

## Reference: Environmental (1)

GHG Emissions

(t-CO<sub>2</sub>)

Scope	FY20/2	FY21/2	FY22/2 (Base Year)	FY23/2	FY24/2	vs. Base Year
Scope 1	11,149	6,763	7,719	8,234	8,737	13.2%
Scope 2 (Market Standard)	64,658	52,681	47,083	18,175	14,029	-70.2%
Subtotal (Scope 1 + 2)	75,807	59,444	54,802	26,409	22,767	-58.5%
C1 Purchased Goods/Services	6,294	11,860	10,454	13,170	17,318	65.7%
C2 Capital Goods	39,509	52,596	32,805	20,703	42,141	28.5%
C3 Fuel- and Energy- Related Activities	12,538	10,531	10,525	10,821	11,253	6.9%
C4 Upstream Transport and Delivery	118	138	150	143	181	20.5%
C5 Waste Generated by Operations	1,167	1,236	868	1,126	2,132	145.7%
C6 Business Travel	30	28	56	69	92	63.3%
C7 Employee Commuting	57	56	107	128	177	64.9%
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	21,736	14,567	-8.2%
C12 End-of-Life Treatment of Sold Products	787	426	430	841	169	-60.7%
C13 Leased Assets (Downstream)	1,656	1,495	1,140	1,066	1,118	-2.0%
C14 Franchises	–	–	–	–	–	–
C15 Investments	–	–	–	–	–	–
Subtotal (Scope 3)	190,186	124,384	72,408	69,808	89,153	23.1%
Total	265,994	183,829	127,211	96,218	111,920	-12.0%

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	FY21/2	FY22/2 (Base Year)	FY23/2	FY24/2	vs. Base Year
Scope 1	11,149	6,763	7,719	8,234	8,737	13.2%
Total Floor Area (m <sup>2</sup> )	951,727	984,517	978,121	1,001,820	1,022,029	4.5%
Office	780	658	614	715	613	-0.2%
Retail	854	669	558	635	748	34.1%
Hotel	9,514	5,435	6,546	6,880	7,373	12.6%
Other	–	–	–	3	2	–
Scope 2 (Market Standard)	64,658	52,681	47,083	18,175	14,029	-70.2%
Total Floor Area (m <sup>2</sup> )	951,727	984,517	978,121	1,001,820	1,022,029	4.5%
Office	35,784	30,146	23,435	3,188	2,573	-89.0%
Retail	14,966	10,578	9,438	4,199	2,797	-70.4%
Hotel	13,070	11,175	13,425	9,985	7,777	-42.1%
Residential	125	57	28	8	–	–
Power Plants	653	673	706	741	732	3.7%
Other	57	50	49	52	149	203.4%

### GHG Emissions of Ichigo Assets

	FY20/2	FY21/2	FY22/2 (Base Year)	FY23/2	FY24/2	vs. Base Year
Scope 1+2 Emissions (t-CO2)	75,750	59,394	54,753	26,354	22,723	-58.5%

### Renewable Energy Transition Target: Achieve RE100 by 2025

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2	2025 Target
% of Renewable Energy Used by Ichigo Businesses	0%	0%	12%	67%	90%	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	FY24/2	vs. Base Year
Energy Consumption	1,533,333	1,298,454	1,301,915	1,330,155	1,349,442	-12.0%
Energy Intensity (GJ/m <sup>2</sup> )	1.60	1.37	1.33	1.33	1.32	-17.5%
Consumption per Energy Source						
City Gas	191,074	111,995	126,150	139,592	140,752	-26.3%
LP Gas	346	511	286	267	251	-27.2%
Heavy Oil	27,673	19,201	20,376	21,459	21,326	-22.9%
Electricity	1,250,933	1,104,559	1,101,308	1,112,986	1,135,775	-9.2%
Warm Water	15,339	22,003	19,994	20,589	19,345	26.1%
Cold Water	47,967	40,182	33,798	35,259	31,990	-33.3%

