

IINO LINES Sustainability Site 2024 Data List

Safety and Security Data

Occupational Health and Safety

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of persons for whom occupational accident/illness case was approved ^{*1}	persons	0	0	0	0	0
Ratio of persons who get a health checkup	%	NA ^{*2}	89	95	96	96

*1 Scope covers all employees including temporary employees, etc.

*2 Due to medical institutions suspending acceptance for medical checkups due to the COVID-19 pandemic, the deadline for undergoing health checkups during FY2019 was extended to the end of October 2020, making it difficult to aggregate the data.

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Deaths	persons	0	0	0	0	0
Injuries	persons	0	0	0	0	0
Diseases	persons	0	0	0	0	0
Total	persons	0	0	0	0	0

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Deaths	persons	0	0	0	0	0
Injuries	persons	0	0	1	0	0
Diseases	persons	0	0	0	0	0
Total	persons	0	0	1	0	0

●Occupational Accident Frequency Rate^{*1}

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
All industries ^{*2}	—	1.80	1.95	2.09	2.06	2.14
Onshore employees of IINO LINES ^{*3}	—	0.00	0.00	0.00	0.00	0.00
IMS crew members	—	1.423	0.399	0.523	0.437	0.292

*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 occupational accidents per million working hours

*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	FY2019	FY2020	FY2021	FY2022	FY2023
Number of labor standards violations and allegations (non-consolidated:total of onshore and seafaring personnel)	number of violations	—	—	0	0	0

Safety in the Shipping Business and Real Estate Business

●The Shipping Business: Accidents per Voyage

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Equipment failures / damage	number of accidents	0.0104 [*]	0.0132	0.0234	0.0129	0.0174
Collisions / groundings / fire	number of accidents	0.0000	0.0000	0.0007	0.0000	0.0009
Storm-related hull damage incidents	number of accidents	0.0012	0.0007	0.0014	0.0080	0.0000

* Revised due to numerical errors

●The Real Estate Business : Number of Accidents / Mishaps

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Human factors	number of occurrences	37	29	27	24	12
Equipment factors	number of occurrences	16	18	23	22	4
External/indeterminate factors	number of occurrences	5	1	1	2	7

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of deficiencies	number of deficiencies	0.90	0.57	0.45	0.93	1.81

●The Shipping Business: Performance in Oil Major Inspections

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of vessels inspected	Vessel	99	98	87	79	83
Number of deficiencies identified	Number	2.9	3.3	2.8	2.6	2.7

●The Shipping Business: Performance in CDI Inspections

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of vessels inspected	Vessel	32	34	35	28	29

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of vessels inspected	Vessel	85	45	57	70	92

●The Shipping Business: Performance in Superintendent Safety Inspections

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total number of vessels	Vessel	124	64	66	75	75
Total number of days	Day	477	259	253	344	361

●The Real Estate Business : Types and Frequency of Disaster Drills by Building in FY2023

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

●The Shipping Business: Crew Retention Rates

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
All seafaring officers (over two years)	%	94.7	94.6	96.5	91.9	89.6
Top 4, senior officers (over two years)	%	97.1	97.2	97.7	91.3	91.0

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Average Score Gained by Customer Satisfaction Rating	point	3.2	3.3	3.0	3.0	3.3

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

Nationalities of the safety training participants	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	persons	43	22	19	23	66
South Korea	persons	109	109	153	227	318
Philippines	persons	138	272	490	402	516
Myanmar	persons	87	127	171	196	212
India	persons	—	—	—	37	95
Total	persons	377	530	833	885	1,207

●Real Estate Business: Holders of Safety-related Qualifications / Participants in Safety-related Training in FY2023

Qualifications / Training	Unit	Number of employees
Advanced emergency first aid certification (including instructors)	persons	72
Disaster preparedness center training programs	persons	45

