



January 21, 2021

Company Name: NISSO CORPORATION
Representative: Ryuichi Shimizu,
Chairman, President,
CEO & Representative Director
(Securities Code: 6569, TSE First Section)
Contact Person: Kenichi Nomura, Senior Executive Officer,
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Notice of Capital and Business Alliance with CrossLink Co., Ltd.

NISSO CORPORATION (hereinafter, the "Company") hereby announces that its Board of Directors has resolved to form a capital and business alliance with CrossLink Co., Ltd. (Head Office: Kohoku-ku, Yokohama, Kanagawa, CEO: Ryo Emoto), as follows.

NISSO CORPORATION (Headquarters: Kohoku-ku, Yokohama, Kanagawa, Chairman, President, CEO & Representative Director: Ryuichi Shimizu), together with WILLTEC Co., Ltd. (Head Office: Yodogawa-ku, Osaka-shi, Osaka, President: Chikara Miyagi), SANKO Corporation (Head Office: Numazu-shi, Shizuoka, CEO: Norikazu Saito), JAPAN CREATE GROUP, LTD. (Head Office: Yodogawa-ku, Osaka-shi, Osaka, CEO: Nobumasa Igarashi), Toyo Work Co., Ltd. (Head Office: Sendai-shi, Miyagi, President, Director: Akemi Inomata), Nikken Total Sourcing Inc. (Head Office: Ota-ku, Tokyo, President: Koji Shimizu), HIRAYAMA HOLDINGS Co., Ltd. (Headquarters: Minato-ku, Tokyo, President: Yoshikazu Hirayama), and FUJIARTE Co., Ltd. (Head Office: Minato-ku, Osaka-shi, Osaka, President: Takashi Hirao), in order to promote the electronic transaction standardization model of the manufacturing-related human resources dispatching industry, will start the operation of the web-based human resources management system "HR Cross" with CrossLink Co., Ltd. (Head Office: Kohoku-ku, Yokohama, Kanagawa, CEO: Ryo Emoto), jointly funded by the 8 companies.

As a result, the Company aims to become the standard for electronic transactions in the manufacturing-related human resources dispatching industry.

1. Purpose and Reason for Capital and Business Alliance

Human resources dispatching companies mainly handle face-to-face correspondence by sales representatives regarding confirmation of the contents of requests from companies, as well as recruitment requests, contracts, etc. Also, attendance management such as time cards, etc., is supported in a format that is unique to each human resources dispatching company. Therefore, companies that utilize a large number of human resources have an enormous amount of paperwork, and the management of personnel and contracts have become complicated. In addition, with the recent introduction of "Equal Pay for Equal Work", it has also become required to properly evaluate human resources working in dispatching.

Against such a backdrop, although each human resources dispatching company has started to streamline recruitment requests, attendance management, etc., introduce evaluation systems, and develop systems to be online, since each system is unique to each company, the annoyance for companies that utilize several dispatching companies has not been eliminated, and the development of a standardized system has been expected.

"HR Cross", which is jointly funded by 8 companies and provided by CrossLink Co., Ltd., will enable client companies to communicate with each dispatching company online, and realizes centralized

management of all processes from recruitment, contracts, management and evaluation of dispatched staff, and billing to client companies. In the future, this system will be made open, or freely available, in order to encourage its introduction to each manufacturing dispatching company, while aiming for it to become a de facto standard for electronic transactions in the manufacturing-related human resources dispatching industry, with the aim for it to become a single point of contact between the dispatching companies and each client company.

2. Overview of CrossLink Co., Ltd.

(1) Company name	CrossLink Co., Ltd.	
(2) Location	Shin Yokohama Center Bldg., 2-5-15 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa	
(3) Representative	CEO Ryo Emoto	
(4) Business description	<ul style="list-style-type: none"> • Support for construction of in-house job sites and web marketing • Operation of "Cross Learning", an e-learning service dedicated to career enhancement education and training • Consulting support for career enhancement education and training 	
(5) Capital	105 Million JPY (incl. capital reserves)	
(6) Date of establishment	April 8, 2013	
(7) Major shareholders and shareholding ratio	JAPAN CREATE GROUP, LTD.	20.00%
	Proseeds Co., Ltd.	19.04%
	NISSO CORPORATION	14.29%
	ADVANTAGE Co., Ltd.	9.52%
	Toyo Work Co., Ltd.	9.52%
	WILLTEC Co., Ltd.	9.52%
	FUJIARTE Co., Ltd.	9.52%
	SANKO Corporation	4.76%
(8) Relationship between listed company and company concerned	Capital ties	The Company holds 300 shares (14.29% of the total number of outstanding shares) of common stock of the company concerned.
	Personal relations	Not applicable.
	Business relations	Not applicable.
	Applicable status to related parties	Not applicable.

(Note) The "major shareholders and shareholding ratio", as well as the "results of operations and financial position for the previous 3 years" for the company concerned, is not being disclosed at the discretion of the company concerned.

3. Content of Capital Alliance

CrossLink Co., Ltd. will issue and transfer common shares to the Company through a third-party allotment of shares, which the Company will underwrite.

(1) No. of shares held before change	300 shares (No. of voting rights: 300) (Percentage of voting rights held: 14.29%)
(2) No. of shares to be acquired	167 shares (No. of voting rights: 167) (Percentage of voting rights held: 4.70%)
(3) Acquisition value	10,855 thousand yen
(4) No. of shares to be held after change	467 shares (No. of voting rights: 467) (Percentage of voting rights held: 13.14%)

(Note) CrossLink Co., Ltd. has made a third-party allotment of shares to the Company, and a third-party allotment of shares to other companies. As a result, the percentage of voting rights held by the Company has decreased.

4. Schedule

(1) Date of resolution of Board of Directors (NISSO CORPORATION)	January 19, 2021
(2) Date of resolution of Board of Directors (CrossLink Co., Ltd.)	December 16, 2020
(3) Date of conclusion of capital alliance agreement and business alliance agreement	January 21, 2021
(4) Date of transfer of shares and start date of business alliance	January 29, 2021

5. Service Start Date

April 1, 2021 (Scheduled)

6. Impact on Future Business Performance

Although the impact of this capital and business alliance on the consolidated financial results of the Company for FY 3/2021 will be minor, the Company believes that it will contribute to the improvement of business performance in the long-term.

In the future, if an event that significantly affects the consolidated financial results, etc., of the Company occurs, it will be promptly announced.