

Non-Financial Data Environment

Climate Change

		Boundary	Unit	2021/3	2022/3	2023/3
Greenhouse gas emissions	Scope 1	Group	t-CO ₂	12,395	12,721 ✓	16,617 ✓
	Scope 2 (location-based)			-	12,881 ✓	13,782 ✓
	Scope 2 (market-based)			13,028	12,977 ✓	13,093 ✓
	Subtotal Emissions (Scope 1+2)			25,423	25,698	29,710
	Emission Unit (Scope 1+2)		t-CO ₂ /sales 1 billion yen	26.7	24.2	24.3
	Scope 3	Group	t-CO ₂			
	Category 1: Purchased goods and services			-	-	288,657 ✓
	Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)			-	-	4,758 ✓
	Category 4: Upstream transportation and distribution			-	-	3,292 ✓
	Category 5: Waste Generated in Operations			1,445	1,154 ✓	3,038 ✓
	Category 6: Business travel			515	601 ✓	1,575 ✓
	Category 7: Employee Commuting			9,369	7,889 ✓	8,408 ✓
	Category 9: Downstream transportation and distribution			-	-	35 ✓
	Category 11: Use of sold products			-	-	17,430 ✓
	Category 12: End-of-life treatment of sold products			-	-	30 ✓
Subtotal Emissions (Scope 3)	11,329	9,645 ✓	327,223 ✓			
Energy consumption	Fuel consumption	Group	million kWh	47.5	48.3	66.9
	Electricity Consumption (renewable energy and green electricity)	Group	million kWh	26.3 (-)	26.5 (-)	28.8 (2.7)
	Energy consumption	Group	million kWh	73.8	74.8	95.7

*1 The figures for greenhouse gas emissions marked with a check (✓) symbol have undergone third-party verification provided by SOCOTEC Certification Japan. Starting in the fiscal year ended March 2022, this applies for the purpose of ensuring the accuracy and reliability of emissions calculated with third-party verification on environmental data values for emissions.

*2 The figures for Scope 1, Scope 2 and Scope 3 Category 3 emissions were calculated based on data from the main bases of PERSOL HOLDINGS and its consolidated subsidiaries in Japan, as well as the main bases of major overseas consolidated subsidiaries.

*3 The subtotal (Scope 3) for the fiscal year ended March 2022 is the sum of values for the respective categories that include values in decimal places. Accordingly, it is not consistent with the sum of the indicated values for the categories.

*4 The figures for Scope 1, Scope 2 and Scope 3 (excluding Category 3) emissions were calculated based on data from the main bases of the company and its consolidated subsidiaries in Japan.

The amount of Scope 3 emissions increased because values for a wider range of categories are included. Regarding the other categories of Scope 3 emissions, we will consider future additional disclosure after checking details.

Pollution Prevention and Resource Circulation

		Boundary	Unit	2021/3	2022/3	2023/3
Waste	Waste recycled (recyclable waste, paper, bottle, can, PET)	*1	t	24.6	28.2	38.6
	Non-recycled waste (non-industrial)	*1	t	77.0	93.6	133.2
	Non-recycled waste (industrial)	*2	t	454.3	511.3	550.1
	Waste requiring special management (waste oil)	*2	t	-	-	1.4
	Total Waste ⁵	-	t	555.9	633.1	723.3
Water use	Water usage (city water) ⁶	*3	m ³	4,427	10,194	10,337
Raw material used	Copy paper usage ⁷	*4	t	240	222	209
Green product purchasing	Green product purchasing	*4	%	37.2	36.7	33.7

*1 Data covers our major office buildings; Minami Aoyama Building, Grand Front Osaka, and TS Ikebukuro.

Minami Aoyama Building Grand Front Osaka: April 2020 to March 2021 / TS Ikebukuro: Results from January 2021

*2 Data covers Fukushima, Miyazaki and Yonago FC of Persol Factory Partners Co., Ltd.

*3 Data covers Minami Aoyama Building of the head office and TS Ikebukuro.

*4 Data covers the non-consolidated company and the domestic group.

*5 The increase in total waste resulted from the expansion of business scale.

*6 The definition of calculation was revised in the fiscal year ended March 2022. Accordingly, the values were corrected retroactively.

*7 A correction has been made since the unit of the coefficient used in the calculation was incorrect. (July 2023)