

# Non-Financial Data Environment

## Climate Change

		Boundary	Unit	FY2020	FY2021	FY2022	FY2023
GHG <sup>*1</sup>	<b>Total emissions for Scope 1 + 2 (market-based)</b>			25,423	25,698	29,710	25,235
	<b>Scope 1</b>		t-CO <sub>2</sub>	12,395	12,721✓	16,617✓	18,639✓
	<b>Scope 2 (location-based)</b>			—	12,881✓	13,782✓	12,448✓
	<b>Scope 2 (market-based)</b>			13,028	12,977✓	13,093✓	6,596✓
	<b>Emission unit (Scope 1 + 2)<sup>*4</sup></b>		t-CO <sub>2</sub> /sales 1 billion yen	26.7	24.2	24.3	19.0
	<b>Total Scope 3 emissions<sup>*6</sup></b>			11,329	9,645✓	327,223✓	216,302✓
	<b>Category 1<sup>*5</sup>: Purchased goods and services</b>			—	—	288,657✓	144,987✓
	<b>Category 2: Capital goods</b>			—	—	—	30,682✓
	<b>Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)</b>	Group <sup>*2, *3</sup>		—	—	4,758✓	5,209✓
	<b>Category 4<sup>*5</sup>: Upstream transportation and distribution</b>			—	—	3,292✓	551✓
	<b>Category 5: Waste generated in operations</b>		t-CO <sub>2</sub>	1,445	1,154✓	3,038✓	3,934✓
	<b>Category 6: Business travel</b>			515	601✓	1,575✓	1,490✓
	<b>Category 7: Employee commuting</b>			9,369	7,889✓	8,408✓	11,091✓
	<b>Category 9: Downstream transportation and distribution</b>			—	—	35✓	18✓
	<b>Category 11: Use of sold products</b>			—	—	17,430✓	18,311✓
<b>Category 12: End-of-life treatment of sold products</b>			—	—	30✓	29✓	
Energy consumption	<b>Fuel consumption</b>	Group	million kWh	47.5	48.3	66.9	77.4
	<b>Electricity consumption (renewable energy and green electricity)</b>	Group	million kWh	26.3 (—)	26.5 (—)	28.8 (2.7)	24.3 (3.8)
	<b>Energy consumption<sup>*6</sup></b>	Group	million kWh	73.8	74.8	95.7	101.8

\*1 The figures for greenhouse gas emissions marked with a check (✓) symbol have undergone third-party verification (provided by SOCOTEC Certification Japan in FY2021 and FY2022 and by LRQA Limited in FY2023) for the purpose of ensuring the accuracy and reliability of emissions calculated.

\*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 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.

\*4 From FY2023, calculations are based on IFRS-based revenue.

\*5 Scope 3 Categories 1 and 4 have decreased as a result of more precise calculations.

\*6 The totals show the results of summing values extending after the decimal point that are not shown for each item, and may not match the totals of the values in the table.

## Pollution Prevention and Resource Circulation

		Boundary	Unit	FY2021	FY2022	FY2023
Waste	<b>Waste recycled (recyclable waste, paper, bottles, cans, PET)</b>	*1	t	28.2	38.6	55.8
	<b>Non-recycled waste (non-industrial)</b>	*1	t	93.6	133.2	148.3
	<b>Non-recycled waste (industrial)<sup>*5</sup></b>	*2	t	511.3	557.0	671.5
	<b>Waste requiring special management (waste oil)</b>	*2	t	—	1.4	1.5
	<b>Total waste<sup>*5, *6</sup></b>	—	t	633.1	730.2	877.1
Water use	<b>Water usage (city water)</b>	*3	m <sup>3</sup>	10,194	10,337	10,850
Raw material used	<b>Copy paper usage</b>	*4	t	222	209	201
Green product purchasing	<b>Green product purchasing</b>	*4	%	36.7	33.7	33.9

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

\*2 The scope of calculation is PERSOL FACTORY PARTNERS (Fukushima, Miyazaki, and Yonago) and PERSOL CROSS TECHNOLOGY (from FY2022).

\*3 Data covers our major office buildings; Minami Aoyama Building and TS Ikebukuro.

\*4 Data covers indirect materials purchased by PERSOL HOLDINGS Co., Ltd. within the non-consolidated company and the domestic group.

\*5 The figures for FY2022 have been corrected due to adjustment of the calculation period.

\*6 The increase in total waste resulted from the expansion of business scale.