

## 01. Data Related to the Environment

## GHG emissions

Unit: t-CO<sub>2</sub>

		2021	2022	2023	2024
Scope 1	Direct emissions	3	6	8	0 ★
Scope 2	Energy-derived indirect emissions: Location-based method	311	320	364	326 ★
	Energy-derived indirect emissions: Market-based method	406	22	23	27 ★
Scope 3	Category 1: Purchased goods and services	37,005	49,762	57,383	59,581 ★
	Category 2: Capital goods	295	241	834	952
	Category 3: Fuel- and energy-related activities not included in scope	51	52	59	53
	Category 4: Upstream transportation and distribution	623	953	1,098	1,095
	Category 5: Waste generated in operations	1	1	1	1
	Category 6: Business travel	88	178	264	275
	Category 7: Employee commuting	28	24	36	44
	Category 8: Upstream leased assets	N/A	N/A	N/A	N/A
	Category 9: Downstream transportation and distribution	Yet to be calculated	Yet to be calculated	Yet to be calculated	Yet to be calculated
	Category 10: Processing of sold products	N/A	N/A	N/A	N/A
	Category 11: Use of sold products	568,257	773,937	950,759	960,422 ★
	Category 12: Disposal of sold products	668	953	1,189	1,155
	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	Excluded from calculation scope	Excluded from calculation scope
Scope 3 total		607,016	826,101	1,011,623	1,023,578
Total*		607,425	826,129	1,011,654	1,023,605

Data for past years was modified to enhance granularity.

Emissions coefficients are taken from the Ministry of the Environment's Inventory Database for Environmental Analysis (IDEA) ver. 2.3.

Calculation scope

- Scope 1 and 2: Emissions of I-ne Co., Ltd., Dr. Syuwan Co., Ltd., I-ne Cosmetics Shanghai Co., Ltd., and Endeavour Co., Ltd.
- Scope 3, category 1: The following goods purchased by I-ne Co., Ltd.: shampoos, rinse-outin-bath treatments, body soaps, all SALONIA series
- Scope 3, category 3: Fuel- and energy-related activities of I-ne Co., Ltd., Dr. Syuwan Co., Ltd., I-ne Cosmetics Shanghai Co., Ltd., and Endeavour Co., Ltd.
- Scope 3, category 5: Waste generated in I-ne's Osaka head office, Tokyo office, and Fukuoka office
- Scope 3, category 11: Use of the following products sold by I-ne: Shampoos, rinse-out treatments, body soaps, SALONIA dryer and hair iron products
- Scope 3, category 12: Disposal of the following products sold by I-ne: Shampoos, rinse-out treatments, body soaps
- Scope 3, category 15: Investments were excluded from the calculation scope because of their negligible impact in GHG emissions.

\* Of the various greenhouse gases, we only count CO<sub>2</sub>.

A black star (★) indicates that the data has undergone third-party verification

2024 third-party verification report [https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata\\_ghg\\_2024.pdf](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](https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2023.pdf)

## Energy consumption

Unit: MWh

		2021	2022	2023	2024
Energy consumption	Renewable energy consumption <sup>1</sup>	678	688	778	683 ★
	Non-renewable energy consumption <sup>2</sup>	87	107	124	147 ★
Total		765	796	902	830 ★

Scope: I-ne Co., Ltd., Dr. Syuwan Co., Ltd., I-ne Cosmetics Shanghai Co., Ltd., and Endeavour Co., Ltd.

<sup>1</sup> Renewable energy consumption is the sum of 1) the consumption of renewable energy purchased from external suppliers and 2) the consumption of non-renewable energy purchased from external suppliers that is covered by non-fossil certificates.<sup>2</sup> Non-renewable energy consumption is total consumption of 1) vehicle fuel and 2) the natural gas (known as toshi gas in Japanese) for heating. Vehicle fuel consumption is calculated based on calorific value, using the formula and coefficients published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry in 2013 (in a document whose title translates as "formula and coefficients list for calculating, reporting, and publicizing").

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2024 third-party verification report [https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata\\_ghg\\_2024.pdf](https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2024.pdf)

## Waste generated in operations

Unit: t

	2021	2022	2023	2024
Volume of waste generated	17.33	21.33	32.42	19.55

Scope: I-ne Co., Ltd., Dr. Syuwan Co., Ltd., and Endeavour Co., Ltd.

Some of the data is estimated.

