



ESG Data

Social

- For each 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 FY2019 indicated with has been assured by the Independent Practitioner.

Status of Employees ^{*As of April 1, 2020}	Unit	FY2020	Independent Practitioner's Assurance	Note	
Number of employees	People	4,917	<input checked="" type="checkbox"/>	Scope of Reporting: Idemitsu hiring (Employees, seniors, full-time contract employees, and advisors) Excluding employees seconded to other companies	
	Men	4,323	<input checked="" type="checkbox"/>		
	Women	594	<input checked="" type="checkbox"/>		
	Percentage of women	%	12.1		<input checked="" type="checkbox"/>
	Foreign nationality	People	30		
	Percentage of foreign nationality	%	0.6		
Number of member	Seniors (Over 60 years old)	People	612		
	People	3,974			
	Men	People	3,403		
	Women	People	571		
Number of employees in managerial positions (Including managers, general managers, and executive officers)	Percentage of women	%	14.4		
	People	943	<input checked="" type="checkbox"/>		
	Men	People	920	<input checked="" type="checkbox"/>	
	Women	People	23	<input checked="" type="checkbox"/>	
Of the numbers mentioned above, over general managers	Percentage of women	%	2.4	<input checked="" type="checkbox"/>	
	People	33			
	Men	People	31		
	Women	People	2		
Of the numbers mentioned above, managers	Percentage of women	%	6.1		
	People	801			
	Men	People	780		
	Women	People	21		
Average age	Percentage of women	%	2.6		
	years old	42.1	<input checked="" type="checkbox"/>		
	Men	years old	42.4	<input checked="" type="checkbox"/>	
Average years employed	Women	years old	40.2	<input checked="" type="checkbox"/>	
	years	18.7	<input checked="" type="checkbox"/>		
	Men	years	19.0	<input checked="" type="checkbox"/>	
Average wage	Women	years	16.3	<input checked="" type="checkbox"/>	
	Men	yen/month	407,716		
	Women	yen/month	360,468		
Status of employees with disabilities ^{*As of June 1, 2020}	Percentage	%	2.20	<input checked="" type="checkbox"/>	
	Number	People	115		
Number of employees (Consolidated) ^{*As of the end of March 2020}	People	13,766		Scope of Reporting: Idemitsu and 65 consolidated subsidiaries	
Turnover rate(Including honourable retreat)	%	6.39		Scope of Reporting: Idemitsu hiring (Employees, seniors, full-time contract employees, and advisors)	
Voluntary retirement rate	%	1.98		Excluding employees seconded to other companies	
New graduate retention rate (Average for newly hired employees between 2015 and 2017)	%	89.0	<input checked="" type="checkbox"/>	Scope of Reporting: Results are from Idemitsu's direct hiring	
Turnover rate of new graduates	%	11.2	<input checked="" type="checkbox"/>	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	



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Status of Recruitment	Unit	FY2019 / FY2020	Independent Practitioner's Assurance				Note
Recruitment of new graduates *Hired in April 2020	People	190	<input checked="" type="checkbox"/>				Scope of Reporting: Results are from Idemitsu's direct hiring
Men	People	163	<input checked="" type="checkbox"/>				
Women	People	27	<input checked="" type="checkbox"/>				
Percentage of women	%	14.2	<input checked="" type="checkbox"/>				
Foreign nationality	People	2	<input checked="" type="checkbox"/>				
Percentage of foreign nationality	%	1.1	<input checked="" type="checkbox"/>				
Career recruitment *Hired in FY2019	People	82	<input checked="" type="checkbox"/>				

