

5

Corporate Data

- 68 Financial Highlights (Eleven-Years)
- 69 ESG Highlights (Three-Years)
- 70 Stock Information
- 71 Corporate Information /
Editor's Notes



Financial Highlights (Eleven-Years)

	FY2015	FY2016 ^{*1}	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022 ^{*2}	FY2023	FY2024	FY2025
Sales and Income (millions of yen)											
Net sales	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	1,188,097
Gross profit	61,985	67,104	71,348	76,051	79,645	81,527	81,162	81,759	82,395	86,358	88,982
Selling, general and administrative expenses	47,808	51,003	52,218	53,045	54,246	56,818	55,674	55,838	57,923	59,185	60,973
Operating profit	14,177	16,101	19,129	23,006	25,399	24,708	25,487	25,921	24,472	27,172	28,008
Ordinary profit	16,322	18,556	21,573	25,498	28,528	27,316	28,053	28,637	27,440	30,545	31,684
Profit	10,267	11,929	14,605	17,453	19,767	25,412	19,317	19,639	19,251	20,638	22,864
Depreciation	4,861	4,985	4,931	4,830	4,493	5,059	5,650	5,486	5,750	6,553	6,495
Capital expenditures	691	15,583	9,791	13,649	10,700	18,791	5,352	9,726	10,215	1,563	1,814
Financial Position (millions of yen)											
Total assets	318,186	351,880	361,363	387,399	393,603	418,756	435,501	448,877	476,936	495,697	507,048
Total net assets	143,535	154,976	166,921	183,435	197,237	218,297	235,428	243,741	259,700	277,962	287,669
Cash Flows (millions of yen)											
Cash flows from operating activities	23,204	5,226	24,721	24,107	23,565	21,005	28,745	21,949	16,594	26,790	20,675
Cash flows from investing activities	365	△19,327	△6,413	△15,830	△9,531	△3,788	△5,471	△10,170	△6,093	△6,268	△428
Cash flows from financing activities	△15,464	10,675	△17,876	△5,142	△17,323	△13,001	△8,225	△8,731	△5,177	△5,520	△11,324
Free cash flow (CF from operating activities + CF from investing activities)	23,569	△14,101	18,308	8,277	14,034	17,217	23,274	11,779	10,501	20,522	20,247
Per Share (yen)											
Earnings	161.58	187.73	229.84	274.65	311.07	399.90	303.98	310.34	306.33	328.40	366.46
Total net assets	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	4,664.19
Cash dividend per share	45.00	50.00	56.00	64.00	68.00	70.00	72.00	78.00	82.00	94.00	105.00
Ratios (%)											
Ratio of Gross profit to sales	7.80	7.80	7.74	7.87	7.84	7.79	7.85	7.82	7.46	7.50	7.49
Ratio of SG&A expenses to sales	6.02	5.93	5.66	5.49	5.34	5.43	5.39	5.34	5.25	5.14	5.13
Ratio of Operating profit to sales	1.79	1.87	2.07	2.38	2.50	2.36	2.47	2.48	2.22	2.36	2.36
Equity ratio	45.1	44.0	46.2	47.4	50.1	52.1	54.1	54.3	54.5	56.1	56.7
ROE (Return on equity)	7.44	7.99	9.07	9.96	10.39	12.23	8.51	8.20	7.65	7.68	8.08
ROIC (Return On Invested Capital)	5.40	6.23	6.97	8.32	8.84	8.30	8.10	7.84	7.02	7.35	7.19
ROA (Return On Assets)	5.07	5.54	6.05	6.81	7.31	6.73	6.57	6.48	5.93	6.28	6.32
PBR (Price Book value Ratio)	0.75	0.82	1.18	1.97	1.94	1.57	1.62	1.17	1.21	0.93	0.85
PER (Price Earnings Ratio)	10.45	10.62	13.49	20.75	19.35	13.48	19.71	14.66	16.39	12.53	10.86
Payout ratio	27.8	26.6	24.4	23.3	21.9	17.5	23.7	25.1	26.8	28.6	28.7
Number of employees											
	2,202	2,245	2,221	2,217	2,207	2,196	2,169	2,168	2,187	2,237	2,283

