<Reference> Personnel-Related Data

Pacie ampleuse information	EV2019	FY2019	EV2020	EV2021	EV2022
Basic employee information Number of employees (Group consolidated)	FY2018	5,583	FY2020 5,558	FY2021	FY2022
Number of employees (Broch Enex, including seconded	5,619	5,565	5,550	5,641	5,461
employees)	641	644	663	661	642
Male	528	523	529	525	508
Female	113	121	134	136	134
Average age (Itochu Enex)	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	37.9
Average length of employment (Itochu Enex)	16.0years	16.2years		16.6years	16.1years
Male	16.1years	17.1years		17.8years	18.0years
Female	12.6years	12.5years		12.1years	12.0years
			,	,	,
General and management positions	FY2018	FY2019	FY2020	FY2021	FY2022
(Itochu Enex)		570	505	F07	502
General positions	567	576		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		1865.25	1858.09
Average monthly overtime (hours)	15.51	13.5		8.54	8.07
Percentage of paid leave taken	84.00%	86.40%		84.20%	88.90%
Percentage of voluntary termination		00.4070		04.2070	00.9070
reicentage of voluntary termination	2 50%	1 40%	1 71%	3 03%	3 80%
	2.50%	1.40%	1.21%	3.93%	3.89%
Employees with disabilities	2.50%	1.40%	FY2020	FY2021	FY2022
			FY2020		
Employees with disabilities Percentage of employees with disabilities	FY2018 1.34%	FY2019 2.91%	FY2020 2.55%	FY2021 2.73%	FY2022 2.79%
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related	FY2018	FY2019 2.91% FY2019	FY2020 2.55% FY2020	FY2021 2.73% FY2021	FY2022 2.79% FY2022
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male)	FY2018 1.34%	FY2019 2.91% FY2019 4	FY2020 2.55% FY2020 6	FY2021 2.73% FY2021 8	FY2022 2.79%
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female)	FY2018 1.34% FY2018 1 1	FY2019 2.91% FY2019 4 6	FY2020 2.55% FY2020 6 4	FY2021 2.73% FY2021 8 8	FY2022 2.79% FY2022 10 3
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male)	FY2018 1.34% FY2018 1 1 75	FY2019 2.91% FY2019 4 6 45	FY2020 2.55% FY2020 6 4 226	FY2021 2.73% FY2021 8 8 292	FY2022 2.79% FY2022 10 3 460
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male) Number of days of childcare leave taken (Female)	FY2018 1.34% FY2018 1 1 1 75 385	FY2019 2.91% FY2019 4 6 45 2289	FY2020 2.55% FY2020 6 4 226 1124	FY2021 2.73% FY2021 8 8 292 1,666	FY2022 2.79% FY2022 10 3 460 453
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male)	FY2018 1.34% FY2018 1 1 75	FY2019 2.91% FY2019 4 6 45	FY2020 2.55% FY2020 6 4 226	FY2021 2.73% FY2021 8 8 292 1,666 13	FY2022 2.79% FY2022 10 3 460
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male) Number of days of childcare leave taken (Female)	FY2018 1.34% FY2018 1 1 1 75 385	FY2019 2.91% FY2019 4 6 45 2289 10	FY2020 2.55% FY2020 6 4 226 1124 13 XAll employees acquired by special	FY2021 2.73% FY2021 8 8 292 1,666 13 %All employees acquired by special	FY2022 2.79% FY2022 10 3 460 453 15 XAll employees acquired by special
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male) Number of days of childcare leave taken (Female) Employees utilizing reduced working hours	FY2018 1.34% FY2018 1 1 75 385 12	FY2019 2.91% FY2019 4 6 45 2289 10	FY2020 2.55% FY2020 6 4 226 1124 13 XAll employees acquired by special exception for COVID19	FY2021 2.73% FY2021 8 8 8 292 1,666 13 XAll employees	FY2022 2.79% FY2022 10 3 460 453 15 XAll employees acquired by special
Employees with disabilitiesPercentage of employees with disabilitiesEmployees taking childcare leave relatedEmployees taking childcare leave (Male)Employees taking childcare leave (Female)Number of days of childcare leave taken (Male)Number of days of childcare leave taken (Female)Employees utilizing reduced working hoursEmployees utilizing staggered working hours	FY2018 1.34% FY2018 1 1 75 385 12 25	FY2019 2.91% FY2019 4 6 45 2289 10 159	FY2020 2.55% FY2020 6 4 226 1124 13 XAll employees acquired by special exception for COVID19	FY2021 2.73% FY2021 8 8 8 292 1,666 13 %All employees acquired by special exception for covid20	FY2022 2.79% FY2022 10 3 460 453 15 %All employees acquired by special exception for covid20
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male) Number of days of childcare leave taken (Female) Employees utilizing reduced working hours Employees utilizing staggered working hours Employees taking nursing care leave Employees taking caregiving leave	FY2018 1.34% FY2018 1 1 1 75 385 12 25 13 2	FY2019 2.91% FY2019 4 6 45 2289 10 159 13 2	FY2020 2.55% FY2020 6 4 226 1124 13 XAll employees acquired by special exception for covID19 8 2	FY2021 2.73% FY2021 8 8 8 292 1,666 13 XAll employees acquired by special exception for COVID20 17 2	FY2022 2.79% FY2022 10 3 460 453 15 XAll employees acquired by special exception for cov1020 23 6
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Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male) Number of days of childcare leave taken (Female) Employees utilizing reduced working hours Employees taking nursing care leave Employees taking caregiving leave Occupational accident Frequency rate of occupational accidents	FY2018 1.34% FY2018 1	FY2019 2.91% FY2019 4 6 45 2289 10 159 13 2 5 7 7 7 7 9 13 2 0	FY2020 2.55% FY2020 6 4 226 1124 13 %All employees acquired by special exception for coviD19 8 2 FY2020 0.87	FY2021 2.73% FY2021 8 8 8 292 1,666 13 *All employees acquired by special exception for covid20 17 2 FY2021 0	FY2022 2.79% FY2022 10 3 460 453 15 XAll employees acquired by special exception for cov1020 23 6
Employees with disabilities Percentage of employees with disabilities Employees taking childcare leave related Employees taking childcare leave (Male) Employees taking childcare leave (Female) Number of days of childcare leave taken (Male) Number of days of childcare leave taken (Female) Employees utilizing reduced working hours Employees utilizing staggered working hours Employees taking nursing care leave Employees taking caregiving leave Occupational accident	FY2018 1.34% FY2018 1 1 1 75 385 12 25 13 2 FY2018	FY2019 2.91% FY2019 4 6 45 2289 10 159 159 13 2 5 FY2019	FY2020 2.55% FY2020 6 4 226 1124 13 %All employees acquired by special exception for coviD19 8 2 FY2020 0.87	FY2021 2.73% FY2021 8 8 8 292 1,666 13 %All employees acquired by special exception for covid20 17 2 FY2021	FY2022 2.79% FY2022 10 3 460 453 15 %All employees acquired by special exception for covid20 23 6 FY2022
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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.