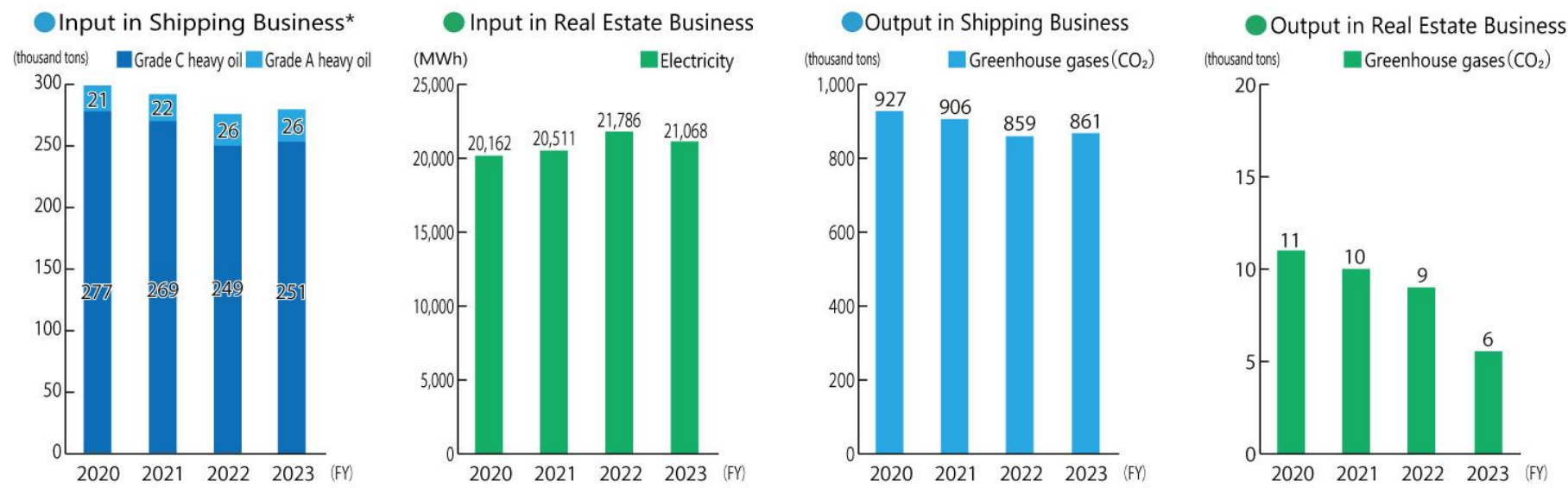
●Number of Persons Participating in Safety-related Training or Obtaining Related Qualifications in the Shipping Business and Real Estate Business

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total	persons	473	630	933	985	1,324

