



# PARK24 GROUP Sustainability Data

## Environmental Data

### CO2 Emissions from Domestic Operations

PARK24 GROUP calculates GHG emissions for Scope 1, 2, and 3 based on the GHG Protocol in order to understand the overall environmental impact of its business activities, including the value chain.

		Units	FY2021	FY2022	FY2023	Calculation Scope, Method, and Exclusion Rationale, etc.
<b>Total Scope 1+2+3</b>		(tCO2)	—	—	438,834	
<b>Scope1+2</b>		(tCO2)	170,080	207,296	236,869	
Scope1	Direct emissions	(tCO2)	139,059	174,778	200,435	The calculation for Scope 1 primarily includes gasoline consumption by Times CAR vehicles (including fuel consumption not covered by our company in the rental car.)
Scope2	Indirect emissions from energy use	(tCO2)	31,022	32,518	36,434	The calculation for Scope 2 primarily includes electricity consumption by offices, Times PARKING, and Times CAR rental locations.
<b>Scope3</b>		(tCO2)	—	—	201,965	
Category1	Purchased Goods and Services	(tCO2)	—	—	89,593	Data Type : Amount (Monetary Data) Coverage : Accounts related to all purchases of products and services from the supply chain Calculation Formula : $\Sigma$ (Amount of each account) $\times$ (Emission factor from the input-output table) Emission Factor : Selected from the Ministry of the Environment's "Database of Emission Factors for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver.3.4)" and "[5] Emission Factors Based on the Input-Output Table"
Category2	Capital Goods	(tCO2)	—	—	99,807	Data Type : Amount (Monetary Data) Coverage : Total acquisition cost of fixed assets acquired during the period (including parking equipment, mobility vehicles, system-related assets, etc.) Calculation Formula : $\Sigma$ (Acquisition cost of fixed assets) $\times$ (Emission factor per unit price of capital goods) Emission Factor : Selected from the Ministry of the Environment's "Database of Emission Factors for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver.3.4)" and "[6] Emission Factors per Unit Price of Capital Goods"
Category3	Energy Activities Not Included in Scope 1 or 2	(tCO2)	—	—	5,402	Data Type : Amount (Monetary Data) & Quantity (Physical Data) Coverage : Amount of emissions from energy production by power companies for electricity costs accounted for in Scope 2 Calculation Formula : $\Sigma$ (Purchase amount of Scope 2 electricity) $\times$ (Average emission factor of all electricity producers) Emission Factor : Selected from the Ministry of the Environment's "IDEAv2 (Supply Chain Greenhouse Gas Emissions Calculation)"
Category4	Upstream Transportation and Distribution	(tCO2)	—	—	1,307	Data Type : Amount (Monetary Data) Coverage : Transportation costs related to vehicles, parking equipment, membership cards, postal items, etc. Calculation Formula : $\Sigma$ (Transportation and storage costs, communication costs) $\times$ (Emission factors from the input-output table) Emission Factor : Selected from the Ministry of the Environment's "Database of Emission Factors for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver.3.4)" and "[5] Emission Factors Based on the Input-Output Table"
Category5	Waste Generated in Operations	(tCO2)	—	—	1,267	Data Type : Quantity (Physical Data) Coverage : Waste generated from parking equipment, mobility vehicles (doors, parts, etc.), and building repairs Calculation Formula : $\Sigma$ (Waste treatment amount from manifests) $\times$ (Emission factors by waste type) Emission Factor : Selected from the Ministry of the Environment's "Database of Emission Factors for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver.3.4)" and "[5] Emission Factors Based on the Input-Output Table"
Category6	Business Travel	(tCO2)	—	—	2,120	Data Type : Amount (Monetary Data) Coverage : Employee business trips and travel Calculation Formula : $\Sigma$ (Travel expenses) $\times$ (Emission factors from the input-output table) Emission Factor : Selected from the Ministry of the Environment's "Database of Emission Factors for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver.3.4)" and "[5] Emission Factors Based on the Input-Output Table"
Category7	Employee Commuting	(tCO2)	—	—	2,146	Data Type : Amount (Monetary Data) Coverage : Employee commuting Calculation Formula : $\Sigma$ (Commuting expenses) $\times$ (Emission factors from the input-output table) Emission Factor : Selected from the Ministry of the Environment's "Database of Emission Factors for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver.3.4)" and "[5] Emission Factors Based on the Input-Output Table"
Category8	Upstream Leased Assets	(tCO2)	—	—	Excluded	Not applicable (Vehicles are included in Scope 1 as gasoline consumption, and multifunction devices are included in Scope 2, so they are not included in this item).
Category9	Downstream Transportation and Distribution	(tCO2)	—	—	Excluded	Not applicable (Parking equipment, vehicles, etc., are included in Category 4 for upstream transportation and distribution. There is no transportation or distribution after installation).
Category10	Processing of Sold Products	(tCO2)	—	—	Excluded	Not applicable (No intermediate products).
Category11	Use of Sold Products	(tCO2)	—	—	Excluded	Not applicable (Usage of vehicles is included in Scope 1).
Category12	End-of-Life Treatment of Sold Products	(tCO2)	—	—	322	Data Type : Quantity (Physical Data) Coverage : Disposal of cards (plastic) and parking tickets (paper) Calculation Formula : $\Sigma$ (Procurement amount of cards and parking tickets) $\times$ (Emission factors from the input-output table) Emission Factor : Selected from the Ministry of the Environment's "Database of Emission Factors for Calculating Greenhouse Gas Emissions through the Supply Chain (Ver.3.4)" and "[5] Emission Factors Based on the Input-Output Table"
Category13	Downstream Leased Assets	(tCO2)	—	—	Excluded	Subleasing of real estate is excluded due to minimal amounts.
Category14	Franchises	(tCO2)	—	—	Excluded	Not applicable (included in Scope 1).
Category15	Investments	(tCO2)	—	—	Excluded	Excluded as our group does not engage in investment as a primary business.

