



## ESG Data

## Social

- For data from FY2016 to FY2018, the upper row is the Idemitsu Group and the lower row is the Showa Shell Group. (The Showa Shell Group's FY2018 results are reported for 15 months from January 2018 to March 2019.)
- FY2019 data is for the Idemitsu Group. Idemitsu Kosan and Showa Shell merged in April 2019, and the data is after the business integration.
- The scope of data for FY2019 is Idemitsu Kosan non-consolidated. However, the reporting scope of some data point differs from the others. For details, please refer to the notes for each data point.
- The data for FY2020 indicated with (☑) has been assured by the Independent Practitioner.

Status of Employees		Unit	FY2020	Independent Practitioner's Assurance	Note	
*As of March 31, 2021						
Number of employees		People	4,943	☑	Scope of Reporting: Idemitsu hires (employees, seniors, full-time contract employees, and advisors) Excluding employees seconded to other companies	
	Men	People	4,355	☑		
	Women	People	588	☑		
	Percentage of women	%	11.9	☑		
	Foreign nationals	People	35			
	Percentage of foreign nationals	%	0.7			
	Seniors (Over 60 years old)	People	600			
Number of members		People	3,959			
	Men	People	3,395			
	Women	People	564			
	Percentage of women	%	14			
Number of employees in managerial positions (Including managers, general managers, and executive officers)		People	984	☑		
	Men	People	960	☑		
	Women	People	24	☑		
	Percentage of women	%	2.4	☑		
Of the numbers mentioned above, higher posts than general manager		People	37			
	Men	People	34			
	Women	People	3			
	Percentage of women	%	8.1			
Of the numbers mentioned above, managers		People	947			
	Men	People	926			
	Women	People	21			
	Percentage of women	%	2.2			
Average age		years old	42.1	☑		
	Men	years old	42.3	☑		
	Women	years old	40.3	☑		
Average years employed		years	19.4	☑		
	Men	years	19.7	☑		
	Women	years	17.3	☑		
Average wage	Basic wages received by men	Management-level employees	yen/month	689,656		Scope of Reporting: Idemitsu hires (employees, seniors, full-time contract employees, and advisors)
		Staff members	yen/month	368,413		
	Bonuses received by men	Management-level employees	yen/year	4,139,552		
		Staff members	yen/year	1,831,199		
	Basic wages received by women	Management-level employees	yen/month	675,789		
		Staff members	yen/month	342,353		
	Bonuses received by women	Management-level employees	yen/year	4,261,621		
		Staff members	yen/year	1,666,345		



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Status of Employees <sup>*as of March 31, 2021</sup>		Unit	FY2020	Independent Practitioner's Assurance	Note
Status of employees with disabilities <sup>*As of June 1, 2021</sup>	Percentage	%	2.30	☑	Scope of Reporting: Scope of Reporting: Idemitsu hires (employees, seniors, full-time contract employees, and advisors) Including employees seconded to other companies, but excluding employees seconded from other companies Based on the calculation method of the Ministry of Health, Labour and Welfare
	Number	People	119		
Number of employees (Consolidated) <sup>*As of the end of March 2021</sup>		People	14,044		Scope of Reporting: Idemitsu and 63 consolidated subsidiaries
Turnover rate (Including honorable retreat)		%	3.18		Scope of Reporting: Idemitsu hires (employees, seniors, full-time contract employees, and advisors)
Voluntary retirement rate		%	1.42		Excluding employees seconded to other companies
New graduate retention rate (Average for newly hired employees between 2016 and 2018)		%	89.4	☑	Scope of Reporting: Results are from Idemitsu's direct hires
Turnover rate of new graduates		%	8.8	☑	Retention rate: Average rate of three-year retention of new graduates in the relevant fiscal years Turnover rate: Turnover rate of new graduates within three years of employment in the relevant fiscal year

  

Status of Recruitment		Unit	FY2020 / FY2021	Independent Practitioner's Assurance	Note
Recruitment of new graduates <sup>*Hired in April 2020</sup>		People	151	☑	Scope of Reporting: Results are from Idemitsu's direct hires
	Men	People	127	☑	
	Women	People	24	☑	
	Percentage of women	%	15.9	☑	
	Foreign nationals	People	2	☑	
	Percentage of foreign nationals	%	1.3	☑	
Career recruitment <sup>*Hired in FY2019</sup>		People	91	☑	

  

