

News Release

November 13, 2023

## **Awarded Silver in the PRIDE Index 2023, 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 2023,\* which was established by the voluntary association work with Pride and sets indexes for the evaluation of initiatives addressing the issues faced by sexual minorities including LGBTQ+ people (hereinafter, "LGBTQ+ Issues") in workplaces. This is the fourth consecutive year for EXEO Group, Inc. to be awarded, following bronze in 2020 and silver in 2021 and 2022.



### 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 LGBTQ+ 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
  - Create original ally stickers designed by employees
  - Publish the World Legal Systems' Handling of Sexual Orientation map in the company magazine to remind employees working overseas or visiting overseas about them.
  - Provide LGBTQ+ understanding training by transgender people
3. Creation of an environment that enables LGBTQ+ people to work comfortably
  - Delete the gender field from our employee recruitment form, pay extra consideration regarding health insurance cards, allow the use of common names, repair 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.

- Sponsor Tokyo Rainbow Pride 2023 and Rainbow Festa! 2023 (Osaka) and participation in the parade

In comprehensive recognition of these initiatives, we have been certified for the fourth 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 2023

The index was established by work with Pride in 2016 as the first effort in Japan to evaluate workplace LGBTQ+ initiatives. It's 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/>

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