

## IINO LINES Sustainability Site 2025 Data List

### Safety and Security Data

#### Occupational Safety and Health

##### ● Data on Occupational Accidents and Health Checkups

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Employees Recognized for Work-Related Accident *1	Persons	0	0	0	0	0
The Company's Health Checkup Participation Rate	%	89	95	96	96	96
Number of onshore employees at IMS Certified as Having Suffered Occupational Accident	Persons	0	0	0	0	0
	Fatalities	Persons	0	0	0	0
	Injuries	Persons	0	0	0	0
	Diseases	Persons	0	0	0	0
Number of People at IBT Certified as Having Suffered Occupational Accident	Persons	0	0	0	0	0
	Fatalities	Persons	0	0	0	0
	Injuries	Persons	0	0	0	0
	Diseases	Persons	0	0	0	0
Occupational Accident Frequency Rate*2	All industries*3	-	1.95	2.09	2.06	2.14
	Onshore employees of IINO LINES*4	-	0.00	0.00	0.00	0.00
	IMS crew members	-	0.399	0.523	0.437	0.292

\*1 Includes all employees, including temporary staff.

\*2 Indicator representing the frequency of occupational accidents resulting in lost workDays (excluding commuting accidents), per one million total working Hours.

\*3 The all industries data is based on the Survey on Industrial Accidents published by the Ministry of Health, Labour and Welfare.

\*4 Applies to onshore personnel of IINO LINES on a non-consolidated basis.

##### ● Company Disclosures of Incidents Involving Violations of Labor Standards

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of labor standards violations and allegations (non-consolidated:total of onshore and seafaring personnel)	Cases	-	0	0	0	0

#### Safety in the Shipping and Real Estate Business

##### ● Number of Serious Accidents

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Serious Accidents	Cases	0	0	0	0	0

\* Serious accidents stipulated by the company (Vessels, Buildings and Information Systems)

##### ● Safety in Shipping Business

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Accident per Voyage	Equipment/Mechanical Failures & Damage	Cases	0.0132	0.0234	0.0129	0.0174
	Collision / Grounding / Fire Incidents	Cases	0	0.0007	0	0.0009
	Hull/Equipment Damage due to Heavy Weather	Cases	0.0007	0.0014	0.0080	0
Crew Retention Rate	All seafaring officers (over two years)	%	94.6	96.5	91.9	89.6
	Top 4, senior officers (over two years)	%	97.2	97.7	91.3	91.0
Number of Foreign National Crew Participating in Short-term Safety Training	Persons	530	833	885	1,207	912
	Japan	Persons	22	19	23	66
	South Korea	Persons	109	153	227	318
	Philippines	Persons	272	490	402	516
	Myanmar	Persons	127	171	196	212
	India	Persons	-	-	37	95
Performance in Oil Major Inspections	Number of vessels inspected	Vessels	98	87	79	83
	Average Number of Findings	Cases	3.3	2.8	2.6	2.7
The Shipping Business:	Total number of vessels	Vessels	64	66	75	82
Performance in Superintendent	Total number of Days	Days	259	253	344	354
Deficiencies Identified per Port State Control (PSC) Inspection	Cases	0.57	0.45	0.93	1.81	1.96
Performance in CDI Inspection	Vessels	34	35	28	29	32
Performance in Inspections by IINO Vessel Inspection System	Vessels	45	57	70	92	99
Customer Satisfaction (Average Score out of 5)	Points	3.3	3.0	3.0	3.3	3.3

##### ● The Real Estate Business: Accidents / Troubles by Cause

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Human Factors	Cases	20	18	20	10	0
Equipment Factors	Cases	15	17	19	4	2
Management Factors	Cases	-	-	-	-	4
External / Unknown Causes	Cases	1	1	2	7	8

\* Beginning from FY2024, "Management factors" has been established as a new category, and the scope of data aggregation has been revised accordingly

##### ● 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	2	1
Shiodome Shiba-Rikyu Building	Times	2	2	0	2
Tokyo Fujimi Building	Times	-	1	-	-
NS Toranomom Building	Times	-	0	-	1
IINO Takehaya Building	Times	-	-	-	1

