

Sojitz Corporation Action Plan

Sojitz Corporation has established the following action plan in accordance with Japan's Act on Advancement of Measures to Support Raising Next-Generation Children. This action plan aims to empower all employees, regardless of gender or situation (childbirth/childcare), to contribute to the organization's productivity and to increased added value at the company, while supporting efforts to raise the next generation of children.

Action Plan Period: April 1, 2021 – March 31, 2024 (3 years, 7th term)

Goal 1 Create a work environment in which all employees can excel

(Initiative 1) Support a smooth return to the workplace following childcare leave

- Measures to support women returning to the workplace and continued offering of childcare concierge services
- Professional development programs introduced for women on childcare leave
- Measures introduced to allow for a gradual return to the workplace through flexible hours

(Initiative 2) Working style reforms & Health management

- Health management measures (ongoing initiative)
- All employees eligible for telework and super flex system (ongoing initiative)
- Maintain over 60% annual leave usage among employees
- Zero employees with overtime in excess of 80 hours per month

Goal 2 Employ and develop people with diverse knowledge, capabilities, and experience

(Initiative 1) Foster a corporate culture and mindset for diverse employees to excel and increase awareness among line managers to promote the development of diverse team members

- 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)

(Initiative 2) Expanded Offerings to Support a Variety of Career Paths for Employees with Diverse Knowledge and Experiences

- Employee access to newly-established job-based employment company
- Alumni network established
- Increase mid-career recruitment

(Initiative 3) Develop Junior Employees & Managers

- Increase opportunities for growth through overseas training (long-term trainee program)
- Expand opportunities for new business creation through a continuation of the Hassojitz Project and support for entrepreneurs and independent businesses