

November 24<sup>th</sup>, 2020

Sojitz Corporation

Sojitz Wins Encouragement Award in the Ikumen Enterprise Awards 2020

Sojitz Corporation (“Sojitz”) received an Encouragement Award in the Ikumen\* Enterprise Awards 2020 organized by the Ministry of Health, Labour and Welfare.



Designed to promote the creation of work environments in which employees can more easily raise children while working, the Ikumen Enterprise Award recognizes companies who are making exceptional efforts to encourage their male employees to participate in child rearing while also carrying out their work responsibilities.

Recognizing that the active engagement of diverse human resources is crucial for the medium- to long-term growth of the company, Sojitz continues to support employees in balancing work and childcare and is advancing the usage of childcare leave among male employees. In doing so, the company is making efforts towards building a work environment where both work and childcare responsibilities can be managed simultaneously, regardless of gender.

\* “Ikumen” is a combination of the Japanese word *ikuji* (childcare) and men. An ikumen is a man who actively participates in the lives of his children.

### Major Recent Initiatives

- ◆ Sojitz is the first general trading company to join the IkuBoss Corporate Alliance, and has conducted IkuBoss training for all general managers throughout the company. Further, all of Sojitz’s general managers have signed their agreement to uphold the Sojitz Commitment to IkuBoss.

- ◆ Sojitz President Masayoshi Fujimoto sent a message to employees urging men with children to readily utilize childcare leave so that they can broaden their outlook, and the company is encouraging the utilization of childcare leave among male employees by notifying both the employees and their managers. The percentage of male employees taking childcare leave has jumped dramatically over the last several years, reaching 56% in FY2019 (compared with a national average of 7.48%).
- ◆ Sojitz has established various work-life balance support systems such as daycare subsidies for employees who want to return to work after taking maternity/childcare leave, a childcare leave system (up to eight weeks leave after the birth of a child), babysitter subsidies, family support leave, and reduced flextime working hours.
- ◆ Sojitz regularly provides information and personalized consultation services to employees by distributing the Handbook for Balancing Work and Childcare and implementing a “Childcare Concierge” (consisting of individual childcare consultations and seminars).



[IkuBoss Training]

Held in 2019 for general managers. All general managers signed their agreement to the Sojitz Commitment to IkuBoss.



[Childcare seminar]

Held every other month during lunch break. Recent themes include male childcare leave, building good eating habits with children beginning with breakfast, and sharing housework.



[Handbook for Balancing Work and Childcare]

An edition for men is also published.

[For questions regarding this press release, contact:]

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