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Corporate Data

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Financial Highlights (Eleven-Years)

	FY2014	FY2015	FY2016 ¹	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022 ²	FY2023	FY2024
Sales and Income (millions of yen)											
Net sales	831,899	794,221	860,350	922,095	966,684	1,015,253	1,046,412	1,033,275	1,045,735	1,104,152	1,151,966
Gross profit	86,440	61,985	67,104	71,348	76,051	79,645	81,527	81,162	81,759	82,395	86,358
Selling, general and administrative expenses	76,223	47,808	51,003	52,218	53,045	54,246	56,818	55,674	55,838	57,923	59,185
Operating profit	10,216	14,177	16,101	19,129	23,006	25,399	24,708	25,487	25,921	24,472	27,172
Ordinary profit	15,779	16,322	18,556	21,573	25,498	28,528	27,316	28,053	28,637	27,440	30,545
Profit	9,185	10,267	11,929	14,605	17,453	19,767	25,412	19,317	19,639	19,251	20,638
Depreciation	5,180	4,861	4,985	4,931	4,830	4,493	5,059	5,650	5,486	5,750	6,553
Capital expenditures	12,056	691	15,583	9,791	13,649	10,700	18,791	5,352	9,726	10,215	1,563
Financial Position (millions of yen)											
Total assets	325,189	318,186	351,880	361,363	387,399	393,603	418,756	435,501	448,877	476,936	495,697
Total net assets	132,427	143,535	154,976	166,921	183,435	197,237	218,297	235,428	243,741	259,700	277,962
Cash Flows (millions of yen)											
Cash flows from operating activities	3,340	23,204	5,226	24,721	24,107	23,565	21,005	28,745	21,949	16,594	26,790
Cash flows from investing activities	-11,686	365	-19,327	-6,413	-15,830	-9,531	-3,788	-5,471	-10,170	-6,093	-6,268
Cash flows from financing activities	1,191	-15,464	10,675	-17,876	-5,142	-17,323	-13,001	-8,225	-8,731	-5,177	-5,520
Free cash flow (CF from operating activities + CF from investing activities)	-8,346	23,569	-14,101	18,308	8,277	14,034	17,217	23,274	11,779	10,501	20,522
Per Share (yen)											
Earnings	144.54	161.58	187.73	229.84	274.65	311.07	399.90	303.98	310.34	306.33	328.40
Total net assets	2,083.86	2,258.71	2,438.74	2,626.72	2,886.59	3,103.80	3,435.20	3,704.78	3,878.33	4,132.28	4,422.87
Cash dividend per share	43.00	45.00	50.00	56.00	64.00	68.00	70.00	72.00	78.00	82.00	94.00
Ratios (%)											
Ratio of Gross profit to sales	10.39	7.80	7.80	7.74	7.87	7.84	7.79	7.85	7.82	7.46	7.50
Ratio of SG&A expenses to sales	9.16	6.02	5.93	5.66	5.49	5.34	5.43	5.39	5.34	5.25	5.14
Ratio of Operating profit to sales	1.23	1.79	1.87	2.07	2.38	2.50	2.36	2.47	2.48	2.22	2.36
Equity ratio	40.7	45.1	44.0	46.2	47.4	50.1	52.1	54.1	54.3	54.5	56.1
ROE (Return on equity)	7.12	7.44	7.99	9.07	9.96	10.39	12.23	8.51	8.20	7.65	7.68
ROIC (Return On Invested Capital)	5.29	5.40	6.23	6.97	8.32	8.84	8.30	8.10	7.84	7.02	7.35
ROA (Return On Assets)	5.03	5.07	5.54	6.05	6.81	7.31	6.73	6.57	6.48	5.93	6.28
PBR (Price Book value Ratio)	0.56	0.75	0.82	1.18	1.97	1.94	1.57	1.62	1.17	1.21	0.93
PER (Price Earnings Ratio)	8.14	10.45	10.62	13.49	20.75	19.35	13.48	19.71	14.66	16.39	12.53
Payout ratio	29.7	27.8	26.6	24.4	23.3	21.9	17.5	23.7	25.1	26.8	28.6
Number of employees	2,250	2,202	2,245	2,221	2,217	2,207	2,196	2,169	2,168	2,187	2,237

¹ Effective for the fiscal year ended March 31, 2016, our company changed accounting policies and retrospectively applied to data for the fiscal year ended March 31, 2015
² Effective for the fiscal year ended March 31, 2022, our company has applied the "Accounting Standard for Revenue Recognition", etc...

