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Notice of the Launch of Enex Early Bird, a Plan to Transform Our Approach to Work

Itochu Enex Co., Ltd. (headquartered in Minato-ku, Tokyo; Kenji Okada, Representative Director; hereinafter “Itochu Enex”) hereby announces that it has launched Enex Early Bird, a plan to transform our approach to work, aiming to become a better company—one that is a rewarding place to work and that we are proud to present to our families and society.

Logo design for Enex Early Bird,
Enex Group’s plan to transform
our approach to work



While accelerating infrastructure development for the full-scale deregulation of the electric power and gas industry, Itochu Enex is implementing a two-year medium-term business plan, Moving 2016 —Sowing Seeds for Tomorrow, which was launched in FY2015 with an aim for further increase in corporate value through a successful growth strategy. To achieve this goal, we are working to change our style of work into one that helps employees to complete tasks in a relatively short amount of time while developing a corporate framework that leverages the strengths of our diverse workforce in a manner that places value on promoting the health and improving the lifestyle of each and every employee.

In this project, we carried out a three-month trial run beginning in August 2016, at our Toranomon head office and confirmed certain results, and thus are launching a full-scale operation today.

Through this Enex Early Bird plan to transform our approach to work, we will achieve a drastic reform based on a three-pronged strategy that involves putting a stop to excessive working hours, promoting employee health, and improving the quality of work we perform as well as the Company's medium- to long-term growth while maximizing the abilities of our employees.

< Project policy and measures >

1. Purpose: to create a work environment where employees can be thoughtful with one another to make Itochu Enex a better company—one that is a rewarding place to work and that we are proud to present to our families and society

2. Project name: Enex Early Bird

Collective term created for the project involving the prevention of excessive working hours, the promotion of employee health, and the reform of work styles

An early bird is an English expression referring to a person who wakes up early, a person arrives early, or early in the morning. The project name was created to inspire the image of a shift from working late at night to working in the morning, completing tasks efficiently in a short amount of time, the early bird catches the worm, a healthy lifestyle, etc.



3. Measures

- (1) Shift from night overtime to morning overtime
- (2) End dinners and parties at the company or with clients by 10:00 p.m.
- (3) Aim for at least 80% of paid leave taken
- (4) Aim for at least 80% of employees with BMI* less than 25
- (5) Aim for at least 80% of non-smoking employees
- (6) Raise the quality of communication by two ranks
- (7) Raise the quality of meetings by two ranks
- (8) Raise the quality of information materials and documents by two ranks

*BMI: The body mass index indicating the level of obesity based on the relationship between body weight and height. BMI = body weight (kg) / height (m) ²