

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	Total	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	
	Electricity	Non-renewable Sources		Total	Rakuten Group	MWh	59,308	107,764
	Renewable Sources	Total	Rakuten Group	MWh	43	19,215	34,337	
Heat	Total	Rakuten Group	MWh	160	0	0		
Cooling	Total	Rakuten Group	MWh	14	113	37		
Water consumption	Total	Rakuten Group	1,000Nm <sub>3</sub>	183	253	215		
Waste generation* <sub>2</sub>	Total	Rakuten Group	t	2,139	4,308	5,231		
Final waste disposal	Waste used / recycled / sold	Total	Rakuten Group	t	1,271	2,990	3,979	
		Total		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	Region	Japan	Total	Rakuten Group	People	17,214	20,053	23,841
		APAC (Excluding Japan)	Total		People	12,053	14,375	18,128
		Americas	Total		People	1,264	1,617	1,893
		EMEA	Total		People	2,749	2,877	2,939
			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	Age	Under 30 years old	Total	Rakuten Group, Inc.	People	6,888	7,698	9,090
		30 - 50 years old	Total		People	2,135	2,841	3,178
		Over 50 years old	Total		People	4,556	4,619	5,677
	Gender	Female	Total		People	197	238	234
		Male	Total		People	2,591	2,999	3,598
	Nationality	Japanese	Total		People	4,297	4,699	5,492
		Foreigners	Total		People	5,305	5,920	7,116
			Total		People	1,583	1,778	1,974
Total no. of new full time employees hired	Gender	Female	Total	Rakuten Group, Inc.	People	1,487	1,748	2,099
		Male	Total		People	499	628	811
			Rate		%	33.6	35.9	38.6
	Gender	Female	Total		People	988	1,120	1,288
		Male	Total		%	66.4	64.1	61.4
			Rate					
Total no. of managers in each of the following diversity categories	Gender	Female	Total	Rakuten Group, Inc.	People	2,639	2,809	1,108
		Male	Total		People	553	676	237
	Nationality	Japanese	Total		People	2,086	2,133	871
		Non-Japanese	Total		People	2,076	2,174	951
			Total		People	563	635	157
			Total					
Total no. of employees that were entitled to parental leave	Gender	Female	Total	Rakuten Group, Inc.	People	297	480	350
		Male	Total	Rakuten Group, Inc.	People	55	142	83
			Total		People	242	338	267
Total no. and percentage of employees that took parental leave	Gender	Female	Total	Rakuten Group, Inc.	People	77	202	128
		Male	Total	Rakuten Group, Inc.	People	51	139	79
			Rate	%	92.7	97.9	95.2	
	Gender	Female	Total	Rakuten Group, Inc.	People	26	63	49
		Male	Total	Rakuten Group, Inc.	%	10.7	18.6	18.4
			Rate					
Return to work rate after parental leave	Gender	Female	Rate	Rakuten Group, Inc.	%	90	91	98
		Male	Rate		%	100	90	100
Average annual paid vacation per employee		Days Granted		Rakuten Group, Inc.	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

Items				Coverage	Unit	FY 2018	FY2019	FY2020
Average age		Average		Rakuten Group, Inc.	Years	34.4	34.4	33.8
Average length of service		Average		Rakuten Group, Inc.	Years	4.7	4.6	4.5
Gender	Female	Average			Years			4.6
	Male	Average			Years			4.4
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)