

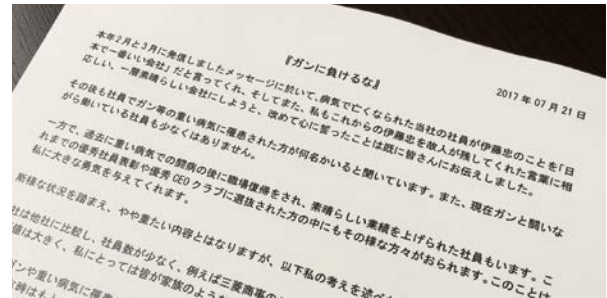
“Support Measures for Balancing Cancer Care and Work”

At present, it is said that one out of every two people in Japan will contract cancer during his or her lifetime. ITOCHU also has a significant number of employees who work while fighting cancer or who ultimately succumb to cancer. We have revised our previous policy regarding cancer and are promoting a new policy based on three points of view: “Prevent employees from contracting cancer,” “Don’t let employees lose hope or quit if they contract cancer,” and “Support from everyone.” The new policy revolves around the following support measures for coping with cancer.

1. Strengthen systems that support the prevention and early detection and treatment of cancer
2. Establish environments in which employees can securely discuss and share information regarding their cancer
3. Establish corporate structures and systems that enable employees to continue to work and participate actively while receiving treatment

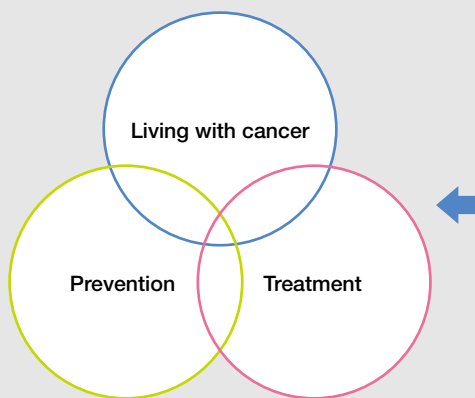
These initiatives are not limited to merely increasing productivity. We think it is extremely important to pursue

various work-style reform measures and build environments that allow all employees, regardless of whether or not they are sick, to continue to work to their heart's content with motivation, job satisfaction and peace of mind. ITOCHU aims to be a “Strict but rewarding company” and the “Strongest and best company in Japan” by providing intimate support for employees struggling with cancer.



A message to all employees from Mr. Okafuji, who was President at the time. The message explains that a message from an employee fighting cancer provided the impetus for the introduction of our “Support Measures for Balancing Cancer Care and Work”

Points of “Support Measures for Balancing Cancer Care and Work”



Living with cancer

Construct systems that provides support for coping with cancer
Station internal coping support coordinators who will take charge of consultation services (strengthen collaboration with workplace members, attending physicians, and internal public health nurses and industrial physicians)

Reduce concerns regarding the future

Expand educational expense subsidies for children of employees who succumb to cancer to include graduate school
Provide job assistance to children and spouses

Prevention

Conducted first private company partnership with the National Cancer Center Research Institute

Special cancer examinations conducted by a medical specialist in cancer detection

Treatment

Medical specialists provide immediate cooperation and highly advanced medical treatment as a part of our partnership with the National Cancer Center Research Institute
Company provision of expenses for advanced cancer treatment

Results of Efforts to Enhance Employee Productivity

Awards Received for Health Management and Work-Style Reforms

FYE 2017	Health & Productivity Stock 2017 (Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange)
	Awards for Enterprises and Workplaces with Pleasant Working Environments and High Productivity (Ministry of Health, Labour and Welfare)
	2017 Competitive IT Strategy Company Stock (Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange)
FYE 2018	Best Practice Company (Tokyo Labor Bureau)
	Award for Excellence from the Minister of Health, Labour and Welfare, “Family-friendly Companies” category for “Excellent Equal Opportunity/Work and Family-Life Balance Companies”
	Minister of Health, Labour and Welfare Prize in the Award for Companies Promoting Cancer Control in the Action Plan for Promotion of Cancer Control
	Tokyo Metropolitan Government Award Commending Companies That Implement Excellent Initiatives to Help Cancer Patients Balance Cancer Treatment and Work

Number of ITOCHU Employees and Consolidated Net Profit

