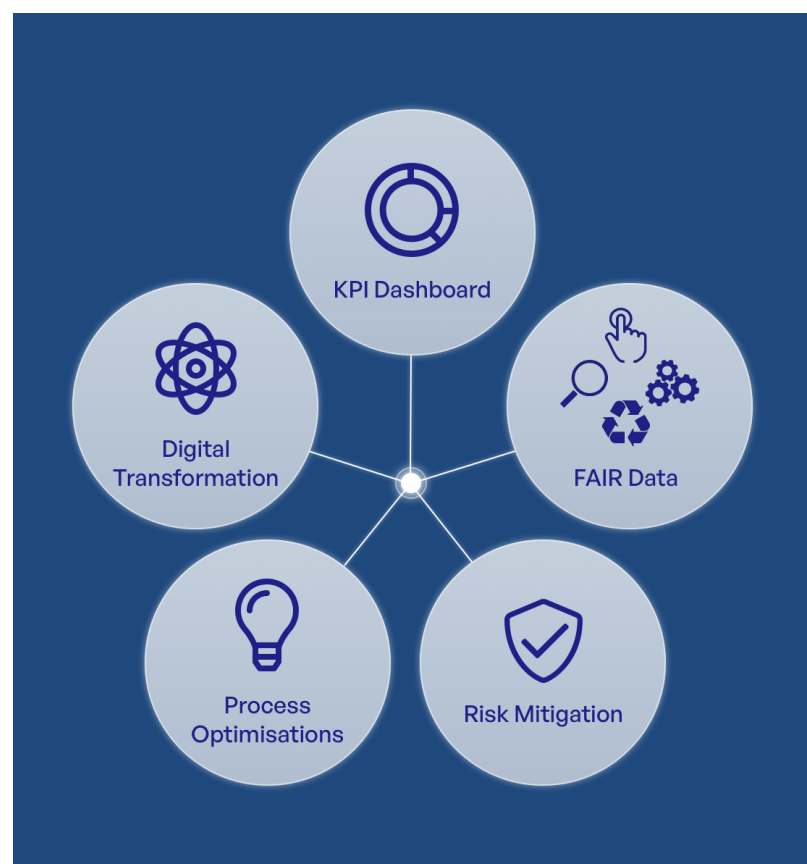




# The Japan Pharma Experts



## Diversity Report 2022

Matador Japan KK is a small but rapidly growing Japanese company that positively embraces cultural diversity and that seeks to inspire by example. We hire employees with the greatest potential, irrespective of race, culture, gender, age, ethnicity, disabilities, religion or other potentially discriminatory factors.

At Matador, we promote inclusivity and foster an attitude of openness where people are free to innovate, be more responsive to each other and in doing so be happier and more productive. This report attempts to show how we are doing as well as those areas of diversity we are striving to improve.

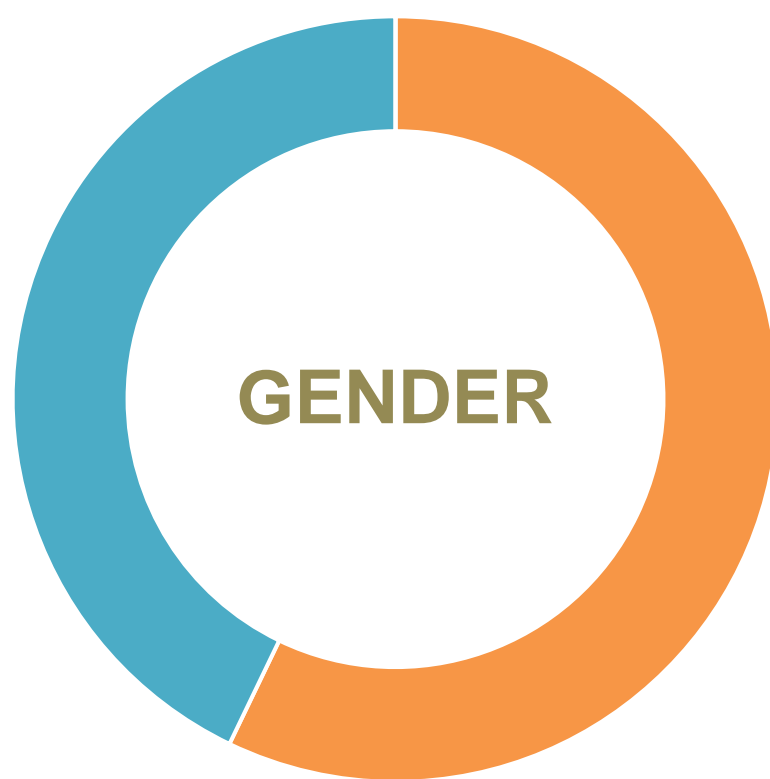


# Gender



Matador supports gender equality not only because it is fair and the right thing to do but because we believe that gender equality is linked to our reputation, overall performance as well as our growth.

