

Action Plan for Key Issues (Initiatives) ③

Utilization of human resources

Risks	-Lower labor productivity, human capital flight, loss of business opportunities, higher wellness costs, impaired corporate image, and other risks resulting from a failure to appropriately respond
Opportunities	-Increased labor productivity, better health, higher motivation, bettered communications, retention of talent, creation of a platform for corporate growth and innovation due to the increase ability to respond to change and business opportunities and other factors resulting from the establishment of working environments where workers can have job satisfaction

SDGs Target



* The action plan for key issues was revised in fiscal 2023.

Sector	Classification	Initiative	Target	Target Year	Progress and Review
Diversity and inclusion	Diversity in the workforce	Active roles for diverse human resources	<ul style="list-style-type: none"> ● Appoint excellent human resources to managerial jobs regardless of age or gender. ● Support the successful careers of mid-career professionals who have experience in many different things ● Ensuring diversity by employing newly graduated students 	Every year	<ul style="list-style-type: none"> ● Under the new personnel system, a broad range of personnel, ranging from young staff to senior workers, were appointed as managers and supervisors to encourage diverse human resources to play active roles. (Ratio of managers and supervisors under the new personnel system: 9% (as of Jul. 2023) ● Ratio of mid-career employees hired: 21% (as of Jul. 2023) Some personnel are appointed as managers and supervisors in consideration of their duties and skills, irrespective of whether they were hired as new graduates or in the middle of their careers to ensure diversity. ● Ratio of women newly employed (at ITOCHU ENEX): 46% in Apr. 2023 and 38% (expected) in Apr. 2024 ● A meeting for boosting diversity was held for the purpose of developing female leaders serving as role models. A roundtable talk with ITOCHU ENEX's female officers was organized to discuss the attitude expected from leaders and what to do to be role models, among other topics. Participants realized that the roles of managers cannot be played without the cooperation of people around them.
	Establishment of systems and internal environments	Establish systems and internal environments	Incorporate work styles according to specific life plans, and develop personnel systems and the internal environment	Every year	<ul style="list-style-type: none"> ● Those on childcare leave or nursing care leave are interviewed with their superiors and human resources staff to enable a smooth return to work. Their duties, working style, support from colleagues and others are shared to eliminate anxiety on both sides. ● The program was explained in rank-based training and in training for managers for the purposes of preventing cases where employees were unfamiliar with it and where they were unable to use it because of their superiors' ignorance, while raising the level of understanding about internal programs and about laws and regulations. A handbook that summarizes the program was created and made available on the internal portal. It was used to make the program known to eligible employees, their superiors and colleagues. ● Email addresses that are valid only while they are on maternity or childcare leave are issued for direct communication with health nurses and with personnel handling such leave. ● Development of a system for submission documents related to the leave opened the way for procedures on the CWS and for smooth application.
		Utilizing the work-family life balance support system	<ul style="list-style-type: none"> ● Promoting Diverse Working Styles ● Promote the utilization of the staggered/shortened work hours systems by people raising children, caring for family members and facing other issues 	Every year	<p>[Diverse working styles (actual at ITOCHU ENEX for fiscal 2022)]</p> <ul style="list-style-type: none"> ● Percentage of employees taking childcare leave: 58% among males and 100% among females Note: Average length of leave taken per person: 30 days by males and 266 days by females <p>[Support for childcare and nursing care (as of Jul. 2023)]</p> <ul style="list-style-type: none"> ● Number of employees with shorter working hours for childcare: 15 ● Number of employees with staggered working hours for childcare: 3 ● Number of employees who took family care leave: 1
	Utilizing the re-employment system	Re-employ employees who have left the company due to relocation due to their spouse's employment. Support people returning to work at events.	Every year	<ul style="list-style-type: none"> ● Total number of employees rehired after their retirement due to transfer of their spouses: 3 (as of Jul. 2023) 	