ESG Highlights(Three-Years)

	FY2022	FY2023	FY2024
Environment			
CO2 emissions (t-CO2) Scope 1 + 2 + 3	52,189	6,213,704	6,420,755
Scope 1 + 2	21,781	23,496	21,383
Scope 1	3,267	3,262	2,627
Scope 2 ¹	18,514	20,234	18,756
The amount of CO2 emissions reduced through procurement of non-fossil certificates	—	—	3,395
Scope 3 ²	30,408	6,189,933	6,399,372
Category 1 : Purchased goods and services	—	5,523,521	5,715,331
2 : Capital goods	—	36,855	5,638
3 : Fuel- and energy-related activities not included in Scope 1 or Scope 2	—	7,332	3,993
4 : Upstream transport and delivery ³	30,408	30,578	28,855
5 : Waste generated in operations	—	460	483
6 : Business travel	—	284	290
7 : Employee commuting	—	9,571	9,554
12 : End-of-life treatment of sold products	—	581,197	635,096
13 : Downstream Leased Assets	—	135	132
CO2 emissions per 100 million yen in sales (Scope 1 + 2)	2.1	2.1	1.9
CO2 emissions per 100 million yen in sales (Scope 3 category 4 "Upstream transport and delivery")	2.9	2.8	2.5
Energy usage (kl)	12,898	13,354	12,208
Of which electricity usage	11,547	11,994	11,067
Electricity usage (1,000kWh)	44,890	46,627	49,645

Governance

	FY2022	FY2023	FY2024
Governance			
Number of Directors	9	11	12
Percentage of outside directors	44.4	54.5	50.0
Percentage of female directors	22.2	18.2	16.7
Number of Audit & Supervisory Board Members	5	5	5
Percentage of outside Audit & Supervisory Board Members	60.0	60.0	60.0
Percentage of female Audit & Supervisory Board Members	20.0	20.0	20.0
Percentage of female directors (Directors and Audit & Supervisory Board Members)	21.4	18.8	17.6

	FY2022	FY2023	FY2024
Society			
Number of employees	2,168	2,187	2,237
Average age of employees	46.3	46.1	45.4
Average number of years of continuous employment	19.6	19.3	18.7
Engagement Score ⁴	—	—	48.1
Training costs (millions of yen)	20	20	45
Training costs per employee (yen)	9,852	9,596	20,737
Percentage of female employees	19.1	19.6	20.4
Number of female hires	30	38	53
Percentage of female hires	30.9	25.0	29.9
Of which, percentage of hires who are female graduates	46.7	41.3	43.0
Percentage of female employees in management positions	4.6	5.9	6.7
Percentage of mid-career employees in management position	61.8	65.4	65.3
Number of mid-career hires	37	92	98
Percentage of mid-career hires	38.1	59.4	55.4
Gender pay gap (All employees) (ratio)	44.0	45.9	48.1
Of which, full-time employees	65.8	68.5	76.1
Of which, part-time employees	85.7	88.2	90.1
Percentage of taking annual paid leave	58.4	64.5	66.3
Number of users of childcare support system (childcare leave)	34	39	48
Number of users of childcare support system (short working hours)	46	51	49
Percentage of employees returning to work after childcare leave	100.0	100.0	100.0
Percentage of male employees taking childcare leave	2.9	7.1	30.0
Percentage of turnover within three years of joining-for university graduation	23.1	11.5	10.3
Percentage of health check-ups uptake	100.0	100.0	100.0
Percentage of secondary health check-ups uptake	66.6	56.8	68.6
Number of users of the silver human resources, employment system (65 years old and over)	421	514	603
Percentage of employment of people with disabilities	2.6	2.7	2.7
Percentage of employees who are members of employee stock ownership plans	96.1	95.8	95.6

