



# Pigeon ESG Databook 2022



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Environment Data	Page
Scope 1 and 2 CO2 Emissions	<a href="#">E01</a>
Scope 3 GHG Emissions for Pigeon Group	<a href="#">E02</a>
Calculation Methods for Scope 3 GHG Emissions	<a href="#">E03</a>
GHG Emissions of Lansinoh Business	<a href="#">E04</a>
Energy Consumption	<a href="#">E05</a>
Renewable Energy Consumption	<a href="#">E06</a>
Independent Verification of Scope 1 & 2 CO2 Emissions	<a href="#">E07</a>
Tree-Planting Activity	<a href="#">E08</a>
Water Withdrawal and Water Discharged	<a href="#">E09</a>
Water Withdrawal by Production Site	<a href="#">E10</a>
Water Discharged by Production Site	<a href="#">E11</a>
Industrial Waste Generated	<a href="#">E12</a>
Palm Oil and Palm Kernel Oil Usage	<a href="#">E13</a>
ISO 14001 Certification	<a href="#">E14</a>
Compliance status with Environmental Laws and Regulations	<a href="#">E15</a>

Social Data	Page
Employee Data for Pigeon Group	<a href="#">S01</a>
Employee Data for Pigeon Corporation	<a href="#">S02</a>
Differences in wages between male and female workers	<a href="#">S03</a>
Status of Recruitment for Pigeon Corporation	<a href="#">S04</a>
Directors and Officers Data for Pigeon Corporation	<a href="#">S05</a>
Paid Leave Take-up Rate & Overtime Hours per Employee	<a href="#">S06</a>
Utilization Status of HR Programs	<a href="#">S07</a>
Initiatives for Human Rights	<a href="#">S08</a>
Occupational Health and Safety (Employees)	<a href="#">S09</a>
Occupational Health and Safety (Contractors)	<a href="#">S10</a>
Education and Training	<a href="#">S11</a>
ISO 45001 (OHSAS 18001) Certification	<a href="#">S12</a>
ISO 9001 Certification	<a href="#">S13</a>
Amounts Spent on Social Contribution Activities	<a href="#">S14</a>

Governance Data	Page
Members and Attendance Status of Board of Directors, Board of Audit & Supervisory, and Committees	<a href="#">G01</a>
Remuneration of Board of Directors and Board of Audit & Supervisory	<a href="#">G02</a>
Responsible Dialogue with Shareholders and Other Investors	<a href="#">G03</a>
Compliance Status	<a href="#">G04</a>
Status of Whistle-blowing System	<a href="#">G05</a>

## Scope 1 and 2 CO2 Emissions of Pigeon Group

		FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Group	Scope 1 (tonnes of CO2)	3,198	2,959	2,911	2,855	2,346
	Scope 2 (tonnes of CO2)	25,005	23,972	22,062	20,655	9,395
	Scope 1&2 total (tonnes of CO2)	28,203	26,931	24,973	23,510	11,741
	Scope 1 & 2 emissions reduction ratio (%) compared to FY2018	-	-4.5%	-11.5%	-16.6%	-58.4%
	Emissions intensity per net sale (kg-CO2/million of JPY)	286.1	285.8	265.6	252.6	123.7
	Intensity reduction ratio(%) compared to FY2018	-	-0.1%	-7.2%	-11.7%	-56.8%

**Boundary:** Pigeon Corporation and all its consolidated subsidiaries in Japan and overseas, including Lanshinoh Business. (Coverage: 100%)

**Calculation method:**

Scope 1 emissions; Energy-derived CO2 emissions are covered. For Japan Business, CO2 emission factors specified in Japan's Act on Promotion of Global Warming Measures are applied.

For the overseas operations, CO2 emission factors published by local governments are used when available, otherwise, the emission factors published by IPCC or Japan's Act on Promotion of Global Warming Measures are applied.

Scope 2 emissions; Where supplier-specific CO2 emission factors are available, those are applied. Otherwise, the average CO2 emission factors of the country or electricity grid where operations locate are applied. CO2 emission factors for electricity consumption corresponding to the amount of renewable energy certificates purchased are set to zero.

## Scope 3 GHG emissions for Pigeon Group

Category			FY2021	
			GHG emissions (Thousand tonnes of CO2e)	Ratio (%)
Pigeon Group	Category 1	Purchased goods and services	176.4	74%
	Category 2	Capital goods	20.2	8%
	Category 3	Fuel- and energyrelated activities not included in Scope 1 or Scope 2	2.9	1%
	Category 4	Upstream transportation and distribution	9.2	4%
	Category 5	Waste generated in operations	4.0	2%
	Category 6	Business travel	0.5	0%
	Category 7	Employee commuting	2.3	1%
	Category 9	Downstream transportation and distribution	1.9	1%
	Category 11	Use of sold products	3.3	1%
	Category 12	End-of-life treatment of sold products	17.0	7%
	Category 14	Franchises	0.02	0%
	<b>Total</b>			<b>237.6</b>

**Boundary:** Pigeon Corporation and all its consolidated subsidiaries in Japan and overseas, including Lanshinoh Business. (Coverage: 100%)

For category 9, only Lansinoh Business is covered. Categories 8, 10, 13, and 15 are not relevant to us. Duplicate GHG emissions occurred from intra-group trading between Japan, China, Singapore and Lansinoh Businesses have been deleted.

**Calculation methods:** GHG emissions are calculated principally using "Emissions Unit Value Database for Accounting Greenhouse Gas Emissions, etc., by Organizations Throughout the supply chain (Ver.3.2)", published in March 2022 by Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry, hereafter, "Emissions Unit Value DB", or the LCI database "IDEA version 2.3" developed by the IDEA Laboratory established in Research Institute of Science for Safety and Sustainability, hereafter, "IDEA v2.3".

Please refer to the page 3 for calculation methods per category.

**Calculation methods for Scope 3 GHG emissions for Pigeon Group**

GHG emissions are calculated principally using "Emissions Unit Value Database for Accounting Greenhouse Gas Emissions, etc., by Organizations Throughout the supply chain (Ver.3.2)", published in March 2022 by Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry, hereafter, "Emissions Unit ValueDB DB", or the LCI database "IDEA version 2.3" developed by the IDEA Laboratory established in Research Institute of Science for Safety and Sustainability, hereafter, "IDEA v2.3".

