

Environment				
	units	2021	2022	2023
CO2 emissions ※1				
Scope1 ※2※3	(tCO2)	139,059	155,689	-
Scope2 ※3	(tCO2)	31,022	35,097	-
Scope1+2 ※3	(tCO2)	170,080	190,786	-
Percentage of electrically powered vehicles in Times CAR ※4	(%)	25.11	33.45	49.35
CO2 emissions per km traveled by mobility vehicles	(kgCO2/km)	0.146	0.145	0.139
Compared to the previous fiscal year	(%)	90.6	98.99	96.15
Number of EV chargers (Park&Charge)	(units)	108	111	126
<Reference>				
Number of Times CAR vehicles	(units)	52,552	53,062	60,047
Electrically powered vehicles ※5	(units)	13,198	17,749	29,634
EVs	(units)	99	99	125

※1 Calculated based on the Ministry of the Environment's Emission source unit database.
 ※2 Gasoline consumption by all directly operated Times CAR vehicles is calculated as Scope 1.(Gasoline consumption not borne by the Company is also added.)
 ※3 Figures for FY2023/10 are under calculation.
 ※4,5 Electrically powered vehicles include HVs and EVs.

Society				
	units	2021	2022	2023
Total number of employees	(people)	9,828	10,333	10,571
Employees (Japan) ※1	(people)	7,581	7,854	8,034
Fixed-term	(people)	4,008	4,362	4,411
Male	(people)	2,504	2,737	2,737
Female	(people)	1,488	1,625	1,674
Employees (Overseas) ※2	(people)	2,247	2,479	2,537
Full-time employees (Japan)	(people)	3,573	3,492	3,623
Male	(people)	2,591	2,494	2,553
Female	(people)	982	998	1,070
Managerial positions (Japan)	(people)	375	389	419
Male	(people)	347	352	377
Female	(people)	28	37	42
Ratio of male/female managerial positions (Japan)				
Male	(%)	92.5	90.5	90.0
Female	(%)	7.5	9.5	10.0
Semi-managerial positions (Japan) ※3	(people)	495	488	560
Male	(people)	420	411	455
Female	(people)	75	77	105
Ratio of male/female semi-managerial positions (Japan) ※4				
Male	(%)	84.8	84.2	81.2
Female	(%)	15.2	15.8	18.8
Average length of employee employment (Japan)	(years)	8.8	9.6	9.9
Male	(years)	9.4	10.2	10.5
Female	(years)	7.3	8.1	8.4
Average age of employees (Japan)	(age)	36.6	37.4	37.9
Employee turnover rate (Japan)	(%)	6.7	6.9	5.9
Percentage of paid leave taken (Japan)	(%)	68.5	66.1	61.6
Employees taking childcare leave (Japan) ※5	(people)	172	209	204
Male	(people)	73	120	134
Female	(people)	99	89	70
Employees taking nursing care leave (Japan)	(people)	1	0	4

※1 Total number of full-time and fixed-term employees.
 ※2 Number of locally employed persons (full-time+non-regular); gender is not indicated because employees are not classified by gender overseas.
 ※3,4 Our Group (in Japan) defines semi-managerial positions as the leadership level following managerial positions.
 ※5 Total number of employees who took childcare leave + employees who took childcare-related leave.