

March 23rd, 2022

Sojitz Corporation

Sojitz Selected as “Nadeshiko Brand” for Sixth Consecutive Year
– Promoting Women to Increase Competitiveness –

Sojitz Corporation (“Sojitz”) has been named a “Nadeshiko Brand 2022” company, a designation that recognizes Sojitz as a listed enterprise for its exceptional work to promote the success of women in the workplace. This year marks the sixth consecutive year Sojitz has received this designation.



Sojitz values diversity as a competitive advantage and sees the promotion of women in the workplace as essential to pursuing further competitiveness. To realize these objectives, Sojitz is working to build an environment in which all employees can excel, regardless of gender, to ensure mid-to long-term growth. Sojitz aims to increase the percentage of female employees to approximately 50% during the 2030s and to establish an environment that supports women throughout their careers at every life stage by facilitating a smooth return after childcare leave, flexible working styles, and expansion of the parental leave system.

Sojitz will continue to expand the scope of women’s roles within the company, increasing the number of female employees in decision-making positions. By creating a leadership pipeline with women at each career stage, Sojitz will continue to support female employees in acquiring experience to realize their career objectives through the following initiatives in FY2021.

- Sojitz will continue to actively recruit women for new graduate career-track positions (maintain 30% or higher) as well as for mid-career track positions
 - ⇒ Recruitment ratio for female career-track hires joining the company in April 2022: 44.4%
- As a result of an increase of the number of women promoted to managerial roles, Sojitz has achieved its FY2023 target of 10% or higher for the ratio of female section managers.
 - ⇒ Projected ratio of female section managers in April 2022: 10.5% (FY2020: 8.6%)
- Sojitz aims to increase the ratio of female career-track employees seconded to companies overseas or within Japan so employees can gain additional experience. (Female employees will be given the opportunity to gain experience on assignment overseas or through trainee programs at operating companies early on in their careers before certain life events.)
- Sojitz offers a mentorship program geared towards female career-track employees in their late 20s and early 30s, where members of Sojitz management serve as mentors.
- Female managers are provided with opportunities to participate in external executive training.

Additionally, Sojitz has expanded its health support offerings as of April 2022 to include infertility treatments for female employees.

Sojitz will continue to promote women as a driving force for sustainable growth and to realize value creation.

[Related Information]

- Sojitz's initiatives to promote women in the workplace

https://www.sojitz.com/en/csr/employee/diversity_empowering_women/

[For questions regarding this press release, contact:]

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