



# Data

## Scope

Entities covered by this report		Coverage ratio based on sales	
Group companies in Japan	PIOLAX, INC.	34%	46%
	6 consolidated companies (subsidiaries) in Japan	12%	
Group companies overseas	10 overseas consolidated companies	54%	
Piolax Group		100%	

[→ P.07 Details of Group Companies](#)

# Environmental Data

## Activities toward Carbon Neutrality

		Unit	Scope	FY2019	FY2020	FY2021	FY2022	FY2023	
Energy use	Direct energy	MWh	Piolax Group	14,740	13,391	16,098	15,889	16,987	
	Indirect energy (electricity)			82,985	74,279	79,422	76,593	82,593	
	Renewable energy (Solar power generation)			168	777	1,285	1,182	1,381	
GHG emissions	Total of Scope 1 and 2 <sup>*1</sup>		t-CO <sub>2</sub>	Piolax Group	44,772	40,803	43,703	39,261	27,749
	Scope 1 <sup>*2</sup>	Energy-origin emissions	t-CO <sub>2</sub>	Piolax Group	2,756	2,559	3,008	3,064	3,118
		Non energy-origin emissions			—	—	—	15	373
	Scope 2 <sup>*3</sup>	Location-based	t-CO <sub>2</sub>	Piolax Group	45,016	40,389	40,676	34,707	37,800
		Market-based			42,016	38,244	40,695	36,182	24,258

\*1 Market-based calculation

\*2 Scope 1: GHG emissions directly emitted by the Piolax Group's corporate activities, as defined by the GHG Protocol. Since FY2022, data from non-energy sources has been included in the calculation. The scope of calculation for FY2023 was reviewed. The emission factors for FY2023 were calculated based on the GHG Emissions Calculation and Reporting Manual (Ver 5.0) and the Act on the Rational Use of Energy.

\*3 Scope 2: GHG emissions indirectly emitted by the Piolax Group's corporate activities, as defined by the GHG Protocol. For indirect emissions from electricity, we have adopted the market-based approach. FY2023 emission factor in Japan: Calculated using emission factors by electricity suppliers (for calculating GHG emissions of specific emitters). The FY2022 result is based on the Ministry of the Environment and the Ministry of Economy, Trade and Industry's publication on December 22, 2023, and adjusted emission factors by contracted electricity suppliers.

FY2023 emission factors overseas: Calculated using the latest emission factors confirmed in each country. For regions where obtaining these factors is difficult, the location-based approach is used (IGES, carbon footprint, 中华人民共和国生态环境部 政府信息公开 环办气候函[2023]43, Thailand Greenhouse Gas Management Organization Emission Factor).



Environmental Data

Activities toward Carbon Neutrality

		Unit	Scope	FY2022	FY2023
GHG emissions	Scope 3 <sup>*4</sup>	t-CO <sub>2</sub>	Piolax Group	82,350	131,047
	Category 1	t-CO <sub>2</sub>	Piolax Group	62,708	104,478
	Category 2			14,552	19,546
	Category 3			94	97
	Category 4		Group companies in Japan	1,049	1,332
	Category 5			234	1,459
	Category 6			136	127
	Category 7			443	443
	Category 8		Contract warehouses for production plants in Japan	865	731
	Category 9		Group companies in Japan	2,249	2,834
	Category 10		-	NA	NA
	Category 11		-	NA	NA
	Category 12		-	NA	NA
	Category 13		1F of the Head Office <sup>*5</sup>	19	0
	Category 14		-	NA	NA
Category 15	-		NA	NA	

\*4 Scope 3: The basic guidelines for calculating GHG emissions through the supply chain (ver. 2.5) are referred to.  
 For emission factors in Japan, the emissions basic unit database (ver. 3.3) provided by the Ministry of the Environment for calculating an organization's GHG emissions through the supply chain, is referred to.  
 LCI database IDEAv2 (for calculating GHG emissions from the supply chain) is also referred to.

\*5 Does not apply after FY2023

Efforts for Environmental Conservation

		Unit	Scope	FY2019	FY2020	FY2021	FY2022	FY2023
Waste emissions	Total waste emissions	t	Group companies in Japan	2,567	2,212	2,200	2,169	2,211
	Recycling rate	%	Group companies in Japan	84	82	80	80	81
Water withdrawal		thousand m <sup>3</sup>	Piolax Group	321	302	299	299	293