Category		Calculation method
Category 1	Purchased goods and services	<p>Raw materials and packaging materials procured for products produced by the Pigeon Group, and products with Pigeon brand or Lansinoh brand produced by external suppliers such as baby foods and drinks are covered by the calculations. Raw materials and packaging materials consumed for the production of products with third-party's brands outside the Pigeon Group are not included in the calculations.</p> <p>For raw materials, materials, and purchased products whose weight can be determined, GHG emissions are calculated by multiplying mass of purchased materials and products (kg) by a GHG emission factor per unit of mass included in the IDEA v2.3.</p> <p>For those whose weight can not be determined, GHG emissions are calculated by multiplying monetary value of those purchased by a GHG emission factor per economic value included in either the Emissions Unit Value DB or the IDEA v2.3.</p> <p>The GHG emission factors for silicones were taken from the document titled <i>Silicon-Chemistry Carbon Balance: An assessment of Greenhouse Gas Emissions and Reductions</i>, Bernd Brandt et al.</p>
Category 2	Capital goods	GHG emissions are calculated by multiplying the Pigeon Group's capital investment in the reporting year by the emission factor per unit value set for each sector, which is included in the Emissions Unit Value DB.
Category 3	Fuel- and energyrelated activities not included in Scope 1 or Scope 2	<p>For each fuel, GHG emissions are calculated by multiplying fuel consumed by a upstream fuel emission factor included in the IDEA v2.3.</p> <p>Emissions associated with purchased electricity are calculated by multiplying electricity purchased, excluding electricity from renewable sources, by the "Emissions Unit Value set for purchased electricity" included in the Emissions Unit Value DB.</p>
Category 4	Upstream transportation and distribution	For chartered trucks, GHG emissions are calculated by estimating fuel consumption based on distance travelled and each vehicle's typical fuel efficiency. For transportations other than chartered trucks, GHG emissions are calculated by multiplying a GHG emission factor per tonne-km for each transportation service included in the IDEA v2.3 by the amount transported in tonne-kilometer, which are calculated by multiplying mass of goods transported by distance travelled.

Category		Calculation method
Category 5	Waste generated in operations	<p>GHG emissions are calculated by multiplying the amount of industrial waste emitted by waste type and treatment type by an emission factor specific to waste treatment service type (incineration or landfill disposal) included in the IDEA v2.3, or by an emission factor for recycling treatment specific to waste type" included in the Emissions Unit Value DB.</p> <p>For waste for which the weight emitted can not be identified, GHG emissions are calculated by multiplying the treatment cost by an emission factor per unit of economic value specific to waste treatment service (the values included in the "Emissions Unit Value Based on the Input-Output Model" in the Emissions Unit Value DB).</p>
Category 6	Business travel	<p>GHG emissions are calculated by multiplying expenditures for transportation fares by transportation mode, by an emission factor per economic value specific to mode of transport included in the Emissions Unit Value DB.</p> <p>Emissions associated with overnight stays during business travels are calculated by multiplying the number of overnight stays by the emission factor per number of overnight stay included in the Emissions Unit Value DB.</p>
Category 7	Employee commuting	<p>GHG emissions are calculated by multiplying the amount spent by means of commuting by an emission factor per economic value specific to mode of transport included in the Emissions Unit Value DB.</p>
Category 9	Downstream transportation and distribution	<p>GHG emissions are calculated based on the number and average weight of shipments and mailings in the Lansinoh business, and reference emission factor for weight categories of shipments and mailings.</p>
Category 11	Use of sold products	<p>GHG emissions are calculated by estimating the amount of energy consumed by our users during the period of product use.</p> <p>Indirect emissions associated with energy consumed when our customers use electric sterilizers sold by other companies out of the Pigeon Group, when they boil their baby bottles, or when they use microwaves in order to sterilize their bottles are not included.</p>
Category 12	End-of-life treatment of sold products	<p>For products sold by the Pigeon Group, GHG emissions are calculated by multiplying the mass of each product sold (kg) by an GHG emission factor specific to waste type included in the Emissions Unit Value DB.</p>
Category 14	Franchises	<p>This category covers the franchised childcare business operated by Pigeon Hearts Corporation.</p> <p>GHG emissions are calculated by multiplying the total floor area of childcare facilities for the business by the emission factor per floor space specific to building use included in the Emissions Unit Value DB.</p>

## GHG Emissions of Lansinoh Business

(Thousand tonnes of CO2e)

		FY 2019	FY 2020	FY 2021	
Lansinoh Business	Scope 1	0.1	0.1	0.1	
	Scope 2	0.9	0.3	0.0	
	Scope 3	19.7	22.6	19.3	
	Category 1	Purchased goods and services <sup>*1</sup>	12.7	14.6	13.1
	Category 2	Capital goods	0.4	0.3	0.3
	Category 3	Fuel- and energyrelated activities not included in Scope 1 or Scope 2	0.1	0.1	0.1
	Category 4	Upstream transportation and distribution	1.5	1.8	1.8
	Category 5	Waste generated in operations	0.0	0.0	0.0
	Category 6	Business travel	0.6	0.1	0.0
	Category 7	Employee commuting	0.3	0.2	0.1
	Category 9	Downstream transportation and distribution	2.2	3.4	1.9
	Category 11	Use of sold products	0.1	0.1	0.1
	Category 12	End-of-life treatment of sold products	1.7	1.8	1.8

**Boundary:** Lansinoh Laboratories, Inc. and all its subsidiaries

<sup>\*1</sup> GHG emissions associated with Lansinoh brand's products that were manufactured by Pigeon Group companies other than LMD are included in the category 1 emissions.

**[Reference] GHG emissions reduction targets of Lansinoh group (These targets have been approved by the Science Based Targets initiative)**

Scope 1 & 2 : To reduce absolute GHG emissions 46% by 2030 from a 2019 base year

Scope 3: To Reduce GHG emissions 69% per value added by 2030 from a 2019 base year

## Energy Consumption of Pigeon Group

(MWh)

	Energy carriers	FY2021	FY2022
Pigeon Group	Fossil fuels	12,612	10,423
	Biofuels	96	131
	Purchased electricity	36,962	33,114
	Purchased heat	24	26
	Electricity generated by own solar panels installed at our manufacturing sites	2,328	3,368
	Total	52,022	47,062

**Boundary:** Pigeon Corporation and all its consolidated subsidiaries in Japan and overseas. (Coverage: 100%)

**Calculation methods:** Fossil fuels covered are residual oil A, city gas, natural Gas, liquefied natural gas (LNG), liquefied petroleum gas (LPG), diesel oil, and gasoline.

