

# CSR REPORT 2023

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 **TATSUMI SHOKAI CO.,LTD.**



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CSR Promotion Office, TATSUMI SHOKAI

 **TATSUMI SHOKAI CO.,LTD.**



# Philosophy

- 1 | Safety is the top priority
- 2 | Gratitude to our customers
- 3 | Improvement of employee well-being
- 4 | Contribution to the local community

## Editorial policy

We have decided to publish a CSR report from this fiscal year in order to widely communicate our CSR philosophy and activities to our stakeholders. Based on the six materialities (safety and security, environment, employee satisfaction and gender equality, contribution to local community, technological innovation, and compliance and governance) that we developed last year, we are creating a report that is easy to see and understand.

Reporting Period : June 1, 2022 ~ May 31, 2023  
Boundary : TATSUMI SHOKAI CO.,LTD.  
(including some figures for group companies)

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# Top Message

As a logistics company that supports the social infrastructure, we aim for sustainable development that leads to the future.



President  
**Toyoki Nishi**

For more than 100 years since our founding, we have always been committed to solving social issues through logistics. Our founder, Chuzo Shiminoya, focused on establishing the children's welfare facility "Uminokogakuen", the rehabilitation facility "Minatoryou", and the "Shiminoya Scholarship Foundation" after the war, supporting the people and their families who work in the port and contributing to the local community.

His will is inherited in our basic philosophy of "improving employee well-being" and "contributing to the local community". In 2019, as part of our 100th anniversary project, we became a naming rights partner of the Osaka City Central Library. We support the library and are familiar with the name "Tatsumi Shokai Central Library". We are still walking with the community.

In 2022, we declared the "Tatsumi Shokai Sustainability Activity Declaration" with the aim of achieving sustainable growth with the community and society. It is a declaration that we will promote concrete activities with our stakeholders, such as employees, group companies, customers and business partners, and we have received many expectations from inside and outside the company.

In the second year of our activities, we have

started activities for the six materialities (important issues) under the leadership of the "CSR Promotion Office". We have started activities for obtaining the "Eco Action 21" certification, which promotes environmental management. We also declared "healthcare commitment" focusing on promoting employee health, which is one of the important management issues.

Decarbonization is one of the most important issues for our company, which operates a business that consumes a lot of energy. We will further reduce greenhouse gas emissions by switching to "hybrid rubber tyred gantry crane" that we have already introduced. We also intend to promote "human rights respect" initiatives in accordance with international norms, going beyond the measures against discrimination and harassment that we have taken so far.

Logistics is a social infrastructure that cannot be stopped no matter what happens. It is our social responsibility as a logistics operator to keep running even in heavy natural disasters, pandemics of infectious diseases. As an international integrated logistics company, we will further enhance our environmental value and social value, and aim for sustainable development while running with society.



