

CSR Report

— February 2021 to January 2022 —



January 31, 2022

1. CEO Statement of Continuous Support

2. Status of efforts

- ⚡ Human Rights
- ⚡ Labor
- ⚡ Environment
- ⚡ Anti-Corruption

3. Result Measurement

- Statistics that classify management and employees by factors related to diversity
- Percentage of employees who are sick, injured, or absent from work for a long period
- Statistics classified by reported employment status
- Status of Anti-Corruption measures



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

To all our stakeholders,

I hereby state that ENECLOUD, Inc. adheres to the United Nations Global Compact's 10 principles of Human Rights, Labor, Environment, and Anti-Corruption.

We have continued our efforts to further instill the United Nations Global Compact and its principles in our business strategy, corporate culture, and daily operations.

In this annual CSR report, we will report on our efforts.

In addition, we will proactively share our efforts with our stakeholders through our main communication media.

January 31, 2022

Chief Executive Officer
Yoshiteru Tajima

Human Rights

(1) By further strengthening virus infection control measures, as well as by regularly instructing employees on the proper implementation of virus infection control measures, we ensure the provision of a safe, hygienic and appropriate working environment to our employees.

- ⚡ The introduction of remote work.
- ⚡ The implementation of PCR tests on all our employees.
(all costs are paid by the company.)
- ⚡ The installation of hand sanitizers in all toilet rooms as well as in various places in- and outside the office.
- ⚡ The installation of temperature sensors at the entrance of the office.
- ⚡ The installation and increasing usage of acrylic partition walls.
- ⚡ The installation of air purifiers and circulators.

Achievements
in the past year

- (2) By hiring employees with various backgrounds, we are actively engaged in diversification and inclusion. We provide an environment where the individuality of each employee can be fully utilized.

⚡ Number of new hires: 33 (current number of employees: 47)

Achievements
in the past year

- (3) We protect employees from physical, verbal, sexual and psychological harassment at the workplace by strengthening compliance education for employees and through the establishment of an in-house harassment support-desk.

- ⚡ The establishment of Risk Compliance Committee.
- ⚡ The introduction of Ene-hotline (internal reporting system.)
- ⚡ Education on harassment.
- ⚡ Education on mental health.
- ⚡ The deployment of a medical advisor and the implementation of counseling sessions.

Achievements
in the past year

Labor

(1) We have entered into appropriate employment contracts with employees in accordance with the Labor Standards Law, and in no case we are forcing them to work illegally.

- ⚡ The strengthening of overtime control measures and introduction of an overtime application system.
- ⚡ Average annual paid leave acquisition rate: 60.1% (FY2021, as of January 2022.)

Achievements
in the past year

(2) Employment-related decisions are made based on appropriate and objective standards in accordance with the rules.

- ⚡ Number of promoted employees: 3 in total (about 16% of all general employees.)
- ⚡ The establishment of an evaluation committee.
- ⚡ The introduction of an evaluation system for clerical workers.

Achievements
in the past year

(3) We are striving to maintain and improve wage levels.

- ⚡ Number of employees who received salary increases: 17 in total.

Achievements
in the past year

(4) We aim to create a comfortable working environment by advocating gender equality and introducing regulations for childbirth and childcare.

- ⚡ Employees scheduled to take maternity leave / childcare leave: 2 (March to April 2022.)
- ⚡ Ratio of female managers: Increased by 150%.
- ⚡ The establishment of the Women's Advancement Promotion Committee.

Achievements
in the past year

(5) By hiring employees with various backgrounds, we are actively promoting diversification and inclusion. We provide an environment where the individuality of each employee can be fully utilized.

- ⚡ Active promotion from dispatched staff status to direct employment status: 4 people in total (current number of employees: 47.)
- ⚡ Educational background and work history are not required to apply for a full-time position.

Achievements
in the past year

Environment

- (1) As for the initiative to achieve SDG Goal 9 (Infrastructure, Industrialization, Innovation,) we are building a platform that can derive "Optimal Solutions" related to electricity usage for both consumers and power suppliers.

⚡ Company name change: We renamed the company to "ENECLOUD, Inc."

Achievements
in the past year

— Reasons for the name change —

Our goal is to realize the "digitization of energy management" and "optimization of energy" through the reduction in electricity fees. For this purpose, we have launched our in-house platform "ENEBID."

Our aim is to create a decarbonized society. Subsequently, we have changed our company name to one which is more likely to reflect our ambitions in the energy field.

(2) In order to take urgent action to combat climate change and its impact, as pointed out in SDG Goal 13, we will evaluate the output of CO2 emissions and actively promote its restriction to more companies.

- ⚡ The launch of SDG projects, energy saving- and reutilization measures.
- ⚡ The development of services for investigating and measuring CO2 emissions in business activities.

Achievements
in the past year

(3) We believe that cost is an important factor in order to achieve the SDG Goal 7 (Energy.) While starting with cost reduction, we are working actively to spread awareness about clean energy to our customers.

