

Independent Assurance Report

This third-party assurance report is an assurance report on the "Environment" and "Society" sections of the attached ESG Data from pages 273 to 274, which is conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 and 3410 of the International Auditing and Assurance Standards Board (IAASB).



(TRANSLATION)

INDEPENDENT PRACTITIONER'S ASSURANCE REPORT

July 27, 2026

Mr. Keita Ishii
President and COO
ITOCHU Corporation:

Deloitte Tohmatsu Sustainability Co., Ltd.
3-2-3, Marunouchi, Chiyoda-ku, Tokyo

Representative Director
Tomohiro Goto

We have undertaken a limited assurance engagement of the sustainability information indicated with ★ for the year ended March 31, 2026 (the "Sustainability Information Subject to the Assurance Engagement" included in the " the "Environment" and "Society" sections of the ESG Data " (the "ESG Data") of ITOCHU Corporation. (the "Company").

The Company's Responsibility

The Company is responsible for the preparation of the Sustainability Information Subject to the Assurance Engagement in accordance with the calculation and reporting criteria adopted by the Company (indicated with the Sustainability Information included in the ESG Data). This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Sustainability Information Subject to the Assurance Engagement that is free from material misstatement, whether due to fraud or error. Greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and numerical data needed to combine emissions of different gases.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Sustainability Information Subject to the Assurance Engagement based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"), and ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the IAASB.

The procedures we performed were based on our professional judgment and included inquiries, observation, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:

- Evaluating the suitability and availability of the criteria applied for the calculation and reporting of the Sustainability information Subject to the Assurance Engagement.

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- Identifying and assessing the risks of material misstatement in sustainability information due to fraud or error.
- Evaluating whether the Company's methods for estimates are appropriate and have been applied consistently.
- Performing site visits.
- Evaluating the appropriateness of the presentation of the Sustainability information Subject to the Assurance Engagement.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Sustainability Information Subject to the Assurance Engagement is not prepared, in all material respects, in accordance with the calculation and reporting criteria adopted by the Company.

Notes to the Readers of Independent Practitioner's Assurance Report

The above represents a translation, for convenience only, of the original Independent Practitioner's Assurance Report issued in Japanese language.

Independent Assurance Report

ESG Data Environment

Climate Change Performance Data

Energy Consumption

Electricity Consumption

	FY2021	FY2022	FY2023	FY2024	FY2025	(Unit: kWh)
Japanese Bases of ITOCHU Group	30,274	9,398	9,398	9,401	9,398	▲1,070
Group Companies in Japan	1,205,111	1,205,111	1,205,111	1,205,111	1,205,111	▲1,070
Overseas Offices	3,440	3,440	3,440	3,440	3,440	▲1,070
Overseas Group Companies	429,683	429,683	429,683	429,683	429,683	▲1,070
Grand Total of ITOCHU Group	1,638,474	1,638,474	1,638,474	1,638,474	1,638,474	▲1,070

*1 Since January 2025, the Tokyo Headquarters has been exclusively use actual CO2-free electricity alone with a 100% Non-Fossil Fuel Certificate

GHG Emissions

Scope 1/Scope 2

	FY2021	FY2022	FY2023	FY2024	FY2025	(Unit: thousand CO ₂ e)
Japanese Bases of ITOCHU Group	0	0	0	0	0	▲1.0
Overseas Offices	0	0	0	0	0	▲1.0
Overseas Group Companies	1,493	1,493	1,493	1,493	1,493	▲1.0
Grand Total of ITOCHU Group	1,493	1,493	1,493	1,493	1,493	▲1.0

■ GHG emissions are calculated and aggregated with reference to the GHG Protocol and the operational control approach, which were developed under the leadership of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

■ GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainties inherent in the Global Warming Potentials.

