

ESG DATA

CO2 Emissions

	unit	2021	2022	2023
Scope1	tons	356,426	351,066	326,860
Scope2	tons	51.51	2.19	2.23

Scope 1 : CO2 emissions mainly from the combustion of the marine fuel.

Scope 2 : CO2 emissions mainly from the electricity consumption of the office.

*CO2 emissions of Scope 2 has been significantly reduced as the clean energy has become available in our offices during FY2021-2022

Human Capital Index

		2021		2022		2023	
		office workers	seafarers	office workers	seafarers	office workers	seafarers
Number of employees	all	130	173	129	167	139	168
	female	36	3	36	3	33	3
	male	94	170	93	164	106	165
Average age	all	38.9	37	40.8	36.35	41.8	35.75
	female	38.4	30	38.3	31	39.4	32
	male	39.1	36.9	41.6	36.45	42.6	36.01
Number of new graduate recruits	all	4	12	4	10	4	14
	female	2	0	2	1	2	0
	male	2	12	2	9	2	14
Retention rate of new graduate recruitment after 3 years		100.0%	83.0%	84.6%	83.8%	75.0%	81.0%
Number of mid-career hires	all	6	2	10	4	11	4
	female	2	0	2	0	4	0
	male	4	2	8	4	7	4
Number of employees taking childcare leave	all	1		6		6	1
	female	1		2		4	0
	male	0		4		2	1
Rate of reinstatement after childcare leave		100.0%		100.0%		100.0%	100.0%
Rate of retention after childcare leave		100.0%		100.0%		100.0%	100.0%
Number of employees taking shorter work for childcare		0		2		1	
Number of employees taking nursing leave for child	all	1		2		5	
	female	0		2		4	
	male	1		0		1	
Number of employees taking nursing leave for family	all	2		2		1	
	female	1		1		0	
	male	1		1		1	
Number of foreign employees	all	2		2	1	5	1
	female	0		1	0	2	0
	male	2		1	1	3	1

Working Environment Index

		2021		2022		2023	
		office workers	seafarers	office workers	seafarers	office workers	seafarers
Participation rate of health chekup		93.8%	100.0%	82.9%	100.0%	100.0%	100.0%
Average number of paid days taken per a year		9.3	25	10.9	25	10.2	25
Rate of industrial accidents		0.0%	0.0%	0.0%	0.6%	0.0%	0.0%
Number of fatal industrial accidents		0	1	0	0	0	0

Governance Data

		2021	2022	2023
Number of Directors	Total	7	7	7
	Internal	4	4	4
	Female	0	0	0
	Male	4	4	4
	Outside	3	3	3
	Female	0	0	0
	Male	3	3	3
Number of Auditors	Total	3	3	4
	Internal	1	1	1
	Female	0	0	0
	Male	1	1	1
	Outside	2	2	3
	Female	0	0	0
	Male	2	2	3
Executive Officers	Total	6	6	7
	Female	0	0	0
	Male	6	6	7
Compliance training for employees		Done	Done	Done

Each data includes contract employees and rehired contract employees.

Each data is non-consolidated.