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**Press Information**

**Deloitte Tohmatsu Group to Implement “Panel Promise”  
As a new measure for gender equality strategy**

**By achieving gender-balanced representation on panels at forums and conferences, the firm aims to facilitate empowerment of women and encourage quality discussion based on diversified representation**

**TOKYO, JAPAN, 31 March, 2020** — Deloitte Tohmatsu Group (hereinafter referred to as “Deloitte Tohmatsu”) has implemented a new initiative called “Panel Promise” from February this year in the hope to accelerate empowerment of women and to transform the firm itself by encouraging quality discussions from diversified representation with the purpose of contributing to the realization of a future society that embraces diversity.

The newly implemented Panel Promise is an initiative to pursue a gender-balanced representation of “40% (Men): 40% (Women) : 20% (buffer to facilitate diversity)” among panelists at events, forums, conferences, etc. The Promise urges the firm to promote gender equality when selecting panelists, while the buffer allows for more flexible approaches taking into consideration any kind of diversity. Through the Promise, Deloitte Tohmatsu aims to empower women leaders and to strengthen their presence in economic society.

By promoting diversity in panelists through the implementation of Panel Promise, the firm seeks to actively develop an environment in which innovative, high-quality dialogues and discussions are encouraged in panels that are comprised of multiple speakers. Specifically, Deloitte Tohmatsu will follow the Panel Promise not only at the firm’s internal events, but also at external events organized by group entities. In addition, when involved in events organized by external parties, either through the firm being a co-host or sending speakers to panel discussions, the firm will champion this cause by asking cooperation among organizers and stakeholders to realize the ratio of panelists to be 40:40:20, as set in the Panel Promise.

At the foundation of all businesses in Deloitte Tohmatsu lays a mission to contribute to the progress of the economy and companies in Japan while advocating fairness in economic society. To this end, the firm promotes diversity and inclusion as one of the important business strategies, believing that such a solid environment is indispensable in which diversity of individuals is welcomed, people are mutually respected, and individuals exhibit their full potential as they see their own personal growth. In particular, Deloitte Tohmatsu considers gender equality as the most pressing challenge now that the country faces a declining birthrate and an aging population in which economic growth cannot be achieved unless the

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power of women as Japan's greatest latent potential is unleashed. As such, the firm agrees with initiatives towards a "Society in which All Women Shine," proposed by the Government of Japan, and has taken measures to promote this cause.

Deloitte Tohmatsu Group is committed to advocating Panel Promise by obtaining broad support from different stakeholders, thereby creating a gender-equal society, one in which any individual, regardless of their diverse background, can exhibit their full potential in accordance with their capabilities and willingness.

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