

2025 Zero Tolerance of Harassment Declaration

The Toei Group has published the following declaration based on the [Toei Group Human Rights Policy](#) and [Toei Group Transaction Policy](#), which were both established in June 2024, and the [Toei Compliance Policy](#), which was revised in June 2024.

The Toei Group believes that investing in human resources to foster creativity is one of its priorities. The Group is committed to safeguarding the dignity of all employees and fostering a work environment where they can feel safe and secure. To create a better work environment, the Group must not tolerate harassment in any form and should implement stronger measures to prevent it. Therefore, the Group has declared to all of the Toei Group officers and employees, to all of the staff and cast members involved in its film and video production and to our business partners, that the Group will **eliminate harassment in all of its forms in 2025**.

To achieve zero harassment, the Group will intensify the efforts it has been implementing, focusing on the following three initiatives:

Enhancing the system for preventing and addressing harassment	The Toei Group will enhance internal cooperation and promptly address any harassment or signs of harassment in a fair manner. The Group will also collaborate with specialized external organizations to address harassment more effectively.
Promoting education and training	The Group will require that all officers, employees, and production staff participate in mandatory education and training regarding harassment, working to ensure that prevention measures are effectively implemented. Individuals who do not participate in education or training and behave dishonestly will face serious consequences.
Enhancing the work environment and reinforcing the monitoring system	The Group will regularly interview staff to improve the work environment. The Group will enhance its monitoring system by effectively promoting the consultation service and encouraging harassment officers at each workplace to increase their awareness regarding this issue.

In 2025, the Toei Group will work resolutely to eliminate harassment in all its forms. The Group urges all personnel to unite and act in accordance with this declaration.

April 2025

Fumio Yoshimura, President & Chief Executive Officer, TOEI COMPANY, LTD.