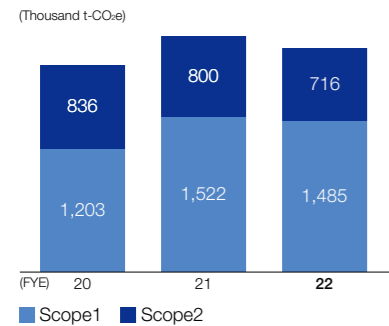


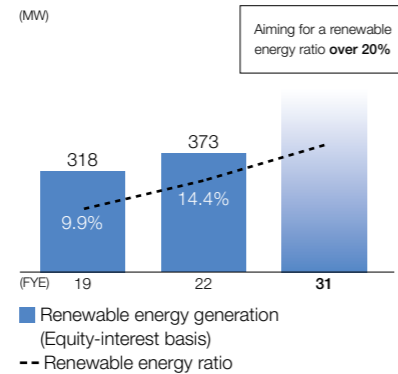
ESG Data

Environment

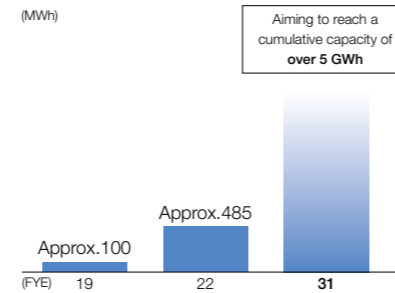
GHG Emissions (Consolidated)*1



Renewable Energy Generation (Equity-Interest Basis) / Renewable Energy Ratio



Cumulative Capacity of Energy Storage System Units Sold



	Non-consolidated*3			Consolidated*4		
	FYE 2020	FYE 2021	FYE 2022	FYE 2020	FYE 2021	FYE 2022
GHG emissions (Thousand t-CO ₂ e)*1						
Scope1	0	0	0	1,203	1,522	1,485
Scope2	7	6	6	836	800	716
Scope3*2						
Capital goods	—	—	—	800	660	621
Fuel & Energy related activities not included in Scope1 and Scope2	—	—	—	328	310	389
Domestic transportation	—	—	—	13	12	10
Waste generated in operations	—	—	—	235	369	350
Business travel	—	—	—	56	21	25
Employee commuting	—	—	—	25	25	23
Franchises	—	—	—	1,152	1,089	1,048
Electricity consumption (Thousand kWh)	11	10	10	1,665,148	1,699,034	1,638,874
Water usage (Thousand m ³)*5	115	90	115	94,132	73,140	58,120
Waste volume (Thousand t)*5	1	0	0	613	754	649
Waste recycling rate	94.3%	93.4%	93.7%	—	—	—

*1 From FYE 2021, GHG emissions have increased due to the expansion of the calculation scope of GHG other than CO₂ from energy consumption.
 *2 Scope3 disclosure has been limited to certain categories in light of international discussions on appropriate emissions management and disclosure. For details on the basis of emissions calculation methods used in each category, please visit ITOCHU's website.
<https://www.itochu.co.jp/en/csr/data/>
 *3 GHG emissions and electricity consumption are the totals for domestic bases. Water usage, waste volume, and waste recycling rate are totals for the Tokyo Headquarters.
 *4 This is the total of non-consolidated Group companies in Japan, overseas offices, and overseas Group companies. FYE 2022 figures include 548 companies.
 *5 For water usage and waste volume, numbers have been partially revised following the publication of Annual Report 2021.

Inclusion in ESG-Related Indices

- MSCI Japan ESG Select Leaders Index**1
- MSCI Japan Empowering Women Index (WIN)**1
- FTSE4Good Index Series*2
- FTSE Blossom Japan Index**2
- FTSE Blossom Japan Sector Relative Index**2
- Dow Jones Sustainability Indices (World / Asia Pacific Index)
- S&P/JPX Carbon Efficient Index*
- SOMPO Sustainability Index

* ESG indices selected by the Government Pension Investment Fund

**1 The inclusion of ITOCHU in any MSCI Index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of ITOCHU by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

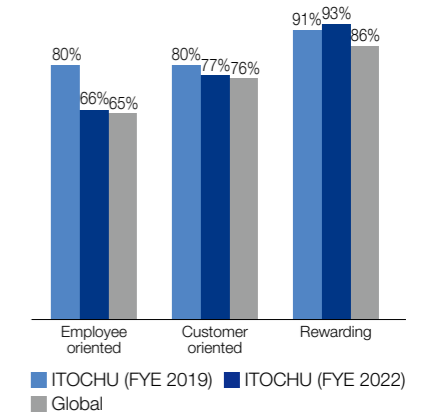
**2 FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that ITOCHU has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series, FTSE Blossom Japan Index, and FTSE Blossom Japan Sector Relative Index. Created by the global index provider FTSE Russell, these indices are designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices, and are used by a wide variety of market participants to create and assess responsible investment funds and other products.

