



June 8, 2016
ITOCHU Corporation

ITOCHU Announces Establishment of ITOCHU Health Charter Aimed at Enhancing
Corporate Value by Promoting Employee Health

ITOCHU Corporation (headquartered in Minato-ku, Tokyo; Masahiro Okafuji, President & CEO; hereinafter "ITOCHU") announced today that it has established the ITOCHU Health Charter in order to help enable employees, our greatest management resource, to carry out the infinite missions required of them and thereby enhance corporate value for many years to come.

ITOCHU has been a pioneer in reducing excessively long working hours and encouraging efficient workstyles through reforms such as the "morning-focused work system," and company management believes that supporting the good health of its employees is one of the most important aspects of reforming workstyles. ITOCHU also believes that good health is essential not only for achieving physical and spiritual fulfillment but is also the driving force that enables people to proactively pursue their mission. Promoting the good health of employees also strengthens the company's human resources and is therefore fundamental to ITOCHU's management strategy.

It is good health that enables each member of ITOCHU's diverse workforce to achieve their potential and that, in turn, helps ITOCHU to retain its position as a top-level *sogo shosha*.

In the ITOCHU Health Charter, the company declares that in order to better fulfill the "infinite missions" mentioned in the Corporate Message, employees should take responsibility for enhancing their health as their personal mission -- and that by so doing they will be laying the foundation for the happiness of overall society as well as themselves and will also be contributing to the global good in the future.

With the ITOCHU Health Charter as the core, ITOCHU will continue to promote workstyle reforms and proactive employee health initiatives to improve its corporate value for many years to come as the leader among *sogo shosha* in employee health promotion.

Attachment: Text of the ITOCHU Health Charter



I am One with Infinite Missions

ITOCHU Health Charter

-- *For Our Most Valuable Asset* --

Recognizing the diversity of our employees -- the company's irreplaceable management resource -- in terms of gender, age, nationality, race, religion, disabilities, etc., ITOCHU Corporation (hereafter "ITOCHU") establishes the following charter in order to better enable each employee to carry out the infinite missions required of him or her and thereby enhance corporate value for years to come.

1. Taking responsibility for employee health

ITOCHU will take responsibility for the good health of each employee by actively supporting initiatives they take to maintain or improve their health.

2. Contributing to society by maintaining good health

ITOCHU will develop soundly over the long term based on an understanding that the good health of its employees is the foundation of the happiness of the employees themselves as well as their families, customers and wider society.

3. A legacy for future generations

ITOCHU will carry out its infinite variety of missions as a company in which healthy employees who are fulfilled both spiritually and physically unleash their individual strengths. By so doing, it will continue for years to come to fulfill its responsibility to promote prosperity and "the global good."

June 2016

A handwritten signature in black ink, reading "岡藤正広" (Okafuji Masahiro).

Masahiro Okafuji
President & Chief Executive Officer