

GRI Standard Content Index (Comparison)

No	Disclosures	References	
		Web site	Integrated Report 2021
102: General Disclosures			
1. Organizational profile			
102-1	Name of the organization	Company Outline	Corporate Data(pages 101-102)
102-2	Activities, brands, products, and services	Company Outline 3PL/Contract Logistics Heavy Transport and Relocation Freight Forwarding Solutions Smart Warehouse SCDOS SSCV-Safety SSCV-Smart	Our History "At a Glance"(pages 3-4) Our History "Value Creation Process of the HTS Group"(pages 7-8) Our History "The HTS Group's Strengths"(pages 9-10) Corporate Data(pages 101-102)
102-3	Location of headquarters	Company Outline	Corporate Data(pages 101-102)
102-4	Location of operations	Sales Office Global Operational Network	Our History "At a Glance"(pages 3-4) Corporate Data(pages 101-102)
102-5	Ownership and legal form	Company Outline	Corporate Data(pages 101-102)
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102-8	Information on employees and other workers	—	Companies covered in this report(page 1) Our History "At a Glance"(pages 3-4) ESG Data(pages 93-94)
102-9	Supply chain	With Our Suppliers	Our History "Value Creation Process of the HTS Group""The HTS Group's Strengths"(pages 7-10) Our Future "Mid-term Management Plan—LOGISTEED 2021—" (pages 25-38) Value Creation Achievements "Response to COVID-19"(pages 53-54)
102-10	Significant changes to the organization and its supply chain	News Releases	Our Future "Mid-term Management Plan—LOGISTEED 2021—" (pages 25-38)
102-11	Precautionary Principle or approach	Risk Management	Foundation Supporting Value Creation "Risk Management"(pages 72-74) Foundation Supporting Value Creation "E: Environment"(pages79-84) Foundation Supporting Value Creation "S: Social—Social Contribution/Strengthening of BCP—" (page 88)
102-12	External initiatives	Participation in Initiatives	Our Future "Progress of the Mid-term Management Plan—Priority Measure: Environment, Social, Governance and Corporate Ethics—" (page 35-36) Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "E: Environment Climate Change Initiatives—Response to Task Force on Climate-related Financial Disclosures (TCFD)—" (pages 81-82)
102-13	Membership of associations	Participation in Initiatives Environmental Initiatives Japan Business Federation, Japan Association for Logistics and Transport, Japan Trucking Association	Our Future "Progress of the Mid-term Management Plan—Priority Measure: Environment, Social, Governance and Corporate Ethics—" (page 35-36) Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76)

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2. Strategy			
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102-15	Key impacts, risks, and opportunities	HTS Group Sustainability Risk Management	Our History "Value Creation Process of the HTS Group"(pages7-8) Our Future "Mid-term Management Plan – LOGISTEED 2021 – "(pages 25-38) Our Future "Special Feature: Contribute to the Solution of Social Issues through SSCV"(pages 39-44) Foundation Supporting Value Creation "Risk Management"(pages 72-74) Foundation Supporting Value Creation "HTS Group Sustainability" "Four Objectives of the HTS Group and Key Performance Indicators (KPIs)"(pages 75-78) Foundation Supporting Value Creation "E: Environment Climate Change Initiatives – Response to Task Force on Climate-related Financial Disclosures (TCFD) – "(pages 81-82)
3. Ethics and integrity			
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102-17	Mechanisms for advice and concerns about ethics	Compliance	Foundation Supporting Value Creation "Compliance/Information Security"(page 71)
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102-21	Consulting stakeholders on economic, environmental, and social topics	HTS Group Sustainability Stakeholder Engagement	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70) Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "Stakeholder Engagement"(pages 89)
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102-24	Nominating and selecting the highest governance body	—	Foundation Supporting Value Creation "Board of Directors and Executive Officers"(pages 55-58) Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
102-25	Conflicts of interest	Annual General Meeting of Shareholders	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Guidelines HTS Group Sustainability	Foundation Supporting Value Creation "Independent Director Dialogue"(pages 59-62) Foundation Supporting Value Creation "Corporate Governance"(pages 63-70) Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76)
102-27	Collective knowledge of highest governance body	—	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
102-28	Evaluating the highest governance body's performance	—	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance Guidelines HTS Group Sustainability Risk Management	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70) Foundation Supporting Value Creation "Risk Management"(pages 72-74) Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "E: Environment Climate Change Initiatives – Response to Task Force on Climate-related Financial Disclosures (TCFD) – "(page 81-82)
102-30	Effectiveness of risk management processes	Risk Management	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70) Foundation Supporting Value Creation "Risk Management"(pages 72-74)
102-31	Review of economic, environmental, and social topics	—	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
102-32	Highest governance body's role in sustainability reporting	HTS Group Sustainability	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70) Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "E: Environment Climate Change Initiatives – Response to Task Force on Climate-related Financial Disclosures (TCFD) – "(pages 81-82)

