

KAJIMA CORPORATION's Disclosure, Based on the Female Participation and Career Advancement Promotion Act

Date disclosed: July 4, 2024

(1) Percentage of female employees among all employees, as of April 1, 2024

Percentage of female employees out of permanent employees 17.7%

(2) Percentage of female employees in managerial positions, as of April 1, 2024 2.6%

(3) Percentage of females among the board of directors, audit & supervisory board, and executive officers, as of April 1, 2024 4.4%

(4) Gender wage gap, from April 1, 2023 to March 31, 2024

	Gender wage gap	
	Male	Female
All employees	100.0%	56.8%
Permanent employees	100.0%	57.2%
Part-time and Fixed-term employees	100.0%	53.3%

(Note) No difference is seen in equal work, but the difference arises from factors such as the types of recruitment and the staff composition by job grade.

(5) The parental leave take-up rate by gender April 1, 2023 to March 31, 2024

Permanent employees Male: 92.2% Female: 107.0%

(6) Average monthly overtime hours of employees, from April 1, 2023 to March 31, 2024

All employees 34.7 hours