

PARK24 GROUP Sustainability Data

E : 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	Data type	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Total Scope 1+2+3 (location-based)		(tCO2)		438,786	516,846	611,430	
Scope1+2 (location-based)		(tCO2)		236,822	267,718	295,886	
Scope1		(tCO2)		200,435	233,852	259,721	
	Gasoline/diesel consumption of Times CAR	(tCO2)	quantity	200,435	231,064	257,005	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).
	Gasoline/diesel consumption of company-use vehicles	(tCO2)	quantity	–	2,789	2,716	
Scope2 (location-based)		(tCO2)		36,387	33,866	36,165	
	Electricity consumption at offices	(tCO2)	cost	32,670	29,961	32,021	
	Electricity consumption at Times PARKINGS	(tCO2)	quantity	1,918	1,788	1,652	
	Electricity consumption at Times CAR rental locations	(tCO2)	quantity	1,799	2,116	2,492	
Scope2 (market-based)		(tCO2)		–	–	36,006	
	Electricity consumption at offices	(tCO2)	cost	–	–	32,021	
	Electricity consumption at Times PARKINGS	(tCO2)	quantity	–	–	2,133	
	Electricity consumption at Times CAR rental locations	(tCO2)	quantity	–	–	1,852	
Scope3		(tCO2)		201,965	249,128	315,544	
Category1	Purchased Goods and Services	(tCO2)	cost	89,593	110,440	134,936	Coverage : Accounts related to purchases of products and services from the supply chain Calculation Formula : Σ (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)	cost	99,807	126,337	166,622	Coverage : Total acquisition cost of fixed assets acquired during the period (including parking equipment, mobility vehicles, system-related assets, etc.) Calculation Formula : Σ (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)	cost/ quantity	5,402	4,941	5,833	Coverage : Amount of emissions from energy production by power companies for electricity costs accounted for in Scope 2 Calculation Formula : Σ (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)	cost	1,307	1,336	1,547	Coverage : Transportation costs related to vehicles, parking equipment, membership cards, postal items, etc. Calculation Formula : Σ (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)	cost/ quantity	1,267	1,186	1,284	Coverage : Waste generated from parking equipment, mobility vehicles (doors, parts, etc.), and building repairs Calculation Formula : Σ (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)	cost	2,120	2,273	2,614	Coverage : Employee business trips and travel Calculation Formula : Σ (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)	cost	2,146	2,275	2,414	Coverage : Employee commuting Calculation Formula : Σ (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	Excluded	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	Excluded	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	Excluded	Excluded	Not applicable (No intermediate products).
Category11	Use of Sold Products	(tCO2)	–	Excluded	Excluded	Excluded	Not applicable (Usage of vehicles is included in Scope 1).
Category12	End-of-Life Treatment of Sold Products	(tCO2)	quantity	322	339	294	Coverage : Disposal of cards (plastic) and parking tickets (paper) Calculation Formula : Σ (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	Excluded	Excluded	Subleasing of real estate is excluded due to minimal amounts.
Category14	Franchises	(tCO2)	–	Excluded	Excluded	Excluded	Not applicable (included in Scope 1).
Category15	Investments	(tCO2)	–	Excluded	Excluded	Excluded	Excluded as our group does not engage in investment as a primary business.

Others

	Units	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Energy					
Gas	(GJ)	8,979.7	8,381.7	8,817.3	Limited to selected properties managed by the Group and Times Spa Resta.
Water					
Water withdrawal	(thousand m³)	45.82	43.87	54.70	Limited to selected properties managed by the Group and Times Spa Resta.
Water discharge	(thousand m³)	45.82	43.87	54.70	Limited to selected properties managed by the Group and Times Spa Resta.
CO2 emissions per km traveled by mobility vehicles	(kgCO2/km)	0.139	0.133	0.130	Car sharing: based on refueled amount; Rental cars: based on car sharing fleet's actual fuel efficiency
Reduction rate (compared to the previous period)	(%)	3.8	4.2	2.2	
Electrically powered vehicles in Times CAR	(%)	49.4	58.2	65.9	Electrically powered vehicles include HVs and EVs.
Total number of Times CAR vehicles	(vehicles)	60,047	69,170	80,691	
Electrically powered vehicles	(vehicles)	29,634	40,235	53,143	Electrically powered vehicles include HVs and EVs.
EVs	(vehicles)	125	191	252	
Cashless parking sites ratio	(%)			0.7%	
Number of Times PARKING sites	(sites)	–	–	19,679	
Number of Cashless parking sites	(sites)	–	–	141	
Number of EV chargers (Park&Charge)	(chargers)	126	136	145	

