

**Environment**

Climate change				
	Boundary	FY2020	unit	Notes
Contribution to CO2 emission reduction				
Reduction of emissions due to delivery	non-consolidated	56	t-CO2	* 1
Reduction in emissions by eliminating the use of packaging materials	non-consolidated	54,800	cider trees	* 2

\*1 Calculated based on the assumption that deliveries occur within a 50 km radius between individuals, and between corporations and individuals to the prefectural capitals of each prefecture in the number of deliveries proportional to the population distribution from Tokyo to each prefecture, using the modified ton-kilometer method based on the assumption that a 100 g physical gift is transported by a 10-ton truck using light oil.

\*2 Calculated by converting the annual amount of CO2 absorbed by one cedar tree to 8.8 kg (based on Forest Agency disclosure).

**Social**

Connection through services				
	Boundary	FY2020	unit	
giftee service members	Consolidated	161	ten thousand people	
eGift issuing companies	Consolidated	144	companies	
eGift user companies	Consolidated	724	companies	
Implemented promotions	Consolidated	4,465	promotions	
Regional e-currency service transactions	Consolidated	21	cases	

Employees				
	Boundary	FY2020	unit	
Number of employees	Consolidated	137	people	
Average number of temporary employees	Consolidated	11	people	
Average age of employees	non-consolidated	32.7	years-old	

Diversity				
	Boundary	FY2020	unit	
Employee composition ratio				
Male	non-consolidated	64	%	
Female	non-consolidated	36	%	
Management position ratio				
Male	non-consolidated	53	%	
Female	non-consolidated	47	%	
Ratio of employees who feel their work is worthwhile	non-consolidated	89	%	

**Corporate Governance**

Corporate Governance				
	Boundary	FY2020	unit	
Number of Directors				
Internal				
Male	non-consolidated	4	people	
Female	non-consolidated	–	people	
Independent (External)				
Male	non-consolidated	2	people	
Female	non-consolidated	–	people	
Total	non-consolidated	6	people	
Number of Auditors				
Internal				
Male	non-consolidated	–	people	
Female	non-consolidated	–	people	
Independent (External)				
Male	non-consolidated	3	people	
Female	non-consolidated	–	people	
Total	non-consolidated	3	people	
Average age of directors	non-consolidated	43	years-old	
Number of meetings of the Board of Directors	non-consolidated	16	times	
Average age of corporate auditors	non-consolidated	49	years-old	
Number of meetings of the Board of Corporate Auditors	non-consolidated	14	times	

Information Security				
	Boundary	FY2020		
JIS Q 27001	non-consolidated	Acquired		
Privacy Mark	non-consolidated	Acquired		