



Release

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Deutsche Bank Group Japan joins 30% Club Japan Chapter

Tamio Honma to work with CEOs of Japanese listed companies to improve the gender balance on boards to 30% by 2030

Deutsche Bank today announced that its Japan franchise has renewed its focus on gender diversity and joined 30% Club Japan (here after “the Club”). This is to enhance Deutsche Bank’s continued efforts to advance women in the workplace.

Tamio Honma, Deutsche Bank Chief Country Officer, Japan has joined the Club prior to its official launch of 1 May 2019, the first day of the new era, Reiwa, in Japan. Honma will encourage Japanese listed companies to engage with the Club’s efforts to bring the gender balance on corporate boards to 30 % by 2030.

In addition, **Tomoka Miho**, Deutsche Bank Director and Associate General Counsel in Legal and Chairperson of Diversity & Inclusion Forum Japan, has become a member of the Steering Committee of the Club to serve as an active and hands-on contributor to the Club’s activities.

Tetsuya Koizumi, President of DWS Investments Japan Limited joined the Club’s “Investor Group”, which is comprised of asset owners and asset managers. Together with the other members of the Investor Group, Koizumi will also start engagement with investee companies on board diversity, as part of each member’s undertaking of stewardship to encourage progress on gender diversity and equality.

Tamio Honma, Japan Chief Country Officer, commented, “I am truly excited to be a member of the 30% Club Japan Chapter right from its inception. While there has been progress in Japan over the last several years, we can learn from the experience the 30% Club has had in other countries to further improve gender diversity. Deutsche Bank in Japan has been widely recognized as a leader in Diversity & Inclusion in the workplace, with our very successful dbWoman initiative at its core, and we hope to contribute to this critical movement working closely with Japanese companies.”

In 2011, Deutsche Bank Japan established its dbWoman network to create a supportive network for women in DBG Japan to share their knowledge, thoughts and experiences to further career development and enhance the professional life and working environment of

its members. dbWoman regularly hosts diversity networking events, and is an active participant in a number of events to build outreach to the broader community, such as the Association of Women in Finance, American Chamber of Commerce in Japan and JSDA (Japan Securities Dealers Association), and actively works with industry peers.

30% Club is a global campaign that started in the UK in 2010 to improve the gender balance at senior management levels as it believes that gender balance on boards not only encourages better leadership and governance, but diversity further contributes to better all-round board performance, and ultimately increases corporate performance for both companies and their shareholders. 30% Club has been operating in 13 countries globally and the Japan chapter is the 14th to be launched. In Japan, the Club focuses on TOPIX100 and TOPIX400 companies with a target of 30% women in senior leadership by 2030, utilizing proven-to-work initiatives of global peers.

For more details, please visit –

Deutsche Bank HR report in 2018 annual report

https://www.db.com/newsroom_news/2019/deutsche-bank-publishes-2018-financial-reports-human-resources-report-and-non-financial-report-en-11451.htm



30% Club Japan

<https://30percentclub.org/about/chapters/japan>

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