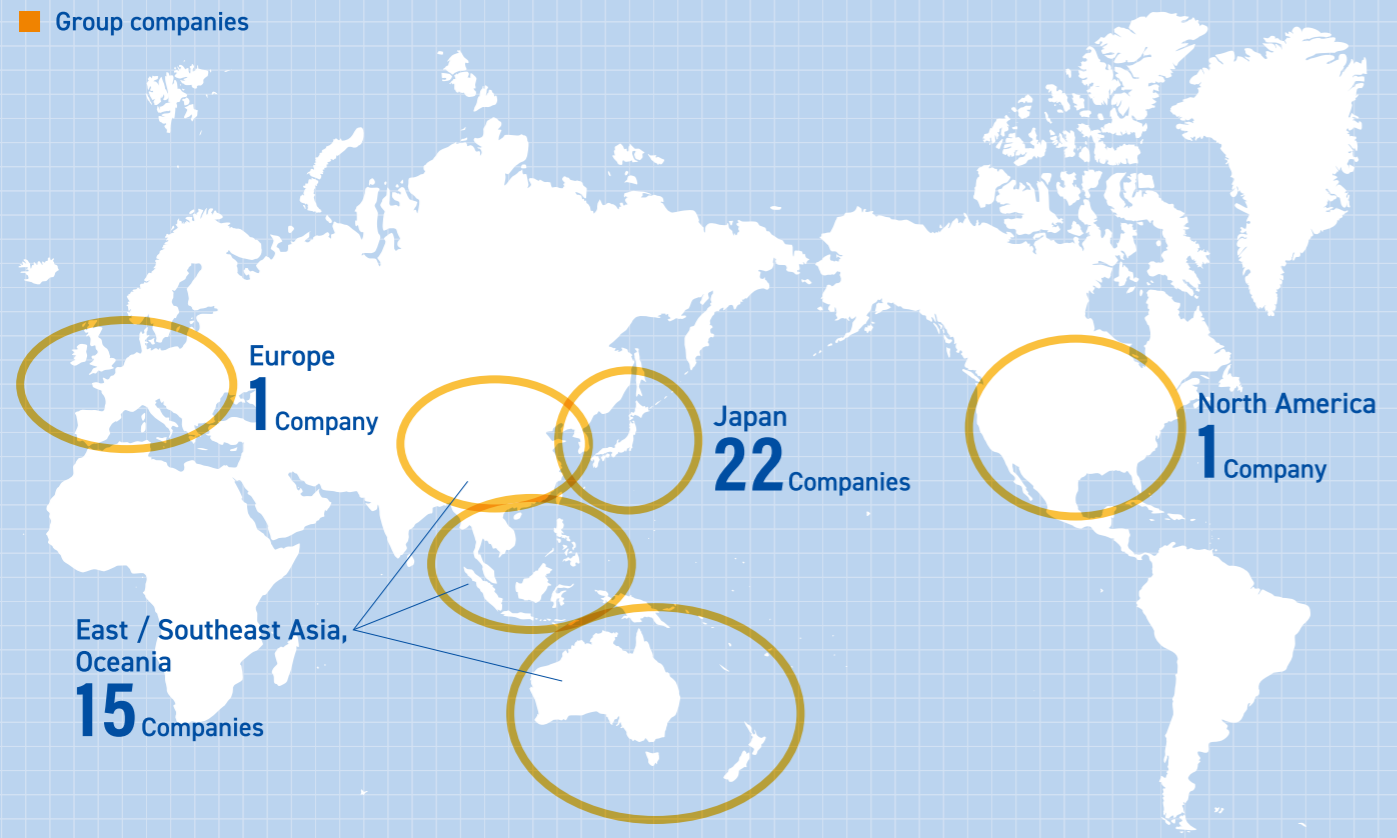
# Business Overview

We are working on building social infrastructure that supports people's lives and business activities.

■ We provide wide-ranged, flexible logistics solutions consistently.



■ Group companies



## Marine Transportation Division



### “Top Market share” Liquid Inorganic Chemical Transport (Domestic) Efficient and stable shipping by a rich fleet specialized in special cargo

The marine business is the history of our company itself, and we are proud of the No.1 capacity of special tankers for liquid inorganic chemicals such as sulfuric acid and caustic soda. We take advantage of rich fleet and high share to achieve efficient shipping, and aim to further reduce CO<sub>2</sub> by utilizing our good fuel efficient technology developed by our research on energy-conservation vessels and equipment, which is about 1/5 of the energy consumption compared to truck transport (\*). We will continue to provide transportation that environmentally friendly for both our customers and the planet, while meeting the needs of society and our customers.



Director  
**Masao Tsuchiya**

\*Reference : "Explanation of Modal Shift", Ministry of Land, Infrastructure, Transport and Tourism website <https://www.mlit.go.jp/seisakutokatsu/freight/modalshift.html>

#### Business

**Main business**  
Marine transportation of sulfuric acid, caustic soda, hydrogen peroxide, hydrochloric acid, general cargo, cement, ore, etc.

**Business site**  
Osaka, Tokyo, Aomori, Fukushima, Kagawa other

#### Strength

- Expert in liquid chemical transport with many special tankers
- Set up site offices in or around the shipper companies' plants
- Provide one-stop logistics services for chemical industrial products that support the social infrastructure, such as marine transportation, loading and unloading, onshore chemical tanks, and land transportation by tank trucks

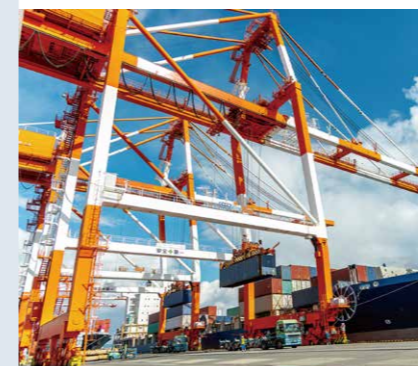
#### Data · Certification

**No.1 in Japan** for the number of tankers for sulfuric acid and caustic soda

**No.1 in Japan** for the transport and handling volume of sulfuric acid and caustic soda

ISM certification

## Harbor Transportation Division



### Leading the environmentally oriented container terminal as the No.1 company in Osaka Port

Since we started the container terminal business in Osaka Port in 1974, we have always been the top runner in the industry, and have been thankfully used by many shipping companies. We have a 30% share of the container handling number in Osaka Port, which is designated by MLIT as a Strategic International Port, mainly with Japan's largest 1,400m continuous private berth in Osaka Nanko. In terms of the environment, we have been promoting the hybridization of RTG (transfer cranes) since 2012, and by 2022, it will exceed 65% of the total number of units. We will continue to make the necessary investments and work on decarbonization in line with the formation of "carbon neutral ports" that are being promoted in ports around the world.



Director  
**Toshio Takashima**

#### Business

**Main business**  
Container terminal operation

**Business site**  
Osaka

#### Strength

- Operation of bonded CFS in the yard hinterland (consolidation and handling of general import and export cargo)
- Operation of Japan's largest 1,400m continuous private berth in Osaka Nanko
- Operation of a high-standard container terminal with 1,350m in Osaka Yumeshima, the core berths of the Strategic International container Port named "Hanshin Port"

#### Data · Certification

ISO9001 certification

Japan's largest 1400m continuous container berth

Hybrid transfer crane introduction 65% or more

## Business Overview

### Warehouse Division



#### Promoting DX to enhance the added value of warehouses

As the importance of the supply chain increases, the Warehouse Division provides not only safe and secure storage space for cargo, but also inspection, sorting, packing, export/import customs clearance, international forwarding services, etc. to customers consistently. Some of our warehouses are designated as emergency support supplies storage warehouses in the event of a large-scale disaster, and some are designated as emergency evacuation sites for residents, and we are strengthening our cooperation with the local community and administration. In addition, as a measure to reduce the waiting time for trucks, which is a problem in the 2024 issue, we have introduced a cloud-based truck reservation system on a trial basis at some warehouses, and are working to reduce waiting time and improve loading and unloading efficiency.



Director  
**Naoaki Fukumori**

#### Business

**Main business**  
Warehouse business (non-ferrous metals, machinery, paper pulp, steelmaking raw materials, confidential document storage, etc.)

