

Solving social issues through services and solutions

Connection through services					
	Boundary	At the end of Dec 2020	At the end of Dec 2021	At the end of Dec 2022	unit
Number of love sent(Cumulative number of gifts issued)	non-consolidated	Over 60	Over 110	Over 170	million
	Boundary	FY2020	FY2021	FY2022	unit
giftee service members	Consolidated	161	184	196	ten thousand people
eGift issuing companies	Consolidated	144	208	276	companies
eGift user companies	Consolidated	724	1,124	1,456	companies
Implemented promotions	Consolidated	4,465	6,995	10,185	promotions

Environment

Climate change						
	Boundary	FY2020	FY2021	FY2022	unit	Notes
Contribution to CO2 emission reduction						
Reduction of emissions from the production, delivery, and disposal of plastic cards and packaging materials	non-consolidated	1,074	1,872	2,581	t-CO2	*1,2
Reduction in CO2 emissions in terms of cedar trees	non-consolidated	122,025	212,749	293,298	cider trees	*1,3
SCOPE1	non-consolidated	0	0	0	kg-CO2	
SCOPE2	non-consolidated	65,551	55,025	33,148	kg-CO2	*4
SCOPE1,2 Total	non-consolidated	65,551	55,025	33,148	kg-CO2	

*1 Retroactive adjustment of prior year results due to change in calculation basis from 2022.

*2 CO2 emissions from (1) manufacturing, (2) delivery, and (3) disposal of plastic cards and packaging materials.

(1) Manufacturing: CO2 emissions from the manufacture of plastic cards and packaging materials were calculated using the emission factor per card and A4 paper.

(2) The average transportation ton-kilometer per ton was used to calculate the assumed weight of the shipping ton-kilometer.

(3) Incineration: CO2 emissions from incineration of plastic cards and packaging were calculated using the emission factor for incineration of combustible waste.

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

*4 Due to the adopted CO2 emission coefficient change, figures for previous years have been retroactively adjusted.

Social

Employees					
	Boundary	FY2020	FY2021	FY2022	unit
Number of employees	Consolidated	137	210	257	people
Number of temporary employees	Consolidated	10	47	58	people
Average age of employees	non-consolidated	32.7	33.2	34.1	years-old
Diversity					
	Boundary	FY2020	FY2021	FY2022	unit
Employee composition ratio					
Male	Consolidated	64	59	51	%
Female	Consolidated	36	41	49	%
Management position ratio					
Male	Consolidated	53	68	65	%
Female	Consolidated	47	32	35	%
Ratio of employees who feel their work is worthwhile	non-consolidated	89	92	95	%
Paid acquisition rate	non-consolidated	45	67	80	%
Rate of taking childcare leave	non-consolidated	67	89	80	%
Male	non-consolidated	67	60	80	%
Female	non-consolidated	—	100	100	%

Corporate Governance

Corporate Governance					
	Boundary	FY2020	FY2021	FY2022	unit
Number of Directors					
Internal					
Male	non-consolidated	4	4	4	people
Female	non-consolidated	—	—	—	people
Independent (External)					
Male	non-consolidated	2	2	2	people
Female	non-consolidated	—	—	1	people
Total	non-consolidated	6	6	7	people
Number of Auditors					
Internal					
Male	non-consolidated	—	—	—	people
Female	non-consolidated	—	—	—	people
Independent (External)					
Male	non-consolidated	3	3	3	people
Female	non-consolidated	—	—	—	people
Total	non-consolidated	3	3	3	people
Average age of directors	non-consolidated	43	44	46	years-old
Number of meetings of the Board of Directors	non-consolidated	16	18	16	times
Average age of corporate auditors	non-consolidated	49	50	51	years-old
Number of meetings of the Board of Corporate Auditors	non-consolidated	14	14	14	times
Information Security					
	Boundary	FY2020	FY2021	FY2022	
JIS Q 27001	non-consolidated	Acquired	Acquired	Acquired	
Privacy Mark	non-consolidated	Acquired	Acquired	Acquired	