*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)

	FY2023	FY2024	FY2025
Environment			
CO ₂ emissions (t-CO ₂) Scope 1 + 2 + 3	6,213,704	6,420,949	6,638,259
Scope 1 + 2	23,496	21,383	20,335
Scope 1	3,262	2,627	2,589
Scope 2 ^{*1}	20,234	18,756	17,746
The amount of CO ₂ emissions reduced through procurement of non-fossil certificates	—	3,395	4,956
Scope 3 ^{*2}	6,189,933	6,399,566	6,617,924
Category 1 : Purchased goods and services	5,523,521	5,715,331	5,942,301
2 : Capital goods	36,855	5,638	6,543
3 : Fuel- and energy-related activities not included in Scope 1 or Scope 2	7,332	3,993	4,133
4 : Upstream transport and delivery ^{*3}	30,578	28,855	29,500
5 : Waste generated in operations	460	677	723
6 : Business travel	284	290	296
7 : Employee commuting	9,571	9,554	9,534
12 : End-of-life treatment of sold products	581,197	635,096	624,762
13 : Downstream Leased Assets	135	132	132
CO ₂ emissions per 100 million yen in sales (Scope 1 + 2)	2.1	1.9	1.7
CO ₂ emissions per 100 million yen in sales (Scope 3 category 4 "Upstream transport and delivery")	2.8	2.5	2.5
Energy usage (kl)	13,354	12,208	12,634
Of which electricity usage	11,994	11,067	11,510
Electricity usage (1,000kWh)	46,627	49,645	51,663
Water usage (m ³)	—	—	95,007

	FY2023	FY2024	FY2025
Governance			
Number of Directors	11	12	12
Percentage of outside directors	54.5	50.0	50.0
Percentage of female directors	18.2	16.7	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)	18.8	17.6	17.6

	FY2023	FY2024	FY2025
Society			
Number of employees	2,187	2,237	2,283
Average age of employees	46.1	45.4	44.5
Average number of years of continuous employment	19.3	18.7	18.1
Engagement Score ^{*4}	—	48.1	51.2
Training costs (millions of yen)	20	45	65
Training costs per employee (yen)	9,596	20,737	29,239
Percentage of female employees	19.6%	20.4	22.7
Number of female hires	38	53	80
Percentage of female hires	25.0	29.9	44.0
Of which, percentage of hires who are female graduates	41.3	43.0	61.3
Percentage of female employees in management positions	5.9	6.7	6.9
Percentage of mid-career employees in management position	65.4	65.3	65.6
Number of mid-career hires	92	104	75
Percentage of mid-career hires	59.4	56.2	41.0
Gender pay gap (All employees) (ratio)	45.9	48.1	54.3
Of which, full-time employees	68.5	76.1	72.6
Of which, part-time employees	88.2	90.1	109.2
Percentage of taking annual paid leave	64.5	66.3	70.1
Number of users of childcare support system (childcare leave)	39	48	61
Number of users of childcare support system (short working hours)	51	49	53
Percentage of employees returning to work after childcare leave	100.0	100.0	100.0
Percentage of male employees taking childcare leave	7.1	30.0	47.9
Percentage of turnover within three years of joining-for university graduation	11.5	15.4	15.2
Percentage of health check-ups uptake	100.0	100.0	100.0
Percentage of secondary health check-ups uptake	56.8	68.6	47.7
Number of users of the silver human resources, employment system (65 years old and over)	514	603	721
Percentage of employment of people with disabilities	2.7	2.7	2.8
Percentage of employees who are members of employee stock ownership plans	95.8	95.6	94.5

^{*1} "CO₂ reduction through environmental certificate procurement" is calculated based on the "national emission factor" and the "FIT adjustment factor" provided in the "Emission Factors by Electricity Utility (for submission in FY2025)."

