

December 26, 2023

## **Dentsu Group Releases Its “Diversity, Equity & Inclusion Report 2023”**

Dentsu (Brand: dentsu; Headquarters: Dentsu Group Inc.; Head Office: Tokyo; Representative: President & CEO Hiroshi Igarashi; hereinafter referred to as “the Group”) announced today the release of its Diversity, Equity & Inclusion Report 2023 (Japanese language version). Led by Chief Equity Officer of each of Americas, EMEA and APAC business regions and Chief Sustainability Officer of Japan (as of 2023), this report is a compilation of our Group’s global commitments, case studies, and activities in the DEI domain.



In order to advance the “people-centered transformation” that is at the heart of the Group’s vision<sup>\*1</sup>, it is essential that human resources both inside and outside of the Group play an active role. Dentsu believes in the limitless possibilities that arise from connections between people, and we are implementing a variety of measures to further embed the idea of diversity, equity and inclusion (DEI) within our organization in order to provide opportunities for diverse human resources and to cement a fair corporate culture.

In 2023, for the second consecutive year, we received the highest rating of “Gold” in the “PRIDE Index,” an index that evaluates corporate LGBTQ+ initiatives in Japan. We also received its “Rainbow” award, an award that recognizes companies that have implemented initiatives with collective impact<sup>\*2</sup>, for the first time<sup>\*3</sup>. In addition, we have expressed support for “Business for Marriage Equality,” an initiative that has been promoting marriage equality (the legalization of same-sex marriage) in Japan since 2022.<sup>\*4</sup>

Furthermore, in December 2023, the Group was selected for the first time as a component of the Dow Jones Sustainability World Index (DJSI World)<sup>\*5</sup>, a global ESG investment index. We

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were recognized for our significant score improvement in the areas of “respect for human rights, human capital development, and talent attraction and retention” due to the expansion of disclosure through our DEI reports and the results of various DEI activities.

Dentsu will continue to further promote various initiatives related to DEI not only in Japan but also on a global level.

This report can be downloaded from the following URLs.

## ▼English version

<https://www.dentsu.com/who-we-are/social-impact/diversity-equity-and-inclusion-report-2023>

## ▼Japanese version

<https://www.group.dentsu.com/jp/news/pdf/diversity-equity-and-inclusion-report-2023.pdf>

\*1: Dentsu’s vision: To be at the forefront of people-centered transformations that shape society

\*2: Collective impact is defined as “a commitment made by a group of important players from different sectors (such as businesses, governments, NPOs, etc.) toward a common agenda to solve specific social issues.”

Source: <https://workwithpride.jp/pride-i/rainbow/> (Japanese language only)

\*3: Please see the following press release for details.

URL: <https://www.group.dentsu.com/jp/news/release/001062.html> (Japanese language only)

\*4: Please see the following press release for details.

URL: <https://www.group.dentsu.com/en/news/release/000836.html>

\*5: Please see the following press release for details.

URL: <https://www.group.dentsu.com/en/news/release/001093.html>

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