

Reference: Environmental (1)

GHG Emissions

(t-CO2)

Scope	FY20/2 (Base Year)	FY21/2	FY22/2	FY23/2	vs. Base Year
Scope 1	11,149	6,763	7,719	8,234	-26.1%
Scope 2 (Market Standard)	64,658	52,681	47,083	18,175	-71.9%
Subtotal (Scope 1 + 2)	75,807	59,444	54,802	26,409	-65.2%
C1 Purchased Goods/Services	6,294	11,860	10,454	13,170	109.2%
C2 Capital Goods	39,509	52,596	32,805	20,703	-47.6%
C3 Fuel- and Energy- Related Activities	12,538	10,531	10,525	10,821	-13.7%
C4 Upstream Transport and Delivery	118	138	150	143	21.2%
C5 Waste Generated by Operations	1,167	1,236	868	1,126	-3.5%
C6 Business Travel	30	28	56	69	130.0%
C7 Employee Commuting	57	56	107	128	124.6%
C8 Leased Assets (Upstream)	–	–	–	–	–
C9 Downstream Transport and Delivery	–	–	–	–	–
C10 Processing of Sold Products	–	–	–	–	–
C11 Use of Sold Products	128,025	46,014	15,868	10,453	-91.8%
C12 End-of-Life Treatment of Sold Products	787	426	430	841	6.9%
C13 Leased Assets (Downstream)	1,656	1,495	1,140	1,066	-35.6%
C14 Franchises	–	–	–	–	–
C15 Investments	–	–	–	–	–
Subtotal (Scope 3)	190,186	124,384	72,408	58,525	-69.2%
Total	265,994	183,829	127,211	84,935	-68.1%

Includes Ichigo-owned and managed assets (excluding residential assets and Centro assets) as well as Ichigo's rented offices in Tokyo and Osaka, taking into consideration business characteristics and size. "–" indicates out of scope of the calculations.

Reference: Environmental (2)

GHG Emissions by Asset Type

(t-CO2)

	FY20/2 (Base Year)	FY21/2	FY22/2	FY23/2	vs. Base Year
Scope 1	11,149	6,763	7,719	8,234	-26.1%
Total Floor Area (m ²)	951,727	984,517	978,121	1,001,820	5.3%
Office	780	658	614	715	-8.3%
Retail	854	669	558	635	-25.6%
Hotel	9,514	5,435	6,546	6,880	-27.7%
Other	–	–	–	3	–
Scope 2 (Market Standard)	64,658	52,681	47,083	18,175	-71.9%
Total Floor Area (m ²)	951,727	984,517	978,121	1,001,820	5.3%
Office	35,784	30,146	23,435	3,188	-91.1%
Retail	14,966	10,578	9,438	4,199	-71.9%
Hotel	13,070	11,175	13,425	9,985	-23.6%
Residential	125	57	28	8	-93.6%
Power Plants	653	673	706	741	13.4%
Other	57	50	49	52	-8.4%

GHG Emissions of Ichigo Assets

	FY20/2 (Base Year)	FY21/2	FY22/2	FY23/2	vs. Base Year
Scope 1+2 Emissions (t-CO2)	75,750	59,394	54,753	26,354	-65.2%

Renewable Energy Transition Target: Achieve RE100 by 2025

	FY20/2	FY21/2	FY22/2	FY23/2	2025 Target
% of Renewable Energy Used by Ichigo Businesses	0%	0%	12%	67%	100%

Reference: Environmental (3)

Renewable Energy Power Generation (Actual)

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Renewable Energy Power Generation (kWh)	147,296,453	175,581,824	208,861,776	222,927,029	228,739,150

Total of Ichigo and Ichigo Green Power Plants

GHG Reduction (Actual)

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
GHG Reduction via Clean Energy Business (t-CO2)	97,215.656	115,884.001	137,848.769	98,647.576	101,217,992

Ichigo revised the CO2 emission factors per 1kWh generated by each electric power company used in the GHG reduction calculations for the Clean Energy business in FY23/2.