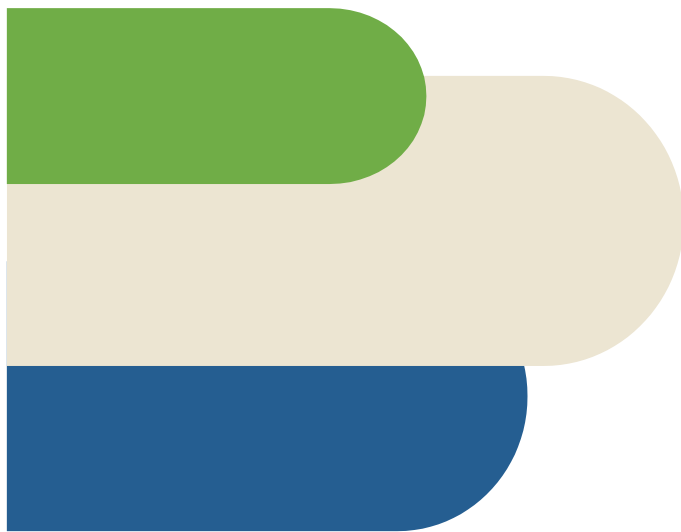
We have made strides to employ more impressive women into the company to overcome a gender imbalance but are aware we need to actively invest in our team to enable us to promote females in a balanced manner into management positions.



- Male 57%
- Female 43%
- Other 0%



# Ethnicity



Matador provides an essential bridge between Japan and the outside world, harnessing our unique capabilities to transform Japanese pharma and society for the better. We highly value our diverse workforce who, being comprised of many nationalities of differing ethnic backgrounds, offer the essential insights required to assemble and span that bridge.



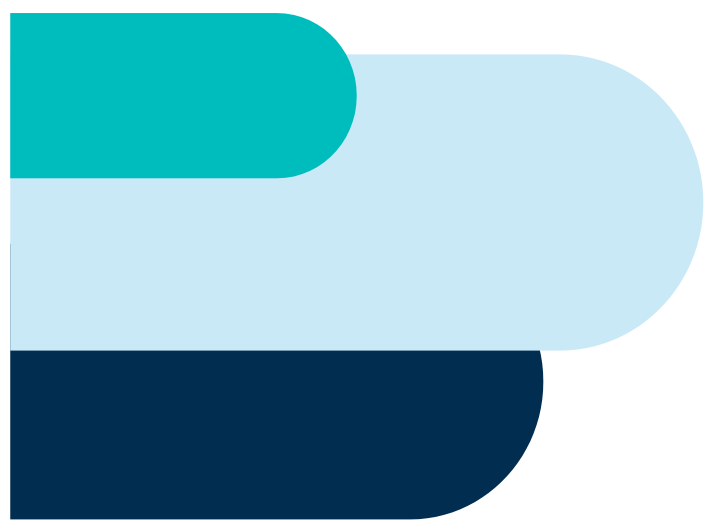
- African 7%
- East Asian 36%
- Southeast Asian 14%
- Southeast Asian/White 7%
- White 36%



# Nationality

We are a multicultural and multilingual team, comprised of different nationalities and ethnicities. Our diverse backgrounds and experiences combined with our sense of confidence in our team, enable us to add value at every stage of the journey for our pharmaceutical clients.

For thousands of overseas technology companies, Japan is a daunting prospect and similarly, most Japanese pharma companies have struggled to work effectively with small overseas organisations. Matador leverages its diversity to expertly bridge this divide, ensuring successful outcomes for all involved.



