

Social Data

Employee Information

	Unit	As of March 31, 2021			As of March 31, 2022			As of March 31, 2023		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
Total number of Lotte Group employees	Persons	9,844	—	—	11,704	—	—	11,794	—	—
	Full-time employees	6,668	—	—	7,356	—	—	7,375	—	—
	Part-time employees	3,176	—	—	4,348	—	—	4,419	—	—
Total number of employees in Japan	Persons	5,708	—	—	7,509	—	—	7,446	—	—
	Full-time employees	3,165	1,982	1,183	3,766	2,354	1,412	3,713	2,301	1,412
	Part-time employees	2,543	—	—	3,743	—	—	3,733	—	—
LOTTE CO., LTD.	Persons	4,618	—	—	4,496	—	—	4,436	—	—
	Full-time employees	2,493	1,747	746	2,491	1,738	753	2,459	1,702	757
	Part-time employees	2,125	—	—	2,005	—	—	1,977	—	—
Group companies in Japan	Persons	1,090	—	—	3,013	—	—	3,010	—	—
	Full-time employees	672	235	437	1,275	616	659	1,254	599	655
	Part-time employees	418	—	—	1,738	—	—	1,756	—	—
Total number of employees overseas	Persons	4,136	—	—	4,195	—	—	4,348	—	—
	Full-time employees	3,503	—	—	3,590	—	—	3,662	—	—
	Part-time employees	633	—	—	605	—	—	686	—	—
Asia subtotal	Persons	2,652	—	—	2,727	—	—	2,860	—	—
	Full-time employees	2,456	—	—	2,500	—	—	2,560	—	—
	Part-time employees	196	—	—	227	—	—	300	—	—
U.S. and Europe subtotal	Persons	1,484	—	—	1,468	—	—	1,488	—	—
	Full-time employees	1,047	—	—	1,090	—	—	1,102	—	—
	Part-time employees	437	—	—	378	—	—	386	—	—

	Unit	As of March 31, 2021			As of March 31, 2022			As of March 31, 2023		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
Average age of employees in Japan	Age	38.8	39.4	37.8	39.7	40.7	38.2	40.4	41.4	38.9
	LOTTE CO., LTD.	38.5	39.1	37.0	38.9	39.5	37.5	39.6	40.2	38.2
	Group companies in Japan	40.0	41.5	39.2	41.4	44.0	39.0	42.0	44.7	39.6
Average length of employment in Japan	Year	15.2	15.9	14.0	16.6	17.5	15.0	17.1	18.2	15.5
	LOTTE CO., LTD.	15.9	15.9	15.9	16.4	16.4	16.3	17.0	17.1	16.8
	Group companies in Japan	12.6	16.1	10.7	16.9	20.6	13.6	17.4	21.3	14.0
Number of managers in LOTTE Group	Persons	712	563	149	827	656	171	790	626	164
	Ratio of female managers*	%	20.9		20.7		20.8			
Number of managers in Japan	Persons	439	413	26	536	497	39	529	490	39
	Ratio of female managers*	%	5.9		7.3		7.4			
LOTTE CO., LTD.	Persons	337	322	15	332	316	16	329	314	15
	New graduates	278	266	12	276	264	12	273	262	11
	Mid-career	59	56	3	56	52	4	56	52	4
Group companies in Japan*	Persons	102	91	11	204	181	23	200	176	24
	New graduates*	86	76	10	159	140	19	159	139	20
	Mid-career*	16	15	1	45	41	4	41	37	4
Overseas total	Persons	273	150	123	291	159	132	261	136	125
	Ratio of female managers	%	45.1		45.4		47.9			
Ratio of female managers	LOTTE CO., LTD.	%	4.5		4.8		4.6			
Ratio of female supervisors (section manager class)	LOTTE CO., LTD.	%	9.9		11.0		12.2			

* The previously provided information has been updated due to an error

● Human Resource Cultivation and Life-Work Balance

	Unit	FY2020			FY2021			FY2022			
		Total	Men	Women	Total	Men	Women	Total	Men	Women	
Average annual training hours per employee *	LOTTE CO., LTD.	Hours	5	—	—	9	—	—	10	—	—
Annual training expenses*		Million yen	45	—	—	45	—	—	89	—	—
Percentage of employees with high job satisfaction	LOTTE CO., LTD. and its Group companies in Japan	%	62.7	—	—	62.4	—	—	59.7	—	—
Total working hours per year		Hours	1,885	—	—	1,880	—	—	1,923	—	—
Overtime work hours (excluding managers)		Hours	131	—	—	129	—	—	163	—	—
Number of paid leave days taken		Days	13.3	—	—	14.1	—	—	15.2	—	—
Paid leave utilization rate		%	66	—	—	71	—	—	76	—	—
Number of employees who took childcare leave		Persons	55	16	39	78	39	39	120	56	64
Childcare leave utilization rate		%	48	21	100	67	50	100	79	66	97
Ratio of employees who returned to work after childcare leave		%	100	100	100	99	100	97	99	100	98
Retention rate after childcare leave		%	100	100	100	99	100	97	100	100	100
Number of parents who worked shorter hours		Persons	139	2	137	160	2	158	180	5	175