Reference: Environmental (4)

Energy Consumption

(GJ)

	FY20/2 (Base Year)	FY21/2	FY22/2	FY23/2	vs. Base Year
Energy Consumption	1,533,333	1,298,454	1,301,915	1,330,155	-13.3%
Energy Intensity (GJ/m ²)	1.60	1.37	1.33	1.33	-16.9%
Consumption per Energy Source					
City Gas	191,075	111,996	126,151	139,593	-26.9%
LP Gas	346	512	287	268	-22.5%
Heavy Oil	27,673	19,202	20,377	21,459	-22.5%
Electricity	1,250,933	1,104,560	1,101,308	1,112,987	-11.0%
Warm Water	15,339	22,004	19,994	20,589	34.2%
Cold Water	47,968	40,183	33,798	35,260	-26.5%

Data for Ichigo's headquarter office and branch offices, as well as Ichigo-owned and managed assets. Energy use at Ichigo's headquarter office and branch offices is c.0.1% of total energy use.

Reference: Environmental (5)

Environmental Certifications

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Total Certified Assets (No. of Assets)	8	12	22	24	30
% Certified Assets (Based on Floor Area)	7.2%	9.1%	21.8%	22.3%	24.4%
Total Floor Area of All Assets (m ²)	949,905	982,694	976,299	999,997	1,021,361
Total Certified Floor Area (m ²)	68,170	89,843	212,556	223,484	248,820
CASBEE					
Certified Assets (No. of Assets)	6	10	13	14	16
Certified Floor Area (m ²)	50,725	72,398	162,057	167,360	178,500
BELS					
Certified Assets (No. of Assets)	2	2	3	3	7
Certified Floor Area (m ²)	17,444	17,444	18,922	18,922	41,278
DBJ Green Building Certification					
Certified Assets (No. of Assets)	–	–	2	2	2
Certified Floor Area (m ²)	–	–	10,471	10,471	10,471
Tokyo Low-Carbon Small and Medium-Sized Model Buildings					
Certified Assets (No. of Assets)	–	–	5	8	9
Certified Floor Area (m ²)	–	–	29,530	47,887	51,188

Data for Ichigo-owned and managed assets

Reference: Environmental (6)

Environmental Pollution/Resources

	FY21/2	FY22/2 (Base Year)	FY23/2	vs. Base Year
Waste (t)	3,891	3,592	4,454	24.0%
General Waste (t)	2,841	3,019	3,671	21.6%
Industrial Waste (t)	1,050	573	783	36.6%
Hazardous Waste (t)	–	–	–	–
Recycled Hazardous Waste (t)	–	–	–	–
% of Offices With EMAS Certifications Including ISO14001	–	–	–	–
Product & System Development Includes LCA	–	–	–	–
Number of Violations of Environmental Pollution Laws and Regulations	–	–	–	–
Environmental-Related Fines and Charges During the Fiscal Year	–	–	–	–

Data for Ichigo-owned and managed assets

Reference: Environmental (7)

Water Consumption and Emissions

	FY21/2	FY22/2 (Base Year)	FY23/2	vs. Base Year
Water Consumption by Source (thousand m ³)	865	979	1,074	9.7%
External Water Supply (thousand m ³)	714	827	913	10.4%
Groundwater (Well Water) (thousand m ³)	114	119	126	5.8%
Recycled Water (thousand m ³)	31	26	29	13.2%
Rain Water (thousand m ³)	3	6	4	-26.5%
Emissions by Drainage Type (thousand m ³)	865	970	1,020	5.1%
Public Sewage System (thousand m ³)	829	931	988	6.2%
Rivers (thousand m ³)	35	39	32	-19.5%

Costs Associated with Water-Related Risks

	FY21/2	FY22/2 (Base Year)	FY23/2	vs. Base Year
Facility Investments to Control Water-Related Risks (JPY)	331,711,000	131,807,000	341,200,533	158.9%
Costs Associated with Water-Related Risks	–	247,056,000	457,368,000	85.1%
Number of Violations of Laws and Regulations Regarding Water Quality and Quantity	–	–	–	–

Ichigo operates its businesses only in Japan and does not operate in regions with water-related risks according to the World Resources Institute (WRI)'s Aqueduct.