¹ The "amount of CO2 reductions associated with non-fossil certificate procurement" used in the calculation of CO2 emissions for Scope 2 in FY2024 was calculated using "National Emission Factor" and "FIT Adjustment Rate" published on 24 June 2024.

² From the fiscal year ended March 2023, we have increased the number of calculation categories for Scope3 and have calculated the above-mentioned 9 categories. In calculating, we refer to the guidelines (Ver3.4) and the emission unit database (Ver3.4) published by the Ministry of the Environment.

³ Category 4 was calculated for CO2 emissions associated with the transportation of products from us to retailers.

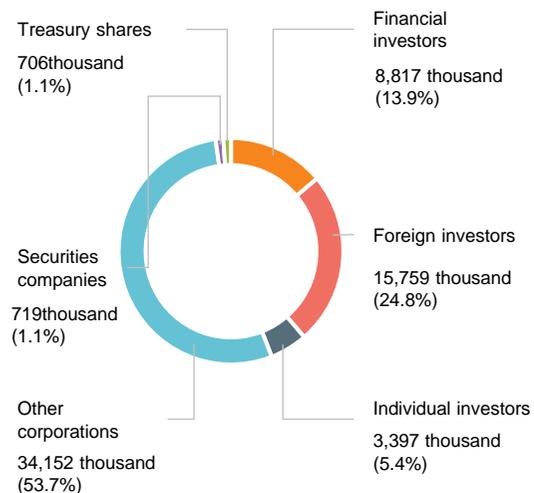
⁴ Measured by "Motivation Cloud" service of Link and Motivation Inc. from the fiscal year ended March 31, 2024.

Stock Information (As of March 31, 2024)

Stock overview

Stock code	8283
Stock listing	Tokyo Stock Exchange, Prime Market
Number of Shares Authorized	180,000,000
Number of Outstanding Shares	63,553,485
Number of Shareholders	3,771
Trading unit	100 shares
Transfer Agent for Common Stock	Mitsubishi UFJ Trust and Banking Corporation
The General Meeting of Shareholders	Held annually in June

Shareholder composition (shareholding ratio)



Changes in stock price and trading volume



Major Shareholders

Shareholder Name	Shares held (1,000 shares)	Shareholding ratio (%)
MEDIPAL HOLDINGS CORPORATION	31,853	50.68
The Master Trust Bank of Japan, Ltd. (Trust Account)	5,115	8.14
Custody Bank of Japan, Ltd. (Trust Account)	1,512	2.41
PALTAC Employees Shareholders' Association	1,252	1.99
BBH FOR FIDELITY LOW-PRICED STOCK FUND (PRINCIPAL ALL SECTOR SUBPORTFOLIO)	1,181	1.88
JP MORGAN CHASE BANK 385635	978	1.56
STATE STREET BANK AND TRUST CLIENT OMNIBUS ACCOUNT OM02 505002	960	1.53
NORTHERN TRUST CO.(AVFC) RE FIDELITY FUNDS	945	1.50
STATE STREET BANK AND TRUST COMPANY 505001	939	1.49
GOVERNMENT OF NORWAY	935	1.49

Cash dividend per share

Fiscal Year End	2020	2021	2022	2023	2024
Total (yen)	70	72	78	82	94
Second quarter (yen)	35	36	39	41	45
Year-end (yen)	35	36	39	41	49

Total shareholder return

Fiscal Year End	2020	2021	2022	2023	2024
Total shareholder return (%)	90.7	101.9	79.2	88.4	74.9
(Comparison index: TOPIX (%))	(90.5)	(128.6)	(131.2)	(138.8)	(196.2)
Highest stock price (yen)	6,470	6,220	6,050	5,180	5,330
Lowest stock price (yen)	4,160	4,695	3,980	3,920	3,933

