



Social

- Social data covers Idemitsu Kosan Co.,Ltd. and Showa Shell Sekiyu K.K. on non-consolidated basis. Its group companies are included in the scope of data for some data points. For details, please refer to the notes for each data point.
- Results reported are as of 2019, but some data reported may be from a different period. For details, please refer to the notes for each data point.
- Social data for FY2019 indicated with has been assured by the Independent Practitioner.

Idemitsu

Status of Employees	Unit	FY2019	Scope of Reporting and Calculation Method
* As of July 1, 2019			
Number of employees	people	4,825 <input checked="" type="checkbox"/>	Idemitsu hiring (employees, seniors, full-time contract employees, and advisors) Including employees seconded from Showa Shell, but excluding employees seconded to other companies
Men	people	4,254 <input checked="" type="checkbox"/>	
Women	people	571 <input checked="" type="checkbox"/>	
Percentage of women	%	11.8 <input checked="" type="checkbox"/>	
Number of employees in managerial positions	people	971 <input checked="" type="checkbox"/>	
Men	people	949 <input checked="" type="checkbox"/>	
Women	people	22 <input checked="" type="checkbox"/>	
Percentage of women	%	2.3 <input checked="" type="checkbox"/>	
Average age	years old	43.0 <input checked="" type="checkbox"/>	
Men	years old	43.3 <input checked="" type="checkbox"/>	
Women	years old	41.0 <input checked="" type="checkbox"/>	
Average years employed	years	19.3 <input checked="" type="checkbox"/>	
Men	years	19.6 <input checked="" type="checkbox"/>	
Women	years	16.9 <input checked="" type="checkbox"/>	
Percentage of employees with disabilities	%	2.11 <input checked="" type="checkbox"/>	Idemitsu hiring (employees, seniors, full-time contract employees, and advisors) Including employees seconded from Showa Shell and seconded to other companies It is based on the calculation method of the Ministry of Health, Labour and Welfare.
Number of employees (Consolidated)	people	13,756	Idemitsu and 59 consolidated subsidiaries
Status of Recruitment	Unit	FY2019	Scope of Reporting and Calculation Method
* Hired in April 2019			
Recruitment of new graduates	people	178 <input checked="" type="checkbox"/>	Results are from Idemitsu's and Showa Shell's direct hiring
Men	people	142 <input checked="" type="checkbox"/>	
Women	people	36 <input checked="" type="checkbox"/>	
Percentage of women	%	20.2 <input checked="" type="checkbox"/>	
Foreign nationality	people	5 <input checked="" type="checkbox"/>	
Percentage of foreign nationality	%	2.8 <input checked="" type="checkbox"/>	



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- In addition, some numerical data in the previous fiscal years has been revised.

Idemitsu

Status of Employees	Unit	Joined in FY2012	Joined in FY2013	Joined in FY2014	Joined in FY2015	Joined in FY2016	Scope of Reporting and Calculation Method
New graduate retention rate (Average for newly hired employees between 2014 and 2016)	%	-	-	-	-	91.5 <input checked="" type="checkbox"/>	Results are from Idemitsu's direct hiring Retention rate: Average rate of three-year retention of new graduates in the relevant fiscal years
Turnover rate of new graduates	%	7.3	5.8	4.0	10.6	13.8 <input checked="" type="checkbox"/>	Turnover rate: Turnover rate of new graduates within three years after employment in the relevant fiscal year

Status of Recruitment	Unit	FY2018	Scope of Reporting and Calculation Method
Career recruitment	people	67 <input checked="" type="checkbox"/>	Results are from Idemitsu's direct hiring

Work-Life Balance Support Systems and Usage Numbers	Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method	
Maternity leave	Women	people	16	22	25	26	28 <input checked="" type="checkbox"/>	Systems are available for direct and temporary employees, but not for workers from other temp-staff companies.
Childcare leave		people	24	42	51	47	47 <input checked="" type="checkbox"/>	
	Men	people	-	-	-	-	3 <input checked="" type="checkbox"/>	
	Women	people	-	-	-	-	44 <input checked="" type="checkbox"/>	
Nursing care leave		people	0	0	1	4	3 <input checked="" type="checkbox"/>	
	Men	people	-	-	-	-	3 <input checked="" type="checkbox"/>	
	Women	people	-	-	-	-	0 <input checked="" type="checkbox"/>	
Reduced working hours for parenting		people	22	21	34	51	42 <input checked="" type="checkbox"/>	
	Men	people	-	-	-	-	1 <input checked="" type="checkbox"/>	
	Women	people	-	-	-	-	41 <input checked="" type="checkbox"/>	
Leave to care for sick/injured child		people	-	-	-	-	113 <input checked="" type="checkbox"/>	
	Men	people	-	-	-	-	51 <input checked="" type="checkbox"/>	
	Women	people	-	-	-	-	62 <input checked="" type="checkbox"/>	
Family care leave		people	-	-	-	-	43 <input checked="" type="checkbox"/>	
	Men	people	-	-	-	-	34 <input checked="" type="checkbox"/>	
	Women	people	-	-	-	-	9 <input checked="" type="checkbox"/>	