Energy of fossil fuels is calculated using unit calorific values specified in Japan's Energy Conservation Law.



## Renewable Energy Consumption and CO2 Emission Reduced

		FY2019			FY2020		
		Consumption (MWh)	Percentage of total electricity consumption (%)	CO2 reduced <sup>*4</sup> (tonnes of CO2)	Consumption (MWh)	Percentage of total electricity consumption (%)	CO2 reduced <sup>*4</sup> (tonnes of CO2)
Pigeon Group	Total electricity consumption (renewable & non-renewable sources) <sup>*1</sup>	39,973	-	-	39,630	-	-
	Electricity generated from renewable energy sources	880	2%	711	1,928	5%	1,233
	Of which, electricity generated by our solar panels <sup>*2</sup>	880	2%	711	1,159	3%	944
	Of which, purchased electricity	0	0%	0	769	2%	289
	Renewable Energy Certificates (RECs) purchased <sup>*3</sup>	0	0%	0	1,855	5%	800

		FY2021			FY2022		
		Consumption (MWh)	Percentage of total electricity consumption (%)	CO2 reduced <sup>*4</sup> (tonnes of CO2)	Consumption (MWh)	Percentage of total electricity consumption (%)	CO2 reduced <sup>*4</sup> (tonnes of CO2)
Pigeon Group	Total electricity consumption (renewable & non-renewable sources) <sup>*1</sup>	39,290	-	-	36,482	-	-
	Electricity generated from renewable energy sources	3,649	9%	2,127	6,021	17%	3,085
	Of which, electricity generated by our solar panels <sup>*2</sup>	2,328	6%	1,617	3,368	9%	2,005
	Of which, purchased electricity	1,321	3%	510	2,653	7%	1,079
	Renewable Energy Certificates (RECs) purchased <sup>*3</sup>	3,364	9%	1,462	13,844	38%	7,174

**Boundary:** Pigeon Corporation and all its consolidated subsidiaries in Japan and overseas. (Coverage: 100%)

<sup>\*1</sup> Electricity generated by own solar panels is included in.

<sup>\*2</sup> Electricity generated by solar panels installed at our production sites and non-production sites are covered.

<sup>\*3</sup> Purchases of Renewable Energy Certificates (RECs) and J-credits generated from solar power generation are covered.

<sup>\*4</sup> CO2 emissions reduced are calculated by multiplying CO2 emission factors of electricity in each fiscal year, either a factor specific to the electricity supplier or an average factor for the country in which the site locates, by in-house power generation and the quantity of RECs purchased respectively.

## Independent Verification of Scope 1 and 2 CO2 Emissions for FY2021

Verified companies	Verification Body	Issue date of Verification Report
Pigeon Home Products Corporation	Japan Quality Assurance Organization	7 June 2022.
Pigeon Manufacturing Ibaraki Corporation		
Pigeon Manufacturing Hyogo Corporation		
Pigeon Manufacturing (Shanghai) Co., Ltd.	SGS-CSTC Standard Technical Services Co., Ltd.	9 September 2022.
Pigeon Industries (Changzhou) Co., Ltd.	Hangzhou WIT Assessment Co., Ltd.	27 July 2022.
Pigeon India Pvt. Ltd.	URS Verification Pvt. Ltd.	8 June 2022.
Pigeon Industries (Thailand) Company Limited	Lloyd's Register International (Thailand) Ltd.	20 June 2022.
Thai Pigeon Company Limited	Lloyd's Register International (Thailand) Ltd.	25 October 2022.
Lansinoh Laboratories Inc.	GUTcert	29 August 2022.

A total of scope 1 and 2 CO2 emissions of the above nine companies verified for FY2021 were 16,619t-CO2.

This emissions accounted for 71% of the Pigeon Group's total scope 1 and 2 CO2 emissions of 23,510t-CO2 for FY2021.

## Tree-Planting Activities

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Pigeon Group	Accumulated number of seedlings planted(pcs)	140,000	145,000	151,500	168,724	186,028
	Annual number of seedlings planted(pcs)	5,000	5,000	6,500	17,224	17,304
Pigeon Corporation	Accumulated number of seedlings planted(pcs)	140,000	145,000	150,000	152,500	155,000
	Annual number of seedlings planted(pcs)	5,000	5,000	5,000	2,500	2,500
	Annual CO2 absorption (t-CO2)* <sup>1</sup>	-	-	-	507	506
	Of which, in the Pigeon owned forest (Miwa no Mori)					
	Accumulated number of seedlings planted(pcs)	60,000	65,000	70,000	72,500	75,000
	Of which, in a government owned forest					
	Accumulated number of seedlings planted(pcs)	80,000	80,000	80,000	80,000	80,000
Annual CO2 fixation (t-CO2)* <sup>2</sup>	148	148	148	-	-	
Water storage and purification benefits (m <sup>3</sup> )* <sup>2</sup>	11,889	11,975	12,021	12,021	-	

In Japan, since 1987, we have continued our tree-planting activity in government owned forest as "Newborn Baby Commemorative Tree-Planting Campaign". After 2007 onwards, the activity shifted its location to company owned forest, Pigeon Miwa no Mori.

\*<sup>1</sup>Based on calculation tool publicized by Ministry of Agriculture, Forestry and Fisheries

\*<sup>2</sup>Cited from "Corporate Forest Environmental Contribution Assessment Report for Pigeon Corporation" prepared by the Kanto Regional Forest Office.

