

# PARK24 GROUP Sustainability Data 2022



Environment				
	units	2020	2021	2022
CO2 emissions ※1				
Scope1 ※2	(tCO2)	-	139,059	155,689
Scope2	(tCO2)	-	31,022	35,097
Scope1+2	(tCO2)	-	170,080	190,786
Percentage of electrically powered vehicles in Times CAR ※3	(%)	13.78	25.11	33.45
CO2 emissions per km traveled by mobility vehicles	(kgCO2/km)	0.160	0.147	0.130
Compared to the previous fiscal year	(%)	95.2	91.5	88.9
Number of EV chargers	(units)	111	108	111

<Reference>

Number of Times CAR vehicles	(units)	44,841	52,552	53,062
Electrically powered vehicles ※4	(units)	6,177	13,198	17,749
EVs	(units)	99	99	99

※1 Calculated based on the Ministry of the Environment's Emission source unit database.

※2 Gasoline consumption by all directly operated Times CAR vehicles is calculated as Scope 1.(Gasoline consumption not borne by the Company is also added.)

※3,4 Electrically powered vehicles include HVs and EVs.

Society				
	units	2020	2021	2022
Total number of employees	(people)	10,172	9,828	10,333
Employees (Japan) ※1	(people)	7,841	7,581	7,854
Fixed-term	(people)	4,039	4,008	4,362
Male	(people)	2,539	2,504	2,737
Female	(people)	1,474	1,488	1,625
Employees (Overseas) ※2	(people)	2,331	2,247	2,479
Full-time employees (Japan)	(people)	3,802	3,573	3,492
Male	(people)	2,765	2,591	2,494
Female	(people)	1,037	982	998
Managerial positions (Japan)	(people)	386	375	389
Male	(people)	361	347	352
Female	(people)	25	28	37
Ratio of male/female managerial positions (Japan)				
Male	(%)	93.6	92.5	90.5
Female	(%)	6.4	7.5	9.5
Semi-managerial positions (Japan) ※3	(people)	-	495	488
Male	(people)	-	420	411
Female	(people)	-	75	77
Ratio of male/female semi-managerial positions (Japan) ※4				
Male	(%)	-	84.8	84.2
Female	(%)	-	15.2	15.8
Average length of employee employment (Japan)	(years)	7.8	8.8	9.6
Male	(years)	8.4	9.4	10.2
Female	(years)	6.3	7.3	8.1
Average age of employees (Japan)	(age)	36.1	36.6	37.4
Employee turnover rate (Japan)	(%)	5.0	6.7	6.9
Percentage of paid leave taken (Japan)	(%)	49.6	68.5	66.1
Employees taking childcare leave (Japan) ※5	(people)	196	172	209
Male	(people)	101	73	120
Female	(people)	95	99	89
Employees taking nursing care leave (Japan)	(people)	3	1	0

※1 Total number of full-time and fixed-term employees.

※2 Number of locally employed persons (full-time+non-regular); gender is not indicated because employees are not classified by gender overseas.

※3,4 Our Group (in Japan) defines semi-managerial positions as the leadership level following managerial positions.

※5 Total number of employees who took childcare leave + employees who took childcare-related leave.