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## ESG Data

Environment



Society




Governance



### Independent Assurance

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[Independent Assurance Report \(PDF: 2.9MB\)](#)  : ★Data assured by KPMG AZSA Sustainability Co., Ltd, an external assurance provider based on the international standard ISAE 3000.

\* Regarding range of tallied data, figures not labeled as Consolidated are placed under Non-Consolidated.

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

	Non-Consolidated					Consolidated	
	Employees	Men	Women	Avg. Age	Avg. Annual Salary (Yen)	Employees	Temporary Staff
2023★	4,112	3,111	1,001	42.4	17,300,799	110,698	44,705
2022	4,170	3,180	990	42.2	15,797,516	115,124	43,195
2021	4,215	3,227	988	42.0	16,278,110	125,944	45,885

\* The number of temporary employees is the average number of employees for each fiscal year.

## Gender Pay-Gap

All Employees	Full-time Employees	Part-time Employees
59.1%	60.5%	41.6%

## Employees by Operating Segment★ (as of March 31, 2023)

(Unit: People)

	Textile	Machinery	Metals & Minerals	Energy & Chemicals	Food	General Products & Realty	ICT & Financial Business	The 8th	Others	Total
Non-consolidated	306	396	156	358	392	254	208	44	908	3,022
Consolidated	6,300	13,412	495	12,100	34,667	17,800	16,140	7,163	2,621	110,698

## Overseas Bloc Employees by Region★ (as of March 31, 2023)

(Unit: People)

	North America	South America	Europe / CIS	Africa	Middle East	East Asia	Asia / Oceania
National Staff	131	110	267	63	108	572	592
Rotational Staff	56	17	60	13	21	68	102
Overseas Trainees	16	4	12	2	4	17	26
TOTAL							2,261

\* Overseas bloc employees by region counts employees who are assigned to overseas subsidiaries or overseas branches/offices.

## Number of Overseas Local Employee Management Personnel (as of March 31, 2023)

(Unit: People)

	North America	South America	Europe / CIS	Africa	Middle East	East Asia	Asia / Oceania
Management Personnel	86	38	81	9	29	310	166

\* Equivalent to headquarters management positions

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

(Unit: People)

	Career-track			Managerial <sup>*1</sup>			General Managerial <sup>*2</sup>			Executive Positions		
	Total	Women	Share	Total	Women	Share	Total	Women	Share	Total	Women	Share
2023	★ 3,331	★ 375	★ 11.3%	★ 2,541	★ 219	★ 8.6%	401 <sup>*2</sup>	3 <sup>*2</sup>	0.7% <sup>*2</sup>	★ 41	★ 4	★ 9.8%

	Career-track			Managerial <sup>*1</sup>			General Managerial <sup>*2</sup>			Executive Positions		
	Total	Women	Share	Total	Women	Share	Total	Women	Share	Total	Women	Share
2022	3,395	359	10.6%	2,544	206	8.1%	413	3	0.7%	42	4	9.5%
2021	3,435	346	10.1%	2,565	206	8.0%	411	3	0.7%	46	4	8.7%

\*1 Since 2023, the definition of managers has been partially revised. In addition to general managers who hold a certain level or higher, since 2023, those in special positions and associate executive officers are also eligible.

\*2 Since 2023, we have disclosed the level of general managers as one of the indicators of women's performance.

## Women Rotational Staff (as of March 31, 2023)



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

	Percentage of Disabled Employees (%)
2023★	2.48

	Percentage of Disabled Employees (%)
2022	2.43
2021	2.32

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

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

	Number of Hires by Gender (Unit:People)							Adoption Rate for Mid-Career (Unit:%)
	New-Graduates			Mid-Career			Total	
	Men	Women	Total	Men	Women	Total		
FYE 2023★	73	34	107	7	6	13	120	11
FYE 2022*	79	36	115	0	1	1	116	1

FYE 2021*	84	36	120	5	2	7	127	6
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\* Although Number of Hires by Gender has been calculated at the date of April 1st each year, the scope of the period has been changed to fiscal year (1st of April - End of March) from FYE 2023. Due to the change of the scope of the period, we have corrected the data for previous years.

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

	Avg. Years Employed			Voluntary Resignation Rate		
	Men	Women	Total	Men	Women	Total
FYE 2023★	18.3	18.3	18.3	1.9%	1.6%	1.8%
FYE 2022	18.1	18.4	18.2	1.7%	1.5%	1.6%
FYE 2021	17.8	18.4	17.9	1.2%	2.4%	1.5%

\* Positions: career-track, clerical, special

Turnover rate is calculated according to the following formula.

