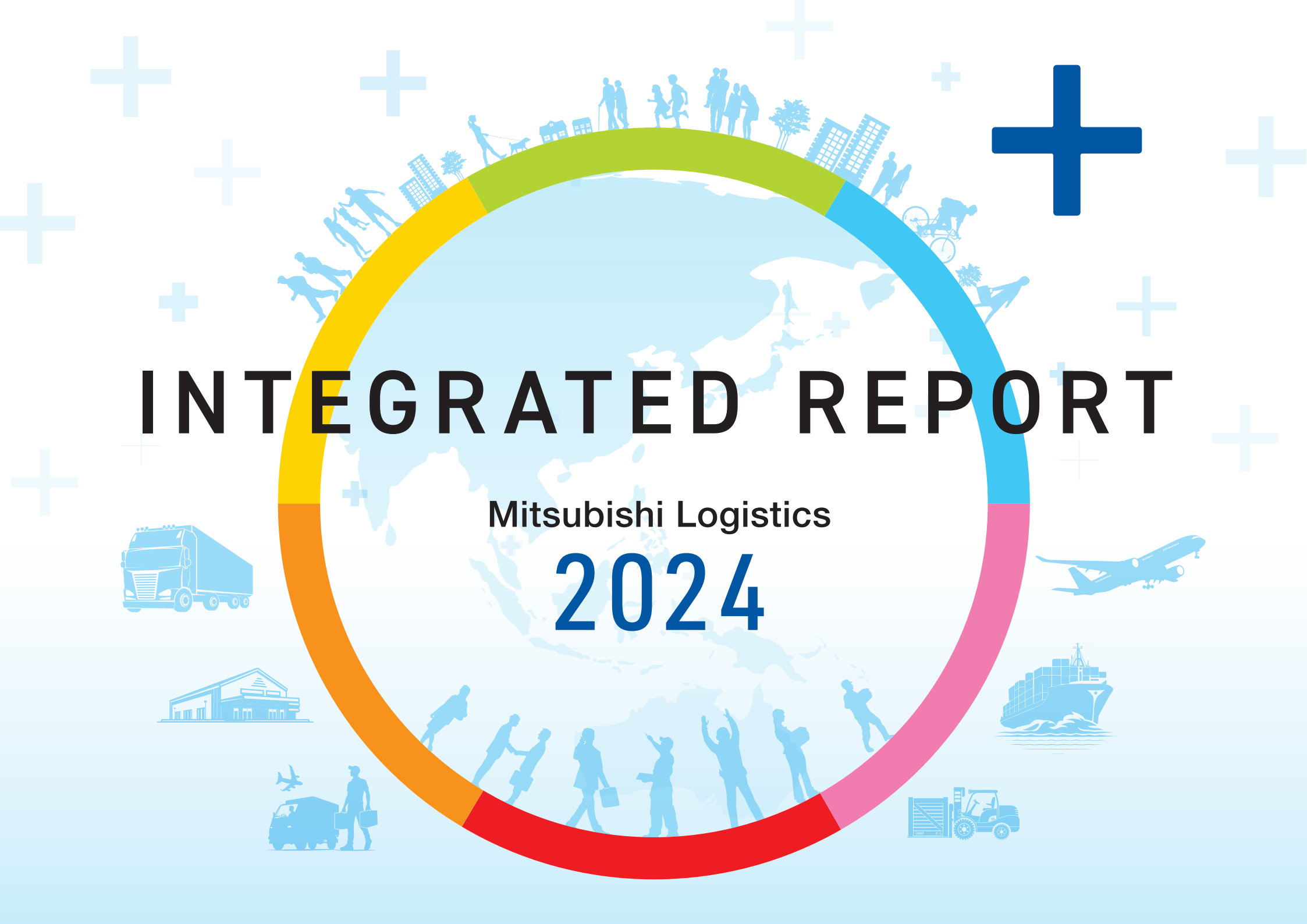

INTEGRATED REPORT
Mitsubishi Logistics
2024

PURPOSE

Supporting Today, Innovating Tomorrow.



Throughout its long history, the Mitsubishi Logistics Group has worked tirelessly
to support the everyday things that are taken for granted, society and people's lives,
while embracing the challenge of transforming its business.

To continue to contribute to society by providing new kinds of value
in the face of an unpredictable future,
we must keep striving toward the tomorrow each of us envisions.

Once achieved, that “tomorrow” will become a new “today,”
and we will then go on to shape another tomorrow.

That is the concept embedded in our purpose.
Our employees, imbued with our heritage of taking on the challenge of transformation,
will continue to create and support the next “today” as vital members of society.



PHILOSOPHY

Purpose

Supporting Today, Innovating Tomorrow.

Vision

MLC2030 Vision

Contributing to the improvement of customer's value,
we offer comprehensive logistics solutions to
the management of customers' supply chains,
from procurement to distribution/sales, as their partner.

Value

Code of Conduct

Corporate Philosophy

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.

The Three Principles of Mitsubishi's Business Management Philosophy "Sankoryo"

"Sankoryo", the Three Principles of Mitsubishi's Business Management Philosophy, embodies the spirit of Mitsubishi Logistics and forms the basic management philosophy of the Mitsubishi Group companies.