GHG Emissions from Business Facilities (Scope 1+2)

	FY2021	FY2022	FY2023	FY2024	FY2025	(Unit: thousand CO ₂ e)
Japanese Bases of ITOCHU Group	0	0	0	0	0	▲1.0
Overseas Offices	0	0	0	0	0	▲1.0
Overseas Group Companies	1,493	1,493	1,493	1,493	1,493	▲1.0
Grand Total of ITOCHU Group	1,493	1,493	1,493	1,493	1,493	▲1.0

■ Energy-related CO₂ emissions included in the ITOCHU Group's Scope 1 emissions are calculated by applying the emission factors specified in the Act on Promotion of Global Warming Countermeasures. Under FY2023, CO₂ emissions had been calculated using emission factors before the enforcement of the Revised Act, and from FY2023 with the emission factors specified in the Revised Act. However, CO₂ emissions from city gas had been calculated by applying the emission factors (City gas: 3.33 t-CO₂/thousand m³) that were effective prior to the enforcement of the Revised Act until FY2023, and FY2024 was calculated with the emission factors by gas utility published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry as of June 30, 2025.

■ CO₂ emissions from electricity generation operation of Japanese Bases of ITOCHU Group and Group Companies in Japan are calculated by applying basic emission factors by electric utility for data up to FY2023 and adjusted emission factors by electric utility for data from FY2023 and onward. The data for FY2023 is based on the adjusted emission factors for each electric utility published by the Ministry of the Environment on January 9, 2025.

■ CO₂ emissions from electricity of Overseas Offices and Overseas Group Companies are calculated based on CO₂ emissions coefficient according to the Emission Factors 2023 of the International Energy Agency (IEA 2023). The year 2023 data from IEA 2023 for calculating the figures for FY2023. However, when specific emission factors provided by electricity suppliers are available, those factors are used instead.

■ CO₂ emissions from heat (hot industrial steam, hot water, and cold water) had been calculated using emission factors (hot industrial steam: 0.031 t-CO₂/kg, hot water: 0.001 t-CO₂/kg, cold water: 0.001 t-CO₂/kg) that were effective prior to the enforcement of the Revised Act until FY2023, and FY2024 was calculated with the emission factors by heat supplier as of June 30, 2025.

■ The figures for the Tokyo Headquarters had been calculated based on the Tokyo Headquarters' Ordinance on Environmental Preservation until FY2022, and from FY2023 with the emission factors specified in the Revised Act.

■ CO₂ emissions in FY2023 that are not included in any of the Scope 1 and 2 emissions are 438 thousand t-CO₂e, which are CO₂ emissions from the combustion of biomass fuels such as wood and vegetable residues.

■ For FY2023, Scope 1 and 2 emissions for some subsidiaries are calculated using estimated values.

Scope 3

	FY2021	FY2022	FY2023	FY2024	FY2025	(Unit: million t-CO ₂ e)
1. Purchased Goods and Services	—	—	—	—	60	Under Calculation
2. Capital Goods	0.6	0.6	0.6	0.6	0.6	Under Calculation
3. Fuel & Energy-Related Activities not included in Scope 1 and Scope 2	0.3	0.3	0.3	0.3	0.3	Under Calculation
4. Upstream Transportation & Distribution (Non-consolidated: Domestic international transportation where the company acts as the shipper)*	0.01	0.01	0.01	0.01	0.01	▲0.01
5. Upstream Transportation & Distribution (Consolidated: Domestic and international transportation arranged by the company and its subsidiaries)	—	—	—	—	7	Under Calculation
6. Waste Generated or Operations, Business Travel*	0.03	0.04	0.3	0.3	0.3	Under Calculation
7. Employee Commuting	0.03	0.03	0.03	0.03	0.03	Under Calculation
8. Upstream Leased Assets	—	—	—	—	—	Under Calculation
9. Downstream Transportation & Distribution	—	—	—	—	0.2	Under Calculation
10. Processing of Solid Products*	—	—	—	—	16	Under Calculation
11. Use of Solid Products	—	—	—	—	16	Under Calculation
12. End-of-life Treatment of Solid Products	—	—	—	—	2	Under Calculation
13. Downstream Leased Assets	—	—	—	—	0.4	Under Calculation
14. Financials*	1	1	1	1	1	Under Calculation
15. Investments*	—	—	—	—	16	Under Calculation
Total	2	2	2	2	175	Under Calculation

The total value of each category and the overall total may not match due to rounding.