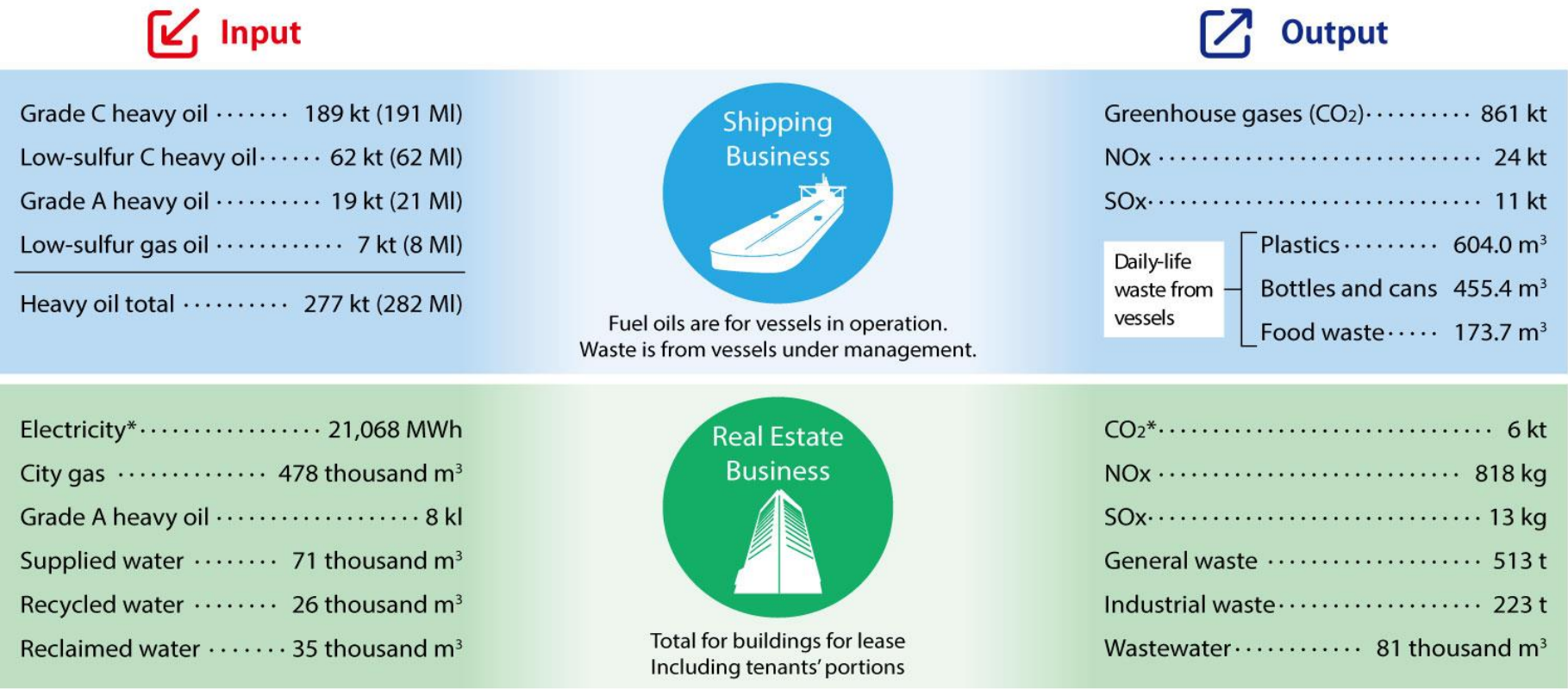
Environmental Data

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	FY2023
Shipping business (compared with FY2020)	%	—	7.1*	12.1*	10.7*
Real Estate business (compared with FY2013)	%	12.4	18.2	21.8	43.7

* The figures for FY2020 and FY2023 intensity have been revised due to the third-party verification. Accordingly, the reduction rate for FY2021 through FY2023 have been retroactively revised.

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

Items	Unit	FY2019*1*4	FY2020*2*5	FY2021*2*6	FY2022*2*7	FY2023*2*8
Scope 1	tons	876,661	928,435	907,977	861,577	863,863 ¹³
Scope 2	tons	10,718	9,860	8,502	7,960	5,412
Scope 3	tons	201,048	212,963	179,059	158,565	144,561

*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 Figures after GHG emission reductions due to J-credit amortisation (deactivation) and biofuel use on board ships.

*4 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)

*5 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)

*6 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)

*7 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)

*8 Breakdown of GHG emissions in FY 2023 : Shipping business (Scope 1 : 862,635.08ton, Scope 2 : 0.00ton) / Real Estate business (Scope 1 : 1,227.92ton, Scope 2 : 5,412.00ton)

●Breakdown of Scope 3 Emissions

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Waste	tons	221	146	324	335	377
Business trip	tons	151	21	10	146	227
Commuting	tons	32	29	32	36	41
Fuel- and energy related activities	tons	127,636	131,278	128,378	119,057	117,950
Capital goods	tons	73,007	81,489	50,315	38,991	25,966
Total	tons	201,048	212,963	179,059	158,565	144,561

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Grade C heavy oil* ¹	thousand tons	260	277	269	249	251
	Ships (non-consolidated)	thousand tons	248	266	260	246
	Ships (Group companies)	thousand tons	12	11	9	5
Grade A heavy oil* ¹	thousand tons	21	21	22	26	26
	Ships (non-consolidated)	thousand tons	15	14	15	18
	Ships (Group companies)	thousand tons	6	7	7	8
Electricity* ²	MWh	21428	19,686	20,038	21,338	20,668
	Renewable energy usage	MWh	0	0	1400	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	538
Energy consumption	thousand GJ	12465	13,171	12,873	11940	11,975

*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 and NS Toranomon Building).

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total CO ₂ emissions	thousand tons	875	927	906	859	861
Basic Unit (per ton-mile transported)	g	-	10.82*	10.05	9.51	9.66*

* Figures for 2020 and 2023 have been revised as a result of the third-party verification.

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

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Fuel Oil	tons* ²	281,124	297,778	290,876	275,926	276,763

*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 and managed by IINO LINES in Japan]

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total of Scope 1 and 2	tons	11,966.05	11011.73*	9,415.19	9,012.18	6,484.53
Scope 1	tons	1,489.73	1386.68*	1,125.81	1,255.18	1,227.92
Scope 2	tons	10,476.32	9,625.05	8,289.38	7,757.00	5,256.61
Basic Unit	t-CO ₂ kg/m ²	0.075*	0.069*	0.059*	0.056*	0.041

* Basic Unit (t-CO₂kg/m²) from FY2019 to FY2022 and figures of Scope 1 for FY2020 have been revised due to an error in the figures.

