

Global HR Forum

Human Capital Reporting and ISO 30414 in Japan

Nov 2nd, 2023

HC Produce Inc.



We Help Organizations Achieve Global-Standard HC Management

About Us

Company Name

HC Produce Inc. (HCPro)

CEO

Shunsuke Hosaka

Founded

Oct 1st 2021

※ Founded through MBO from Dream Incubator

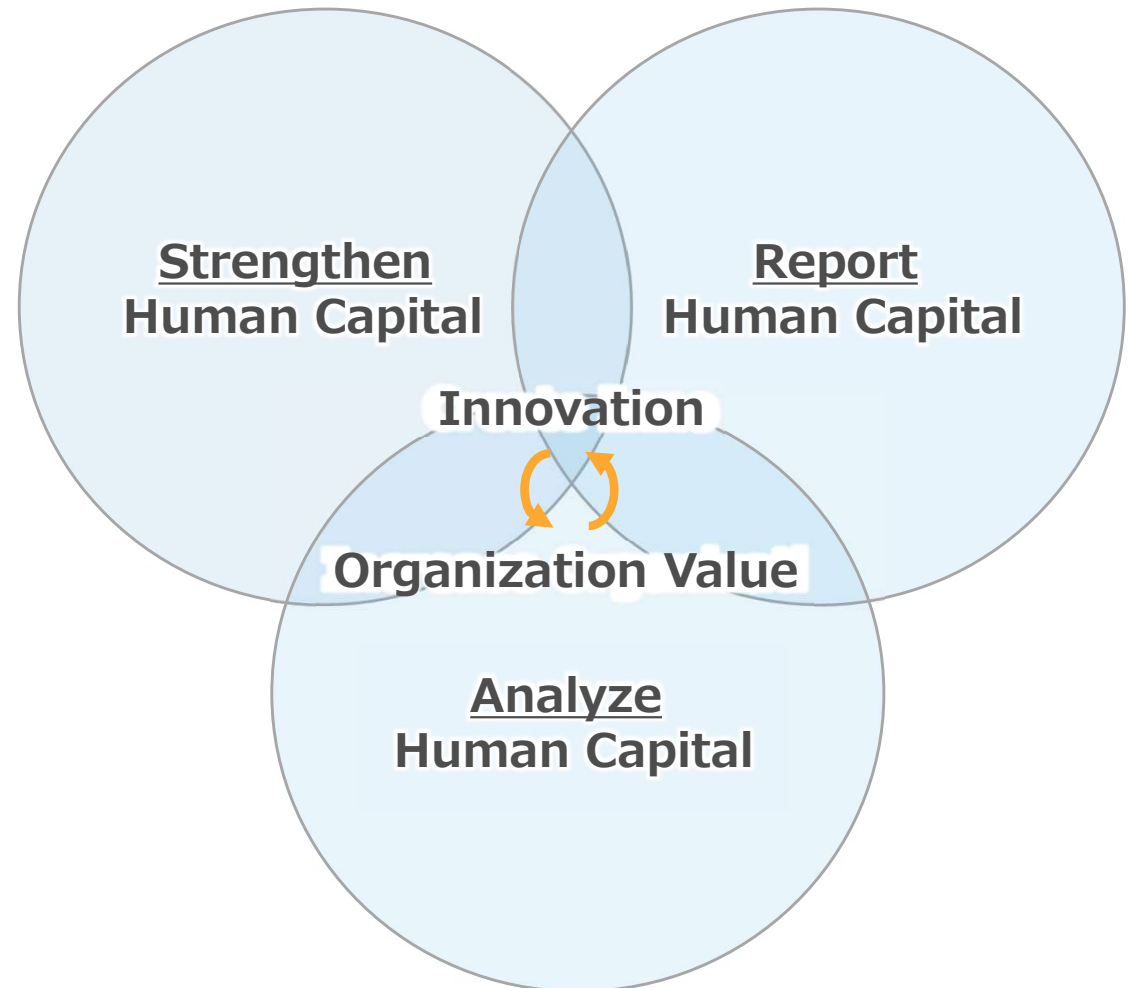
Location

Otemachi, Chiyoda-ku, Tokyo

Our Vision

The Human Capital company

We accelerate organizational growth through human capital management.



