

KAJIMA CORPORATION

Disclosure Based on the Female Participation and Career Advancement Promotion Act

Date disclosed: June 7, 2021

1. Employment

(1) Percentage of female employees among all employees (by category) April 1, 2020 to March 31, 2021

	All	Office	Civil engineering	Building construction
Managerial track	19.0%	20.8%	8.1%	24.3%
General office employees	76.0%	94.1%	100.0%	28.6%
Other permanent employees	0.0%	0.0%	—	0.0%
Contract employees	29.5%	77.4%	11.1%	4.4%

(2) Application-to-opening ratio by gender (by category) April 1, 2020 to March 31, 2021

		All	Office	Civil engineering	Building construction
Managerial track	Women	17.4	62.1	6.5	4.5
	Men	10.1	31.3	4.4	5.2

* General office employees etc.: Closed hence no competition

(3) Percentage of female employees among all employees (by category; temporary) April 1, 2021

Percentage of female employees among all employees 18.8%

	All	Office	Civil engineering	Building construction
Managerial track	7.0%	6.9%	5.3%	8.0%
General office employees	94.1%	96.4%	64.3%	75.3%
Other permanent employees	7.4%	38.8%	2.0%	6.1%
Contract employees	32.4%	83.2%	2.7%	1.7%
Post-retirement reemployment	17.2%	47.7%	1.3%	5.8%
Temporary employees	37.4%	69.0%	29.0%	28.8%

2. Continuous Employment and Work-Style Reforms

(4) Difference in the number of years of continuous employment based on gender April 1, 2021

Women: 17.6 years

Men: 18.1 years

Difference -0.5 years

(5) Percentage of employees continuously employed for around 10 business years by gender

Women: 75.0%

Men: 83.2%

(6) Percentage of employees that took extended parenting leave by gender (by category)

April 1, 2020 to March 31, 2021

		All	Office	Civil engineering	Building construction
Managerial track	Women	100.0%	100.0%	100.0%	100.0%
	Men	6.3%	5.4%	6.6%	6.7%
General office employees	Women	100.0%	100.0%	—	100.0%
	Men	0.0%	0.0%	—	—
Other permanent employees	Women	—	—	—	—
	Men	0.0%	—	—	0.0%
Contract employees	Women	100.0%	100.0%	—	100.0%
	Men	0.0%	—	0.0%	0.0%
Post-retirement reemployment	Women	—	—	—	—
	Men	—	—	—	—

(7) Average monthly overtime hours of employees April 1, 2020 to March 31, 2021

(Calculation) [Sum of annual work hours among applicable employees- Total annual legal work hours = (40 * Number of days in a year / 7) * Number of target employees] / 12 (months) / Number of applicable employees
29.1 hours

(8) Average monthly overtime hours of employees (category) (temporary) April 1, 2020 to March 31, 2021

(Calculation) [Sum of annual work hours among applicable employees - Total annual legal work hours = (40 * Number of days in a year / 7) * Number of target employees] / 12 (months) / Number of applicable employees

	All	Office	Civil engineering	Building construction
Managerial track	37.8 hours	29.5 hours	40.1 hours	39.7 hours
General office employees	5.2 hours	4.5 hours	7.2 hours	11.7 hours
Other permanent employees	44.2 hours	22.1 hours	45.4 hours	45.0 hours
Contract employees	16.3 hours	7.5 hours	26.6 hours	27.3 hours
Post-retirement reemployment	9.3 hours	2.7 hours	26.9 hours	18.6 hours

(9) Employees taking paid leave (%) April 1, 2020 - March 31, 2021

54.5%

3. Evaluation and Promotion

(10) Percentage of female subsection heads and equivalents April 1, 2021

14.8%

(11) Percentage of female employees in managerial positions April 1, 2021

2.9%

(12) Percentage of female officers

April 1, 2021

2.7%

4. Second Chance (Diverse Career Courses)

(13) Changes in job types or form of employment by gender (by category) (temporary employees hired as permanent employees) April 1, 2020 to March 31, 2021

		All	Office	Civil engineering	Building construction
From general office positions to managerial track positions	Women	0	0	0	0
	Men	0	0	0	0
From other permanent positions to managerial track positions	Women	0	0	0	0
	Men	3	0	2	1
From temporary positions to managerial track positions	Women	0	0	0	0
	Men	2	0	1	1
From general office positions to other permanent positions	Women	11	7	0	4
	Men	5	2	0	3
From temporary positions to other permanent positions	Women	1	0	1	0
	Men	37	0	13	24
From temporary positions to general office positions	Women	0	0	0	0
	Men	3	2	1	0

(14) Reemployment or mid-career employment April 1, 2020 to March 31, 2021

(Definition) "Reemployment" refers only to those reemployed as permanent employees.

"Mid-career employment" refers only to those employed as permanent employees at the age of around 30 or above.

<Mid-career employment> Women: 5

Men: 75