**Business site**  
Osaka, Hyogo, Kanagawa, Okayama, Ibaraki, Ehime other

#### Strength

- LED lighting for about 90% of the nationwide warehouse space of 270,000m<sup>2</sup>
- Business collaboration with overseas affiliates (North America, Southeast Asia, etc.)
- Seamless transportation by utilizing our own domestic fleet

#### Data · Certification

The **40t** hanging ceiling crane for heavy cargo in Osaka Nanko

**Green management certification**

### Air Freight Division



#### Experienced trade experts propose the best and fastest transport routes

To meet the demand for speedy and efficient air freight services, we have sales offices in five locations nationwide: Tokyo, Osaka, Narita Airport, Haneda Airport, and Kansai Airport, and as an IATA (International Air Transport Association) accredited cargo agency, and we negotiate flights and fares with airlines and respond to various needs of our customers. In addition, we have established a seamless international transportation system, and many of our forwarding staff who have international multimodal transport specialists qualification and dangerous goods handling qualification, so we can safely and quickly handle exports and imports of chemicals, high-pressure gas, etc.



Director  
**Hiroyuki Tanaka**

#### Business

**Main business**  
Forwarding, customs clearance services

**Business site**  
Tokyo, Osaka, Narita airport, Haneda airport, Kansai airport

#### Strength

- Many experienced customs brokers are on board. We can advise on simplification of procedures and cost aspects.
- Provide everything from creation of trade documents to packing, storage, sorting, etc.
- We can also handle night flights at Kansai International Airport, which operates 24 hours a day.

#### Data · Certification

**IATA** accredited cargo agency

**Over 60** overseas business partners and agencies

### Land Transportation Division



#### Aiming for safe driving and efficiency through the introduction of advanced technology

The Land Transportation Division operates liquid chemicals and high-pressure gas transportation, and chemical terminals that serve as connecting facility of sea and land. Land transportation is facing the "2024 issue", but we are promoting the DX, building a system that can follow the vehicle operation status at all times, and establishing a system that develops safe driving, labor management, and efficiency. In addition, we have large-scale onshore tank terminals for liquid chemicals in major industrial areas, and together with group companies, we have a 30% share of the nationwide tank terminals, and we supply seamless logistics services between sea and land.



Director  
**Taketo Kitagawa**

#### Business

**Main business**  
Land transportation of liquid chemicals (organic and inorganic) and high-pressure gas. Operation of chemical terminals and dangerous cargo warehouses

**Business site**  
Osaka, Fukushima, Tokyo, Kanagawa, Shizuoka, Aichi, Hyogo, Okayama, Yamaguchi, Oita other

#### Strength

- Integrated system from domestic land transportation to export/import customs clearance and marine transportation
- Promote DX and monitor the operation status of each vehicle in real time
- 30% share of chemical terminals nationwide

#### Data · Certification

**G mark** certified business site

Chemical terminal **CDI-T** certification

**30%** share of chemical terminals nationwide

### Plant & Project Division



#### Expert in plant transportation with extensive experience in various parts of the world

In order to safely and accurately transport the structures, equipment, and machinery constructed by our client engineering company, not only technical skills but also experience and know-how accumulated in various sites are required. Since 1971, we have been involved in the transportation of large-scale equipment to various parts of the world, such as Asia, Middle East, Russia, and Africa, starting with the plant transportation to Mamut Mine in Malaysia. Our personnel, who have accumulated experience on the front line as plant transportation experts, are responsible for the field operations, such as surveying the transport routes, creating transport procedures, attending each transport site, and handling customs clearance specific to of each country to achieve safety and high transport quality.



Director  
**Yuichi Suga**

#### Business

**Main business**  
Forwarding of plant construction materials such as large-scale special equipment, small precision equipment

**Business site**  
Tokyo, Saga

#### Strength

- Abundant transport experience in Asia, India, Middle East, Russia, Europe, etc.
- Adapt to modular transportation, which is a recent trend
- We are well versed in the characteristics of the cargo and can handle difficult transportation such as securing safe routes and constructing routes that which involves removing obstacles.

#### Data · Certification

**Over 100** global partners

Cumulative cargo volume of **1.5 million tons** for Vietnam national projects



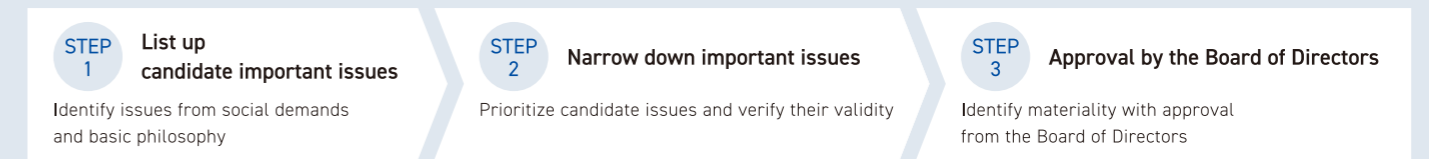
# Sustainability

## Declaration of Sustainability Activities

In 2022, Tatsumi Shokai declared its sustainability activities with the aim of enhancing its corporate value and achieving medium- to long-term growth by solving social issues through its business activities. Since its founding in 1920, we have been committed to solving social issues through our logistics business. On this occasion, we will further address environmental and human rights issues that require global efforts, and contribute to the realization of a sustainable society through our business.

