

# Environment

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

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

	FY 2022	FY 2023	FY 2024
Scope1+2	17,450	16,320	16,304

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

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

	FY 2022	FY 2023	FY 2024
Scope1+2	15,264	14,562	14,482
Scope1	9,812	9,417	9,780
Scope2	5,452	5,145	4,702

For emissions conversion between Apr~Spt 2024, we use the emission factors for each electric utility for calculating GHG emissions in FY 2023.

## Industrial waste emissions

(unit: t)

	2021	2022	2023
Total emissions	1,017	826	772
Amount of general industrial waste	914	694	689
Amount of industrial waste requiring special control	103	131	83

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

### ISO 14001 Certification List

Head Office	Yokohama Logistics Center	Shunan ConTech
Chiba Logistics Center	Kawasaki ConTech	Takaishi Chemport
Chiba Logistics Center Sodegaura Warehouse	Kobe ConTech	Gunma Logistics Center
Osaka Logistics Center	Toke Distribution Center	

### Green Management

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



# Society

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

	FY 2022	FY 2023	FY 2024
Number of employees in the NRS GROUP	1,104	1,153	1,165

## Data related to human resources

	FY 2022	FY 2023	FY 2024
Number of employees (persons)	766	828	838
Male	604	653	639
Female	162	175	199
Average age (years old)	41	41	41
Average years of employment (years)	13	13	13
Number of new graduates hired (persons)	25	36	36
Male	17	16	20
Female	8	20	16
Number of mid-career hires (persons)	25	22	17
Male	20	18	8
Female	5	4	9
Number of employees leaving the company*1 (persons)	24	31	39
Ratio of female managers (%)	8.4	8.7	8.6
Number of female managers	13	14	15
Number of foreign employees (persons)	19	19	21
Ratio of employees with disabilities*2 (%)	1.94	2.07	2.04
Average number of paid leaves taken*3 (days)	9	10	10
Ratio of childcare leaves taken (%)	38	46	62
Male	17	22	38
Female	100	100	100
Ratio of employees who returned to work after taking a childcare leave (%)	100	100	100

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

This does not include overseas and domestic nonregular employees

\*1 Excluding retirees

\*2 Covers NRS only

\*3 Calculation period is from April to March.

## Social contribution activity expenditures (including matching donations)

	FY 2022	FY 2023	FY 2024
Social contribution activity expenditures	4,746,000yen	4,159,370yen	10,066,000yen

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

## Occupational accident index - Frequency rate

	FY 2022	FY 2023	FY 2024
Occupational accident index - Frequency rate	1.69	0.55	0.00

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

**Average frequency rate in 2023** (from the Survey of Occupational Accident Trends, Ministry of Health, Labour and Welfare)

Transportation and postal services: 3.95, Average for all industries: 2.14

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

	FY 2022	FY 2023	FY 2024
NRS	87%	87%	85%
NRS BUTSURYU	100%	100%	100%



### ISO 9001 Certification List

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

## Governance

### Management structure

(unit: persons)

	FY 2022	FY 2023	FY 2024
Directors	8	8	8
(of which women)	(1)	(1)	(1)
(of which outside director)	(1)	(1)	(1)
Auditor	2	2	2

The data covers NRS.

### Number of whistle-blowing cases

(unit: number of cases)

	FY 2022	FY 2023	FY 2024
Number of whistle-blowing cases	5	13	8

