

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]	44.3% 100% 34.3%	New graduates: Joined FY2022 Mid-career: Joined FY2021
2	(1) Acceptance rates for men and women	[Career-track] [Administrative-track]	Men: 1 in 64.7, Women 1 in 32.5 Women: 1 in 44.5	Joined FY2022
	(2) Ratio of accepted men to women	[Career-track]	Men: 1, Women: 0.5	
3	Percentage of female employees	[Career-track] [Administrative-track] [Contract Employee] [Temporary Employee]	15.2% 99.7% 29.8% 88.0%	FY2021
4	(1) Difference in average years of employee service for men and women	[Career-track] [Administrative-track]	Men: 16.6 years Women: 8.6 years Men: 2 year Women: 11.7 years	FY2021
	(2) Percentage of continued employment for men and women 10 or so years after being hired	[Career-track]	Men: 64.5% Women: 43.6%	FY2010 through FY2021
5	Percentage of employees who take childcare leave	[Career-track] [Administrative-track] [Contract Employee]	Men: 83.3% Women: 100% Men: - % Women: 100% Men: - % Women: 100%	FY2021
6	Average employee overtime hours per month		17.0 hours	
	Initiatives to revise long working hours		<ul style="list-style-type: none"> <li>- 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 8:00 PM, and all employees are encouraged to take 17 paid vacation days.)</li> <li>- 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.)</li> <li>- Employees are encouraged to leave the office on time every day through announcements made through the office intercom and on the intranet.</li> <li>- 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.</li> <li>- A flextime system is in place that does not set core working hours, promoting flexible working hours, adjustable start times, and sliding working hours. Employees with reduced working hours are also eligible for the flextime system.</li> <li>- All employees are eligible for the telework system, which is intended to raise productivity and enable more flexible working styles.</li> <li>- PC logs are available to ensure employees can track their working hours during remote telework.</li> </ul>	FY2021 Calculated based on legally mandated hours
7	Average employee overtime hours per month by employment status	[Career-track] [Administrative-track] [Contract Employee]	19.1 hours 10.3 hours 15.0 hours	FY2021 Calculated based on legally mandated hours
8	Percentage of employees who take paid leave	All employees	68.7%	FY2021
9	Percentage of female employees in assistant manager positions		12.0% (39 women) (Total number of assistant managers, including both men and women: 326)	FY2021
10	Percentage of female employees in management positions		5.9% (57 women) (Total number of managers, including both men and women: 972)	FY2021
11	Percentage of female corporate officers		15.4% (6 women) (Total number of corporate officers, including both men and women: 39)	As of 16th June, 2022
12	Number of employees with changes to their employment status	Administrative-track ⇒ Career-track Career-track ⇒ Administrative-track Contract employee ⇒ Full-time employee	Men: 1, Women: 13 Men: 0, Women: 0 Men: 0, Women: 0	FY2021
13	Number of employees rehired or hired mid-career	○ [Employees rehired in Japan after accompanying spouses transferred overseas]	Men: 0, Women: 2	FY2021 The number of "rehired employees" shall be limited to total employees rehired under the reemployment system, which allows 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 the reemployment system.
		○ [Mid-career hires]	Men: 23, Women: 12	
14	Systems which contribute to providing career opportunities for female employees	<p>Career track changing systems</p> <ul style="list-style-type: none"> <li>- Systems which encourage employees to pursue a wide range of career paths; administrative-track employees ⇒ career-track employees, administrative track employees ⇒ region-specific career-track employees, career-track employees ⇒ administrative track employees</li> </ul> <p>Reemployment / Mid-career hiring system</p> <ul style="list-style-type: none"> <li>- Reemployment system for employees who accompany spouses transferred overseas</li> </ul> <p>Education training/Training systems</p> <ul style="list-style-type: none"> <li>- Professional skills development programs (for all career-track employees)</li> <li>- Global business skill development training (for all career-track employees)</li> <li>- Selective management training for female career-track employees</li> <li>- Career skills training for administrative-track employees</li> </ul> <p>Career consulting system</p> <ul style="list-style-type: none"> <li>- Career training for female career-track employees</li> <li>- Executive officer mentor program for female career-track employees</li> </ul> <p>Others</p> <ul style="list-style-type: none"> <li>- Establishing Sojitz Ethics Hotline</li> <li>- Ikuboss Training targeted to management / Unconscious Bias Training</li> </ul>		FY2021
15	Systems which help employees balance work and family		<p>Systems which exceed the statutory requirements under "the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members"</p> <p>Flex time system</p> <ul style="list-style-type: none"> <li>- <del>S</del>uper flex system (Eliminated core time. For all employees)</li> </ul> <p>Work from home/Telework</p> <ul style="list-style-type: none"> <li>- <del>T</del>elework system</li> </ul> <p>Measures for reduced working hours</p> <ul style="list-style-type: none"> <li>- <del>R</del>educed working hours (Until the child finishes 3rd grade)</li> </ul> <p>Leave for sickness/fertility treatment</p> <ul style="list-style-type: none"> <li>- <del>E</del>amily support leave (5 days per FY. Used for accompanying a spouse during labor, attending school functions, caring for parents and other purposes of family support)</li> </ul> <p>Annual leave system</p> <ul style="list-style-type: none"> <li>- <del>P</del>aid annual leave (20 days per FY. Half day leave/whole day leave)</li> <li>- <del>S</del>ummer leave (5 days per FY)</li> </ul> <p>Supporting work and childcare</p> <ul style="list-style-type: none"> <li>- <del>P</del>aid parental leave (Maximum of 40 days until the child turns 1 y/o: revised in April 2022)</li> <li>- <del>C</del>hildcare leave</li> <li>- <del>N</del>ursing care leave</li> <li>- <del>M</del>asures to support an early return to the workplace</li> <li>- <del>M</del>asures allowing workers to use daycare centers near the workplace</li> <li>- <del>S</del>ubsidized babysitter costs</li> </ul> <p>Balancing work and family care</p> <ul style="list-style-type: none"> <li>- <del>C</del>are for family care, extended family care leave</li> </ul> <p>Health management</p> <ul style="list-style-type: none"> <li>- <del>A</del>nnual health exams/health exams for lifestyle-related diseases/cancer screenings</li> <li>- <del>C</del>ervical and breast cancer screenings for all female employees</li> <li>- <del>O</del>ccupational physician, specialist psychiatrist, internists (cardiology, endocrinology, gastroenterology), a gynecologist and nurses on site to discuss health-related concerns and provide medical treatment</li> <li>- <del>F</del>ertility consultation service</li> <li>- <del>C</del>oupons for gynecology checkups and fertility treatment</li> <li>- <del>S</del>eminars on the theme of health supports for women and other health issues</li> <li>- <del>C</del>ancer screenings</li> <li>- <del>I</del>mplemented health management system</li> </ul>	FY2021