

November 15, 2024

## Received Silver Certification in the PRIDE Index 2024, Which Evaluates LGBTQ+ Initiatives

Toda Corporation (Head Office: Chuo-ku, Tokyo; President: Otani Seisuke) has obtained Silver certification in the PRIDE Index 2024, which evaluates initiatives related to sexual minorities such as the LGBTQ+ community. The PRIDE Index is an evaluation index developed by the general incorporated association “work with Pride,” which aims to “create LGBTQ+-friendly workplaces transcending the frameworks of companies and organizations in Japan.”



Logo of the PRIDE Index 2024 Silver

The PRIDE Index is Japan's first index for evaluating LGBTQ+ initiatives in the workplace. The certification system was launched in 2016. LGBTQ+ initiatives are classified according to five evaluation indicators: 1) Policy (declarations of conduct), 2) Representation (of the community of people concerned), 3) Inspiration (awareness-raising activities), 4) Development (human resources policies and programs), and 5) Engagement/Empowerment (social contribution and PR activities). Companies and organizations are certified on a three-tiered scale based on the number of points they receive for each indicator. Toda Corporation received a Silver certification in this fiscal year.

Our concrete LGBTQ+ initiatives were as follows.

1. We promote diversity, equity and inclusion as part of our management strategy to ensure sustainable growth in the global market. In this context and with the aim of respecting the values and diverse ways of being of our executives and employees, we have made it clear in our employee employment regulations that we prohibit discrimination on the basis of sexual orientation and gender identity. The president has issued a statement prohibiting all related harassment.
2. The Company has implemented e-learning courses (fundamentals) for all executives and employees to improve their understanding of LGBTQ+ issues. Videos of the training content are available on the intranet for employees to review at any time.
3. In order to promote understanding of workplace behavior, we have implemented e-learning courses (praxis) for all executives and employees, including videos in which sexual minority employees talk about how they feel at the workplace.
4. We have implemented e-learning courses (praxis 2) for all executives and employees to reconfirm their understanding of SOGI discrimination, outing, etc., and to familiarize them with the Act on the Promotion of Public Understanding of the Diversity of Sexual Orientation and Gender Identity, with the aim of creating a comfortable working environment for diverse human resources.
5. We conducted an anonymous employee engagement survey to gauge the awareness, understanding, opinions and requests of all executives and employees regarding LGBTQ+ matters.
6. We held online lunch seminars (lectures) by LGBTQ+ people.
7. We have established consultation services both inside and outside the company, with contact details permanently posted on the intranet.

In accordance with the “TODA CORPORATION Group Code of Conduct,” we are promoting the development of a workplace environment where people from diverse backgrounds can work comfortably and actively with a sense of well-being. Going forward, we will not only promote understanding and consideration for all forms of diversity, but also foster a culture that accepts people with a variety of values and personalities and makes the most of their strengths.

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We will strive to optimize our business portfolio by promoting strategic investments in priority management businesses and intangible assets that will drive future growth, and to achieve our mid- to long-term goal of 8% ROE, as well as to further enhance corporate value.