Work-Life Balance Support Systems and Usage Numbers	Unit	FY2015	FY2016	FY2017	FY2018	FY2019	Independent Practitioner's Assurance	Note
Maternity leave	Women	22	25	26	28	39	<input checked="" type="checkbox"/>	Scope of Reporting: Idemitsu hiring (Employees, seniors, re-employed, including employees seconded to other companies)
		-	-	-	26			
Childcare leave		42	51	47	47	96	<input checked="" type="checkbox"/>	Telecommuting, self-development leave of absence, and volunteer leave of absence are results only for Showa Shell
	People	40	52	43	37			
	Men	-	-	-	3	15	<input checked="" type="checkbox"/>	
	People	2	2	4	3			
	Women	-	-	-	44	81	<input checked="" type="checkbox"/>	
	People	38	50	39	34			
Rate of employees returning to work after childcare leave	Women	%	-	-	-	100		
Nursing care leave		0	1	4	3	7	<input checked="" type="checkbox"/>	
	People	1	0	1	2			
	Men	-	-	-	3	6	<input checked="" type="checkbox"/>	
	People	1	0	1	2			
	Women	-	-	-	0	1	<input checked="" type="checkbox"/>	
	People	0	0	0	0			
Reduced working hours for parenting		21	34	51	42	69	<input checked="" type="checkbox"/>	
	People	19	27	32	38			
	Men	-	-	-	1	2	<input checked="" type="checkbox"/>	
	People	1	1	0	0			
	Women	-	-	-	41	67	<input checked="" type="checkbox"/>	
	People	18	26	32	38			
Leave to care for sick/injured child		-	-	-	113	206	<input checked="" type="checkbox"/>	
	People	35	61	82	113			
	Men	-	-	-	51	103	<input checked="" type="checkbox"/>	
	People	16	26	32	56			
	Women	-	-	-	62	103	<input checked="" type="checkbox"/>	
	People	19	35	50	57			
Family care leave		-	-	-	43	50	<input checked="" type="checkbox"/>	
	People	13	9	16	17			
	Men	-	-	-	34	19	<input checked="" type="checkbox"/>	
	People	8	6	10	11			
	Women	-	-	-	9	31	<input checked="" type="checkbox"/>	
	People	5	3	6	6			
Telecommuting		5	15	24	191	543	<input checked="" type="checkbox"/>	
	People	0	1	1	111	400	<input checked="" type="checkbox"/>	
	Men	5	14	23	80	143	<input checked="" type="checkbox"/>	
	People	4	3	2	3	3	<input checked="" type="checkbox"/>	
Self-development leave of absence		1	1	0	1	2	<input checked="" type="checkbox"/>	
	Men	3	2	2	2	1	<input checked="" type="checkbox"/>	
	People	-	-	0	1	1		
Volunteer leave of absence		-	-	0	1	0		
	Men	-	-	0	1	0		
	People	-	-	0	0	1		
	Women	-	-	0	0	1		



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Overtime Work and Annual Paid Leave		Unit	FY2015	FY2016	FY2017	FY2018	FY2019	Independent Practitioner's Assurance	Note
Average overtime work hours per employee	hours/month		8.8	9.9	12.3	15.3	18.9	☑	Scope of Reporting: Idemitsu hiring (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		10.5	11.2	11.7	12.7	14.2	☑	
			-	13.9	13.3	14.9			
Average usage rate of annual paid leave per employee	%		-	-	-	68.4	70.0	☑	
			-	68.3	65.7	74.6			*Excluding employees in managerial positions
Training Results		Unit	FY2015	FY2016	FY2017	FY2018	FY2019	Independent Practitioner's Assurance	Note
Training hours	Total	hours	-	-	101,920	70,880	117,455	☑	Scope of Reporting: Results for Idemitsu non-consolidated Results are from training organized by the Human Resources Department
			-	-	-	14,633			
	Per person	hours	-	-	26.0	17.8	19.5	☑	
			-	-	-	21.0			
Amount of investment in training	Total	thousand yen	-	-	142,612	226,769	352,000	☑	
			117,030	133,853	198,733	299,611			
	Per person	thousand yen	-	-	51	57	59	☑	
			145	170	275	430			
Results related to health		Unit	FY2019	Note					
Rate for having periodic health checkups	%		99	Scope of Reporting: Idemitsu hiring Including employees seconded to other companies, but excluding employees seconded from other companies and overseas workers					
OIFR (Occupational Illness Frequency Rate)	-		0.00	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 2019 [Calculation method] OIFR= Number of occupational illness or disease cases/hours of actual work) ×1,000,000					
Occupational Accidents		Unit	FY2015	FY2016	FY2017	FY2018	FY2019	Independent Practitioner's Assurance	Note
Occupational accidents frequency rate	Idemitsu's employees only	-	0.00	0.00	0.51	0.28	0.46	☑	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 2019
	Employees of partner companies	-	0.40	0.00	0.39	0.00	0.68		
Fatalities due to occupational accidents	Idemitsu's employees only	People	-	-	-	-	0	☑	
	Employees of partner companies	People	-	-	-	-	0		
TRIFR (Total Recordable Injury Frequency Rate)	Idemitsu's employees only	-	-	-	-	2.94	☑	[Calculation method] Frequency rate= (Number of fatalities and injuries 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			
LTIFR (Lost Time Incident Frequency Rate)	Idemitsu's employees only	-	-	-	-	0.46	☑		
	Employees of partner companies	-	-	-	-	0.68			
Severity rate	Idemitsu's employees only	-	0.00	0.00	0.01	0.03	☑		
	Employees of partner companies	-	0.12	0.00	0.01	0.00			
			-	-	-	-	0.03		
Number of accidents related to safety		Unit	FY2019	Note					
Serious accidents		cases	1	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 2019					
	Of the numbers mentioned above, partner companies	cases	1						
Fatal accidents		cases	0						
	Of the numbers mentioned above, partner companies	cases	0						
Accidents resulting in lost time injuries		cases	13						
	Of the numbers mentioned above, partner companies	cases	10						
Accidents not resulting in lost time injuries		cases	37						
	Of the numbers mentioned above, partner companies	cases	21						
Acquisition Status of ISO 9001 (Quality Management Systems)									
				*As of September 30, 2020					
				Domestic and overseas business sites					
				37 sites					