

Social Data

Employee Information

Indicators	Unit	As of March 31, 2022			As of March 31, 2023			As of March 31, 2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total number of Lotte Group employees	Persons	11,704	—	—	11,794	—	—	11,686	—	—
	Full-time employees	7,356	—	—	7,375	—	—	7,189	—	—
	Part-time employees	4,348	—	—	4,419	—	—	4,497	—	—
Total number of employees in Japan	Persons	7,509	—	—	7,446	—	—	7,436	3,500	3,936
	Full-time employees	3,766	2,354	1,412	3,713	2,301	1,412	3,644	2,245	1,399
	Part-time employees	3,743	—	—	3,733	—	—	3,792	1,255	2,537
LOTTE CO., LTD.	Persons	4,496	—	—	4,436	—	—	4,408	2,647	1,761
	Full-time employees	2,491	1,738	753	2,459	1,702	757	2,409	1,668	741
	Part-time employees	2,005	—	—	1,977	—	—	1,999	979	1,020
Group companies in Japan	Persons	3,013	—	—	3,010	—	—	3,028	853	2,175
	Full-time employees	1,275	616	659	1,254	599	655	1,235	577	658
	Part-time employees	1,738	—	—	1,756	—	—	1,793	276	1,517
Total number of employees overseas	Persons	4,195	—	—	4,348	—	—	4,250	—	—
	Full-time employees	3,590	—	—	3,662	—	—	3,545	—	—
	Part-time employees	605	—	—	686	—	—	705	—	—
Asia subtotal	Persons	2,727	—	—	2,860	—	—	2,835	1,558	1,277
	Full-time employees	2,500	—	—	2,560	—	—	2,520	1,386	1,134
	Part-time employees	227	—	—	300	—	—	315	172	143
U.S. and Europe subtotal	Persons	1,468	—	—	1,488	—	—	1,415	—	—
	Full-time employees	1,090	—	—	1,102	—	—	1,025	—	—
	Part-time employees	378	—	—	386	—	—	390	—	—

Indicators	Unit	As of March 31, 2022			As of March 31, 2023			As of March 31, 2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Average age of employees in Japan	Age	39.7	40.7	38.2	40.4	41.4	38.9	40.7	41.8	39.1
	LOTTE CO., LTD.	38.9	39.5	37.5	39.6	40.2	38.2	39.9	40.5	38.5
	Group companies in Japan	41.4	44.0	39.0	42.0	44.7	39.6	42.4	45.4	39.8
Average length of employment in Japan	Years	16.6	17.5	15.0	17.1	18.2	15.5	17.6	18.5	16.0
	LOTTE CO., LTD.	16.4	16.4	16.3	17.0	17.1	16.8	17.3	17.3	17.1
	Group companies in Japan	16.9	20.6	13.6	17.4	21.3	14.0	18.2	22.0	14.8
Age group of employees in Japan	Persons	—	—	—	—	—	—	3,644	2,245	1,399
	20s and under	—	—	—	—	—	—	808	442	366
	30s	—	—	—	—	—	—	883	522	361
	40s	—	—	—	—	—	—	927	573	354
	50s and up	—	—	—	—	—	—	1,026	708	318
Number of managers in the Group	Persons	827	656	171	790	626	164	749	587	162
	Ratio of female managers	%	20.7		20.8			21.6		
Number of managers in Japan	Persons	536	497	39	529	490	39	533	493	40
	Ratio of female managers	%	7.3		7.4			7.5		
LOTTE CO., LTD.	Persons	332	316	16	329	314	15	336	319	17
	New graduates	276	264	12	273	262	11	279	267	12
	Mid-career	56	52	4	56	52	4	57	52	5
Group companies in Japan	Persons	204	181	23	200	176	24	197	174	23
	New graduates	159	140	19	159	139	20	157	137	20
	Mid-career	45	41	4	41	37	4	40	37	3
Overseas total	Persons	291	159	132	261	136	125	216	94	122
	Ratio of female managers	%	45.4		47.9			56.5		
Ratio of female managers	LOTTE CO., LTD.	%	4.8		4.6			5.1		
Ratio of female supervisors (section manager class)	LOTTE CO., LTD.	%	11.0		12.2			14.1		