●Overall

Number of buildings	Five office buildings
Total floor area of each building	159,634.5 m ²

●Floor Area per Building(m²)

IINO Building	99,202.67 m ²
Shiodome Shiba-Rikyu Building	35,015.25 m ²
Tokyo Fujimi Building	10,686.60 m ²
NS Toranomon Building	9,877 m ²
IINO Takehaya Building	4,852.98 m ²

* 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.

●Power Consumption and CO₂ Emissions*¹

Name of Building	Power consumption (MWh)		CO ₂ emissions (tons)
	Daytime	Nighttime	
IINO Building	10,080	3,635	3,588* ²
Shiodome Shiba-Rikyu Building	3,758	1,057	1,176* ²
Tokyo Fujimi Building	714	161	341
NS Toranomon Building	904	—	412
IINO Takehaya Building	278	76	138

*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.

●Percentage of Owned Office Buildings with Each Type of Certification [Scope of data calculation: office buildings owned and managed by IINO LINES in Japan and abroad]

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
LEED certification (Platinum)	%	17	17	14	14	13
BELS certification	%	17	17	14	14	13
DBJ Green Building Certification	%	33	33	28	28	25

* Applies to office buildings owned by the Company in Japan and overseas.

* Acquisition rate of certification has declined since 2021 due to an increase in the number of buildings owned.

Prevention of Air Pollution and Waste Reduction

●NOx Emissions

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Emissions	thousand tons	25.0	26.0	25.0	24.0	24.0
Basic Unit (per operating deadweight ton)	kg	1.04	0.90	0.83	0.81	0.80

●SOx Emissions

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Emissions	thousand tons	12.0	4.0	5.0	10.0	11.0
Basic Unit (per operating deadweight ton)	kg	0.48	0.15	0.17	0.34	0.35

●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	FY2019	FY2020	FY2021	FY2022	FY2023
Carbon dioxide content	Locations	3,140/3,239 (97%)	3,222/3,242 (99%)	3,286/3,294 (99%)	3,242/3,242 (100%)	3,242/3,242 (100%)
Carbon monoxide content	Locations	3,239/3,239 (100%)	3,242/3,242 (100%)	3,294/3,294 (100%)	3,242/3,242 (100%)	3,242/3,242 (100%)
Amount of floating dust	Locations	3,239/3,239 (100%)	3,242/3,242 (100%)	3,294/3,294 (100%)	3,242/3,242 (100%)	3,242/3,242 (100%)

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

●Amount of Copy Paper Used at Company Offices

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Amount of used copy paper	thousands of sheets	1,983	1,309	1,260	895	716

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

●Waste Generation and Recycling Rate

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Waste discharged	tons	666	422	439	471	485
Regular waste	tons	509	326	342	362	365
Industrial waste	tons	157	96	97	109	120
Percentage of waste recycled	%	72	74	74	70	73

●Daily-Life Waste from Vessels

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Plastics	m ³	703	649	637	601	604
Bottles and cans	m ³	623	442	438	395	455
Food waste	m ³	239	337	216	173	174

Preserving Biodiversity

●Number of Marine Pollution Incidents per Voyage

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of incidents	number of incidents	0	0	0.0007	0	0