S : Social Data

Engagement

	Units	Employment Types	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Employee Satisfaction	(%)	FTE	90.8	93.1	93.5	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	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Average Tenure (Domestic)	(years)	FTE	9.9	9.9	10.1	
Male	(years)	FTE	10.5	10.5	10.7	
Female	(years)	FTE	8.4	8.6	8.8	
Turnover Rate (Domestic)	(%)	FTE	5.9	4.0	3.6	
Number of Hires	(persons)	FTE	264	334	265	Only new hires are included in the count. Promotions from non-regular employment are excluded
New Graduates	(persons)	FTE	45	103	101	
Mid-Career	(persons)	FTE	219	231	164	Recent graduates with some work experience (called "Second-year graduates" in Japan) are counted as mid-career hires.

Diversity

	Units	Employment Types	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Total Number of Employees	(人)	FTE/CTE/PTE	10,564	10,688	10,630	Sum of domestic employees (Full Time Employees, Contract Employees, and Part Time Employees) and overseas local hires (regular and non-regular).
Domestic	(人)	FTE/CTE/PTE	8,027	8,132	8,125	Domestic employees: Full Time Employees (FTE), Contract Employees (CTE), and Part Time Employees (PTE).
Overseas	(人)	FTE/CTE/PTE	2,537	2,536	2,505	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.
Full time employees (Domestic)	(人)	FTE	3,623	3,858	4,066	
Male	(人)	FTE	2,553	2,696	2,823	
Female	(人)	FTE	1,070	1,162	1,243	
Fixed-term Employees (Domestic)	(人)	CTE/PTE	4,404	4,274	4,059	
Managerial Positions (Domestic)	(人)	FTE	416	461	547	Including cases where re-employed retirees (contract employees) fall under the category of 'managerial positions'.
Male	(人)	FTE	374	405	477	
Female	(人)	FTE	42	56	70	
Managerial Position Ratio (Domestic)	(%)	FTE	11.5	11.9	13.5	
Male	(%)	FTE	14.6	15.0	16.9	
Female	(%)	FTE	3.9	4.8	5.6	
Gender Ratio of Managerial Positions (Domestic)						
Male	(%)	FTE	89.9	87.9	87.3	
Female	(%)	FTE	10.1	12.1	12.7	
Semi-Managerial Positions (Leadership Tier) (Domestic)	(人)	FTE	560	526	576	Targeting domestic group companies, we consider the leadership tier below managerial positions as semi-managerial positions, and have been calculating this since FY2021.
Male	(人)	FTE	455	418	457	
Female	(人)	FTE	105	108	119	
Gender Ratio of Semi-Managerial Positions (Leadership Tier) (Domestic)						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	81.3	79.5	79.3	
Female	(%)	FTE	18.8	20.5	20.7	
Average Age (Domestic)	(才)	FTE	37.9	38.0	38.2	
Average Annual Salary (PARK24 - Non-consolidated)	(千円)	FTE	7,248	7,322	7,419	Including tax, non-standard wages, and bonuses.
Parental Leave Utilization Rate (Domestic, Company-Specific)	(%)	FTE/CTE/PTE	83.4	98.0	99.5	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	71.3	96.2	99.2	
Female	(%)	FTE/CTE/PTE	100.0	100.0	100.0	
Employees taking caregiving leave (Domestic)	(人)	FTE/CTE/PTE	4	3	8	
Gender wage gap among workers (domestic consolidated subsidiaries)						Gender wage gap: The ratio of the average annual wage of women to the average annual wage of men.
All workers	(%)	FTE/CTE/PTE	78.2	78.1	78.6	
Of which, regular employees	(%)	FTE	82.3	82.4	83.0	
Of which, non-regular employees	(%)	CTE/PTE	96.8	96.6	96.1	

