



For Immediate Release

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Carrier Japan Recognized with Gold Honor in 2024 PRIDE Index Japan

TOKYO, Nov 15, 2024 - Carrier Japan Corporation (Carrier Japan) is pleased to announce that the company has received the highest Gold rating on [the PRIDE Index](#) organized by “[work with Pride](#)”, a Japanese voluntary association that supports the establishment and promotion of LGBTQ-related diversity management practices. Carrier Japan is a part of Carrier Global Corporation (NYSE: CARR), global leader in intelligent climate and energy solutions.

The PRIDE Index was established in 2016 as the first performance index to measure LGBT+ inclusion efforts at workplaces in Japan. The index evaluates annually the inclusivity efforts of participating companies toward LGBTQ colleagues with a rating system using Gold, Silver, or Bronze, according to the total score of the five categories that match each letter of PRIDE – policy, representation, inspiration, development, and engagement / empowerment.

Carrier Japan has been dedicated to promoting inclusion and diversity (I&D) to create a workplace environment where all employees feel respected and can be their authentic selves. Since its establishment in May 2023, the Carrier Japan I&D Council has been actively leading initiatives to raise awareness related to sexual identity and allyship, gender equality, and deeper understanding of diverse lived experiences. These efforts are supported by specific actions such as internal communications, cultural celebrations and mentorship programs.

[Carrier Global Corporation](#), headquartered in Palm Beach Gardens, FL, has been named a “Best Place to Work for LGBTQ Equality”, for three consecutive years since becoming an independent, publicly traded company. This accolade reflects its commitment to supporting and guiding Carrier Japan in creating an inclusive culture. In 2024, Carrier Japan leaned forward in its I&D strategy by taking significant steps and demonstrating allyship for the LGBTQ+ community. The gold honor is a testament of these proactive endeavors including:

- Held an internal workshop titled Allyship & Pride ERG with key stakeholders as speakers from Carrier’s global employee resource group (ERG) and global I&D team.
- Sponsored and participated as an exhibitor in Osaka Rainbow Festa 2024, showcasing internal initiatives with posters and leaflets.
- Ensured all colleagues in Japan participated in LGBTQ+ related sessions via Carrier’s global e-learning platform.
- Aligned HR policies and systems, including expanded scope of HR Employee Support Advisor to members of the LGBTQ+ community.

“I have always believed that embracing diverse talent, fostering inclusivity and being a company of choice can spark innovation and enhance our competitiveness, leading to continuous growth,” said Toru Kubo, President of Carrier Japan. “Participating in the Osaka Rainbow Festa and witnessing the passion of all the stakeholders firsthand reaffirmed the immense potential of diversity. We continue our initiatives to support our I&D programs, including those for underrepresented members of the LGBTQ+ community.”

About Carrier Japan Corporation

Carrier Japan Corporation (CJC) provides sustainable solutions integrating energy efficient products for residential, light commercial and industrial customers. CJC is a part of Carrier Global Corporation (NYSE: CARR), global leader in intelligent climate and energy solutions that matter for people and our planet for generations to come. For more information, visit the Carrier HVAC Asia Pacific [here](#).

work with Pride



Participated as an exhibitor in Osaka Rainbow Festa 2024



Internal workshop "Allyship & ERG Pride Seminar"

