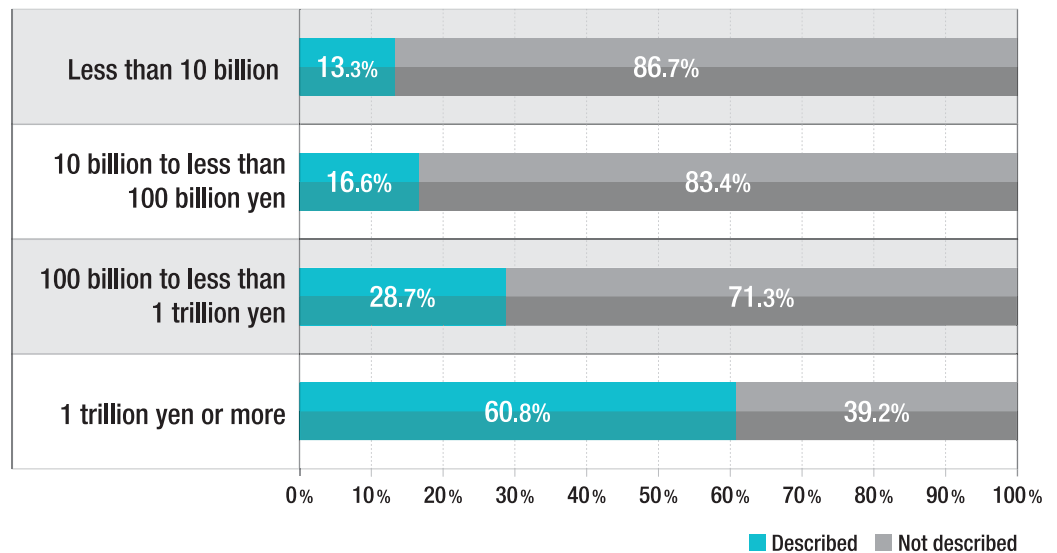


## Percentage of companies describing “women’s active participation”: by consolidated sales

Looking at the 708 companies that mentioned “women’s active participation” by their consolidated net sales shows that as sales grow, the proportion of companies having such descriptions also increases. In the category of companies with consolidated net sales of 1 trillion yen or more, 60.8% of firms referred to “women’s active participation.”

Figure 5:  
Percentage of companies describing “women’s active participation”: by consolidated sales (out of 3,523 companies)

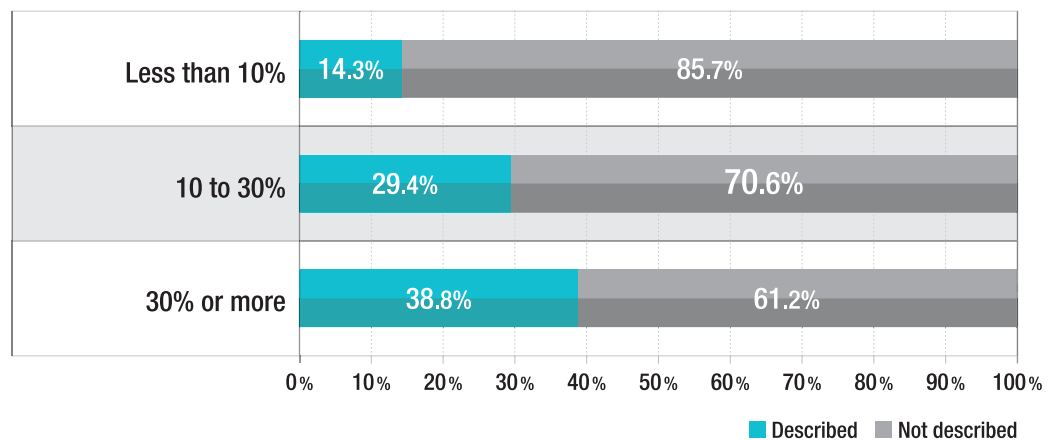


## Percentage of companies describing “women’s active participation”: by foreign ownership ratio

A trend can be seen in which the higher a company’s foreign ownership ratio is, the more it tends to have descriptions about “women’s active participation.”

Out of the companies with a foreign ownership ratio of 10 to 30%, 29.4% described “women’s active participation”; out of the companies with a foreign ownership ratio of 30% or more, 38.8% made such a description.

Figure 6:  
Percentage of companies describing “women’s active participation”: by foreign ownership ratio (out of 3,523 companies)



# Percentage of companies describing “women’s active participation”: by industry

The environment related to “women’s active participation,” such as whether or not the products and services the companies deal in are intended for women and whether or not women have been working at such companies for a long time, varies depending on the industry.

By looking at the percentage of companies describing “women’s active participation” by industry, it can be seen that about two out of three banks have such a description.

In addition, more than 50% of companies in the industry of “electric power and gas” mention “women’s active participation,” while this figure is more than one-third for companies operating in the field of “financials (except banks).”

Other than these three industries, the proportion of companies that have such descriptions is 10-20%, and there are no industries that have a noticeably low percentage of companies making such descriptions about “women’s active participation.”