About Myself

CEO, HC Produce Inc.
Shunsuke Hosaka

Shunsuke is the **founder and CEO** of **HC Produce Inc.** Japan. He is **the first ISO 30414 Lead Consultant /Assessor in Japan**. His client work involves helping organizations to develop succession planning and future leaders, and to introduce ISO 30414 to realize long-term growth. He serves as **ISO/TC260 Mirror Committee Secretariat of Japan**.

Prior to establishing HC Produce, Shunsuke lead Organization and Leadership Development Practice Group for ten years at **Dream Incubator Inc.**, a Japanese management consulting firm, and helped its clients develop leaders within the organization.

Shunsuke started his career at Japan Bank for International Cooperation (**JBIC, former JEXIM Bank**). He worked on loans for infrastructure projects in Southeast Asia and the Middle East and also involved in negotiations on **OECD Guidelines** and debt restructuring under the **Paris Club**. He also served as the representative of the bank's Washington DC office.





What's Happening in Japan?

3 facts.

Fact 1: Five Companies have been Certified against ISO 30414

Core Business

Link & Motivation group

HR Consulting & Solution

✓ Engagement Survey

No of Employees

1,493
(consolidated, Dec 2021)

Annual Sales

USD 233 million
(Consolidated, Dec 2021)

HC Report

Toyota Tsusho Corporation

Trading Company
✓ Toyota Group

3,468
(single company, Mar 2022)

USD 11 billion
(Single company, Mar 2022)



Fact 1: Five Companies have been Certified against ISO 30414

AKKODiS (former Modis)

Core
Business

Personnel Service
Company
✓ Adecco Group

No of
Employees

5,093
(single company, Mar 2022)

Annual
Sales

USD 302 million
(Single company, Mar 2022)

HC Report



REXT Holdings

Reuse Business
✓ The first Mid-size
company certified

545
(Consolidated, Mar 2023)

USD 86 million
(Consolidated, Mar 2023)



Fact 1: Five Companies have been Certified against ISO 30414

SYSMEX Corporation

Core
Business

Medical Equipment
Manufacturer
✓ Adecco Group

No of
Employees

3,148
(single company, Mar 2023)

Annual
Sales

USD 410.5 billion
(Consolidated, Mar 2022)

Sustainability
Report



More to come

Expecting 10 more
companies to be
certified this fiscal year.

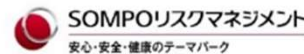
Fact 2: Participants to ISO 30414 Professional Program is Surging

Date	Batch	No. of Participants (Cumulative)	
Jul. 2021~	1st	12 (12)	Complete
Oct. ~	2nd	15 (27)	
Jan. 2022~	3rd	22 (49)	
Apr. ~	4th	48 (97)	
Jul. ~	5th	68 (165)	
Oct. ~	6th	108 (273)	
Jan. 2023~	7th	119 (392)	
Apr. ~	8th	97 (489)	
Jul. ~	9th	102 (591)	
Oct. ~	10th	101 (692)	Just started
⋮			