Work-Life Balance Support Systems and Usage Numbers		Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Independent Practitioner's Assurance	Note
Maternity leave	Women	People	25	26	28	39	35	☑	Scope of Reporting: Idemitsu hires (employees, seniors, re-employed, including employees seconded to other companies). Telecommuting (as of the end of FY2019), self-development leave of absence, and volunteer leave of absence are results only for Showa Shell.
			-	-	26				
Childcare leave		People	51	47	47	96	90	☑	
			52	43	37				
	Men	People	-	-	3	15	22	☑	
			2	4	3				
	Women	People	-	-	44	81	68	☑	
			50	39	34				
Rate of employees returning to work after childcare leave	Women	%	-	-	-	100	100		
Nursing care leave		People	1	4	3	7	2	☑	
			0	1	2				
	Men	People	-	-	3	6	2	☑	
			0	1	2				
		Women	People	-	-	0	1	0	☑
				0	0	0			



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Work-Life Balance Support Systems and Usage Numbers	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Independent Practitioner's Assurance	Note	
Reduced working hours for parenting	People	34	51	42		69	72	☑	Scope of Reporting: Idemitsu hires (employees, seniors, re-employed, including employees seconded to other companies). Telecommuting (as of the end of FY2019), self-development leave of absence, and volunteer leave of absence are results only for Showa Shell.
		27	32	38					
	Men	-	-	1		2	1	☑	
	Women	1	0	0					
Leave to care for sick/injured child	People	-	-	41		67	71	☑	
		26	32	38					
	Men	-	-	51		103	61	☑	
	Women	61	82	113					
Family care leave	People	-	-	62		103	72	☑	
		9	16	17					
	Men	-	-	34		19	25	☑	
	Women	6	10	11					
Telecommuting (Rebranded in FY2020 in conjunction with the upgrade of the conventional work-from-home system)	People	-	-	9		31	12	☑	
		3	6	6					
	Men	15	24	191	543	3,592		☑	
	Women	1	1	111	400	3,086		☑	
Self-development leave of absence	People	14	23	80	143	506		☑	
		3	2	3	3	2			
	Men	1	0	1	2	2		☑	
	Women	2	2	2	1	0		☑	
Volunteer leave of absence	People	-	0	1	1	1			
		-	0	1	0	0			
	Men	-	0	0	1	1			
	Women	-	0	0	-	-			
Cessation from work by employees whose spouses are transferred to countries abroad (from FY2020)	People	-	-	-	-	4			
		-	-	-	-	0			
	Men	-	-	-	-	0			
	Women	-	-	-	-	4			
Overtime Work and Annual Paid Leave	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Independent Practitioner's Assurance	Note	
Average overtime work hours per employee	hours/month	9.9	12.3	15.3		18.9	20.0	☑	Scope of Reporting: Idemitsu hires (employees, seniors, re-employed) Excluding employees on leave and seconded employees Results of overtime work is excluding employees in managerial positions
		12.0	12.0	14.8					
Average annual paid leave taken by an employee	Days	11.2	11.7	12.7		14.2	14.1	☑	
		13.9	13.3	14.9					
Average usage rate of annual paid leave per employee	%	-	-	68.4		70.0	69.5	☑	
		68.3*	65.7	74.6					

Note: Excluding management-level employees



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Training Results		Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Independent Practitioner's Assurance	Note
Training hours	Total	Hours	-	101,920	70,880	117,455	57,581	☑	Scope of Reporting: Results for Idemitsu non-consolidated from training organized by the Human Resources Department
	Per person	Hours	-	26.0	17.8	19.5	10.9	☑	
Amount of investment in training	Total	thousand yen	-	142,612	226,769	352,000	256,000	☑	
	Per person	thousand yen	133,853	198,733	299,611	59	48	☑	
			170	275	430				
Results related to health		Unit	FY2016	FY2017	FY2018	FY2019	FY2020	Independent Practitioner's Assurance	Note
Occupational accidents frequency rate	Idemitsu's employees only	-	0.00	0.51	0.28	0.46	0.30	☑	Scope of Reporting: Hokkaido Refinery, Chiba Complex, Aichi Refinery, Tokuyama Complex, Prime Polymer Co., Ltd., Anesaki Works, BASF Idemitsu Co., Ltd., TOA Oil Co., Ltd., Showa Yokkaichi Sekiyu Co., Ltd., Seibu Oil Co., Ltd. Reporting period: From January to December 2020
	Employees of partner companies	-	-	-	-	0.68	0.79		
	Fatalities due to occupational accidents	Idemitsu's employees only	People	-	-	-	0	0	
	Employees of partner companies	People	-	-	-	0	0		
TRIFR (Total Recordable Injury Frequency Rate)	Idemitsu's employees only	-	-	-	-	2.94	1.35		[Calculation method] Frequency rate= (Number of casualties due to occupational accidents/hours of actual work) ×1,000,000 TRIFR= (Number of overall occupational accidents/hours of actual work)×1,000,000 LTIFR= (Number of accidents resulting in lost work days/hours of actual work)×1,000,000 Severity rate= (Number of lost working days/hours of actual work) ×1,000
	Employees of partner companies	-	-	-	-	2.11	3.14		
LTIFR (Lost Time Injury Frequency Rate)	Idemitsu's employees only	-	-	-	-	0.46	0.30		
	Employees of partner companies	-	-	-	-	0.68	0.79		
Severity rate	Idemitsu's employees only	-	0.00	0.01	0.03	0.03	0.00	☑	
		-	0.00	0.01	0.00				
	Employees of partner companies	-	-	-	-	0.03	0.05		
Number of accidents related to safety		Unit	FY2020	Note	Acquisition Status of ISO 9001 (Quality Management Systems) *As of June 30, 2021				
Serious accidents		Cases	0	Scope of Reporting: Hokkaido Refinery, Chiba Complex, Aichi Refinery, Tokuyama Complex, Prime Polymer Co., Ltd., Anesaki Works, BASF Idemitsu Co., Ltd., TOA Oil Co., Ltd., Showa Yokkaichi Sekiyu Co., Ltd., Seibu Oil Co., Ltd. Reporting period: From January to December 2020	Domestic and overseas business sites		34 sites		
	Of the numbers mentioned above, partner companies	Cases	0						
Fatal accidents		Cases	0						
	Of the numbers mentioned above, partner companies	Cases	0						
Accidents resulting in lost time injuries		Cases	27						
	Of the numbers mentioned above, partner companies	Cases	19						
Accidents not resulting in lost time injuries		Cases	60						
	Of the numbers mentioned above, partner companies	Cases	34						