Health and safety	Workstyle reforms	Promoting ENEX EARLY BIRD (workstyle reform)	Make Itochu Enex a better company and a rewarding place to work for each employee, and a company that they are able to boast about to their families and society. Change from work styles focused on working overtime at night to working overtime in the morning. Set an end time of 10:00 p.m. for dining/drinking parties with customers/other employees. Ensure that at least 80% of employees have a BMI lower than 25. Ensure that at least 80% of employees don't smoke. Ensure that at least 80% of employees have a paid vacation. Improve the quality of communications by two grades. Improve the quality of meetings and conferences by two grades. Improve the quality of materials and documents by two grades. Ensure that management and guidance is in place for appropriate overtime hours.	Every year	<p>[Fiscal 2022 results]</p> <ul style="list-style-type: none"> ● Percentage of employees with a BMI of under 25: 70.5% ● Percentage of non-smoking employees: 73.1% ● Percentage of paid leave taken: 88.9%
	Health and productivity management	Promoting Health Management	Ensure that 100% of employees have regular health check-ups. Ensure that 100% of applicable employees undergo detailed examinations. Ensure that 90% or more of employees have a systolic blood pressure less than 130 mmHg, and a diastolic blood pressure less than 85 mmHg. Ensure that 80% or more of employees have a triglyceride level lower than 150 mg/dL, and an HDL cholesterol level of 40 mg/dl or more. Ensure that 80% or more of employees achieve GOT and GPT levels that are 40 or lower and γ-GPT of 80 (men) or 70 (women) or lower.	Every year	<ul style="list-style-type: none"> ● Revision to the implementation system and strategy map for health and productivity management: Done in Oct. 2022 For the current fiscal year, revisions will be made around Oct. ● Ratio of employees who receive regular health checkups: 100% ● Ratio of employees who receive thorough checkups: 61.0% ● Ratio of employees with a systolic blood pressure under 130 and a diastolic blood pressure under 85: 80.8% ● Ratio of employees with a level of neutral fat under 150 and that of HDL cholesterol at 40 or higher: 77.5% ● Ratio of employees with GOT and GPT levels at 40 or lower and those with γ-GPT at 80 or lower (men) and 70 or lower (women): 81.6% (Fiscal 2022 Results)
	Occupational safety and health	Harassment Prevention	Revise the harassment guidelines. Ensure all employees are familiar with the guidelines and follow them. Hold harassment training regularly. Regularly provide opportunities to collect complaints and comments about problems using GEPPPO to reduce harassment incidents.	Every year	<ul style="list-style-type: none"> ● In Apr. 2023, explanations on the whistleblowing response system and the compliance program were explained to compliance managers and compliance staff. They accompanied explanations on preventing harassment. (81 participants) ● Two compliance training sessions for ITOCHU Group employees were organized by ITOCHU Corporation. The first session in Dec. 2022 was on the subject of approaching psychological safety from the cerebral function theory and had 1,782 participants. The second one in Feb. 2023 was on the subject of improving the ability to listen to others for creating harassment-free workplaces with high work efficiency and productivity and had 1,840 participants. ● In Jan. 2023, a survey of 573 employees using GEPPPO, a survey tool provided by Recruit, was conducted.
	Pursue continual improvement in occupational safety and health	Lost time injury frequency rate: 0	Every year	<ul style="list-style-type: none"> ● Frequency of occupational accidents: 1.68 (actual at ITOCHU ENEX for fiscal 2022) ● Severity of occupational accidents: 0 (actual at ITOCHU ENEX for fiscal 2022) 	
Organizational culture	Enable the organizational culture to take root in the company	Providing cross-functional training	A cross-functional team comprises members in different positions from different companies and departments and with different experience and skills. Its missions are to discuss cross-departmental issues and to propose solutions. Hold training that encourages employees at large to learn about businesses and people and think about the future of the company.	Every year	<ul style="list-style-type: none"> ● A total of six cross-functional training (CFT) sessions took place in fiscal 2022 with the total participation of 306 trainees. On the theme of learning and thinking about the company they work for, they conducted group work on proposing new businesses. A total of 60 teams separately proposed new businesses. ● Overseas training program: Four employees were receiving training in Thailand, Guam, the Philippines and Singapore. (As of Jul. 2023)
