

News Release

November 14, 2022

Awarded Silver in the PRIDE Index 2022, which evaluates LGBTQ initiatives

EXEO Group, Inc. (head office: Shibuya-ku, Tokyo; Tetsuya Funabashi, President) announced that it was awarded silver in the PRIDE Index 2022,* which was established by the voluntary association work with Pride sets indexes for the evaluation of initiatives addressing the issues faced by sexual minorities including LGBTQ people (hereinafter, "LGBTQ Issues") in workplaces. This follows EXEO Group, Inc. receiving bronze in 2020 and silver in 2021.



Details of our initiatives

We promote diversity & inclusion as a management strategy for the revitalization of the organization. As one of these initiatives, we conduct the following regarding LGBTQ Issues:

1. Stipulation of policies regarding LBGTQ Issues for their public announcement internally and externally

- Top management stipulates the fostering of a culture that accepts diverse values, regardless of sexual orientation, gender identity, etc. in its declaration of diversity and inclusion.

2. Promotion of the understanding of LGBTQ issues

- Prepare a handbook for understanding LGBTQ issues and an ally recruiting poster and distribute them across the Group

- Publish the World Legal Systems' Handling of Sexual Orientation map in the company magazine to remind employees working overseas or visiting overseas about them.

3. Creation of an environment that enables LGBTQ people to work comfortably
 - Deletion of the gender field from our employee recruitment form, extra consideration regarding health insurance cards, allowing the use of common names, repair of the all-gender restroom in the head office building, etc.
4. PR activities promoting society's understanding of LGBTQ Issues
 - Implement initiatives and measures promoting understanding in the industries we belong to.
 - Provide lectures about the promotion of diversity & inclusion to graduate students

In comprehensive recognition of these initiatives, we have been certified for the third year in a row.

We will promote ESG initiatives including diversity and inclusion aiming to foster mutual acceptance of a wide range of values regardless of characteristics such as gender, belief, nationality, disability, sexual orientation or gender identity and the sustainable growth of the company.

*About PRIDE Index 2022

The index was established by work with Pride in 2016 as the first effort in Japan to evaluate workplace LGBTQ initiatives. Its goal is to create workplaces that enable LGBTQ people to work comfortably, operating beyond the boundaries of corporations and organizations in Japan. The index is composed of five items aligned with the letters of "PRIDE."

1. Policy: Declaration regarding conduct
2. Representation: Community for concerned parties
3. Inspiration: Enlightenment activities
4. Development: Personnel systems and programs
5. Engagement/Empowerment: Social contributions and PR activities

(Reference) work with Pride website <https://workwithpride.jp/>

Contact for inquiries

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