

<Reference> Personnel-Related Data

Created: June 1, 2022
Itochu enex Co.,Ltd

Basic employee information	FY2017	FY2018	FY2019	FY2020	FY2021
Number of employees (Group consolidated)	5,613	5,619	5,583	5,558	5,641
Number of employees (Itochu Enex, including seconded employees)	656	641	644	663	661
Male	545	528	523	529	525
Female	111	113	121	134	136
Average age (Itochu Enex)	41	41	41.3	41.3	41.6
Male	41.1	41.1	41.1	41.2	42.8
Female	38.1	38.1	37.8	37.6	37.6
Average length of employment (Itochu Enex)	16.0years	16.0years	16.2years	16.1years	16.6years
Male	16.8years	16.1years	17.1years	17.1years	17.8years
Female	12.8years	12.6years	12.5years	12.0years	12.1years

General and management positions (Itochu Enex)	FY2017	FY2018	FY2019	FY2020	FY2021
General positions	579	567	576	595	597
Male	539	522	519	526	523
Female	40	45	57	69	74
Area positions	77	74	68	68	64
Male	6	6	4	3	2
Female	71	68	64	65	62
Management positions	206	192	192	195	191
Male	205	191	190	192	186
Female	1	1	2	3	5

New employees hired	FY2017	FY2018	FY2019	FY2020	FY2021
Male	17	16	15	19	15
Female	10	8	10	11	11
Number of mid-career employees	13	4	4	4	0
Mid-career recruitment rate	35.14%	13.79%	11.76%	13.33%	0.00%

Income/Expenses/Productivity Related	FY2017	FY2018	FY2019	FY2020	FY2021
Operating Income (Consolidated)	17,153	17,851	19,257	19,346	20,929
Net income (consolidated)	11,025	11,559	12,056	12,168	13,194
Net Income per Employee (Consolidated)	1.96	2.06	2.16	2.19	2.34

Other	FY2017	FY2018	FY2019	FY2020	FY2021
Average total working hours per year (hours)	1987.06	1948.14	1893.15	1857.03	1865.25
Average monthly overtime (hours)	16.69	15.51	13.5	9.58	8.54
Percentage of paid leave taken	80.50%	84.00%	86.40%	83.00%	84.20%
Percentage of voluntary termination	2.74%	2.50%	1.40%	1.21%	3.93%

Employees with disabilities	FY2017	FY2018	FY2019	FY2020	FY2021
Percentage of employees with disabilities	1.41%	1.34%	2.91%	2.55%	2.73%

Employees taking childcare leave related	FY2017	FY2018	FY2019	FY2020	FY2021
Employees taking childcare leave (Male)	0	1	4	6	8
Employees taking childcare leave (Female)	3	1	6	4	8
Number of days of childcare leave taken (Male)	0	75	45	226	292
Number of days of childcare leave taken (Female)	1000	385	2289	1124	1,666
Employees utilizing reduced working hours	11	12	10	13	13
Employees utilizing staggered working hours	16	25	159	※All employees acquired by special exception for COVID19	※All employees acquired by special exception for COVID20
Employees taking nursing care leave	12	13	13	8	17
Employees taking caregiving leave	2	2	2	2	2

Occupational accident	FY2017	FY2018	FY2019	FY2020	FY2021
Frequency rate of occupational accidents	1.05	0	0	0.87	0
Severity rate of occupational accidents	0	0	0	0	0

Health Related	FY2017	FY2018	FY2019	FY2020	FY2021
Medical expenses (per employee)	142,251 yen	157,412 yen	182,260 yen	162,923 yen	161,330 yen
Absenteeism ※1	—	—	—	—	0.6
Work Engagement ※2	—	—	—	52.7	52.2

※1 Employee average of the number of days of absence and leave taken after the start of sick leave (14 or more consecutive working days), excluding paid leave.

※2 Work Engagement Deviation in Stress Checks in ADVANTAGE Risk Management Co.