Overtime Work and Annual Paid Leave	Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method
Average overtime work hours per employee	hours/month	8.0	8.8	9.9	12.3	15.3 <input checked="" type="checkbox"/>	Results for Idemitsu non-consolidated, excluding employees on leave, and seconded employees
Average annual paid leave taken by an employee	days	9.5	10.5	11.2	11.7	12.7 <input checked="" type="checkbox"/>	Results of overtime work is excluding employees in managerial positions.
Average usage rate of annual paid leave per employee	%	-	-	-	-	68.4 <input checked="" type="checkbox"/>	



Idemitsu

Training Results		Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method
Training hours	Total hours	hours	-	-	-	101,920	70,880 <input checked="" type="checkbox"/>	Results are from training organized by the Human Resources Department (non-consolidated basis)
	Per person	hours	-	-	-	26.0	17.8 <input checked="" type="checkbox"/>	
Amount of investment in training	Total hours	thousand yen	-	-	-	142,612	226,769 <input checked="" type="checkbox"/>	
	Per person	thousand yen	-	-	-	51	57 <input checked="" type="checkbox"/>	

Occupational Accidents		Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method
Frequency rate	-		0.22	0.00	0.00	0.51	0.28 <input checked="" type="checkbox"/>	From January to December 2018 <ul style="list-style-type: none"> • Hokkaido Refinery • Chiba Complex • Aichi Refinery • Tokuyama Complex • Prime Polymer Co., Ltd., Anesaki Works • BASF Idemitsu Co., Ltd. Excluding employees of partner companies
Severity rate	-		0.03	0.00	0.00	0.01	0.03 <input checked="" type="checkbox"/>	[Calculation method] Frequency rate= (Number of fatalities and injuries due to work-related accidents/hours of actual work) × 1,000,000 Severity rate= (Number of lost working days / hours of actual work) × 1,000

		FY2018	Scope of Reporting and Calculation Method
Number of accidents related to safety	Fatalities	1 case	From January to December 2018
	Lost time injuries	16 cases	
	Environmental anomalies	0 case	

Acquisition Status of ISO 9001 (Quality Management Systems) * As of July 1, 2019

Domestic and overseas business sites	39 sites
* Including Showa Shell Group's sites	



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Showa Shell

Status of Employees	Unit	Joined in FY2012	Joined in FY2013	Joined in FY2014	Joined in FY2015	Joined in FY2016	Scope of Reporting and Calculation Method
New graduate retention rate (Average for newly hired employees between 2014 and 2016)	%	-	-	91.5	89.4	95.5 <input checked="" type="checkbox"/>	Results are from Showa Shell's direct hiring 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 after employment in the relevant fiscal year
Turnover rate of new graduates	%	0.0	23.8	4.0	5.0	4.8 <input checked="" type="checkbox"/>	

Status of Recruitment	Unit	FY2018	Scope of Reporting and Calculation Method
Career recruitment	people	42 <input checked="" type="checkbox"/>	Results are from Idemitsu's direct hiring * Including contract employees