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

Qualifications / Training	Unit	Number of Certified / Participants
Advanced emergency first aid certification (including instructors)	Persons	67
Disaster preparedness center training programs	Persons	39

##### ● Safety Training and Qualification Attendance (Shipping Business & Real Estate Business)

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total	Persons	630	933	985	1,324	1,018

## Environmental Data

### Responding to Climate Change

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

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024	
Fuel Oil Volume (Total of Grade C Heavy Oil & Grade A Heavy Oil) *1	Thousand t	298	291	276	277	290	
Grade C heavy oil*1	Thousand t	277	269	249	251	262	
	Vessels (non-consolidated)	Thousand t	266	260	244	246	257
	Vessels (Group companies)	Thousand t	11	9	5	5	5
Grade A heavy oil*1	Thousand t	21	22	26	26	28	
	Vessels (non-consolidated)	Thousand t	14	15	17	18	19
	Vessels (Group companies)	Thousand t	7	7	9	8	9
Electricity Consumption*2	Thousand kWh	19,686	20,038	21,338	20,668	20,757	
Renewable energy usage*2	Thousand kWh	0	1,400	4,000	6,000	8,000	
Renewable energy as a percentage of total energy use*2	%	0	7	13	29	38	
City Gas Consumption*2	Thousand m3	618	513	521	538	537	
Energy Consumption	Thousand GJ	13,171	12,873	11,940	11,975	12,201	

\*1 Calculated based on vessels operated by the Company and major Group companies.

\*2 Calculated based on five office buildings owned by the Company (IINO Building, Shiodome Shiba-rikyu Building, Tokyo Fujimi Building, IINO Takehaya Building, NS Toranomom Building).

#### ● Output / Greenhouse Gas (CO<sub>2</sub>) Emissions

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Carbon dioxide gas (CO <sub>2</sub> )	Thousand t	938	916	868	869	907
Shipping Business*1	Thousand t	927	907	860	863	900
	Real Estate Business*2,3	Thousand t	11	9	9	6

\*1 Third-party verification conducted in October 2024; emission factors for FY2020 and FY2023 were revised, and reduction rates for FY2021–FY2023 were retroactively corrected. FY2024 figures are third-party verified.

\*2 For a portion of electricity used in the Company-owned buildings, non-fossil certificates were applied. Historical data recalculated following a review of the reporting boundary. FY2024 figures are verified.

\*3 Includes CO<sub>2</sub> from five domestic buildings owned/managed by the Company, as well as emissions from offices used by Group companies.

#### ● GHG / CO<sub>2</sub> Emissions Reduction Rate

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Shipping business (compared with FY2020)*1	%	-	7.1	12.1	10.7	14.7
Real Estate business (compared with FY2013)*1,2	%	12.4	18.2	21.8	43.7	42.9

\*1 FY2024 figures are third-party verified for both shipping and real estate business.

\*2 FY2020 and FY2023 emission intensities revised during third-party verification in Oct. 2024; reduction rates for FY2021–FY2023 adjusted accordingly.

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

Item	Unit	FY2020*1	FY2021*1	FY2022*1	FY2023*1	FY2024*1	
SCOPE1	Thousand t	928	908	862	864*2	901	
SCOPE2	Thousand t	10	9	8	5	6	
SCOPE3	Thousand t	213	179	159	145	132	
	Waste	Thousand t	0.1	0.3	0.3	0.4	0.3
	Business trip	Thousand t	0.0	0.0	0.1	0.2	0.3
	Commuting	Thousand t	0.0	0.0	0.0	0.0	0.0
	Fuel- and energy related activities	Thousand t	131.3	128.4	119.1	118.0	124.9
Capital goods	Thousand t	81.5	50.3	39.0	26.0	6.2	

\*1 All SCOPE 1, 2, and 3 emissions are third-party verified.

\*2 After applying J-Credit amortisation (deactivation) and reductions from biofuel use on vessels.

#### ● Change in CO<sub>2</sub> Emissions in the Shipping Business [Scope of data calculation: Group-operated Vessels]

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total CO <sub>2</sub> emissions*1	Thousand t	927	907	860	863	900
Basic Unit (per ton-mile transported)	g	10.82	10.05	9.51	9.66	9.23

\*1 FY2020 and FY2023 emission intensity values were revised during Oct. 2024 third-party verification; reduction rates for FY2021–FY2023 updated accordingly.