■ GHG emissions are calculated with reference to the GHG Protocol developed by WRI (the World Resources Institute) and WBCSD (the World Business Council for Sustainable Development). GHG emissions quantification is subject to uncertainty when measuring activity data, determining emission factors, and considering scientific uncertainties inherent in the Global Warming Potentials.

■ The scope of aggregation covers ITOCHU Corporation (non-consolidated) and its consolidated subsidiaries.

■ Regarding the calculation categories, only Category 1, 3, 4 (domestic consolidated transportation only), 5, 6, 7, and 14 were disclosed up to FY2023. From FY2024, all categories are disclosed.

■ The following transactions are excluded from calculation, if applicable:

① Transactions related to agency transactions in accounting and recognized as agency income.

② Transactions with so-called brokers where neither the producer nor the consumer can be identified as the buyer.

③ Transactions between companies include within the scope of aggregation.

■ Emission factor is selected from the Inventory Database for Calculation of an Organization's GHG Emissions through the Supply Chain issued by the Ministry of Environment of Japan, the Inventory Database for Environmental Analysis (IDEA) developed by National Institute of Advanced Industrial Science and Technology (AIST), etc.

*1 Emissions related to domestic contracted transportation of ITOCHU Corporation as the shipper are calculated based on the Greenhouse Gas Emissions Calculation and Reporting Manual issued by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

*2 Calculated based on the environmental accounting data of the ITOCHU Group. The emissions factor is used for each type of business trip. In FY2024, the GHG reduction effect of 100 t-CO₂e was included applying "Certificate of CO₂ Reduction Effect by SAP" which we purchased through "SAP Flight Initiative" offered by All Nippon Airways Co., Ltd.

*3 For processing of solid and liquid products, calculations are included if the downstream use can be identified and the emissions from the processing process can be reasonably estimated. For iron ore and metallurgical coal (besides raw materials), emissions from crude steel production are allocated proportionally by weight.

*4 The different between Scope 1 and Scope 2 of facilities of related consolidated subsidiaries of the ITOCHU Group and Scope 1 and Scope 2 of these subsidiaries is calculated.

*5 For FY2024, only major in-scope affiliates are included in the calculation.

Pollution Prevention and Resource Circulation Performance Data

Pollution Prevention

NOx, SOx, VOC

	FY2021	FY2022	FY2023	FY2024	FY2025	(Unit: kg)
Japanese Bases of ITOCHU Group	NOx (Nitrogen Oxide)*	1,437	1,108	962	986	▲1,070
Overseas Offices	NOx (Nitrogen Oxide)*	456	376	288	241	▲1,070
Overseas Group Companies	VOC (Volatile Organic Compounds)**	400	210	312	376	▲1,070
Grand Total of ITOCHU Group	NOx (Nitrogen Oxide)*	1,437	1,108	962	986	▲1,070
Overseas Group Companies	VOC (Volatile Organic Compounds)**	400	210	312	376	▲1,070
Grand Total of ITOCHU Group	NOx (Nitrogen Oxide)*	1,437	1,108	962	986	▲1,070
Overseas Group Companies	NOx (Nitrogen Oxide)*	456	376	288	241	▲1,070
Grand Total of ITOCHU Group	NOx (Nitrogen Oxide)*	1,437	1,108	962	986	▲1,070
Overseas Group Companies	NOx (Nitrogen Oxide)*	456	376	288	241	▲1,070
Grand Total of ITOCHU Group	NOx (Nitrogen Oxide)*	1,437	1,108	962	986	▲1,070

*1 The data are calculated for the business bases located in Japan.

*2 NOx and SOx emissions are calculated for heat and smoke generating facilities under the Air Pollution Control Act.

*3 VOC emissions are calculated for compounds that fall under the VOC 100 types indicated in the notification of the Air Pollution Control Act by the Ministry of the Environment. The main compounds to be counted include ethyl acetate, propyl acetate and isopropyl alcohol. See Attachment 1 of Enforcement of the Act to Partially Amend the Air Pollution Control Act (Order of the Ministry of the Environment, No. 56641/2021, January 2021), Annex 1, Table 1, 2021.