Work-Life Balance Support Systems and Usage Numbers	Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method	
Maternity leave	Women	people	-	-	-	26 <input checked="" type="checkbox"/>	Systems are available for only direct and contract employees (re-employed only)	
Childcare leave	people	30	40	52	43	37 <input checked="" type="checkbox"/>		
	Men	people	3	2	2	4		3 <input checked="" type="checkbox"/>
Nursing care leave	Women	people	27	38	50	39		34 <input checked="" type="checkbox"/>
	Men	people	0	1	0	1		2 <input checked="" type="checkbox"/>
Reduced working hours for parenting	Women	people	0	0	0	0		0 <input checked="" type="checkbox"/>
	Men	people	14	19	27	32		38 <input checked="" type="checkbox"/>
Leave to care for sick/injured child	Women	people	1	1	1	0		0 <input checked="" type="checkbox"/>
	Men	people	13	18	26	32		38 <input checked="" type="checkbox"/>
Family care leave	Women	people	45	35	61	82		113 <input checked="" type="checkbox"/>
	Men	people	23	16	26	32		56 <input checked="" type="checkbox"/>
Telecommuting	Women	people	22	19	35	50		57 <input checked="" type="checkbox"/>
	Men	people	20	13	9	16		17 <input checked="" type="checkbox"/>
Self-development leave of absence	Women	people	13	8	6	10		11 <input checked="" type="checkbox"/>
	Men	people	7	5	3	6		6 <input checked="" type="checkbox"/>
Volunteer leave of absence	Women	people	4	5	15	24		191 <input checked="" type="checkbox"/>
	Men	people	0	0	1	1		111 <input checked="" type="checkbox"/>
Volunteer leave of absence	Women	people	4	5	14	23		80 <input checked="" type="checkbox"/>
	Men	people	2	4	3	2		3 <input checked="" type="checkbox"/>
Volunteer leave of absence	Women	people	0	1	1	0		1 <input checked="" type="checkbox"/>
	Men	people	2	3	2	2	2 <input checked="" type="checkbox"/>	
Volunteer leave of absence	Women	people	-	-	-	0	1	
	Men	people	-	-	-	0	1	
Volunteer leave of absence	Women	people	-	-	-	0	0	
	Men	people	-	-	-	0	0	



Showa Shell

Overtime Work and Annual Paid Leave		Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method
Average overtime work hours per employee		hours/month	-	-	12.0	12.0	14.8 <input checked="" type="checkbox"/>	From January to December 2018
Average annual paid leave taken by an employee		days	-	-	13.9	13.3	14.9 <input checked="" type="checkbox"/>	Results for Showa Shell non-consolidated, excluding employees on leave, and seconded employees
Average usage rate of annual paid leave per employee		%	-	-	68.3 * Excluding employees in managerial positions	65.7	74.6 <input checked="" type="checkbox"/>	Results of overtime work is excluding employees in managerial positions.
Training Results		Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method
Training hours	Total hours	hours	-	-	-	-	14,633 <input checked="" type="checkbox"/>	Results are from training organized by the Human Resources Department (non-consolidated basis)
	Per person	hours	-	-	-	-	21 <input checked="" type="checkbox"/>	
Amount of investment in training	Total hours	thousand yen	133,961	117,030	133,853	198,733	299,611 <input checked="" type="checkbox"/>	
	Per person	thousand yen	155	145	170	275	430 <input checked="" type="checkbox"/>	
Occupational Accidents		Unit	FY2014	FY2015	FY2016	FY2017	FY2018	Scope of Reporting and Calculation Method
Frequency rate		-	0.39	0.40	0.00	0.39	0.00 <input checked="" type="checkbox"/>	From January to December 2018 <ul style="list-style-type: none"> • Showa Yokkaichi Sekiyu Co., Ltd. • TOA Oil Co., Ltd. • Seibu Oil Co., Ltd. Excluding employees of partner companies
Severity rate		-	0.03	0.12	0.00	0.01	0.00 <input checked="" type="checkbox"/>	[Calculation method] Frequency rate= (Number of fatalities and injuries due to work-related accidents/hours of actual work) ×1,000,000 Severity rate= (Number of lost working days /hours of actual work) ×1,000
Total recordable case frequency for occupational accidents		overall occupational accidents / 1 million hours of actual work	0.8	1.2	1.0	1.5	-	<ul style="list-style-type: none"> • Showa Shell Sekiyu K.K. • Showa Yokkaichi Sekiyu Co., Ltd. • Seibu Oil Co., Ltd. • Keihin Biomass Power Co., Ltd. • Nippon Grease Co., Ltd. • Rekisei Kagaku K.K. • Japan Oil Network Co., Ltd. • Niigata Joint Oil Stockpiling Co., Ltd. • Showa Shell Sempaku K.K. • TOA Oil Co., Ltd. • Shell Lubricants Japan K.K. • Solar Frontier K.K. • Shoseki Kako Co., Ltd. • Wakamatsu Gas K.K. [Calculation method] Overall occupational accidents = Accidents resulting in lost work days + Accidents not resulting in lost work day
		FY2018	Scope of Reporting and Calculation Method					
Number of accidents related to safety	Fatalities	1 cases	From January to December 2018					
	Lost time injuries	7 cases						
	Environmental anomalies	0 cases						