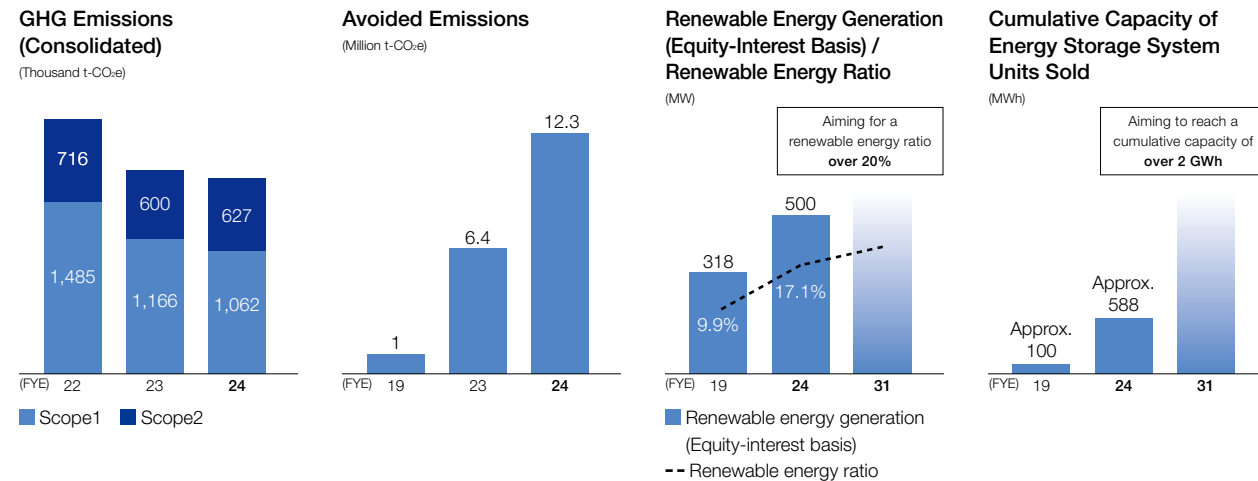


**E** Environment



	Non-consolidated*3			Consolidated*4		
	FYE 2022	FYE 2023	FYE 2024	FYE 2022	FYE 2023	FYE 2024
GHG emissions (Thousand t-CO <sub>2</sub> e)						
Scope1	0	0	0	1,485	1,166	1,062
Scope2	6	6	2	716	600	627
Scope3*1						
Capital goods	-	-	-	621	598	506
Fuel & Energy related activities not included in Scope1 and Scope2	-	-	-	389	342	378
Upstream transportation & distribution	-	-	-	10	12	10
Waste generated in operations	-	-	-	350	298	232
Business travel	-	-	-	25	44	133
Employee commuting	-	-	-	23	18	27
Franchises	-	-	-	1,048	1,025	947
Electricity consumption (Thousand MWh)	10	9	9	1,639	1,526	1,673
Water withdrawal (Thousand m <sup>3</sup> )*2	115	41	62	58,120	45,121	49,960
Waste volume (Thousand t)	0	0	0	649	640	610
Waste recycling rate	93.7%	90.9%	92.3%	-	-	-

\*1 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 refer to ITOCHU's website. <https://www.itochu.co.jp/en/csr/data/>

\*2 The water withdrawal figures are preliminary as of the end of July 2024. The final figures will be available on ITOCHU's sustainability website after September 2024.  
\*3 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.  
\*4 This is the total of non-consolidated Group companies in Japan, overseas offices, and overseas Group companies. FYE 2024 figures include 558 companies.

**Inclusion in ESG-Related Indices**

- MSCI Japan ESG Select Leaders Index\*\*5
- MSCI Japan Empowering Women Index (WIN)\*\*5
- FTSE4Good Index Series\*\*6
- FTSE Blossom Japan Index\*\*6
- FTSE Blossom Japan Sector Relative Index\*\*6
- 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)  
\*5 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.  
\*6 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.

**S** Society

	FYE 2022	FYE 2023	FYE 2024
Consolidated employees (People)	115,124	110,698	113,733
Non-consolidated employees (People)	4,170	4,112	4,098
Career-track employees (People)	3,395	3,331	3,308
Female career-track employees (People) (%)	359 (10.6%)	375 (11.3%)	395 (11.9%)
Female employees as a percentage of new employees*7	31.4%	33.1%	36.5%
Female employees as a percentage of employees	23.7%	24.3%	25.0%
Share of disabled employees	2.43%	2.48%	2.43%
Monthly average overtime hours (Hours/Month)*8	16.0	12.9	12.4
Annual paid leave acquisition rate	58.8%	62.2%	64.7%
Childcare leave acquisition rate of female employees after birth	104%	100%	100%
Childcare leave acquisition rate of male employees after birth	34%	52%	53%
Average childcare leave acquisition days of male employees (Days)	8	36	25
Rate of complication medical checkup reexamination	100%	100%	100%
Investment in human resource development per employee (Thousands of yen)	269	396	555
Average training / development hours per regular employee (Hours)	27.0	21.4	28.2
Average years employed (Years)	18.2	18.3	18.2
Voluntary resignation rate*9	1.6%	1.9%	1.6%
Average annual salary (Millions of yen)	15.80	17.30	17.54
Managers (People)	2,569	2,541	2,522
Female managers (People) (%)	210 (8.2%)	219 (8.6%)	223 (8.8%)
Percentage of gender pay-gap	-	59.1%	58.5%
Response rate for Group Compliance Awareness Survey*10	99.4%	-	97.9%
Number of employees visiting the foundation site to gain a deeper understanding of "Sampo-yoshi" corporate mission*11	2,701	3,027	3,565
Themed sustainability training participants (People)	720	685	1,402**12
Sustainability basic education participation rate of all Group employees	100%	100%	100%

\*7 The ratio includes new hires and mid-career recruitments. We have partially revised the calculation method and made changes to the results for FYE 2022 and FYE 2023.  
\*8 The figure adds up the portion of actual working hours that exceeds the statutory working hours of eight hours.  
\*9 We have partially revised the calculation method and made changes to the results for FYE 2023.  
\*10 The compliance awareness survey is conducted once every two years. The survey targets 56,090 people of ITOCHU and its subsidiaries' officers and employees (excluding listed subsidiaries conducting surveys independently).  
\*11 Cumulative number of participants from the entire ITOCHU Group visiting the foundation site since FYE 2005.  
\*12 Increased by 717 participants compared to the previous year, primarily due to adding human rights content to the Workshop for Organizational Managers, which had 649 participants.

**G** Governance


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

(People)	July 2021	July 2022	July 2023	July 2024
Members of the Board	11	10	10	11
Outside Directors (share)	4 (36.4%)	4 (40.0%)	4 (40.0%)	4 (36.4%)
Female Directors (share)	2 (18.2%)	2 (20.0%)	2 (20.0%)	2 (18.2%)
Average terms of overseas assignment period of Directors	6.3 years	5.6 years	5.6 years	5.4 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 2022	FYE 2023	FYE 2024
Attendance rate of Directors	100.0%	99.2%	100.0%
Attendance rate of all corporate officers	99.5%	99.5%	100.0%
Attendance rate of inside officers	100.0%	100.0%	100.0%
Attendance rate of outside officers	99.0%	99.0%	100.0%

For detailed data regarding (E) Environment, (S) Society, (G) Governance, and third-party assurance, please visit 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](https://www.itochu.co.jp/en/csr/pdf/independent_assurance_report_e.pdf)