

ESG Data

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

Period of Time Covered : January 1, 2022 to December 31, 2022

Environment

Items	Unit	FY2021	FY2022	Boundary
Scope 1	t-CO ₂	0	0	Group
Scope 2	t-CO ₂	61	16	
CO ₂ emissions (Scope 1+2)	t-CO ₂	61	16	
Scope 3	t-CO ₂	2,686	2,612	
Category 1: Purchased Products and Services	t-CO ₂	1,856	1,936	
Category 2: Capital Goods	t-CO ₂	785	641	
Category 3: Activities Related to Fuels and Energy not Included in Scope 1 or 2	t-CO ₂	12	2	
Category 5: Waste from Business	t-CO ₂	0	0	
Category 6: Business Trips	t-CO ₂	15	15	
Category 7: Commuting of Employees	t-CO ₂	16	15	
Category 8: Lease Assets (upstream)	t-CO ₂	2	2	
Gross CO ₂ emissions (Scope 1+2+3)	t-CO ₂	2,747	2,627	
Gross energy consumption ※1	GJ	1,347	167	
CO ₂ emission per energy consumption ※2	t-CO ₂ /GJ	0	0	
Renewable energy consumption	GJ	0	44	
Renewable energy ratio	%	0	26	
Waste	t	6	2	
Green purchasing ratio ※	%	0.2	0.5	
Paper used ※3	t	1	1	
Paper recycling ※4	t	5	2	

※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, stationery/office supplies, and furniture/interiors 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

■ 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.

■ Year subject to calculation: January 2022 to December 2022

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

■ Scope 2 : The figures for the period from January to September 2022 were calculated using the adjusted emission factors by electric utility company in the "Act on Promotion of Global Warming Countermeasures". The emission factor was calculated as zero for the period from October to December 2022, since 100% of purchased electricity was shifted to electricity with non-fossil certificates.

■ Scope 3: Calculation is made based on the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ver. 2.5 revised for March 2023)" and "Database of Emission Intensity for Calculating Greenhouse Gas Emissions of the Organization Throughout its Supply Chain (Ver. 3.3 revised for March 2023)".

Social

Items		Unit	FY2021	FY2022	Boundary
Number of employees	Total	Persons	380	369	Group
	Male		228	216	
	Female		152	153	
Number of employees in managerial positions	Total	Persons	82	79	
	Male		65	61	
	Female		17	18	
Number of employees in managerial positions by job title	Executive Officer	Total	6	5	
		Male	5	4	
		Female	1	1	
	Division or Department Manager	Total	Persons	23	
		Male		22	21
		Female		1	4
	Team Leader	Total	Persons	53	49
		Male		38	36
		Female		15	13
Number of employees newly appointed to managerial positions	Total	Persons	10	10	
	Male		8	8	
	Female		2	2	

Items		Unit	FY2021	FY2022	Boundary
Number of new employees recruited in Japan	Total	Persons	16	37	Group
	Male		9	17	
	Female		7	20	
Number of new employees recruited in Japan (newly graduated employees)	Total	Persons	8	9	
	Male		4	4	
	Female		4	5	
Number of new employees recruited in Japan (mid-career employees)	Total	Persons	8	27	
	Male		5	12	
	Female		3	15	
Number of new employees recruited in Japan (non-Japanese employees)	Total	Persons	0	1	
	Male		0	1	
	Female		0	0	
Number of employees with disabilities	Total	Persons	2	2	
	Male		0	0	
	Female		2	2	
Ratio of employees with disabilities		%	0.7	0.8	
Number of voluntary resignation	Total	Persons	32	50	
	Male		17	34	
	Female		15	16	
Ratio of voluntary resignation ※		%	8.1	13.1	
Average length of service ※	Total	Years	6.5	6.9	
	Male		6.6	8.2	
	Female		6.2	5.5	
Average age of employees ※	Total	Age	35.9	36.5	
	Male		37.1	37.9	
	Female		33.8	34.5	

Items			Unit	FY2021	FY2022	Boundary
Age Composition of employees ※	20s	Total	Persons	122	107	Group
		Male		50	49	
		Female		72	58	
	30s	Total		136	133	
		Male		97	78	
		Female		39	55	
	40s	Total		101	99	
		Male		74	72	
		Female		27	27	
	50s	Total		21	29	
		Male		14	19	
		Female		7	10	
Number of employees reemployed after retirement	Total	Persons	2	3		
	Male		2	3		
	Female		0	0		
Average number of temporary employees	Total	Persons	7	8		
	Male		3	4		
	Female		4	4		
Average number of non-permanent employees	Temporary staff	Persons	12	12		
	Subcontract employee		66	58		
Number of employees switched from non-permanent or temporary to permanent employment	Total	Persons	1	0		
	Male		0	0		
	Female		1	0		
Average annual salary of employees	Total	Thousand yen	5,590	5,519		
	Male			5,939		
	Female			4,870		
Employee engagement surveys	Frequency	Times	2	2		
Number of employees using childcare systems	Total	Persons	27	40		
	Male		7	11		
	Female		20	29		

Items		Unit	FY2021	FY2022	Boundary
Utilization of childcare leave	Male	%	63.6	27.3	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	13	29	
	Male		0	8	
	Female		13	21	
Number of employees using nursing care leave	Total	Persons	0	0	
	Male		0	0	
	Female		0	0	
Number of employees under shorter working hour system for nursing care	Total	Persons	0	0	
	Male		0	0	
	Female		0	0	
Utilization of paid leave		%	66.9	81.3	
Annual total working hours (average per employee) ※		Hours	1,972	1,934	
Annual hours of overtime worked (average per employee) ※		Hours	161	162	
Number of employees using work-at-home arrangements ※	Total	Persons	364	368	
	Male		221	221	
	Female		143	146	
Utilization of work-at-home arrangements ※		%	95.9	99.7	
Number of employees on leave due to non-work-related illness or injury	Total	Persons	17	17	
	Male		11	13	
	Female		6	4	
Frequency of work-related injury, etc.		Cases	0	0	
Ratio of employees receiving stress check		%	93.2	94.1	
Ratio of employees receiving harassment check		%	88.5	100.0	
Ratio of employees receiving regular medical checkups		%	96.2	96.1	
Ratio of employees with remarks in their medical checkups		%	59.2	43.3	Non-consolidated basis
Average training cost per employee (result)		Thousand yen	44	55	Group

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

Governance

Items			Unit	FY2021	FY2022	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		4	4	
		Male		3	3	
		Female		1	1	
Ratio of Independent Outside Directors on the Board			%	40.0	40.0	
Ratio of female directors on the Board				10.0	10.0	
Director remuneration	Directors (excluding Independent Outside Directors)	Fixed remuneration	Million yen	87	88	
		Performance-based remuneration		18	18	
		Stock-based Remuneration		0	10	
		Total		106	118	
	Independent Outside Directors	Fixed remuneration		22	28	
		Performance-based remuneration		0	0	
		Stock-based Remuneration		0	0	
		Total		22	28	
"Income tax in total" recorded in Consolidated Statement of Income and Comprehensive Income			Million yen	2,189	2,513	
Number of reported cases of whistle-blowing			Cases	1	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		0	0		
	Disciplinary action		0	1		
	Corruption		0	0		
	Other		1	4		
Number of violations related to human rights abuse and harassment	Human rights violation	Cases	0	0		
	Harassment		0	1		
	Disciplinary action		0	1		
Ratio of employees receiving compliance e-learning			%	100.0	100.0	