



Data

Scope

Entities covered by this report		Coverage ratio based on sales	
Group companies in Japan	PIOLAX, INC.	33%	45%
	6 consolidated companies (subsidiaries) in Japan	12%	
Group companies overseas	10 overseas consolidated companies	55%	
Piolax Group		100%	

[▶ Details of Group Companies \(P.7\)](#)

Environmental Data

Activities toward Carbon Neutrality

		Unit	Scope	FY2019(BM)	FY2021	FY2022	FY2023	FY2024	
Energy use	Direct energy	MWh	Piolax Group	—	16,098	15,889	16,987	14,369	
	Indirect energy (electricity)			—	79,422	76,593	82,593	79,723	
	Renewable energy (Solar power generation)			—	1,285	1,182	1,381	3,195	
GHG emissions	Total of Scope 1 and 2*1		t-CO ₂	44,772	43,703	39,261	27,749	25,632	
	Scope 1*2	Energy-origin emissions	t-CO ₂	Piolax Group	2,756	3,008	3,064	3,118	2,167
		Non energy-origin emissions			—	—	15	373	710
	Scope 2*3	Location-based	t-CO ₂	Piolax Group	45,016	40,676	34,707	37,800	35,410
		Market-based			42,016	40,695	36,182	24,258	22,755

*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 emission factors for FY2024 were calculated based on the GHG Emissions Calculation and Reporting Manual (Ver 6.0) and the Act on the Rational Use of Energy. Non energy-origin GHG emissions: HFC and CO₂ generated during the manufacturing process.

*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.

FY2024 emission factor in Japan: Calculated using emission factors by electricity suppliers (for calculating GHG emissions of specific emitters). The FY2024 result is based on the Ministry of the Environment and the Ministry of Economy, Trade and Industry's publication on March 18, 2026, and adjusted emission factors by contracted electricity suppliers.

FY2024 emission factor 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).



Data

Activities toward Carbon Neutrality

		Unit	Scope	FY2023	FY2024
GHG emissions	Scope 3*4	t-CO ₂	Piolax Group	131,047	137,005
	Category 1	t-CO ₂	Piolax Group	104,478	109,059
	Category 2			19,546	21,558
	Category 3			97	277
	Category 4		Piolax Group	1,332	1,134
	Category 5			1,459	352
	Category 6			127	386
	Category 7			443	1,524
	Category 8		Contract warehouses for production plants in Japan	731	622
	Category 9		Group companies in Japan	2,834	2,093
	Category 10		-	NA	NA
	Category 11		-	NA	NA
	Category 12		-	NA	NA
	Category 13		-	NA	NA
	Category 14		-	NA	NA
Category 15	-		NA	NA	

*4 Scope 3: The basic guidelines for calculating GHG emissions through the supply chain (ver. 2.7) are referred to.
For emission factors in Japan, the emissions basic unit database (ver. 3.5) 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.

Efforts for Environmental Conservation

		Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Raw material purchases	Resin materials	t	Piolax Group	-	-	-	14,032	12,996
	Metal materials	t	Piolax Group	-	-	-	10,247	10,197
Waste emissions	Total waste emissions	t	Group companies in Japan	2,212	2,200	2,169	2,211	2,183
	Recycling rate	%	Group companies in Japan	82	80	80	81	83
Water withdrawal		thousand m ³	Piolax Group	302	299	299	293	243
		thousand m ³	Piolax supply chain*	-	-	-	-	43
VOC emissions		kg	Piolax Group	-	-	-	-	10.7

* Scope 3 Category 1 (Purchased Goods and Services suppliers)