## Others

	Units	FY2021	FY2022	FY2023	Note
<b>CO2 emissions per km traveled by mobility vehicles</b>	(kgCO2/km)	0.146	0.145	0.139	Car sharing: based on refueled amount; Rental cars: based on car sharing fleet's actual fuel efficiency
Reduction rate (compared to the previous period)	(%)	9.4	1.0	3.8	
<b>Electrically powered vehicles in Times CAR</b>	(%)	25	33	49	Electrically powered vehicles include HVs and EVs.
Total number of Times CAR vehicles	(vehicles)	52,552	53,062	60,047	
Electrically powered vehicles	(vehicles)	13,198	17,749	29,634	Electrically powered vehicles include HVs and EVs.
EV s	(vehicles)	99	99	125	
<b>Number of EV chargers (Park&amp;Charge)</b>	(chargers)	108	111	126	

## Social Data

### Engagement

	Units	Employment Types	FY2021	FY2022	FY2023	Note
<b>Employee Satisfaction</b>	(%)	FTE	88.9	88.9	90.8	The percentage of domestic employees who responded that they are satisfied working for our group in the annual Career Engagement Survey.

### Workforce Dynamics

	Units	Employment Types	FY2021	FY2022	FY2023	Note
<b>Average Tenure (Domestic)</b>	(years)	FTE	8.8	9.6	9.9	
Male	(years)	FTE	9.4	10.2	10.5	
Female	(years)	FTE	7.3	8.1	8.4	
<b>Turnover Rate (Domestic)</b>	(%)	FTE	6.7	6.9	5.9	
<b>Number of Hires</b>	(persons)	FTE	28	184	264	Only new hires are included in the count. Promotions from non-regular employment are excluded
New Graduates	(persons)	FTE	12	31	45	
Mid-Career	(persons)	FTE	16	153	219	Recent graduates with some work experience (called "Second-year graduates" in Japan) are counted as mid-career hires.

