

01. Data Related to the Environment

GHG emissions

Unit: t-CO₂

		2022	2023	2024	2025
Scope 1	Direct emissions	6	8	27	38 ★
Scope 2	Energy-derived indirect emissions: Market-based method	22	23	0	1 ★
	Energy-derived indirect emissions: Location-based method	320	364	319	228 ★
Scope 3	Category 1: Purchased goods and services	49,762	57,383	68,844	80,804 ★
	Category 2: Capital goods	241	834	4,148	656
	Category 3: Fuel- and energy-related activities not included in scope 1 or 2	52	59	58	47
	Category 4: Upstream transportation and distribution	953	1098	6,897	6,966
	Category 5: Waste generated in operations	1	1	22	17
	Category 6: Business travel	178	264	223	314
	Category 7: Employee commuting	24	36	64	70
	Category 8: Upstream leased assets	N/A	N/A	1	1
	Category 9: Downstream transportation and distribution	Yet to be calculated	Yet to be calculated	1,753	1,585
	Category 10: Processing of sold products	N/A	N/A	N/A	N/A
	Category 11: Use of sold products	773,937	950,759	149,322	128,376 ★
	Category 12: Disposal of sold products	953	1,189	22,262	20,834
	Category 13: Downstream leased assets	N/A	N/A	N/A	N/A
	Category 14: Franchises	N/A	N/A	N/A	N/A
	Category 15: Investments	N/A	N/A	0	1
Scope 3 total		826,101	1,011,623	253,594	239,671
Scope1,2,3Total		826,129	1,011,654	253,621	239,710

The I-ne Group calculates and discloses greenhouse gas (CO₂) emissions across Scope 1, Scope 2, and Scope 3 for the entire Group in accordance with the GHG Protocol (Greenhouse Gas Protocol).

■ Target Greenhouse Gas: Only CO₂ (carbon dioxide) is covered.

■ Calculation Scope: Covers the consolidated Group based on financial control criteria. From fiscal 2024 onward, the scope includes the entire Group, consisting of I-ne Co., Ltd., Dr.SYUWAN Co., Ltd., Endeavour Co., Ltd., I-ne Cosmetics (Shanghai) Co., Ltd., I-ne US Co., Ltd., Tout Vert Co., Ltd., and Artemis Co.,Ltd. For fiscal 2023 and earlier, the first four companies were covered.

■ Expansion of Calculation Scope and Retrospective Revisions: Based on our commitment to obtaining SBT (Science Based Targets) validation, we expanded the calculation scope to the entire Group and enhanced the granularity of our calculation method in fiscal 2025. Furthermore, to ensure year-on-year comparability, the figures for fiscal 2024 (the SBT base year) have also been retrospectively revised to reflect the entire Group (7 companies) using the same criteria. Due to these retrospective revisions, recalculated figures are presented on this website. Consequently, some discrepancies exist between these figures and those published in the "ESG Data 2024," which were based on data prior to the recalculation.

■ Calculation Standards: Calculated in accordance with the GHG Protocol and the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain" published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

■ Scope 2: Calculated using the market-based method (the location-based method is also presented for reference).

■ Emissions Coefficients: Emissions coefficients are based on the "Emission Factor Database for Calculating Greenhouse Gas Emissions, etc. Through the Supply Chain," "IDEA" developed by the National Institute of Advanced Industrial Science and Technology (AIST), and emissions coefficients provided by individual electric power and gas suppliers. The version of the database used varies depending on the calculation year.

■ Handling of Categories and Numerical Values: "N/A" indicates that there are no applicable activities. "Yet to be calculated" indicates that the category was outside the calculation scope for that fiscal year due to a lack of data required for calculation. Although Category 15 has applicable activities in fiscal 2024, it is indicated as "0" due to rounding because of its negligible impact. In addition, since each figure is rounded to the nearest displayed unit, the sum of individual items may not match the total column.

■ Third-Party Verification: Items marked with a star (★) have undergone independent third-party verification (the scope of verification is as stated in the Independent Assurance Report).