#### ● Change in CO<sub>2</sub> Emissions in the Real Estate Business [Scope of data calculation: 5 office buildings owned and managed by IINO LINES in Japan]

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total of Scope 1 and 2	Thousand t	11.0	9.4	9.0	6.5	6.6
SCOPE1	Thousand t	1.4	1.1	1.3	1.2	1.2
	Thousand t	9.6	8.3	7.8	5.3	5.4
Basic Unit	t-CO <sub>2</sub> /kg/m <sup>2</sup>	0.069	0.059	0.056	0.041	0.041

\* CO<sub>2</sub> emissions for the IINO Building and the Shiodome Shiba-rikyu Building are calculated after deducting the portion covered by non-fossil certificates.

#### ● Overall

Item	Unit	
Number of Office Building	Buildings	5
Total floor area of each building	m <sup>2</sup>	159,634.5

#### ● Floor Area per Building

Item	Unit	
IINO Building	m <sup>2</sup>	99,202.6
Shiodome Shiba-Rikyu Building	m <sup>2</sup>	35,015.3
Tokyo Fujimi Building	m <sup>2</sup>	10,686.6
NS Toranomom Building	m <sup>2</sup>	9,877.0
IINO Takehaya Building	m <sup>2</sup>	4,853.0

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 [Scope of data calculation: office buildings owned and managed by IINO LINES in Japan and abroad]

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
LEED certification (Platinum)*1	%	17	14	14	13	13
BELS certification*2	%	20	20	20	20	20
DBJ Green Building Certification*2	%	40	40	40	40	40

\*1 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.

\*2 Past data have been retroactively revised following a review of the reporting boundary, which was updated to cover only office buildings owned by the Company in Japan.

#### ● Energy Consumption and CO<sub>2</sub> Emissions in FY2024\*1

Name of Building	Energy Consumption (thousand kWh)	CO <sub>2</sub> emissions (Thousand t)
IINO Building	13,830	3.5
Shiodome Shiba-Rikyu Building	4,767	1.0
Tokyo Fujimi Building	894	0.4
NS Toranomom Building	911	0.4
IINO Takehaya Building	355	0.2

\*1 The coefficient for CO<sub>2</sub> emissions per unit of electricity consumed is the specified value (0.000431t-CO<sub>2</sub>/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 CO<sub>2</sub> emissions.

## Prevention of Air Pollution and Waste Reduction

### ● Emissions of Nitrogen Oxides (NOx) / Sulfur Oxides (SOx)

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
NOx	Thousand t	26.0	25.0	24.0	24.0	25.0
SOx	Thousand t	4.0	5.0	10.0	11.0	11.0

### ● 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	FY2020	FY2021	FY2022	FY2023	FY2024
Carbon dioxide content	Locations	2,213/2,233	2,322/2,330	2,345/2,345	2,337/2,345	2,345/2,345
Carbon monoxide content	Locations	2,233/2,233	2,330/2,330	2,345/2,345	2,345/2,345	2,345/2,345
Amount of floating dust	Locations	2,233/2,233	2,330/2,330	2,345/2,345	2,345/2,345	2,345/2,345

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

\* Past data have been retroactively revised due to changes in aggregation methodology.

### ● Copy Paper Consumption in Group Offices

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Copy Paper Consumption	Thousand sheets	1,309	1,260	895	716	757

\* Calculated based on copy paper used on the 27F/10F of the IINO Building and 5F of the NS Toranomon Building, where domestic Group companies including IINO LINES are located.