^{*2} Scope 3 emissions are calculated with reference to the emission factor database (Ver. 3.5) 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.

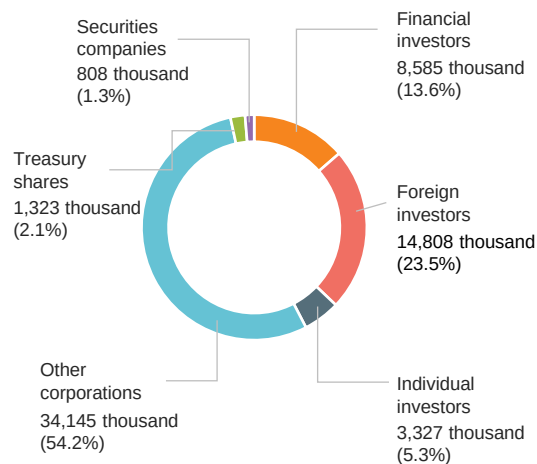
Stock Information (As of March 31, 2025)

Stock overview

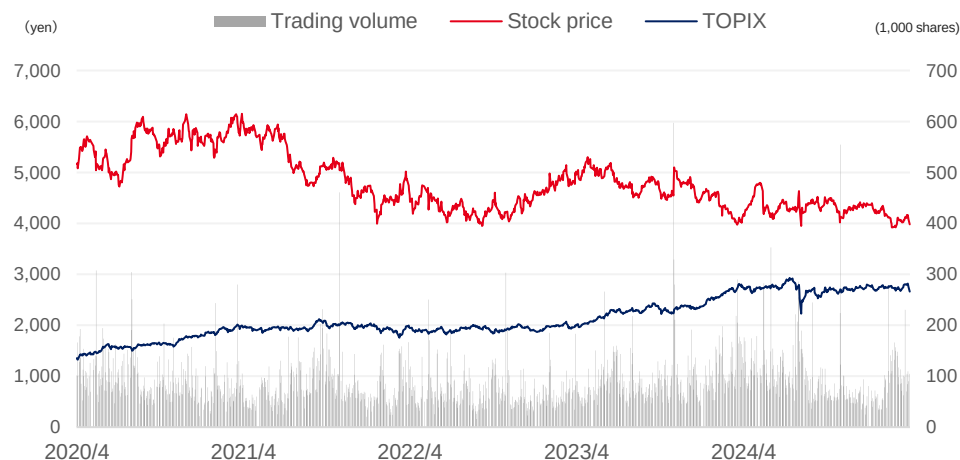
Stock code	8283
Stock listing	Tokyo Stock Exchange, Prime Market
Number of Shares Authorized	180,000,000
Number of Outstanding Shares	63,000,000
Number of Shareholders	3,533
Trading unit	100 shares
Transfer Agent for Common Stock	Mitsubishi UFJ Trust and Banking Corporation
The General Meeting of Shareholders	Held annually in June

Shareholder composition

(shareholding ratio)



Changes in stock prices



Major Shareholders

Shareholder Name	Shares held (1,000 shares)	Shareholding ratio (%)
MEDIPAL HOLDINGS CORPORATION	31,853	51.65
The Master Trust Bank of Japan, Ltd. (Trust Account)	4,930	7.99
Custody Bank of Japan, Ltd. (Trust Account)	1,726	2.80
JP MORGAN CHASE BANK 385632	1,372	2.23
PALTAC Employees Shareholders' Association	1,251	2.03
BBH FOR FIDELITY LOW-PRICED STOCK FUND	1,149	1.86
NORTHERN TRUST CO.(AVFC) RE FIDELITY FUNDS	1,122	1.82
BNYM AS AGT/CLTS NON TREATY JASDEC	903	1.47
GOVERNMENT OF NORWAY	856	1.39
STATE STREET BANK AND TRUST COMPANY 505103	784	1.27

* The above shareholding ratio is calculated after deducting treasury shares (1,323,911 shares).

