

# Evaluation by Society

## Inclusion in FTSE4Good Index Series / FTSE Blossom Japan Index / FTSE Blossom Japan Sector Relative Index

The FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices.

The FTSE Blossom Japan Index and FTSE Blossom Japan Sector Relative Index are both broad ESG indices and are adopted by the Government Pension Investment Fund (GPIF) of Japan as a core ESG benchmark for its passive investments.



FTSE4Good



FTSE Blossom  
Japan



FTSE Blossom  
Japan Sector  
Relative Index

FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that ITOCHU Corporation 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.

## Inclusion in MSCI Nihonkabu ESG Select Leaders Index and MSCI Japan Empowering Women Index (WIN)

The MSCI Nihonkabu ESG Select Leaders Index is a free float-adjusted market capitalization-weighted index designed to represent the performance of companies that are selected from the MSCI Nihonkabu Investable Market Index (Parent Index) based on Environmental, Social and Governance (ESG) criteria. These criteria exclude constituents based on involvement in specific business activities, as well as ESG ratings and exposure to ESG controversies. The Index construction has a target coverage of 50% by number of securities in each Global Industry Classification Standard (GICS®) sector of the Parent Index by selecting constituents primarily based on criteria including the ESG rating and the company's industry adjusted ESG score.

MSCI Japan Empowering Women Index (WIN) was created as a benchmark for social themes within the framework of ESG by U.S. company MSCI. Index figures are calculated using data disclosed under the Act on Promotion of Women's Participation and Advancement in the Workplace, with constituents comprised of those companies which earn a high gender diversity score.

We have earned AAA, the highest MSCI ESG Rating, as a first trading company in December 2020, and have maintained this highest rating ever since.



2024 CONSTITUENT MSCI NIHONKABU  
ESG SELECT LEADERS INDEX

2024 CONSTITUENT MSCI JAPAN  
EMPOWERING WOMEN INDEX (WIN)

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## Inclusion in Dow Jones Sustainability World Index / Asia Pacific Index (for 11 Consecutive Years)

ITOCHU Corporation has been selected as a component of the Dow Jones Sustainability World Index (DJSI World), the world's leading sustainability index, and the Dow Jones Sustainability Asia Pacific Index (DJSI Asia Pacific), which covers the Asia-Pacific region, for the 11th consecutive year.

The DJSI selects stocks for inclusion based on S&P Global's Corporate Sustainability Assessment, which evaluates and analyzes companies from three perspectives: economy, environment, and society. As an international benchmark for measuring corporate sustainability performance, the DJSI has a significant impact on corporate behavior.

Member of  
**Dow Jones  
Sustainability Indices**

Powered by the S&P Global CSA

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## S&P Global CSA Score 2023 Top 5% Industry Ranking

ITOCHU Corporation was awarded Top 5% at the S&P Global Corporate Sustainability Assessment (CSA) Score 2023 in the Trading Companies & Distributors sector, winning the recognition of S&P Global, a U.S. financial research institution that evaluates companies making efforts in sustainability and offers information to investors. (As of February 2024)



## Inclusion in Morningstar Japan ex-REIT Gender Diversity Tilt Index (GenDi J)

Built with the data and scoring methodology of Equileap, GenDi J is designed to emphasize the stocks of companies that have strong gender diversity policies embedded in their corporate culture and that ensure equal opportunities to employees, irrespective of their gender. (As of April 2024)



Morningstar, Inc., and/or one of its affiliated companies (individually and collectively, "Morningstar") has authorized Itochu Corporation to use of the Morningstar® Japan ex-REIT Gender Diversity Tilt Logo ("Logo") to reflect the fact that, for the designated ranking year, Itochu Corporation ranks within the top group of companies comprising the Morningstar® Japan ex-REIT Gender Diversity Tilt Index™ ("Index") on the issue of gender diversity in the workplace. Morningstar is making the Logo available for use by Itochu Corporation solely for informational purposes. Itochu Corporation's use of the Logo should not be construed as an endorsement by Morningstar of Itochu Corporation or as a recommendation, offer or solicitation to purchase, sell or underwrite any security associated with Itochu Corporation. The Index is designed to reflect gender diversity in the workplace in Japan, but Morningstar does not guarantee the accuracy, completeness or timeliness of the Index or any data included in it. Morningstar makes no express or implied warranties regarding the Index or the Logo, and expressly disclaims all warranties of merchantability or fitness for a particular purpose or use with respect to the Index, any data included in it or the Logo. Without limiting any of the foregoing, in no event shall Morningstar or any of its third-party content providers have any liability for any damages (whether direct or indirect), arising from any party's use or reliance on the Index or the Logo, even if Morningstar is notified of the possibility of such damages. The Morningstar name, Index name and the Logo are the trademarks or services marks of Morningstar, Inc. Past performance is no guarantee of future results.

## Inclusion in S&P/JPX Carbon Efficient Index

The S&P/JPX Carbon Efficient Index is a global environmental stock index adopted by Government Pension Investment Fund (GPIF). Using TOPIX as the universe, this index of S&P Dow Jones Indices, the world's leading independent index provider, overweights companies that have high carbon efficiency within their industry as calculated by Trucost on a market value basis and companies that disclose information on greenhouse gas emissions (As of April 2024).



## CDP

### • CDP Climate Change

CDP Climate Change evaluates corporate action on climate change. In FYE 2024, we scored a A-.

### • CDP Water

CDP Water evaluates corporate efforts related to water stewardship. In FYE 2024, we scored a A-.

