

ESG Data

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

Period of Time Covered : January 1, 2021 to December 31, 2021

Environment

Items	Unit	FY2020	FY2021	Boundary
Scope 1	t-CO ₂	0	0	Group
Scope 2	t-CO ₂	144	61	
CO ₂ emissions (Scope 1+2)	t-CO ₂	144	61	
Scope 3	t-CO ₂	4,263	2,686	
Category 1: Purchased Products and Services	t-CO ₂	744	1,856	
Category 2: Capital Goods	t-CO ₂	3,429	785	
Category 3: Activities Related to Fuels and Energy not Included in Scope 1 or 2	t-CO ₂	33	12	
Category 5: Waste from Business	t-CO ₂	0	0	
Category 6: Business Trips	t-CO ₂	24	15	
Category 7: Commuting of Employees	t-CO ₂	31	16	
Category 8: Lease Assets (upstream)	t-CO ₂	2	2	
Gross CO ₂ emissions (Scope 1+2+3)	t-CO ₂	4,408	2,747	
Gross energy consumption ※1	GJ	3,624	1,347	
CO ₂ emission per energy consumption ※2	t-CO ₂ /GJ	0	0	
Waste	t		6	
Green purchasing ratio ※	%		9	
Paper used ※3	t	1	1	
Paper recycling ※4	t	3	5	

※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 Ratio of purchases of office automation, PCs, household goods, and stationery/office supplies that were identified as products subject to green purchasing.

※4 Amount of copy paper purchased

※5 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".

■ Year subject to calculation: January 2021 to December 2021

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

■ 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. 2.4 revised for March 2022)" and "Database of Emission Intensity for Calculating Greenhouse Gas Emissions of the Organization Throughout its Supply Chain (Ver. 3.2 revised for March 2022)".

Emissions associated with head office relocation, branch closure, relocation work, etc. were included in "Category 1: Purchased Products and Services" during the subject period. In addition, "Category 1: Purchased Products and Services" was reviewed to select items more precisely for the 2020 calculation.

Social

Items		Unit	FY2020	FY2021	Boundary
Number of employees	Total	Persons	395	380	Group
	Male		236	228	
	Female		159	152	
Number of employees in managerial positions	Total	Persons	85	82	
	Male		69	65	
	Female		16	17	
Number of employees in managerial positions by job title	Executive Officer	Persons		6	
			Male	5	
			Female	1	
	Division or Department Manager		Total	23	
			Male	22	
			Female	1	
	Team Leader		Total	53	
			Male	38	
			Female	15	

Items		Unit	FY2020	FY2021	Boundary
Number of employees newly appointed to managerial positions	Total	Persons		10	Group
	Male			8	
	Female			2	
Number of new employees recruited in Japan	Total	Persons	71	16	
	Male		43	9	
	Female		28	7	
Number of new employees recruited in Japan (newly graduated employees)	Total	Persons		8	
	Male			4	
	Female			4	
Number of new employees recruited in Japan (mid-career employees)	Total	Persons		8	
	Male			5	
	Female			3	
Number of new employees recruited in Japan (non-Japanese employees)	Total	Persons		0	
	Male			0	
	Female			0	
Number of employees with disabilities	Total	Persons		4	
	Male			0	
	Female			4	
Ratio of employees with disabilities		%	0.6	0.7	
Number of voluntary resignation	Total	Persons		32	
	Male			17	
	Female			15	
Ratio of voluntary resignation ※		%	8.6	8.1	
Average length of service ※	Total	Years	5.5	6.5	
	Male		5.7	6.6	
	Female		5.2	6.2	

Items		Unit	FY2020	FY2021	Boundary
Average age of employees ※		Total	34.9	35.9	Group
		Male	36.2	37.1	
		Female	32.9	33.8	
Age Composition of employees ※	20s	Total	144	122	
		Male		50	
		Female		72	
	30s	Total	138	136	
		Male		97	
		Female		39	
	40s	Total	101	101	
		Male		74	
		Female		27	
	50s	Total	18	21	
		Male		14	
		Female		7	
Number of employees reemployed after retirement		Total	1	2	
		Male		2	
		Female		0	
Average number of temporary employees		Total		7	
		Male		3	
		Female		4	
Average number of non-permanent employees		Temporary staff		12	
		Subcontract employee		66	
Number of employees switched from non-permanent or temporary to permanent employment		Total		1	
		Male		0	
		Female		1	
Average annual salary of employees		Thousand yen	5,403	5,590	
Employee engagement surveys	Frequency	Times	1	2	
Number of employees using childcare systems		Total	18	27	
		Male	2	7	
		Female	16	20	

Items		Unit	FY2020	FY2021	Boundary	
Utilization of childcare leave	Male	%	28.6	63.6	Group	
	Female		100.0	100.0		
	Ratio of returning to work		100.0	100.0		
Number of employees under shorter working hour system for childcare	Total	Persons	12	13		
	Male		0	0		
	Female		12	13		
Number of employees using nursing care leave	Total	Persons	1	0		
	Male			0		
	Female			0		
Number of employees under shorter working hour system for nursing care	Total	Persons	0	0		
	Male			0		
	Female			0		
Utilization of paid leave		%	46.3	66.9		
Annual total working hours (average per employee) ※		Hours	1,933	1,972		
Annual hours of overtime worked (average per employee) ※		Hours	211	161		
Number of employees using work-at-home arrangements	Total	Persons		364		
	Male			221		
	Female			143		
Utilization of work-at-home arrangements		%	100.0	95.9		
Number of employees on leave due to non-work-related illness or injury	Total	Persons		17		
	Male			11		
	Female			6		
Frequency of work-related injury, etc.		Cases	0	0		
Ratio of employees receiving stress check		%	98.0	93.2		
Ratio of employees receiving harassment check		%		88.5		
Ratio of employees receiving regular medical checkups		%	97.4	96.2		
Ratio of employees with remarks in their medical checkups		%	59.1	59.2		Non-consolidated basis
Average training cost per employee (result)		Thousand yen	28	44		Group

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

Governance

Items			Unit	FY2020	FY2021	Boundary
Number of directors	Directors (excluding Independent Outside Directors)	Total	Persons	6	6	Non-consolidated basis
		Male		6	6	
		Female		0	0	
	Independent Outside Directors	Total		3	4	
		Male		3	3	
		Female		0	1	
Ratio of Independent Outside Directors on the Board			%	33.3	40.0	
Ratio of female directors on the Board				0.0	10.0	
Director remuneration	Directors (excluding Independent Outside Directors)	Fixed remuneration	Million yen	77	87	
		Performance-based remuneration		51	18	
		Total		128	106	
	Independent Outside Directors	Fixed remuneration		18	22	
		Performance-based remuneration		0	0	
		Total		18	22	
"Income tax in total" recorded in Consolidated Statement of Income and Comprehensive Income			Million yen	1,988	2,189	
Number of reported cases of whistle-blowing			Cases	0	1	Group
Political donations			Million yen	0	0	
Legal actions regarding corruption, bribery, etc.			Cases	0	0	
Number of violations against codes of business conduct and ethical standards	Wrongful business conduct	Cases	0	0		
	Security violation		0	0		
	Neglect of duty		1	0		
	Disciplinary action		0	0		
	Corruption		0	0		
	Other		0	1		
Number of violations related to human rights abuse and harassment	Human rights violation	Cases	0	0		
	Harassment		0	0		
	Disciplinary action		0	0		
Ratio of employees receiving compliance e-learning			%	100.0	100.0	