*4 VOC emissions from facilities that are not classified as VOC emission facilities under the Air Pollution Control Act are calculated as the total handling amount of VOCs without taking into account the removal rate, even if the facility is equipped with local exhaust ventilation or similar equipment.

Resource Circulation

Waste Generated and Waste Recycling Rate

Headquarters	Recycling Rate (Unit: %)					1,068
	Waste Generated	Waste Recycled	Waste Recycled	Waste Recycled	Waste Recycled	
Waste Generated (Scope 1)	409	389	417	383	387	
Waste Recycled (Scope 1)	93.7	90.9	92.5	91.5	91.7	
Overseas Group Companies	Waste Generated (Scope 1)	2,265	3,180	1,722	1,698	
Overseas Group Companies	Waste Generated (Scope 1)	143,355	120,011	108,069	115,346	
Overseas Group Companies	Waste Generated (Scope 1)	238	423	413	413	
Overseas Group Companies	Waste Generated (Scope 1)	504,295	521,197	458,215	524,249	
Overseas Group Companies	Waste Generated (Scope 1)	468,221	476,221	458,215	468,221	
Overseas Group Companies	Waste Generated (Scope 1)	108,274	123,496	108,274	108,274	
Overseas Group Companies	Waste Generated (Scope 1)	14,102	14,102	14,102	14,102	
Overseas Group Companies	Waste Generated (Scope 1)	108,274	123,496	108,274	108,274	
Overseas Group Companies	Waste Generated (Scope 1)	14,102	14,102	14,102	14,102	
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Overseas Group Companies	Waste Generated (Scope 1)	14,102	14,102	14,102	14,102	
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Overseas Group Companies	Waste Generated (Scope 1)	108,274	123,496	108,274	108,274	
Overseas Group Companies	Waste Generated (Scope 1)	14,102	14,102	14,102	14,102	
Overseas Group Companies	Waste Generated (Scope					

Independent Assurance Report

Society

Basic Information

Employee Status (as of March 31 for each respective year)

	Non-Consolidated				Consolidated			
	Employees (Headcount)	Men (Headcount)	Women (Headcount)	Avg. Age (Years)	Employees (Headcount)	Men (Headcount)	Women (Headcount)	Temporary Staff (Headcount)
2026	■4,121	■1,044 (25%)	■1,079 (26%)	■42.0	■19,511	■5,154 (26%)	■5,159 (26%)	■45,455
2025	4,144	1,061 (25%)	1,093 (26%)	42.2	19,465	5,218 (26%)	5,219 (26%)	45,680
2024	4,099	1,072 (26%)	1,098 (27%)	42.3	19,356	5,169 (26%)	5,173 (26%)	45,193
2023	4,112	1,111 (27%)	1,091 (26%)	42.4	19,300	5,200 (27%)	5,100 (26%)	44,709
2022	4,170	1,180 (28%)	990 (24%)	42.2	19,797	5,514 (28%)	4,783 (24%)	43,195

*1 The average annual salary, effective from 2024, is calculated excluding employees on leave and those on fixed-term contracts such as retired retirees.
*2 The number of consolidated employees is the number of employees including subsidiaries (including seconded employees and excluding executives, seconded employees to other companies, and temporary employees).
*3 Temporary staff, including those from subsidiaries, are defined as temporary staff, contract employees, part-time workers, and part-timers with a contract period of one month or longer, and the number is calculated as (the number of temporary staff at the beginning of FY) plus (the number of temporary staff at the end of FY) divided by 2, which is the average number of temporary staff for each fiscal year.
*4 The number of people that is covered by the Independent Assurance.

Employees by Operating Segment* (as of March 31, 2026)

	Textile	Machinery	Metals & Minerals	Energy & Chemicals	Food	General Products & ICT & Financial Business	The 6th	Others	Total
Non-consolidated	319	425	172	294	413	232	251	42	2,058
Consolidated	14,492	13,157	13,879	16,877	14,046	19,778	6,474	2,442	114,835

* The number of employees in each segment on the consolidated basis is the number of employees including subsidiaries (including seconded employees and excluding executives, seconded employees to other companies, and temporary employees).