### • CDP Supplier Engagement Rating (SER)

CDP SER evaluates the performance of the CDP Climate Change Questionnaire on governance, targets, Scope 3 emissions, and value chain engagement. In FYE 2024, we scored A-.



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### Inclusion in SOMPO Sustainability Index (for 13 Consecutive Years)

This index is used as a unique active index in “SOMPO Sustainable Management,” for pension funds and institutional investors, which invests widely in ESG-rated companies that SOMPO Asset Management Co., Ltd. started operation in August 2012.



### Minister of the Environment Award / Bronze Award in the Environmentally Sustainable Company Category, the Ministry of Environment's 5th ESG Finance Awards Japan

The purpose of this award is to recognize the initiatives of institutional investors, financial institutions, intermediaries, and companies that have made an impact through their proactive efforts in ESG finance or environmental and social business, and to widely publicize these results in order to promote and expand ESG finance.

In the Environmentally Sustainable Company category, our corporate information disclosures were evaluated relative to a variety of operating companies. Despite the challenges trading companies face regarding sustainability issues due to their unique business model, wide range of business areas, and diverse stakeholders, ITOCHU received the prize in recognition of our awareness of environmental issues and high level of disclosure, as well as our efforts to address these issues based on our corporate mission, “*Sampo-yoshi*” (good for the seller, good for the buyer, and good for society).



### Grand Prize, the Sustainability category of the Internet IR Awards by Daiwa Investor Relations

This award by Daiwa Investor Relations evaluates the websites of Japanese listed companies. ITOCHU received the top award for our basic policies, approach to social issues, organization, quantitative data, and more in the six main areas of the sustainability category: website, overall policy, environment, society, governance, and support.



### Ranked No. 1 in all industries in Gomez ESG Site Rankings 2023 (for 3 Consecutive Years)

The high recognition was given to our ESG information in the evaluation of listed companies for information adequacy of websites on Sustainability. ITOCHU was selected on top of the List of Superior Companies.

The survey process consists of five categories: 1) website ease of use, 2) overall ESG information, 3) Environmental (E) information, 4) Social (S) information, and 5) Governance (G) information. Evaluation criteria are set to assume the use of information by not only shareholders and investors, but a wide range of stakeholders.



### New Diversity Management Selection 100

A project for selecting excellent companies that provide diverse human resources with opportunities and an environment for exercising their potential. (Selected in 2016 / Ministry of Economy, Trade and Industry)



### Eruboshi Certification (Stage 2)

This is a system to certify companies with an excellent record of promoting the success of women in the workplace (Acquired in 2016 / Ministry of Health, Labour and Welfare)



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## Platinum Kurumin Authorization

Companies making excellent initiatives to provide employees with support at work as well as with childcare receive approval to display the Platinum Kurumin Authorization mark. (Received in 2016 / Ministry of Health, Labour and Welfare)



## 2017 Award for Excellence from the Minister of Health, Labour and Welfare for “Excellent Equal Opportunity/Work and Family-Life Balance Companies” (“Family-friendly Companies” Category)

A program recognizing companies that promote exemplary programs with an equal emphasis on work and childcare/nursing care. (Selected in 2017 / Ministry of Health, Labour and Welfare)



〇ファミリー・フレンドリー企業部門  
平成29年度

## Ministerial Award for Women Empowering Companies 2020

The award promotes a work environment where women can actively participate and is given to companies that have made distinguished achievements in terms of policy, initiatives and performance related to the promotion of women to executives and managerial positions, and the disclosure of information about them. (Awarded in 2020 / Cabinet Office)



## FYE 2024 Nadeshiko Brand

The aim is to promote investment in companies and to accelerate the pace of initiatives by each company. The initiative introduces listed companies excellent in empowering women as attractive brands for investors who emphasize improving corporate value over the mid-to-long term to achieve that aim. (Selected in 2024 / Ministry of Economy, Trade and Industry and Tokyo Stock Exchange)



## Health and Productivity Stock 2024 Health & Productivity Management Outstanding Organization (White 500)

Selects companies engaged in strategically carrying out initiatives with regard to employee health from a management perspective (Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE))

\* Selected as a White 500 company eight years in a row from FYE 2017



## Award for Companies Promoting Cancer Control in the Action Plan for Promotion of Cancer Control, sponsored by the Ministry of Health, Labour and Welfare (Selected in February 2018) Company with Outstanding Cancer Control Promotion (Selected in March 2021)

This program recognizes companies that are proactive in taking cancer control measures and which are engaged in comprehensive, advanced cancer control measures. (Ministry of Health, Labour and Welfare)



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### Tokyo Metropolitan Government award commending companies which implement superior initiatives to help cancer patients balance cancer treatment and work

This program recognizes companies that implement superior initiative to help employees with cancer balance treatment with work. (Selected in February 2018 / Tokyo Metropolitan Government)



### The Best Practice Enterprise

These awards are held once a year to select just one company in each prefecture as The Best Practice Enterprise that is working proactively to reduce long working hours as a part of the overwork elimination campaign. (November 2017 / Tokyo Labor Bureau)

### Nihon no Jinjibu HR Awards 2018 Award of Excellence in the Corporate Human Resources Category

This is an award system that honors innovators in fields such as human resources, personnel development and labor management. (November 2018)



### 1st gan-ally-bu Awards

These awards were established to realize workplaces and a society where it is possible for cancer patients to work actively while receiving care. They were established by the gan-ally-bu private sector project working on the problem of cancer and employment in which employees work while receiving cancer care. (October 2018)