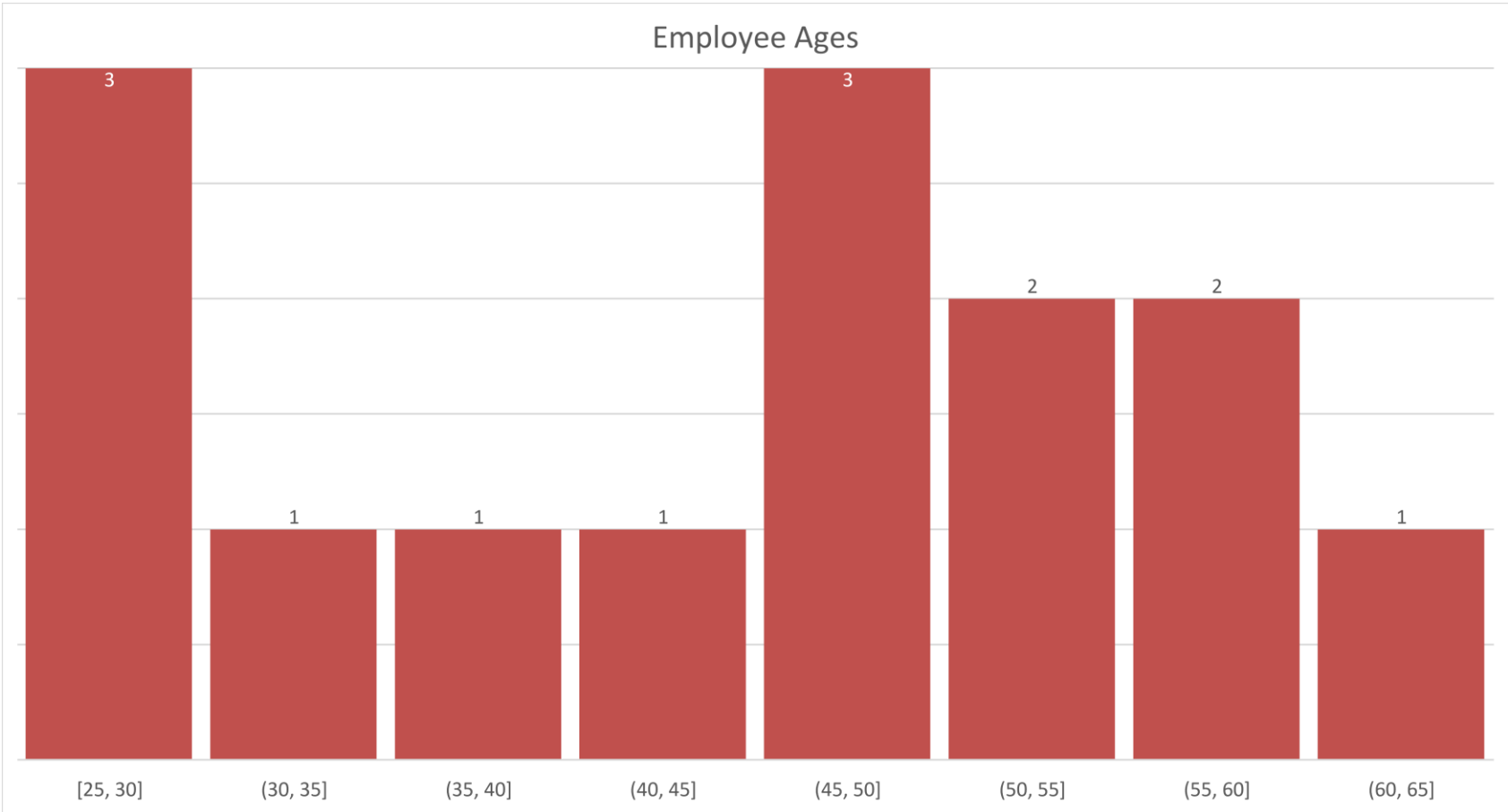
- American 7%
- British 14%
- Georgian 7%
- German 7%
- Japanese 36%
- Mozambican 7%
- New Zealander 7%
- Vietnamese 14%



