

Sojitz Corporation Action Plan

Sojitz Corporation has established the following action plan to promote women in the workplace in accordance with Japan's Act on Promotion of Women's Participation and Advancement in the Workplace.

This action plan aims to empower female employees to achieve in the workplace and contribute to the organization's productivity and to increased added value at the company regardless of their gender or stage of life, such as childbirth and childcare responsibilities. Sojitz seeks to increase the percentage of female employees to 50% in the 2030s, strengthening the leadership pipeline through recruitment, training, and promotion of female employees, in order to increase the number of female employees in senior decision-making roles at the company. Through these efforts, Sojitz aims to promote greater autonomy among employees so these female employees can realize further growth and excel.

Action Plan Period: April 1, 2021 – March 31, 2024 (3 years)

1. Creating an Environment for All Employees to Excel

(Target Goal) Sojitz aims to achieve 100% acquisition of childcare leave among employees

(Initiative 1) Internal notifications to encourage childcare leave among male employees (ongoing initiative)

(Initiative 2) Support for a smooth transition from childcare leave back to the office

- Measures to support women returning to the workplace and childcare concierge services (ongoing initiative)
- Professional development programs introduced for women on childcare leave
- Measures introduced to allow for a gradual return to the workplace through flexible hours

2. Building a Leadership Pipeline with Women at Each Career Stage

(Target Goal) Continue to raise the current 30% recruitment ratio for women hired to career-track positions among new college graduates

Increase FY2020's percentage of female managers by 15% (5.3% → 6.0%+)

(Initiative 1) Cultivate line manager candidates by providing opportunities for development outside the company

- Overseas assignments, long-term trainee programs, secondment in Japan

(Initiative 2) Increase awareness and opportunities for retaining female employees

- Trial mentorship program introduced

- Cafeteria benefit program for administrative-track employees to enhance their skill set (ongoing initiative)
- Offer diverse career paths for administrative-track employees and opportunities to transfer to the career track

3. Employ and Develop People with Diverse Knowledge, Capabilities, and Experiences

(Initiative) Foster a corporate culture and mindset for diverse employees to excel as well as increase awareness for the development of line managers

- Visualize and address organizational issues identified through employee surveys
- Improve management of line managers through 360-degree surveys (ongoing initiative)
- Ikuboss training program (ongoing initiative)