

ESG

Data Book

Social

Target: Uzabase Group

EMPLOYEE METRICS	2021			2022			2023		
	MALE	FEMALE	NO ANSWER	MALE	FEMALE	NO ANSWER	MALE	FEMALE	NO ANSWER
New Graduate Hires by Gender ^{*1}	80.0%	20.0%	-	42.9%	57.1%	-	71.4%	28.6%	-
Mid-Career Hires by Gender ^{*1}	53.5%	44.4%	2.1%	58.6%	41.4%	-	59.2%	40.5%	0.3%
Employees by Gender ^{*1}	59.2%	40.8%	-	56.5%	43.5%	-	54.9%	44.9%	0.2%
Managers by Gender ^{*1,2}	79.6%	20.4%	-	74.1%	25.9%	-	72.9%	27.1%	-
Executive Officers by Gender ^{*1}	88.0%	12.0%	-	85.3%	14.7%	-	79.5%	20.5%	-
Board Members by Gender ^{*3}	94.7%	5.3%	-	87.5%	12.5%	-	87.5%	12.5%	-
Parental Leave Ratio ^{*4}	31.6%	100%	-	26.1%	100%	-	47.1%	100%	-
Average Days of Parental Leave Taken ^{*5}	55.7	289.4	-	41.8	299.9	-	114.9	263.1	-
Return from Parental Leave	100%	100%	-	100%	100%	-	100%	100%	-
Flextime/Remote Work Implementation Ratio	100%			100%			100%		
Diversability Members ^{*6}	2			7			10		
Gender Pay Gap ^{*7} (Estimated Annual Income, JPY)	7,971,000			8,567,680	6,784,024	-	8,676,266	7,003,697	-

ENGAGEMENT METRICS	2022	2023
Evaluation of Company by Employees ^{*8} Score in () is the industry average	4.47 Top 1% of companies (3.37)	4.40 Top 1% of companies (3.40)
Employee Engagement Score ^{*9}	84%	86%
Work-Life Balance Metrics	2022	2023
Average Overtime ^{*10}	13:37	18:19
Ratio of Paid Leave Taken ^{*11}	56.1%	57.0%

^{*1} Data as of January 1 of the respective year. Gender as stated by members in the HR management system upon joining the company

^{*2} “Managers” includes team leaders and above

^{*3} Data as of January 1 for 2021 and 2022; as of July 1 for 2023

^{*4} Data for members in Japan who started parental leave in the respective year

^{*5} In case of members still on leave, calculated based on its scheduled termination date

^{*6} Diversability, a portmanteau of ‘diverse’ and ‘ability,’ borrowed from the NPO Diversability Inc., refers to the effort to reframe perceptions around disability through the power of community

^{*7} Estimated annual income for full-time and contract employees in Japan as of end-December of the respective year

^{*8} From Uzabase’s company page on the OpenWork platform [🌐](#) (as of April 2022 and July 2023)

^{*9} Percentage of positive answers from employee engagement portion of the most recent organizational survey in each respective year conducted by Qualtrics

^{*10} Average overtime hours in respective years (overtime hours exceeding scheduled working hours, excluding bank holidays). Data for members in Japan as of year-end

^{*11} Data for all members in Japan employed as of end-year with paid leave granted during that year. Members who were on parental or other leave throughout the year are excluded.

Governance

Target: Uzabase Group

EMPLOYEE TRAINING		FY2021	FY2022
Information Security Training	No. of Sessions	1	1
	Participation	100%	100%
Compliance Training	No. of Sessions	1	1
	Participation	100%	100%

*“No. of Sessions” refers to the number of company-wide sessions. Sessions for new hires are excluded.

Environment

CARBON FOOTPRINT/ ELECTRICITY & WATER CONSUMPTION	FY2021	FY2022
Scope 1 Emissions (kg-CO ₂)	0	0
Scope 2 Emissions (kg-CO ₂)	65,030	87,574
Total Carbon (Scopes 1+2) Emissions (kg-CO ₂)	65,030	87,574
Carbon Emissions to Revenue Intensity (JPY 100 Million)	405	-
Electricity Consumption (kWh)	132,986	179,087
Renewable Energy Consumption (kWh)	3,990	131,868
Renewable Energy Consumption (kWh)	3.0	73.6
Water Consumption (m ³)	10	135

*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-December of 2022: 1st and 2nd floors of the Mitsubishi Bldg.)
*Scope 1 emissions are direct carbon emissions related to the use of gas at the office.
*Scope 2 emissions are indirect carbon emissions related to the use of electricity at the office.
*CO₂ emission factor calculated using Tokyo metropolitan emission factor of 0.489 for FY2021 and FY2022.
*Renewable energy consumption and usage is calculated based on the electric utility plan of the building in which the office is located.