

ESG statistics

Environment

		2018	2019	2020	2021
Energy consumption	Heavy oil (kL)	3,894	3,778	2,891	2,997
	Natural gas (x 1,000 m ³ N)	939	816	800	945
	Petroleum (x 1,000 kg)	5,708	5,932	6,036	6,570
Power purchased (x 1,000 kWh)		123,678	125,753	120,162	124,521
CO ₂ emissions (tons)		90,437	90,305	81,337	83,876
	Scope 1 (tons)	29,774	29,855	27,726	29,939
	Scope 2 (tons)	60,663	60,449	53,611	53,937
PRTR (handled & emitted) (tons)		306	320	301	331
Water intake	Clean water (x 1,000 m ³)	204	228	224	234
	Industrial water (x 1,000 m ³)	249	206	182	168
	Well water (x 1,000 m ³)	1,939	1,918	1,971	1,990
Industrial waste	Amount generated (tons)	9,300	10,166	9,671	10,814

* Applicable scope: 14 facilities in Japan and 27 related locations (including affiliates)

Governance

(Non-consolidated)

		2018	2019	2020	2021
Board of Directors	Members of Board of Directors	10	10	9	8
Compliance	Compliance training participants	—	—	271	361
Information security	Information security training participants	82	87	57	1,034
	Severe incidents	0	0	0	0

Social

(Non-consolidated)

		2018	2019	2020	2021	
Employee-related data	Employees		1,745	1,853	1,903	1,884
		Male	1,544	1,628	1,642	1,590
		Female	201	225	261	294
	New graduate recruits		54	45	52	46
		Male	42	34	31	31
		Female	12	11	21	15
	Average age (years)		42.9	41.9	41.6	41.6
		Male	43.2	42.3	42.3	42.3
		Female	40.6	39.3	37.8	37.7
	Turnover rate (%)		5.5	4.7	6.0	6.0
Human resource development	Total training hours	37,892	25,562	18,608	26,023	
	Average training hours per year (hours/person)	20.7	19	12.9	13.2	
Promoting diversity	Ratio of female employees (%)	12	12	14	16	
	Ratio of female managers (%)	2.8	3.2	3.2	4.3	
	Ratio of persons with disabilities employed (%)	2.39	2.30	2.28	2.36	
Producing an employee-friendly workplace	Number who took childcare leave		4	3	11	9
		of whom are male	0	0	1	4
	Ratio of paid vacation taken (%)	47.3	53.0	52.9	64.2	
	Average monthly hours of overtime work per person	18.06	17.48	19.51	19.69	
Members of labor union		1,417	1,486	1,491	1,481	
Occupational safety & health initiatives	Lost-worktime accident frequency rate (%)*		0.60	0.82	0.44	0.76
	Health checkup screening rate (%)		96.1	99.9	100	100
	Stress check screening rate (%)		86.1	90.1	93.9	94.6
	Participants in occupational safety & health-related training*		536	446	350	339

* Includes associated companies in Japan

Company outline

- ▶ **Company name** INOAC CORPORATION
- ▶ **Capital** 720 million yen
- ▶ **Representatives** Chairman Soichi Inoue President & COO Yasushi Nomura
- ▶ **Head Office** 2-13-4 Meieki Minami, Nakamura-ku, Nagoya, Aichi 450-0003
- ▶ **Head Office (Tokyo)** 4F Osaki West-city Bldg., 2-9-3 Osaki, Shinagawa-ku, Tokyo 141-0032
- ▶ **Established** 1954
- ▶ **Employees** 1,846 (as of April 1, 2022)
- ▶ **Sales** 176.3 billion yen (as of December 2021)

▶ Main Businesses

INOAC Materials for a Comfortable Life.

INOAC operates in five broadly-defined categories of business. We make people's lives more comfortable and enjoyable in many different life scenarios, offering a wide range of products in various markets.

1 High Performance Materials

Operating in various fields closely related to daily life, from consumer products to information technology equipment and housing and construction materials.



2 Automotive-related Products

Offering products for interiors and exteriors, products for car functions, and seat-related products that help make cars safer and more comfortable.



3 iRC Tire

This specialist manufacturer of motorcycle, bicycle, and wheelchair tires and tubes is the original founding section of the INOAC Group.



4 Housing & Construction Materials

Operating mainly in housing, construction, civil engineering, and environment-related business.



5 Bedding & Furniture

Producing *Colorfoam* bedding for a comfortable night's sleep, as well as *Smile* nursing care furnishings, and *HUKLA* furniture.

