

Social Contributions

One of the three pillars of our Credo is the "Societal Benefits," that is, the building of societies that are enriched and more fulfilling. To achieve these benefits, we are committed to retaining an international perspective, remaining aware of the role we must play as a good corporate citizen, and practicing activities of social contribution both inside and outside Japan.

Social Contributions through Business

ITOCHU aims to contribute to society through our businesses and considers it important that we implement activities toward this goal. A unique example of such efforts is our alliances with local governments in Gifu, Fukui, Shimane, Miyagi, Mie, and other prefectures in Japan to assist local firms that are distinguished by outstanding feature or new technologies. ITOCHU provides diverse support from investment in good regional enterprises to support in expansion of business opportunities and human resources development.

Other Forms of Social Contribution

In addition to social contribution efforts through our own businesses, ITOCHU provides support for issues of global concern such as food aid and emergency assistance after large-scale disasters. Furthermore, we have held the ITOCHU LOBBY CONCERT every year since 1992 and invited local residents and those from facilities for disabled persons to come and enjoy the performance. ITOCHU and its Group Companies have also been supporting Center for Climate System Research, The University of Tokyo (CCSR) in their research on global warming since 1991. Furthermore, the ITOCHU Foundation provides support to the activities of individuals and private-sector groups promoting children's reading and related guidance, aiming to contribute to the sound upbringing of children to lead the way into the next generation. ITOCHU also proactively supports the employees' volunteer activities through a volunteer leave and offers subsidies for employee seminar fee.

Providing Comfortable Working Conditions for Our Employees

For the sustainable development of a company like ITOCHU, whose business extends internationally and to various sectors, it is indispensable to secure and develop a diverse set of employees regardless of gender, nationality, or age. ITOCHU also considers it necessary to provide comfortable working environments and to ensure the safety and wellbeing of its employees. At the same time, we seek to create a corporate atmosphere conducive to freedom and creativity while respecting the personality and distinctive traits of individuals as far as possible.

Securing and Developing Diverse Human Resources

To sharpen our response to economic globalization and promote consolidated management, it is vital to utilize employees in accordance with the specific situations of our respective business fields. Thus, we formulated our Promotion Plan on Human Resource Diversification in December 2003. This plan aims to maximize the diversity of employees, regardless of gender, nationality, or age, and to this end, we have implemented concrete programs for equal opportunity career development, for developing overseas local staff, utilizing senior employees, and developing strong career pathing.

Meanwhile, in order to provide opportunities to work together with people who have physical and other handicaps, we established ITOCHU Uneedus Co., Ltd., in 1987 as a special company under the Law for Employment Promotion, etc., of the Disabled. Since then, we have maintained a high level of employment, and as of April 1, 2006, disabled people accounted for 2.2% of our total workforce, compared with 1.8% as mandated by law.

In our efforts to employ diverse personnel, ITOCHU was selected as a Business of Excellence for the Employment of Disabled Persons by the Minister of Health, Labor, and Welfare in the fiscal year ended March 2002, and received the Corporation Award for the Promotion of Gender Equality from

the Director-General of the Tokyo Labor Bureau for the fiscal year ended March 2006.

Providing Comfortable Working Conditions for Our Employees

To provide attractive working conditions which enable employees to balance work and family obligations comfortably, ITOCHU has implemented various measures to support child care and nursing care for its employees. We are making efforts to publicize the content of such measures and promote understanding of co-workers including supervisors so that a greater number of employees will be able to fully utilize these measures.

To maintain the mental health of employees and address their job-related concerns, we implement measures that place focus on prevention rather than treatment. We have started Stress Management Program (checkup on the mental health of employees) in 2005 and also set up a system to provide in-house counseling from psychiatrists and clinical psychologists. Moreover, we provide career counseling and career support for employees with different aptitudes and diverse work experiences.

Creation of Attractive Company/Corporate Atmosphere

Creation of attractive company/corporate atmosphere through promoting diversity regardless of gender, nationality, or age.

Fostering and appointing female executives