### ● Waste Generation and Recycling Rate

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Waste discharged	Thousand t	0.4	0.4	0.5	0.5	0.5
Recycling Rate	%	74	74	70	73	71.9

### ● Shipboard Waste (Living Waste on Vessels)

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Plastics	m <sup>3</sup>	649	637	601	18.30m <sup>3</sup> per ship	13.86m <sup>3</sup> per ship
Bottles and cans	m <sup>3</sup>	442	438	395	13.80m <sup>3</sup> per ship	-
Food waste	m <sup>3</sup>	337	216	173	-	-

\* Beginning from FY2023, the average figure per ship has been calculated. Beginning from FY2024, certain items of waste have been excluded from the scope of data aggregation

## Preserving Biodiversity

### ● Number of Marine Pollution Incidents per Voyage

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Incidents	Cases	0	0.0007	0	0	0

## Preservation of Water Resources

### ● Total Water Usage by Water Intake Source for Each Building in the Real Estate Business [Scope of data calculation: 5 office buildings owned and managed by IINO LINES in Japan]\*1

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total Usage	Thousand m <sup>3</sup>	74	77	93	99	106
Tap water usage	Thousand m <sup>3</sup>	57	57	68	71	73
Recycled water usage	Thousand m <sup>3</sup>	11	12	25	26	25
Rainwater Usage	Thousand m <sup>3</sup>	6	8	0	2	7
Underground water (well water) usage	Thousand m <sup>3</sup>	0	0	0	0	0
Gray water (treated water) usage*2	Thousand m <sup>3</sup>	27	26	34	35	34
Surface water usage	Thousand m <sup>3</sup>	-	-	-	-	-
Water used from quarries	Thousand m <sup>3</sup>	-	-	-	-	-
Outside wastewater usage	Thousand m <sup>3</sup>	-	-	-	-	-
Seawater usage	Thousand m <sup>3</sup>	-	-	-	-	-

\*1 0.001 thousand m<sup>3</sup> or smaller are expressed as "0." "-" is used if not used or not discharged.

\*2 Greywater refers to treated, non-potable water recycled within the buildings.

### ● Wastewater Destination and Volume from Domestically Owned Office Buildings [Scope of data calculation: 5 office buildings owned and managed by IINO LINES in Japan]\*1

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total*2	Thousand m <sup>3</sup>	59	64	76	0	0
Sewage	Thousand m <sup>3</sup>	59	64	76	81	89
Evaporation Loss*3	Thousand m <sup>3</sup>	N/A	N/A	N/A	17	16
Rivers and other public water bodies	Thousand m <sup>3</sup>	-	-	-	-	-

\*1 0.001 thousand m<sup>3</sup> or smaller are expressed as "0." "-" is used if not used or not discharged.

\*2 Totals from FY2020-FY2022 exclude evaporation loss.

\*3 Evaporation loss before FY2023 was not recorded.

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

Item	Unit	Extremely High (>80%)	High (40-80%)	Medium High (20-40%)	Low - Medium (10-20%)	Low (<10%)	Total
Number of sites	Locations	2	4	11	3	1	21
Percentage of sites by region	%	9.5	19.0	52.4	14.3	4.8	100

\* See "Aqueduct" to learn about Water Stress (as of January 2026)

\* Excluding companies for the purpose of ship ownership. IINO Group's 21 domestic and international locations (including group company locations, representative offices, and owned buildings listed on our website)

### ● Results of Water Quality Assessments

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Assessment result	-	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

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of violations of environmental laws	Cases	0	0	0	0	0

## Social Data

### Strengthening Diversity and Human Capital

#### ● Employee Status

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees (Onshore)	Persons	110	118	128	142	155
Male	Persons	79	81	87	97	105
Female	Persons	31	37	41	45	50
Number of employees (Seafarer)	Persons	56	51	55	54	56
Male	Persons	56	51	55	54	54
Female	Persons	0	0	0	0	2
New Graduates / Mid-Career Hires (Onshore)	Persons	11	12	14	14	11
Male	Persons	7	6	10	7	5
Female	Persons	4	6	4	7	6
New Graduates / Mid-Career Hires (Seafarer)	Persons	4	2	8	7	9
Male	Persons	4	2	8	7	8
Female	Persons	0	0	0	0	1
Percentage of contractors (consolidated)	Persons	1.79	1.83	1.79	1.03	1.15
Average number of years of service	Years	14.7 *1	13.9 *1	13.8 *1	13.6 *1	14.1
Onshore	Years	10.5	12	11.7	10.8	10.1
Percentage of employees who left for personal reasons	%	0.9	1.7	3.9	0.7	3.9
Onshore	%	3.4	13.7	1.8	1.9	5.4
Seafarer	Persons	1	0	3	0	2
Number of persons who left within three years	Persons	1	2	1	0	2
Onshore	Persons	1	2	1	0	2
Seafarer	Persons	1	2	1	0	2
Percentage of employees who left for personal reasons (consolidated)	%	8.2	9.6	7.6	6.9	8.5
Number of persons who left within three years (consolidated)	Persons / %	28 / 4.2	30 / 4.7	26 / 3.9	19 / 2.8	33 / 4.7
Average monthly overtime per employee	Hours	25.4	28.5	26.1	26.2	25.4