Cash dividend per share

	FY2021	FY2022	FY2023	FY2024	FY2025
Total (yen)	72	78	82	94	105
Second quarter (yen)	36	39	41	45	50
Year-end (yen)	36	39	41	49	55

Total shareholder return

	FY2021	FY2022	FY2023	FY2024	FY2025
Total shareholder return (%)	112.5	87.2	97.4	82.4	81.8
(Comparison index: TOPIX (%))	(142.1)	(145.0)	(153.4)	(216.8)	(213.4)
Highest stock price (yen)	6,220	6,050	5,180	5,330	4,813
Lowest stock price (yen)	4,695	3,980	3,920	3,933	3,870

Corporate Information (As of March 31, 2025)

Corporate profile

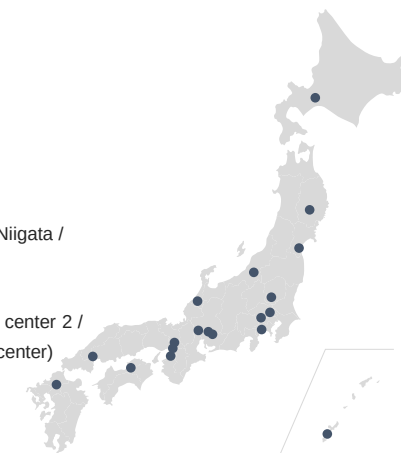
Corporate name	PALTAC CORPORATION
Head office	2-46 Honmachibashi, Chuo-ku Osaka City, Osaka Prefecture 540-0029 Tel: 06-4793-1050
Founded	1898
Established	1928
Share Capital	¥ 15,869 million
Number of employees	2,283 (Part-time employees: 5,574)

Our group companies

Related domestic company (non-consolidated)	HABA CREATION Co.,Ltd. (Chuo-ku, Osaka City)
Related overseas companies (non-consolidated)	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)
Tokyo Branch Office	(RDC Kanto / RDC Saitama / RDC Niigata / Tochigi distribution center)
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)
Kyusyu Branch Office	(RDC Kyusyu / RDC Okinawa)



External evaluation and certification / Participation in and endorsement of initiatives



2025 CONSTITUENT MSCI NIHONKABU
ESG SELECT LEADERS INDEX

2025 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX



Editor's Notes

No.006

We sincerely appreciate your time in reading our Integrated Report 2025 "WHAT'S PALTAC," and the generous support we received from many of you in its preparation.

In this report, we aimed to provide a more detailed view of the progress and outcomes from the first year of our medium-term management plan, "PALTAC VISION 2027," which is based on the long-term vision we announced last year. In particular, from the perspective of human capital management—recognizing that it is people who drive our initiatives—we have included voices from employees working on the front lines to help convey the background, challenges, and implementation status of each initiative more concretely. We hope this approach brings greater clarity to the reality of our efforts and the stance we take as a company.

As part of our commitment to transparency, we have also disclosed new non-financial information, including the number of occupational accidents related to safety management and the number of consultations received through our hotline and internal consultation desks. From a sustainability perspective, we have expanded our disclosures to include biodiversity and water resources. We hope this report will help deepen our dialogue with stakeholders.

This marks the sixth edition of our integrated report, and the valuable feedback we have received from stakeholders over the years is serving as a compass for us in its preparation. We have reflected your input in the content and structure of this report as well. We would be grateful if you could share your thoughts and comments through the survey available on our corporate website.

We will continue to incorporate the insights gained through dialogue into our business activities and strive to enhance our corporate value. We sincerely appreciate your continued support and cooperation.

Editor: Management Planning Headquarters