

Safety and Security Data

Occupational Health and Safety

●Number of Persons With Approved Occupational Accidents / Ratio of Health Checkups

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of persons for whom occupational accident/illness case was approved * ¹	persons	2 * ²	0	0	0	0
Ratio of persons who get a health checkup	%	93	NA * ³	89	95	96

*1 Scope covers all employees including temporary employees, etc.
*2 Commuting workers' compensation
*3 Due to medical institutions suspending acceptance for medical checkups due to the COVID-19 pandemic, the deadline for undergoing health checkups during FY2019 was

●Number of People at IMS Certified as Having Suffered Occupational Accident

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Deaths	persons	0	0	0	0	0
Injuries	persons	0	0	0	0	0
Diseases	persons	0	0	0	0	0

●Number of People at IBT Certified as Having Suffered Occupational Accidents

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Deaths	persons	0	0	0	0	0
Injuries	persons	0	0	0	1	0
Diseases	persons	0	0	0	0	0
Total	persons	0	0	0	1	0

●Occupational Accident Frequency Rate*¹

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
All industries* ²	—	1.83	1.80	1.95	2.09	2.06
Onshore employees of IINO LINES* ³	—	0.00	0.00	0.00	0.00	0.00
IMS crew members	—	0.338	1.423	0.399	0.523	0.437

*1 An index of the frequency of occupational accidents expressed as the number of people suffering lost-time injuries (except for injuries suffered while commuting) due to
*2 The all industries data is based on the Survey on Industrial Accidents published by the Ministry of Health, Labour and Welfare.
*3 Applies to onshore personnel of IINO LINES on a non-consolidated basis.

●Company Disclosures of Incidents Involving Violations of Labor Standards

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of labor standards violations and allegations (non-consolidated: total of onshore and seafaring personnel)	violations	—	—	—	0	0

Safety in the Shipping Business and Real Estate Business

●The Shipping Business: Accidents per Voyage

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Equipment failures/damage	accidents	0.0069	0.0104*	0.0132	0.0234	0.0129
Collisions/groundings/fire	accidents	0.0000	0.0000	0.0000	0.0007	0.0000
Storm-related hull damage incidents	accidents	0.0011	0.0012	0.0007	0.0014	0.0080

* Revised due to numerical errors

●The Real Estate Business : Number of Accidents/Mishaps

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Human factors	number of occurrences	31	37	29	27	24
Equipment factors	number of occurrences	18	16	18	23	22
External/indeterminate factors	number of occurrences	3	5	1	1	2

●The Shipping Business: Deficiencies Identified per Port State Control (PSC) Inspection

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of deficiencies	number of deficiencies	0.95	0.90	0.57	0.45	0.93

●The Shipping Business: Performance in Oil Major Inspections

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of vessels inspected	Vessel	107	99	98	87	79
Number of deficiencies identified	Number	3.2	2.9	3.3	2.8	2.6

●The Shipping Business: Performance in CDI Inspections

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of vessels inspected	Vessel	38	32	34	35	28

●The Shipping Business: Performance in Inspections by IINO Vessel Inspection System

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of vessels inspected	Vessel	89	85	45	57	70

●The Shipping Business: Performance in Superintendent Safety Inspections

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total number of vessels	Vessel	94	124	64	66	75
Total number of days	Day	291	477	259	253	344

●The Real Estate Business : Types and Frequency of Disaster Drills by Building in FY2022

Name of Building	Unit	Comprehensive	Firefighting	Smoke	Other
IINO Building	times	2*	—	—	—
Shiodome Shiba-Rikyu Building	times	2*	—	—	—
Tokyo Fujimi Building	times	1	—	—	—
NS Toranomom Building	times	—	1	—	2
IINO Takehaya Building	times	2	—	—	—

* In spring and autumn we distributed materials to tenants and treated this as equivalent to having conducted drills on an individual basis.

