



ESG

Data Book

Social

Target: Uzabase Group

EMPLOYEE METRICS	FY 2021			FY 2022			FY 2023		
	MALE	FEMALE	DID NOT RESPOND	MALE	FEMALE	DID NOT RESPOND	MALE	FEMALE	DID NOT RESPOND
Number of Employees* ¹	779			991			1055		
Employees by Gender* ¹	58.1%	41.9%	-	56.4%	43.4%	0.2%	58.0%	41.8%	0.2%
New Graduate Hires by Gender* ²	42.9%	57.1%	-	71.4%	28.6%	-	75.0%	25.0%	-
Mid-Career Hires by Gender* ²	58.6%	41.4%	-	59.2%	40.5%	0.3%	63.0%	37.0%	-
Managers by Gender* ^{1,3}	77.0%	23.0%	-	70.8%	29.2%	-	70.3%	29.7%	-
Executive Officers by Gender* ¹	88.2%	11.8%	-	79.1%	20.9%	-	78.0%	22.0%	-
Board Members by Gender* ¹	87.5%	12.5%	-	84.6%	15.4%	-	93.3%	6.7%	-
Parental Leave Ratio* ⁴	59.4%	100%	-	65.8%	100%	-	65.9%	100%	-
Average Days of Parental Leave Taken* ^{4,5}	36	301	-	130	265	-	93	291	-
Return from Parental Leave	100%	100%	-	100%	100%	-	100%	100%	-
Disability Employment Rate (Number of Employees)* ⁶	2.36% (6)			2.21% (7)			2.89% (17)		
Annual Salary (Yen)* ⁷	7,832,117	6,291,482	-	8,188,739	6,759,661	-	8,504,116	6,971,014	-

ENGAGEMENT METRICS	2021	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)	4.29 Top 1% of companies (3.44)
Employee Engagement Score* ⁹	84%	82%	79%

Work-Life Balance Metrics	FY 2021	FY 2022	FY 2023
Implementation of Flextime and Remote Work* ¹⁰	100%	100%	99.5%
Average Overtime Hours* ¹¹	13:37	18:19	12:22
Usage of Annual Paid Leave* ¹²	56.1%	57.4%	62.7%

*1 Data includes all employees as of December 31 of each year.

*2 Data represents the number of new hires from January 1 to December 31 each year, covering both Japanese and international operations.

*3 "Leadership" refers to positions from team leaders upward, executives included.

*4 Data pertains to employees in Japan who utilized parental leave, from the group eligible for such leave, each year.

*5 Data includes employees in Japan who went on parental leave each year, including those extending their leave to the following year, with durations estimated based on their expected end dates.

*6 Data as of December 31 of each year for Uzabase, Inc.

*7 Data accounts for the annual salary of employees based in Japan as of December 31 each year, covering overtime and other compensations. For those who joined partway through the year or took a leave of absence, the annual salary is estimated according to their career level at the end of the year.

*8 From Uzabase's company page on the OpenWork platform (as of April 2022, July 2023, and June 2024).

*9 Percentage of positive responses from employee engagement portion of the most recent organizational survey in each year conducted by Qualtrics.

*10 Data pertains exclusively to employees based in Japan as of December 31 each year.

*11 Total overtime hours for each year are calculated based on hours worked beyond the standard working hours, excluding work performed on public holidays; this data pertains exclusively to employees based in Japan as of December 31 each year.

*12 Usage rate of annual paid leave is derived from a formula provided by the Ministry of Health, Labour, and Welfare of Japan, and this data pertains exclusively to employees located in Japan.

Governance

Target: Uzabase Group

EMPLOYEE TRAINING		FY 2021	FY 2022	FY 2023
Information Security Training	No. of Sessions	1	1	1
	Participation	100%	100%	100%
Compliance Training	No. of Sessions	1	1	1
	Participation	100%	100%	100%

*"No. of Sessions" refers to the number of company-wide sessions targeting all employees of the Uzabase Group. Sessions for new hires are excluded.

Environment

CARBON FOOTPRINT/ELECTRICITY & WATER CONSUMPTION	FY 2021	FY 2022	FY 2023
Scope 1 Emissions (kg-CO ₂)	0	0	0
Scope 2 Emissions (kg-CO ₂)	65,030	87,574	186,750
Total Carbon (Scopes 1+2) Emissions (kg-CO ₂)	65,030	87,574	186,750
Carbon Emissions to Revenue Intensity (JPY 100 Million)	405	-	-
Electricity Consumption (kWh)	132,986	179,087	381,902
Renewable Energy Consumption (kWh)	3,990	131,868	381,902
Renewable Energy Usage (%)	3.0	73.6	100
Water Consumption (m ³)	10	135	455

*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.)

*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 FY 2021, FY 2022, and FY 2023.

*Renewable energy consumption and usage is calculated based on the electric utility plan of the building in which the office is located.