## Water usage

Unit: m<sup>3</sup>

	2021	2022	2023	2024
Volume of water used	Yet to be calculated	Yet to be calculated	Yet to be calculated	2,902

Scope: I-ne Co., Ltd., Dr. Syuwan Co., Ltd., and Endeavour Co., Ltd.

Some of the data is estimated.

## 02. Data Related to HR

### Employee data<sup>1</sup>

	2021	2022	2023	2024
Total employees in I-ne Group and in I-ne Co., Ltd., (latter shown in brackets)	289 (282)	294 (286)	343 (333)	434 (410)
% of employees who are women	64.5	63.2	62.7	58.5
% of directors who are women	16.7	16.7	16.7	33.3
% of directors who are company outsiders	83.3	83.3	83.3	66.7
% of managers who are women <sup>2</sup>	Yet to be calculated	Yet to be calculated	34.6	36.5 ★
% of employees who are non-permanent employees	8.4	7.1	6.3	7.8
% of employees who have a disability	1.0	1.1	1.1	1.7
Average years of service	3.4	4.1	4.1	4.6

Total employees include full-time employees (including executive officers) and part-time associates.

Other than total employees in I-ne Group, all data in the above table is non-consolidated (pertaining only to I-ne Co., Ltd.).

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

<sup>2</sup> The percentage for 2024 was calculated in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life (2015, No. 64). As with the other years, the percentage pertains to I-ne Co., Ltd., only and is true as of the last day of the fiscal year (which was December 31, 2024).

"Managers" means employees who hold the rank of section-chief ("kacho" in Japanese) or higher. This definition includes I-ne managers seconded to another company but excludes managers of another company seconded to I-ne.

For 2024, officers are excluded from the definition of manager unless they are officers who concurrently serve as employees. For 2023 and earlier, officers are included in the definition.

A black star (★) indicates that the data has undergone third-party verification

2024 third-party verification [https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata\\_ghg\\_2024.pdf](https://i-ne.co.jp/wp-content/themes/i-ne/assets/pdf/esgdata_ghg_2024.pdf)

### Voluntary turnover rate

	2021	2022	2023	2024
I-ne Group	17.8	16.2	11.7	7.2 <sup>1</sup>

All terminations from the company were voluntary terminations.

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

The turnover rate is the percentage of the total number of employees, as recorded on January 1 of that year, who left during that year.

<sup>1</sup> For 2024, "I-ne Group" excludes Tout Vert Co., Ltd., and ARTEMIS Inc., which joined I-ne Group in October of that year.

### Lost time injury (LTI) rate<sup>1</sup>

	2021	2022	2023	2024
I-ne Group	0%	0%	0%	0 <sup>2</sup>

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

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

<sup>2</sup> For 2024, the total for I-ne Group excludes cases in Tout Vert Co., Ltd., or ARTEMIS Inc., which joined I-ne Group in October of that year.

### Fatal occupational injuries<sup>1</sup>

	2021	2022	2023	2024
I-ne Group	0	0	0	0 <sup>2</sup>

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

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

<sup>2</sup> For 2024, "I-ne Group" excludes Tout Vert Co., Ltd., or ARTEMIS Inc., which joined I-ne Group in October of that year.

### Employee engagement score

	2022	2023		2024	
	October	May	November	May	November
I-ne Group	3.91	3.80	3.99	4.04	3.94

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

The maximum score is 5.

### 03. Community Support

#### Donations

Unit: Million yen

	2021	2022	2023	2024
Amount raised for charitable causes	2.5	19.7	28.9	28.2

Scope: I-ne Co., Ltd.

#### Number of employees participating in volunteer activities

Unit: No. of individuals

	2021	2022	2023	2024
Cumulative total of employees participating in volunteer activities	0	189	493	553

Scope: I-ne Co., Ltd., Dr. Syuwan Co., Ltd., and Endeavour Co., Ltd.

### 04. Governance Data

#### Compliance inquiries made through consultation service or whistleblowing hotline

Unit: No. of inquiries

	2021	2022	2023	2024
Total inquiries made	2	5	3	2

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

#### Total political contributions

Unit: Million yen

	2021	2022	2023	2024
Amount of political contributions	0	0	0	0

Scope: I-ne Group

### 05. External Evaluations

#### CDP

The CDP gave us a B score (Management, the third highest of eight levels.) for our measures to manage environmental impacts in the year ended December 2024.

\*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.