2025 third-party verification report https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2025.pdf

2024 third-party verification report https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2024.pdf

2023 third-party verification report https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2023.pdf

Energy consumption

Unit: MWh

		2022	2023	2024	2025
Energy consumption	Renewable energy consumption ¹	688	778	753	537 ★
	Non-renewable energy consumption ²	107	124	147	211 ★
Total		796	902	900	747 ★

¹ Renewable energy consumption: The sum of electricity derived from renewable energy sources sourced from external suppliers (solar, wind, hydro, geothermal, biomass) and electricity derived from non-renewable energy sources covered by non-fossil certificates.

² Non-renewable energy consumption: Total consumption of vehicle fuel and city gas. Calculated by multiplying fuel consumption by the gross calorific value. The calorific values used are based on the "List of Calculation Methods and Emission Factors in the Calculation, Reporting, and Publication System (December 2023, partially revised in July 2024)" published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

■ Calculation Scope: From fiscal 2024 onward, the scope includes the entire Group, consisting of I-ne Co., Ltd., Dr.SYUWAN Co., Ltd., Endeavour Co., Ltd., I-ne Cosmetics (Shanghai) Co., Ltd., I-ne US Co., Ltd., Tout Vert Co., Ltd., and Artemis Co.,Ltd. For fiscal 2023 and earlier, the first four companies were covered.

■ Expansion of Calculation Scope and Retrospective Revisions: Along with the recalculation of GHG emissions, energy consumption for fiscal 2024, which serves as the basis for the calculation, has also been retrospectively revised in the same manner. Due to these retrospective revisions, updated figures are presented on this website. Consequently, some discrepancies exist between these figures and those published in the "ESG Data 2024," which were based on data prior to the recalculation.

■ Handling of Numerical Values: Since each figure is rounded to the nearest displayed unit, the sum of individual items may not match the total column.

■ Third-Party Verification: Items marked with a star (★) have undergone independent third-party verification (the scope of verification is as stated in the Independent Assurance Report).

2025 third-party verification report https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2025.pdf

2024 third-party verification report https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2024.pdf

Waste generated in operations

Unit: t

	2022	2023	2024	2025
Volume of waste generated	21.33	32.42	255.45	186.98

- Calculation Scope: From fiscal 2024 onward, the scope includes the entire Group, consisting of I-ne Co., Ltd., Dr.SYUWAN Co., Ltd., Endeavour Co., Ltd., I-ne Cosmetics (Shanghai) Co., Ltd., I-ne US Co., Ltd., Tout Vert Co., Ltd., and Artemis Co.,Ltd. For fiscal 2023 and earlier, the first four companies were covered.
- Expansion of Calculation Scope and Retrospective Revisions: Along with the recalculation of GHG emissions, the volume of waste for fiscal 2024, which serves as the basis for the calculation, has also been retrospectively revised in the same manner.
- Handling of Numerical Values: Some of the calculated figures include estimated values.

Water usage

Unit: m³

	2022	2023	2024	2025
Volume of water used	Yet to be calculated	Yet to be calculated	2,902	4,767

02. Data Related to HR

Employee data¹

	2022	2023	2024	2025
Total employees in I-ne Group and in I-ne Co., Ltd., (latter shown in brackets)	294 (286)	343 (333)	434 (410)	447(422)
% of employees who are women	63.2	62.7	58.5	57.3
% of directors who are women	16.7	16.7	33.3	33.3
% of directors who are company outsiders	83.3	83.3	66.7	50.0
% of managers who are women ²	Yet to be calculated	34.6	36.5★	33.3
% of employees who are non-permanent employees	7.1	6.3	7.8	7.8
% of employees who have a disability	1.1	1.1	1.7	1.7
Average years of service	4.1	4.1	4.6	4.7

¹Total employees* includes permanent employees (including executive officers) and part-time associates.

Data other than *Total employees (Consolidated)* is non-consolidated (pertaining only to I-ne Co., Ltd.).

¹ Each figure is true as of the last day (December 31) of the fiscal year in question.