## Materiality Identification Process

Tatsumi Shokai has identified six materialities (important issues) for the purpose of promoting the solution of social issues through its business activities, in line with its basic philosophy, in 2022.



# Numbers to see Tatsumi Shokai

At a Glance

<b>Founded</b>  <b>1920</b>	<b>Capital</b>  <b>¥750million</b>	<b>Sales (Single)</b> <b>¥75billion</b> (2022 fiscal year) 
<b>Sales (Group total)</b> <b>¥188billion</b> (2022 fiscal year) 	<b>Number of employees</b> Group total <b>3,028people</b> Single <b>879people</b>	<b>Male-female ratio</b>  Male <b>76%</b>  Female <b>24%</b>
<b>Average age</b>  <b>41age</b>	<b>Average years of service</b>  <b>17years</b>	<b>Average overtime hours</b>  <b>19hours</b>
<b>Paid leave rate</b>  <b>69%</b>	<b>Female managerial staff ratio</b>  <b>12%</b>	<b>Female childcare leave rate</b>  <b>100%</b>

## Materiality

# Safety and Security

Safety is the highest priority



Our basic philosophy states that "safety is the highest priority for everything". We ensure the safety and security of our employees by creating an environment where they can work safely and securely, and by thoroughly ensuring the safety of the storage and transportation of valuable cargo, we build a safe and secure logistics system.



## Specific Initiatives

### Central Safety and Health Committee



We conduct our business based on the basic philosophy of "safety is the highest priority for everything". In accordance with this basic philosophy, we have established the Central Safety and Health Committee and the Central Safety and Health Management Office under the direct control of the president, and under the slogan of "Raise the safety awareness of each individual and achieve zero accidents with everyone's power", we have been continuously working on safety and health with the elimination of minor accidents as the highest priority issue in 2023. At the "Central Safety and Health Conference" held twice a year, we confirm the status of safety and health initiatives throughout the company, award prizes to business sites that have been accident-free and disaster-free for the past five years, and have made improvement proposals for improving work and working environment related to safety and health, and conduct lectures related to safety and health.

### Safety Activity Group Training

In addition to the safety activities that we have been conducting, we started training sessions by instructors dispatched from the Central Labor Accident Prevention Association since 2022, aiming to eliminate minor accidents, which is our highest priority issue for safety and health. Employees of our company and partner companies who work together in the site office participate in the training, and have group discussions on the causes of accidents and measures to prevent recurrence, using actual accident cases as topics, and lead to actions to prevent accidents recurrence.



### Initiatives for Business Continuity

In the event of a major disaster or a pandemic of infectious diseases such as COVID 19, which could have a significant impact on the business continuity of our company, we have established a Business Continuity Basic Plan (BCP) to ensure the safety of our employees and minimize the damage to our facilities, ships, vehicles, etc., and to continue our important operations, and to quickly and systematically resume and recover our operations in the event of a stoppage. We have established a basic policy as follows, and we assume that the damage from a large-scale disaster will be the Nankai Trough earthquake and the Tokyo Metropolitan Direct earthquake, and that the pandemic of infectious diseases will be the new coronavirus, seasonal influenza, or a pandemic of unknown infectious diseases that have not occurred before.



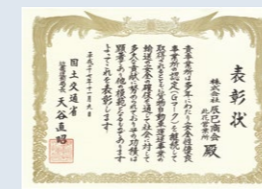
#### BCP Basic Policy

- 1 The highest priority is to confirm the safety of all employees and their families and to ensure their safety.
- 2 We will strive to provide stable supply of our services to our customers, as well as contribute to the local community and fulfill our social responsibility.
- 3 We will take appropriate preventive measures in normal times, minimize the damage, and prevent secondary disasters and work for early recovery after a disaster.
- 4 We will conduct education and regular training on the BCP, evaluate the results, and review and improve the BCP based on the results1.

In addition, we review the BCP regularly to make it effective, and we discuss the organizational structure and communication methods in case of emergency, the important operations and recovery goals, the necessary equipment and supplies, and the counter measures to new threats such as cyber-attacks, with members selected from each department.

### Continuation of G Mark Certification at All Business Sites of the Land Transportation Division

We have obtained the G Mark (Safety Excellence Business Site) certification, which certifies business sites that actively work on the safety of automobile cargo transportation, at each business site of the Land Transportation Division. The Fuji Office, Nagoya Office, Oita Office, Mizushima Office, and Sakurajima Garage have been certified continuously since 2003, for nearly 20 years. Among them, the Sakurajima Garage has established a Safety Compliance Team, and has introduced advanced equipment and established a high level of safety system.



#### G Mark Continuous Acquisition Award

**Transport Bureau Director's Award**  
Fuji office, Nagoya office,  
Oita office, Mizushima office,  
Sakurajima garage



### Implementation of Sleep Apnea Syndrome Testing and Treatment

Sleep apnea syndrome (SAS) is a disease in which breathing stops repeatedly during sleep, which can cause traffic accidents due to poor quality sleep. We conduct simple tests and subsequent detailed tests for truck and trailer drivers to detect SAS early and lead to treatment.



## Materiality

# Environment

Pursue decarbonization and energy efficiency and conservation



We are working to reduce environmental impact as a challenge for the entire supply chain, and to contribute to solving global issues such as decarbonization and energy conservation. At the same time, we are also looking at what we can do as a region, such as investing in green bonds issued by Osaka City, to reduce environmental impact.