Health and Safety

	Units	Employment Types	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Health Education Participation Rate	(%)	FTE/CTE/PTE	94.8	100.0	100.0	
Total Participants in Health and Safety Events	(persons)	FTE/CTE/PTE	6,318	6,743	4,449	
Regular Health Checkup Rate	(%)	FTE/CTE/PTE	100.0	100.0	100.0	
Detailed Examination Rate	(%)	FTE/CTE/PTE	76.2	77.4	77.3	
Abnormal Findings Rate	(%)	FTE/CTE/PTE	24.8	24.8	26.5	Definition of finding rate revised in FY2023 due to changes in reference values by the Ningen Dock Society. Monitoring of statutory item finding rates began from FY2022.
High-Risk Management Rate (Hypertension Treatment Rate)	(%)	FTE/CTE/PTE	82.8	82.5	82.8	
Smoking Rate	(%)	FTE/CTE/PTE	30.2	29.8	28.7	
Breast Cancer Screening Rate	(%)	FTE/CTE/PTE	82.6	83.3	85.2	
Cervical Cancer Screening Rate	(%)	FTE/CTE/PTE	66.4	69.2	69.3	
Health Guidance Implementation Rate	(%)	FTE/CTE/PTE	100.0	100.0	100.0	
Stress Check Participation Rate	(%)	FTE/CTE/PTE	94.8	95.9	96.9	
High Stress Rate	(%)	FTE/CTE/PTE	11.7	10.5	11.1	
Average Monthly Overtime Hours	(hours)	FTE	13	13	13	
Work Engagement	—	FTE/CTE/PTE	2.48	2.51	2.53	
Presenteeism (on a 5-point scale)	—	FTE/CTE/PTE	3.0	3.0	4.0	
Annual Paid Leave Utilization Rate (Domestic)	(%)	FTE	61.6	62.9	64.9	
Number of Fatalities Due to Work Accidents	(persons)	FTE/CTE/PTE	0	0	0	
Number of Long-term Absentees Due to Illness or Injury	(persons)	FTE	61	52	74	
Lost Time Injury Frequency Rate (LTIFR)	—	FTE/CTE/PTE	0.54	1.11	1.08	
Absenteeism	(days)	FTE/CTE/PTE	1.81	1.95	2.41	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	60.7	61.9	61.8	
Percentage of Employees Practicing Mental Self-Care (Company-Specific Indicator)	(%)	FTE/CTE/PTE	60.2	62.2	58.1	
Percentage of Workplaces with Good Overall Health Risk (Company-Specific Indicator)	(%)	FTE/CTE/PTE	79.0	85.7	86.1	

Compliance and Human Rights

	Units	Employment Types	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Human Rights Training Participation Rate	(%)	FTE	95	—	—	

Supply Chain Management

	Units	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Number of Companies to Which We Collected (Three-year cumulative total)	(companies)	—	459	—	PARK24 GROUP has been conducting Self-Assessment Questionnaires(SAQs) since FY2022 to verify the adaptation status of sustainability elements such as environment,
Companies Evaluated as Corresponding to Risk Items	(companies)	0	0	0	

G : Governance Data

Corporate Governance

	Units	FY2023	FY2024	FY2025	Calculation Scope, Method, and Exclusion Rationale, etc.
Directors	(persons)	10	10	8	
Internal	(persons)	6	6	4	Reduced to three members at the Annual General Meeting held on January 29, 2026
External	(persons)	4	4	4	Increased to five members at the Annual General Meeting held on January 29, 2026
Ratio of External Directors	(%)	40	40	50	Improved to 63% at the Annual General Meeting held on January 29, 2026
Number of Female Directors	(persons)	1	2	2	Increased to three members at the Annual General Meeting held on January 29, 2026
Ratio of Female Directors	(%)	10	20	25	Improved to 38% at the Annual General Meeting held on January 29, 2026
Term of Office for Directors	(years)	1	1	1	The term of office for Directors who are Audit and Supervisory Committee Members is two years.
Number of Board Meetings Held	(times)	15	14	15	
Attendance Rate at Board Meetings	(%)	100	100	100	
Directors Serving as Audit and Supervisory Committee Members	(persons)	3	3	3	
Internal	(persons)	1	1	1	Reduced to 0 members at the Annual General Meeting held on January 29, 2026
External	(persons)	2	2	2	Increased to three members at the Annual General Meeting held on January 29, 2026
Number of Audit and Supervisory Committee Meetings Held	(times)	13	15	13	
Attendance Rate at Audit and Supervisory Committee Meetings	(%)	100	100	100	
Number of Nomination, Compensation & Governance Committee Meetings Held	(persons)	5	5	6	
Internal	(persons)	1	1	1	
External	(persons)	4	4	4	Increased to three members at the Annual General Meeting held on January 29, 2026
Number of Nomination, Compensation & Governance Committee Meetings Held	(times)	7	12	12	
Attendance Rate at Nomination, Compensation & Governance Committee Meetings	(%)	100	100	100	