## Water Withdrawal by Source and Water Discharged by Destination (Production Sites)

Unit: 1,000m<sup>3</sup>

	FY2020		FY2021		FY2022	
	Total of all production sites	PIGEON INDIA PVT.LTD. (India) in water stressed area*	Total of all production sites	PIGEON INDIA PVT.LTD. (India) in water stressed area*	Total of all production sites	PIGEON INDIA PVT.LTD. (India) in water stressed area*
Total water withdrawal	219	0.9	212	1.2	181	1.1
Surface water from rivers, lakes, natural ponds	38	0.0	32	0.0	39	0.0
Groundwater from wells, boreholes	65	0.9	61	1.2	53	1.1
Seawater	0	0.0	0	0.0	0	0.0
Municipal potable water	116	0.0	119	0.0	89	0.0
Harvested rainwater	0	0.0	0	0.0	0	0.0
Used quarry water collected in the quarry	0	0.0	0	0.0	0	0.0
Wastewater from other organizations	0	0.0	0	0.0	0	0.0
Total water discharged	170	0.7	171	0.9	142	0.8
Surface water	84	0.0	88	0.0	65	0.0
Groundwater	0	0.0	0	0.0	0	0.0
Seawater	0	0.0	0	0.0	0	0.0
Sewerage	61	0.0	63	0.0	53	0.0
Discharge to other organizations	24	0.7	20	0.9	23	0.8
Total water consumption	50	0.2	41	0.3	39	0.3

**Boundary:** Pigeon Corporation's all manufacturing subsidiaries (Coverage: 100% of production sites of the Pigeon Group)

\* A production site in a water stressed area : We determine a water stressed area based on the value of “total renewable water resources per capita” sourced from FAO’s Aquastat. We determine a country with less than 1700 m<sup>3</sup> of total renewable water per capita as a water stresses area.

Among ten production sites of the Pigeon Group, PIGEON INDIA PVT.LTD, is the only facility located in water stressed area, India. PIGEON INDIA's sales excluding internal sales accounted for 0.9% of the consolidated sales in 2022. It mainly manufactures molded products such as plastic baby nursing bottles and silicone nipples.

## E10\_Water Withdrawal by Production Site

[Back to TOC](#)

## Water Withdrawal by Production Site

Unit: 1,000m<sup>3</sup>

Country	Company	FY2019	FY2020	FY2021	FY2022
Japan	Pigeon Home Products Corporation	55	64	60	52
	Pigeon Manufacturing Hyogo Corporation	10	11	10	9
	Pigeon Manufacturing Ibaraki Corporation	20	20	23	14
China	PIGEON MANUFACTURING (SHANGHAI) CO., LTD.	28	24	30	28
	PIGEON INDUSTRIES (CHANGZHOU) CO., LTD.	23	21	16	9
Thailand	PIGEON INDUSTRIES (THAILAND) CO., LTD.	37	34	26	31
	THAI PIGEON CO., LTD.	29	25	26	22
India	PIGEON INDIA PVT. LTD.	2	1	1	1
Indonesia	PT PIGEON INDONESIA	11	17	17	12
Turkey	LANSINOH LABORATORIES MEDICAL DEVICES	3	3	4	4
	DESIGN INDUSTRY AND COMMERCE LTD.CO.				
Total water withdrawals		218	219	212	181

**Boundary:** Pigeon Corporation's all manufacturing subsidiaries (Coverage: 100% of production sites of the Pigeon Group)

## E11\_Water Discharged by Production Site

[Back to TOC](#)

## Water Discharged by Production Site

Unit: 1,000m<sup>3</sup>

Country	Company	FY2019	FY2020	FY2021	FY2022
Japan	Pigeon Home Products Corporation	49	57	54	46
	Pigeon Manufacturing Hyogo Corporation	4	6	6	5
	Pigeon Manufacturing Ibaraki Corporation	10	9	15	7
China	PIGEON MANUFACTURING (SHANGHAI) CO., LTD.	24	21	25	24
	PIGEON INDUSTRIES (CHANGZHOU) CO., LTD.	18	17	14	8
Thailand	PIGEON INDUSTRIES (THAILAND) CO., LTD.	22	19	15	18
	THAI PIGEON CO., LTD.	23	20	20	18
India	PIGEON INDIA PVT. LTD.	1	1	1	1
Indonesia	PT PIGEON INDONESIA	10	17	17	12
Turkey	LANSINOH LABORATORIES MEDICAL DEVICES	3	3	4	4
	DESIGN INDUSTRY AND COMMERCE LTD.CO.				
Total Water Discharged		164	170	171	142

**Boundary:** Pigeon Corporation's all manufacturing subsidiaries (Coverage: 100% of production sites of the Pigeon Group)

## Industrial Waste Generated

		FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Group	Total industrial waste generated (tonnes)	3,903	3,663	3,835	3,770	3,383
	Reused or recycled industrial waste <sup>*1</sup> (tonnes)	2,856	2,694	3,415	3,500	3,185
	Ratio of reuse or recycled waste (%)	73%	74%	89%	93%	94%
	Non-recycled industrial waste <sup>*2</sup> (tonnes)	1,048	969	420	271	198
	Hazardous waste included in industrial waste generated (tonnes)	135	99	81	116	97
	Industrial waste intensity [non-recycled industrial waste volume <sup>*2</sup> (kg) per net sales (million of JPY)]	10.6	10.3	4.5	2.9	2.1
	Intensity reduction ratio(%) compared to FY2021	-	-3%	-57%	-35%	-28%
	Intensity reduction ratio(%) compared to FY2018	-	-3%	-58%	-73%	-80%

**Boundary:** Pigeon Corporation and all its consolidated subsidiaries in Japan and overseas (Coverage: 100%)

\*1 The definition of recycling includes thermal recovery.

\*2 This indicator covers Industrial waste were not reused or recycled.

## Palm Oil and Palm Kernel Oil Usage and RSPO Credit Purchased

Type	Amount Used <sup>*1</sup> (tonnes)		RSPO Credits Purchased and Claimed <sup>*2</sup> (tonnes)	
	FY2021	FY2022	FY2021	FY2022
Palm oil	176	244	CSPO : 25	CSPO : 52
Palm kernel oil	346	432	CSPKO: 28	CSPKO: 56

**Scope of data collection:** Pigeon Home Products Corporation, Pigeon Singapore Pte. Ltd., Pigeon Industries (Thailand) Co., Ltd., and PT PigeonBaby Lab Indonesia.

For Pigeon Home Products Corporation, raw materials used for only products manufactured by itself are covered.

