

CLASS EARTH Impact Report 2023

		Unit	Fiscal Year 2023 Performance	Fiscal Year 2024 Target	Note
GHG Emissions	Scorp 1	t	0	0	It is anticipated to maintain zero through full remote work. *Regarding office energy emissions, since the usage amount is unknown in shared offices, it will be included in Scope 3 Category 8.
	Scorp2	t	0	0	It is anticipated to maintain zero through full remote work. *Regarding office energy emissions, since the usage amount is unknown in shared offices, it will be included in Scope 3 Category 8.
	Scorp3	t	Being Calculated		
	Offset Amount	t	Less than 1 ton	100t	To be implemented after Scope 3 calculation. Currently, emissions are calculated based on transportation for each retail product.
Waste Emissions	Incinerated Waste	t	Less than 1 ton	Less than 1 ton	
	Plastic Waste	t	Less than 1 ton	Less than 1 ton	
	PET Bottles	t	Less than 1 ton	Less than 1 ton	
	Recycled Paper	t	Less than 1 ton	Less than 1 ton	
Water Usage	Office	m ³	Less than 1m ³	Less than 1m ³	
	Production	L	73200	100000	Reduce by 10% compared to the revenue ratio
Human Resources & Diversity	Employee Satisfaction	%			
	Female	%	100	80	
	Volunteering	hour	480	500	
	Turnover Rate	%	0	0	
	LGBTQ & Inclusion Training Participation	%	100	100	
	Female Board Member	%	100	70	
	Mothers with Childcare Responsibilities	%	56	60	Out of a total of 9 employees, 5 are currently balancing work with childcare.
	Employees working under reduced working hours	%	56	60	Percentage of employees working under flexible hours, including reduced working hours.
	Maternity Leave Utilization Rate among Women	%	100	100	
	Paternity Leave Utilization Rate among Men	%	-	100	No male employees in the year 2023.
	Return-to-Work Rate after Parental Leave	%	-	100	No employees returning from parental leave in the year 2023.