



Diversity & Inclusion Efforts — Continually employing arts created by an artist with disability for its original calendar —

ITOCHU ENEX CO.,LTD. (headquartered in Chiyoda-ku, Tokyo; Kenji Okada, Representative Director, President and CEO) uses art created by artists with disabilities every year for the design of its original ART SPIRIT calendar for its suppliers and shareholders to support the independence of actively working artists and share their art.

Since 2008, ITOCHU ENEX has used art created by the artists with disabilities that make up Tokyo Colony ARTBILITY for its calendars and wrapping paper and has continually supported the Tokyo Colony's ARTBILITY Awards, which have selected the most active artist of the year since 2011.

ITOCHU ENEX's 2022 calendar features 12 works of art created by OSACO.T for the calendar. The company has given large calendars to its suppliers and desk calendars to its shareholders.

□



In principle, desk calendars are sent to shareholders who possess 100 or more shares of stock registered in our list of shareholders as of the end of September 2021.

The calendars are printed using eco-friendly printing technology and vegetable-based inks. Additionally, the rings of the desk calendars are made from eco-friendly biodegradable plastics.

ARTBILITY is a project started by Tokyo Colony providing income support for people with disabilities to support people contributing significantly in the field of the arts to connect their abilities to their income. Approximately 6,000 works of art created by approximately 200 artists have been registered in their art library. Under ARTBILITY's philosophy, "There are no barriers to talent," the group evaluates art and licenses the art for a fee that it returns to the artists, supporting the independence of people with disabilities and their participation in society.

ITOCHU ENEX contributes to the realization of society-wide diversity & inclusion through activities that respecting diversity, including the above initiative, and that build workplaces where every employee is able to maximize their own abilities.

As the best partner for life and society, it will work to resolve sustainability issues through its business and continue to contribute to the achievement of the UN's Sustainable Development Goals (SDGs).

- Sustainability at the Enex Group <https://www.itcenex.com/en/csr/policy/index.html>
- Diversity and Inclusion <https://www.itcenex.com/en/csr/social/diversity/index.html>
- Social Contribution Activities
<https://www.itcenex.com/en/csr/social/contribution/index.html>

<p>Contact information for this release ITOCHU ENEX CO.,LTD. Sustainability Promotion Office, Corporate Planning Department, TEL: 03-4233-8023</p>
--