* Skill development training hosted by the HR department

● Hiring and Dismissal and Retirement

	Unit	FY2020			FY2021			FY2022			
		Total	Men	Women	Total	Men	Women	Total	Men	Women	
Number of employees hired in LOTTE Group	Persons	—	—	—	1,362	926	436	1,461	899	562	
Number of employees hired in Japan	Persons	183	103	80	103	56	47	111	40	71	
	New graduates	Persons	170	97	73	88	50	38	72	30	42
	Mid-career	Persons	13	6	7	15	6	9	39	10	29
LOTTE CO., LTD.	Persons	157	97	60	90	50	40	62	32	30	
	New graduates	Persons	150	91	59	81	46	35	49	26	23
	Mid-career	Persons	7	6	1	9	4	5	13	6	7
Group companies in Japan	Persons	26	6	20	13	6	7	49	8	41	
	New graduates	Persons	20	6	14	7	4	3	23	4	19
	Mid-career	Persons	6	0	6	6	2	4	26	4	22
Number of employees hired overseas	Persons	—	—	—	1,259	870	389	1,350	859	491	
Number of employees retired/dismitted from the Group	Persons	—	—	—	1,369	869	500	1,615	1,025	590	
	Retirement	Persons	—	—	—	51	26	25	54	42	12
	Personal reasons	Persons	—	—	—	1,318	843	475	1,561	983	578
Number of employees retired/dismitted in Japan	Persons	95	53	42	150	67	83	165	84	81	
	Retirement	Persons	20	17	3	36	22	14	34	29	5
	Personal reasons	Persons	75	36	39	114	45	69	131	55	76
LOTTE CO., LTD.	Persons	50	34	16	88	52	36	83	60	23	
	Retirement	Persons	10	9	1	25	19	6	21	19	2
	Personal reasons	Persons	40	25	15	63	33	30	62	41	21
Group companies in Japan	Persons	45	19	26	62	15	47	82	24	58	
	Retirement	Persons	10	8	2	11	3	8	13	10	3
	Personal reasons	Persons	35	11	24	51	12	39	69	14	55
Number of employees retired/dismitted overseas	Persons	—	—	—	1,219	802	417	1,450	941	509	
	Retirement	Persons	—	—	—	15	4	11	20	13	7
	Personal reasons	Persons	—	—	—	1,204	798	406	1,430	928	502

	Unit	FY2020			FY2021			FY2022			
		Total	Men	Women	Total	Men	Women	Total	Men	Women	
Ratio of female in new graduates	LOTTE CO., LTD.	%	39.3			43.2			46.9		
Turnover rate at LOTTE CO., LTD.		%	1.6	1.4	2.1	2.5	1.8	4.0	2.4	2.3	2.7
	Turnover rate within 3 years for new graduates	%	0.6	0.4	1.0	0.8	0.6	1.3	0.5	0.4	0.8
Percentage of Employees with Disabilities in Japan		%	2.4	—	—	2.4	—	—	2.3	—	—
Number of rehired employees in Japan*		Persons	95	81	14	107	84	23	138	110	28
	LOTTE CO., LTD.	Persons	62	59	3	70	64	6	70	63	7
	Group companies in Japan	Persons	33	22	11	37	20	17	68	47	21
Re-employment ratio in Japan*		%	100	100	100	100	100	100	100	100	100
	LOTTE CO., LTD.	%	100	100	100	100	100	100	100	100	100
	Group companies in Japan	%	100	100	100	100	100	100	100	100	100

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

● Occupational Health and Safety

	Unit	FY2020			FY2021			FY2022			
		Total	Men	Women	Total	Men	Women	Total	Men	Women	
Number of workers involved in occupational accidents resulting in lost workdays (Group total)	Persons	38	17	21	50	38	12	70	37	33	
	Japan	Persons	16	6	10	17	13	4	28	11	17
	Overseas	Persons	22	11	11	33	25	8	42	26	16
Number of work-related fatalities (Group total)	Persons	0	0	0	0	0	0	0	0	0	
Lost-time injury frequency rate	Japan	—	1.53	—	—	1.68	—	—	1.96	—	—
Lost-time injury severity rate	Japan	—	0.0424	—	—	0.0289	—	—	0.0338	—	—

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

● Food and Health

	Unit	FY2020	FY2021	FY2022
Percentage of people who practice <i>KAMUKOTO</i> *	%	20	20	22
Percentage of people who have made xylitol part of their daily lives for the sake of their dental and oral health *	%	32	28	25
Number of people attending our food education lectures	LOTTE CO., LTD. Ten thousand	4.1	4.6	6.6

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

● Sustainable Procurement

	Unit	FY2020	FY2021	FY2022	
Raw material procurement volume	Japan	Thousand t	208	207	205
Amount of Cacao Beans Procured	LOTTE CO., LTD.	Thousand t	8.3	5.1	6.0
Ratio of FAIR CACAO	%	11	19	26	
Amount of Palm Oil Procured	Japan	Thousand t	16.0	16.0	15.5
Ratio of third-party verified palm oil	%	10	18	65	
Amount of Paper Procured (for Product Containers and Packaging)	Japan	Thousand t	42.7	41.2	41.9
Environmentally friendly paper	%	94	96	95	

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