●The Shipping Business: Crew Retention Rates

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
All seafaring officers (over two years)	%	94.1	94.7	94.6	96.5	91.9
Top 4 (over two years)	%	97.0	97.1	97.2	97.7	91.3

●The Shipping Business: Customer Satisfaction Rating (out of 5 points)

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Average Score Gained by Customer Satisfaction Rating	point	3.2	3.2	3.3	3.0	3.0

●The Shipping Business: Number of Foreign National Crew Members Participating in Short-term Safety Training

Nationalities of the safety training participants	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	persons	32	43	22	19	23
South Korea	persons	37	109	109	153	227
Philippines	persons	77	138	272	490	402
Myanmar	persons	90	87	127	171	196
India	persons	—	—	—	—	37
Total	persons	236	377	530	833	885

●Real Estate Business: Holders of Safety-related Qualifications / Participants in Safety-related Training in FY2022

Qualifications/Training	Unit	Number of employees
Advanced emergency first aid certification (including instructors)	persons	57
Disaster preparedness center training programs	persons	43

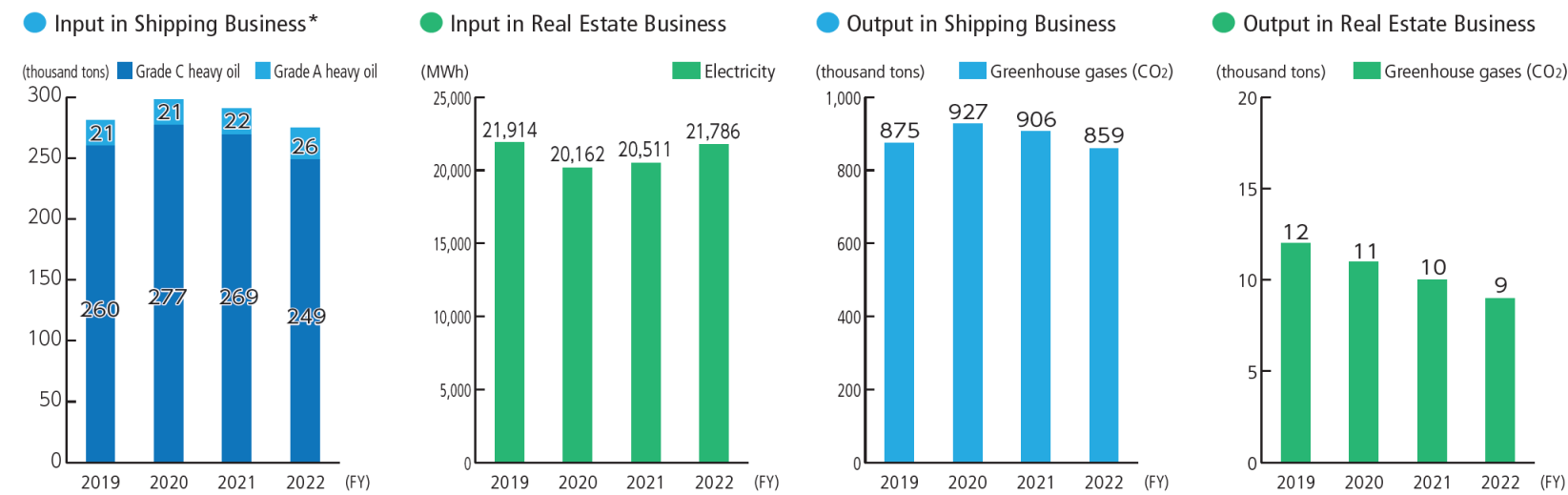
●Number of Perssoms Participating in Safety-related Training or Obtaining Related Qualifications in the Shipping Business and Real Estate Business

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	persons	336	473	630	933	985

Environmental Data

Material Flow

The IINO Group works to minimize the negative environmental impact of its business activities by quantitatively measuring the resource inputs used by its Shipping and Real Estate businesses and their environmentally detrimental outputs. Note that fuel oil, CO₂ emissions, and electricity usage have been recalculated due to third-party verification by the Nippon Kaiji Kyokai (ClassNK).



* Includes low-sulfur C heavy oil (low-sulfur fuel compliant with SOx regulations) and low-sulfur gas oil.