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 <sup>2</sup> )	949,905	982,694	976,299	999,997	1,021,361
Total Certified Floor Area (m <sup>2</sup> )	68,170	89,843	212,556	223,484	248,820
<b>CASBEE</b>					
Certified Assets (No. of Assets)	6	10	13	14	16
Certified Floor Area (m <sup>2</sup> )	50,725	72,398	162,057	167,360	178,500
<b>BELS</b>					
Certified Assets (No. of Assets)	2	2	3	3	7
Certified Floor Area (m <sup>2</sup> )	17,444	17,444	18,922	18,922	41,278
<b>DBJ Green Building Certification</b>					
Certified Assets (No. of Assets)	–	–	2	2	2
Certified Floor Area (m <sup>2</sup> )	–	–	10,471	10,471	10,471
<b>Tokyo Low-Carbon Small and Medium-Sized Model Buildings</b>					
Certified Assets (No. of Assets)	–	–	5	8	9
Certified Floor Area (m <sup>2</sup> )	–	–	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	FY24/2	vs. Base Year
Waste (t)	3,891	3,591	4,454	6,514	81.4%
General Waste (t)	2,841	3,019	3,671	4,666	54.6%
Industrial Waste (t)	1,050	573	783	1,847	222.5%
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	FY24/2	vs. Base Year
Water Consumption by Source (thousand m <sup>3</sup> )	865	979	1,068	1,204	23.0%
Water Consumption Base Unit (thousand m <sup>3</sup> / thousand m <sup>2</sup> )	0.88	1.00	1.07	1.18	18.0%
External Water Supply (thousand m <sup>3</sup> )	714	827	912	1,040	25.7%
Groundwater (Well Water) (thousand m <sup>3</sup> )	114	119	122	123	3.1%
Recycled Water (thousand m <sup>3</sup> )	31	26	29	36	40.3%
Rain Water (thousand m <sup>3</sup> )	3	6	4	4	-28.7%
Emissions by Drainage Type (thousand m <sup>3</sup> )	865	970	1,048	1,202	23.9%
Public Sewage System (thousand m <sup>3</sup> )	829	931	1,016	1,173	26.1%
Rivers (thousand m <sup>3</sup> )	35	39	32	28	-27.5%

Water Consumption Base Unit is equal to Water Consumption divided by the asset's floor area.

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

Except for items with “consolidated,” includes Ichigo employees seconded to Ichigo consolidated subsidiaries

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Total (consolidated)	323	389	384	462	552
Total	209	205	196	202	211
Male	128	126	122	123	126
Female	81	79	74	79	85
Proportion (Male : Female)	61.2 : 38.8	61.5 : 38.5	62.2 : 37.8	60.9 : 39.1	59.7 : 40.3
Temporary Employees (consolidated)	66	79	89	113	141
Temporary Employees	2	4	7	9	12
Percentage	0.9%	1.9%	3.4%	4.3%	5.4%
Mid-Career	15	17	5	16	16
Male	12	15	4	12	10
Female	3	2	1	4	6
New Graduates	–	4	–	1	5
Male	–	2	–	1	2
Female	–	2	–	–	3
Average Age	43 years 1 month	43 years 1 month	44 years 2 months	44 years 6 months	44 years 4 months
Male	46 years 1 months	45 years 7 months	46 years 3 months	46 years 9 months	46 years 7 months
Female	38 years 4 months	39 years	40 years 8 months	41 years	41 years
By Age Group (%)					
20-29	10.5%	9.8%	10.2%	9.4%	10.9%
30-39	30.1%	29.8%	23.5%	24.3%	25.6%
40-49	36.4%	37.1%	37.2%	35.1%	34.6%
50-59	15.3%	17.1%	21.4%	22.3%	19.0%
60 & over	7.7%	6.3%	7.7%	8.9%	10.0%
Average Tenure	6.2 years	6.5 years	7.5 years	7.8 years	8.0 years
Male	6.1 years	6.1 years	6.8 years	7.0 years	7.3 years
Female	6.5 years	7.3 years	8.5 years	8.9 years	9.0 years
Turnover Rate	4.0%	8.6%	7.3%	8.7%	4.5%
Average Salary (JPY thousand)	9,553	8,649	9,042	9,828	10,693

