

Basic employee information	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees (Group consolidated)	5,619	5,583	5,558	5,641	5,461
Number of employees (Itochu Enx, including seconded employees)	641	644	663	661	642
Male	528	523	529	525	508
Female	113	121	134	136	134
Average age (Itochu Enx)	41	41.3	41.3	41.6	42
Male	41.1	41.1	41.2	42.8	43.1
Female	38.1	37.8	37.6	37.6	37.9
Average length of employment (Itochu Enx)	16.0years	16.2years	16.1years	16.6years	16.1years
Male	16.1years	17.1years	17.1years	17.8years	18.0years
Female	12.6years	12.5years	12.0years	12.1years	12.0years

General and management positions (Itochu Enx)	FY2018	FY2019	FY2020	FY2021	FY2022
General positions	567	576	595	597	582
Male	522	519	526	523	506
Female	45	57	69	74	76
Area positions	74	68	68	64	60
Male	6	4	3	2	2
Female	68	64	65	62	58
Management positions	192	192	195	191	193
Male	191	190	192	186	185
Female	1	2	3	5	8

New employees hired	FY2018	FY2019	FY2020	FY2021	FY2022
Male	16	15	19	15	18
Female	8	10	11	11	9
Number of mid-career employees	4	4	4	0	0
Mid-career recruitment rate	13.79%	11.76%	13.33%	0.00%	0.00%

Other	FY2018	FY2019	FY2020	FY2021	FY2022
Average total working hours per year (hours)	1948.14	1893.15	1857.03	1865.25	1858.09
Average monthly overtime (hours)	15.51	13.5	9.58	8.54	8.07
Percentage of paid leave taken	84.00%	86.40%	83.00%	84.20%	88.90%
Percentage of voluntary termination	2.50%	1.40%	1.21%	3.93%	3.89%

Employees with disabilities	FY2018	FY2019	FY2020	FY2021	FY2022
Percentage of employees with disabilities	1.34%	2.91%	2.55%	2.73%	2.79%

Employees taking childcare leave related	FY2018	FY2019	FY2020	FY2021	FY2022
Employees taking childcare leave (Male)	1	4	6	8	10
Employees taking childcare leave (Female)	1	6	4	8	3
Number of days of childcare leave taken (Male)	75	45	226	292	460
Number of days of childcare leave taken (Female)	385	2289	1124	1,666	453
Employees utilizing reduced working hours	12	10	13	13	15
Employees utilizing staggered working hours	25	159	※All employees acquired by special exception for covid19	※All employees acquired by special exception for covid20	※All employees acquired by special exception for covid20
Employees taking nursing care leave	13	13	8	17	23
Employees taking caregiving leave	2	2	2	2	6

Occupational accident	FY2018	FY2019	FY2020	FY2021	FY2022
Frequency rate of occupational accidents	0	0	0.87	0	1.68
Severity rate of occupational accidents	0	0	0	0	0

Other	FY2017	FY2018	FY2019	FY2020	FY2020
Average employee salary	9,083,186	9,148,112	9,168,829	9,372,245	9,525,217

Health Related	FY2018	FY2019	FY2020	FY2021	FY2022
Absenteeism ※1	—	—	—	0.6	0.9
Work Engagement ※2	—	—	52.7	52.2	52.4

※1 EmployeeEmployee 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.