Indicators		Unit	FY2021	FY2022	FY2023
Gender gap in wages	LOTTE CO., LTD.	%	—	61.8	62.1
	Permanent employees	%	—	72.8	72.5
	Contingent workers	%	—	68.4	70.5

● Human Resource Cultivation and Life-Work Balance

Indicators	Unit	FY2021			FY2022			FY2023			
		Total	Male	Female	Total	Male	Female	Total	Male	Female	
Average annual training hours per employee*	LOTTE CO., LTD.	Hours	9	—	—	10	—	—	13	—	—
Annual training expenses*		Million yen	45	—	—	89	—	—	91	—	—
Total working hours per year	LOTTE CO., LTD. and its Group companies in Japan	Hours	1,880	—	—	1,923	—	—	1,930	—	—
Overtime work hours (excluding managers)		Hours	129	—	—	163	—	—	167	—	—
Number of paid leave days taken		Days	14.1	—	—	15.2	—	—	16.1	—	—
Paid leave utilization rate		%	71	—	—	76	—	—	81	—	—
Number of employees who took childcare leave		Persons	78	39	39	120	56	64	105	46	59
Rate of childcare leave utilization		%	67	50	100	79	66	97	83	72	94
Ratio of employees who returned to work after childcare leave		%	99	100	97	99	100	98	99	100	98
Retention rate after childcare leave		%	99	100	97	100	100	100	98	98	98
Number of parents who worked shorter hours		Persons	160	2	158	180	5	175	211	5	206

* Skill development training hosted by the HR department

● Hiring and Dismissal and Retirement

Indicators	Unit	FY2021			FY2022			FY2023			
		Total	Male	Female	Total	Male	Female	Total	Male	Female	
Number of employees hired in the Group	Persons	1,362	926	436	1,461	899	562	1,345	887	458	
Number of employees hired in Japan	Persons	103	56	47	111	40	71	156	80	76	
	New graduates	Persons	88	50	38	72	30	42	93	45	48
	Mid-career	Persons	15	6	9	39	10	29	63	35	28
	20s and under	Persons	—	—	—	—	—	—	16	10	6
	30s	Persons	—	—	—	—	—	—	26	18	8
	40s	Persons	—	—	—	—	—	—	16	6	10
50s and up	Persons	—	—	—	—	—	—	5	1	4	
LOTTE CO., LTD.	Persons	90	50	40	62	32	30	103	67	36	
New graduates	Persons	81	46	35	49	26	23	65	38	27	
Mid-career	Persons	9	4	5	13	6	7	38	29	9	
Group companies in Japan	Persons	13	6	7	49	8	41	53	13	40	
New graduates	Persons	7	4	3	23	4	19	28	7	21	
Mid-career	Persons	6	2	4	26	4	22	25	6	19	
Number of employees hired overseas	Persons	1,259	870	389	1,350	859	491	1,189	807	382	
Asia subtotal	Persons	1,138	801	337	1,265	818	447	983	690	293	
U.S. and Europe subtotal	Persons	121	69	52	85	41	44	206	117	89	
Ratio of female in new graduates	LOTTE CO., LTD.	%	43.2			46.9			41.5		

