

Statistical Information on Corporate Initiatives for Promoting the Success of Women in the Workplace			
1	Percentage of newly-hired female employees	[Career-track] 33.3% [Administrative-track] 100% [Mid-career track] 22.5%	New graduates: Joined FY2023 Mid-career: Joined
2	(1) Acceptance rates for men and women (2) Ratio of accepted men to women	[Career-track] Men: 1 in 45.6, Women 1 in 32.2 [Administrative-track] Men: 1 in 36.4 [Career-track] Men: 1, Women: 0.7	Joined FY2022
3	Percentage of female employees	[Career-track] 16.9% [Administrative-track] 100% [Contract Employee] 35.8% [Temporary Employee] 78.2%	FY2022
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] Men: 16.7 years Women: 8.6 years [Administrative-track] Men: 0.0 year Women: 12.0 years [Career-track] Men: 63.8% Women: 40.4%	FY2022 FY2012 through FY2022
5	Percentage of employees who take childcare leave	[Career-track] Men: 100% Women: 100% [Administrative-track] Men: - % Women: 100% [Contract Employee] Men: - % Women: 100%	FY2022
6	Average employee overtime hours per month Initiatives to revise long working hours	16.8 hours We implement a flex time system with no core hours (applicable to all employees). This system enables employees to flexibly adjust their working hours in line with changes in workload (employees working reduced hours for childcare/family care purposes may also utilize this system). We have introduced tools for increasing work efficiency, including robotic process automation (RPA) and an electronic contract system. The HR Department monitors employees' overtime hours. The department issues alerts to employees and their managers and may request a review/revision of an employee's assigned workload as necessary.	FY2022 Calculated based on legally mandated hours
7	Average employee overtime hours per month by employment status	[Career-track] 18.8 hours [Administrative-track] 9.0 hours [Contract Employee] 13.6 hours	FY2022 Calculated based on legally mandated hours
8	Percentage of employees who take paid leave	All employees 73.5%	FY2022
9	Percentage of female employees in assistant manager positions	14.1% (46 women) (Total number of assistant managers, including both men and women: 326)	FY2022
10	Percentage of female employees in management positions	6.1% (57 women) (Total number of managers, including both men and women: 941)	FY2022
11	Percentage of female corporate officers	16.7% (6 women) (Total number of corporate officers, including both men and women: 36)	As of 20th June, 2023
12	Number of employees with changes to their employment status	Administrative-track ⇒ Career-track Men: 1, Women: 13 Career-track ⇒ Administrative-track Men: 0, Women: 0 Contract employee ⇒ Full-time employee Men: 0, Women: 0	FY2022
13	Number of employees rehired or hired mid-career	○ [Employees rehired in Japan after accompanying spouses transferred overseas] Men: 0, Women: 0 ○ [Mid-career hires] Men: 31, Women: 9	FY2022 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.