# Age Group

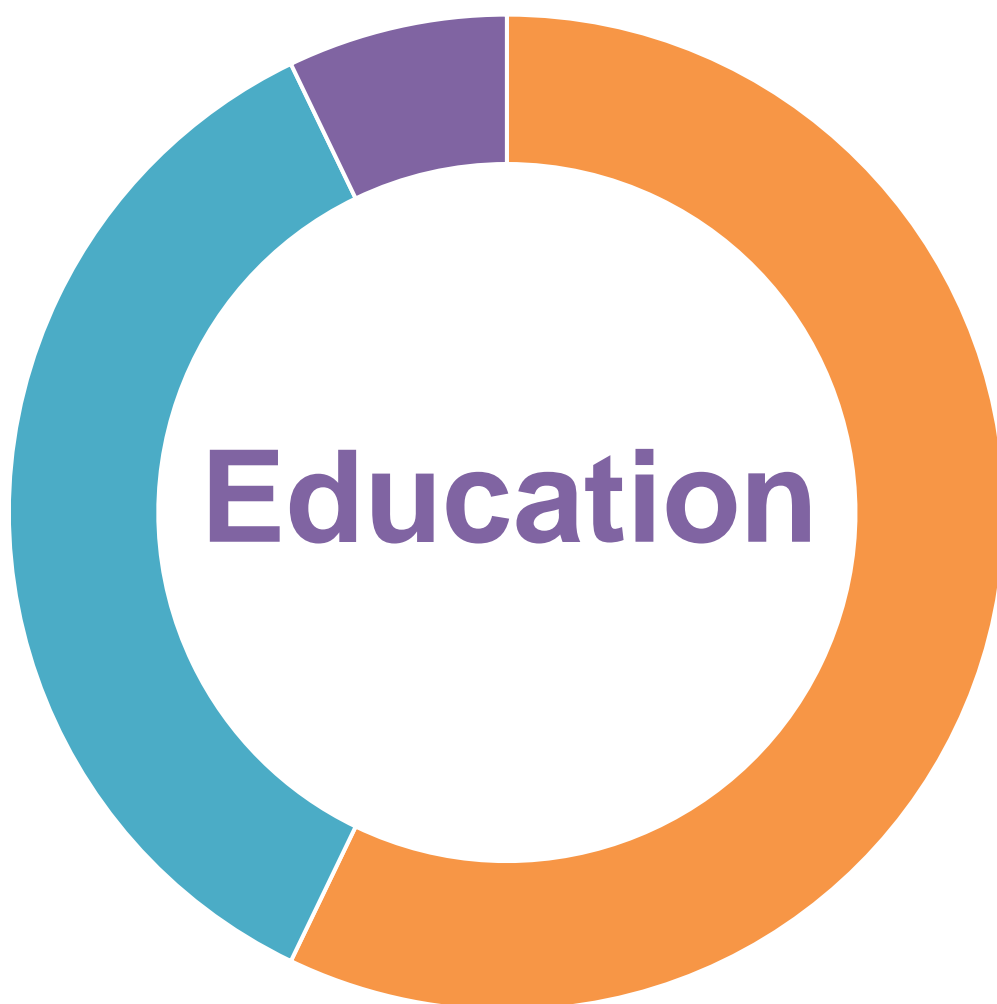
Matador employees represent a diverse range of ages. Age diversity in the workplace can bridge the growing digital gap as well as employees can learn from one another. Multi-generational teams bring more value to the company as older employees with longer working experiences can mentor new hires and share their knowledge.

We are proud to be a multigenerational company with employees ranging from 22 to 63. Workers of every age have important perspectives to lend us, and it's the combination of all these points of views and ideas that make up our team. We support the development of all our employees throughout their journey with us, and we're proud that so many of our people choose to remain at Matador Japan for a long time.



# Education Level

A diversity of workers from different education levels is very important. However, Matador is a small company, and our work is very technical. Consequently, our employees currently have a high level of education. It is expected that as Matador continues to grow, we will be able to reach even more diverse talent across all ages and career stages