Preservation of Water Resources

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

Items		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total usage		thousand m ³	83	63	65	68	73
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 Toranomom Building	thousand m ³	—	—	—	—	—
Water used from quarries		thousand m ³	—	—	—	—	—
Tap water usage		thousand m ³	76	57	57	68	71
	IINO Building	thousand m ³	41	34	34	39	41
	Shiodome Shiba-Rikyu Building	thousand m ³	22	17	17	20	20
	Tokyo Fujimi Building	thousand m ³	6	2	2	4	4
	IINO Takehaya Building	thousand m ³	4	2	2	2	3
	NS Toranomom Building	thousand m ³	3	2	2	3	3
Outside wastewater usage		thousand m ³	—	—	—	—	—
Rainwater usage		thousand m ³	7	6	8	0	2
	IINO Building	thousand m ³	7	6	8	0	2
	Shiodome Shiba-Rikyu Building	thousand m ³	—	—	—	—	—
	Tokyo Fujimi Building	thousand m ³	—	—	—	—	—
	IINO Takehaya Building	thousand m ³	—	—	—	—	—
	NS Toranomom 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	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
IINO Building	thousand m ³	41	34	34	38	41	12	2	2	12	13	39	27	26	34	35	
Shiodome Shiba-Rikyu Building	thousand m ³	22	17	17	20	20	17	9	10	13	13	—	—	—	—	—	
Tokyo Fujimi Building	thousand m ³	6	2	2	4	4	—	—	—	—	—	—	—	—	—	—	
IINO Takehaya Building	thousand m ³	4	2	2	2	3	—	—	—	—	—	—	—	—	—	—	
NS Toranomom Building	thousand m ³	3	2	2	3	3	—	—	—	—	—	—	—	—	—	—	
Total	thousand m ³	76	57	57	67	71	29	11	12	25	26	39	27	26	34	35	
Items		Well water discharge					Spring (rain) water discharge					Wastewater discharge					
		Unit	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
IINO Building	thousand m ³	0	0	0	0	0	7	6	8	0	2	51	33	35	41	45	
Shiodome Shiba-Rikyu Building	thousand m ³	—	—	—	—	—	—	—	—	—	—	33	20	23	27	27	
Tokyo Fujimi Building	thousand m ³	—	—	—	—	—	0	0	0	0	0	4	2	2	3	4	
IINO Takehaya Building	thousand m ³	0	0	0	0	0	0	0	0	0	0	3	2	2	2	2	
NS Toranomom Building	thousand m ³	—	—	—	—	—	0	0	0	0	0	3	2	2	3	3	
Total	thousand m ³	0	0	0	0	0	7	6	8	0	2	94	59	64	76	81	

* 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	FY2019	FY2020	FY2021	FY2022	FY2023
Sewage	thousand m ³	94	59	64	76	81
Rivers and other public water bodies	thousand m ³	—	—	—	—	—
Total	thousand m ³	94	59	64	76	81

●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	11	3	1	20
Percentage of sites by region	%	10.0	15.0	55.0	15.0	5.0	100

●Results of Water Quality Assessments

Items	FY2019	FY2020	FY2021	FY2022	FY2023
Assessment result	Compliant with the standards	Compliant with the standards	Compliant with the standards	Compliant with the standards	Compliant with the standards

* 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	FY2019	FY2020	FY2021	FY2022	FY2023
Number of violations of environmental laws	number of violations	0	0	0	0	0

Social Data

Strengthening Diversity and Human Capital

●Employees

Items		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees by gender	Male Onshore	persons	74	79	81	87	97
	Female Onshore	persons	30	31	37	41	45
	Total	persons	104	110	118	128	142
	Male Seafare	persons	56	56	51	55	54
	Female Seafare	persons	0	0	0	0	0
	Total	persons	56	56	51	55	54
Number of persons hired by gender (new graduate hires / mid-career hires)	Male Onshore	persons	2	7	6	10	7
	Female Onshore	persons	4	4	6	4	7
	Total	persons	6	10	12	14	14
	Male Seafare	persons	5	4	2	8	7
	Female Seafare	persons	0	0	0	0	0
	Total	persons	5	4	2	8	7
Percentage of contractors (consolidated)		persons	1.82	1.79	1.83	1.79	1.03
Average number of years of service	Onshore	Year	14.9	14.4	13.3	13	12.8
	Seafarer	Year	10.2	10.5	12	11.7	10.8
Percentage of employees who left for personal reasons	Onshore	%	0.9	0.9	1.7	3.9	0.7
	Seafarer	%	1.7	3.4	13.7	1.8	1.9
Number of persons who left within three years	Onshore	persons	0	1	0	3	0
	Seafarer	persons	0	1	2	1	0
Percentage of employees who left for personal reasons (consolidated)		%	6.5	8.2	9.6	7.6	6.9
Number of persons who left within three years (consolidated)		persons / %	20 / 3.1	28 / 4.2	30 / 4.7	26 / 3.9	19 / 2.8
Average monthly overtime per employee		hour	23.5	25.4	28.5	26.1	26.2

