Non-Financial Data

Environment

Climate Change

		Boundary	Unit	FY2021	FY2022	FY2023	FY2024
GHG*1	Total emissions for Scope 1 + 2 (market-based)	Group *2 *4 *5	t-CO_2	25,698	29,710	25,235	27,479
	Scope 1*3			12,721 ✓	16,617 ✓	18,639 ✓	21,116 ✓
	Scope 2 (location-based)			12,881 ✓	13,782 ✓	12,448 ✓	12,294 ✓
	Scope 2 (market-based)			12,977 ✓	13,093 ✓	6,596 ✓	6,363 ✓
	Emission unit (Scope 1 + 2)*6		t-CO_2 / sales 1 billion yen	24.2	24.3	19.0	18.9
	Total Scope 3 emissions*7		t-CO_2	9,645 ✓	327,223 ✓	216,302 ✓	503,504 ✓
	Category 1: Purchased goods and services			—	288,657 ✓	144,987 ✓	400,174 ✓
	Category 2: Capital goods			—	—	30,682 ✓	68,423 ✓
	Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)			—	4,758 ✓	5,209 ✓	7,591 ✓
	Category 4: Upstream transportation and distribution			—	3,292 ✓	551 ✓	828 ✓
	Category 5*7: Waste generated in operations			1,154 ✓	3,038 ✓	3,934 ✓	3,955 ✓
	Category 6*7*8: Business travel			601 ✓	1,575 ✓	1,490 ✓	5,665 ✓
	Category 7*8: Employee commuting			7,889 ✓	8,408 ✓	11,091 ✓	16,868 ✓
	Category 9: Downstream transportation and distribution			—	35 ✓	18 ✓	—
	Category 11: Use of sold products			—	17,430 ✓	18,311 ✓	—
	Category 12: End-of-life treatment of sold products			—	30 ✓	29 ✓	—
Energy consumption	Fuel consumption	Group	million kWh	48.3	66.9	77.4	87.4
	Electricity consumption (renewable energy and green electricity)	Group	million kWh	26.5 (—)	28.8 (2.7)	24.3 (3.8)	25.0 (6.9)
	Energy consumption	Group	million kWh	74.8	95.7	101.8	112.4

*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 and FY2024) for the purpose of ensuring the accuracy and reliability of emissions calculated.

*2 Scope 1, 2, and 3: From FY2024, overseas consolidated subsidiaries have been included in Scope 3, and GHG emissions are calculated based on data from the bases and supply chains owned and managed by PERSOL HOLDINGS and all consolidated subsidiaries. However, Categories 5, 6, and 7, which form part of supply chain activity volumes, have been excluded from the FY2024 calculation scope as we are still working to improve data accuracy at Programmed.

*3 Scope 1: Non-energy GHG emissions in FY2024, as well as GHG emissions from the operation of emergency generators (0.5 t-CO2eq), accounted for less than 0.01% of the total emissions of Scope 1 and Scope 2 combined, and therefore were excluded from calculation.

*4 Scope 3 (Categories 9, 11, and 12): From FY2024, these categories have been excluded from calculation in light of the relationship (impact and volume) between PERSOL's business and GHG emissions.

*5 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.

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

*7 Category 5: In addition to changing the estimation method for general waste volume from a floor-area basis to a headcount basis, the aggregation scope for industrial waste volume has been expanded.

*8 Categories 6 and 7: Increased due to the expanded aggregation scope of domestic data.

Pollution Prevention and Resource Circulation

		Boundary	Unit	FY2022	FY2023	FY2024
Waste	Waste recycled (recyclable waste, paper, bottles, cans, PET)	*1	t	38.6	55.8	151.5
	Non-recycled waste (non-industrial)	*1	t	133.2	148.3	87.9
	Non-recycled waste (industrial)*5 Waste requiring special management (waste oil)	*2	t	557.0 (1.4)	671.5 (1.5)	1.9 (0.6)
	Total waste*5	—	t	728.8	875.6	241.3
Water use	Water usage (city water)	*3	m^3	10,337	10,850	12,054
Raw material used	Copy paper usage	*4	t	209	201	186
Green product purchasing	Green product purchasing	*4	%	33.7	33.9	31.5

*1 The calculation boundary was revised from FY2024 following a review of target bases. The calculation scope covers major offices: Minami-Aoyama Building, Grand Front Osaka, TS Ikebukuro, Azabudai Hills Mori JP Tower (from FY2024), and Shinjuku Mitsui Building (from FY2024).

*2 The calculation boundary was revised from FY2024 following a review of target bases. The scope of calculation is PERSOL FACTORY PARTNERS (Fukushima, Miyazaki, and Yonago) (until FY2023), PERSOL CROSS TECHNOLOGY, and PERSOL COMMUNICATION SERVICES (from FY2024).

*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 total waste for FY2022 and FY2023 has been revised, as the volume of waste requiring special management (waste oil) had been double-counted.