Overseas BLOC Employees by Region* (as of March 31, 2026)

	North America	South America	Europe / CIS	Africa	Middle East	East Asia	Other	Total
Regional Staff	151	110	257	81	110	547	565	1,711
Regional Staff	58	21	47	30	39	62	119	336
Overseas Trainees	19	4	37	3	6	19	22	100
TOTAL	228	135	331	114	155	628	706	2,287

* Overseas BLOC employees by region include employees who are assigned to overseas subsidiaries or overseas branches/offices.

Average Years Employed and Voluntary Resignation Rate (Non-Consolidated)

	FY2021	FY2022	FY2023	FY2024	FY2025
Avg. Years Employed (Unit: years)	Men: 10.9 Women: 10.9	Men: 10.9 Women: 10.9	Men: 10.9 Women: 10.9	Men: 10.9 Women: 10.9	Men: 10.9 Women: 10.9
Voluntary turnover rate (%)	Men: 1.7% Women: 1.7%	Men: 1.7% Women: 1.7%	Men: 1.7% Women: 1.7%	Men: 1.7% Women: 1.7%	Men: 1.7% Women: 1.7%
Voluntary turnover rate among new graduates within three years of hiring	Men: 2.3% Women: 2.3%	Men: 2.3% Women: 2.3%	Men: 2.3% Women: 2.3%	Men: 2.3% Women: 2.3%	Men: 2.3% Women: 2.3%

*1 Resignation: career track, business expert (BE), special
*2 Voluntary turnover rate is calculated as (the number of employees who voluntarily resigned) divided by (the number of employees at end of fiscal year)

Diversity

Number of Hires by Gender and Adoption Rate for Mid-Career

	Men	New-Graduates	Total	Men	New-Graduates	Total	Adoption Rate for Mid-Career (Unit: %)
FY2026	69	64	133	20	0	20	17%
FY2024	95	60	155	24	0	24	15%
FY2023	73	34	107	18	0	18	15%
FY2022	69	36	105	9	0	9	12%
FY2021	69	36	105	9	0	9	12%

* The scope of the period is fiscal year (1st of April - End of March).

Share of Women in Career-track / Managerial / General Managerial / Executive Positions (as of March 31 for each respective Year)

	Career-track			Managerial*			General Managerial*			Executive Positions*		
	Total	Men	Share	Total	Men	Share	Total	Men	Share	Total	Men	Share
2026	1,313	443	33.7%	2,513	851	33.9%	378	129	34.1%	53	15	28.3%
2025	1,318	416	31.6%	2,540	829	32.6%	394	6	1.5%	47	10	21.3%
2024	1,305	395	30.3%	2,521	821	32.6%	395	3	0.8%	51	5	9.8%
2023	1,305	395	30.3%	2,521	821	32.6%	395	3	0.8%	51	5	9.8%
2022	1,305	395	30.3%	2,521	821	32.6%	395	3	0.8%	51	5	9.8%

*1 "Managerial" includes those in general positions above a certain rank, as well as special positions equivalent to managerial roles and associate executive officers.

In the figures for managers from 2023 onward, female executive officers appointed under the special measures system for appointing female executive officers introduced in FY2023 are included in the employee count.

*2 "General Managerial" includes employees in higher managerial roles, and also includes executive officers and associate executive officers.

*3 In accordance with the revision of the personnel system for executive officers, we have revised part of the aggregation criteria. Consequently, the numbers and ratios for 2023 and 2022 have been retrospectively corrected.

Use of Childcare & Nursing Care Programs

Childcare

	Childcare leave*	Childcare leave exemption rate*	Leave to nurse each child	Shorter working hours for children	Special parental leave	Percentage of employees returning to work*
FY2026	Men: 109 Women: 37	100% 100%	109 37	109 37	109 37	96%
FY2024	Men: 117 Women: 31	100% 100%	117 31	117 31	117 31	100%
FY2023	Men: 117 Women: 31	100% 100%	117 31	117 31	117 31	96%
FY2022	Men: 117 Women: 31	100% 100%	117 31	117 31	117 31	96%
FY2021	Men: 117 Women: 31	100% 100%	117 31	117 31	117 31	100%

*1 Childcare leave includes childcare leave at birth (maternity/paternity leave) and leave for childcare purposes. Family support leave has been included from FY2025 onward.

