

# ESG DATABOOK





SOCIAL

\* Unless otherwise noted, all Social data refers to employees of domestic and international group companies as of December 31, 2024 (or as of December 31 of each respective year for historical data).

EMPLOYEE METRICS	FY 2021			FY 2022			FY 2023			FY 2024		
	MALE	FEMALE	NO ANSWER	MALE	FEMALE	NO ANSWER	MALE	FEMALE	NO ANSWER	MALE	FEMALE	OTHER
Number of employees	779			991			1055			1093		
Employees by gender	58.1%	41.9%		56.4%	43.4%	0.2%	58.0%	41.8%	0.2%	56.0%	43.8%	0.2%
New graduate hires by gender <sup>*1</sup>	42.9%	57.1%		71.4%	28.6%		75.0%	25.0%		85.7%	14.3%	
Mid-career hires by gender <sup>*1</sup>	58.6%	41.4%		59.2%	40.5%	0.3%	63.0%	37.0%		54.1%	45.9%	
Management by gender <sup>*2</sup>	77.0%	23.0%		70.8%	29.2%		70.3%	29.7%		68.3%	31.7%	
Senior positions by gender <sup>*3</sup>	-	-		80.3%	19.7%		79.9%	20.1%		79.4%	20.6%	
Executive officers by gender	88.2%	11.8%		79.1%	20.9%		78.0%	22.0%		83.0%	17.0%	
Board members by gender	87.5%	12.5%		84.6%	15.4%		93.3%	6.7%		100%	0%	
Title upgrade rate (past year) <sup>*4</sup>	-	-		54.7%	59.3%		51.5%	53.6%		51.6%	49.2%	
Senior positions ratio by gender <sup>*3</sup>	-	-		22.1%	7.1%		23.3%	8.3%		25.8%	8.6%	
Ratio of employees aspiring to senior positions by gender <sup>*5</sup>	-	-		-	-		-	-		63.1%	43.6%	100%
Ratio of employees aspiring to management careers by gender <sup>*5</sup>	-	-		-	-		-	-		38.7%	33.0%	0%
Annual salary (Yen) <sup>*6</sup>	7,832,117	6,291,482		8,188,739	6,759,661		8,504,116	6,971,014		8,638,620	7,082,116	
Parental leave ratio <sup>*7</sup>	59.4%	100%		65.8%	100%		65.9%	100%		61.4%	100%	
Average days of parental leave taken <sup>*8</sup>	41.8	299.9		114.9	263.1		85.3	257.2		88.3	259.1	
Return from parental leave <sup>*9</sup>	100%	100%		100%	100%		100%	100%		100%	100%	
Retention rate after return from parental leave <sup>*10</sup>	-	-		-	-		-	-		82.1%	95.5%	
Working parents ratio <sup>*5</sup>	-	-		-	-		-	-		46.2%	38.3%	

\*1 Data represents the number of new hires from January 1 to December 31 each year.  
\*2 "Management" includes team leaders and above (including executive officers).  
\*3 "Senior management" refers to those with Job Grade 6 or higher. At Uzabase, this level is defined as individuals who are capable of envisioning and executing solutions to business challenges entrusted by executive leadership.  
\*4 Data represents the share of employees who were with the company as of January 1 of each year and received at least one job grade promotion (including subgrades) by the end of that same year.  
\*5 Based on results from the organizational survey conducted in May 2025.  
\*6 Data represents the actual annual compensation paid during the year, including overtime pay. For employees who joined mid-year or were on leave, estimated annual salary is calculated based on their job grade as of year-end. Data covers domestic operations only.  
\*7 Data represents employees who began parental leave out of those eligible each year, covering domestic operations only.  
\*8 Data represents employees who began parental leave in 2024. For those still on leave, figures are based on the scheduled end date. Data covers domestic operations only.  
\*9 Refers to employees in Japan who completed parental leave within the year.  
\*10 Refers to employees in Japan who completed parental leave in the previous year and remained employed as of December 31 of the current year.

CAREER TRENDS	FY 2021	FY 2022	FY 2023	FY 2024
Mid-career hires <sup>*1</sup>	97.2%	97.5%	96.2%	94.3%
Fresh graduates <sup>*1</sup>	2.8%	2.5%	3.8%	5.7%
Average tenure	-	2 years 6 month	3 years	3 years 3 month
Turnover rate <sup>*11</sup>	-	13.3%	14.1%	15.1%
EMPLOYEE ENGAGEMENT	FY 2021	FY 2022	FY 2023	FY 2024
Evaluation of company at recruitment platform OpenWork <sup>*12</sup> (Score in parentheses is the internet industry average)	4.47 Top 1% of companies (3.37)	4.40 Top 1% of companies (3.40)	4.29 Top 1% of companies (3.44)	3.92 Top 1% of companies (3.46)
Positive response rate in employee engagement survey <sup>*13</sup>	85%	81%	79%	81%
Survey response rate <sup>*13</sup>	98%	98%	98%	98%
SUSTAINABLE WORKSTYLE	FY 2021	FY 2022	FY 2023	FY 2024
Remote work implementation rate <sup>*14</sup>	100%	100%	99.5%	99.9%
Average overtime hours <sup>*15</sup>	13:37	18:19	12:22	9:24
Average number of paid leave days taken <sup>*16</sup>	-	-	-	8.4
Annual paid leave utilization rate <sup>*16</sup>	56.1%	57.4%	62.7%	64.4%
Long vacation utilization rate <sup>*17</sup>	-	86.0%	88.4%	85.6%
DIVERSABILITY <sup>*18</sup>	FY 2021	FY 2022	FY 2023	FY 2024
Number of diversability hires and employment rate <sup>*19</sup>	2.13% (7)	2.04% (7)	2.89% (17)	2.40% (18)
GLOBAL FOOTPRINT	FY 2021	FY 2022	FY 2023	FY 2024
Number of nationalities and regions represented	16	15	15	14
Share of non-Japanese employees	-	-	-	15.3%
Ratio of employees with global experience <sup>*20</sup>	-	-	-	29.9%
HEALTH & SAFETY	FY 2021	FY 2022	FY 2023	FY 2024
Number of work-related accidents	0	0	0	0

