

ITOCHU Corporation has developed the following Plan of Action for General Employers based on the Act of Promotion of Women's Participation and Advancement in the Workplace and the Act on Advancement of Measures to Support Raising Next-Generation Children. Under this plan, we will support the career development of all employees regardless of gender, with the aim of developing a "strict but rewarding" corporate culture in which diverse values are respected. (2021/4/1)

Plan of Action for General Employers based on the Act of Promotion of Women's Participation and Advancement in the Workplace (ITOCHU Corporation)

Target period: 2021/4/1 - 2024/3/31

Targets:

1. Numerical targets for the provision of professional life opportunities for female employees

Female employees as a percentage of new employees: 25%

Female employees as a percentage of workforce: 25%

Female employees as a percentage of employees in managerial positions: 9%

2. Numerical targets for the creation of an employment environment that is conducive to the balance of professional and family life

Rate of taking childcare leave and average length of childcare leave by gender:

Minimum 50% (Male employees)

Background

- ✓ We at ITOCHU Corporation believe that "diversity as an organization" is indispensable for the sustainable development of a company. Based on this belief, we have been striving to increase the number of diverse personnel, including women, and support their acclimation and participation in the workforce by promoting the Plan for Promotion of Human Resource Diversification (2004/1 - 2014/3). As a result, the number of our female employees has increased to a certain level and we have expanded and upgraded systems to help them achieve and maintain a balance between work and family life beyond the level required by law. During the period of the previous Plan of Action for General Employers (2016/4 to 2021/3), in addition to the uniform support provided, individually tailored support was provided that reflects the actual situation more closely (such as support for staff on overseas assignment who take their children

along without their spouse) taking into account the diverse circumstances faced by the expanding generation of recruits who are facing life events.

- ✓ In order for the expanding generation of women in career-track positions who joined company during early-mid 2000's to compete as organization managers on an equal footing with male employees, support for their future growth and participation in the workforce is essential, with the need for ongoing support to be carefully tailored to individual circumstances. (Contributing to the achievement of SDG 5 - Gender Equality)
- ✓ In addition to the ongoing provision of health support, which is fundamental for employees to continue working, we aim to develop a "strict but rewarding" corporate culture for all employees, in which diverse values are respected, for example by deepening understanding in respect of acceptance of "diversity and inclusion" and "unconscious bias", and encouraging male employees to take childcare leave.

Details of initiatives

1. Measures to remove barriers to career advancement

(1) Life events

- Employees can autonomously choose the way of working that takes into account their individual circumstances* and career development, and the company will provide support according to the chosen way of working (exemption from salary reduction for reduced working hours, relaxing of telecommuting conditions for full-time workers, etc.). *Including nursing care
- Utilizing and following up the reemployment system more effectively (periodical dissemination of information, sharing of successful cases, etc.)

(2) Overseas posting

- Posting employees overseas at an early stage before they face life events, ongoing individual support. (Support for parents of staff on overseas assignment who take their children along without their spouse to accompany the employee, subsidies for local babysitting expenses, etc.)
- Supporting autonomous career development by sharing different examples of postings.
- Enhancing communication by making effective use of career vision interviews for couples considering postings to the same country at the same time.

(3) Awareness, environment

- Internal and external communication by management (endorsement of government-related measures to support women's participation in the workforce, messages to employees, etc.)
- Promoting understanding of the acceptance of "diversity & inclusion" and "unconscious bias" (Diversity Weeks, workshops for managers, etc.
- Continuing to promote taking of childcare leave by male employees and supervisors.
- Conducting follow-up training after returning to work following childcare leave with supervisors and spouses in attendance (if spouses are not working at ITOCHU, their attendance is optional) to promote understanding of "balancing childcare and work" and career development at the company among dual-career employees.

2. Provision of opportunities for future managerial candidates

- Systematically provide management experience through overseas postings, secondments, and acting manager duties.
- Strengthening monitoring and assessment of the situation through interviews with the employee and his/her original department, as well as with the Human Resources & General Affairs Division.

3. Career development support for those in clerical positions

- Expanding career meetings to those in clerical positions according to division/administrative division. Providing opportunities for employees to think autonomously about their careers by sharing their career paths and aspirations.
- Providing opportunities for overseas postings and secondments so that clerical staff with ability, motivation, and determination can challenge themselves to transfer official duties.
- Expanding opportunities for self-improvement during childcare leave. Providing external training opportunities in addition to career vision support training.