

ITOCHU ENEX CO., LTD. Plan of Action

ITOCHU ENEX CO., LTD. has developed the plan of action set out below for the purpose of establishing a work environment that is friendly to employees, where women can work actively and where all employees can achieve a work-life balance to help them display their potential.

1. Plan duration: June 1, 2023 – May 31, 2025

2. Problems facing ITOCHU ENEX

- (1) The ratio of female employees to the entire workforce is low
- (2) Inadequate environment for supporting employees' life events
- (3) Employees' childcare and nursing care literacy is low.

3. Contents

Goal 1: Female career track employees should account for more than 30% of total recruits.

<Actions> From June 1, 2023

- Present actively working female employees and role models on the website and elsewhere to make them known to the public
- Give staff education for eliminating the unconscious bias arising from the scarcity of female employees
- Implement initiatives for new graduates and mid-career positions regardless of gender differences

Goal 2: Development of a working environment where all employees can thrive

<Actions> From June 1, 2023

- Introduce systems that support the way employees work and individual life events, including childcare and nursing care, regardless of gender
- Maintain the ratio of employees taking paid leave above 80%
- Maintain no more than 20 hours overtime work

Goal 3: Establishment of systems for the reform of employee behavior patterns and mindsets,
Total of 10,000 hours of employee/ Diversity training conducted for the year

<Actions> From June 1, 2023

- Strengthen child-raising literacy through childcare seminars, handbook on both raising children and working in parallel, etc.
- Build a mechanism that enables all employees to support raising children (flexible work schedule, use of senior employees, shared work, etc.)