Covered items are detergents, cleaning products, and skincare products.

\*1 These figures present the amount of palm oil or palm kernel oil converted from mass of ingredients that are derived from oil palm contained in raw materials.

\*2 These reported figures are not audited through RSPO Certification.



## ISO 14001 Certified Companies

Company	Location
Tsukuba Office, Pigeon Corporation	Ibaraki Prefecture, Japan
Pigeon Home Products Corporation	Shizuoka Prefecture, Japan
Pigeon Manufacturing Hyogo Corporation	Hyogo Prefecture, Japan
Pigeon Manufacturing Ibaraki Corporation	Ibaraki Prefecture, Japan
PIGEON MANUFACTURING (SHANGHAI) CO., LTD.	China
PIGEON INDUSTRIES (CHANGZHOU) CO., LTD.	China
PIGEON INDIA PVT. LTD.	India
PIGEON INDUSTRIES (THAILAND) CO., LTD.	Thailand
THAI PIGEON CO., LTD.	Thailand
PT PIGEON INDONESIA	Indonesia
LANSINOH LABORATORIES MEDICAL DEVICES DESIGN INDUSTRY AND COMMERCE LTD. CO.	Turkey

\*The acquisition rate for all production sites, subject to acquisition, is 100%.

## Compliance status with Environmental Laws and Regulations

		FY 2020	FY 2021	FY2022
Pigeon Group	Number of non-compliance (case)	1	1	0
	Total fines (1,000 JPY)	152	152	0

FY2020: The value of grease and oil in wastewater exceeded the effluent standard at PIGEON INDUSTRIES (THAILAND) CO., LTD.

FY2021: The value of COD in wastewater exceeded the effluent standard at PIGEON INDUSTRIES (THAILAND) CO., LTD. due to a failure of wastewater

## Employee Data for Pigeon Group

			FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Group	Number of employees	Total <sup>*1</sup> (persons)	3,875	3,954	3,886	3,935	3,803
		Male (persons)	1,475	1,441	1,465	1,493	1,456
		Female (persons)	2,400	2,513	2,421	2,442	2,347
		Female ratio (%)	62%	64%	62%	62%	62%
		Japanese nationality (persons)				1,320	1,251
		Foreign nationality (persons)				2,615	2,552
		Foreign nationality ratio(%)				66%	67%
		Average number of temporary hires (persons)	1,322	1,243	1,181	1,085	1,031
		Annual average ratio of temporary hires <sup>*2</sup> (%)	25%	24%	23%	22%	21%
		Number of managers <sup>*3</sup>	Total <sup>*1</sup> (persons)	-	-	478	469
	Male (persons)		-	-	287	275	264
	Female (persons)		-	-	191	194	177
	Female ratio (%)		-	-	40%	41%	40%
	Employment ratio of persons with disabilities (%)		-	-	0.4%	0.6%	0.7%
	Voluntary turnover of regular employees (%)		-	-	9%	15%	19%

\*1 Does not include the number of temporary employees.

\*2 For FY2018 to FY2021 the formula for calculating the ratio of temporary employees has been reviewed, and the values disclosed have been corrected accordingly.

\*3 The number of managers and the ratio of female managers in the Pigeon Group for FY2021 have been restated due to re-examination of data.

## Employee Data for Pigeon Corporation

			FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Corporation	Number of employees	Total <sup>*1</sup> (persons)	359	361	373	368	345
		Male (persons)	226	223	226	218	205
		Female (persons)	133	138	147	150	140
		Female ratio (%)	37%	38%	39%	41%	41%
		Foreign nationality (persons)	8	8	9	8	7
		Foreign nationality ratio(%)	2%	2%	2%	2%	2%
		Average number of temporary hires (persons)	147	102	102	98	150
		Annual average ratio of temporary hires <sup>*2</sup> (%)	29%	22%	21%	21%	30%
	Number of managers	Total <sup>*1</sup> (persons)	71	76	75	71	65
		Male (persons)	59	61	59	54	48
		Female (persons)	12	15	16	17	17
		Female ratio (%)	17%	20%	21%	24%	26%
		Foreign nationality ratio(%)	-	-	-	-	2%
		Mid-career hires at management positions (%)	-	-	44%	42%	46%
	Employment ratio of persons with disabilities (%)		2%	3%	3%	3%	3%
	Voluntary turnover of regular employees (%)		3%	3%	1%	2%	5%
	Average age	Average (age)	43	43	43	43	43
		Male (age)	45	45	44	44	45
		Female (age)	40	41	41	40	41
	Average service Years	Average (years)	16	16	15	15	15
		Male (years)	17	17	16	16	17
		Female (years)	14	14	13	13	13

\*1 Does not include the number of temporary employees.

\*2 The formula for calculating the ratio of temporary employees for FY2020 and FY2021 has been reviewed and the values disclosed have been corrected accordingly.

## Differences in wages between male and female workers for Pigeon Corporation

			FY2022
Pigeon Corporation	Differences in wages between male and female workers (%)	All workers	63.4
		Fulltime workers	78.3
		Non-fulltime workers	45.5

Period covered: January - December 2022

Calculated in accordance with the provisions of the "Act on the Promotion of Women's Active Engagement in Professional Life" (Law No. 64, 2015).

Wages include base salary, bonuses, and substandard wages.

There is no gender-based difference in wages for equal work between male and female workers.

The main reason for the difference in wages between male and female fulltime workers is due to the difference in average length of service.

In addition, the main reason for the difference in wages between male and female non-fulltime workers is that men tend to be full-time workers, while women tend to work shorter hours.

