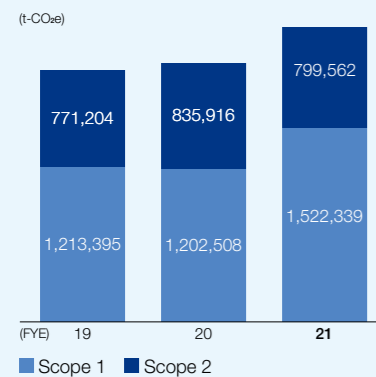


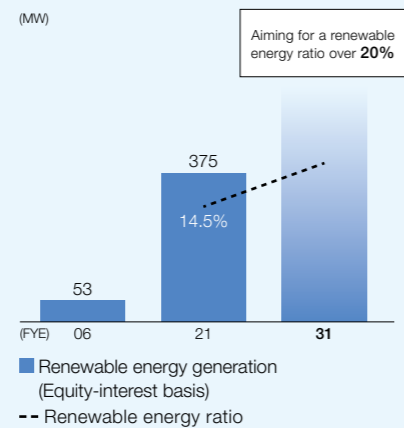
# ESG Data

## Environment

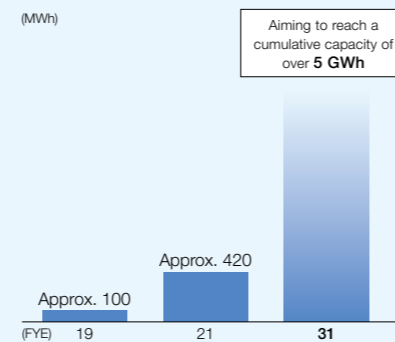
### GHG Emissions (Consolidated)\*1



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



### Cumulative Capacity of Energy Storage System Units Sold



	Non-consolidated*2			Consolidated*3		
	FYE 2019	FYE 2020	FYE 2021	FYE 2019	FYE 2020	FYE 2021
GHG emissions (t-CO <sub>2</sub> e)*1	7,060	6,891	6,619	1,984,599	2,038,424	2,321,901
Scope 1 (t-CO <sub>2</sub> e)	91	151	152	1,213,395	1,202,508	1,522,339
Scope 2 (t-CO <sub>2</sub> e)	6,969	6,740	6,466	771,204	835,916	799,562
CO <sub>2</sub> emissions attributable to distribution (t-CO <sub>2</sub> )	14,828	13,041	12,034	-	-	-
Electricity consumption (1,000 kWh)	11,014	10,759	10,231	1,481,382	1,665,148	1,699,034
Water usage (1,000 m <sup>3</sup> )	78	76	54	138,538	94,017	73,140
Waste volume (t)	680	767	465	454,383	611,751	753,315
Waste recycling rate	92.9%	94.3%	93.4%	-	-	-

\*1 From FYE 2021, GHG emissions have increased due to the expansion of the calculation scope of GHG other than CO<sub>2</sub> from energy consumption.  
 \*2 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.  
 \*3 This is the total of non-consolidated, Group companies in Japan, overseas offices, and overseas Group companies. FYE 2021 figures include 563 companies.

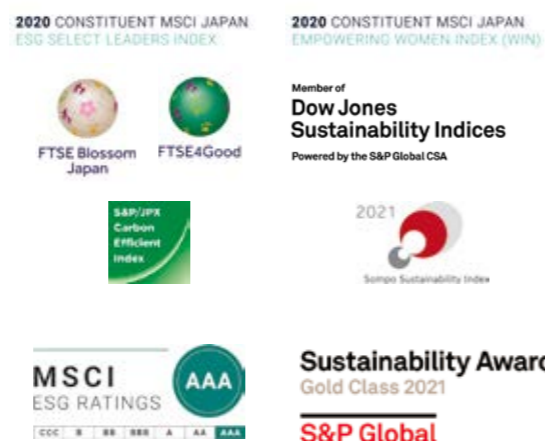
### Inclusion in ESG-Related Indices

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

\* ESG indices selected by the Government Pension Investment Fund

### ESG Ratings

- MSCI ESG Rating: AAA
- S&P Global Sustainability Award 2021: Gold Class



\*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. The names and logos of MSCI indexes 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 Corporation has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements and become a constituent of FTSE4Good Index and FTSE Blossom Japan Index. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. Also, FTSE Blossom Japan Index is specifically designed to assess the performance of Japanese companies demonstrating strong ESG practices using the globally established FTSE4Good Index Inclusion Rules. The FTSE4Good Indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.