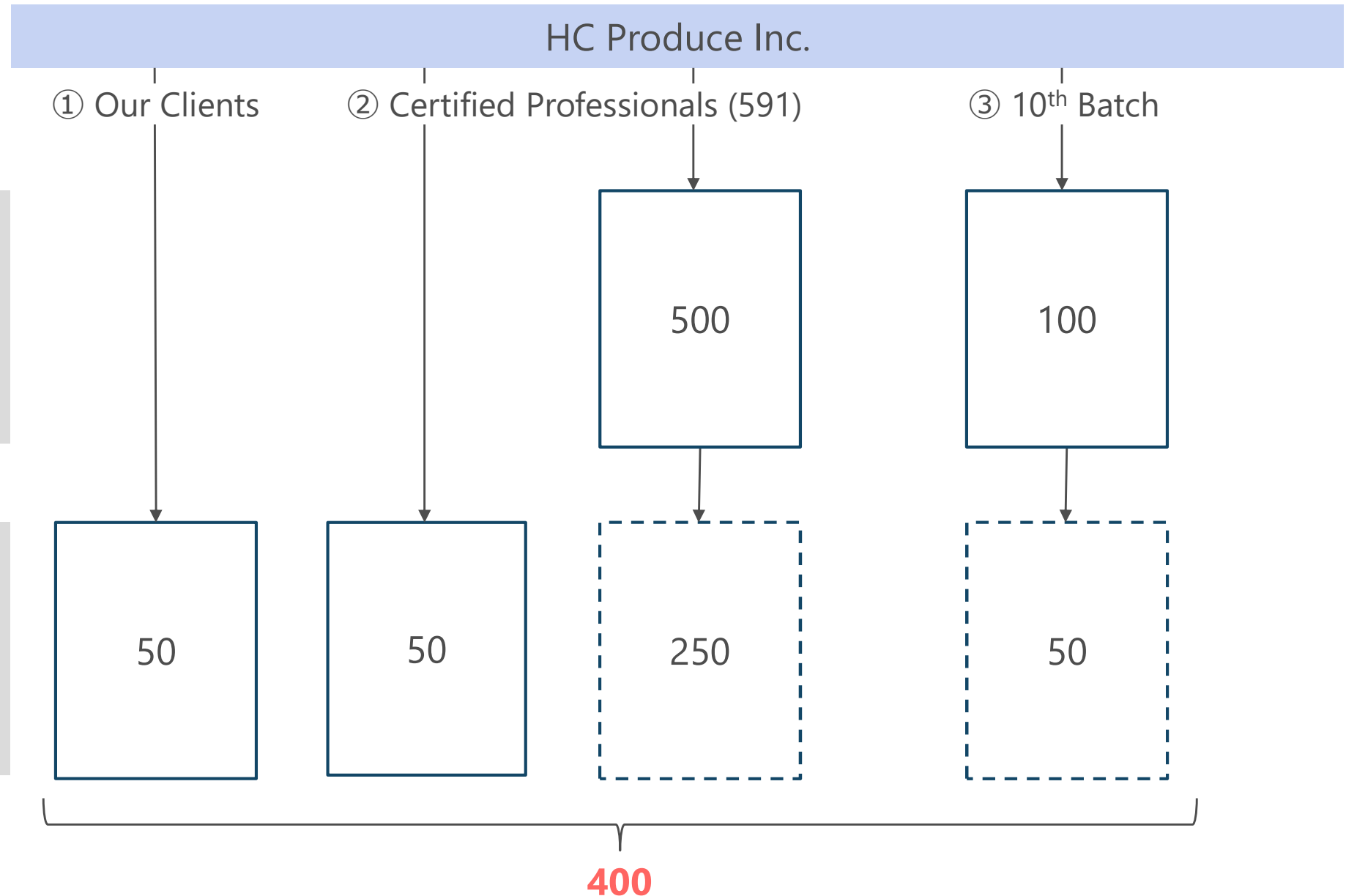
Fact 3: 50 Companies have become our Partners

Official Partners who can do ISO 30414 Consulting

Qualified ISO 30414 Lead Consultant/Assessor, who also helps us promote ISO 30414 exists in these companies.



Estimate: Over 400 Companies have Started Introducing ISO 30414





Why is this Happening in Japan?

3 reasons.

**Traditionally, Japan has a culture of
“growing business by investing into people.”**

Konosuke Matsushita, Founder of Panasonic, often said;



“ Business is People.”

Kishida Administration's Policy.

