



## Independent Assurance Report

To the President and CEO of Sojitz Corporation

We were engaged by Sojitz Corporation (the “Company”) to undertake a limited assurance engagement of the social performance indicators marked with © and listed in the table below (the “Indicators”) for the period from April 1, 2022 to March 31, 2023 included in its Related Data webpage ([www.sojitz.com/en/csr/employee/data/](http://www.sojitz.com/en/csr/employee/data/)) (the “Webpage”).

- Percentage of female employees
- Percentage of women hired
- Percentage of female directors
- Percentage of female management level employees
- Difference between men and women in years of continuous employee service
- Employees union membership rate
- Average hours of training
- Personnel turnover
- Lost-Time Injuries Frequency Rate
- Occupational Illness Frequency Rate
- Number of occupational injuries (employees)
- Number of occupational injuries (contract workers)
- Percentage of female career track employees with domestic or overseas working experience
- Percentage of Digital Fundamentals Training All career track employees
- Overseas operating company CxOs
- Child Care Leave taken

### The Company’s Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company’s reporting criteria”), as described in the Webpage.

### Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Webpage, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company’s responsible personnel to obtain an understanding of its policy for preparing the Webpage and reviewing the Company’s reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company’s reporting criteria, and recalculating the Indicators.
- Evaluating the overall presentation of the Indicators.

### Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Webpage are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the Webpage.

### Our Independence and Quality Management

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



*Kazuhiko Saito*

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