Status of Recruitment for Pigeon Corporation

			FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Corporation	Number of hires, new graduates	Total (persons)	9	9	8	8	3
		Male (persons)	3	6	4	1	0
		Female (persons)	6	3	4	7	3
	Number of hires, mid-Career	Total (persons)	19	17	16	5	5
		Male (persons)	8	10	7	1	1
		Female (persons)	11	7	9	4	4
	Total number of hires	Total (persons)	28	26	24	13	8
	Ratio of mid-career hires to the total of hires	Ratio (%)	68%	65%	67%	38%	63%
	Ratio for new graduate employees who left within three years after they join the Company	Ratio (%)	20%	18%	42%	0%	0%
		Male (%)	0%	13%	43%	0%	0%
Female (%)		29%	33%	40%	0%	0%	

## Directors and Officers Data for Pigeon Corporation

(as of the end of each fiscal year)

			FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Corporation	Number of directors (including outside directors)	Total (persons)	11	10	12	12	10
		Male (persons)	10	9	9	9	7
		Female (persons)	1	1	3	3	3
		Female ratio (%)	9%	10%	25%	25%	30%
	Audit & supervisory board members (including outside members)	Total (persons)	4	4	4	4	4
		Male (persons)	4	3	3	3	3
		Female (persons)	0	1	1	1	1
		Female ratio (%)	0%	25%	25%	25%	25%
	Managing officers	Total (persons)	14	13	13	11	12
		Male (persons)	12	12	12	10	11
		Female (persons)	2	1	1	1	1
		Female ratio (%)	14%	8%	8%	9%	8%
	Gender ratio of directors, audit & supervisory board members , managing officers	Male (%)	90%	89%	83%	81%	81%
		Female (%)	10%	11%	17%	19%	19%

S06\_Paid Leave Take-up Rate & Overtime Hours per Employee

[Back to TOC](#)

Paid Leave Take-up Rate and Overtime Hours per Employee

			FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Corporation	Paid leave take-up rate (%)	Including employees at management positions	61%	70%	64%	70%	83%
	Annual overtime hours worked per employee (hours)	Excluding employees at management positions	65	100	80	99	70
	Monthly overtime hours worked per employee (hours)	Excluding employees at management positions	5	8	7	8	6



## Utilization Status of HR Programs

		FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Corporation	Number of employees who took family care leave (persons)	-	-	0	1	0
	[Female] Number of employees who took childcare leave (persons)	4	6	8	10	11
	[Female] Childcare leave take-up rate* <sup>1</sup> (%)	100%	100%	100%	100%	100%
	[Male] Number of employees who took childcare leave (persons)	6	10	7	4	7
	[Male] Childcare leave take-up rate* <sup>1</sup> (%)	100%	100%	100%	100%	100%
	Return rate after childcare leave (%)	100%	100%	100%	100%	83%* <sup>2</sup>
	Retention rate of employees returning to work from childcare leave* <sup>3</sup> (%)	-	-	-	-	100%
	Number of employees who took leave or temporary retirement for life design * <sup>4</sup> (persons)	0	1	2	1	1
	Number of employees who performed work for another company outside the Pigeon Group within a certain period of time (persons)	-	-	2	2	1
	Number of employees hired through internal job postings (persons)	-	-	1	0	2
	Number of employees who took volunteering or pro bono leave (persons)	-	-	0	22	32
	Cumulative total number of employees who took volunteering or pro bono leave (persons)	-	-	-	-	40
	Total hours of volunteering or pro bono leave taken (hours)	-	-	-	-	150

\*<sup>1</sup> Ratio of employees took a childcare leave to a total of eligible employees during the period when they were eligible to take the leave.

\*<sup>2</sup> Five employees out of the six eligible employees returned to their works.

\*<sup>3</sup> Ratio of numebr of employees retained 12 months after returning to work following a period of childcare leave.

\*<sup>4</sup> A leave or leave of absence of up to two years for the purpose of infertility treatment or adoption.

## Initiatives for Human Rights

		FY2020	FY2021	FY2022
Pigeon Group	Number of times of human rights training conducted for employees* <sup>1</sup> (times)	8	14	18
	Number of violations of employee's human rights* <sup>2</sup> (cases)	0	0	1

\*<sup>1</sup> Values disclosed for FY2020 and FY2021 have been restated due to re-examination of data for those periods.

Training on the theme of human rights conducted for employees is counted.

Training on the same theme conducted more than once is counted as one training session.

\*<sup>2</sup> Results from internal questionnaire surveys

We have conducted CSR assessment surveys for our suppliers since 2021.

The results of the surveys are disclosed on the section "Promoting CSR Procurement" included in our Sustainability page.

[https://www.pigeon.co.jp/sustainability/csr\\_procurement/](https://www.pigeon.co.jp/sustainability/csr_procurement/)

## Occupational Health and Safety (Employees)

		FY2020	FY2021	FY2022
Pigeon Group	Number of occupational fatalities and injuries both with lost-time and non lost-time (persons)	65	74	48
	Number of occupational fatalities (persons)	0	0	0
	Number of occupational injuries (persons)	53	37	39
	Of which, number of non-fatal injuries causing an absence from work of at least one day (persons)	6	5	12
	Of which, number of serious injuries* <sup>1</sup> (persons)	1	0	0
	Lost-time injury frequency rate due to occupational accidents* <sup>2</sup> (per one million hours worked)	0.59	0.50	1.25
	Number of fatalities due to commuting accidents (persons)	0	0	0
	Number of injuries due to commuting accidents (persons)	12	37	9
	Of which, number of non-fatal injuries causing an absence from work of at least one day (persons)	6	10	4
	Of which, number of serious injuries* <sup>1</sup> (persons)	1	1	0
	Number of participants in training related to occupational health and safety standards (persons)	2,491	2,137	1,654
	Number of cases of labor conflicts and disputes occurred* <sup>3</sup> (cases)	-	-	1
	Number of violations of labor-related laws and regulations (cases)	-	-	0

Scope of data: Permanent, contract, and temporary employees employed by Pigeon Corporation or its consolidated subsidiaries in Japan and overseas. For FY2020 data, temporal employees are not covered.

\*<sup>1</sup> Definition of serious injury : Injury that results in injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

\*<sup>2</sup> Total number of fatalities and injuries due to occupational accidents per one million hours worked.

The numerator is the sum of fatalities and non-fatal injuries causing an absence from work of at least one day due to occupational accidents.

\*<sup>3</sup> In FY2022, a dispute over labor occurred at an overseas subsidiary.

Occupational Health and Safety (Contractors)

		FY2022
Pigeon Group	Number of occupational fatalities both with lost-time and non lost-time (persons)	0
	Number of occupational injuries both with lost-time and non lost- time (persons)	2
	Of which, number of non-fatal injuries causing an absence from work of at least one day (persons)	2
	Of which, number of serious injuries (persons)*	0

Scope of data: Workers who are not our employees but whose work and/or workplace is controlled by Pigeon Group companies are covered.

