



# Upskilling and Ethical Employment for a Sustainable Future

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#### **About JTB**





Japan



**354 Offices** 

Global



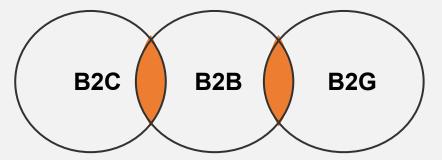
**152 Offices** 

**Employee** 



19,019

#### **Business Domain**



#### Revenue



JPY\1,073B

#### Certification





Etc.

# The creation of opportunities to bring people together in meaningful ways



We sustainably create value, foster engagement and build connections between people, destinations, and organizations by harnessing the power of partnering, the warmth of a human touch and robust digital underpinnings.



## JTB Group's DEIB Strategy and DEIB Statement





# Treasure the Difference, Bring the World Together.

JTB Group honors a diverse range of talents, creating an organization where each individual can thrive authentically. By embracing the differences in regions, cultures, people, and identities across the world, we transform these differences into values such as insights, new experiences, and innovation, bringing the world together.

### JTB Group's DEIB Strategy and DEIB Statement



#### Our DEIB Aspirations: The Building Blocks

**1** Group Vision

Pioneering ways to bring people, places and possibilities together in a "new" era

2 Defining Value

Trust / Challenge / Smile

**3 Business Impact** 

Financial Value / Non-Financial Value Internal Impact / External Impact

4 Organizational Culture

**Engagement / Organizational Culture** 

**5** DEIB Statement

Diversity

Equity

Inclusion

Belonging

6 DEIB / HR Strategy

**DEIB Strategy** × HR Strategy

#### **Examples of DEIB promotion strategies of various companies**





#### **▼**Organizational Development

Cultivating an organizational culture that translates diversity into strength and empowers our people to be self-directed and innovative.

#### VWork Style Transformation

Flexible and self-directed working styles that allow our colleagues to choose when and where they work (JTB Group WORK Style).



**5 Key Action Areas** 



# ▼Career Development Support

Robust supports for self-directed career development.

#### **V**Gender Equality

Initiatives aimed at ensuring that gender does not prevent the members of our team from realizing their fullest potential.





▼Employment & Supports for Individuals with Disabilities Implementation of the JTB Group's Philosophy regarding the Employment of Individuals with Disabilities.

### "Smile" Activities (Organizational Activation Group Activities)

















## "Nadeshiko" Forum (Women's Activity Support Seminar)









#### **Our Vision for Sustainability**





**Enriching the Life Experience** 

vertourism



## **Sustainability Upskilling**



#### Upcoming...











**Sustainable Tourism Seminar** 



Length



**Target** 



1 hour

JTB employee (Japan & Global)

Sustainable Tourism Main GSTC standards & best practice From 1 hour

Hotel partners...

Awareness building
Explain on
Sustainable Procurement Policy
Etc.

