

ITOCHU ENEX Builds a Human Resource Development Platform for the Home-Life Division Group — Enhancing employees' comprehensive capabilities with D-Next-Challenge —

ITOCHU ENEX CO., LTD. (Headquartered in Chiyoda-ku, Tokyo; Tomofumi Yoshida, Representative Director, President and CEO; hereafter, "The Company") announces its initiatives to develop human resources with D-Next-Challenge, a human resource development platform to be shared by the Home-Life Division (hereafter, "HL Division") Group.

D-Next-Challenge is a human resource development platform that permits each employee to set targets and take steps to improve their skills. Previously, the transfer of skills through OJT was the main method of employee development. The platform offers a digital environment in which the expertise of the overall HL Group companies is visualized and shared, permitting employees to learn anytime, anywhere.

Development of this platform began in April 2021. The skills needed for the LP gas business were systematized and unique content for the HL Group was created. As of April 2023, approximately 800 employees of the Group use this platform.

- What can be done with D-Next-Challenge
 - ① Using an upskilling sheet for visualizing employees' own skills (AsIs) and setting targets (ToBe)
 - ② Quantifying employees' capabilities by using the human resources inventory sheet
 - ③ Viewing educational programs and training content aimed for upskilling and reskilling
 - ④ Viewing workflow and manuals

Moving forward, the Company will enhance the services and functions so that the platform can also be used by distributors in the Group and other business operators involved with LP gas business.

The Company's HL Division will help build a sustainable society as *The Best Partner for Life and Society,* which is stated in the Company's Corporate Philosophy, by proposing comfortable, affluent, secure lifestyles through various types of energy to contribute to sustainable local communities.

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[Screen images of D-Next-Challenge]

More than 150 pieces of content in 16 categories, including sales activities, customer response, security and IT literacy, are available.

Because the content can be viewed on smartphones and PCs, employees can acquire the skills they need *anytime*, *anywhere*.

Companies to which D-Next-Challenge has been introduced (As of April 2023)

Company name	URL	Number of
	UKE	employees
HL Division, ITOCHU ENEX CO., LTD.	https://enexhl.jp/	41
ITOCHU ENEX HOME-LIFE HOKKAIDO CO., LTD.	https://hokkaido.enexhl.jp/	269
ITOCHU ENEX HOME-LIFE TOHOKU CO., LTD.	https://tohoku.enexhl.jp/hltservice/	134
ITOCHU ENEX HOME-LIFE NISHI-NIHON CO., LTD.	https://nishi-nihon.enexhl.jp/	253
ITOCHU ENEX HOME-LIFE SHIKOKU CO., LTD.	https://shikoku.enexhl.jp/	125

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