

Rakuten Group

# ESG Data Book 2020

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Items				Coverage	Unit	FY 2018	FY2019	FY2020	
<b>Environmental Data</b>									
CO <sub>2</sub> emissions	Scope 1			Rakuten Group	t-CO <sub>2</sub>	1,152	2,591	2,705	
	Scope 2 (location-based)			Rakuten Group	t-CO <sub>2</sub>	23,052	65,235	93,192	
	Scope 2 (market-based)					22,329	50,564	66,494	
	Scope 3			Rakuten Group* <sup>1</sup>	t-CO <sub>2</sub>	380,073	643,845	1,045,127	
	Scope 3 Breakdown	Purchased goods & services		Category 1	Rakuten Group* <sup>1</sup>	t-CO <sub>2</sub>	334,105	516,001	176,669
		Capital goods		Category 2		t-CO <sub>2</sub>	2,483	30,978	572,413
		Fuel-and-energy-related activities		Category 3		t-CO <sub>2</sub>	781	3,103	18,295
		Upstream transportation and distribution		Category 4		t-CO <sub>2</sub>	25,960	79,895	138,039
		Waste generated in operations		Category 5		t-CO <sub>2</sub>	719	845	772
		Business travel		Category 6		t-CO <sub>2</sub>	4,340	9,759	5,507
		Employee commuting		Category 7		t-CO <sub>2</sub>	2,066	2,249	5,968
		Upstream leased assets		Category 8		t-CO <sub>2</sub>	6,184	429	37,464
		Downstream transportation and distribution		Category 9		t-CO <sub>2</sub>	Not applicable	Not applicable	0
		Processing of sold products		Category 10		t-CO <sub>2</sub>	Not applicable	Not applicable	0
		Use of sold products		Category 11		t-CO <sub>2</sub>	2,989	12	4,860
		End of life treatment of sold products		Category 12		t-CO <sub>2</sub>	446	574	736
		Downstream leased assets		Category 13		t-CO <sub>2</sub>	Not applicable	Not applicable	0
Franchises		Category 14	t-CO <sub>2</sub>	Not applicable		Not applicable	528		
Investments		Category 15	t-CO <sub>2</sub>	Not applicable		Not applicable	83,875		
Energy consumption				Rakuten Group	MWh	65,677* <sub>2</sub>	140,507	192,777	
Fuel	City gas		Total	Rakuten Group	MWh	5,379	10,420	10,175	
	Gasoline		Total		MWh	299	2,541	3,166	
	Light oil		Total		MWh	435	394	380	
	LPG		Total		MWh	16	28	89	
	Kerosene		Total		MWh	23	32	22	
			Total		MWh				
Electricity	Non-renewable Sources		Total	Rakuten Group	MWh	59,308	107,764	144,572	
	Renewable Sources		Total	MWh	43	19,215	34,337		
Heat		Total	Rakuten Group	MWh	160	0	0		
Cooling		Total	Rakuten Group	MWh	14	113	37		
Water consumption				Rakuten Group	1,000Nm <sub>3</sub>	183	253	215	
Waste generation* <sup>2</sup>				Rakuten Group	t	2,139	4,308	5,231	
Waste used / recycled / sold			Total	Rakuten Group	t	1,271	2,990	3,979	
Final waste disposal			Total	Rakuten Group	t	868	1,318	1,252	

\*1 Data for FY2018 and FY2019 is for Rakuten Group, Inc.

\*2 Boundaries for waste generation limited to: large scale offices, fulfillment centers, stadiums, factories

Items	Coverage	Unit	FY 2018	FY2019	FY2020	
<b>Social Data</b>						
Total no. of employees		People	17,214	20,053	23,841	
Region	Japan	Total	People	12,053	14,375	18,128
	APAC (Excluding Japan)	Total	People	1,264	1,617	1,893
	Americas	Total	People	2,749	2,877	2,939
	EMEA	Total	People	1,148	1,184	881
Contract	Permanent	Total	People	15,966	18,531	22,078
	Temporary	Total	People	1,248	1,522	1,763
Employment rate of people with disabilities	Rate	Rakuten Group	%	2.01	2.47	2.32
Total no. of employees in each of the following diversity categories	Total		People	6,888	7,698	9,090
Age	Under 30 years old	Total	People	2,135	2,841	3,178
	30 - 50 years old	Total	People	4,556	4,619	5,677
	Over 50 years old	Total	People	197	238	234
Gender	Female	Total	People	2,591	2,999	3,598
	Male	Total	People	4,297	4,699	5,492
Nationality	Japanese	Total	People	5,305	5,920	7,116
	Foreigners	Total	People	1,583	1,778	1,974
Total no. of new full time employees hired	Total		People	1,487	1,748	2,099
Gender	Female	Total	People	499	628	811
		Rate	%	33.6	35.9	38.6
	Male	Total	People	988	1,120	1,288
		Rate	%	66.4	64.1	61.4
Total no. of managers in each of the following diversity categories	Total		People	2,639	2,809	2,165
Gender	Female	Total	People	553	676	611
	Male	Total	People	2,086	2,133	1,554
Nationality	Japanese	Total	People	2,076	2,174	951
	Non-Japanese	Total	People	563	635	157
Total no. of employees that were entitled to parental leave		Rakuten Group, Inc.	People	297	480	350
Gender	Female	Total	People	55	142	83
	Male	Total	People	242	338	267
Total no. and percentage of employees that took parental leave		Rakuten Group, Inc.	People	77	202	128
Gender	Female	Total	People	51	139	79
		Rate	%	92.7	97.9	95.2
	Male	Total	People	26	63	49
		Rate	%	10.7	18.6	18.4
Return to work rate after parental leave						
Gender	Female	Rate	%	90	91	98
	Male	Rate	%	100	90	100
Average annual paid vacation per employee	Days Granted		Days	13.9	15.4	13.1
	Days Taken		Days	11	12	8
	Rate		%	79.1	78.7	61.2
Average hours of training per employee	Average	Rakuten Group, Inc.	Hours	63.4	68.8	54.9
% of employees who received a regular performance and career development review	Rate	Rakuten Group, Inc.	%	100	100	100
Average age	Average	Rakuten Group, Inc.	Years	34.4	34.4	33.8
Average length of service		Rakuten Group, Inc.	Years	4.7	4.6	4.5

Items		Coverage	Unit	FY 2018	FY2019	FY2020
Total no. of employee fatalities	Total	Rakuten Group, Inc.	People	0	0	0
Lost-time injury frequency rate* <sup>3</sup>	Rate	Rakuten Group, Inc.	n/million hours worked	0	0	0
Occupational disease frequency rate* <sup>4</sup>	Rate	Rakuten Group, Inc.	n/million hours worked	0.1	0	0

\*3 Calculation method: (Number of employees absent from work for one day or more or who have lost function of part of their body due to a work-related injury x 1,000,000)/total working hours

\*4 Calculation method: (Number of employees absent from work for one day or more or who have lost function of part of their body due to a work-related illness x 1,000,000)/total working hours

Items		Unit	FY 2018	FY2019	FY2020
<b>Governance Data</b>					
Board of Directors					
	No. of directors	People	7	7	9
	No. of female directors	People	1	1	1
	No. of external directors	People	4	4	5
	No. of independent directors	People	3	4	5
Board of company auditors					
	No. of directors	People	4	4	4
	No. of external directors	People	4	3	3
	No. of independent directors	People	2	3	3

※ All the data as of the end of each fiscal year (Dec. 31st)