Fatality or injury due to a commuting accidents is not covered.

\*Definition of serious injury : Injury that results in injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

## Education and Training

		FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Group	Training achievements to improve knowledge, skills, and abilities					
	Total number of employees who participated (participants)	-	-	-	-	3,322
	Total hours of training for skill development (hours)	-	-	-	-	55,688
	Average training hours per employee (hours/year)	-	-	-	-	15
	Average training days per employee* <sup>1</sup> (days/year)	-	-	-	-	2
Pigeon Group	Major group common training					
	Ratio of Compliance Training Implementation* <sup>2</sup> (%)	-	-	100%	100%	100%
Pigeon Corporation	Training achievements to improve knowledge, skills, and abilities					
	Total hours of training for skill development (hours)	-	-	418	8,741	3,795
	Average training hours per employee (hours/year)	-	-	1	21	11
	Average training days per employee* <sup>1</sup> (days/year)	-	-	0	3	1.5
	Major Training Achievements: Number of Participants* <sup>3</sup> (participants)					
	Development of female human resources: Training for Promotion of Women's Activities	6	0	2	1	0
	Management personnel development : Next Generation Management Personnel Development Selection Training	-	-	-	21	15
	Developing global human resources: Global Leadership Training	23	12	11	33	33
	Developing human resources to promote innovation: Right-brain Thinking, Design Thinking Training, etc.	-	-	-	250	0
	Respect for human rights: Diversity Mindset and LGBT Training	-	-	-	-	430

\*<sup>1</sup> Defined a day as 7.5 hours

\*<sup>2</sup> Annual training at all group companies

\*<sup>3</sup> Due to the impact of COVID-19, online courses are included.

## ISO 45001 (OHSAS 18001) Certified Companies

Company	Location
Pigeon Home Products Corporation	Shizuoka Prefecture, Japan
Pigeon Manufacturing Hyogo Corporation	Hyogo Prefecture, Japan
Pigeon Manufacturing Ibaraki Corporation	Ibaraki Prefecture, Japan
Thai Pigeon Co., Ltd.	Thailand
Pigeon Industries (Thailand) Co., Ltd.	Thailand
Pigeon Manufacturing (Shanghai) Co., Ltd.	China
Pigeon Industries (Changzhou) Co., Ltd.	China
Pigeon India Pvt. Ltd.	India
PT Pigeon Indonesia	Indonesia
Lansinoh Laboratories Medical Devices Design Industry and Commerce Ltd.Co.	Turkey

\*The acquisition rate for all production sites, subject to acquisition, is 100%.

## ISO 9001 Certified Companies

Company	Location
Pigeon Corporation	Tokyo, Japan
Pigeon Home Products Corporation	Shizuoka Prefecture, Japan
Pigeon Manufacturing Hyogo Corporation	Hyogo Prefecture, Japan
Pigeon Manufacturing Ibaraki Corporation	Ibaraki Prefecture, Japan
Thai Pigeon Co., Ltd.	Thailand
Pigeon Industries (Thailand) Co., Ltd.	Thailand
Pigeon (Shanghai) Co., Ltd.	China
Pigeon Manufacturing (Shanghai) Co., Ltd.	China
Pigeon Industries (Changzhou) Co., Ltd.	China
Pigeon India Pvt. Ltd.	India
Pigeon Singapore Pte.Ltd.	Singapore
PT Pigeon Indonesia	Indonesia
Lansinoh Laboratories Medical Devices Design Industry and Commerce Ltd.Co.	Turkey

\*The acquisition rate for all sites, subject to acquisition, is 100%.

## Amounts Spent on Social Contribution Activities

Unit: millions of JPY

		FY2020	FY2021	FY2022
Pigeon Group	Total amount spent* <sup>1</sup>	120	101	100
	Of which, total value of monetary donations and goods donated to non-profit organizations* <sup>2</sup>	69	61	81
	* <sup>2</sup> Major Donation Recipients			
	Japan Human Milk Bank Assosiation			
	The Pigeon Scholarship Foundation			
	Japan Institute of Invention and Innovation			
	The Nature Conservation Society of Japan			

\*<sup>1</sup> Since FY2022, the expenses for tree planting activities to be conducted as a part of the "Newborn Baby Commemorative Tree-Planting Campaign" have not been included.



Members and Attendance Status of Board of Directors, Board of Audit & Supervisory, and Committees (FY2022<sup>\*1</sup>)

◎: Chair ○: Participant in attendance

Name			Board of Directors		Audit & Supervisory Board		Remuneration Committee		Nominated Committee		Governance Committee	
			Affiliation	Attendance	Affiliation	Attendance	Affiliation	Attendance	Affiliation	Attendance	Affiliation	Attendance
				FY2022		FY2022		FY2022		FY2022		
Directors	Norimasa Kitazawa		○	(7/7 100%)			○	(6/6 100%)	○	(6/6 100%)	○	(5/5 100%)
	Tadashi Itakura		○	(7/7 100%)							○	(5/5 100%)
	Kevin Vyse-Peacock		○	(7/7 100%)								
	Takayuki Nitta	Outside	○	(7/7 100%)			◎	(6/6 100%)	◎	(6/6 100%)		
	Rehito Hatoyama	Outside	○	(7/7 100%)							◎	(5/5 100%)
	Chiaki Hayashi	Outside	○	(7/7 100%)							○	(5/5 100%)
	Eriko Yamaguchi	Outside	○	(7/7 100%)			○	(6/6 100%)	○	(6/6 100%)		
	Yumiko Miwa <sup>*2</sup>	Outside	○	(4/5 80%)			○	(5/5 100%)	○	(5/5 100%)		
Audit & Supervisory Board Members	Hiroshi Nishimoto		○	(7/7 100%)	◎	(8/8 100%)						
	Koji Ishigami <sup>*2</sup>		○	(7/7 100%)	○	(4/4 100%)						
	Koichi Otsu	Outside	○	(7/7 100%)	○	(8/8 100%)					○	(5/5 100%)
	Atsuko Taishido	Outside	○	(7/7 100%)	○	(8/8 100%)					○	(5/5 100%)

\*1 Excluding those who retired at the end of the 66th Ordinary General Meeting of Shareholders, held on March 30, 2023.

