

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	FY2022	FY2023	FY2024	Calculation Scope, Method, and Exclusion Rationale, etc.
Total Scope 1+2+3		(tCO2)		–	438,786	516,672	
Scope1+2		(tCO2)		208,215	236,822	267,544	
Scope1	Direct emissions	(tCO2)	By quantity	174,778	200,435	233,852	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)	By cost/quantity	33,438	36,387	33,692	The calculation for Scope 2 primarily includes electricity consumption by offices, Times PARKING, and Times CAR rental locations.
Scope3		(tCO2)		–	201,965	249,128	
Category1	Purchased Goods and Services	(tCO2)	By cost	–	89,593	110,440	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)	By cost	–	99,807	126,337	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)	By cost/quantity	–	5,402	4,941	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)	By cost	–	1,307	1,336	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)	By cost/quantity	–	1,267	1,186	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)	By cost	–	2,120	2,273	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)	By cost	–	2,146	2,275	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	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	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	Not applicable (No intermediate products).
Category11	Use of Sold Products	(tCO2)	–	–	Excluded	Excluded	Not applicable (Usage of vehicles is included in Scope 1).
Category12	End-of-Life Treatment of Sold Products	(tCO2)	By quantity	–	322	339	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	Subleasing of real estate is excluded due to minimal amounts.
Category14	Franchises	(tCO2)	–	–	Excluded	Excluded	Not applicable (included in Scope 1).
Category15	Investments	(tCO2)	–	–	Excluded	Excluded	Excluded as our group does not engage in investment as a primary business.

Others

	Units	FY2023	FY2024	FY2025	Notes
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.
	Units	FY2022	FY2023	FY2024	Notes
CO2 emissions per km traveled by mobility vehicles	(kgCO2/km)	0.145	0.139	0.133	Car sharing: based on refueled amount; Rental cars: based on car sharing fleet's actual fuel efficiency
Reduction rate (compared to the previous period)	(%)	1.0	3.8	4.2	
Electrically powered vehicles in Times CAR	(%)	33.4	49.4	58.2	Electrically powered vehicles include HVs and EVs.
Total number of Times CAR vehicles	(vehicles)	53,062	60,047	69,170	
Electrically powered vehicles	(vehicles)	17,749	29,634	40,235	Electrically powered vehicles include HVs and EVs.
Evs	(vehicles)	99	125	191	
Number of EV chargers (Park&Charge)	(chargers)	111	126	136	

S : Social Data

Engagement

	Units	Employment Types	FY2022	FY2023	FY2024	Notes
Employee Satisfaction	(%)	FTE	88.9	90.8	93.1	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	FY2022	FY2023	FY2024	Notes
Average Tenure (Domestic)	(years)	FTE	9.6	9.9	9.9	
Male	(years)	FTE	10.2	10.5	10.5	
Female	(years)	FTE	8.1	8.4	8.6	
Turnover Rate (Domestic)	(%)	FTE	6.9	5.9	4.0	
Number of Hires	(persons)	FTE	184	264	334	Only new hires are included in the count. Promotions from non-regular employment are excluded
New Graduates	(persons)	FTE	31	45	103	
Mid-Career	(persons)	FTE	153	219	231	Recent graduates with some work experience (called "Second-year graduates" in Japan) are counted as mid-career hires.

Diversity

	Units	Employment Types	FY2022	FY2023	FY2024	Notes
Total Number of Employees	(persons)	FTE/CTE/PTE	10,327	10,564	10,668	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	7,848	8,027	8,132	Domestic employees: Full Time Employees (FTE), Contract Employees (CTE), and Part Time Employees (PTE).
Overseas	(persons)	FTE/CTE/PTE	2,479	2,537	2,536	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)	(persons)	FTE	3,492	3,623	3,858	
Male	(persons)	FTE	2,494	2,553	2,696	
Female	(persons)	FTE	998	1,070	1,162	
Fixed-term Employees	(persons)	CTE/PTE	4,356	4,404	4,274	
Managerial Positions (Domestic)	(persons)	FTE	389	419	461	Including cases where re-employed retirees (contract employees) fall under the category of 'managerial positions'.
Male	(persons)	FTE	352	377	405	
Female	(persons)	FTE	37	42	56	
Managerial Position Ratio (Domestic)	(%)	FTE	11.0	11.5	11.9	
Male	(%)	FTE	14.0	14.6	15.0	
Female	(%)	FTE	3.7	3.9	4.8	
Gender Ratio of Managerial Positions (Domestic)						
Male	(%)	FTE	90.5	90.0	87.9	
Female	(%)	FTE	9.5	10.0	12.1	
Semi-Managerial Positions (Leadership Tier) (Domestic)	(persons)	FTE	488	560	526	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	411	455	418	
Female	(persons)	FTE	77	105	108	
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	84.2	81.3	79.5	
Female	(%)	FTE	15.8	18.8	20.5	
Average Age (Domestic)	(age)	FTE	37.4	37.9	38.0	
Average Annual Salary (PARK24 - Non-consolidated)	thousand yen	FTE	6,115	7,248	7,322	Including tax, non-standard wages, and bonuses.
Parental Leave Utilization Rate (Domestic, Company-Specific)	(%)	FTE/CTE/PTE	55.1	83.4	98.0	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	15.6	71.3	96.2	
Female	(%)	FTE/CTE/PTE	99.0	100.0	100.0	
Employees taking caregiving leave (Domestic)	(persons)	FTE/CTE/PTE	0	4	3	
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	79.0	78.2	78.1	
Of which, regular employees	(%)	FTE	82.8	82.3	82.4	
Of which, non-regular employees	(%)	CTE/PTE	97.5	96.8	96.6	