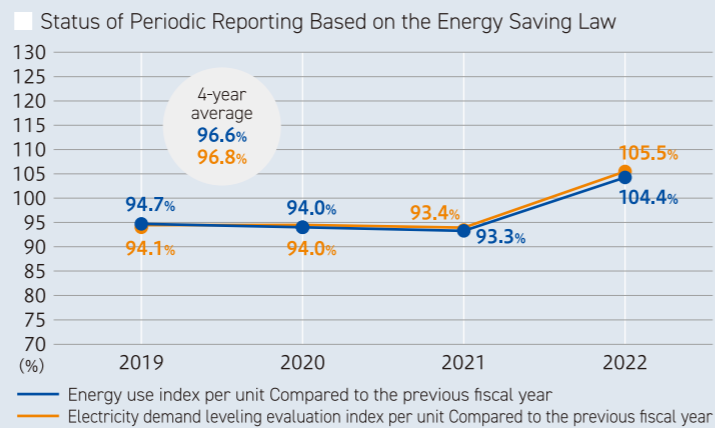
## Specific Initiatives

### Promotion of Environmental Management

We have established the "Tatsumi Shokai Environmental Policy" with the aim of conducting business operations with low environmental impact. In addition, we have obtained the "Green Management Certification" for transport operators who carry out activities for the purpose of environmental conservation at 18 domestic bases.



In addition, we are also working on energy saving in accordance with the Law on Rationalization of Energy Use (Energy Saving Law). The energy use index based on the Energy Saving Law has been significantly reduced for three consecutive years from 2019 to 2021 through the introduction of energy-efficient equipment and machinery, but in the 2022 report, it increased due to an increase in the handling of some cargo. We will continue to work on energy saving by considering the introduction of new equipment and machinery.



### Investment in Osaka City Green Bonds

We believe that it is important to work together with the local community to solve environmental issues. Therefore, we have invested in green bonds issued by Osaka City, and contributed to the sustainable development of the city.

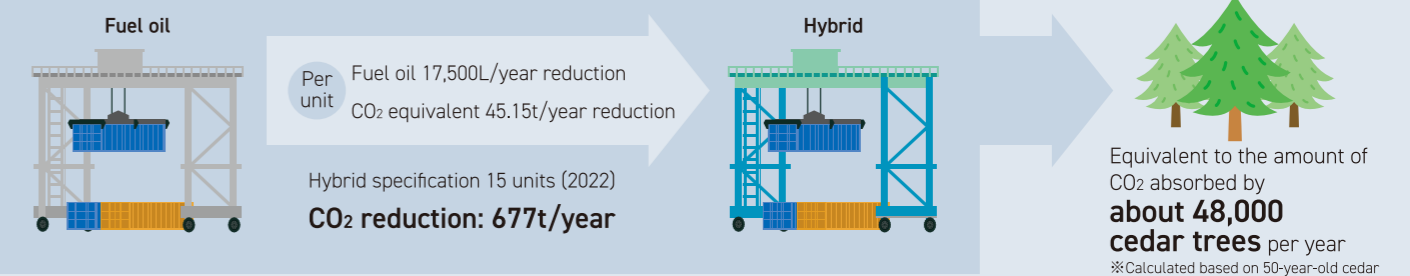
Project Classification	Business Content
Green Building	Osaka Public University Campus Development Project (Morinomiya Campus)
Energy Efficiency	Sewerage Business
Clean Transport	Naniwa-Suji Line Project
Climate Change Adaptation	Flood Control Measures for Landfills (Flood Control Measures against High Waves)
	Undergrounding Project
	Umeda 2nd Phase Area Development (Ofukacho District Disaster Prevention Park Block Development Project)

### Introduction of environmentally friendly hybrid transfer cranes to more than 60% of the total

There are 23 transfer cranes operating at the container berth C1~C4 in Sakishima, Osaka South Port. From the perspective of environmental consideration, we have been replacing the fuel oil-powered machines with hybrid specifications at the timing of equipment renewal since 2012. As of 2022, 15 machines have been replaced, and the hybrid rate has exceeded 65%, achieving a CO<sub>2</sub> reduction of 677t per year. We plan to update two more machines in 2023. Although the introduction cost is significantly higher than the conventional type, we are working to reduce the environmental impact as a leading company that operates the largest container berth in Osaka Port.



### Transfer Crane



Reference: Kanto Forest Management Bureau <CO<sub>2</sub> absorption capacity of forests>  
<https://www.rinya.maff.go.jp/kanto/nikkou/knowledge/breathing.html>

### Energy saving of ships

In the "Coastal Ship Energy Conservation Rating", which evaluates the environmental performance of ships by the Maritime Bureau of the Ministry of Land, Infrastructure, Transport and Tourism, three ships owned by our company (including related companies) have obtained the rating. In addition, we strive to reduce fuel consumption by reducing empty ship navigation as much as possible and increasing the efficiency of ship allocation planning, as well as improving the environmental performance of ships.

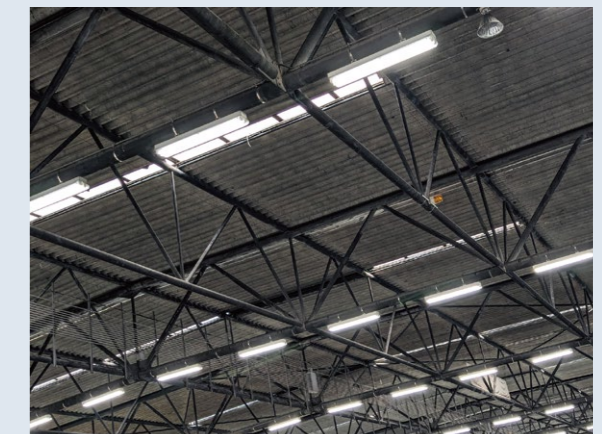
Ship type	Rating (★1~5)
Chemical tanker	★★★★★ × 1 ship
Cement ship	★★★ × 2 ships

### Switching the power used at the head office building to renewable energy-derived power

As part of our efforts to reduce greenhouse gas emissions, we purchase electricity derived from renewable energy for the entire amount of electricity used at our head office building. This initiative reduces CO<sub>2</sub> emissions by about 84t per year.