Society

Human Resources Related

	FYE 2020	FYE 2021	FYE 2022
Consolidated employees (people)	128,146	125,944	115,124
Non-consolidated employees (people)	4,261	4,215	4,170
Career-track employees (people)	3,462	3,435	3,395
Female career-track employees (people)	335 (9.7%)	346 (10.1%)	359 (10.6%)
Managers (people)	2,566	2,565	2,544
Female managers (people)	209 (8.1%)	206 (8.0%)	206 (8.1%)
Average years employed (year)	17.8	17.9	18.2
Monthly average overtime hours (hours)*1	35.4	39.1	39.1
Annual paid leave acquisition rate	65.1%	52.6%	58.8%
Employees taking childcare leave (people) (Percentage of employees returning to work)	168 (98.1%)	139 (97.4%)	143 (100.0%)
Share of disabled employees	2.2%	2.3%	2.4%

Engagement Survey Results*3



Company Ranking among Job-Seekers According to Seven Major Institutions*2

	2021 Graduates	2022 Graduates	2023 Graduates
Number of first-place rankings among all industries	3 institutions	4 institutions	4 institutions
Number of first-place rankings among general trading companies	7 institutions	7 institutions	7 institutions

Training Related

	FYE 2020	FYE 2021	FYE 2022
Average training cost per employee (Thousands of yen)	407	260	269
Number of Morning Activity Seminars held (participants)	7 times (3,162)	4 times (1,153)	5 times (1,555)
Sustainability basic education participation rate of all Group employees	100.0%	100.0%	100.0%
Themed sustainability training participants	—	617	720

*1 Hours exceeding the prescribed daily working hours of 7 hours and 15 minutes are counted as overtime hours.
 *2 Based on the responses of students graduating in 2023, the Company ranked No. 1 among all industries from GAKUJO Co., Ltd., DIAMOND HUMAN RESOURCE, INC., Nippon Cultural Broadcasting Inc., and WORKS.JAPAN Co., Ltd. Moreover, the Company ranked No. 1 among general trading companies from the four institutions mentioned above as well as all seven institutions including Rakuten Group, Inc., DISCO Inc., and Mynavi Corporation.
 *3 The results (main items) of engagement surveys conducted in FYE 2019 and FYE 2022. Global results are based on responses from approximately 610 companies and approximately 5.8 million people worldwide between 2018 and 2020. The graph indicates the percentages of affirmative responses to questions concerning whether the Company values and is considerate toward employees (Employee oriented); whether it places emphasis on customers (Customer oriented); and whether it expects the achievement of high results (Rewarding).

Governance

Members of the Board and Audit & Supervisory Board Members

(People)	July 2019	July 2020	July 2021	July 2022
Members of the Board	10	10	11	10
Outside Directors (share)	4 (40.0%)	4 (40.0%)	4 (36.4%)	4 (40.0%)
Female Directors (share)	2 (20.0%)	2 (20.0%)	2 (18.2%)	2 (20.0%)
Average terms of overseas assignment period of Inside Directors	5.5 years	5.7 years	6.3 years	5.6 years
Audit & Supervisory Board Members	5	5	5	5
Outside Audit & Supervisory Board Members (share)	3 (60.0%)	3 (60.0%)	3 (60.0%)	3 (60.0%)

Attendance Rate at Meetings of the Board of Directors

	FYE 2020	FYE 2021	FYE 2022
Attendance rate of Directors	100.0%	100.0%	100.0%
Attendance rate of all corporate officers	99.0%	100.0%	99.5%
Attendance rate of inside officers	100.0%	100.0%	100.0%
Attendance rate of outside officers	98.0%	100.0%	99.0%