

ESG Data

Scope of coverage : ValueCommerce Co., Ltd. And its main subsidiaries

Period of Time Covered : January 1, 2020 to December 31, 2020

Environment

Items	Unit	FY2020	Boundary
Scope 1	t-CO ₂	-	Group
Scope 2	t-CO ₂	144	
CO ₂ emissions (Scope 1+2)	t-CO ₂	144	
Scope 3	t-CO ₂	4,263	
Category 1: Purchased Products and Services	t-CO ₂	744	
Category 2: Capital Goods	t-CO ₂	3,429	
Category 3: Activities Related to Fuels and Energy not Included in Scope 1 or 2	t-CO ₂	33	
Category 5: Waste from Business	t-CO ₂	0	
Category 6: Business Trips	t-CO ₂	24	
Category 7: Commuting of Employees	t-CO ₂	31	
Category 8: Lease Assets (upstream)	t-CO ₂	2	
Gross CO ₂ emissions (Scope 1+2+3)	t-CO ₂	4,408	
Gross energy consumption ※1	GJ	3,624	
CO ₂ emission per energy consumption ※2	t-CO ₂ /GJ	0	
Paper used ※3	t	1	
Paper recycling ※4	t	3	

※1 Gross energy consumption related to direct emissions of greenhouse gases from own business activities (Scope 1) and indirect emissions from the use of electricity, heat or steam supplied by other companies (Scope 2).

※2 CO₂ emissions (Scope 1 + 2) divided by Gross energy consumption

※3 Amount of copy paper purchased

※4 Amount of recycled paper, magazines, flyers, and documents mailed from other companies

Supplemental Information on Disclosure of CO₂ Emissions

■ Year subject to calculation: January 2020 to December 2020

■ Scope of calculation: ValueCommerce Co., Ltd.(※) and Dynatec inc., the consolidated subsidiary.

※Including a subsidiary merged in July of the year subject to calculation

■ Scope 2: Calculated using the adjusted emission factors by electric utility company in the "Act on Promotion of Global Warming Countermeasures".

■ Scope 3: Calculation is made based on the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ver. 2.3 revised for December 2017)" and "Database of Emission Intensity for Calculating Greenhouse Gas Emissions of the Organization Throughout its Supply Chain (Ver. 3.1 revised for March 2021)".

In the year subject to calculation, the company made large-scale capital investments, mainly in software, and the emissions associated with these investments are included in "Category 2: Capital Goods".

Social

Items		Unit	FY2020	Boundary
Number of employees	Total	Persons	395	Group
	Male		236	
	Female		159	
Number of employees in managerial positions	Total	Persons	85	
	Male		69	
	Female		16	
Ratio of female employees in managerial positions	Total	%	18.8	
	Executive Officer		20.0	
	Division or Department Manager		3.8	
	Team Leader		25.9	
Ratio of female employees newly appointed to managerial positions		%	11.8	
Number of new employees recruited in Japan	Total	Persons	71	
	Male		43	
	Female		28	
Ratio of employees with disabilities		%	0.6	
Ratio of voluntary resignation ※		%	8.6	

Items		Unit	FY2020	Boundary
Average length of service ※	Total	Years	5.5	Group
	Male		5.7	
	Female		5.2	
Average age of employees ※	Total	Age	34.9	
	Male		36.2	
	Female		32.9	
Age Composition of employees ※	20s	Persons	144	
	30s		138	
	40s		101	
	50s		18	
Number of employees reemployed after retirement		Persons	1	
Average annual salary of employees		Thousand yen	5,403	
Employee engagement surveys	Frequency	Times	1	
Number of employees using childcare systems	Male	Persons	2	
	Female		16	
Utilization of childcare leave	Male	%	28.6	
	Female		100.0	
	Ratio of returning to work		100.0	
Number of employees under shorter working hour system for childcare	Male	Persons	0	
	Female		12	
Number of employees using nursing care leave		Persons	1	
Number of employees under shorter working hour system for nursing care		Persons	0	
Utilization of paid leave		%	46.3	
Annual total working hours (average per employee) ※		Hours	1,859	
Annual hours of overtime worked (average per employee) ※		Hours	199	
Utilization of work-at-home arrangements		%	100.0	
Frequency of work-related injury, etc.		%	0.0	

Items	Unit	FY2020	Boundary
Ratio of employees receiving stress check	%	98.0	Group
Ratio of employees receiving regular medical checkups	%	97.4	
Ratio of employees with remarks in their medical checkups	%	59.1	Non-consolidated basis
Average training cost per employee (result)	Thousand yen	28	Group

※The above figures are calculated for "full-time employees".

Governance

Items		Unit	FY2020	Boundary
Number of directors	Directors (excluding Independent Outside Directors)	Total	6	Non-consolidated basis
		Male	6	
		Female	0	
	Independent Outside Directors	Total	3	
		Male	3	
		Female	0	
Ratio of Independent Outside Directors on the Board		%	33.3	
Ratio of female directors on the Board			0.0	
Director remuneration	Directors (excluding Independent Outside Directors)	Fixed remuneration	77	
		Performance-based remuneration	51	
		Total	128	
	Independent Outside Directors	Fixed remuneration	18	
		Performance-based remuneration	-	
		Total	18	
"Income tax in total" recorded in Consolidated Statement of Income and Comprehensive Income		Million yen	1,988	
Number of reported cases of whistle-blowing		Cases	0	Group
Political donations		Million yen	-	
Legal actions regarding corruption, bribery, etc.		Cases	0	