### Promoting LED lighting

From the perspective of improving energy efficiency, we are implementing LED lighting for various types of lighting. In addition to office lighting, we have converted 90% of the warehouse lighting to LED for a total warehouse area of 270,000 square meters nationwide. LED lighting not only saves electricity, but also has a long service life, which contributes to resource conservation.





# Materiality

## Employee Satisfaction and Gender Equality

A company where each individual can work lively.



Our employees are the source of value creation and human resources for our company. We are working to create an environment where they can fully demonstrate their abilities, feel a sense of fulfillment, and work with peace of mind. We will promote the creation of a workplace where each individual can shine, such as working styles that suit their lifestyles and eliminating gender gaps.



### Specific Initiatives

#### Initiatives for human resource development that promote individual growth and organizational improvement

We believe that the growth and success of each employee is essential for the sustainable growth of our company. As part of our human resource development efforts, we conduct hierarchical training for the purpose of organizational management and skill acquisition, and legal and accounting training and theme-based training for the purpose of business execution and knowledge acquisition. In addition, we have been holding study sessions for the customs broker exam for the past several decades, and recently we have started to subsidize the textbook fees and exam fees for each subject of the Business Career Certification exam.



#### Promotion of women's empowerment

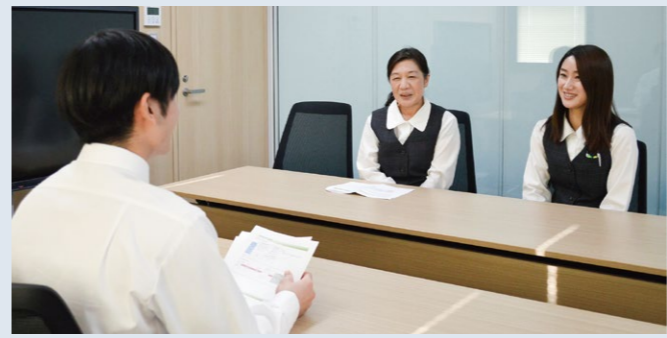
We believe that creating a workplace where diverse human resources can play an active role is a necessary initiative for the sustainable growth of our company and the sustainable development of society. At our company, we are working to achieve the goals we have set in accordance with the relevant laws and regulations, such as the Act on Promotion of Women's Participation and Advancement in the Workplace, but we are still halfway there. In order to further promote our activities, we will also focus on creating a system, such as improving our internal systems.

"Act on Promotion of Women's Participation and Advancement in the Workplace" General Employer Action Plan  
**Increase the percentage of women in managerial positions to 12% or more**

#### "Pregnant Workers Fairness Act" Awareness Poster

Our group company, TATSUMI INTERMODAL(U.S.A.) INC., posts posters to promote understanding of pregnant workers, and also works to create a workplace environment through awareness-raising activities.

#### Support for balancing work and childcare



Employee who is going to have a personal interview for postpartum daddy childcare leave (front)

In order to create an environment where employees can balance work and childcare, we have set a goal in the "Act on Advancement of Measures to Support Raising Next-Generation Children" general employer action plan to "increase the rate of male employees taking childcare leave to 7% or more" (planning period: April 1, 2023 to March 31, 2026). In order to achieve this goal continuously, we will continue to provide prior information on the system to the eligible employees.

"Act on Advancement of Measures to Support Raising Next-Generation Children" General Employer Action Plan  
**Increase the rate of male employees taking childcare leave to 7% or more**

#### Dialogue between the president and young employees

On the same day as the hierarchical training for the third-year employees, we held a dialogue session between the president and the young employees as an opportunity for dialogue with the top management, who usually have little contact with them. The president goes around each table in turn and listens to what the young employees feel and think in their daily lives. The president and other executives who attended the session shared stories such as how they were supported by their seniors and others around them when they were struggling with their work when they were young. We will continue to value the communication opportunities that allow the young employees who will lead the future to rely on their seniors and supervisors with confidence and grow, and also allow the top management and executives to directly touch the new ideas and feelings of the young employees.



#### Certified as a "Health Declaration" Office

We declared our health as a proof of our proactive efforts to promote the health of our employees, and we were certified as a "Health Declaration" office in 2022. Based on the basic philosophy of "improving the welfare of our employees", we are promoting health management.





# Materiality

## Local Community

Together with the people of the region



Materiality

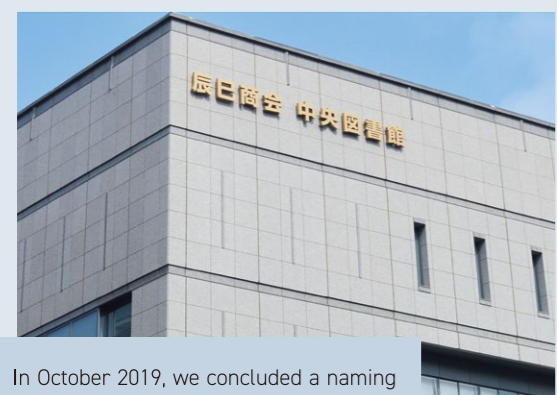


We have valued our relationship with the community since the founder's era. Our founder, Chuzo Shinomiya, devoted his efforts to helping children and people in poverty who were directly affected by the post-war economic hardship, and was involved in establishing scholarship associations, foster care facilities, and self-reliance rehabilitation facilities for the poor. This intention has continued unchanged until today, and we want to be a company that can grow with the community.