Voluntary resignations ÷ employees at end of fiscal year



ITOCHU Corporation has a long average number of years employed of 18 years and only around 1.8% of employees voluntarily resign. It is a company where many employees choose to stay for the long-term.

## Use of Childcare & Nursing Care Programs

### Childcare

(Unit: People)

		Childcare leave <sup>*1</sup>	Childcare leave acquisition rate <sup>*2</sup>	Leave to nurse sick children	Shorter working hours for childcare	Special parental leave	Percentage of employees returning to work <sup>*3</sup>
FYE 2023★	Men	39	52%	67	0	4	96%
	Women	48	100%	125	89	19	
	Total	87	71%	192	89	23	

		Childcare leave <sup>*1</sup>	Childcare leave acquisition rate <sup>*2</sup>	Leave to nurse sick children	Shorter working hours for childcare	Special parental leave	Percentage of employees returning to work <sup>*3</sup>
FYE 2022	Men	32	34%	71	0	7	100%
	Women	47	104%	124	94	16	
	Total	79	56%	195	94	23	
FYE 2021	Men	31	34%	49	0	8	97%
	Women	49	87%	105	96	28	
	Total	80	55%	154	96	36	

\*1 Parental leave includes parental leave at birth (postpartum paternity leave).

\*2 The percentage of employees taking parental leave is newly disclosed beginning with the current fiscal year and including prior fiscal years. Accordingly, the method of calculating the number of employees taking parental leave has been revised retroactively to include prior fiscal years. The number of employees taking parental leave is the number of employees who started taking such leave during the current fiscal year. The rate of employees taking parental leave 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 (For men, the number of male employees whose spouses gave birth). (Including the number of employees seconded from other companies)

\*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

(Unit: People)

		Nursing care leave	Leave for nursing care	Shorter working hours for nursing care	Special nursing care leave	Family Support Leave
FYE 2023★	Men	0	23	0	4	55
	Women	0	45	3	9	70
	Total	0	68	3	13	125
FYE 2022	Men	1	18	0	3	70
	Women	0	47	5	9	72
	Total	1	65	5	12	142

		Nursing care leave	Leave for nursing care	Shorter working hours for nursing care	Special nursing care leave	Family Support Leave
FYE 2021	Men	1	23	0	0	79
	Women	0	46	5	8	63
	Total	1	69	5	8	142

## Occupational Health and Safety Data (Non-Consolidated Employees\*<sup>1</sup>)

	FYE 2021		FYE 2022		FYE 2023★	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Number who Suffered from Occupational Accidents (Number which Occurred During Commute)* <sup>2</sup>	4 (3)	1 (1)	5 (4)	0 (0)	3 (0)	0 (0)
Number of Fatalities	0	0	0	0	0	0
OIFR (Occupational Illness Frequency Rate)* <sup>3</sup>	0.00	0.00	0.00	0.00	0.00	0.00
Number who Suffered Lost Time Incidents (LTI)* <sup>4</sup>	1	0	0	0	0	0

	FYE 2021		FYE 2022		FYE 2023★	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
LTIFR (Lost Time Injury Frequency Rate) <sup>*5</sup>	0.21	0.00	0.00	0.00	0.00	0.00

- \*1 Employees targeted: Full-time employees — career-track employees, clerical employees, those in special positions and employees temporarily assigned to us  
Part-time employee — contract employees
- \*2 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.
- \*3 OIFR: The rate of incidence of lost-time accidents corresponding to disease per million hours (calculated as the number of people suffering from LTI due to illness divided by the total number of working hours times 1 million)
- \*4 Lost time incidents (LTI) are situations in which a work-related injury or illness causes the victim to be absent from work on the following day. (occupational accidents)
- \*5 LTIFR: 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 times 1 million)

#### Performance Benchmarking Against Industry Average (Wholesalers and Retailers with Over 100 Employees)

	2019	2020	2021
Lost-time Incident Rate	2.09	2.27	2.31

\* The data above references the Ministry of Health, Labor and Welfare's 2020 Research on Work-related Accident Trends

## Time/Cost Allotted for Employee Skills Development Training

	FYE 2019	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Total annual training time (hours)	160,510	168,425	92,431	112,574	87,841

	FYE 2019	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Average training/development hours per regular employee (hours)*	37.46	39.53 <sup>*1</sup>	21.93	27.00	21.36
Average training/development cost per regular employee (thousand yen)	444 <sup>*2</sup>	407 <sup>*2</sup>	260	269	396

\* Calculation method: total annual training hours / employees at end of fiscal year

\* The reduction is due to the impact of COVID-19

\* Data for \*1 and \*2 are revised because some of the aggregate data has been revised.