² From fiscal 2024 onward, the percentage of managers who are women is calculated in accordance with the provisions of the Act on the Promotion of Women's Active Engagement in Professional Life (2015, No. 64).

Managers means employees of I-ne Co., Ltd. who hold a management position (as of December 31, 2025). This definition includes managers seconded from I-ne to another company but excludes managers from another company seconded to I-ne.

For fiscal 2023 and earlier, officers (excluding executive officers) are included in the definition.

■ Third-Party Verification: Items marked with a star (★) have undergone independent third-party verification (the scope of verification is as stated in the Independent Assurance Report).

2024 third-party verification report https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2024.pdf

Turnover Rate ¹

Unit: %

	2022	2023	2024	2025
Total turnover rate	16.2	11.7	7.2	12.4
Voluntary turnover rate	16.2	11.7	7.2	10.0

The sample consists of permanent employees (including executive officers) and part-time associates.

¹ The turnover rate is calculated based on the total number of employees as of January 1 of each fiscal year.

Lost time injury (LTI) rate ¹

Unit: %

	2022	2023	2024	2025
I-ne Group	0	0	0 ²	0

The sample consists of permanent employees (including executive officers) and part-time associates.

¹ Each figure is true as of the last day (December 31) of the fiscal year in question.

² The total for the I-ne Group excludes Tout Vert Co., Ltd. and Artemis Co.,Ltd. which joined the Group in October 2024.

Fatal occupational injuries ¹

Unit: Cases

	2022	2023	2024	2025
I-ne Group	0	0	0	0

The sample consists of permanent employees (including executive officers) and part-time associates.

¹ Each figure is true as of the last day (December 31) of the fiscal year in question.

² The total for the I-ne Group excludes Tout Vert Co., Ltd. and Artemis Co.,Ltd. which joined the Group in October 2024.

Employee engagement score

	2022	2023	2023	2024	2024	2025	2025
	October	May	November	May	November	May	November
I-ne (Non-consolidated)	3.91	3.80	3.99	4.04	3.94	3.91	3.84

The sample consists of permanent employees (including executive officers) and part-time associates.

The maximum score is 5.

03. Community Support

Donations

	2022	2023	2024	2025
Amount raised for charitable causes	¥19.7 million	¥28.9 million	¥28.2 million	¥31.6 million

Scope: I-ne Co., Ltd.

Number of employees participating in volunteer activities

Unit: No. of individuals

	2022	2023	2024	2025
Cumulative total of employees participating in volunteer activities	189	493	553	728

Scope: I-ne Co., Ltd., Dr. SYUWAN Co., Ltd., Endeavour Co., Ltd., and Artemis Co.,Ltd.(added from 2025)

04. Governance Data

Compliance inquiries made through consultation service or whistleblowing hotline

Unit: No. of inquiries

	2022	2023	2024	2025
Total inquiries made	5	3	2	6

Scope: I-ne Group excluding I-ne US Co., Ltd.

Material Violations, Fines, and Settlements Regarding Bribery and Corruption

Unit: Cases

	2022	2023	2024	2025
Number of cases	0	0	0	0

Scope: I-ne Group excluding I-ne US Co., Ltd.

Total political contributions

Unit: Million yen

	2022	2023	2024	2025
Amount of political contributions	0	0	0	0

Scope: I-ne Group

Product Recalls from Customers and Distribution Channels

Unit: Cases

	2022	2023	2024	2025
Number of product recalls	0	0	1	0

Scope: I-ne Group

*Includes recalls due to both regulatory violations and voluntary standards.

05. External Evaluations

CDP

Since starting information disclosure through the CDP in 2024, our group has received a "B" score (Management level) in the climate change sector for two consecutive years, including fiscal year 2025.

Furthermore, we achieved an "A-" rating for two consecutive years in the FY2025 Supplier Engagement Rating (SER).

*Founded in 2000 and based in London, UK, the CDP is an international not-for-profit NGO that encourages environmental disclosures. The CDP provides a global platform to help investors, companies, and public authorities disclose their environmental impacts. It also assesses organizations' environmental performance and transparency.