# Social Data

## Employee Data

	Unit	Scope	FY2019	FY2020	FY2021	FY2022	FY2023	
Number of employees <sup>**2</sup>	Persons	Piolax Group	3,149	2,952	2,852	2,824	2,883	
Non-consolidated	Persons	PIOLAX, INC.	562	575	592	586	584	
			Men	464	471	480	475	461
			Women	98	104	112	111	123
	Domestic consolidated subsidiaries	Group companies in Japan	927	937	953	941	923	
	Overseas consolidated subsidiaries	Group companies overseas	2,222	2,017	1,899	1,883	1,960	
Average age	Age	PIOLAX, INC.	40.8	40.9	40.9	40.9	41.1	
Men	Age	PIOLAX, INC.	40.6	40.7	40.7	40.7	40.9	
			Women	41.6	41.7	41.9	42.0	42.2
Average years of service	Year	PIOLAX, INC.	15.7	15.6	15.9	15.9	16.3	
Men	Year	PIOLAX, INC.	15.2	15.1	15.6	15.2	16.0	
			Women	18.1	17.6	17.6	17.6	17.7
Retention rate (3rd year new graduates)	%	PIOLAX, INC.	90.0	80.0	60.9	70.8	92	
New graduate hires	Persons	PIOLAX, INC.	23	24	22	22	22	
Men	Persons	PIOLAX, INC.	19	16	16	17	17	
			Women	4	8	6	5	5
Mid-career hires	Persons	PIOLAX, INC.	24	14	8	6	5	
Men	Persons	PIOLAX, INC.	20	11	4	5	4	
			Women	4	3	4	1	1
Foreign employees	Persons	PIOLAX, INC.	11	10	12	13	11	
Men	Persons	PIOLAX, INC.	6	6	8	9	8	
			Women	5	4	4	4	3
Average annual salary <sup>*3</sup>	1,000 yen	PIOLAX, INC.	6,080	5,484	5,894	5,881	6,087	
Average overtime per employee	Hours per month	PIOLAX, INC.	16.0	6.3	12.9	13.0	15.2	
Number of union members	Persons	PIOLAX, INC.	439	451	462	482	460	
Rate of union members	%	PIOLAX, INC.	100	100	100	100	100	

\*1 The number of employees is the number of people gainfully employed (excluding officers, advisors and loaned employees from the company to the outside and including loaned employees from the outside to the company) and does not include temporary employees (contract employees, employees on a short-term contract and part-timers).

\*2 The number of employees on a consolidated basis is the number of people gainfully employed (excluding loaned employees from the Piolax Group to the outside and including loaned employees from the outside to the Piolax Group) and does not include temporary employees (contract employees, employees on a short-term contract and part-timers).

\*3 The average annual salary includes bonuses and extra wages.



## Employee Data

### Promotion of Diversity

	Unit	Scope	FY2019	FY2020	FY2021	FY2022	FY2023
Wage disparities between male and female employee*4	%	PIOLAX, INC.	-	-	-	66.0	67.2
Regular employees*5*6	%	PIOLAX, INC.	-	-	-	79.1	81.0
Non-regular employees	%	PIOLAX, INC.	-	-	-	51.1	51.2
Employment of people with disabilities	%	PIOLAX, INC.	1.85	2.00	2.24	2.37	2.34
Number of employees taking childcare leave	Persons	PIOLAX, INC.	2	5	12	17	8
Men	Persons	PIOLAX, INC.	0	0	2	10	6
Women	Persons	PIOLAX, INC.	2	5	10	7	2
Rate of employees taking childcare leave	%	PIOLAX, INC.	-	-	-	-	-
Men	%	PIOLAX, INC.	0	0	18.2	55.6	60.0
Women	%	PIOLAX, INC.	100	100	100	100	100
Number of employees maternity leave	Persons	PIOLAX, INC.	2	3	5	0	4
Management positions							
Number of women	Persons	PIOLAX, INC.	4	4	5	5	8
Percentage of women	%	PIOLAX, INC.	2.9	2.8	3.5	3.8	5.2
Director positions							
Number of women	Persons	PIOLAX, INC.	0	1	1	2	2
Percentage of women	%	PIOLAX, INC.	0	11.1	11.1	20.0	20.0
Percentage of female employees hired	%	PIOLAX, INC.	17.0	28.9	33.3	24.5	22.2
Percentage of female employees	%	PIOLAX, INC.	17.4	18.1	18.8	19.6	20.0

\*4 The wage disparities between male and female employees is calculated as (average annual wage of female employees ÷ average annual wage of male employees) × 100%.  
The average annual wage is computed as the total wages ÷ the average number of employees.  
The total wages include bonuses and non-standard wages.

\*5 Regular employees do not include those seconded from or to other companies.

\*6 The wage disparity between male and female regular employees in Piolax's management positions is 103.9% (FY2023).

### Health Management

	Unit	Scope	FY2019	FY2020	FY2021	FY2022	FY2023
General health checkups	%	Group companies in Japan	99.9	99.9	99.8	99.8	99.1

### Occupational Safety and Health

	Unit	Scope	FY2019	FY2020	FY2021	FY2022	FY2023
Serious accidents	Cases	PIOLAX, INC.	0	0	0	0	0
		Piolax Group	0	0	0	0	0
Work-related accidents	Cases	PIOLAX, INC.	8	3	7	8	6
		Piolax Group	17	11	19	22	25
Number of days lost	Days	PIOLAX, INC.	23	39	131	33	0
		Piolax Group	-	-	-	-	96
Rate of lost-worktime injuries*7	-	PIOLAX, INC.	3.39	2.26	2.10	0.76	0
		Piolax Group	-	-	-	-	0.868
Accident severity rate*8	-	PIOLAX, INC.	0.02	0.03	0.09	0.03	0
		Piolax Group	-	-	-	-	0.014

\*7 Rate of lost-worktime injuries = Number of employees absent due to labor accidents ÷ Total working hours × 1,000,000

\*8 Accident severity rate = Total lost working days ÷ Total working hours × 1,000

### Supply Chain Management

	Unit	Scope	FY2019	FY2020	FY2021	FY2022	FY2023
Number of supplier meeting participants							
Annual Policy Meeting	Companies	PIOLAX, INC.	59	Cancelled due to COVID-19	59	58	54
First Half Review Meeting			59	Cancelled due to COVID-19	58	58	57