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102-33	Communicating critical concerns	Risk Management	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70) Foundation Supporting Value Creation "Compliance/Information Security"(page 71) Foundation Supporting Value Creation "Risk Management"(pages 72-74)
102-34	Nature and total number of critical concerns	–	–
102-35	Remuneration policies	Corporate Governance Annual General Meeting of Shareholders	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
102-36	Process for determining remuneration	Corporate Governance Annual General Meeting of Shareholders	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
102-37	Stakeholders' involvement in remuneration	Corporate Governance Guidelines Annual General Meeting of Shareholders	Foundation Supporting Value Creation "Corporate Governance"(pages 63-70)
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102-39	Percentage increase in annual total compensation ratio	–	–
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102-42	Identifying and selecting stakeholders	CSR/ESG Stakeholder Engagement	Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "Stakeholder Engagement"(pages 89)
102-43	Approach to stakeholder engagement	Social Stakeholder Engagement	Foundation Supporting Value Creation "Stakeholder Engagement"(pages 89)
102-44	Key topics and concerns raised	HTS Group Sustainability Stakeholder Engagement	Our Future "Special Feature: Contribute to the Solution of Social Issues through SSCV"(pages 39-44) Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "Four Objectives of the HTS Group and Key Performance Indicators (KPIs)"(pages 77-78) Foundation Supporting Value Creation "E: Environment"(pages 79-84) Foundation Supporting Value Creation "S: Social"(pages 85-88) Foundation Supporting Value Creation "Stakeholder Engagement"(pages 89)
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102-47	List of material topics	HTS Group Sustainability	Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "Four Objectives of the HTS Group and Key Performance Indicators (KPIs)"(pages 77-78)
102-48	Restatements of information	HTS Group Sustainability	Editorial policy(page 1)
102-49	Changes in reporting	–	Editorial policy(page 1)
102-50	Reporting period	–	Editorial policy(page 1)
102-51	Date of most recent report	–	Latest issued integrated report: September, 2021
102-52	Reporting cycle	Annually issuance as annual report	Editorial policy(page 1)
102-53	Contact point for questions regarding the report	Contact Us	Integrated Report back cover
102-54	Claims of reporting in accordance with the GRI Standards	–	–
102-55	GRI content index	This table is GRI Reporting Initiative Standard content index.	–
102-56	External assurance	–	–

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200: Economic			
201: Economic Performance			
2: Topic-specific disclosures			
201-1	Direct economic value generated and distributed	Financial Data Presentation Materials	Financial Data(pages 91-92) Consolidated Financial Statements(pages 95-98)
201-2	Financial implications and other risks and opportunities due to climate change	Risk Management	Foundation Supporting Value Creation "Risk Management"(pages 72-74) Foundation Supporting Value Creation "E: Environment Climate Change Initiatives – Response to Task Force on Climate-related Financial Disclosures (TCFD) –"(pages 81-82)
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201-4	Financial assistance received from government	–	–
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2: Topic-specific disclosures			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	–	–
202-2	Proportion of senior management hired from the local community	–	–
203: Indirect Economic Impacts			
2: Topic-specific disclosures			
203-1	Infrastructure investments and services supported	With Local Communities With Our Customers	Our Future "Mid-term Management Plan—LOGISTEED 2021—"(pages 25-38) Value Creation Achievements "Heavy Machinery and Plant Logistics Business"(pages 51-52) Foundation Supporting Value Creation "S: Social—Pursue Next-Generation Industries and Lifestyles—"(page 86) ESG Data(pages 93-94)
203-2	Significant indirect economic impacts	–	–
204: Procurement Practices			
2: Topic-specific disclosures			
204-1	Proportion of spending on local suppliers	–	–
205: Anti-corruption			
2: Topic-specific disclosures			
205-1	Operations assessed for risks related to corruption	–	–
205-2	Communication and training about anti-corruption policies and procedures	Compliance	Foundation Supporting Value Creation "Compliance/Information Security"(page 71)
205-3	Confirmed incidents of corruption and actions taken	Compliance	Foundation Supporting Value Creation "Compliance/Information Security"(page 71)
206: Anti-competitive Behavior			
2: Topic-specific disclosures			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance	Foundation Supporting Value Creation "Compliance/Information Security"(page 71)
207 : Tax 2019			
207-1	Approach to tax	–	Our History "Key Management Indicators: MD&A"(pages 11-12) Our Future "Message from the CFO"(pages 21-24)
207-2	Tax governance, control, and risk management	–	Our Future "Message from the CFO"(pages 21-24) Foundation Supporting Value Creation "Risk Management"(pages 72-74)
207-3	Stakeholder engagement and management of concerns related to tax	–	Our Future "Message from the CFO"(pages 21-24)
207-4	Country-by-country reporting	–	