●Employee Support Systems

Items		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Average number of paid vacation days taken		Day	9.4	7.4	8.7	10.5	10.9
Number of women who took maternity leave		persons	0	2	4	1	2
Number of persons who used childcare leave		persons	1	0	4	10	6
Number of persons who used childcare leave (by gender)	Female	persons	0	0	4	1	3
	Male	persons	1	0	0	9	3
Ratio of employees who returned to work after taking childcare leave		%	100	N/A	100	100	100
Number of working mothers		persons	9	10	13	14	15
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
Number of persons who used job return system		persons	N/A	0	0	0	0

●Training Hours (FY2023 results)

Items		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Training hours per employee		hours	—	16.1	22.4	23.2	22.0
Total training hours		hours	—	2,676	3,791	4,240	4,925

* Non-consolidated data for IINO LINES

●Career Development-related Data

Items	FY2024 (as of end of September, 2024)
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 in FY2023

Qualifications/Training	Unit	Number of employees with qualifications/Persons who participated in training programs
First-class architect	persons	6
Chief electricity engineer	persons	9
Qualified energy manager (electricity/heat)	persons	4
Building environment and sanitation management technician	persons	23
First-class electrical work operation and management engineer	persons	9
First-class plumbing work operation and management engineer	persons	6
First-class building operation and management engineer	persons	6
Firefighter certification	persons	49

●Employee Diversity

Items		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Ratio of female employees (non-consolidated)		%	18.8	18.7	21.9	22.4	23.0
Ratio of female employees (consolidated)		%	18.6	17.3	18.8	18.4	19.6
Ratio of female managers		%	0	0	2.6	5.0	4.9
Ratio of employees with disabilities		%	1.2	1.05	1.03	1.03	0.98

Contribution for Society

●Social Contribution Activity Data

Items		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total donations*		thousand yen	3,411	1,185	14,606	4,574	13,592
Number of employees who took volunteer leave		persons	1	0	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	FY2023
Number of compliance violations*	violations	6	2	0	0

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

●Internal Reporting System/External Whistleblower System

Items	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of internal reporting/external whistleblower*	violations	1	0	0	0	0

* External whistleblower system was introduced in February 2024. The number of reports is based on internal reporting until January 2024 and external reporting from February 2024.

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

Items	Unit	FY2020	FY2021	FY2022	FY2023
Disciplinary dismissals*	persons	0	0	0	0
Penalty charges, surcharges, and settlement money incurred*	yen	0	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 and attendance at Board meetings (excluding auditors)

Position	Name	Attendance Status (FY2023)
President and Representative Director	Yusuke Otani	100%(20/20times)
Director	Osamu Fushida	100%(14/14times)* ¹
Director	Seiichi Fujimura	—* ²
Director	Yuji Yasuki	—* ²
Outside Director	Mari Miyoshi	100%(20/20times)
Outside Director	Tomonori Nonomura	100%(14/14times)* ¹
Outside Director	Shizuyo Takahashi	100%(14/14times)* ¹
Outside Director	Takeshi Himeno	—* ²

*1 Attendance status since appointment as a Director (as of June 28, 2023)

*2 Not yet appointed in FY2023

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

Position	Name	Attendance Status (FY2023)
Standing Auditor	Yoshinori Hashimura	100%(20/20times)
Standing Auditor	Tomoshige Jingu	100%(20/20times)* ¹
Outside Auditor	Kenkichi Fukuda	—* ²
Outside Auditor	Yudai Miyake	—* ²

*1 Attended as a Director until June 2023 and as an Auditor thereafter

*2 Not yet appointed in FY2023

●Composition of the Audit & Supervisory Board and attendance at Supervisory Board meetings

Position	Name	Attendance Status (FY2023)
Standing Auditor	Yoshinori Hashimura	100%(15/15 times)
Standing Auditor	Tomoshige Jingu	100%(15/15 times)* ¹
Outside Auditor	Kenkichi Fukuda	—* ²
Outside Auditor	Yudai Miyake	—* ²

*1 Attended as a Director until June 2023 and as an Auditor thereafter

*2 Not yet appointed in FY2023

●Composition of the Nomination and Remuneration Committee

Position	Name	Attendance Status (FY2023)
President and Representative Director	Yusuke Otani	100%(9/9times)
Director	Osamu Fushida	—* ¹
Outside Director	Mari Miyoshi	100%(9/9times)
Outside Director	Shizuyo Takahashi	100%(6/6times)* ²
Outside Director	Takeshi Himeno	—* ¹

*1 Not yet appointed in FY2023

*2 Attendance status since appointment as a Director (as of June 28, 2023)