"Shoki Hoko" | "Shoji Komei" | "Ritsugyo Boeki"

Code of Conduct

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 disclose corporate information appropriately disclose corporate information in a timely manner and communicate widely 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.

The Three Principles of Mitsubishi's Business Management Philosophy "Sankoryo"

"Shoki Hoko" Corporate Responsibility to Society	Strive to enrich society, both materially and spiritually, while contributing towards 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.

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Major Updates

1 Purpose

We formulated our purpose to share with our stakeholders the value we have created to date and our determination to continue to take on new challenges into the future.

2 Business Model

This describes the value we are creating through our business activities to achieve our purpose, the source of our value creation, and the strengths we have built to date.

3 Human Capital Management and DX Promotion

This provides an overview of our concepts and status of our initiatives for human capital management and digital transformation, which we are focusing on to improve medium- to long-term corporate value.

Editorial Policy

This Integrated Report was prepared for the purpose of communicating to all stakeholders the potential for sustainable corporate growth. The Report first introduces the purpose and philosophy established this year and outlines the future vision of the Group. Next, the Report outlines in detail the various elements to achieve our vision for the future, including the Company's efforts to strengthen capital and provide new value through our business model within the value creation process.

We position human resources as the source of value creation, and this Report provides enhanced content on our human capital management, digital transformation initiatives, partnerships, and more. In addition, it provides specific examples of our efforts to encourage challenges and drive innovation to address social issues while promoting business growth.

We hope this Report gives you a deeper understanding of our business model, value creation initiatives, and the Company as a whole.

We will continue to strive to disclose information that meets the expectations of our stakeholders.

Boundary of the Report and Reporting Period

Boundary of the Report: The Report covers Mitsubishi Logistics Corporation (the "Company") and Group companies.

Reporting Period: April 1, 2023 to March 31, 2024
(To ensure comprehensive disclosure, however, certain relevant information regarding events that occurred prior to and/or after this period has been included.)

Publication Date

September 2024
(Previous publication date: September 2023/Next planned publication date: September 2025)

Reference Guidelines

- Ministry of the Environment: Environmental Reporting Guidelines 2018
- Global Reporting Initiative (GRI): Sustainability Reporting Guidelines (GRI Standards)
- IFRS Foundation: International Integrated Reporting Framework
- Ministry of Economy, Trade and Industry: Guidance for Collaborative Value Creation

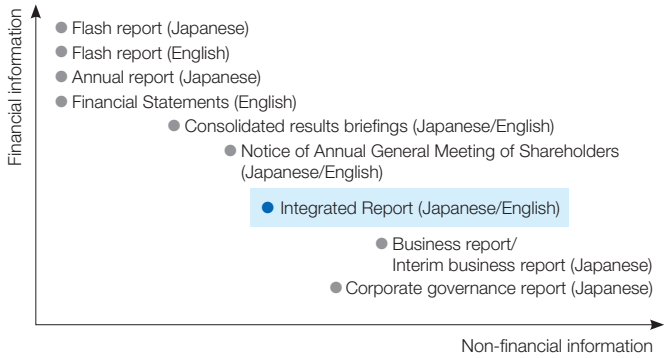
Environment Social Governance
Guidance for Collaborative Value Creation

Cover Page Design

The cover page design reflects our sustainability management concept of Zero+. The term "Zero" represents our commitment to eliminating negative impacts on the planet and society and represents a starting point and not an end goal. The positive sign (+) reflects our commitment to co-creation with our stakeholders in building a positive world beyond 2050 and supporting both society and people's lives.



Tool Map



Web

You may view various data and the reference table for Global Reporting Initiative (GRI): Sustainability Reporting Guidelines (GRI Standards) on Mitsubishi Logistics' website.

ESG Data Sheet (in Japanese only)
HOME ▶ Sustainability ▶ ESG Data Sheet
GRI Guidelines Reference Table
HOME ▶ ESG/SDGs ▶ Integrated Report ▶ GRI Guidelines Reference Table

At a Glance

Purpose-related Data

Supporting Today

Number of logistics bases worldwide



Total 140 bases

(Japan 90 bases/Major overseas cities 50 bases)

Real estate facility floor area



Approx. 1 million m²

(As of March 31, 2024)

Number of employees (Consolidated)



4,922

(As of March 31, 2024)

Innovating Tomorrow

DX and IT investment (Including operational costs, etc.)



FY2023 Approx. ¥4.89 billion

¥13.55 billion

(FY2021 to FY2023 total)

Number of collaborations with partners



10 cases

(Cumulative investment amount: ¥3.4 billion)

(FY2021 to FY2023 total)

Number of MLC Innovation Program entry teams



36 teams

(FY2023)

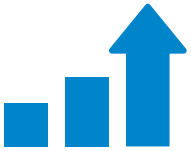
Number of improvement activities participated in by Mitsubishi Logistics and its domestic Group companies

509 groups

(FY2016 to FY2023 total)

Financial Data (FY2023)

Operating revenue



¥254.5 billion

Operating income



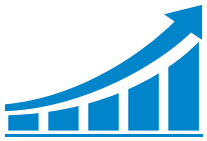
¥18.9 billion

Overseas sales ratio



17.5%

ROE (return on equity)



7.3%