\*1 Past data have been retroactively revised due to changes in aggregation methodology.

#### ● Employee Support Systems

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Average number of paid vacation Days taken	Days	7.4	8.7	10.5	10.9	9.6
Number of women who took maternity leave	Persons	2	4	1	2	0
Percentage of persons who used childcare leave	%	0	40	83	83	100
Number of persons who used childcare leave	Persons	0	4	10	6	6
Male	Persons	0	0	9	3	6
Female	Persons	0	4	1	3	0
Ratio of employees who returned to work after taking childcare leave	%	N/A	100	100	100	100
Number of working mothers	Persons	10	13	14	15	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
Number of persons who used job return system	Persons	0	0	0	0	0
Number of employees with short-term overseas training or expatriate experience (Cumulative)	Persons	49	54	54	61	66

#### ● Training Hours

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Training Hours per employee	Hours	16.1	22.4	23.2	22.0	42.5
Total training Hours	Hours	2,676	3,791	4,240	4,925	8,975

\* Non-consolidated data for IINO LINES

\* Data on training organized by the Human Resources Department and Shipping Department (excluding individual training conducted by each department)

#### ● Career Development-related Data

Item	Unit	FY2025 (as of end of September, 2025)
Employees who underwent career development-related assessments	%	100
Employees who undertook career or skills-related training	%	100

\* Non-consolidated data for IINO LINES

#### ● The Real Estate Business: Number of Employees with Qualifications/Persons Who Participated in Training Programs in FY2024

Qualifications/Training	Unit	Number of employees with qualifications/Persons who participated in training programs
First-class architect	Persons	6
Chief electricity engineer	Persons	8
Qualified energy manager (electricity/heat)	Persons	3
Building environment and sanitation management technician	Persons	23
First-class electrical work operation and management engineer	Persons	7
First-class plumbing work operation and management engineer	Persons	5
First-class building operation and management engineer	Persons	6
Firefighter certification	Persons	48

#### ● Employee Diversity

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Ratio of female employees (non-consolidated)	%	18.7	21.9	22.4	23.0	23.7
Ratio of female employees (consolidated)	%	17.3	18.8	18.4	19.6	19
Ratio of female managers	%	1.4	2.6	5.0	4.9	5.1
Ratio of females in career-track positions (management candidates)	%	11.6	14.3	16.2	17.7	19.4
Ratio of Mid-Career Hires in Managerial Positions*1	%	-	-	11.3	12.5	11.4
Number of Foreign National Employees*1	Persons	-	-	67	68	68
Number of Foreign National Managers*1	Persons	-	-	16	14	13
Ratio of employees with disabilities	%	1.05	1.03	1.03	0.98	0.9

\*1 Aggregation started in FY2022.

#### ● Nationality Composition of Group Seafarers

Item	Unit	FY2025 (as of end of Jun, 2025)
Japanese	Persons	56
Korean	Persons	261
Filipino	Persons	653
Burmese	Persons	198
Indian	Persons	162

## Respect for Human Rights

### ● Awareness Raising on Respecting the Human Rights of Group Officers and Employees

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Human Rights Training Participation Rate	%	-	-	-	78.7	100

\* Implemented starting in FY2023

## Contribution for Society

### ● Social Contribution Activity Data

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total donations* <sup>1</sup>	Thousand Yen	1,185	14,996	4,926	13,424	8,367
Number of Participants in the Volunteer Support Program	Persons	0	0	0	12	7

\*<sup>1</sup> Aggregated based on the total amount of donations reported to the Executive Committee. Past data have been retroactively revised due to changes in aggregation methodology.