	Implementation of employee satisfaction surveys	Enabling an organizational culture to take root and improving overall satisfaction	Once every couple years	<ul style="list-style-type: none"> ● No progress because it is not scheduled for the current fiscal year. 	
Human resources development	Establishment of systems and internal environments	Fostering multi-human resources who are active in Japan and overseas, fostering diverse values, and developing and expanding in-house training systems	Cultivate multi-talented human resources who will flourish in Japan and overseas (overseas on-the-job training). Foster diverse value (innovate through cross-functional training).	Short term	<ul style="list-style-type: none"> ● A total of CFT sessions took place in fiscal 2022 with the total participation of 306 trainees. On the theme of learning and thinking about the company they work for, they conducted group work on proposing new businesses. A total of 60 teams separately proposed new businesses. ● Overseas training program: Four employees were receiving training in Thailand, Guam, the Philippines and Singapore (as of Jul. 2023).
	Support for self-development and employee education	Offering opportunities for training and enriching support for self-development	<ul style="list-style-type: none"> ● Support employees' personal growth and development of skills and abilities ● Increase employee awareness of personal growth and the development of skills and abilities 	Every year	<p>[Support for self-development and skill development]</p> <ul style="list-style-type: none"> ● Number of employees using the graduate school admission program for working professionals: 5 (studying at graduate school in fiscal 2023) ● Number of employees using the English learning support program: 28 (actual for fiscal 2023) ● Number of employees using the program of financial support for correspondence education course fees: 135 (actual for fiscal 2023) <p>[Raising awareness of self-development and skill development]</p> <ul style="list-style-type: none"> ● Seven rank-based training sessions ● Two training sessions for newly appointed managers ● Workshops on tax affairs, legal affairs, IT and personnel affairs were held online (with the participation of 150 employees each on average for fiscal 2022).
	Social Contribution Activities	Planning and engaging in social contribution activities	Continue to implement an array of social contribution activities to hand a sustainable society to future generations, themed on the environment, human resources and community development for the future.	Every year	<ul style="list-style-type: none"> ● Ninety-three people, consisting of Group employees, their family members and friends, took part in the WFP Walk the World event in May 2023. ● Blood donation activities were joined by 30 employees as donors in Jun. 2022, 31 in Dec. 2022, and 18 in Jun. 2023 across the Group. ● ITOCHU ENEX made donations based on the electronic exercise of shareholders' voting rights to the building of a community in the Hokkaido town of Nagamura-cho where the red-crowned crane (Grus japonensis) can live. (540,600 yen in FY2022 and 614,100 yen in FY2023) ● A Family Day was organized. (In fiscal 2022, an event with 25 children featured the distribution of videos showing working fathers and mothers. In fiscal 2023, the event had 32 children.) ● The Enjoy the Power of Words events took place: One in Tokyo in Jan. 2022 and the other in Osaka in Sep. 2022. Note: The video clip featuring the event in Osaka on YouTube gained at least 1,100 views. For fiscal 2023 as well, the event will be held twice in person. ● Dietary and fire education activities were conducted for 192 children at six facilities in fiscal 2022. They are scheduled at two facilities in fiscal 2023. ● Support for people with disabilities includes donation to Yumeken (non-profit organization), volunteer activities for swimming classes, donation to Artbility, adoption of a design for a calendar, sponsorship for professional golfer Hayato Yoshida and cooperation in the sale of bread produced by Swan Bakery. ● An SDGs campaign was conducted that allowed the points earned at the Enex Fleet Truck Festival to be donated to social contribution activities. (A total of 225,230 yen donated in the period from May 2022 to Aug. 2023) ● Enex Fleet SMILE: A program under which Enex Fleet offers donations according to the number of vehicles inspected and sold to the Foundation for Orphans from Automobile Accident. (A total of 793,950 yen donated in the period from Jun. 2022 to May 2023) ● ENEX Electric Power held an after-school class on the subject of electricity for elementary school children in the city of Minami-Awaji.