Responding to Climate Change

●GHG/CO₂ Emissions Reduction Rate

Items	Unit	FY2020	FY2021	FY2022
Shipping Business (Compared with FY2020)	%	—	8.6	13.5
Real Estate Business (Compared with FY2013)	%	12.4	18.2	21.8

●The Group's Scope 1, 2 and 3 Emissions

Items	Unit	FY2018* ¹	FY2019* ^{1*3}	FY2020* ^{2*4}	FY2021* ^{2*5}	FY2022* ^{2*6}
Scope 1	tons	787,681	876,661	928,435	907,977	861,577
Scope 2	tons	11,590	10,718	9,860	8,502	7,960
Scope 3	tons	132,699	201,048	212,963	179,059	158,565

*1 Scope 1 and Scope 2 emissions have each been verified by a third-party verification organization.
*2 Scope 1, Scope 2 and Scope 3 emissions have each been verified by a third-party verification organization.
*3 Breakdown of GHG emissions in FY 2019 : Shipping business (Scope 1 :875,171.69ton, Scope 2 : 0.00ton) /Real Estate business (Scope 1 :1,489.73ton, Scope 2 : 10,718.35ton)
*4 Breakdown of GHG emissions in FY 2020 : Shipping business (Scope 1 :927,048ton, Scope 2 : 0.00ton) / Real Estate business (Scope 1 : 1,386ton, Scope 2 : 9,860ton)
*5 Breakdown of GHG emissions in FY 2021 : Shipping business (Scope 1 :906,851.19ton, Scope 2 : 0.00ton) / Real Estate business (Scope 1 : 1,125.81ton, Scope 2 : 8,502.00ton)
*6 Breakdown of GHG emissions in FY 2022 : Shipping business (Scope 1 : 860,321.82ton, Scope 2 : 0.00ton) / Real Estate business (Scope 1 : 1,255.18ton, Scope 2 : 7,960.00ton)

●Breakdown of Scope 3 Emissions

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Waste	tons	339	221	146	324	335
Travel	tons	182	151	21	10	146
Commuting	tons	23	32	29	32	36
Fuel- and energy related activities	tons	50,029	127,636	131,278	128,378	119,057
Capital goods	tons	82,126	73,007	81,489	50,315	38,991
Total	tons	132,699	201,048	212,963	179,059	158,565

●Energy Consumption [Scope: IINO LINES and major IINO Group companies.]

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Grade C heavy oil* ¹	thousand tons	—	260	277	269	249
Ships (non-consolidated)	thousand tons	—	248	266	260	244
Ships (Group companies)	thousand tons	—	12	11	9	5
Grade A heavy oil* ¹	thousand tons	—	21	21	22	26
Ships (non-consolidated)	thousand tons	—	15	14	15	17
Ships (Group companies)	thousand tons	—	6	7	7	9
Electricity* ²	MWh	—	21,428	19,686	20,038	21,338
Renewable energy usage	MWh	—	0	0	1,400	2,800
Renewable energy as a percentage of total energy use	%	—	0	0	7	13
City gas* ²	thousand m ³	—	641	618	513	521
Energy consumption	thousand GJ	—	12,465	13,171	12,873	11,940

*1 Calculated for ships operated by IINO LINES and major IINO Group companies
*2 Calculated for the five office buildings owned by IINO LINES (IINO Building, Shiodome Shiba-Rikyu Building, Tokyo Fujimi Building, IINO Takehaya Building, NS Toranomon Building).

●Change in CO₂ Emissions in the Shipping Business [Scope of data calculation: Ships operated by IINO LINES]

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total CO ₂ emissions	thousand tons	786	875	927	906	859
Basic Unit (per ton-mile transported)	g	-	-	10.99	10.05	9.51

●Fuel Oil Volume Used by the IINO Group Operated Vessels*¹

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Fuel Oil	tons* ²	264,273	281,124	297,778	290,876	275,926

*1 Applies to operating vessels the IINO Group owns or which are chartered from other shipowners.
*2 Total for Grade A Heavy Oil and Grade C Heavy Oil

●Change in CO₂ Emissions in the Real Estate Business [Scope of data calculation: 5 office buildings owned by IINO LINES in Japan and offices, etc. of some Group]

