

Environment				
	units	2021	2022	2023
CO2 emissions of domestic businesses				
Scope1 ※ 1	(tCO2)	139,059	174,778	200,435
Scope2	(tCO2)	31,022	32,518	36,434
Scope1+2	(tCO2)	170,080	207,296	236,869
Electrically powered vehicles in Times CAR ※ 2	(%)	25.1	33.4	49.4
CO2 emissions per km traveled by mobility vehicles				
	(kgCO2/km)	0.146	0.145	0.139
Compared to the previous fiscal year	(%)	90.6	99.0	96.2
Number of EV chargers (Park&Charge)	(units)	108	111	126
<Reference>				
Number of Times CAR vehicles	(units)	52,552	53,062	60,047
Electrically powered vehicles ※ 3	(units)	13,198	17,749	29,634
EVs	(units)	99	99	125

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

※ 2, 3 Electrically powered vehicles include HVs and EVs.

Society				
	units	2021	2022	2023
Total Employees ※ 1	(people)	9,828	10,333	10,571
Japan ※ 2	(people)	7,581	7,854	8,034
Fixed-term employees	(people)	4,008	4,362	4,411
Male	(people)	2,504	2,737	2,737
Female	(people)	1,488	1,625	1,674
Overseas ※ 3	(people)	2,247	2,479	2,537
Full-time employees (Japan)				
Male	(people)	3,573	3,492	3,623
Female	(people)	2,591	2,494	2,553
Number of managers (Japan)				
Male	(people)	375	389	419
Female	(people)	347	352	377
Female	(people)	28	37	42
Percentage of managers (Japan)				
Male	(%)	10.5	11.1	11.6
Female	(%)	13.4	14.1	14.8
Female	(%)	2.9	3.7	3.9
Percentage of male/female managers (Japan)				
Male	(%)	92.5	90.5	90.0
Female	(%)	7.5	9.5	10.0
Number of associate managers (leaders) (Japan) ※ 4				
Male	(people)	495	488	560
Female	(people)	420	411	455
Female	(people)	75	77	105
Percentage of male/female associate managers (leaders) (Japan) ※ 5				
Male	(%)	84.8	84.2	81.2
Female	(%)	15.2	15.8	18.8
Average years of service for employees (Japan)				
Male	(years)	8.8	9.6	9.9
Female	(years)	9.4	10.2	10.5
Female	(years)	7.3	8.1	8.4
Average age (Japan)				
	(age)	36.6	37.4	37.9
Employee turnover (Japan)				
	(%)	6.7	6.9	5.9
Percentage of employees taking paid leave (Japan)				
	(%)	56.6	66.1	61.6
Percentage of employees taking childcare leave (Japan) ※ 6 ※ 7				
Male	(%)	43.5	55.1	83.4
Female	(%)	11.9	15.6	71.3
Female	(%)	100.0	99.0	100.0
Number of employees taking nursing care leave (Japan)				
	(people)	1	0	4
Wage differential between male and female employees (domestic consolidated companies) ※ 8				
All employees	(%)	79.9	79.0	78.2
Regular employees	(%)	83.6	82.8	82.3
Non-regular employees	(%)	98.0	97.5	96.8

※ 1 The total number of employees consists of regular employees, contracted employees, and associate employees in Japan + regular and non-regular overseas employees.

※ 2 The domestic total is the sum of regular employees, contracted employees, and associate employees.

※ 3 Gender data is not provided, since the numbers of overseas employees (regular + non-regular) are not classified by gender.

※ 4,5 Leaders in positions below the management level in domestic companies are deemed to be associate managers. This number has been calculated since FY2021.

※ 6 Percentage of employees having taken childcare leave before FY2022, and percentage of employees taking leave, including leave related to childcare, since FY2023.

※ 7 Percentage of employees taking childcare leave: The percentage of employees (regular employees, non-regular employees, associate employees) who gave birth or whose spouse gave birth in the previous fiscal year who started to take leave, including leave related to childcare, in the current and previous fiscal years (a span of two years).

※ 8 Wage differential between male and female employees: The average yearly wage for female employees as a percentage of the average yearly wage for male employees.