

## ESG Data

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

### 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 2023	Progress in fiscal 2023
Scope 1 and Scope 2 CO <sub>2</sub> emissions* <sup>1</sup>	Reduction of 50% by fiscal 2030 (compared with fiscal 2019), carbon neutral by fiscal 2050	11,174 tons	7,487 tons	33.0% reduction
Scope 3 CO <sub>2</sub> emissions* <sup>1</sup>	Reduction of 30% by fiscal 2030 (compared with fiscal 2019)	30,063 tons	22,297 tons	25.8% reduction
Introduction of renewable energy* <sup>1</sup>	60% by fiscal 2030, 100% by fiscal 2050	0%	36.5%	36.5%
Energy conservation* <sup>1</sup>	Reduction of 30% (compared with fiscal 2019)	5,372 kl	3,912 kl	27.2% reduction
Waste reduction* <sup>2</sup>	Maintain an average reduction of 50% or more (compared with fiscal 2019)	486 tons	290 tons	40.3% reduction
Recycling rate* <sup>3</sup>	85% or more	82.2%	83.5%	83.5%

\*<sup>1</sup> Total values for Hakuholdo, Hakuholdo DY Media Partners, Daiko Advertising, YOMIKO ADVERTISING, and HAKUHODO PRODUCT'S

\*<sup>2</sup> Waste volume and waste reduction targets for Hakuholdo head office in Tokyo

\*<sup>3</sup> Recycling rate at Hakuholdo head office in Tokyo

### External Assessment of Sustainability

#### ■ Assessments and Commitments Through Environmental Surveys

CDP Climate Change Questionnaire\*<sup>1</sup>

Assessment A



EcoVadis\*<sup>2</sup>

YOMIKO  
ADVERTISING



Hakuholdo



\*<sup>1</sup> 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

\*<sup>2</sup> EcoVadis: A French research institute that provides platforms for examining policies, initiatives, and results related to corporate sustainability

#### ■ Selected as Constituent of the ESG Investment Index

FTSE4Good Index Series\*<sup>3</sup>

FTSE Blossom Japan Index\*<sup>4</sup>

FTSE Blossom Japan Sector Relative Index\*<sup>5</sup>



FTSE Blossom  
Japan Sector  
Relative Index

\*<sup>3</sup> FTSE4Good Index Series: A global index of environmental, social and governance (ESG) investing developed by FTSE Russell, a member of the London Stock Exchange Group

\*<sup>4</sup> FTSE Blossom Japan Index: An ESG investment index used by the Government Pension Investment Fund (GPIF), which evaluates Japanese companies with excellent ESG performance

\*<sup>5</sup> FTSE Blossom Japan Sector Relative Index: An index designed to measure the performance of Japanese companies that demonstrate strong ESG practices relative to their sector peers

### Social Data

#### ■ Progress on Social Indicators

Category	Target	Results for fiscal 2023
Number of Group employees* <sup>1</sup>	Full-time employees	—
	Temporary employees	—
Status of directors* <sup>2</sup>	Number of directors	10
	Of whom, outside directors	4
	Of whom, independent outside directors	4
	Percentage of independent outside directors	40.0%
	Number of female directors	1
	Percentage of female directors	10.0%
Ratio of women in management positions* <sup>3</sup>	2030 30%	13.1%

\*<sup>1</sup> Hakuholdo DY Group

\*<sup>2</sup> Hakuholdo DY Holdings

\*<sup>3</sup> Hakuholdo, Daiko Advertising, YOMIKO ADVERTISING, Hakuholdo DY ONE (IREP, D.A.Consortium), Hakuholdo DY Media Partners, SoldOut

### Involvement in Sustainability Initiatives

#### ■ United Nations Global Compact\*

In 2005, Hakuholdo was the first in the advertising industry to commit to the compact, and in 2014 we signed the compact as Hakuholdo DY Holdings. Drawing on its experience as the leader of the SDGs Task Force of the United Nations Global Compact Network Japan, the Group is actively pursuing the organization's objectives.



\* This voluntary initiative is aimed at creating a global framework for responsible and creative leadership, encouraging companies and organizations to act as responsible members of society and achieve sustainable growth. It consists of 10 principles in four areas: human rights, labor, the environment, and anti-corruption.

#### ■ Science Based Targets initiative (SBTi)\*

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

\* Established in 2015, SBTi is an international collaborative initiative operated by CDP, the United Nations Global Compact, the World Resources Institute, and the World Wide Fund for Nature. It 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.