

ESG statistics

Environment

(14 facilities in Japan and 27 related locations (including affiliates))

		2018	2019	2020	2021	2022
Energy consumption	Heavy oil (kL)	3,894	3,778	2,891	2,997	2,792
	Natural gas (x 1,000 m ³ N)	939	816	800	945	845
	Petroleum, etc. (x 1,000 kg)	5,708	5,932	6,036	6,570	6,030
Power purchased (x 1,000 kWh)		123,678	125,753	120,162	124,521	116,324
CO ₂ emissions (tons)		90,437	90,305	81,337	83,876	74,355
	Scope 1 (tons)	29,774	29,855	27,726	29,939	27,539
	Scope 2 (tons)	60,663	60,449	53,611	53,937	46,816
PRTR (handled & emitted) (tons)		306	320	301	331	321
Water intake	Clean water (x 1,000 m ³)	204	228	224	234	219
	Industrial water (x 1,000 m ³)	249	206	182	168	146
	Well water (x 1,000 m ³)	1,939	1,918	1,971	1,990	1,901
Industrial waste	Volume (tons)	9,300	10,166	9,671	10,814	9,894

Social

(Non-consolidated)

			2018	2019	2020	2021	2022
Employee-related data	Employees * As of April 1, 2023		1,745	1,853	1,903	1,889*	1,884
		Male	1,544	1,628	1,642	1,611*	1,590
		Female	201	225	261	278*	294
	New graduate recruits * April 1, 2022 through March 31, 2023		54	45	52	46	52
		Male	42	34	31	31	36
		Female	12	11	21	15	16
	Average age (years) * As of April 1, 2023		42.9	41.9	41.6	41.6	41.6
		Male	43.2	42.3	42.3	42.3	42.3
		Female	40.6	39.3	37.8	37.7	37.9
	Departed employees * April 1, 2022 through March 31, 2023		96	88	114	113	153
	Turnover rate (%) * April 1, 2022 through March 31, 2023		5.5	4.7	6.0	6.0	8.1
	Hours actually worked (x 1,000 hours) * Employees only, April 1, 2022 through March 31, 2023		3,626	3,748	3,760	3,699	3,645
	Difference in pay between males & females (Ratio of wages for females compared to wages for males) (%)		—	—	—	—	79.8
		Full-time employees	—	—	—	—	80.7
		Non-regular employees	—	—	—	—	81.5

* Figures revised due to change in counting method

ESG statistics

Social

(Non-consolidated)

		2018	2019	2020	2021	2022
Human resource development	Total training hours	37,892	25,562	18,608	26,023	25,018
	Trainees	1,830	1,345	1,442	1,971	1,390
	Average training hours per year	20.7	19.0	12.9	13.2	18.1
Promoting diversity	Ratio of female employees (%) * As of April 1, 2023	12	12	14	15 ^{*1}	16
	Male managers * As of April 1, 2023	278	273	273	289	286
	Female managers * As of April 1, 2023	8	9	9	13	13
	Ratio of female managers (%) * As of April 1, 2023	2.8	3.2	3.2	4.3	4.3
	Employees with disabilities * As of April 1, 2023	30	28	28	28	30
	Ratio of persons with disabilities employed (%) * As of June 1, 2023	2.4	2.3	2.3	2.4	2.5
Producing an employee-friendly workplace	Individuals who took childcare leave * April 1, 2022 through March 31, 2023	4	3	11	9	5
	Male	0	0	1	4	0
	Ratio of leave taken to care for children, including childcare leave (%)	—	—	—	—	89.6
	Ratio of paid vacation taken (%) * April 1, 2022 through March 31, 2023	47.3	53.0	52.9	64.2	70.6
	Average monthly hours of overtime work per person ^{*2} * April 1, 2022 through March 31, 2023	18.1	17.5	19.5	19.7	18.6
	Members of labor union * Including members of quasi union as of April 1, 2022	1,417	1,486	1,491	1,481	1,486
Occupational safety & health initiatives	Lost-worktime accident frequency rate ^{*3}	0.60	0.82	0.44	0.76	0.46
	Near-miss & hazard prediction cases submitted ^{*4}	0.11	0.10	0.17	0.26	0.40
	Health checkup screening rate (%)	96.1	99.9	100	100	100
	Stress check screening rate (%)	86.1	90.1	93.9	94.6	97.0

*1 Figures revised due to change in counting method

*2 Overtime pay + work on days off + legally mandated days off worked Excluding months with 0 workdays Actual number of overtime hours worked for general employees (ST through AM), sales & technicians

*3 Number of occupational accidents ÷ hours actually worked x 1,000,000

*4 Submissions per month, per person

Governance

(Non-consolidated)

		2018	2019	2020	2021	2022
Board of Directors	Members of Board of Directors	10	10	9	8	8
Compliance	Compliance training participants	—	—	271	361	650
Information security	Information security training participants	82	87	57	1,034	53
	Severe incidents	0	0	0	0	0

Company outline

▶ Company name	INOAC Corporation
▶ Capital	720 million yen
▶ Representatives	Soichi Inoue, Chairman Yasushi Nomura, President & COO
▶ 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	1,835 (as of April 1, 2023)
▶ Sales	163.2 billion yen (as of December 2022)

▶ 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.



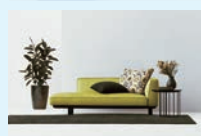
4 Housing & Construction Materials

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



5 Bedding & Furniture

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



Ratio of domestic sales comprised by each business ■ Automotive ■ High performance materials

