

Translation: Please note that the following purports to be an accurate and complete translation of the original Japanese version prepared for the convenience of investors. However, in the case of any discrepancy between the translation and the Japanese original, the latter shall prevail.



December 15, 2021

For Immediate Release

Corporate Name	PARK24 CO., LTD.
Shares Listed	First Section of TSE : 4666 (Ticker Symbol: PKCOY)
Representative	Koichi Nishikawa Representative Director; President
Contact	Kenichi Sasaki Director, Senior Executive Corporate Officer, Senior General Manager of Corporate Planning Division (TEL : +81-3-6747-8120)

Notice Regarding Identification of Materiality and Establishment of Medium- to Long-Term Sustainability Goals of the PARK24 Group

PARK24 CO., LTD. ("the Company") announces that at a meeting of the Board of Directors held today, December 15, 2021, the Company identified the Materiality and set the medium- to long-term goals for sustainability in order to achieve sustainable growth and enhance the corporate value of the PARK24 Group ("the Group") over the medium- to long-term.

1. Background of Materiality Identification

The Group has been working to solve social issues through the growth of its parking and mobility businesses as a mobility and transportation infrastructure service company under the Group's philosophy of "We create new forms of comfort and convenience by responding to the needs of today and anticipating the needs of tomorrow."

The Group believes that the role to be played by the Group in realizing a sustainable global environment and society will become increasingly significant in the future. For this reason, the Group has identified the Materiality of the PARK24 Group in order to achieve sustainable corporate growth and increase corporate value by incorporating the perspectives of environmental and social issues into the Group's management policies in addition to business strategies.

2. Process of Materiality Identification

- (1) Extracted social demands by referring to the United Nations Global Compact, the 17 goals of the SDGs, which cover social issues, and the evaluation items of ESG evaluation organizations.
- (2) Identified Materiality through review and discussion by the Sustainability Committee based on the extracted social issues.
- (3) Discussed and approved Materiality identified by the Sustainability Committee at a meeting of the Board of Directors.

3. Five Materialities of the PARK24 Group

- (1) Contribution to sustainable global environment
- (2) Provision of safe mobility and transportation infrastructure services
- (3) Innovation for comfortable society
- (4) Promotion of active participation of diverse human resources essential for corporate growth
- (5) Establishment of strong management foundation

4. Medium- to long-term goals for sustainability

Of the five Materialities, the following are the indicators more related to sustainability that were discussed and reviewed by the Sustainability Committee and approved by the Board of Directors.

Materiality	Theme	Medium- to long-term goals or policies for 2030
Contribution to sustainable global environment	Contribution to the reduction of environmental load	<ol style="list-style-type: none"> ① Targeting an EV rate for newly introduced vehicles that exceeds the EV rate for newly registered vehicles in Japan for mobility service vehicles and vehicles for in-house use (commercial vehicles and management and maintenance vehicles) ② (For the time being) Increase the ratio of HVs and EVs in newly introduced mobility service vehicles compared to the previous year. ③ 3% reduction in CO2 emissions per km traveled by mobility vehicles compared to the previous year ④ Installing EV chargers in newly developed Times PARKING facilities (after FY2025) ⑤ Switch to renewable energy sources for electricity used in company-owned properties (parking facilities and offices)
	Effective use of resources	<ol style="list-style-type: none"> ⑥ Promote reuse of parking-related equipment ⑦ Examine and promote the development of flapless and other lightly equipped parking facilities.
Promotion of active participation of diverse human resources essential for corporate growth	Promotion of active participation of diverse human resources and human resource development	<ol style="list-style-type: none"> ① Actively provide opportunities to utilize diverse human resources and maximize their abilities. <ul style="list-style-type: none"> • Introduce systems and support measures to create an environment in which individuals can work with vitality, regardless of gender, age, race, nationality, disability, religion, beliefs, new graduate/ mid-career, employment status, etc. • Promote personnel based on ability and performance ② Optimize diversity indicators (gender, new graduate/ mid-career, disability status, etc.) ③ Acquisition rate of maternity leave: 100%
	Employee health promotion	<p>By FY2024</p> <ol style="list-style-type: none"> ① Detailed examination rate: over 75% ② Smoking rate of domestic employees: less than 20% ③ Screening rate for female-specific cancer among female employees:

		<p>over 60%</p> <p>④ Health education coverage rate: 100%</p> <p>⑤ Total number of participants in safety and health-related events: over 5,000</p> <p>Through the above efforts, aim for certification as Health and Productivity Management Organization (White 500) as a result of achieving health indicators.</p>
Establishment of strong management foundation	Construction of sustainable supply chains	Identify and improve the soundness of supply chain risks throughout the Group
	Enhancement of corporate governance/ Ensuring compliance	Optimization of corporate governance

* The above target figures are for domestic group companies.