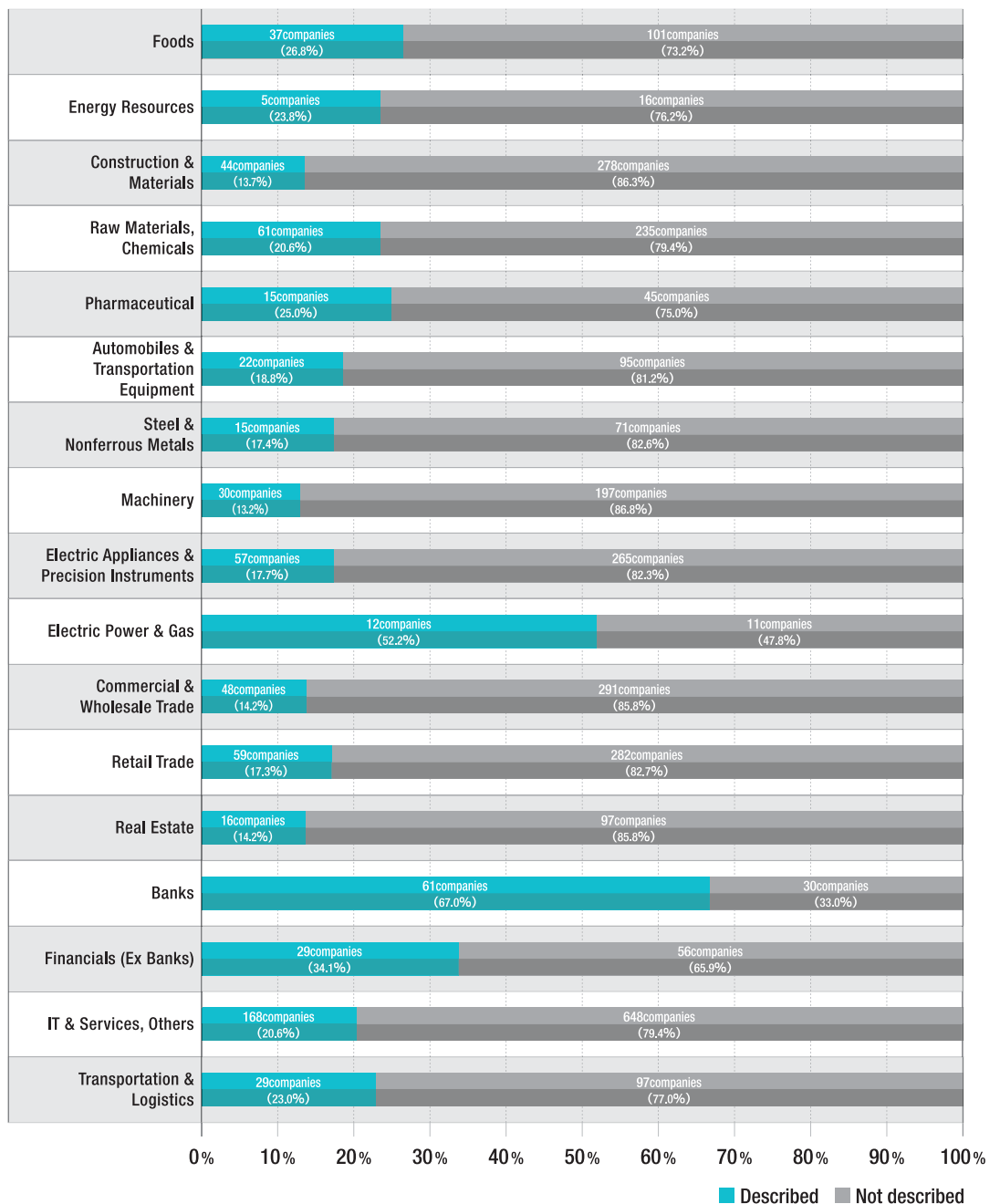


Figure 7:  
Percentage of companies describing "women's active participation": by industry (out of 3,523 companies)

## References

# How the survey was conducted

### ○ **Report on Corporate Governance**

This survey targeted the most recent reports of listed companies as of September 30, 2014 (3,523 companies).

The numerical values for last year were compiled from reports updated between April 19, 2013, and December 31, 2013 (3,196 companies).

### ○ **Securities Report**

In order to grasp the appointment of female directors in listed companies, information on the name of the officer described in the latest securities report that had been published at the time of June 30, 2014 was examined, and attempts were made to identify the gender of that officer as far as possible.

### ○ **Women's Active Participation**

Descriptions about the status of appointing women to the post of officer, policies and goals set out with regards to promoting women's activities, the efforts made, the actual results and achievements, and the equal treatment of both men and women are deemed to be descriptions about "women's active participation."

### ○ **Female Directors**

Female representative directors, internal directors, and outside directors are referred to as "female directors."

### ○ **Female Officers**

Female representative directors, internal directors, outside directors, internal auditors, external auditors, representative executive officers, and executive officers are referred to as "female officers."

However, even if a company report describes that the company "has female officers" without specifying the title, it was considered to fall under the description of "presence or absence of female officers (including group companies)."



**Research Division, Gender Equality Bureau,  
Cabinet Office, Government of Japan**  
1-6-1 Nagata-cho, Chiyoda-ku, Tokyo 100-8914, Japan  
Tel: +81-3-5253-2111 FAX: +81-3-3592-0408  
URL: <http://www.gender.go.jp>