\*11 Data calculated as the ratio of employees who left the company during the year to those employed at the beginning of the year.  
\*12 Based on Uzabase's company page on the OpenWork platform [🌐](#) (data as of April 2022, July 2023, June 2024, and June 2025).  
\*13 Based on results from the most recent organizational survey each year conducted by Qualtrics (January 2022, January 2023, February 2024, and May 2025). The percentage of positive responses reflects the share of employees who selected the top two ratings on a 5-point scale (Strongly Disagree / Disagree / Neutral / Agree / Strongly Agree). Results reflect regular employees only.  
\*14 Represents the percentage of employees working remotely, excluding those required to work on-site five days a week, covering domestic operations only.  
\*15 Refers to total overtime hours (beyond standard hours, excluding work on legal holidays), based on employees in Japan as of December 31 of each year.  
\*16 Calculated using the Ministry of Health, Labor and Welfare's methodology. [🌐](#) Covers only domestic entities  
\*17 Uzabase offers a "Long Vacation" system allowing employees to take two 7-day consecutive vacations per year in addition to annual paid leave.  
\*18 Diversability: A coined term combining "diverse" and "ability," borrowed from a community initiative [🌐](#) aiming to redefine perceptions of disability through collective engagement.  
\*19 Data represents Uzabase, Inc. employees as of December 31 each year.  
\*20 Based on the May 2025 organizational survey. "Global experience" includes at least one of the following: (1) being from a country other than Japan or having mixed origins; (2) having family members from a different country living in the same household; or (3) having lived abroad outside one's country of origin for over one year.

GOVERNANCE

EMPLOYEE TRAINING <sup>*1, 2</sup>		FY 2021	FY 2022	FY 2023	FY 2024
Information security training	No. of sessions	1	1	1	1
	Participation	100%	100%	100%	98.5%
Compliance training	No. of sessions	1	1	1	1
	Participation	100%	100%	100%	99.2%
COMPLIANCE		FY 2021	FY 2022	FY 2023	FY 2024
No. of compliance-related issues	No. of internal reports	2	3	3	2
	No. of consultations via “Channel for everyday concerns” <sup>*3</sup>	-	7	3	21

\*1 “No. of sessions” refers to the number of company-wide sessions targeting all employees of the Uzabase Group. Sessions for new hires are excluded.  
\*2 For FY2021 to FY2023, the participation rate includes training received after the official training period; for FY2024, the participation rate only includes training received within such period. The data covers regular and fixed-contract employees.  
\*3 Established in 2022, the “Channel for Everyday Concerns” serves as a more accessible alternative to the formal internal reporting system. It provides employees with a channel to consult openly under their real names regarding everyday concerns or uncertainties that may not warrant formal reporting.

ENVIRONMENT

CO <sub>2</sub> EMISSIONS	FY 2021	FY 2022	FY 2023	FY 2024
Scope 1 emissions (kg-CO <sub>2</sub> ) <sup>*1, 3, 4</sup>	0	0	0	0
Scope 2 emissions (kg-CO <sub>2</sub> ) <sup>*1, 3, 4</sup>	65,030	87,574	186,750	143,736
Scope 3 emissions (kg-CO <sub>2</sub> ) <sup>*5</sup>	-	-	-	363,053
Category 1: Purchased goods and services (Emissions from use of data centers)	-	-	-	125,041
Category 6: Business travel	-	-	-	9,620
Category 7: Employee commuting	-	-	-	59,783
Category 11: Use of sold products	-	-	-	168,609
Total carbon (Scopes 1+2+3) emissions (kg-CO <sub>2</sub> )	65,030	87,574	186,750	631,829
ELECTRICITY CONSUMPTION <sup>*1</sup>	FY 2021	FY 2022	FY 2023	FY 2024
Electricity consumption (annual total, kWh)	132,986	179,087	381,902	293,938
Renewable energy consumption (kWh) <sup>*6</sup>	3,990	131,868	381,902	293,938
Renewable energy usage (%) <sup>*6</sup>	3.0	73.6	100.0	100.0
WATER CONSUMPTION <sup>*1</sup>	FY 2021	FY 2022	FY 2023	FY 2024
Water consumption (Annual total, m3)	10	135	455	551

\*1 Figures are for the Tokyo headquarters’ office (January-December of 2021 and January-June of 2022: 3rd and 13th floors of the TRI-SEVEN ROPPONGI office; July of 2022 onward: 1st and 2nd floors of the Mitsubishi Bldg.)  
\*2 Scope 1 emissions are direct carbon emissions related to the use of gas at the office.  
\*3 Scope 2 emissions are indirect carbon emissions related to the use of electricity at the office.  
\*4 Scope 2 CO<sub>2</sub> emission factor is calculated using Tokyo metropolitan emission factor of 0.489 for FY2021 through FY2024.  
\*5 Scope 3 refers to GHG emissions across the entire value chain, excluding Scope 1 and Scope 2. Disclosure began in stages starting in 2024.  
\*6 Renewable energy consumption and usage is calculated based on the electric utility plan of the building in which the office is located.