Human Capital Reporting has Become Mandatory in Japan

Kishida came into administration in Oct. 2021

- 2021 Jun. 11 The Tokyo Stock Exchange published a **revised Corporate Governance Code** that require human capital reporting.
- 2021 Nov. 26 The Kishida Administration announced 400Bill JPY **(3.5Bill USD) investment in 3 years in human capital.**
- 2022 Aug. 25 Ministry of Economy, Trade and Industry established **Human Capital Management Consortium, joined by 320 companies.**
- 2022 Aug. 30 The Cabinet Secretariat issued a **guideline for human capital reporting and ISO 30414 is quoted** there.
- 2023 Jan. 31 Financial Services Agency announced a new rule and it's **mandatory for public companies to report human capital in their securities report.**

Quote from the Human Capital Reporting Guideline (Aug. 2022)

【参考】人材育成に関連する開示事項（例）

- 「育成」については、例えば下表のような事項が挙げられる（研修時間や研修費用などは、複数の開示基準等に共通）。

開示事項（例）	任意の開示基準				制度開示・準制度開示			
	ISO (*1)	WEF	SASB	GRI	日本		米国 (SEC)	欧州(ESRS (CSRD) (草案))(*3)
					(有報) (*2)	(CGコード)		
研修時間	○	○	—	○	・人材育成方針と社内環境整備方針につき、方針と整合的で測定可能な指標、その目標・進捗状況と併せて開示	・人的資本への投資につき、経営戦略・経営課題との整合性を意識しつつ、具体的に情報開示（補充原則3-1③） ・経営戦略・経営計画の目標実現のため、人的資本への投資を含む経営資源配分等に関し具体的に何を実行するのか、分かりやすい言葉・論理で説明（原則5-2） ・取締役・監査役に対するトレーニングの方針を開示（補充原則4-14②）	・企業が事業運営をする上で重視する人的資本の施策・目的として、「従業員の育成に対応するための施策・目的」を例示	○
研修費用	○	○	—	—				○
パフォーマンスとキャリア開発につき定期的なレビューを受けている従業員の割合	—	—	—	○				○
研修参加率	○	—	—	—				—
複数分野の研修受講率	○	—	—	—				—
リーダーシップの育成	○	—	—	—				—
研修と人材開発の効果	—	○	—	—				—
人材確保・定着の取組の説明	—	—	○(*4)	—				—
スキル向上プログラムの種類・対象等 など	—	—	—	○				—

- (注) (*1) 大企業向けの「社内で議論すべきこと」・「社外に開示すべきこと」の両方に係る事項と、同「社内で議論すべきこと」のみに係る事項が対象。開示事項の検討に幅広い材料を提示する観点から、後者も上表の対象に含めている。
- (*2) 金融審議会ディスクロージャーワーキング・グループ報告（2022年6月13日）を基にした記載であり、未確定であることに留意。
- (*3) 2022年4月29日にEFRGがパブリック・コンサルテーションに付した欧州サステナビリティ報告基準（ESRS）のドラフトを基にした記載であり、同基準及びCSRDの確定までに変更が生じる可能性につき留意。
- (*4) 基準内に該当事項が含まれている業種例：バイオテクノロジー・製薬、医療提供（いずれにおいても人材定着に係る取組に加え育成関連事項も開示対象。本事項は「流動性」関連事項にも該当）

(出所) ISO30414:2018 Table 2、WEF「ステークホルダー資本主義の進捗の測定～持続可能な価値創造のための共通の指標と一環した報告を目指して～」(2020年9月)、SASB業種別スタンダード(2018年)、GRI Standards (2022年6月時点最新版)、EFRAG “Exposure Draft ESRS S1 Own workforce” (2022年4月)、SEC Regulation S-K、金融審議会ディスクロージャーワーキング・グループ報告（2022年6月13日）、東京証券取引所「コーポレートガバナンス・コード」を基に作成。

Companies don't know what to do.



ISO 30414 tells them What to do and How to do.

As a result, more and more companies are asking for our help.

ISO 30414;

1. **Visualizes** HR activities of a company which used to be “black box.”
2. Provides **comparability** with competitors.
3. Provides **KPIs** to improve HR activities.
4. Allows IR/HR to **communicate** better with investors.
5. Provides opportunity to **rebrand recruiting** strategy.

Also, in ESG, Human Capital could become the next agenda for ISSB



HCProduce