Unit: case

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
Logistics	8	2	3
Real Estate	3	1	1
IR	8	9	7
CSR	2	3	3
Other	4	2	4
Total	25	17	18

Organizational Governance

Number of persons participated in check aimed at dissemination of awareness of compliance Unit: persons

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
Check on status of compliance with Code of Conduct			
In-house	1,444	1,433	1,556
Domestic group companies	2,952	2,938	2,671
Overseas group companies	—	72	90
Total	4,396	4,443	4,317

Respect for Human Rights

Number of persons participated in human rights enlightenment course for dissemination of employees' awareness of human rights Unit: persons

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
Trainings with lectures (New employees, second-year employees, sixth-year employees, middle-level staff, newly appointed managerial section chiefs and general managers)	113	49	39

Fulfillment of Sincere and Fair Business Activities

Number of persons participated in compliance lecture for prevention of insider trading Unit: persons

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
In-house	52	40	40

Number of respondents to information security questionnaire

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
Number of questionnaires conducted	Once	Three times	Three times
Number of respondents (Unit: persons)	1,398	4,352	2,679

Provision of Safe, Quality and Useful Services

Number of persons participated in training for earthquake measures

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
Execution period	February 2013	February 2014	March 2015
Place	Head Office, Yokohama Branch	Head Office, Kobe Branch	Head Office, Tokyo Branch
Number of participants (Unit: persons)	Around 40	Around 60	Around 50

Number of persons participated in awareness surveys and trainings aimed at disseminating the corporate philosophy and better understanding of CSR and compliance. Unit: persons

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
Awareness surveys concerning CSR and compliance			
In-house	1,510	1,596	1,586
Domestic group companies	2,045	3,017	2,943
Total	3,555	4,613	4,529
Group training concerning CSR and compliance			
In-house	—	133	60
Domestic group companies	—	44	69
Total	—	177	129

Number of persons participated in compliance lecture for the Act against Delay in Payment of Subcontract Proceeds, etc. Unit: persons

	Fiscal 2012 achievements	Fiscal 2013 achievements	Fiscal 2014 achievements
In-house	779	903	807
Domestic group companies	867	962	1,019
Total	1,646	1,865	1,826

Support/relief goods logistics base facilities at a glance

Block	Branch	Facility name	Year/month of construction	Area used for transportation of support/relief goods
Kanto	Tokyo	Aomi Warehouse No. 1	1997.6	1,000m ²
	Yokohama	Daikoku Warehouse B	1988.1	1,000m ²
		Daikoku Warehouse C	1994.4	1,000m ²
Tokai	Nagoya	Kinjoh Warehouse	1994.5	1,000m ²
		Tobishima Warehouse	2008.11	1,000m ²
		Honjoh Warehouse	1992.1	1,000m ²
Kinki	Osaka	Sakurajima Warehouse No. 1	1998.3	1,000m ²
	Kobe	Rokko Warehouse D	1988.1	1,000m ²
		Rokko Warehouse E	1993.10	1,000m ²
Kyushu	Fukuoka	Chuo Futo Warehouse	1995.10	1,000m ²
		Tosu Warehouse	2003.4	1,000m ²