### Specific Initiatives

#### Donation of books and other materials to the Osaka City Central Library

As a community contribution project for our 100th anniversary, we concluded a naming rights partner agreement with the Osaka City Central Library, and since October 2019, we have been using the nickname "Tatsumi Shokai Central Library" for the Osaka City Central Library. Since then, we have donated books and library equipment every year. In 2023, we donated 723 comic books, 200 study books, and speakers for use at events, and the number of study books exceeded 2,000.



In October 2019, we concluded a naming rights partner agreement. The nickname of the Osaka City Central Library is "Tatsumi Shokai Central Library".



In March 2023, Donation ceremony.



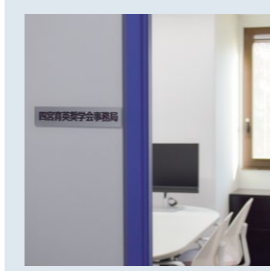
In 2023, we donated 723 comic books.

We have donated more than 2,000 study books so far.

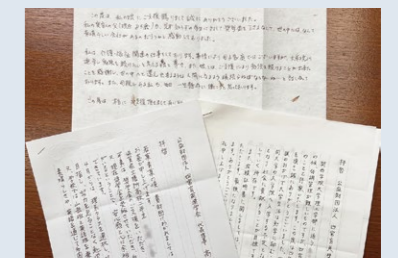
#### Shinomiya Ikuei Scholarship Association Project, which has supported more than 2,400 students

In 1954, as one of the 35th anniversary projects of Tatsumi Shokai, we established the "Shinomiya Ikuei Scholarship Association" with the fund contributed by the founder Chuzo Shinomiya as the original fund. Currently, the Shinomiya Ikuei Scholarship Association, which has become a public interest incorporated foundation, uses donations from the Tatsumi Shokai Group and volunteers as the source of operation, and provides non-repayable grant-type scholarships to high school and university students who need economic support through public recruitment. Every year, we provide grants to about 30 high school students and about 80 university students, and the annual total amount of grants is over 20 million yen.

Coverage	Recipients/y	Monthly amount
University	Approx.25	JPY20,000
High school	Approx.10	JPY12,000



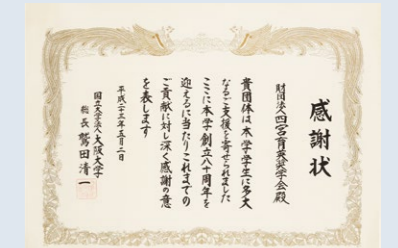
We have continued our activities with the hope of reaching out to students who have to give up their studies due to various circumstances while having dreams and goals, and the number of people we have supported by 2023 has exceeded 2,400. We have received letters of appreciation from the scholarship students, as well as letters of appreciation from the city of Osaka and universities. We will continue to support the dreams of students who aspire to study.



Letters of appreciation from scholarship students



Letter of appreciation from Osaka City



Letter of appreciation from Osaka University



#### Scholarship referral website



<http://www.shinomiyaikuei.or.jp>

#### Nanko Container Terminal Elementary School Tour

We held a tour of the container yard, which is usually closed to the public, for elementary school students in the area. We hope that they can see the port work up close and feel the logistics work close to them, which they usually see.



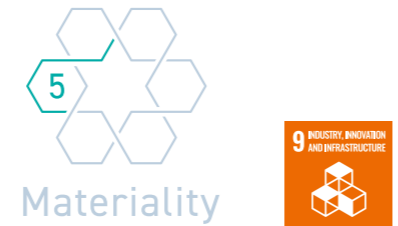
We also distributed learning books created by our company that explain the mechanism of the port in an easy-to-understand manner.



