

## Press Information

# Deloitte Tohmatu Group has received a gold award for the second consecutive year based on PRIDE Index –acknowledged by our LGBT initiatives

Deloitte Tohmatu Group has received a gold award for the second consecutive year based on PRIDE Index –which has been set by voluntary organization called work with Pride, to acknowledge LGBT initiatives.

PRIDE Index is the very first guideline in Japan set in 2016, to measure the initiatives over sexual minorities such as LGBT at work environment. It has been set as the guidelines for the companies to acknowledge the friendly environment for LGBT and to empower internal initiatives etc.

Deloitte Tohmatu Group has been empowering various initiatives to achieve an Inclusive work environment and LGBT related initiative is one of them. In particular, we have set the policies to clearly include same-sex partners into corporate fringe benefit eligibility, LGBT specific consultation team, LGBT friendly infrastructures such as all-gender bathroom in our head office building, as well as Inclusion Training for all Partners and Members with LGBT related topics, and an ERG called Ally Network throughout the Group -to promote the proper understanding. We have also been empowering external communication -by sponsoring “Tokyo Rainbow Pride” and our agreement to the suggestion for legalizing marriage equality for LGBT couples by The American Chamber of Commerce in Japan etc.



Takashi Nagata –Group CEO with his declaration message

Celebration ceremony has just been held today and Takashi Nagata, our Group CEO at Deloitte Tohmatu Group has joined with his declaration message to further empower for the next breakthrough based on the current LGBT initiatives and challenges.

By taking this opportunity, Deloitte Tohmatsu Group will further accelerate to set the environment where all our Partners and Members can empower their very best performance as professionals – being respected of ones' sexual orientations and gender identities, and feeling proud of being their good shining selves.

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