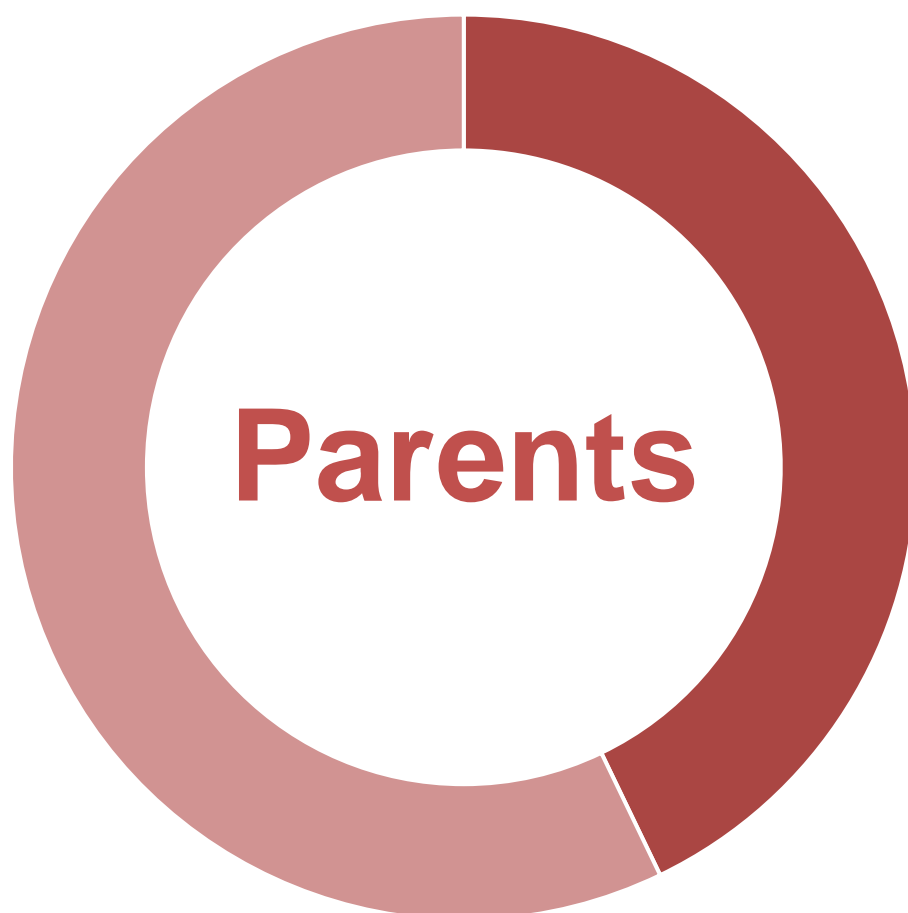
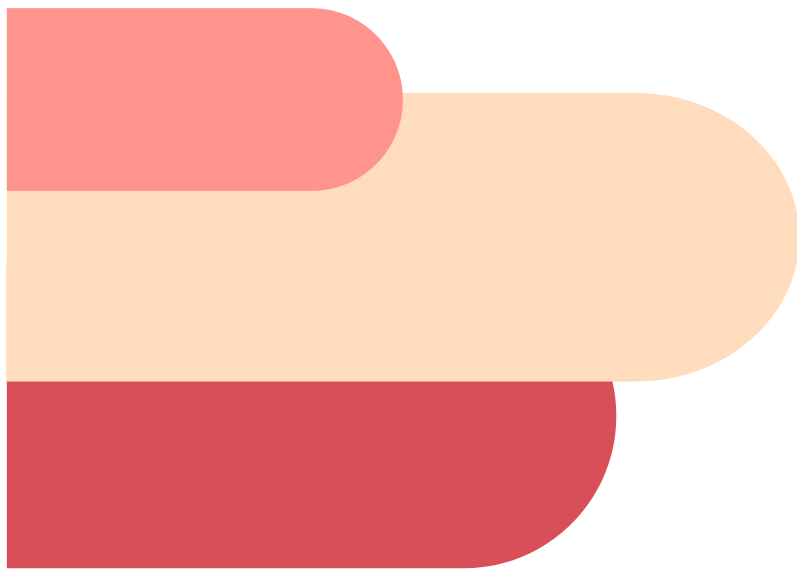


- Master's Degree 57%
- Bachelor's Degree 36%
- Diploma 7%



# Parents

Parents make up a healthy percentage of Matador employees, with 38% currently caring for children. Parents also represent a group that can face unfair disadvantages in the workplace. Some of our employees are single parents who can face even more disadvantages. We know that family comes first, and how hard it can be balancing work and home. At Matador Japan KK we are proud of investing in promising young women of childbearing age who can typically be overlooked by many other employers.

