

Basic employee information	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees (Group consolidated)	5,583	5,558	5,641	5,461	5,365
Number of employees (Itochu Enex, including seconded employees)	644	663	661	642	640
Male	523	529	525	508	497
Female	121	134	136	134	143
Average age (Itochu Enex)	41.3	41.3	41.6	42	42.3
Male	41.1	42.2	42.8	43.1	43.6
Female	37.8	37.6	37.6	37.9	37.7
Average length of employment (Itochu Enex)	16.2years	16.1years	16.6years	16.1years	17.2years
Male	17.1years	17.1years	17.8years	18.2years	18.8years
Female	12.5years	12.0years	12.1years	12.3years	12.1years

General and management positions (Itochu Enex)	FY2019	FY2020	FY2021	FY2022	FY2023
General positions	576	595	597	582	583
Male	519	526	523	506	497
Female	57	69	74	76	86
Area positions	68	68	64	60	57
Male	4	3	2	2	0
Female	64	65	62	58	57
Management positions	192	195	224	232	238
Male	190	192	217	223	230
Female	2	3	7	9	8

New employees hired	FY2019	FY2020	FY2021	FY2022	FY2023
Male	15	19	15	18	14
Female	10	11	11	9	12
Number of mid-career employees	4	4	0	0	1
Mid-career recruitment rate	11.76%	13.33%	0.00%	0.00%	3.85%

Other	FY2019	FY2020	FY2021	FY2022	FY2023
Average total working hours per year (hours)	1893.15	1857.03	1865.25	1858.09	1846.06
Average monthly overtime (hours)	13.5	9.58	8.54	8.07	7.37
Percentage of paid leave taken	86.40%	83.00%	84.20%	88.90%	88.70%
Percentage of voluntary termination	1.40%	1.21%	3.93%	3.89%	3.59%

Employees with disabilities	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of employees with disabilities	2.91%	2.55%	2.73%	2.79%	2.19%

Employees taking childcare leave related	FY2019	FY2020	FY2021	FY2022	FY2023
Employees taking childcare leave (Male)	4	6	8	9	17
Employees taking childcare leave (Female)	6	4	8	3	9
Number of days of childcare leave taken (Male)	45	226	292	482	590
Number of days of childcare leave taken (Female)	2289	1211	1,733	1,210	951
Employees utilizing reduced working hours	10	13	13	15	19
Employees utilizing staggered working hours	159	※All employees acquired by special exception for COVID19			
Employees taking nursing care leave	13	8	17	23	25
Employees taking caregiving leave	2	2	2	6	3

Occupational accident	FY2019	FY2020	FY2021	FY2022	FY2023
Frequency rate of occupational accidents	0	0.87	0	1.68	1.69
Severity rate of occupational accidents	0	0	0	0	0

Other	FY2019	FY2020	FY2021	FY2022	FY2023
Average employee salary	9,148,112	9,168,829	9,372,245	9,525,217	9,938,661

Health Related	FY2019	FY2020	FY2021	FY2022	FY2023
Absenteeism ※1	—	—	0.6	0.9	0.3
Work Engagement ※2	—	52.7	52.2	52.4	53

※ 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.