

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 friendly to employees that helps them display their potential and to achieve a balance between work and private life.

1 Plan Period From June 1, 2023 to May 31, 2025

2 Details

Target 1 Percentage of childcare leave taken by male employees: 50% or higher

<Measures>

From June 1, 2023

- Make the childcare leave program known to eligible employees and their superiors (Continued).
- Fully confirm the intention of eligible employees.
- Add a fathers' edition to the Work-Family Balance Support Handbook. Describe and distribute a model case (actual example) of a male employee taking childcare leave, as well as money-related matters, difficulties, and other information (Renewal).

Target 2 Achieve a ratio of taking paid leave of at least 80% on companywide average (Continued)

<Measures>

From June 1, 2023

- 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 it known that the company possesses recreational facilities available as employee welfare facilities and has enhanced its employee welfare services.
- 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

Target 3: Enhance measures to reduce the burden of childcare as well as measures to support the return to work.

<Measures>

From June 1, 2023

- Provide information services, including information about childcare centers, as well as availability search and registration services.
- Make known supplementary services available under the Cabinet Office project to support the use of baby sitters under the initiative of companies, etc.
- Interview employees before they return to work to create an environment where they can work with peace of mind, thereby creating a system that permits employees raising children to select diverse working styles.