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total of Scope 1, 2*	tons	12,828.58	11,966.05	10,986.05	9,415.19	9,012.18
Scope1	tons	1,520.90	1,489.73	1,361.00	1,125.81	1,255.18
Scope2*	tons	11,307.68	10,476.32	9,625.05	8,289.38	7,757.00
Basic Unit*	t-CO ₂ kg/m ²	0.083	0.078	0.071	0.061	0.059

* Total of Scope 1 and Scope 1 emissions from FY2018 to FY2021, revised due to errors in per-unit emissions (t-CO₂kg/m²)

●Overall

Number of buildings	Five office buildings and three offices
Total floor area of each building (m ²)	165,321.14

●Floor Area per Building(m²)

IINO Building	99,202.67
Shiodome Shiba-Rikyu Building	35,015.25
Tokyo Fujimi Building	10,686.60
NS Toranomon Building	9,877
IINO Takehaya Building	4,852.98
Offices and other locations of Group companies (three companies)	5,686.84

* The total floor area of buildings used to calculate the progress rate is the figure provided in the periodic report as stipulated by the Energy Saving Act.

●Percentage of Owned Office Buildings with Each Type of Certification

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
LEED certification (Platinum)	%	20	17	17	14	14
BELS certification	%	20	17	17	14	14
DBJ Green Building Certification	%	40	33	33	28	28

* Applies to office buildings owned by the Company in Japan and overseas.
* The reduction in the percentage for FY2021 is due to the completion of Hibiya FortTower.

●Power Consumption and CO₂ Emissions*¹

Name of Building	Power consumption (MWh)		CO ₂ emissions (tons)
	Daytime	Nighttime	
IINO Building	10,188	3,560	4,818* ²
Shiodome Shiba-Rikyu Building	3,946	1,569	1,973* ²
Tokyo Fujimi Building	684	164	388
NS Toranomon Building	878	—	402
IINO Takehaya Building	269	75	158
IINO Takehaya Building	269	75	158

*1 The coefficient for CO₂ emissions per unit of electricity consumed is the specified value (0.000457t-CO₂/kWh) according to the Act on Promotion of Global Warming Countermeasures
*2 For electricity consumption in the IINO Building and Shiodome Shiba-Rikyu Building, non-fossil fuel certificates are used to offset some consumption when calculating CO₂ emissions

Prevention of Air Pollution and Waste Reduction

●NOx Emissions

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Emissions	thousand tons	23.0	25.0	26.0	25.0	24.0
Basic Unit (per operating deadweight ton)	kg	1.05	1.04	0.90	0.83	0.81

●SOx Emissions

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Emissions	thousand tons	14.8	12.0	4.0	5.0	10.0
Basic Unit (per operating deadweight ton)	kg	0.68	0.48	0.15	0.17	0.34

●Air Quality Assessment Results in the Real Estate Business (number of locations that satisfy the reference value / number of locations assessed, expressed as a percentage in parentheses)

Items specified in the Act on Maintenance of Sanitation in Buildings*	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Carbon dioxide content	Locations	3,238/3,294	3,140/3,239	3,222/3,242	3,286/3,294	3,242/3,242
Carbon monoxide content	Locations	3,294/3,294	3,239/3,239	3,242/3,242	3,294/3,294	3,242/3,242
Amount of floating dust	Locations	3,294/3,294	3,239/3,239	3,242/3,242	3,294/3,294	3,242/3,242

* Target reference values specified by the Act on Maintenance of Sanitation in Buildings

●Amount of Copy Paper Used at Company Offices

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Copy paper	thousands of sheets	2,233	1,983	1,309	1,260	895

* Calculated based on copy paper used on the 27F of the IINO Building and 5F of the NS Toranomon Building, where domestic Group companies including IINO LINES are located.