### Diversity

	Units	Employment Types	FY2021	FY2022	FY2023	Note
<b>Total Number of Employees</b>	(persons)	FTE/CTE/PTE	9,828	10,333	10,571	Sum of domestic employees (Full Time Employees, Contract Employees, and Part Time Employees) and overseas local hires (regular and non-regular).
Domestic	(persons)	FTE/CTE/PTE	7,581	7,854	8,034	Domestic employees: Full Time Employees (FTE), Contract Employees (CTE), and Part Time Employees (PTE).
Fixed-term Employees	(persons)	CTE/PTE	4,008	4,362	4,411	
Male	(persons)	CTE/PTE	2,504	2,737	2,737	
Female	(persons)	CTE/PTE	1,488	1,625	1,674	
Overseas	(persons)	FTE/CTE/PTE	2,247	2,479	2,537	The overseas count includes local hires in each country (both regular and non-regular). Gender breakdowns are not provided for overseas employees as they are not categorized by gender in each country.
<b>Full time employees (Domestic)</b>	(persons)	FTE	3,573	3,492	3,623	
Male	(persons)	FTE	2,591	2,494	2,553	
Female	(persons)	FTE	982	998	1,070	
Of which, Foreign Nationals	(persons)	FTE	42	39	43	
<b>Managerial Positions (Domestic)</b>	(persons)	FTE/CTE	375	389	419	Including cases where re-employed retirees (contract employees) fall under the category of 'managerial positions'.
Male	(persons)	FTE/CTE	347	352	377	
Female	(persons)	FTE/CTE	28	37	42	
<b>Managerial Position Ratio (Domestic)</b>	(%)	FTE/CTE	10.5	11.1	11.6	
Male	(%)	FTE/CTE	13.4	14.1	14.8	
Female	(%)	FTE/CTE	2.9	3.7	3.9	
<b>Gender Ratio of Managerial Positions (Domestic)</b>						
Male	(%)	FTE/CTE	92.5	90.5	90.0	
Female	(%)	FTE/CTE	7.5	9.5	10.0	
<b>Semi-Managerial Positions (Leadership Tier) (Domestic)</b>	(persons)	FTE	495	488	560	Targeting domestic group companies, we consider the leadership tier below managerial positions as semi-managerial positions, and have been calculating this since FY2021.
Male	(persons)	FTE	420	411	455	
Female	(persons)	FTE	75	77	105	
<b>Gender Ratio of Semi-Managerial Positions (Leadership Tier) (Domestic)</b>						Targeting domestic group companies, we consider the leadership tier below managerial positions as semi-managerial positions, and have been calculating this since FY2021.
Male	(%)	FTE	84.8	84.2	81.2	
Female	(%)	FTE	15.2	15.8	18.8	
<b>Average Age (Domestic)</b>	(years)	FTE	36.6	37.4	37.9	
<b>Average Annual Salary (PARK24 - Non-consolidated)</b>	(thousands of yen)	FTE	5,247	6,115	7,248	Including tax, non-standard wages, and bonuses.
<b>Parental Leave Utilization Rate (Domestic, Company-Specific)</b>	(%)	FTE/CTE/PTE	43.5	55.1	83.4	Parental Leave: Utilization rate of "childcare leave" before FY2022, and utilization rate of "parental leave including childcare-related leave" from FY2023 onwards Parental Leave Utilization Rate: The percentage of employees who gave birth or whose spouse gave birth in the previous FY and started taking "parental leave including childcare-related leave" within the previous and current FYs (2 years).
Male	(%)	FTE/CTE/PTE	11.9	15.6	71.3	
Female	(%)	FTE/CTE/PTE	100.0	99.0	100.0	
<b>Employees taking caregiving leave (Domestic)</b>	(persons)	FTE/CTE/PTE	1	0	4	
<b>Gender wage gap among workers (domestic consolidated subsidiaries)</b>						Gender wage gap: The ratio of the average annual wage of women to the average annual wage of men.
All workers	(%)	FTE/CTE/PTE	79.9	79.0	78.2	
Of which, regular employees	(%)	FTE	83.6	82.8	82.3	
Of which, non-regular employees	(%)	CTE/PTE	98.0	97.5	96.8	