## Society

### Human Resources Related

	FYE 2019	FYE 2020	FYE 2021
Consolidated employees (people)	119,796	128,146	125,944
Non-consolidated employees (people)	4,285	4,261	4,215
Career-track employees (people)	3,463	3,462	3,435
Female career-track employees (people)	327 (9.4%)	335 (9.7%)	346 (10.1%)
Managers (people)	2,555	2,566	2,565
Female managers (people)	195 (7.6%)	209 (8.1%)	206 (8.0%)
Average years employed (year)	17.5	17.8	17.9
Monthly average overtime hours (hours)*1	34.8	35.4	39.1
Annual paid leave acquisition rate	67.0%	65.1%	52.6%
Employees taking childcare leave (people) (Percentage of employees returning to work)	152 (97.1%)	168 (98.1%)	139 (97.4%)
Share of disabled employees	2.2%	2.2%	2.3%

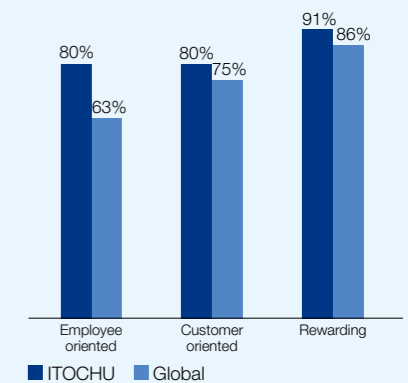
### Company Ranking among Job-Seekers According to Seven Major Institutions\*2

	2020 Graduates	2021 Graduates	2022 Graduates
Number of first-place rankings among all companies	3 institutions	3 institutions	4 institutions
Number of first-place rankings among general trading companies	6 institutions	7 institutions	7 institutions

### Training Related

	FYE 2019	FYE 2020	FYE 2021
Average training cost per employee (Thousands of yen)	444	407	260
Number of Morning Activity Seminars held (participants)	10 times (2,631)	7 times (3,162)	4 times (1,153)
Sustainability basic education participation rate of all Group employees	99.9%	100.0%	100.0%
Themed sustainability training participants	-	-	617

### Engagement Survey Results\*3



\*1 Hours exceeding the prescribed daily working hours of 7 hours and 15 minutes are counted as overtime hours.

\*2 The number of the times ITOCHU ranked No. 1 among all companies and among general trading companies in Japan according to seven major magazines and newspapers. From 2022 graduates, the Company ranked No. 1 among all companies in the surveys of GAKUJO Co., Ltd., DIAMOND HUMAN RESOURCE, INC., Rakuten Group, Inc., and Nippon Cultural Broadcasting Inc., and ranked No. 1 among general trading companies in all surveys including the four institutions mentioned above, DISCO Inc., WORKSJAPAN Co., Ltd., and Mynavi Corporation.

\*3 The results of the main items of an Engagement Survey conducted in FYE 2019. Global results are from 330 companies and 6.7 million people worldwide. 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). The next survey is scheduled to be conducted in the third quarter of FYE 2022.

## Governance

### Members of the Board and Audit & Supervisory Board Members

(People)	July 2018	July 2019	July 2020	July 2021
Members of the Board	8	10	10	11
Outside Directors (share)	3 (37.5%)	4 (40.0%)	4 (40.0%)	4 (36.4%)
Female Directors (share)	1 (12.5%)	2 (20.0%)	2 (20.0%)	2 (18.2%)
Average terms of overseas assignment period of Inside Directors	5.4 years	5.5 years	5.7 years	6.3 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 2019	FYE 2020	FYE 2021
Attendance rate of Directors	100.0%	100.0%	100.0%
Attendance rate of all corporate officers	99.5%	99.0%	100.0%
Attendance rate of inside officers	100.0%	100.0%	100.0%
Attendance rate of outside officers	99.0%	98.0%	100.0%