*2 The "Childcare leave exemption rate" is the ratio of the number of employees who started taking parental leave during the fiscal year to the number of employees who gave birth during the fiscal year.

*3 The percentage of employees (including those seconded to other companies) returning to work after childcare leave is calculated according to the following formula:

the number of employees returning to work after childcare leave during the current fiscal year/the number of employees who finished taking childcare leave during the current fiscal year.

Nursing Care and Family Support Leave

	Nursing care leave	Leave to nursing care leave	Shorter working hours for nursing care	Special nursing care leave	Family Support Leave
FY2026	Men: 0 Women: 0	0 0	0 0	0 0	94 94
FY2024	Men: 0 Women: 0	0 0	0 0	0 0	94 94
FY2023	Men: 0 Women: 0	0 0	0 0	0 0	94 94
FY2022	Men: 0 Women: 0	0 0	0 0	0 0	94 94
FY2021	Men: 0 Women: 0	0 0	0 0	0 0	94 94

Employment of Disabled Persons (as of March 1 for each respective Year)

	Percentage of Disabled Employees (%)
2026	2.42
2025	2.42
2024	2.45
2023	2.45
2022	2.43

* ITOCHU Corporation, ITOCHU UNIDEX Co., Ltd. and ITOCHU Human Resources & General Services Co., Ltd. are included in the scope of the figure.

Human Resources Development

FY2025 Human Rights Training Record*

	Number of Participants
Group ESG Hangers Conference	155
New Employee Training	155
Training for Newly Appointed Section Managers	717
Organization Manager Workshop	241
On-site Appointment Training	95
Training for New Officers of Group Companies	80
Sustainability Survey Workshop	1,415
Total	2,818

Occupational Health and Safety

Occupational Health and Safety Data (Non-Consolidated Employees)

	FY2021		FY2022		FY2023		FY2024		FY2025*	
	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors
Number who Suffered from Occupational Accidents (Number which Occurred During Commute)	5 (4)	0 (0)	3 (0)	0 (0)	5 (3)	3 (1)	7 (3)	2(0)	10(4)	
Number of Fatalities	0	0	0	0	0	0	0	0	0	0
OSHA (Occupational Safety & Health) Rate**	0	0	0	0	0	0	0	0	0	0
Number who Suffered Last Time Incidents (LTI) *	0	0	0	0	0	1	0	1	1	1
LTI (Last Time Injury Frequency Rate)	0	0	0	0	0	4.91	0	3.76	0	0

* Employees targeted: Employees – Full-time career-track employees, business expert (BE) employees, those in special positions and employees temporarily assigned to us. Contractors – contract employees (including part-time employees)

*1 Number who suffered from occupational accidents: The total number of those who suffered from occupational accidents or non-LTI due to their work and those injured during their commute. The breakdown of the number of occupational accidents is as follows: 1 fall and 4 other. 2 employees were injured during commuting, safety measures are being taken at the company's training during incident analysis.

*2 LTI: The rate of incidence of last-time accidents corresponding to diseases per million hours (calculated as (the number of people suffering from LTI due to illness) divided by (the total number of working hours) then multiplied by one million hours).

*3 The LTI rate: The rate of occurrence of incidents that caused employees to miss work per million working hours (calculated as (the number of sufferers of LTI) divided by (the total number of working hours), then multiplied by 1 million hours).

Attendance in Training Related to Health and Safety Standards (Non-Consolidated Employees)

	FY2021	FY2022	FY2023	FY2024	FY2025
General Training Covering Health and Safety Standards ^{*1}	841	2,090	2,865	2,815	■2,984
Human Resources-led Training Covering Health and Safety Standards ^{*2}	63	358	719	498	■47

*1 The total number of participants in training new recruits (career-track employees and business expert (BE) employees), training for newly appointed section managers, training prior to overseas assignment, and the comprehensive emergency drill at the Tokyo headquarters.

*2 The total number of participants in Career vision training (including resilience courses and mental health management courses).