## Health and Safety

	Units	Employment Types	FY2021	FY2022	FY2023	Note
Health Education Participation Rate	(%)	FTE/CTE/PTE	23.1	27.6	94.8	
Total Participants in Health and Safety Events	(persons)	FTE/CTE/PTE	19,468.0	6,541.0	6,318	
Regular Health Checkup Rate	(%)	FTE/CTE/PTE	100.0	100.0	100.0	
Detailed Examination Rate	(%)	FTE/CTE/PTE	28.0	29.4	76.2	
Abnormal Findings Rate	(%)	FTE/CTE/PTE	49.6	53.8	40.5	
High-Risk Management Rate (Hypertension Treatment Rate)	(%)	FTE/CTE/PTE	81.3	81.0	82.8	FY2021: compiled targeting only insured persons aged 40 and over in the Tokyo Real Estate Industry Health Insurance Society.
Smoking Rate	(%)	FTE/CTE/PTE	30.7	30.8	30.2	FY2021: compiled targeting only insured persons aged 40 and over in the Tokyo Real Estate Industry Health Insurance Society.
Breast Cancer Screening Rate	(%)	FTE/CTE/PTE	65.0	82.6	82.6	
Cervical Cancer Screening Rate	(%)	FTE/CTE/PTE	72.4	63.6	66.4	
Health Guidance Implementation Rate	(%)	FTE/CTE/PTE	–	97.3	100	
Stress Check Participation Rate	(%)	FTE/CTE/PTE	84.8	88.9	94.8	
High Stress Rate	(%)	FTE/CTE/PTE	11.1	11.5	11.7	
Average Monthly Overtime Hours	(hours)	FTE	7	11	13	
Work Engagement	–	FTE/CTE/PTE	2.42	2.43	2.48	
Presenteeism (on a 5-point scale)	–	FTE/CTE/PTE	3.0	3.0	3.0	
Annual Paid Leave Utilization Rate (Domestic)	(%)	FTE	56.6	66.1	61.6	
Number of Fatalities Due to Work Accidents	(persons)	FTE/CTE/PTE	0	1	0	
Number of Long-term Absentees Due to Illness or Injury	(persons)	FTE	61	60	61	
Lost Time Injury Frequency Rate (LTIFR)	–	FTE/CTE/PTE	–	–	0.54	
Absenteeism	(days)	FTE/CTE/PTE	1.70	1.75	1.81	Absenteeism: Average number of days absent or on leave due to personal illness or injury
Percentage of Employees Maintaining Healthy Lifestyle Habits (Company-Specific Indicator)		FTE/CTE/PTE	–	59.9	60.7	
Percentage of Employees Practicing Mental Self-Care (Company-Specific Indicator)	(%)	FTE/CTE/PTE	–	–	60.2	
Percentage of Workplaces with Good Overall Health Risk (Company-Specific Indicator)	(%)	FTE/CTE/PTE	78.4	86.3	79.0	

## Compliance and Human Rights

	Units	Employment Types	FY2021	FY2022	FY2023	Note
Human Rights Training Participation Rate	(%)	FTE	–	–	95	

## Supply Chain Management

PARK24 GROUP has been conducting Self-Assessment Questionnaires(SAQs) since FY2022 to verify the adaptation status of sustainability elements such as environment, human rights, and labor in the supply chain, and to identify risks in the supply chain.

	Units	FY2021	FY2022	FY2023	Note
Number of Companies to Which We Conducted (Collected) SAQ	(companies)	–	155	147	
Scoring Rate of SAQs	(%)	–	76.5	76.8	
Companies Evaluated as Corresponding to Risk Items	(companies)	–	0	0	

## Governance Data

### Corporate Governance

	Units	FY2021	FY2022	FY2023	Note
Directors	(persons)	10	9	9	
Internal	(persons)	6	6	6	
External	(persons)	4	3	3	
Directors Concurrently Serving as Executive Officers	(persons)	4	4	4	
Ratio of External Directors	(%)	40.0	33.3	33.3	
Number of Female Directors	(persons)	1	1	1	
Directors Serving as Audit and Supervisory Committee Members	(persons)	3	3	3	
Internal	(persons)	1	1	1	
External	(persons)	2	2	2	
Term of Office for Directors	(years)	1	1	1	
Number of Board Meetings Held	(times)	15	15	15	
Attendance Rate at Board Meetings	(%)	100	100	100	
Number of Audit and Supervisory Committee Meetings Held	(times)	5	6	13	
Attendance Rate at Audit and Supervisory Committee Meetings	(%)	100	100	100	
Nomination, Compensation & Governance Committee	(persons)	5	4	4	
Internal	(persons)	1	1	1	
External	(persons)	4	3	3	
Number of Nomination, Compensation & Governance Committee Meetings Held	(times)	5	5	7	
Attendance Rate at Nomination, Compensation & Governance Committee Meetings	(%)	100	100	100	