Media Release

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Deutsche Bank Japan receives 2025 “Gold” rating for LGBTQ inclusion from Work with Pride

Deutsche Bank Group in Japan has once again been recognised for its commitment to diversity and inclusion, receiving the prestigious “Gold” rating from Work with Pride (wwP). This marks the bank’s eighth Gold award, underscoring its long-standing efforts to foster an inclusive workplace for LGBTQ+ employees.

- **Driving LGBTQ+ inclusion through research - Investor Guide to LGBTQ+ Inclusion**

Earlier this year, Deutsche Bank hosted an LGBTQ+ inclusion-focused client event in Tokyo, highlighting findings from the “Investor Guide to LGBTQ+ Inclusion” report. Developed in collaboration with Open for Business (O4B), the report demonstrates the strong business case for LGBTQ+ inclusion.

According to Jon Tilli, Global Chair of dbPride, the report shows that investor interest in LGBTQ+ inclusion is clear: inclusive companies are well-run companies. The research surveyed 290 of the largest listed companies across the UK, US, Germany, and Australia, revealing:

- Higher Profit Margins: The top 25 companies with the highest LGBTQ+ transparency scores had profit margins 2.3 times greater than those with the lowest scores.
- Stronger Reputation: 14 of the top 25 inclusive companies appear on the Fortune World’s Most Admired Companies list, compared to just 7 of the least inclusive.
- Talent Attraction & Retention: Inclusive policies signal progressiveness and meritocracy, helping companies attract and retain top talent.

dbPride Japan's Vaidy Ganapathy and Deutsche Bank Group Japan COO Tomohiko Nakano attended the award event on November 14, 2025.

- **Celebrating dbPride and community engagement at the Tokyo Pride parade 2025**

Deutsche Bank employees and their families proudly participated in the Tokyo Pride Parade 2025, which saw a record-breaking 15,000 participants. This active involvement reflects the bank’s commitment to promoting equality beyond the workplace.

“We are delighted that our continued efforts toward LGBTQ+ inclusion have once again been recognised. Creating a workplace where colleagues can bring their authentic selves and fully demonstrate their capabilities will remain a core priority for Deutsche Bank in Japan,” said Tamio Honma, Chief Country Officer of Deutsche Bank Group in Japan.

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About dbPride Japan
Established in 2013, dbPride Japan continues to champion LGBTQ+ inclusion through initiatives such as Tokyo Pride and industry collaborations like LGBT Finance.

About Work with Pride (wwP) https://workwithpride.jp/
is a voluntary organisation dedicated to assisting companies and organisations in advancing and integrating LGBTQ+ diversity management. Since 2016, wwP has produced Japan's first index assessing corporate initiatives related to LGBTQ+ employees.

- Learn more about Deutsche Bank in Japan https://japan.db.com/
- Learn more about Deutsche Bank's legacy in Asia Pacific https://www.db.com/apac
- Investor Guide to LGBTQ+ Inclusion https://country.db.com/news/detail/20250501-deutsche-bank-contributed-to-the-lgbtq-investor-guide-initiative?language_id=1
- Diversity and inclusion at Deutsche Bank - https://www.db.com/who-we-are/our-culture/diversity-management?language_id=1

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