Indicators	Unit	FY2021			FY2022			FY2023			
		Total	Male	Female	Total	Male	Female	Total	Male	Female	
Number of employees retired/ dismissed from the Group	Persons	1,369	869	500	1,615	1,025	590	1,399	908	491	
	Retirement	Persons	51	26	25	54	42	12	75	52	23
	Personal reasons	Persons	1,318	843	475	1,561	983	578	1,324	856	468
Number of employees retired/ dismissed in Japan	Persons	150	67	83	165	84	81	195	118	77	
	Retirement	Persons	36	22	14	34	29	5	63	45	18
	Personal reasons	Persons	114	45	69	131	55	76	132	73	59
LOTTE CO., LTD.	Persons	88	52	36	83	60	23	121	84	37	
	Retirement	Persons	25	19	6	21	19	2	47	34	13
	Personal reasons	Persons	63	33	30	62	41	21	74	50	24
Group companies in Japan	Persons	62	15	47	82	24	58	74	34	40	
	Retirement	Persons	11	3	8	13	10	3	16	11	5
	Personal reasons	Persons	51	12	39	69	14	55	58	23	35
Number of employees retired/ dismissed overseas	Persons	1,219	802	417	1,450	941	509	1,204	790	414	
	Asia subtotal	Persons	1,121	741	380	1,330	880	450	1,059	716	343
		Retirement	Persons	2	1	1	5	5	0	1	1
U.S. and Europe subtotal	Persons	98	61	37	120	61	59	145	74	71	
	Retirement	Persons	13	3	10	15	8	7	11	6	5
	Personal reasons	Persons	85	58	27	105	53	52	134	68	66
Turnover rate at LOTTE CO., LTD.	%	2.5	1.8	4.0	2.4	2.3	2.7	3.0	2.9	3.2	
Turnover rate within 3 years for new graduates	%	9.5	—	—	12.7	—	—	14.8	—	—	
Percentage of employees with disabilities in Japan	%	2.4	—	—	2.3	—	—	2.5	—	—	
Number of rehired employees in Japan*	Persons	107	84	23	138	110	28	152	122	30	
	LOTTE CO., LTD.	Persons	70	64	6	70	63	7	105	87	18
	Group companies in Japan	Persons	37	20	17	68	47	21	47	35	12
Re-employment ratio in Japan*	%	100	100	100	100	100	100	96	96	97	
	LOTTE CO., LTD.	%	100	100	100	100	100	100	96	100	
	Group companies in Japan	%	100	100	100	100	100	100	96	97	

* Employees between the ages of 60 and 65 who wish to be rehired

● Occupational Health and Safety

Indicators	Unit	FY2021			FY2022			FY2023			
		Total	Male	Female	Total	Male	Female	Total	Male	Female	
Number of workers involved in occupational accidents resulting in lost workdays (Group total)	Persons	50	38	12	70	37	33	69	42	27	
	Japan	Persons	17	13	4	28	11	17	30	14	16
	Group companies overseas	Persons	33	25	8	42	26	16	39	28	11
Number of work-related fatalities (Group total)	Persons	0	0	0	0	0	0	0	0	0	
Lost-time injury frequency rate (Group total)	Persons	—	—	—	—	—	—	3.50	—	—	
	Japan	Persons	1.68	—	—	1.96	—	—	2.08	—	—
	Group companies overseas	Persons	—	—	—	—	—	—	7.38	—	—
Lost-time injury severity rate (Group total)	Persons	—	—	—	—	—	—	0.0728	—	—	
	Japan	Persons	0.0289	—	—	0.0338	—	—	0.0205	—	—
	Group companies overseas	Persons	—	—	—	—	—	—	0.2155	—	—

Japan: LOTTE CO., LTD. and its Group companies in Japan

● Sustainable Procurement

Indicators		Unit	FY2021	FY2022	FY2023
Raw material procurement volume	Japan	Thousand t	207	216	224
Amount of cacao beans procured	LOTTE CO., LTD.	Thousand t	5.1	6.0	7.5
Ratio of LOTTE Sustainable Cacao		%	19	26	44
Amount of palm oil procured	Japan	Thousand t	16.0	15.5	15.2
Ratio of third-party verified palm oil		%	18	65	89
Amount of paper procured (for product containers and packaging)		Thousand t	41.2	41.9	43.6
Environmentally friendly paper		%	96	95	95

Japan: LOTTE CO., LTD. and its major Group companies in Japan
The previously provided information has been updated due to an error

● Mental and Physical Health

Indicators	Unit	FY2021	FY2022	FY2023
Percentage of people who practice <i>KAMUKOTO</i>	%	20	22	21
Percentage of people who have made xylitol part of their daily lives for the sake of their dental and oral health	%	28	25	25

Results of an online survey of 3,000 people (conducted by LOTTE)

● Food Education

Indicators	Unit	FY2021	FY2022	FY2023	
Employee participation rate in food education (cumulative total)	LOTTE CO., LTD.	%	0.4	1.0	13.5
Number of people attending our food education lectures		Ten thousand	4.6	6.6	10.1