- ⚡ Accelerating the development of smart breaker-based energy control systems.
 - 👉 Initial development has been completed.

Achievements
in the past year

Anti-Corruption

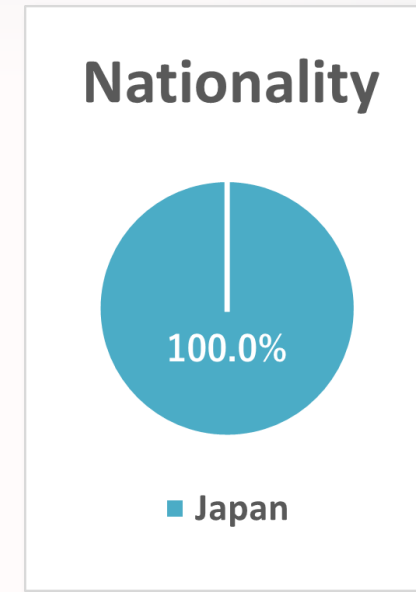
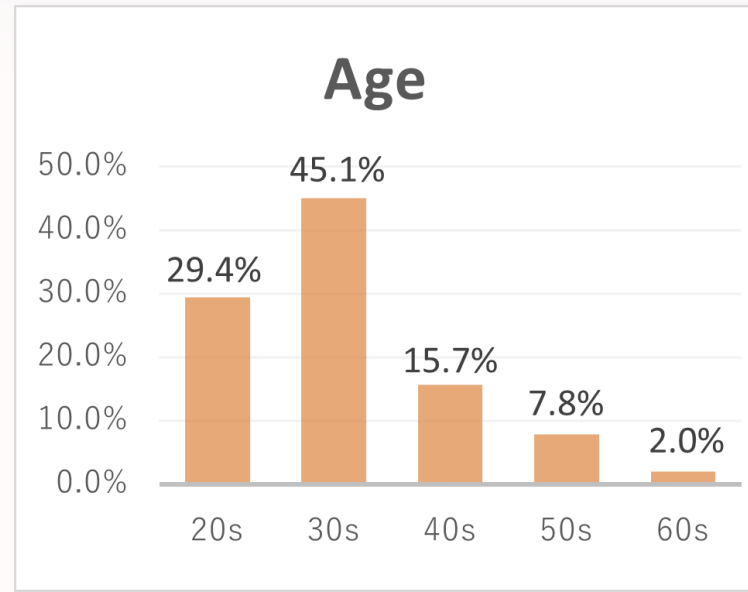
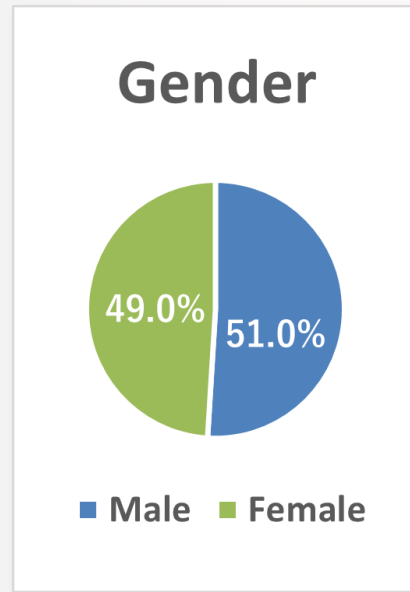
(1) We are promoting fair business activities throughout the company through compliance education for employees, and are working to prevent all forms of corruption, including extortion and bribery.

- ⚡ The establishment of a Risk Compliance Committee.
- ⚡ The introduction of the 7 Basic Principles of Compliance (recited twice daily, in the morning and afternoon.)
- ⚡ The introduction of Ene-hotline (internal reporting system.)
- ⚡ The introduction of an Anti-social Forces Screening System.
- ⚡ Joining the Metropolitan Police Department's Federation of Special Violence Prevention Measures.
- ⚡ The installation of security cameras.
- ⚡ The application for ISO27001 (ISMS) certification (ongoing.)

Achievements
in the past year

(2) In addition to reporting on the status of anti-corruption measures through the annual CSR Report, we will present specific cases and their contents to share our experiences and best practices.

i. Statistics that classify management and employees by factors related to diversity.



ii. Percentage of employees who are sick, injured, or absent from work for a long period.

- ⚡ Sickness or injuries: 0.0%.
- ⚡ Long-term absenteeism: 0.0%.

iii. Employment status report.

Gender		Age				Average Age			Executive Gender Ratio	
Male	Female	20s	30s	40s	50s	Male	Female	Total	Male	Female
22	25	15	21	7	4	22	25	47	12	5
46.8%	53.2%	31.9%	44.7%	14.9%	8.5%	36.5	32.8	34.5	70.6%	29.4%

iv. Status of Anti-Corruption measures.

- ⚡ The establishment of a Risk Compliance Committee.
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