Data

Social Data

Employee Data

	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024	
Number of employees*1*2	Persons	PIOLAX Group	2,952	2,852	2,824	2,883	2,895	
Non-consolidated	Persons	PIOLAX, INC.	575	592	586	584	607	
			Men	471	480	475	461	481
			Women	104	112	111	123	126
Domestic consolidated subsidiaries	Persons	Group companies in Japan	937	953	941	923	911	
			Men	-	-	-	-	700
			Women	-	-	-	-	211
Overseas consolidated subsidiaries	Persons	Group companies overseas	2,017	1,899	1,883	1,960	1,984	
			Men	-	-	-	-	1,019
			Women	-	-	-	-	965
Average age	Age	PIOLAX, INC.	40.9	40.9	40.9	41.1	42.2	
	Men	Age	PIOLAX, INC.	40.7	40.7	40.7	40.9	42.0
	Women	Age	PIOLAX, INC.	41.7	41.9	42.0	42.2	42.9
Average years of service	Year	PIOLAX, INC.	15.6	15.9	15.9	16.3	15.9	
	Men	Year	PIOLAX, INC.	15.1	15.6	15.2	16.0	15.7
	Women	Year	PIOLAX, INC.	17.6	17.6	17.6	17.7	16.9
Retention rate (3rd year new graduates)	%	PIOLAX, INC.	80.0	60.9	70.8	92.0	98.0	
New graduate hires	Persons	PIOLAX, INC.	24	22	22	22	12	
	Men	Persons	PIOLAX, INC.	16	16	17	17	8
	Women	Persons	PIOLAX, INC.	8	6	5	5	4
Mid-career hires	Persons	PIOLAX, INC.	14	8	6	5	10	
	Men	Persons	PIOLAX, INC.	11	4	5	4	8
	Women	Persons	PIOLAX, INC.	3	4	1	1	2

	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Foreign employees	Persons	PIOLAX, INC.	10	12	13	11	9
Men	Persons	PIOLAX, INC.	6	8	9	8	8
			Women	4	4	4	3
Average annual salary*3	1,000 yen	PIOLAX, INC.	5,484	5,894	5,881	6,087	6,275
Average overtime per employee	Hours per month	PIOLAX, INC.	6.3	12.9	13.0	15.2	13.7
Number of union members	Persons	PIOLAX, INC.	451	462	482	460	497
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.



Data

Promotion of Diversity

	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Wage disparities between male and female employee*4	%	PIOLAX, INC.	-	-	66.0	67.2	66.3
Regular employees*5*6	%	PIOLAX, INC.	-	-	79.1	81.0	79.9
Non-regular employees	%	PIOLAX, INC.	-	-	51.1	51.2	46.8
Employment of people with disabilities	%	PIOLAX, INC.	2.00	2.24	2.37	2.34	2.50
Number of employees taking childcare leave	Persons	PIOLAX, INC.	5	12	17	8	8
Men	Persons	PIOLAX, INC.	0	2	10	6	6
Women	Persons	PIOLAX, INC.	5	10	7	2	2
Rate of employees taking childcare leave	%	PIOLAX, INC.	-	-	-	-	57
Men	%	PIOLAX, INC.	0.0	18.2	55.6	60.0	50.0
Women	%	PIOLAX, INC.	100	100	100	100	100
Number of employees maternity leave	Persons	PIOLAX, INC.	3	5	0	4	2
Management positions	Number of women	Persons	4	5	5	8	9
	Percentage of women	%	2.8	3.5	3.8	5.2	6.3
	Number of women	Persons	-	-	-	-	339
	Percentage of women	%	-	-	-	-	62
Director positions	Number of women	Persons	1	1	2	2	2
	Percentage of women	%	11.1	11.1	20.0	20.0	22.2
Percentage of female employees hired	%	PIOLAX, INC.	28.9	33.3	24.5	22.2	27.3
Percentage of female employees	%	PIOLAX, INC.	18.1	18.8	19.6	20.0	20.8

*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 98.8% (FY2024).

Health Management

	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
General health checkups	%	Group companies in Japan	99.9	99.8	99.8	99.1	99.0

Occupational Safety and Health

	Unit	Scope	FY2020	FY2021	FY2022	FY2023	FY2024
Serious accidents	Cases	PIOLAX, INC.	0	0	0	0	0
		Piolax Group	0	0	0	0	0
Work-related accidents	Cases	PIOLAX, INC.	3	7	8	6	17
		Piolax Group	11	19	22	25	38
Number of days lost	Days	PIOLAX, INC.	39	131	33	0	65
		Piolax Group	-	-	-	96	182
Rate of lostworktime injuries*7	-	PIOLAX, INC.	2.26	2.10	0.76	0.00	5.26
		Piolax Group	-	-	-	0.87	1.91
Accident severity rate*8	-	PIOLAX, INC.	0.03	0.09	0.03	0.00	0.05
		Piolax Group	-	-	-	0.014	0.029

*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	FY2020	FY2021	FY2022	FY2023	FY2024
Number of supplier meeting participants							
Annual Policy Meeting	Companies	PIOLAX, INC.	Cancelled due to COVID-19	59	58	54	58
First Half Review Meeting			Cancelled due to COVID-19	58	58	57	57