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Results related to health	Unit	FY2019	FY2020	Note
Periodic medical checkup participation rate	%	99.9	100.0	Scope of Reporting: Idemitsu hires, including employees seconded to other companies but excluding employees seconded from other companies and overseas workers
Ratio of employees who underwent follow-up medical checkups	%	92.1	89.1	Scope of follow-up medical checkups: Including non-mandatory items
Ratio of employees requiring blood pressure control measures	%	0.6	0.2	Calculation criteria: Individuals whose systolic blood pressure is 180mmHg or higher or whose diastolic blood pressure is 110mmHg or higher
Ratio of employees requiring diabetes control measures	%	0.7	0.5	Calculation criteria: Individuals with an HbA1c level of 8.0% or higher
Ratio of employees who received health guidance after being diagnosed as high risk	%	96.0	94.7	Calculation criteria: Individuals considered as requiring control measures for BMI, blood pressure, ALT/HDL cholesterol, LDL cholesterol, neutral lipid or HbA1c in order to meet Idemitsu's standards
Ratio of employees who receive ongoing assistance after being diagnosed as high risk	%	52.2	63.0	Scope of Reporting: 2,542 individuals under Idemitsu hires who are supervised by Head Office's medical office (including employees seconded to other companies but excluding employees seconded from other companies and overseas workers)
Ratio of employees not considered as requiring weight control measures	%	67.1	65.9	Calculation criteria: Individuals whose BMI ranges from 18.5 to below 25.0
The result of the medical examination questionnaire				
Ratio of employees who smokes	%	25.1	22.0	
Ratio of employees who maintain exercise habits	%	33.0	34.0	Calculation criteria: Individuals who engage in at least 30 minutes of physical exercise twice a week
Ratio of employees with no sleeping issues inhibiting sufficient rest	%	72.9	78.4	
Ratio of employees who maintain a regular drinking habit	%	24.8	19.1	Calculation criteria: Individuals who habitually drink alcohol in a quantity equivalent to at least 360ml of rice wine on a daily basis or several days a week
Ratio of employees who eat breakfast	%	74.4	76.3	Calculation criteria: Individuals who eat breakfast at least five times a week
Ratio of employees deemed to practice robust self healthcare	%	23.9	26.2	Calculation criteria: Individuals with no lifestyle-related issues, such as smoking, a lack of exercise, poor sleeping, a regular drinking habit, or failure to eat breakfast
Ratio of employees who took leave due to mental health issues	%	1.6	1.5	Scope of Reporting: Idemitsu hires, including employees seconded to other companies and overseas workers but excluding employees seconded from other companies Calculation criteria: Individuals who took at least a full month of leave due to mental health issues (two or more rounds of such leave taken within a single fiscal year are counted separately)
Employee stress checks				
Participation rate	%	89.3	89.4	Scope of Reporting: Idemitsu hires, including overseas workers but excluding employees seconded to other companies and employees seconded from other companies
Ratio of employees exposed to a high level of stress	%	8.2	7.3	Scope of reporting: Individuals who underwent stress checks Criteria for a high level of stress: Based on standards recommended by the Ministry of Health, Labour and Welfare