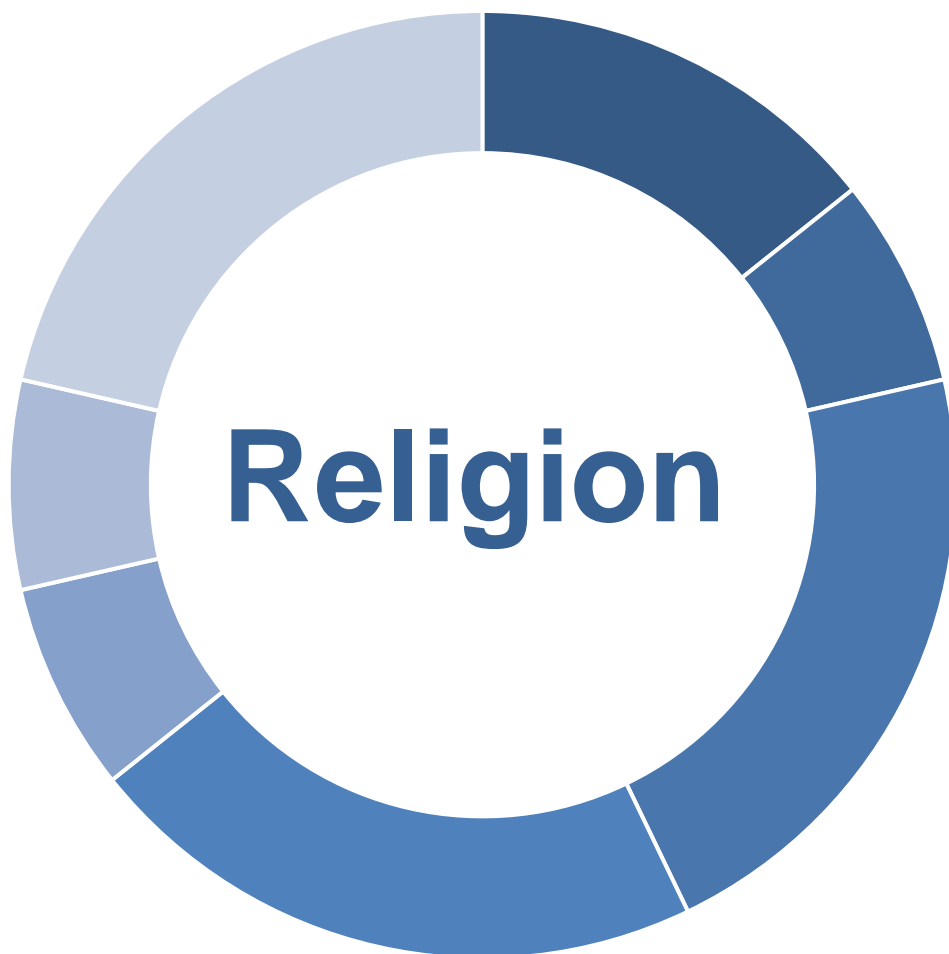
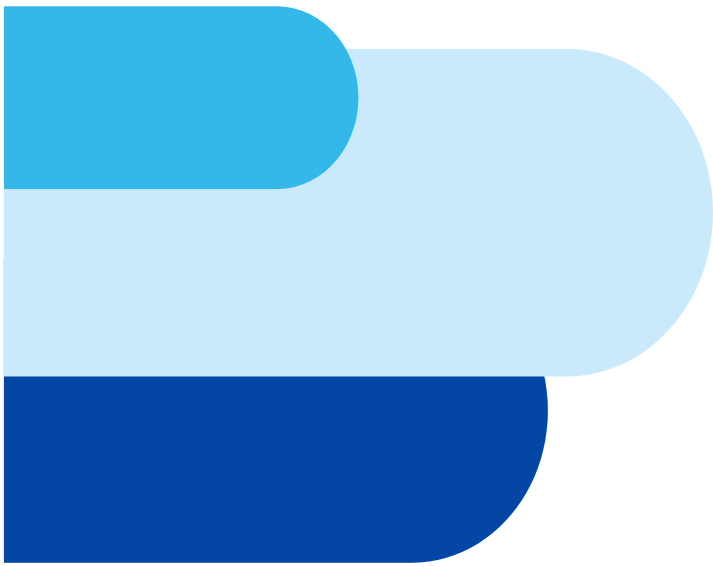


