The Act on Promotion of Women's Participation and Advancement in the Workplace / Sojitz Corporation, Statistical Information on Women in the Workplace				
1	Percentage of newly-hired female employees	[Career-track] [Administrative-track] [Mid-career track]	31.9% 100% 53.3%	New graduates: Joined April 2021 Mid-career: Joined FY2020
2	(1)Acceptance rates for men and women (2)Ratio of accepted men to women	[Career-track] [Administrative-track] [Career-track]	Men: 1 in 69.7, Women 1 in 48.4 Women: 1 in 73.4 Men: 1, Women: 0.7	Joined April 2021
3	Percentage of female employees	[Career-track] [Administrative-track] [Contract Employee] [Temporary Employee]	14.2% 99.7% 35.4% 96.7%	FY2021
4	(1)Difference in average years of employee service for men and women (2)Percentage of continued employment for men and women 10 or so years after being hired	[Career-track] [Administrative-track] [Career-track]	Men:16.7 years Women:8.3 years Men:1 year Women:11.7 years Men:71.2% Women:39.1%	FY2020 FY2009 through FY2021
5	Percentage of employees who take childcare leave	[Career-track] [Administrative-track] [Contract Employee]	Men:55.6% Women:100% Men: - % Women:100% Men: - % Women:100%	FY2020
6	Average employee overtime hours per month Initiatives to revise long working hours		15.1 hours ・We are implementing company-wide policies deemed effective in reducing overtime hours and encouraging employees to take paid leave. (Employees are fundamentally discouraged from working after 8:00PM, and all empkloyees are encouraged to take 17 paid vacation days.) ・In addition to days granted for annual leave, we aim to have all employees take 5 summer vacation days (5 days between June and December.) ・Employees are encouraged to leave the office on time every day through announcements made through the office intercom and on the intranet. ・The HR Department monitors overtime hours, periodically sending instructions and reminders to employees. We have established a system that enables managers to confirm the monthly overtime hours of their organization, and each department's total overtime hours are posted on the intranet. ・A flextime system is in place that does not set core working hours, promoting flexible working hours, adjustable start times, and sliding work hours. ・All employees are eligible for the telework system, which is intended to raise productivity and enable more flexible working styles. ・PC logs are available to ensure employees can track their working hours during remote telework.	FY2020 Calculated based on legally mandated hours
7	Average employee overtime hours per month by employment status	[Career-track] [Administrative-track] [Contract Employee]	16.6 hours 9.2 hours 12.5 hours	FY2020 Calculated based on legally mandated hours
8	Percentage of employees who take paid leave	(Employees)	64.4%	FY2020 Employees shall include secondees but shall not include employees on assignment and employees on leave.
9	Percentage of female employees in assistant manager positions		11.8%(38 women) (Total number of assistant managers, including both men and women: 322)	FY2020
10	Percentage of female employees in management positions		5.4%(54 women) (Total number of managers, including both men and women: 1,008)	FY2020
11	Percentage of female corporate officers		8.6%(3 women) (Total number of corporate officers, including both men and women: 35)	FY2020
12	Number of employees with changes to their employment status	Administrative-track ⇒ Career-track Career-track ⇒ Administrative-track Contract employee ⇒ Full-time employee	Men:0、Women:1 Men:0、Women:0 Men:1、Women:1	FY2020
13	Number of employees rehired or hired mid□career	○[Employees rehired in Japan after accompanying spouses transferred overseas] ○[Mid-career hires]	Men:0、Women:5 Men:14、Women:16	FY2020 The number of "rehired employees" shall be limited to total employees rehired under the reemployment system, which allows female employees who accompany spouses transferred overseas to resume their careers when they return to Japan. The number of "mid-career hires" shall include total employees rehired regardless of age as well as the number of employees rehired under