●Waste Generation, Amount Recycled, Recycling Targets and Recycling Rate

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Waste discharged	tons	833	666	422	419	471
Regular waste	tons	652	509	326	325	362
Industrial waste	tons	181	157	96	94	109
Amount Recycled	tons	633	477	311	308	327
Regular waste	tons	454	321	216	215	219
Industrial waste	tons	179	156	95	94	108
Recycling Targets	%	-	-	72.4	72.4	72.4
Percentage of waste recycled	%	76	72	74	74	70

●Daily-Life Waste from Vessels

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Plastics	m ³	783	703	649	637	601
Bottles and cans	m ³	689	623	442	438	395
Food waste	m ³	227	239	337	216	173

Preserving Biodiversity

●Number of Marine Pollution Incidents per Voyage

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of incidents	number of incidents	0.0005	0	0	0.0007	0

Preservation of Water Resources

●Total Water Usage by Water Intake Source for Each Building in the Real Estate Business

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total usage	thousand m ³	88	83	63	65	68
Surface water usage	thousand m ³	—	—	—	—	—
Underground water usage	thousand m ³	0	0	0	0	0
IINO Building	thousand m ³	0	0	0	0	0
Shiodome Shiba-Rikyu Building	thousand m ³	—	—	—	—	—
Tokyo Fujimi Building	thousand m ³	—	—	—	—	—
IINO Takehaya Building	thousand m ³	—	—	—	—	—
NS Toranomon Building	thousand m ³	—	—	—	—	—
Water used from quarries	thousand m ³	—	—	—	—	—
Tap water usage	thousand m ³	83	76	57	57	68
IINO Building	thousand m ³	46	41	34	34	39
Shiodome Shiba-Rikyu Building	thousand m ³	24	22	17	17	20
Tokyo Fujimi Building	thousand m ³	6	6	2	2	4
IINO Takehaya Building	thousand m ³	4	4	2	2	2
NS Toranomon Building	thousand m ³	3	3	2	2	3
Outside wastewater usage	thousand m ³	—	—	—	—	—
Rainwater usage	thousand m ³	5	7	6	8	0
IINO Building	thousand m ³	5	7	6	8	0
Shiodome Shiba-Rikyu Building	thousand m ³	—	—	—	—	—
Tokyo Fujimi Building	thousand m ³	—	—	—	—	—
IINO Takehaya Building	thousand m ³	—	—	—	—	—
NS Toranomon Building	thousand m ³	—	—	—	—	—
Seawater usage	thousand m ³	—	—	—	—	—

●Status of Water Resource Usage (water intake / wastewater discharge) at Each Building in the Real Estate Business

Items		Tap water usage					Recycled water usage					Gray water (treated water) usage			
	Unit	FY2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018	FY 2019	FY 2021	FY 2022
IINO Building	thousand m ³	46	41	34	34	39	13	12	2	2	12	41	39	23	23
Shiodome Shiba-Rikyu Building	thousand m ³	24	22	17	17	20	17	17	9	10	13	—	—	—	—
Tokyo Fujimi Building	thousand m ³	6	6	2	2	4	—	—	—	—	—	—	—	—	—
IINO Takehaya Building	thousand m ³	4	4	2	2	2	—	—	—	—	—	—	—	—	—
NS Toranomom Building	thousand m ³	3	3	2	2	3	—	—	—	—	—	—	—	—	—
Total	thousand m ³	83	76	57	57	68	30	29	11	12	25	41	39	23	23
Items		Well water discharge					Spring (rain) water discharge					Wastewater discharge			
	Unit	FY2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2018	FY 2019	FY 2021	FY 2022
IINO Building	thousand m ³	0	0	0	0	0	5	7	6	8	0	53	51	35	40
Shiodome Shiba-Rikyu Building	thousand m ³	—	—	—	—	—	—	—	—	—	—	34	33	23	27
Tokyo Fujimi Building	thousand m ³	—	—	—	—	—	0	0	0	0	0	4	4	2	3
IINO Takehaya Building	thousand m ³	0	0	0	0	0	0	0	0	0	0	4	3	2	2
NS Toranomom Building	thousand m ³	—	—	—	—	—	0	0	0	0	0	3	3	2	3
Total	thousand m ³	0	0	0	0	0	5	7	6	8	0	98	94	64	75

* Aggregated from the Company’s five domestically owned office buildings
* 0.001 thousand m³ or smaller are expressed as “0.” “—” is used if not used or not discharged.

