



LRQA Independent Assurance Statement

Relating to PERSOL HOLDINGS CO., LTD.'s Environmental Data for the Fiscal Year 2024

This Assurance Statement has been prepared for PERSOL HOLDINGS CO., LTD. in accordance with our contract.

Terms of Engagement

LRQA Limited (hereafter "LRQA") was commissioned by PERSOL HOLDINGS CO., LTD. (hereafter "the Company") to provide independent assurance on its environmental data within its Integrated Report 2025 for the fiscal year 2024, that is, from 1 April 2024 to 31 March 2025 (hereafter "the report"), against the assurance criteria below to a limited level of assurance using ISO 14064 - 3: 2019 for greenhouse gas data (GHG).

Our assurance engagement covered the Company and its domestic and overseas consolidated subsidiaries' operations and activities¹ and specifically the following requirements:

- Verifying conformance with the Company's reporting methodologies for the selected datasets:
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
Environmental Data^{2 3 4 5 6 7}
 - Scope 1 GHG emissions (tonnes CO₂)
 - Scope 2 GHG emissions [Market-based] [Location-based] (tonnes CO₂)
 - Scope 3 GHG emissions [Category 1,2,3,4,5,6,7] (tonnes CO₂e)

Our assurance engagement excluded the data and information of the Company's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to the Company. LRQA disclaims any liability or responsibility to others as explained in the end footnote. The Company's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of the Company.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that the Company has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance⁸ and at the materiality of the professional judgement of the verifier.

¹The scope covers the Company and its 152 domestic and overseas consolidated subsidiaries.

²GHG quantification is subject to inherent uncertainty.

³In the calculation of Scope 1 GHG emissions, non-energy-related GHGs, as well as fuel consumption arising from the test operation and use of emergency generators installed by the Company, are excluded. With respect to Scope 3, Category 3 GHG emissions, fuel consumption associated with the test operation and use of emergency generators installed by the Company is likewise excluded.

⁴In some cases, detailed information about electric power companies inside Japan cannot be obtained, and the alternative value is used for emission factors.

⁵For Scope 2 GHG emissions, overseas sites other than those located in Australia and New Zealand have been calculated using location-based emission factors, with the market-based values substituted by the relevant location-based factors.

⁶Scope 2 GHG emissions exclude 12 consolidated domestic and overseas subsidiaries, primarily those conducting business activities through remote work or the use of co-working spaces, due to difficulties in data collection or the absence of management control. For the same reason, these activities are excluded from Scope 3 Category 3 GHG emissions.

⁷Scope 3 GHG emissions in Categories 5, 6, and 7 do not include the 61 overseas entities affiliated with the Programmed. It should be noted that, with respect to Category 5, the estimation of general waste has been conducted based on a scenario established at one site within the Company and its subsidiaries (hereafter "the Group"), utilizing the number of employees at 38 domestic entities in Japan (including the Company) and 54 overseas entities - excluding those affiliated with the Programmed - where the Group occupies office space as the activity data. Furthermore, the calculation incorporates the volume of paper disposed of through dissolution services commissioned from 78 sites, as well as industrial waste generated at 11 domestic sites where the Group operates.

⁸The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



LRQA's Approach

LRQA's assurance engagements are carried out in accordance with ISO 14064-3:2019. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing the Company's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification.
- Interviewing with those key people responsible for compiling the data and drafting the report.
- Sampling datasets and traced activity data back to aggregated levels;
- Verifying the environmental records and information for the fiscal year 2024; and
- Visiting Tenjin Mitsui Building and Marunouchi Centre Building to confirm the data collection processes, record management practices, and to physically check their facilities.

Table 1. Summary of the Company's Environmental Data for the Fiscal Year 2024

Scope		
Scope 1 GHG Emissions		21,116 tCO ₂
Scope 2 GHG Emissions	Market-based	6,363 tCO ₂
	Location-based	12,294 tCO ₂
Scope 3 GHG Emissions	Category 1	400,174 tCO ₂ e
	Category 2	68,423 tCO ₂ e
	Category 3	7,591 tCO ₂ e
	Category 4	828 tCO ₂ e
	Category 5	3,955 tCO ₂ e
	Category 6	5,665 tCO ₂ e
	Category 7	16,868 tCO ₂ e

Observations

Further observations and findings, made during the assurance engagement, are:

The Company is expected to pursue the continuous enhancement of its environmental data management and aggregation systems so as to mitigate risks pertaining to the relevance, completeness, transparency, and accuracy of the data.

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021-1 *Conformity assessment – Requirements for bodies providing audit and certification of management systems – Part1: Requirements* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience.

The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 30 August 2025

Shotaro Kawabata
 LRQA Lead Verifier
 On behalf of LRQA Limited
 10th Floor, Queen's Tower A, 2-3-1 Minatomirai, Nishi-ku, Yokohama, JAPAN



LRQA reference: YKA00001284

LRQA, its affiliates and subsidiaries, and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

This Assurance Statement is only valid when published with the report to which it refers. It may only be reproduced in its entirety.

Copyright © LRQA, 2025.