

## JTB recognized for "Best Workplace" With D&I AWARD 2024

**Tokyo, Japan, December 19, 2024** – JTB Corp has been promoting diversity, equity, inclusion and belonging (DEIB) with the aim of realizing a corporate culture in which each of our diverse human resources can shine and play an active role in their own way.

JTB recognized as a "Best Workplace" with the D&I AWARD 2024\* (conducted by Job Rainbow Inc.), which evaluates corporate diversity and inclusion (D&I) initiatives.

\*The D&I AWARD is a certification and award system that recognizes companies for their commitment to D&I. Companies are scored based on a unique assessment index consisting of five elements: gender gap, LGBT, disability, multicultural conviviality, and childcare/nursing.



### JTB Evaluation and Certification

Certification: Best Workplace Certification / Diversity Score: 96/100

Certification Guidelines: A leading company in D&I that is committed to promoting D&I at a high level not only in Japan but also globally. In addition to fostering a D&I culture, each employee is actively involved as an individual responsible for promoting D&I. The D&I philosophy is reflected in all aspects of the company's services, business and organization, and has a ripple effect outside the company.

### JTB Initiatives

Based on the belief that the success of diverse human resources who respect each other regardless of nationality, race, age, gender, disability, sexual orientation/gender identity, etc. will further promote innovation and globalization, JTB has positioned DEIB at the core of its management, and has actively promoted initiatives based on five activity axes (organizational development support, work style innovation, career development support, employment and career development support for people with disabilities, and gender equality), including

implementation of policies and introduction of personnel systems aimed at creating a comfortable working environment for all.

In addition to holding various seminars on the promotion of women's activities (such as the Nadeshiko Forum), LGBTQ+, and organizational development support, in recent years we have accelerated our efforts to encourage men to take parental leave and to support same-sex partners, which has led to increased employee engagement.

As we continue to promote the JTB Group DEIB motto, "Treasure the Difference, Bring the World Together," we will promote DEIB and link the success of our diverse human resources to the creation of new value and the enhancement of our corporate strength.

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