



Media Release

Tokyo, Japan

18 November 2021

Deutsche Bank Group in Japan awarded 'Gold' standard as a LGBT-friendly workplace for sixth year

'work with Pride' awards Deutsche Bank top accreditation once again

Deutsche Bank Group in Japan ("Deutsche Bank Japan") announced today that work with Pride ("wwP"), a voluntary organization that promotes LGBTQ+ inclusive workplaces in Japan, has awarded Deutsche Bank Japan its 'gold' standard for the sixth year running.

"Diversity is a fact, but inclusion is a choice. Deutsche Bank chooses inclusion." said **Stuart Lewis**, Chief Risk Officer and Member of the Management Board, reflecting senior management's support for the bank's PRIDE engagement groups across the globe.

Tamio Honma, Japan Chief Country Officer, added "We need to appreciate and celebrate the diversity we have. Each of us needs to think about the actions we can take in our daily lives to make the workplace and our communities more open and inclusive for everyone. Much more than simply saying Diversity & Inclusion (D&I) initiatives are "the right thing to do", they are business critical for the Bank to cultivate and retain a highly engaged, diverse workforce. This requires a long-term and determined investment in organizational, intrapersonal and interpersonal change. Amidst the challenges brought on by the Covid-19 pandemic, dbPride has remained focused on its mission to create a more inclusive workplace, for example by working with peers in other locations and arranging online events. The award is true recognition for the Bank's continuous efforts."

dbPride is an employee network which was established in November 2013 by LGBT employees and Allies.

"I am very grateful that our D&I standards have now been recognized as worthy of Gold for six consecutive years. D&I has always been the backbone of our Japan franchise. I am proud of this result and of being a member of Deutsche Bank Japan. I am also proud of our senior management who are vocal about the importance of D&I globally. All of us should acknowledge that a LGBT-friendly working environment is a result of the great efforts of employees and support of senior management, and we should not take it for granted." says **Kaoru Nakamura**, a member of dbPride Japan.

"Embracing diverse values is a core strength for us. We want to enable every single colleague

to perform to their full potential. We are very proud that our D&I efforts have been recognized by this award”, said **Tetsuo Iguchi**, newly appointed co-chair of the Diversity & Inclusion Forum Japan.

Deutsche Bank Group is committed to promoting Diversity globally and aims to create an inclusive work environment where all employees can always be their true selves.

About Deutsche Bank

Deutsche Bank provides retail and private banking, corporate and transaction banking, lending, asset and wealth management products and services as well as focused investment banking to private individuals, small and medium-sized companies, corporations, governments and institutional investors. Deutsche Bank is the leading bank in Germany with strong European roots and a global network.

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