

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 Period From April 1, 2021 to May 31, 2023

2. Problems facing ITOCHU ENEX

(1) The ratio of female employees to the entire workforce is low

(2) Programs for a wide variety of work styles are poorly entrenched and poorly understood by relevant personnel.

3. Details

Target 1: Make sure that at least 30% of all personnel recruited are women.

<Actions>

- Take active part in events for female students.
- 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.

Target 2: Achieve a ratio of taking paid leave of at least 80%.

<Actions>

- Encourage taking of paid leave by means of notification and display of the ranking in terms of the percentage of employees who took paid leave (encouraging the taking of long leave for summer vacation and other purposes)
- Make known the backup leave, which is special leave available to employees who have taken all their paid leave when they need to provide nursing care to family members