\*2 These member are elected and has taken office at the 65th Ordinary General Meeting of Shareholders, held on March 30, 2022.

1. Total Remuneration Paid to Directors and Audit & Supervisory Board Member  
(including employees and officers concurrently serving subsidiary companies)

Executive category	FY2022					No. of executives in each category (Persons)
	Total remunerations, etc. (millions of JPY)	Total remunerations by type (millions of JPY)			Non-monetary compensation, etc., of the left	
		Fixed remuneration	Performance-linked remuneration	Lump-sum payment for retirement benefits		
Directors (excluding outside directors)	779	356	35	386	23	7
Outside Directors	62	62	-	-	-	6
Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)	55	55	-	-	-	3
Outside Audit & Supervisory Board Members	20	20	-	-	-	2

## 2. Total Consolidated Remuneration of Persons Receiving more than One Hundred Millions of JPY

FY2022						
Name	Executive category	Company	Amount of remuneration, etc. (millions of JPY)	Amount of remuneration, etc. by type (millions of JPY)		
				Fixed remuneration	Performance-linked remuneration	Lump-sum payment for retirement benefits
Yoichi Nakata	Executive Advisor & Member of the Board	Pigeon Corporation	376	19	13	343
Kevin Vyse-Peacock	Director	Pigeon Corporation	142	3	2	-
	Director	LANSINOH LABORATORIES, INC.		91	45	-
Norimasa Kitazawa	Director	Pigeon Corporation	108	81	27	-

## (Reference) Total Remuneration Paid to Directors and Audit &amp; Supervisory Board Members

Category	FY2022*					
	Amount of remuneration, etc. (millions of JPY)	Amount of remuneration, etc. by type (millions of JPY)				Number of persons paid
		Fixed remuneration	Bonuses	Stock Remuneration		
				Performance-linked portion	Fixed portion	
Directors	318	293	67	△78	34	13
(of which: Outside Directors)	(62)	(62)	(-)	(-)	(-)	(6)
Audit & Supervisory Board Members	75	75	-	-	-	5
(of which: Outside Audit & Supervisory Board Members)	(20)	(20)	(-)	(-)	(-)	(2)
Total	393	369	67	△78	34	18
(of which: Outside Directors and Outside Audit & Supervisory Board Members)	(82)	(82)	(-)	(-)	(-)	(8)

\*

1.The amount paid to directors does not include employee salaries of directors who concurrently serve as employees.

2.The above table includes three directors (including one outside director) who retired and one corporate auditor who resigned at the conclusion of the 65th Ordinary General Meeting of Shareholders held on March 30, 2022.

3.The target and actual bonuses to be paid to the directors (excluding outside directors) for the current fiscal year are as follows The target for consolidated net sales was 98,700 million yen and the actual result was 94,921 million yen; the target for consolidated operating income was 14,200 million yen and the actual result was 12,110 million yen; and the target for PVA was 6,099 million yen and the actual result was 4,560 million yen.

4.The target and actual Performance Share of the stock-based compensation to be paid to the Company's Directors (excluding Outside Directors) for the fiscal year are as follows.Consolidated sales CAGR target was 7.5%, actual 0.5%; EPS growth target was 15.6%, actual -20.2%; ROE target was 16.7%, actual 11.3%.Targets and performance for TSR and non-financial indicators (sustainable environmental impact reduction, development of products and services that solve social issues, and responsible dialogue with shareholders and investors) are determined by the Board of Directors after deliberations at a voluntary Remuneration Committee meeting. The amount of stock-based remuneration in the table above shows the amount of expenses recorded during the fiscal year.

5.The maximum amount of remuneration for corporate auditors was resolved at the 52nd Ordinary General Meeting of Shareholders held on April 28, 2009 to be no more than ¥100 million per year. As of the close of the Ordinary General Meeting of Shareholders, the number of corporate auditors was 4.

6.Based on the resolution of the 62nd Ordinary General Meeting of Shareholders held on April 25, 2019 to abolish the retirement benefits system for directors, the Company paid 386 million yen in directors' retirement benefits to two directors who retired at the conclusion of the 65th Ordinary General Meeting of Shareholders held on March 30, 2022. The balance of the scheduled retirement benefits for directors and corporate auditors as of the end of the current fiscal year is 212 million yen for four directors.

Responsible Dialogue with Shareholders and Other Investors

	FY2022
66th Ordinary General Meeting of Shareholders (March 30, 2023)	Number of attendees: 79
	Voting rights exercised: 84.6%
	Number of online viewers: 78
IR meetings with institutional investors	Total number of correspondences: 332

## Compliance Status

		FY2020	FY2021	FY2022
Pigeon Group	Number of violation of compliance* <sup>1</sup> (cases)	4	6	3
	Of which, number of case relating to anti-corruption (cases)	0	0	0
	Of which, number of case relating to prevention of unfair competition (cases)	0	0	0
	Number of employees disciplined or dismissed due to violation of compliance (persons)	4	9	14
	Costs of fines, penalties, or settlements resulting from compliance violations (JPY)	0	0	0
	Of which, amount of fines, penalties or settlements paid in relation to corruption (JPY)	0	0	0
	Number of criminal charges filed for compliance-related accidents or incidents (cases)	0	1	0
	Of which, number of operations or business suspensions due to misconduct (cases)	0	0	0
	Of which, number of legal actions relating to anti-competitive behavior (cases)	0	0	0
	Of which, number of incidents of bribery (cases)	0	0	0
	Of which, number of incidents of the other violations of laws and regulations (cases)	0	1	0
	Total amount of political contributions (JPY)	0	0	0
	Number of cease and desist orders from the Japan Fair Trade Commission and other relevant authorities* <sup>2</sup>	0	0	0

\*<sup>1</sup> Including violations of internal rules and regulations

\*<sup>2</sup> Japan domestic

## G05\_Status of Whistle-blowing System

[Back to TOC](#)

### Status of Whistle-blowing System

		FY2018	FY2019	FY2020	FY2021	FY2022
Pigeon Group	Number of internal reports (cases)	4	1	3	3	5
	External report and consultation (cases)	0	0	0	0	1