## Attendance in Major Training

(Unit: People)

Training	FYE 2019	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Quick Mastering Business Management Course	96	110	152	172	173
Global Development Program	141	154	0 (Cancel)	0 (Not implemented)	33
Organization Manager Workshop	405	337	341	624	1,401
Short-Term Business School Dispatch	31	37	8	7	16
Junior Chinese/Special Language Dispatch	39	10	0 (Cancel)	0 (Not implemented)	5
Chinese Lessons	237	158	205	189	193
Career Vision Support Training (total)	1,885	1,940	2,067	1,851	1,419

FYE 2023 Human Rights Training Record★

(Unit: People)

	Number of Participants
Group ESG Managers Conference	94
New Employee Training	110
Training for Newly Appointed Section Managers	55
Pre-overseas Appointment Training	212
Training for New Officers of Group Companies	124
Sustainability Survey Workshop	90
Total	685

Support for Diversity, Equity & Inclusion



Fiscal Year	Theme
2023 (Offline · Online)	<ol style="list-style-type: none"> <li>1. Introduction of Health and Child Care Concierge</li> <li>2. Balancing Pregnancy with Pregnancy and Introducing Support Programs</li> <li>3. Basic LGBTQ knowledge and partnerships</li> <li>4. Male parental leave</li> <li>5. Balance with nursing care</li> </ol>
FYE 2022 (Online)	<ol style="list-style-type: none"> <li>(1) Balancing career and nursing care               <ol style="list-style-type: none"> <li>(i) Nursing care and money / nursing care insurance</li> <li>(ii) Home care</li> <li>(iii) Nursing care in a facility</li> </ol> </li> <li>(2) Balancing career and life: work style reform and child-rearing for couples</li> <li>(3) Basic knowledge on LGBTs</li> <li>(4) Women's career and health               <ol style="list-style-type: none"> <li>(i) Uterine cancer and breast cancer seminar</li> <li>(ii) Women's health seminar series</li> </ol> </li> <li>(5) Advancement of women (talk by an officer)</li> </ol>

Fiscal Year	Theme
FYE 2021 (Online)	<ul style="list-style-type: none"> <li>(1) Nursing care <ul style="list-style-type: none"> <li>(i) To balance work and nursing care: Keys to nursing care in the COVID-19 era</li> <li>(ii) Elderly monitoring service individual consultation meetings</li> </ul> </li> <li>(2) Male childcare leave seminar series (a version for those taking childcare leave and a version for the superiors/coworkers of those taking childcare leave)</li> <li>(3) Basic LGBT seminar</li> <li>(4) Women's careers and health <ul style="list-style-type: none"> <li>(i) Life stage with health</li> <li>(ii) Gynecological cancer (uterine cancer and breast cancer)</li> </ul> </li> </ul>

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

(Unit: People)

	FYE 2019	FYE 2020	FYE 2021	FYE 2022	FYE 2023★
General Training Covering Health and Safety Standards <sup>*1</sup>	3,543	3,629	1,447	841	2,690

	FYE 2019	FYE 2020	FYE 2021	FYE 2022	FYE 2023★
Human Resources-led Training Covering Health and Safety Standards*2	48	453	74	63	358

\*1 The total number of participants in training new recruits (career-track employees and clerical 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 mindfulness courses and mental health management courses).

## FYE 2023 Number of Employees that Received Our Main Health and Safety-related Trainings

(Unit: People)

Type of Training	Training Details	Number of Employee Attendees
Training New Recruits	Employees newly joining ITOCHU are informed on the importance of health for their personal life and their career. The training includes information on mental health and lifestyle-related diseases. Employees are also educated on the company's health and safety management by our occupational physician and our clinical psychologist.	110

Type of Training	Training Details	Number of Employee Attendees
New Manager Training on Health Management	For newly promoted junior managers, industrial physicians and clinical psychologists provide training on how to guide and manage the health and safety of subordinates through case-studies. The training also provides guidance on how to maintain one's own health once promoted to their new positions.	55
Training in Preparation for Overseas Assignments or Junior Overseas Training	The training is mainly conducted by our occupational physician, and covers health issues that are likely to occur in relevant countries, as well as crucial differences in medical environments and lifestyles between Japan and assigned countries. The training also covers necessary preparations that are recommended prior to dispatch, and information on how to receive health checkups during their assignment. We also provide the same training for the family members of our employees, and provide information on key contact points and resources in case of emergencies.	216

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