# Materiality

## Technological Innovation

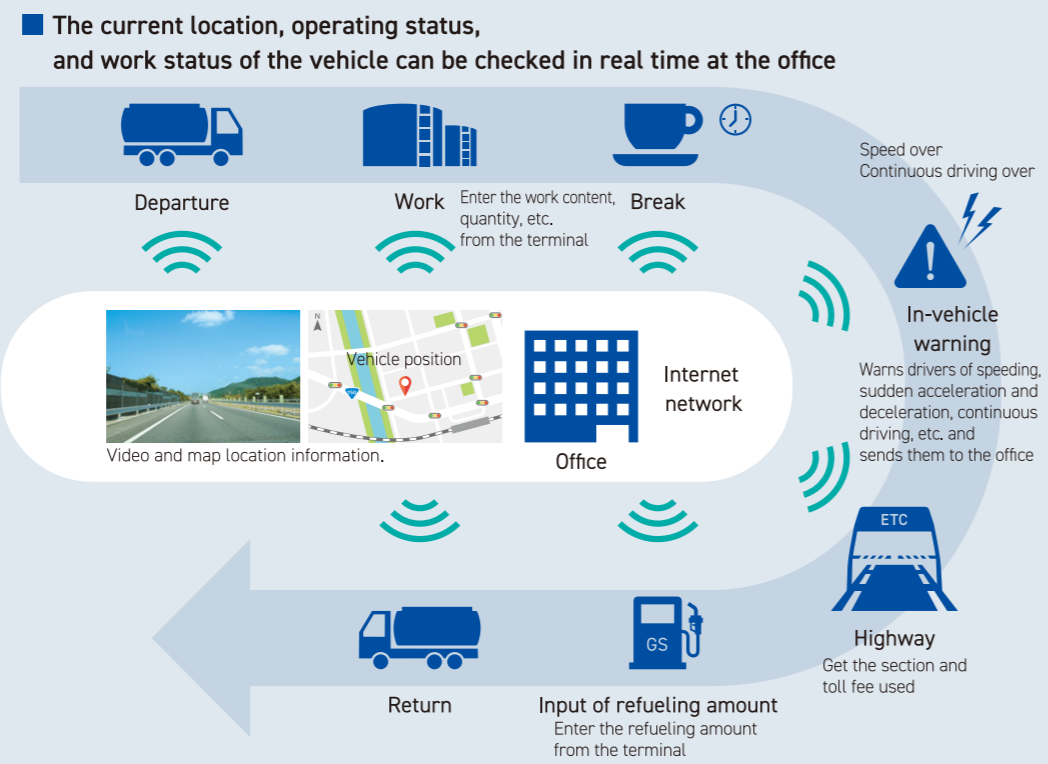
Aiming for the next generation of logistics



### Specific Initiatives

#### Linking digital tachographs and dispatch systems to build a preventive safety system

The Land Transportation Division has built a high-level preventive safety system by introducing digital tachographs to vehicles and linking them to its own dispatch system. By building a communication network that connects each vehicle and office, the vehicle's operating status can be checked in real time on video and maps. In addition, the system warns drivers of behaviors such as speeding and sudden deceleration, while also displaying them on the office computer, creating a system that can support safety improvement from various perspectives.



#### Introducing a cloud-based truck reservation system to reduce waiting time for cargo

The Warehouse Division is testing a cloud-based truck reservation system that allows drivers and dispatchers to make reservations online, with the aim of reducing waiting time for cargo. We are verifying the effects of reducing waiting time, improving loading and unloading work efficiency, etc., and utilizing them for building a system that can realize optimization of logistics and improvement of productivity.



At the Ajigawa Office, the workers outside the warehouse used to receive instructions for inbound cargo by radio and give instructions to the drivers. Now, they can send instructions directly from the terminal of the forklift in the warehouse to the driver's smartphone, which is effective for labor saving.

**VOICE**  
**Ajigawa Office** At present, the reservation rate is about 30%, so we are aiming to increase the reservation rate with the cooperation of shippers and transportation companies. In the future, we plan to make all reception online, reduce office reception work, and improve working hours and work environment.

# Materiality

## Compliance

Maintaining trust



### Specific Initiatives

#### Development of internal control system

We have established an internal control committee with the aim of developing an internal control system and strengthening the governance system. The committee consists of a general committee chaired by the president and four subcommittees for each purpose, and members are selected from officers, department heads, and managers. The subcommittees are taking on the challenges they have set themselves, taking advantage of being a cross-departmental organization. As an example, the third subcommittee has held seven web-based legal training sessions for all officers and employees in fiscal 2022, where they can learn the outline and key points of laws and regulations related to business activities.

General Committee			
Chair : President Vice chair : Vice President・Executive Managing Director Member : Executive Managing Director・Managing Director			
First Subcommittee	Second Subcommittee	Third Subcommittee	Fourth Subcommittee
Effectiveness and efficiency of operations	Reliability of financial reporting	Compliance with laws and regulations related to business activities	Safeguarding of assets
Each subcommittee chair is selected from the executive managing directors and managing directors. Each vice chair is selected from the directors. Each subcommittee member is selected from the department heads and managers.			
Internal Control Office			

#### Establishment of an Internal Reporting System

We have established a system for employees to report violations of laws, regulations, misconduct, harassment, etc. that occur within the company at an external law firm. Based on the Whistleblower Protection Act, we have created internal regulations and set up a system to accept reports by phone or e-mail.

### Company Overview

Company Information	
Company Name	TATSUMI SHOKAI CO.,LTD.
Established	September 28,1920
Head Office	4-1-1,Chikko,Minato-Ku,Osaka-City, Osaka, Japan
Capital	750 million yen
Net Sales (Group)	188,900 million yen (2022)
Employees	879 (2022)



History	
September 1920	Chuzo Shinomiya founded Tatsumi Shokai in Chikko, Nishi-ku (now Minato-ku Kaigan-dori), Osaka City, and started sea and land transportation, port transportation, and customs cargo handling.
May 1928	Started sulfuric acid transportation by tankers
February 1947	Completed the first postwar pier area new warehouse at the third pier in Minato-ku, Osaka City
February 1947	Expanded to Osaka Nanko. In August of the same year, started operating the container terminal
September 1985	Completed Tatsumi Shokai Building in Chikko, Minato-ku, Osaka City, and moved the head office
March 1999	Completed the new Tokyo branch office building Tatsumi Building in Iidabashi, Chiyoda-ku, Tokyo
August 2002	TATSUMI INTERMODAL(U.S.A.) INC. Built a large warehouse in Gainesville, Georgia
March 2008	Acquired chemical tank relay facilities in Kobe City and Ichihara City
April 2013	The world's largest hydrochloric acid ship "CIPTA ANYER" started domestic transportation in Indonesia
September 2020	Celebrated the 100th anniversary of its founding