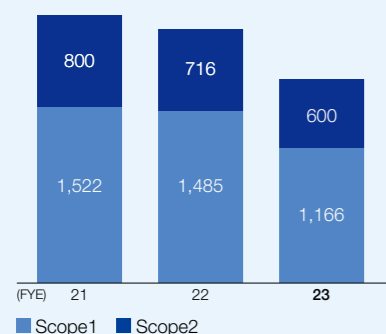


ESG Data

E Environment

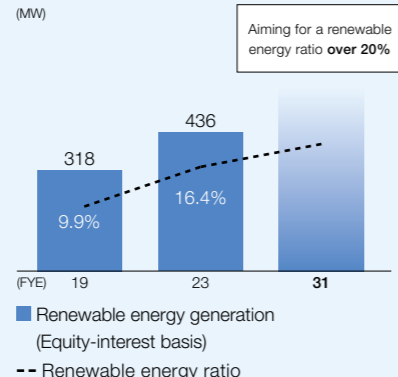
GHG Emissions (Consolidated)

(Thousand t-CO₂e)



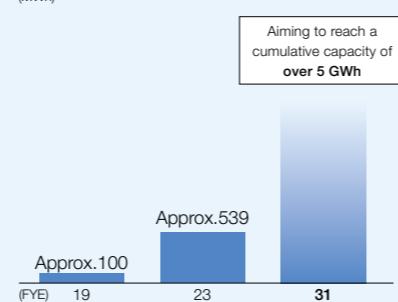
Renewable Energy Generation (Equity-Interest Basis) / Renewable Energy Ratio

(MWh)



Cumulative Capacity of Energy Storage System Units Sold

(MWh)



	Non-consolidated**			Consolidated**		
	FYE 2021	FYE 2022	FYE 2023	FYE 2021	FYE 2022	FYE 2023
GHG emissions (Thousand t-CO ₂ e)						
Scope 1	0	0	0	1,522	1,485	1,166
Scope 2	6	6	6	800	716	600
Scope 3**						
Capital goods	—	—	—	660	621	598
Fuel & Energy related activities not included in Scope 1 and Scope 2	—	—	—	310	389	342
Upstream transportation & distribution	—	—	—	12	10	12
Waste generated in operations	—	—	—	369	350	298
Business travel	—	—	—	21	25	44
Employee commuting	—	—	—	25	23	18
Franchises	—	—	—	1,089	1,048	1,025
Electricity consumption (Thousand MWh)	10	10	9	1,699	1,639	1,526
Water withdrawal (Thousand m ³)	90	115	41	73,140	58,120	45,121
Waste volume (Thousand t)	0	0	0	754	649	640
Waste recycling rate	93.4%	93.7%	90.9%	—	—	—

*1 Scope 3 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 refer to ITOCHU's website.

<https://www.itochu.co.jp/en/csr/data/>

*2 GHG emissions, electricity consumption, and water withdrawal are the totals for domestic bases. Waste volume and waste recycling rate are totals for the Tokyo Headquarters.

*3 This is the total of non-consolidated Group companies in Japan, overseas offices, and overseas Group companies. FYE 2023 figures include 538 companies.

Inclusion in ESG-Related Indices

- MSCI Japan ESG Select Leaders Index** *1
- MSCI Japan Empowering Women Index (WIN)** *1
- FTSE4Good Index Series**
- 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
- Morningstar Japan ex-REIT Gender Diversity Tilt Index*

* ESG indices selected by the Government Pension Investment Fund (GPIF)

*1 The use by ITOCHU Corporation of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of ITOCHU Corporation by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI. The inclusion of ITOCHU Corporation 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 Corporation 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.

2023 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

2023 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA



S Society

	FYE 2021	FYE 2022	FYE 2023
Consolidated employees (People)	125,944	115,124	110,698
Non-consolidated employees (People)	4,215	4,170	4,112
Career-track employees (People)	3,435	3,395	3,331
Female career-track employees (People) (%)	346 (10.1%)	359 (10.6%)	375 (11.3%)
Female employees as a percentage of new employees*1	29.9%	31.9%	33.3%
Female employees as a percentage of employees	23.4%	23.7%	24.3%
Share of disabled employees	2.32%	2.43%	2.48%
Monthly average overtime hours (Hours/Month)**	25.2	25.2	23.0
Annual paid leave acquisition rate	52.6%	58.8%	62.2%
Childcare leave acquisition rate of female employees	87%	104%	100%
Childcare leave acquisition rate of male employees	34%	34%	52%
Average childcare leave acquisition days of male employees (Days)	10	8	36
Rate of complication medical checkup reexamination	100%	100%	100%
Total investment in human resource development (Billions of yen)	1.10	1.12	1.63
Investment in human resource development per employee (Thousands of yen)	260	269	396
Average training / development hours per regular employee (Hours)	21.9	27.0	21.4
Average years employed (Years)	17.9	18.2	18.3
Voluntary resignation rate	1.5%	1.6%	1.8%
Average annual salary (Millions of yen)	16.28	15.80	17.30
Managers (People)	2,588	2,569	2,541
Female managers (People) (%)	209 (8.1%)	210 (8.2%)	219 (8.6%)
Percentage of gender pay-gap	—	—	59.1%
Number of work related injuries (People)	5	5	3
Response rate for Group Compliance Awareness Survey**3	—	99.4%	—
Sustainability basic education participation rate of all Group employees	100%	100%	100%
Themed sustainability training participants (People)	617	720	685

*1 The ratio includes new hires and mid-career recruitments.

*2 The figure adds up the amount of time that exceeds the legal working hours of eight hours per day.

*3 The compliance awareness survey is conducted once every two years. The survey targets 53,163 people of ITOCHU and its subsidiaries' officers and employees (excluding listed subsidiaries conducting surveys independently).

G Governance

Members of the Board and Audit & Supervisory Board Members

(People)	July 2020	July 2021	July 2022	July 2023
Members of the Board	10	11	10	10
Outside Directors (share)	4 (40.0%)	4 (36.4%)	4 (40.0%)	4 (40.0%)
Female Directors (share)	2 (20.0%)	2 (18.2%)	2 (20.0%)	2 (20.0%)
Average terms of overseas assignment period of Directors	5.7 years	6.3 years	5.6 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 2021	FYE 2022	FYE 2023
Attendance rate of Directors	100.0%	100.0%	99.2%
Attendance rate of all corporate officers	100.0%	99.5%	99.5%
Attendance rate of inside officers	100.0%	100.0%	100.0%
Attendance rate of outside officers	100.0%	99.0%	99.0%

For detailed data regarding (E) Environment, (S) Society, (G) Governance, and third-party assurance, please refer to ITOCHU's website.

ESG Data

<https://www.itochu.co.jp/en/csr/data/>



Third-party assurance

https://www.itochu.co.jp/en/csr/pdf/independent_assurance_report_e.pdf