Reference: Social (1)

Human Resources

	FY19/2	FY20/2	FY21/2	FY22/2	FY23/2
Total (Note 1)	201	209	205	196	202
Male	120	128	126	122	123
Female	81	81	79	74	79
Proportion (Male : Female)	59.7 : 40.3	61.2 : 38.8	61.5 : 38.5	62.2 : 37.8	60.9 : 39.1
Temporary Employees	4	2	4	7	9
Percentage	2.0%	0.9%	1.9%	3.4%	4.3%
Mid-Career	26	15	17	5	16
New Graduates	1	–	4	–	1
Average Age	42 years 1 month	43 years 1 month	43 years 1 month	44 years 2 months	44 years 6 months
Male	45 years 3 months	46 years 1 months	45 years 7 months	46 years 3 months	46 years 9 months
Female	37 years 4 months	38 years 4 months	39 years 0 months	40 years 8 months	41 years
By Age Group (%)					
20-29	13.4%	10.5%	9.8%	10.2%	9.4%
30-39	31.3%	30.1%	29.8%	23.5%	24.3%
40-49	34.3%	36.4%	37.1%	37.2%	35.1%
50-59	13.4%	15.3%	17.1%	21.4%	22.3%
60 & over	7.5%	7.7%	6.3%	7.7%	8.9%
Average Tenure	5.7 years	6.2 years	6.5 years	7.5 years	7.8 years
Male	5.6 years	6.1 years	6.1 years	6.8 years	7.0 years
Female	5.7 years	6.5 years	7.3 years	8.5 years	8.9 years
Turnover Rate (Note 1)	–	4.0%	8.6%	7.3%	8.7%
Average Salary (Note 1)	JPY 9.348M	JPY 9.553M	JPY 8.649M	JPY 9.042M	JPY 9.828M

(Note 1) Includes Ichigo employees seconded to Ichigo consolidated subsidiaries

Reference: Social (2)

Diversity

	FY19/2	FY20/2	FY21/2	FY22/2	FY23/2
Executives (Note 1)	42	41	34	35	35
Male Executives (Note 1)	40	39	31	32	31
Female Executives (Note 1)	2	2	3	3	4
% of Female Executives	4.8%	4.9%	8.8%	8.6%	11.4%
Employees in Management Positions (Note 2)	68	70	80	73	67
Male Employees in Management Positions (Note 2)	50	53	59	54	51
Female Employees in Management Positions (Note 2)	18	17	21	19	16
% of Female Employees in Management Positions	26.5%	24.3%	26.3%	26.0%	23.9%
% of Employees With Disabilities	0%	0.47%	0.46%	0.48%	0.49%
Directors (Standalone Basis)	9	9	9	9	10
Male Directors (Standalone Basis)	8	7	7	7	7
Female Directors (Standalone Basis)	1	2	2	2	3
% of Female Directors	11.1%	22.2%	22.2%	22.2%	30.0%
Officers (Standalone Basis)	13	14	12	14	11
Male Officers (Standalone Basis)	12	13	11	13	10
Female Officers (Standalone Basis)	1	1	1	1	1
% of Female Officers	7.7%	7.1%	8.3%	7.1%	9.1%

Includes Ichigo employees seconded to Ichigo consolidated subsidiaries

(Note 1) Total number of Directors, Executive Officers, and Auditors

(Note 2) Number of department heads and managers

Community

	FY19/2	FY20/2	FY21/2	FY22/2	FY23/2
Donations (JPY)	3,098,000	748,500	490,000	18,289,200	17,100,000

Reference: Social (3)

Work Standards & Practices

	FY19/2	FY20/2	FY21/2	FY22/2	FY23/2
Average Number of Vacation Days Used (Note 1)	16.6	14.9	10.7	13.1	11.7
Vacation Day Usage (Note 1)	73.2%	70.0%	50.5%	59.7%	61.1%
Extra Vacation Day Usage (Note 2)	100%	97.8%	100%	99.4%	99.4%
Monthly Overtime (Hours)	12.5	13.0	10.7	11.7	11.6
Female Employees Taking Maternity Leave	–	5	14	17	13
% of Eligible Female Employees Taking Maternity Leave	–	100%	100%	100%	100%
Male Employees Taking Maternity Leave	–	–	–	2	2
% of Eligible Male Employees Taking Maternity Leave	–	–	–	40.0%	50.0%
Return Rate of Employees Taking Maternity Leave	100%	100%	100%	100%	100%
Employee Engagement Survey Response Rate	–	100%	100%	100%	100%

(Note 1) Includes headquarter and branch offices

(Note 2) Extra vacation days, provided in addition to legally required vacation days, are 5 days taken consecutively
Includes Ichigo employees seconded to Ichigo consolidated subsidiaries. "-" indicates out of scope of the calculations.

