

Notice of Partial Updates to "Integrated Report 2023"

Since we unified the domestic and international calculation standards and changed the calculation method for emissions, we have updated the "Integrated Report 2023" as following.

Page number	Updated part	Before	After
16	Percent reduction of Scope 1 + Scope 2 emissions 2023/3 result	Increased 26.0%	Increased 15.6%
47,75	2023/3 Scope1	19,297	16,617
47	2023/3 Of above, "Programmed"	16,623	13,943
47,75	2023/3 Scope3 Category 11	2,626	17,430
47	Attention for Greenhouse gas emissions	"The figures for Scope 1 and Scope 2 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.	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. The figures for Scope 3 (excluding Category 3) emissions

			were calculated based on data from the main bases of the company and its consolidated subsidiaries in Japan.
75	2023/3 Subtotal Emissions (Scope 1+2)	32,390	29,710
75	2023/3 Emission Unit (Scope 1+2)	26.5	24.3
75	2023/3 Subtotal Emissions (Scope 3)	312,419	327,223
75	Climate Change *2	Scope 1 and Scope 2	Scope 1, Scope 2 and Scope 3 Category 3
75	Climate Change *4	Scope 3	Scope 3 (excluding Category 3)

The above corrections have already been reflected on our website.

The Integrated Report: [https://www.persol-group.co.jp/en/ir/upload\\_file/m009-/PERSOL\\_IntegratedReport2023\\_en.pdf](https://www.persol-group.co.jp/en/ir/upload_file/m009-/PERSOL_IntegratedReport2023_en.pdf)