●Wastewater Destination and Volume from Domestically Owned Office Buildings

Wastewater destination	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Sewage	thousand m ³	98	94	59	64	75
Rivers and other public water bodies	thousand m ³	—	—	—	—	—
Total	thousand m ³	98	94	59	64	75

●Number of Sites in Water-Stressed Areas and Their Percentage

Water stress	Unit	Extremely High (>80%)	High (40-80%)	Medium High (20-40%)	Low - Medium (10-20%)	Low (<10%)	Total
Number of sites	Locations	2	3	12	3	1	21
Percentage of sites by region	%	9.5	14.3	57.1	14.3	4.8	100

●Results of Water Quality Assessments

Items	FY2018	FY2019	FY2020	FY2021	FY2022
Assessment result	—	Compliant with	Compliant with	Compliant with	Compliant with

* Assessment items specified by the Water Supply Act and the Act on Maintenance of Sanitation in Buildings

●Violations of Environmental Laws Related to Water Quality and Water Intake

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of violations of environmental laws	violations	0	0	0	0	0

Social Data

Strengthening Diversity and Human Capital

●Employees

Items		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees by gender	Male Onshore	persons	70	74	79	81	87
	Female Onshore	persons	27	30	31	37	41
	Total	persons	97	104	110	118	128
	Male Seafare	persons	55	56	56	51	55
	Female Seafare	persons	0	0	0	0	0
	Total	persons	55	56	56	51	55
Number of persons hired by gender (new graduate hires / mid-career hires)	Male Onshore	persons	3	2	7	6	10
	Female Onshore	persons	3	4	4	6	4
	Total	persons	6	6	10	12	14
	Male Seafare	persons	4	5	4	2	8
	Female Seafare	persons	0	0	0	0	0
	Total	persons	4	5	4	2	8
Percentage of contractors (consolidated)		persons	2.02	1.82	1.79	1.83	1.79
Average number of years of service	Onshore	Year	14.6	14.9	14.4	13.3	13
	Seafarer	Year	9.9	10.2	10.5	12	11.7
Percentage of employees who left for personal reasons (%)	Onshore	%	0	0.9	0.9	1.7	3.9
	Seafarer	%	3.6	1.7	3.4	13.7	1.8
	Total	%	-	-	-	5.32	3.28
Number of persons who left within three years	Onshore	persons	0	0	1	0	3
	Seafarer	persons	0	0	1	2	1
Average monthly overtime per employee		hour	23.9	23.5	25.4	28.5	26.1

●Employee Support Systems

Items		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Average number of paid vacation days taken		Day	8.6	9.4	7.4	8.7	10.5
Number of women who took maternity leave		persons	1	0	2	4	1
Number of persons who used childcare leave		persons	1	1	0	4	10
Number of persons who used childcare leave (by gender)	Female	persons	1	0	0	4	1
	Male	persons	0	1	0	0	9
Ratio of employees who returned to work after taking childcare leave		%	100	100	N/A	100	100
Number of working mothers		persons	10	9	10	13	14
Ratio of persons who used nursing care leave		%	0	0	0	0	0
Number of persons who used nursing care leave		persons	0	0	0	0	0
Job return		persons	N/A	N/A	0	0	0

●Training Hours (FY2022 results)

Items		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Training hours per employee		hours	—	—	16.1	22.4	23.2
Total training hours		hours	—	—	2,676	3,791	4,240

* Non-consolidated data for IINO LINES

●Career Development-related Data

Items	FY2023 (as of September 30, 2023)
Employees who underwent career development-related assessments	100%
Employees who undertook career or skills-related training	100%

* Data is for the entire IINO Group.