- 43% are parents
- 57% are not parents



# Religion

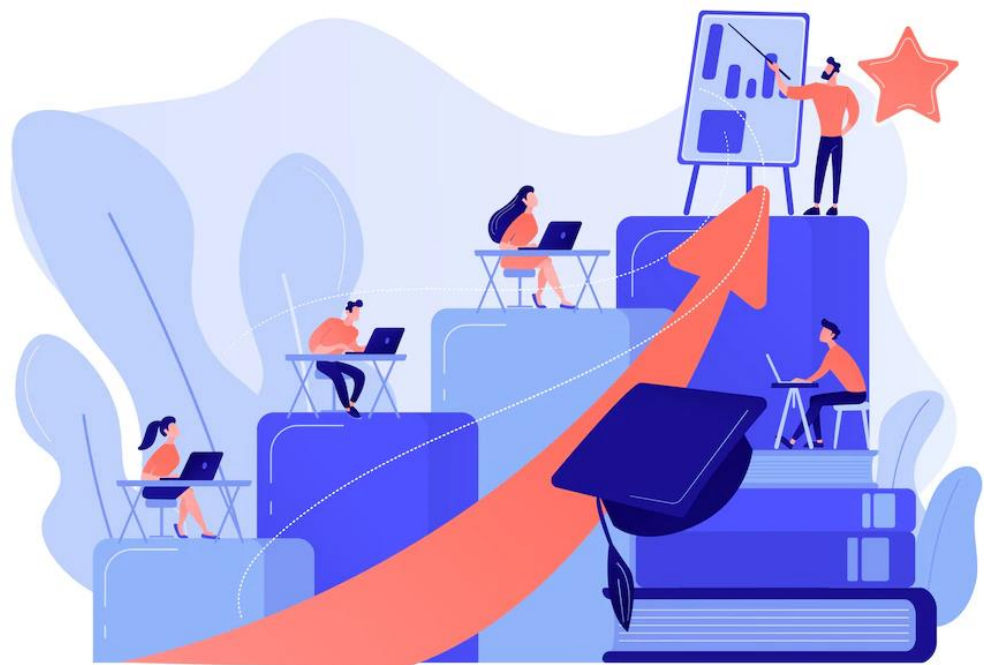
Being culturally diverse we at Matador Japan are proud to have people of differing faiths and beliefs. Accepting and valuing each other bestows in a microcosm that which we can offer our clients, Japan, and the world at large.



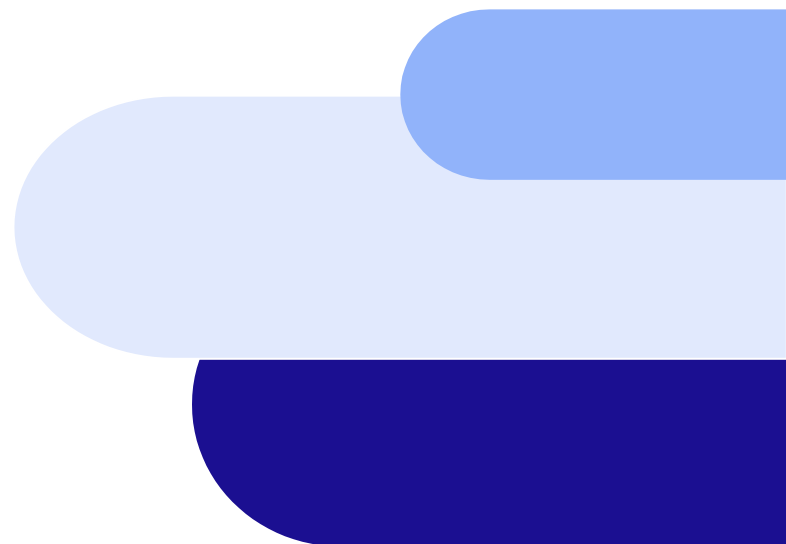
- Agnostic 14%
- Atheism 7%
- Buddhism 21%
- Christianity 21%
- Islam 7%
- Shinto 7%
- Other 21%



# Our Progress



We are understandably proud of the progress Matador has made in terms of the diversity of our workforce. We are now a 46% female workforce, and we've made strides in the last year to increase all areas of diversity. We continue to invest in them and hope this to improve.



## Where we need to improve

Despite being a very small company of only 14 employees and based in Japan, we are a remarkably diverse group. However, there are still areas that we are aware we need to improve upon. We are aware that we are lacking in female managers, and we intend to improve this in time. Neither do we currently employ anyone with physical or mental disabilities but as an equal opportunity employer we intend that will also change in the not-too-distant future.