Health and Safety

	Units	Employment Types	FY2022	FY2023	FY2024	Notes
Health Education Participation Rate	(%)	FTE/CTE/PTE	27.6	94.8	100.0	
Total Participants in Health and Safety Events	(persons)	FTE/CTE/PTE	6,541	6,318	6,743	
Regular Health Checkup Rate	(%)	FTE/CTE/PTE	100.0	100.0	100.0	
Detailed Examination Rate	(%)	FTE/CTE/PTE	29.4	76.2	77.4	
Abnormal Findings Rate	(%)	FTE/CTE/PTE	35.1	24.8	24.8	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	81.0	82.8	82.5	
Smoking Rate	(%)	FTE/CTE/PTE	31.1	30.2	29.8	
Breast Cancer Screening Rate	(%)	FTE/CTE/PTE	80.7	82.6	83.3	
Cervical Cancer Screening Rate	(%)	FTE/CTE/PTE	66.2	66.4	69.2	
Health Guidance Implementation Rate	(%)	FTE/CTE/PTE	97.3	100.0	100.0	
Stress Check Participation Rate	(%)	FTE/CTE/PTE	88.9	94.8	95.9	
High Stress Rate	(%)	FTE/CTE/PTE	11.5	11.7	10.5	
Average Monthly Overtime Hours	(hours)	FTE	11	13	13	
Work Engagement	—	FTE/CTE/PTE	2.43	2.48	2.51	
Presenteeism (on a 5-point scale)	—	FTE/CTE/PTE	3.0	3.0	3.0	
Annual Paid Leave Utilization Rate (Domestic)	(%)	FTE	66.1	61.6	62.9	
Number of Fatalities Due to Work Accidents	(persons)	FTE/CTE/PTE	1	0	0	
Number of Long-term Absentees Due to Illness or Injury	(persons)	FTE	60	61	52	
Lost Time Injury Frequency Rate (LTIFR)	—	FTE/CTE/PTE	—	0.54	1.11	
Absenteeism	(days)	FTE/CTE/PTE	1.75	1.81	2.0	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	61.9	
Percentage of Employees Practicing Mental Self-Care (Company-Specific Indicator)	(%)	FTE/CTE/PTE	—	60.2	62.2	
Percentage of Workplaces with Good Overall Health Risk (Company-Specific Indicator)	(%)	FTE/CTE/PTE	86.3	79.0	85.7	

Compliance and Human Rights

	Units	Employment Types	FY2022	FY2023	FY2024	Notes
Human Rights Training Participation Rate	(%)	FTE	—	95	—	

Supply Chain Management

	Units	FY2022	FY2023	FY2024	Notes
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, human rights, and labor in the supply chain, and to identify risks in the supply chain.
Companies Evaluated as Corresponding to Risk Items	(companies)	0	0	0	

G : Governance Data

Corporate Governance

	Units	FY2022	FY2023	FY2024	Notes
Directors	(persons)	9	9	10	
Internal	(persons)	6	6	6	
External	(persons)	3	3	4	
Ratio of External Directors	(%)	33.3	33.3	40.0	
Number of Female Directors	(persons)	1	1	2	
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	(year)	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	15	14	
Attendance Rate at Board Meetings	(%)	100	100	100	
Number of Audit and Supervisory Committee Meetings Held	(times)	6	13	15	
Attendance Rate at Audit and Supervisory Committee Meetings	(%)	100	100	100	
Nomination, Compensation & Governance Committee	(persons)	4	4	5	
Internal	(persons)	1	1	1	
External	(persons)	3	3	4	
Number of Nomination, Compensation & Governance Committee Meetings Held	(times)	5	7	12	
Attendance Rate at Nomination, Compensation & Governance Committee Meetings	(%)	100	100	100	