

ESG Data

Environmental Data

■ Progress on Disclosure According to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

Item	Target	Base year (fiscal 2019)	Results for fiscal 2024	Progress in fiscal 2024
Total CO₂ emissions*¹	Carbon neutral by fiscal 2050	41,237 tons	23,789 tons	42.3% reduction
Scope 1 and Scope 2 CO₂ emissions*¹	Reduction of 50% by fiscal 2030 (compared with fiscal 2019)	11,174 tons	5,884 tons	47.3% reduction
Scope 3 CO₂ emissions*¹	Reduction of 30% by fiscal 2030 (compared with fiscal 2019)	30,063 tons	17,905 tons	40.4% reduction
Rate of introduction of renewable energy*¹	60% by fiscal 2030, 100% by fiscal 2050	0%	58.8%	58.8%
Amount of energy conserved*¹	Reduction of 30% (compared with fiscal 2019)	5,372 kl	3,173 kl	40.9% reduction
Amount of waste reduced*²	Maintain an average reduction of 50% or more (compared with fiscal 2019)	486 tons	215 tons	55.8% reduction
Recycling rate*²	85% or more	82.2%	74.7%	74.7%

*1 Total for Hakuholdo (Hakuholdo, Hakuholdo DY Media Partners), Daiko Advertising, YOMIKO ADVERTISING, and Hakuholdo Product's

*2 Hakuholdo head office (Akasaka Biz Tower)

Social Data

■ Progress on Social Indicators

Category		Results for fiscal 2022	Results for fiscal 2023	Results for fiscal 2024
Number of Group employees*¹	Full-time employees	27,936	28,894	29,386
	Temporary employees	11,027	11,061	13,007
Status of directors*²	Number of directors	10	10	9
	Of whom, outside directors	4	4	4
	Of whom, independent outside directors	4	4	4
	Percentage of independent outside directors	40.0%	40.0%	44.4%
	Number of female directors	1	1	1
	Percentage of female directors	10.0%	10.0%	11.1%
Target ratio of women in management positions*³: 30% (2030)		11.5%	13.1%	13.8%

*1 Hakuholdo DY Group

*2 Hakuholdo DY Holdings

*3 Hakuholdo (Hakuholdo, Hakuholdo DY Media Partners), Daiko Advertising, YOMIKO ADVERTISING, Hakuholdo DY ONE, SoldOut, HAKUHODO Technologies, SoldOut, HAKUHODO Technologies

Note: For details, please refer to the *ESG Data Book*.

External Evaluations Related to Sustainability

■ Assessment of and Commitment to Sustainability Through Environmental Surveys

CDP Climate Change Questionnaire*¹

Score: B



*1 CDP: A not-for-profit charity that collaborates with institutional investors to encourage companies to disclose information on their strategies for combating climate change and on their emissions of greenhouse gases

*2 Sustainalytics ESG Risk Ratings: ESG risk assessments conducted by Sustainalytics, a subsidiary of Morningstar, Inc. in the United States

■ Evaluations of Sustainability

Sustainalytics ESG Risk Ratings*²

Rating: Low Risk

■ Selected as Constituent of the ESG Investment Index

FTSE4Good Index Series*³

FTSE Blossom Japan Index*⁴

FTSE Blossom Japan Sector Relative Index*⁵



FTSE4Good



FTSE Blossom
Japan



FTSE Blossom
Japan Sector
Relative Index

*3 FTSE4Good Index Series: A series of global environmental, social, and governance (ESG) investment indices developed by FTSE Russell, a subsidiary of London Stock Exchange Group.

*4 FTSE Blossom Japan Index: An index developed by FTSE Russell to assess Japanese companies that demonstrate outstanding ESG performance. The Index is used by the Japanese Government Pension Investment Fund as an ESG investment benchmark.

*5 FTSE Blossom Japan Sector Relative Index: An index developed by FTSE Russell to measure the performance of Japanese companies that demonstrate strong ESG practices relative to peers in their respective sector.

Involvement in Sustainability Initiatives

■ United Nations Global Compact*¹

In 2005, Hakuholdo was the first in the advertising industry to join the UN Global Compact, and we joined as Hakuholdo DY Holdings Inc. in 2014.

*1 The UN Global Compact is a voluntary initiative under which companies and organizations commit themselves to participating in building a global framework for achieving sustainable growth. Participation involves taking action as a good corporate citizen by responsibly exercising creative leadership. The initiative revolves around ten principles in four areas: human rights, labor, the environment, and anti-corruption.



■ Science Based Targets initiative (SBTi)*²

We committed to the initiative in 2023, and are working toward the goal of obtaining SBT validation in fiscal 2026.

*2 Established in 2015, SBTi is an international collaborative initiative operated by CDP, the United Nations Global Compact, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). SBTi conducts verification and certification based on scientific evidence to determine whether corporate targets for reducing greenhouse gas emissions align with the goal of limiting the temperature increase to 1.5°C above pre-industrial levels, as outlined in the Paris Agreement.

■ Women's Empowerment Principles (WEPs)*³

Hakuholdo DY Holdings Inc. endorsed and signed the WEPs in 2024.

*3 The Women's Empowerment Principles (WEPs) are seven principles of action jointly developed by the UN Global Compact Office and UN Women for companies that work voluntarily on the empowerment of women.