

Non-Financial Data

Social Data

	FY2018	FY2019	FY2020
Number of employees (consolidated)	18,633	18,839	19,463
Number of employees (non-consolidated)*1	2,410	2,460	2,551
Male	1,837	1,844	1,835
Female	573	616	716
Number of female career track employees (Number of female managers)	213 (40)	246 (46)	287 (54)
Ratio of female managers (%)	3.8	4.4	5.4
Average years of employee service	15.8	15.8	15.4
Male	16.7	16.9	16.9
Female	13.2	12.6	11.6
Ratio of employees with disabilities (%)	1.89	2.20	2.25
Annual paid holiday acquisition rate (%)	61.8	68.4	64.4
Number of employees taking childcare leave*2	30	50	50
Male	13	30	30
Female	17	20	20
Ratio of employees returning to work after childcare leave (%)	100	93	100
Personnel turnover (%)	2.6	3.1	2.7
Number of new graduate hires	121	126	117
Male	63	68	60
Female (including administrative workers)	58	58	57
Ratio of female among new graduate hires	48	46	49
Number of mid-career hires	27	25	30
Men	16	14	14
Female (including administrative workers)	11	11	16
Ratio of female among new mid-career hires	41	44	53
Ratio of mid-career hires among full-time employees	18	17	20
Employee union membership rate (%)	60	50	53

*1 Figures include full-time contract employees.

*2 Figures refer to the number of employees who commenced childcare leave within the fiscal year.

Human Resource Development Data

	FY2018	FY2019	FY2020
Number of employees receiving training (aggregate total)*3,4	Approx. 21,400	Approx. 21,500	Approx. 5,200
Total training hours*3,4	Approx. 40,800	Approx. 43,000	Approx. 38,000
Hours of training*3,5	18	19	16
Overseas trainee program participants	30	31	10
Short-term	23	22	1
Long-term	7	9	9

*3 Training refers to employee training, including self-development training, conducted by the Human Resources Department as well as e-learning and ISO 14001 environmental standards and CSR training programs provided by other departments.

*4 The year-on-year decreases in the number of employees receiving training and in total training hours recorded in the year ended March 31, 2021, were a result of a change in calculation methods meant to clarify the basis for disclosed figures undertaken based on input from a third-party verification institution (KPMG AZSA Sustainability Co., Ltd.).

*5 Figures exclude directors, executive officers, and Audit & Supervisory Board members as well as employees who retired as of March 31 of the given fiscal year.

Environmental Data

	Unit	FY2018	FY2019	FY2020
Electricity consumption	MWh	136,636	220,930	263,805
CO ₂ emissions (Scope 1)*1	t-CO ₂	659,251	969,775	705,807
CO ₂ emissions (Scope 2)*2	t-CO ₂	76,818	152,108	206,283
CO ₂ emissions (Scope 1 + Scope 2)	t-CO ₂	736,069	1,121,884	912,090
Waste discharged	Tons	17,902	60,485	75,395
Water use	Millions of m ³	1.26	4.77	5.03

Scope: Sojitz Corporation and domestic and overseas consolidated subsidiaries

• For information on progress toward Scope 1 and Scope 2 emissions reduction targets, please refer to Sojitz's corporate website (in Japanese only).

https://www.sojitz.com/jp/csr/environment/carbon_neutrality/

• Data for the year ended March 31, 2020, has been restated to include all Group companies, as previously disclosed figures had been limited to the scope of 14 domestic and overseas consolidated subsidiaries with large amounts of emissions due to the impacts of the COVID-19 pandemic.

*1 Scope 1: Direct emissions from the use of fuels such as city gas

*2 Scope 2: Indirect emissions from the use of purchased electricity, heat, etc.



Reference

The above environmental, social, and other data has been verified by third-party institution KPMG AZSA Sustainability Co., Ltd. The verification report can be found on Sojitz's corporate website.

https://www.sojitz.com/en/csr/environment/pdf/independent_e.pdf