

SASB

Referring to Sustainability Accounting Standards Board (SASB) standards for the IT & software industry, the Sansan Group makes the following sustainability-related disclosures.

| Topic | Accounting Metric | Code | Disclosure Details |
|---|---|--------------|---|
| Environmental Footprint of Hardware Infrastructure | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | TC-SI-130a.1 | Total energy consumed FY2021: 14,193 GJ (Electricity: 10,411 GJ, GAS: 3,782 GJ) FY2020: 10,361 GJ (Electricity: 7,259 GJ, GAS: 3,102 GJ) * Using the calculation method based on the Energy Conservation Law, total energy consumed is calculated based on the total values of electricity and gas consumption (Unit: Gigajoules). ** After calculating the consumption per office area using the actual results in those offices where the consumption can be ascertained, the amount of gas consumed is calculated by multiplying this value by the total area of all offices where gas can be used. |
| | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | TC-SI-130a.2 | Total water withdrawn FY2021: 4,093 m ³ FY2020: 2,692 m ³ * Total water withdrawn is calculated based on the amount of publicly supplied water used. In addition, the amount of consumption per employee is calculated using the actual results at Sansan offices where the amount of usage per person can be ascertained, and the value is then multiplied by the total number of employees. |
| | Discussion of the integration of environmental considerations into strategic planning for data center needs | TC-SI-130a.3 | — |
| Data Privacy & Freedom of Expression | Description of policies and practices relating to behavioral advertising and user privacy | TC-SI-220a.1 | Personal Information Protection Policy |
| | Number of users whose information is used for secondary purposes | TC-SI-220a.2 | — |
| | Total amount of monetary losses as a result of legal proceedings associated with user privacy | TC-SI-220a.3 | — |

| | | | |
|--|--|--------------|---|
| | (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure | TC-SI-220a.4 | — |
| | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | TC-SI-220a.5 | — |
| Data Security | (1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) number of users affected | TC-SI-230a.1 | — |
| | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | TC-SI-230a.2 | Through methods such as the issuing of Service and Organization Controls 2 (SOC2)—based on the PrivacyMark System, which conforms with JIS Q 15001 standards, an Information Security Management System (ISMS) that conforms with ISO 27001 standards, cloud security certification that conforms with ISO 27017 standards, and the existing Trust Service Standard (TSC) of the American Institute of Certified Public Accountants (AICPA)—we identify and deal with data security risks within our own organization and in the provision of services. |
| Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of employees that are (1) foreign nationals and (2) located offshore | TC-SI-330a.1 | <p>Percentage of employees that are foreign nationals End of FY2021: 2.6% (30/1,172 persons) End of FY2020: 3.0% (28/934 persons)</p> <p>Percentage of employees that are located offshore End of FY2021: 0.8% (9/1,172 persons) End of FY2020: 1.0% (9/934 persons)</p> <p>* Calculated for full-timer and contract employees of Sansan, Inc. and Sansan Global Pte. Ltd. ** As of the end of FY2021, employees from 19 nations, including that of Japan, are registered with us.</p> |
| | Employee engagement as a percentage | TC-SI-330a.2 | Ascertaining the status of engagement among organizations and employees at the Company, we are working on its continuous improvement. By quantitatively measuring the “engagement score” on a regular and continuous basis and presenting the individual and organizational status, challenges, and obstacles in visual form, we are utilizing this information for organizational management, |

| | | | |
|--|--|--------------|--|
| | | | <p>including employee self-management, team building by managers, and the planning of company-wide internal systems and measures.</p> <p>(1) Engagement survey Engagement surveys are conducted once a month for officers, full-timer employees, and contract employees. In addition to analyzing their own answer results, officers can immediately check the analysis of the response results of the organization, and these are used for self-management, organizational management, and the planning of company-wide internal systems and measures.</p> <p>Average response rate FY2021: 85.8% FY2020: 87.6%</p> <p>(2) Stress check Holding stress checks once a year for full-timer employees, contract employees, and social insurance subscribers, we are striving for the early detection of individual and organizational issues.</p> <p>Average response rate FY2021: 71.7% FY2020: 80.0%</p> |
| | <p>Percentage of gender and racial/ethnic group representation for</p> <p>(1) management,</p> <p>(2) technical staff, and</p> <p>(3) all other employees</p> | TC-SI-330a.3 | <p>Percentage of gender representation for management End of FY2021: Men 83.5% (152 persons), Female 16.5% (30 persons) End of FY2020: Men 85.5% (124 persons), Female 14.5% (21 persons)</p> <p>Percentage of gender representation for technical staff End of FY2021: Men 86.9% (353 persons), Female 13.1% (53 persons) End of FY2020: Men 87.9% (276 persons), Female 12.1% (38 persons)</p> <p>Percentage of gender representation for all employees End of FY2021: Men 66.4% (778 persons), Female 33.6% (394 persons) End of FY2020: Men 65.8% (615 persons), Female 34.2% (319 persons)</p> <p>* Calculated for full-timer and contract employees of Sansan, Inc. and Sansan Global Pte. Ltd.</p> <p>** Technical staff are deemed to be engineers, R&D, and creators (including</p> |

| | | | |
|--|--|--------------|--|
| | | | managers). |
| Intellectual Property Protection & Competitive Behavior | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | TC-SI-520a.1 | Not applicable. |
| Managing Systemic Risks from Technology Disruptions | Number of (1) performance issues and (2) service disruptions; (3) total customer downtime | TC-SI-550a.1 | — |
| | Description of business continuity risks related to disruptions of operation | TC-SI-550a.2 | In addition to the disaster prevention manual formulated from the perspective of ensuring employee safety, we also operate incident guidelines formulated from the perspective of continuous service provision. Regardless of the cause, we are building a system to continue business and provide services for the risks that do occur. |

| Activity Metric | Code | Disclosure Details |
|--|-------------|--------------------|
| (1) Number of licenses or subscriptions, (2) percentage cloud-based | TC-SI-000.A | — |
| (1) Data processing capacity, (2) percentage outsourced | TC-SI-000.B | — |
| (1) Amount of data storage, (2) percentage outsourced | TC-SI-000.C | — |