Health & Safety

	FY19/2	FY20/2	FY21/2	FY22/2	FY23/2
Number of Health & Safety Committee Meetings	12	12	12	12	12
% of Employees Getting Annual Health Checks	100%	99.5%	100%	100%	99.5%
% of Employees Taking Annual Stress Checks	90.4%	92.2%	91.4%	94.4%	93.5%
% of Employees Taking Mental Health Training	–	–	–	99.0%	96.1%

Includes Ichigo employees seconded to Ichigo consolidated subsidiaries. "-" indicates out of scope of the calculations.

There have not been any work-related deaths or accidents of full-time or part-time employees during the past 5 years.

Reference: Governance (1)

Executives (Standalone)

	FY19/2	FY20/2	FY21/2	FY22/2	FY23/2
Directors	9	9	9	9	10
Independent Directors	6	5	5	5	6
Female Independent Directors	1	2	2	2	3
Number of Board of Directors Meetings	10	10	9	11	9
Director Compensation (Amount Paid/Number of Recipients)	JPY 202M / 2	JPY 254M / 3	JPY 215M / 3	JPY 217M / 3	JPY 253M / 3
Independent Director Compensation (Amount Paid/Number of Recipients)	JPY 63M / 6	JPY 56M / 6	JPY 51M / 5	JPY 49M / 5	JPY 54M / 6
% of Independent Directors on the Audit Committee (Comprising Only Independent Directors)	100%	100%	100%	100%	100%
Audit Fees Paid to Auditor (Exceeds Prior Year Non-Audit Fees)	JPY 86M	JPY 85M	JPY 96M	JPY 93M	JPY 93M
Non-Audit Fees Paid to Auditor	–	–	–	–	–
% of Independent Directors with Financial Expertise on the Audit Committee	67%	67%	67%	67%	67%

Board/Committee Meeting Attendance (Standalone)

(FY23/2)

	Board Meeting	Nominating Committee Meeting	Compensation Committee Meeting	Audit Committee Meeting	Compliance Committee Meeting
Number of Meetings (Attendance)	9 (96.3%)	5 (100%)	6 (100%)	18 (100%)	2 (100%)
Scott Callon	100%	100%	100%		100%
Takuma Hasegawa	100%	100%	100%		100%
Minoru Ishihara	100%				
Eri Murai	88.8%				
Tetsuya Fujita (Independent)	100%	100%	100%	100%	100%
Noriko Kawate (Independent)	100%	100%	100%	100%	
Yukio Suzuki (Independent)	100%			100%	100%
Masatoshi Matsuzaki (Independent)	100%	100%	100%		
Nobuhide Nakaido (Independent)	88.8%				
Amina Sugimoto (Independent)	85.7%				

Reference: Governance (2)

Compliance/Risk Management

	FY19/2	FY20/2	FY21/2	FY22/2	FY23/2
Political Contributions	-	-	-	-	-
Number of Employees Penalized or Dismissed Due to Breach of Anti-Corruption Policies	-	-	-	-	-
Fines & Settlement Costs Associated with Corruption	-	-	-	-	-
% of Employees Participating in Compliance Training (Number of Training Sessions)	99.8% (2)	100% (2)	99.6% (2)	99.4% (2)	100% (2)
Compliance Violations	-	-	-	-	-
Code of Conduct/Ethical Standards Violations	-	-	-	-	-
Human Rights Violations/Harassment	-	-	-	-	-
Compliance Violation Appeals & Reports	-	-	-	-	-
ESG-Related Fines/Settlement Reserve	-	-	-	-	-
Reports of Discrimination	-	-	-	-	-
Corruption/Bribery-Related Fines (Amount/Number of Cases)	-	-	-	-	-
Personal Information/Privacy-Related Violations	-	-	-	-	-
Conflict of Interest Cases	-	-	-	-	-
Money Laundering/Insider Trading Cases	-	-	-	-	-