## Reference: Social (2)

### Diversity

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Employees					
Executive Officers (Note 1)	17.9%	15.2%	16.4%	15.8%	15.7%
Management (Note 2)	30.6%	35.7%	34.1%	30.2%	29.1%
Employees	51.5%	49.1%	49.5%	54.1%	55.2%
% of Female Executives	4.9%	8.8%	8.6%	11.4%	11.1%
% of Female Employees in Management Positions	24.3%	26.3%	26.0%	23.9%	25.4%
% of Female Employees in Non-Management Positions	54.2%	51.8%	50.9%	51.7%	52.0%

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

### Engagement

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Engagement Survey Response Rate	100%	100%	100%	100%	100%

Includes Ichigo employees seconded to Ichigo consolidated subsidiaries

### Community

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Donations (JPY thousand)	1,596	1,230	53,349	153,190	203,995

On a consolidated basis

## Reference: Social (3)

### Work Standards & Practices

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Average Number of Vacation Days Used (Note 1)	14.9	10.7	13.1	13.6	13.8
Vacation Day Usage (Note 1)	70.0%	50.5%	59.7%	61.1%	61.6%
Extra Vacation Day Usage (Note 2)	97.8%	100%	99.4%	99.4%	100%
Female Employees Taking Maternity Leave	4	8	5	3	2
% of Eligible Female Employees Taking Maternity Leave	100%	100%	100%	100%	100%
Male Employees Taking Maternity Leave	–	–	2	2	1
% of Eligible Male Employees Taking Maternity Leave	–	–	40.0%	50.0%	100%
Return Rate of Employees Taking Maternity Leave	100%	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

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Number of Health & Safety Committee Meetings	12	12	12	12	12
% of Employees Getting Annual Health Checks	99.5%	100%	100%	99.5%	100%
% of Employees Taking Annual Stress Checks	92.2%	91.4%	94.4%	93.5%	95.5%
% of Employees Taking Mental Health Training	–	–	99.0%	96.1%	93.6%

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)

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
Directors	9	9	9	10	9
Independent Directors	5	5	5	6	5
% of Independent Directors	55.6%	55.6%	55.6%	60.0%	55.6%
Female Independent Directors	2	2	2	3	2
Number of Board of Directors Meetings	10	9	11	9	11
Director Compensation (Amount Paid/Number of Recipients)	JPY 254M / 3	JPY 215M / 3	JPY 217M / 3	JPY 253M / 3	JPY 314M / 3
Independent Director Compensation (Amount Paid/Number of Recipients)	JPY 56M / 6	JPY 51M / 5	JPY 49M / 5	JPY 54M / 6	JPY 51M / 7
% 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 85M	JPY 96M	JPY 93M	JPY 93M	JPY 97M
Non-Audit Fees Paid to Auditor	–	–	–	–	JPY 1M
% of Independent Directors with Financial Expertise on the Audit Committee	67%	67%	67%	67%	67%

### Board/Committee Meeting Attendance (Standalone)

(FY24/2)

	Board Meeting	Nominating Committee Meeting	Compensation Committee Meeting	Audit Committee Meeting	Compliance Committee Meeting
Number of Meetings (Attendance)	11 (100%)	9 (100%)	7 (97.1%)	20 (100%)	4 (100%)
Scott Callon	100%	100%	85.7%		100%
Takuma Hasegawa	100%	100%	100%		100%
Minoru Ishihara	100%				
Eri Murai	100%				
Tetsuya Fujita (Independent)	100%	100%	100%	100%	100%
Noriko Kawate (Independent)	100%	100%	100%	100%	
Yukio Suzuki (Independent)	100%			100%	100%
Nobuhide Nakaido (Independent) (Note 1)	100%	100%	100%		
Sakon Uda (Independent) (Note 2)	100%				

Note 1: Attended 7 out of 7 Nominating Committee Meetings and 5 out of 5 Compensation Committee Meetings after he assumed the position at the Annual Shareholder Meeting at end of May

Note 2: Attended 9 out of 9 Board Meetings after he assumed the position at the Annual Shareholder Meeting at end of May

## Reference: Governance (2)

### Compliance/Risk Management

	FY20/2	FY21/2	FY22/2	FY23/2	FY24/2
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)	100% (2)	99.6% (2)	99.4% (2)	100% (2)	99.4% (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	-	-	-	-	-