Corporate Information (As of March 31, 2024)

Corporate profile

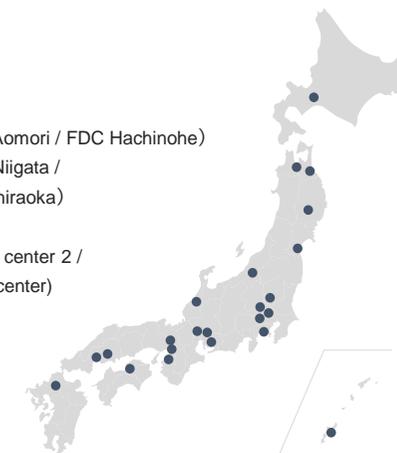
Corporate name	PALTAC CORPORATION
Head office	2-46 Honmachibashi, Chuo-ku Osaka City, Osaka Prefecture 540-0029 Tel : 06-4793-1050
Founded	1898
Established	1928
Share Capital	¥ 15,869 million
Number of employees	2,237 (Part-time employees : 5,356)

Our group companies

Related domestic companies	HABA CREATION Co.,Ltd. (Chuo-ku, Osaka City)
Related overseas companies	PALTAC VIETNAM COMPANY LIMITED (local subsidiary) PT PALTAC TRADING INDONESIA (local subsidiary)

Main distribution centers

Hokkaido Branch Office	(RDC Hokkaido)
Tohoku Branch Office	(RDC Tohoku / RDC Miyagi / FDC Aomori / FDC Hachinohe)
Tokyo Branch Office	(RDC kanto / RDC Saitama / RDC Niigata / Tochigi distribution center / FDC Shiraoka)
Yokohama Branch Office	(RDC Yokohama)
Chubu Branch Office	(RDC Chubu center 1 / RDC Chubu center 2 / RDC Hokuriku / Ogaki distribution center)
Kinki Branch Office	(RDC Kinki / RDC Sakai / Takatsuki distribution center)
Chushikoku Branch Office	(RDC Chugoku / RDC Shikoku / FDC Hiroshima)
Kyusyu Branch Office	(RDC Kyusyu / RDC Okinawa)



External Evaluation and Certification Participation in and Endorsement of Initiatives

MSCI ESG RATINGS  **2024 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX**

2024 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

CCC B BB BBB A AA AAA



JPX-NIKKEI 400



Digital Transformation Certification



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Editor's Notes

No.005

We appreciate your time in reading our integrated report "WHAT'S PALTAC 2024". We would like to express our heartfelt gratitude for the cooperation of many individuals in the issuance of this report.

In this report, we explain the story of creating value for future by leveraging our strengths, based on the newly created long-term vision and medium-term management plan. In addition, we have improved the disclosure of non-financial indicators, such as human capital, to make it easier to understand our initiatives for sustainable growth. With the increasing popularity of tablet devices, we have also used the horizontal layout and provided links to related information for this report to make it easier to use on tablet devices. To improve readability, we have decided to explain only key points in this report about our 125-year history since our foundation, which had been explained in detail in previous Integrated Reports. Details of our history can be seen in back issues or in the History section of our website. We have set up links in the report.

This is the fifth publication of our integrated report. The dialogue with our stakeholders through our integrated report provides us with valuable opportunities to acknowledge both our challenges and our strengths as a company. In addition, the feedback from stakeholders on our previous integrated report has provided us with very valuable insights. We thank all stakeholders for their feedback and opinions. Forthcoming, we will continue to reflect the insights we gained from the dialogue in our business activities and make further efforts to enhance corporate value. Finally, we have again prepared a questionnaire on our website and would appreciate your comments and opinions. Once again, we appreciate for your continue support and cooperation. We look forward to your continued support.

Editor : Management Planning Headquarters