14	Systems which contribute to providing career opportunities for female employees	<ul style="list-style-type: none"> Job type and employment status transfer systems Transfer from administrative track to career track (including transfer to region-specific career track), career track to administrative track Reemployment system for employees who accompany spouses transferred overseas Education and training systems Professional skills development program (for all career-track employees) Global business skill development program (for all career-track employees) DX employee development program (for all employees) Career skills training (for administrative-track employees) Leadership development training for select employees (for female managers) Career acceleration initiatives for female managers (secondments in Japan and overseas) Other initiatives Career talks with female outside directors Round table discussions with female executive officers Corporate officer mentorship program for female career-track employees 	FY2022
15	Systems which help employees balance work and family	<ul style="list-style-type: none"> Work systems Flex time system (for all employees) Reduced working hours system (applicable until child completes the third grade; may be used in conjunction with the flex time system) Standard leave Annual paid leave (20 days of leave allotted on April 1st to all employees regardless of number of years with the company) Summer holiday leave (5 days per fiscal year) Family support leave (5 days per fiscal year) Sick/injured childcare leave (5 days per fiscal year, 15-minute increments) Family care leave (5 days per fiscal year, 15-minute increments) Support for parents balancing work and childcare Prenatal maternity leave (for female employees; six weeks of paid leave prior to due date) Parental leave (available to male and female employees; applicable until child's first birthday; total of 40 working days that may be used incrementally) Childcare leave (applicable until child is 2.5 years old) Subsidized daycare for women returning to the workplace Corporate slots secured at daycares near company offices Subsidized babysitter costs Prenatal and postnatal consultations Support for employees balancing work and care-giving Cumulative family care leave (expired standard leave accumulates and up to 20 days may be used for family care) Special family care leave (expired standard leave accumulates and up to 60 days may be used as medical leave) Support for employee health Annual health check, lifestyle disease screenings, cancer screenings Cervical and breast cancer screenings for all female employees Industrial physician, industrial psychiatrist, clinical psychologist, internists (cardiology, endocrinology, gastroenterology), dedicated gynecologist, nurses Fertility consultation services Discounted fertility tests and other exams Seminars on female empowerment, women's health, and gender equality Cancer prevention initiatives Health management system Stress checks for employees in Japan and overseas Provision of counseling services Mental health management seminars for managers Provision of low-sugar lunches options Health Care Room (massage room) Passive smoking prevention measures (removal of company smoking area, smoking cessation support) Lifestyle disease prevention measures (Walking Campaign) Collaboration by industrial physicians, managers, and the HR Dept. on mental health initiatives 	FY2022
16	Gender-based wage gaps	All employees 57.3% Regular employees 58.0% Non-regular employees 51.0% At Sojitz, regular employees are divided into career-track employees and administrative-track employees. Career-track employees are those who actively take on business-critical tasks, while administrative-track employees provide support for essential business functions and processes. Full-time non-regular employees are primarily those rehired after reaching retirement age. Sojitz has established a job grade system that defines the roles and responsibilities for each job type. Roles are determined based on each individual's qualities, abilities, and drive, regardless of age or gender. Barring variable factors such as overtime work, there is no disparity in wages based on gender for job grades with the same employment conditions (work duties, scope of potential transfer locations, etc.). However, as previously announced, a disparity arises between men and women when viewing wages in terms of the employment classifications of the Act on Promotion of Women's Participation and Advancement in the Workplace. One cause of this disparity may be the fact that, among career-track employees, women make up a lower percentage of manager-level employees. With women making up a smaller portion of the higher-paid manager-level staff, a discrepancy can be seen between men's and women's average annual wages when looking at the company overall. Sojitz has positioned promoting women in the workplace as a key initiative of its human resources strategy. The company aims to raise the percentage of female new-graduate and mid-career hires recruited to the career track. Sojitz has established a system to support employees balancing work and childcare, is creating a leadership pipeline with women at each career stage, and actively supports women in acquiring experience to realize their career objectives. Sojitz believes that increasing the number of women in decision-making manager positions moving forward will cause this wage gap between men and women to narrow. Another cause for the wage disparity between men and women is the fact that all administrative-track employees are women. Sojitz positions the administrative track as one of the many diverse workstyles available to employees to suit each unique lifestyle, and the company intends to continue recruitment for this job type moving forward. Although the administrative track is available to all employees regardless of gender, applicants among both new graduate and mid-career recruits are women, and this factor is expected to continue to impact gender-based wage gaps. However, Sojitz has implemented a system that allows employees to transfer between the career and administrative tracks. All employees have the option to change their job type after joining Sojitz based on their individual career goals and workstyle. Full-time non-regular employees at Sojitz are primarily limited-term contract employees rehired under the retiree reemployment system after reaching the mandatory retirement age (60 years of age). Wages for rehired employees are determined based on their job grade and responsibilities prior to retirement. A disparity in wages exists among these employees due to the fact that many female rehires are administrative-track employees, and this gap impacts the disparity between men's and women's wages across all workers at Sojitz.	FY2022