

November 27, 2023

## Received “Silver” certification in the PRIDE Index 2023 which evaluates efforts related to LGBTQ+.

Toda Corporation (Head Office: Chuo-ku, Tokyo; President: Seisuke Otani) has received “Silver” certification in the PRIDE Index 2023, which evaluates efforts related to LGBTQ+ and other sexual minorities (hereafter LGBTQ+). The PRIDE Index is an evaluation index by “work with Pride”, which aims to “create a workplace in Japan where LGBTQ+ people can work comfortably beyond the framework of companies and organizations”.



### PRIDE Index 2023 Silver Certified Logo

The PRIDE Index is the first index in Japan to evaluate efforts related to LGBTQ+ in the workplace, and the certification system was launched in 2016. LGBTQ+ initiatives are categorized into five evaluation indicators, and companies and organizations are certified at three levels based on the number of points earned in each indicator. We received “Silver” certification by meeting four indicators (① Declaration of Conduct, ② Communities of Concern, ③ Awareness Activities, and ④ Human Resource Systems and Programs).

Our specific LGBTQ+ initiatives are as follows.

1. Promote diversity and inclusion as part of our management strategy to achieve sustainable growth in the global marketplace. In this context, the prohibition of discrimination regarding “sexual orientation” and “gender identity” is clearly stated in the staff employment regulations, with the aim of respecting the diverse ways and values of employees. Issued a President statement to prohibit all related harassment. (June 1, 2020)
2. E-learning training (basic version) was provided to all employees to improve their understanding of LGBTQ+ issues, and videos were posted on the intranet so that the training content could be viewed at any time.
3. Provide all employees with e-learning training (practical version) that includes videos of sexual minority participants talking about their feelings in the workplace, to promote understanding of workplace behavior.
4. An unmarked, privacy-conscious attitude survey was conducted to ascertain attitudes toward LGBTQ+.
5. Establish internal and external consultation services and post their contact information on the intranet at all times.

Under the “Toda Corporation Group Code of Conduct,” we promote the development of a workplace environment in which a diverse range of people can work and play an active role. We will continue to foster a culture that not only promotes understanding and consideration for all kinds of diversity, but also accepts and makes the most of people with different values and personalities.

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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. We will strive to optimize our portfolio to achieve our mid- to long-term goal of 8% ROE and further enhance our corporate value. We will continue to strive for further improvement.