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300: Environmental			
103-1 103-2 103-3	Management Approach	Environment With Our Suppliers	Foundation Supporting Value Creation "HTS Group Sustainability"(pages 75-76) Foundation Supporting Value Creation "Four Objectives of the HTS Group and Key Performance Indicators (KPIs)"(pages 77-78) Foundation Supporting Value Creation "E: Environment"(pages 79-84)
301: Materials			
2: Topic-specific disclosures			
301-1	Materials used by weight or volume	Environmental Activities Environmental Action Plan	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
301-2	Recycled input materials used	Environmental Activities Environmental Action Plan	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
301-3	Reclaimed products and their packaging materials	Environmental Activities Environmental Action Plan	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
302: Energy			
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302-1	Energy consumption within the organization	Environmental Activities Environmental Action Plan	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
302-2	Energy consumption outside of the organization	Environmental Activities Environmental Action Plan	—
302-3	Energy intensity	Environmental Activities Environmental Action Plan	ESG Data(pages 93-94)
302-4	Reduction of energy consumption	Environmental Activities Environmental Action Plan	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
302-5	Reductions in energy requirements of products and services	Environmental Action Plan	—
303: Water and Effluents 2018			
1: Management approach disclosures			
303-1	Interactions with water as a shared resource	Environmental Protection Action Guidelines Environmental Activities	—
303-2	Management of water discharge-related impacts	—	—
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303-4	Water discharge	Environmental Action Plan	ESG Data(pages 93-94)
303-5	Water consumption	Environmental Action Plan	ESG Data(pages 93-94)
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304-2	Significant impacts of activities, products, and services on biodiversity	—	—
304-3	Habitats protected or restored	With Local Communities	—
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	—

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305: Emissions			
2: Topic-specific disclosures			
305-1	Direct (Scope 1) GHG emissions	Environmental Action Plan Environmental Activities	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Action Plan Environmental Activities	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
305-3	Other indirect (Scope 3) GHG emissions	Environmental Action Plan Environmental Activities	Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
305-4	GHG emissions intensity	Environmental Activities	Our History "Key Management Indicators: Non-Financial Highlights"(page 14)
305-5	Reduction of GHG emissions	Environmental Action Plan Environmental Activities	Our Future "Special Feature: Contribute to the Solution of Social Issues through SSCV"(pages 39-44) Value Creation Achievements "3PL Business (Domestic)"(pages 45-46) Value Creation Achievements "3PL Business (Overseas)"(pages 47-48) Foundation Supporting Value Creation "E: Environment"(pages 79-84) ESG Data(pages 93-94)
305-6	Emissions of ozone-depleting substances (ODS)	Environmental Activities	–
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Activities	Value Creation Achievements "3PL Business (Overseas)"(pages 47-48) ESG Data(pages 93-94)
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307: Environmental Compliance			
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401: Employment			
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401-3	Parental leave	Promoting Diversity	Foundation Supporting Value Creation "S: Social—Promote Diversity of the Workplace—" (pages 87) ESG Data(pages 93-94)
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403: Occupational Health and Safety 2018			
1: Management approach disclosures			
403-1	Occupational health and safety management system	Safety	Foundation Supporting Value Creation "S: Social—Secure Safety in Operation and Transportation—" (page 85)
403-2	Hazard identification, risk assessment, and	Safety Risk Management	Foundation Supporting Value Creation "Risk Management"(pages 72-74) Foundation Supporting Value Creation "S: Social—Secure Safety in Operation and Transportation—" (page 85)
403-3	Occupational health services	Safety With Our Employees SSCV-Safety	Our Future "Progress of the Mid-term Management Plan—Priority Measure: Design Supply Chain Based on and Originating from the Logistics Domain—" (pages 31-32) Our Future "Special Feature: Contribute to the Solution of Social Issues through SSCV"(pages 39-44) Foundation Supporting Value Creation "S: Social—Secure Safety in Operation and Transportation—" (page 85)
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety	—
403-5	Worker training on occupational health and	Safety With Our Employees	Foundation Supporting Value Creation "S: Social—Secure Safety in Operation and Transportation—" (page 85)
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419-1	Non-compliance with laws and regulations in the social and economic area	Compliance	Foundation Supporting Value Creation "Compliance/Information Security"(page 71)