

ESG statistics

Environment

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

		2020	2021	2022	2023	Targets in FY 2024	Targets for FY 2030
Energy consumption	Power purchased (x 1,000 kWh)	120,162	124,521	116,324	117,133	109,531	73,233
	Heavy oil (kL)	2,891	2,997	2,792	2,049	1,916	1,219
	Natural gas (x 1,000 m ³ N)	800	945	845	890	832	529
	Petroleum, etc. (x 1,000 kg)	6,036	6,570	6,030	6,230	5,826	3,706
GHG emissions (tons of CO ₂)	Scope 1 + 2	81,337	83,876	74,355	73,394	68,631	45,887
	Scope 1	27,726	29,939	27,539	26,229	24,527	15,602
	Scope 2	53,611	53,937	46,816	47,165	44,104	30,285
Contaminants discharged	VOCs (volatile organic compounds) (tons / monetary sum of production (million yen))	1.67	1.85	2.02	1.82	1.81	—
Water intake (thousand m ³)	Total	2,377	2,392	2,266	2,284	2,236	* 2,153
	Clean water	224	234	219	233	—	—
	Industrial use water	182	168	146	141	—	—
	Groundwater	1,971	1,990	1,901	1,910	—	—
Waste	Hazardous waste (industrial waste) generated (tons)	9,671	10,814	9,894	10,055	9,500	8,400
PRTR (amount emitted + amount transferred) (tons / monetary sum of production (million yen))		2.08	2.20	2.26	2.13	2.09	—
Environmental laws & regulations	Violations of laws or regulations	0	0	0	0	0	0

* Targets are only for overall water intake

ESG statistics

Social

(Non-consolidated)

			2020	2021	2022	2023	Targets in FY 2024
Employee-related data	Employees * As of April 1, 2024	Total	1,903	1,889	1,884	1,812	—
		Male	1,642	1,611	1,590	1,534	—
		Female	261	278	294	278	—
		Foreign nationality	—	—	—	13	—
	New graduate recruits * April 1, 2023 through March 31, 2024	Total	52	46	52	47	—
		Male	31	31	36	31	—
		Female	21	15	16	15	—
		Foreign nationality	0	0	0	1	—
	Average age (years) * As of April 1, 2024	Total	41.6	41.6	41.6	42	—
		Male	42.3	42.3	42.3	42.5	—
		Female	37.8	37.7	37.9	39	—
	Departed employees * April 1, 2023 through March 31, 2024		114	113	153	119	—
	Turnover rate (%) * April 1, 2023 through March 31, 2024		6	6	8.1	6.6	—
		Number of whom departed voluntarily	—	—	—	52	—
	Hours actually worked (x 1,000 hours) counting employees only * April 1, 2023 through March 31, 2024		3,760	3,699	3,645	3,699	—
	Difference in pay between males & females (%) (Ratio of wages for females compared to wages for males)	Total	—	—	79.8	79.4	—
		Full-time employees	—	—	80.7	79.6	—
		Non-regular employees	—	—	81.5	85.4	—

ESG statistics

Social

(Non-consolidated)

			2020	2021	2022	2023	Targets in FY 2024
Human resource development	Total training hours		18,608	26,023	25,018	24,502	22,182
	Trainees		1,442	1,971	1,390	1,116	1,116
	Average training hours per year		12.9	13.2	18.1	22	20
Promoting diversity	Ratio of female employees (%)		14	15	16	15	—
	Male managers		273	289	286	285	—
	Female managers		9	13	13	13	—
	Ratio of female managers (%)		3.2	4.3	4.3	4.4	—
	Employees with disabilities		28	28	30	41	—
	Ratio of persons with disabilities employed (%)		2.3	2.4	2.5	2.21	—
Creating an employee-friendly workplace	Total Individuals who took childcare leave * April 1, 2023 through March 31, 2024		11	9	5	17	—
		Male	1	4	0	11	—
		Female	10	5	5	6	—
	Ratio of leave taken to care for children, including childcare leave (%)		—	—	89.6	75.8	—
	Ratio of paid vacation taken (%)		52.9	64.2	70.6	68.4	50% or more
	Average monthly hours of overtime work per person ¹ * April 1, 2023 through March 31, 2024		19.5	19.7	18.6	17.5	—
Membership status of labor union	Members of labor union, including members of quasi union		1,491	1,481	1,486	1,460	—
Occupational safety & health	Total occurrences of employee occupational accidents (Japan)		25	22	20	17	12
	Total occurrences of employee occupational accidents (Overseas)		13	16	21	23	12
	Incident rate of occupational accidents (Japan)		2.15	1.68	1.53	1.27	0.92
	Lost-worktime accident frequency rate ² (Japan)		0.44	0.76	0.46	0.52	0.31
	Severe employee occupational accidents (Japan)		0	0	0	0	0
	Severe employee occupational accidents (Overseas)		0	0	0	0	0
	Fires at business locations (Japan)		0	0	1	0	0
	Fires at business locations (Overseas)		0	0	0	0	0
	Workplace environments spotlighted (eliminating all administrative classification III work environments)		2	6	12	6	0
	Near-miss & hazard prediction cases submitted ³		0.17	0.26	0.40	0.62	0.70
	Health checkup screening rate (%)		100	100	100	99.4	100
	Stress check screening rate (%)		93.9	94.6	97	96.2	98
Contributing to society	Social contributions ⁴		6	6	14	32	32

^{*1} Overtime pay + work on days off + legally mandated days off worked Excluding months with 0 workdays Applies to general employees (ST through AM), actual number of overtime hours worked by sales & engineers

^{*2} Number of lost-time occupational accidents ÷ hours actually worked x 1,000,000

^{*3} Submissions per month, per person

^{*4} Contributions involving donations by INOAC Corporation non-consolidated

ESG statistics

Governance

(Non-consolidated)

		2020	2021	2022	2023	Targets in FY 2024
Board of Directors	Members of Board of Directors	9	8	8	8	—
Compliance	Compliance training participants	271	361	650	271	900
Information security	Information security training participants	57	1,034	53	1,100	*1,087
	Severe incidents	0	0	0	0	0
Patents	Domestic patent applications per year	162	236	257	301	275
	Domestic patents	1,033	1,047	1,052	1,159	1,260

* Indicates actual participants as of October 15, 2024, not a target for 2024

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	1,874 (as of April 1, 2024)
▶ Sales	197.8 billion yen (as of December 2023)

▶ Main Businesses

INOAC Materials, 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 segment 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