●The Real Estate Business: Number of Employees with Qualifications/Persons Who Participated in Training Programs (FY2022)

Qualifications/Training	Unit	Number of employees
First-class architect	persons	5
Chief electricity engineer	persons	8
Qualified energy manager (electricity/heat)	persons	3
Building environment and sanitation management technician	persons	18
First-class electrical work operation and management engineer	persons	8
First-class plumbing work operation and management engineer	persons	6
First-class building operation and management engineer	persons	5
Firefighter certification	persons	45

●Employee Diversity

Item	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Ratio of female employees (Non-consolidated)	%	17.8	18.8	18.7	21.9	22.4
Ratio of female employees (consolidated)	%	16.5	18.6	17.3	18.8	18.4
Ratio of female managers	%	2.9	0	0	2.6	5
Ratio of employees with disabilities	%	1.2	1.2	1.05	1.03	1.03

Contribution for Society

●Social Contribution Activity Data

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total donations*	thousand yen	8,171	3,411	1,185	14,606	4,574
Number of employees who took volunteer leave	persons	1	1	0	0	0

* Aggregated based on the total amount of donations reported to the Executive Committee

Governance Data

Ensuring Thorough Compliance

● Compliance Violations

Items	Unit	FY2020	FY2021	FY2022
Number of compliance violations	violations	6	2	0

* Number of cases that were brought to the attention of the Compliance Committee and concluded to constitute violations

● Internal Reporting System

Items	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of internal reporting	violations	1	1	0	0	0

● Corruption-related Penalty Charges, Surcharges, or Settlement Money

Items	Unit	FY2020	FY2021	FY2022
Disciplinary dismissals*	persons	0	0	0
Penalty charges, surcharges, and settlement money incurred*	yen	0	0	0

* Dismissals due to violations of corruption-related laws such as the Antimonopoly Act, Financial Instruments and Exchange Act and Unfair Competition Prevention Act

Strengthening governance

● Composition of the Board of Directors (excluding Auditors who attend meetings)

Position	Name	Board of Directors Meeting Attendance Status (FY2022)
President and Representative Direct	Yusuke Otani	100% (23/23 times)
Representative Director	Akihiko Okada	100% (23/23times)
Director	Ryuichi Osonoe	100% (23/23times)
Director	Osamu Fushida	—* ¹
Outside Director	Kei Oe	100% (23/23times)
Outside Director	Mari Miyoshi* ²	100% (23/23times)* ³
Outside Director	Tomonori Nonomura	—* ¹
Outside Director	Shizuyo Takahashi	—* ¹

*1 Not yet appointed in FY2022

*2 Appointed Outside Director in June 2022

*3 Attendance up to June 2022 was as an Outside Auditor

● Attendance of Audit & Supervisory Board Members at Board of Directors meetings

Position	Name	Board of Directors Meeting Attendance Status (FY2022)
Standing Auditor	Yoshinori Hashimura	100% (23/23 times)
Standing Auditor	Tomoshige Jingu* ¹	100% (23/23 times)* ²
Outside Auditor	Yoshio Yamada	96% (22/23 times)
Outside Auditor	Hiroshi Takahashi	100% (23/23 times)

*1 Appointed Standing Auditor in June 2023

*2 Attended as a Director in FY2022

● Composition of the Audit & Supervisory Board

Position	Name	Audit & Supervisory Board Attendance Status (FY2022)
Standing Auditor	Yoshinori Hashimura	100% (15/15 times)
Standing Auditor	Tomoshige Jingu	—* ¹
Outside Auditor	Yoshio Yamada	93% (14/15 times)
Outside Auditor	Hiroshi Takahashi	100% (15/15 times)
Outside Auditor	Mari Miyoshi* ²	100% (5/5 times)

*1 Not yet appointed in FY2022

*2 Stepped down voluntarily in June 2022.

● Composition of the Nomination and Remuneration Committee

Position	Name	Nomination and Remuneration Committee Meeting Attendance Status (FY2022)
President and Representative Direct	Yusuke Otani	—* ¹
Representative Director	Akihiko Okada	100% (11/11 times)
Outside Director	Kei Oe	100% (11/11 times)
Outside Director	Mari Miyoshi* ²	73% (8/11 times)
Outside Director	Shizuyo Takahashi	—* ¹

*1 Not yet appointed in FY2022

*2 Attendance up to June 2022 was as an Outside Auditor