## Governance Data

### Ensuring Thorough Compliance

#### ● Compliance Violations

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of compliance violations	Cases	6	2	0	0	2

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

#### ● Internal Reporting System/External Whistleblower System

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of internal reporting/external whistleblower	Cases	0	0	0	0	7

\* 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

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Disciplinary dismissals due to violations of anti-corruption laws	Persons	0	0	0	0	0
Penalty charges, surcharges, and settlement money incurred	Yen	0	0	0	0	0

\* Including but not limited to the Antimonopoly Act, Financial Instruments and Exchange Act, and Unfair Competition Prevention Act

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

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of violations of environmental laws	Cases	0	0	0	0	0

#### ● Total Amount of Environmental Fines or Penalties Imposed in FY2024

Item	Unit	FY2024
The amount of fines or penalties imposed due to environmental violations (air pollution, soil pollution, waste, water quality)	€ (EUR)	15,000

\* Cases in which fines exceeding US\$10,000 were imposed.

#### ● Company Disclosures of Incidents Involving Violations of Labor Standards

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of labor standards violations and allegations (non-consolidated:total of onshore and seafaring personnel)	Cases	-	0	0	0	0

### Strengthening governance

#### ● Ensuring the Independence and Diversity of the Board of Directors

Item	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Ratio of Independent Directors	%	37.5	37.5	37.5	50.0	50.0
Ratio of Female Directors	%	0	0	12.5	25.0	25.0

#### ● Attendance of Directors at Board of Directors Meetings

Position	Name	Unit	Attendance Status (FY2024)
President and Representative Director	Yusuke Otani	%	100 (23/23 times)
Director	Osamu Fushida	%	100 (23/23 times)
Director	Seiichi Fujimura	%	100 (14/14 times)* <sup>1</sup>
Director	Yuji Yasuki	%	100 (14/14 times)* <sup>1</sup>
Outside Director	Mari Miyoshi	%	100 (23/23 times)
Outside Director	Tomonori Nonomura	%	100 (23/23 times)
Outside Director	Shizuyo Takahashi	%	96 (22/23 times)
Outside Director	Takeshi Himeno	%	100 (14/14 times)* <sup>1</sup>

\*<sup>1</sup> Attendance status following appointment as Director (as of June 26, 2024)

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

Position	Name	Unit	Attendance Status (FY2024)
Standing Auditor	Yoshinori Hashimura	%	96 (22/23 times)
Standing Auditor	Norikazu Shimizu	%	-* <sup>1</sup>
Outside Auditor	Kenkichi Fukuda	%	100 (14/14 times)* <sup>2</sup>
Outside Auditor	Yudai Miyake	%	100 (14/14 times)* <sup>2</sup>

\*<sup>1</sup> Not yet appointed in FY2024

\*<sup>2</sup> Attendance record since becoming an Audit & Supervisory Board

#### ● Attendance of Audit & Supervisory Board Members at Supervisory Board meeting

Position	Name	Unit	Attendance Status (FY2024)
Standing Auditor	Yoshinori Hashimura	%	93 (14/15 times)
Standing Auditor	Norikazu Shimizu	%	-* <sup>1</sup>
Outside Auditor	Kenkichi Fukuda	%	90 (9/10 times)* <sup>2</sup>
Outside Auditor	Yudai Miyake	%	100 (10/10 times)* <sup>2</sup>

\*<sup>1</sup> Not yet appointed in FY2024

\*<sup>2</sup> Attendance record since becoming an Audit & Supervisory Board

#### ● Composition of the Nomination and Remuneration Committee

Position	Name	Unit	Attendance Status (FY2024)
President and Representative Director	Yusuke Otani	%	90% (9/10 times)
Director	Osamu Fushida	%	100% (8/8 times)* <sup>1</sup>
Outside Director	Mari Miyoshi	%	100% (10/10 times)
Outside Director	Shizuyo Takahashi	%	100% (10/10 times)
Outside Director	Takeshi Himeno	%	100% (8/8 times)* <sup>1</sup>

\*<sup>1</sup> Attendance status following appointment as Director (as of June 26, 2024)