

[Translation]



February 15, 2021

To Whom It May Concern

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### **Notice Regarding Formulation of “The OUTSOURCING Group SDGs Declaration”**

OUTSOURCING Inc. hereby announces that the Board of Directors, at its meeting held on February 15, 2021, resolved to formulate “The OUTSOURCING Group SDGs Declaration” which pledges to contribute to the realization of a sustainable society, in support of the Sustainable Development Goals (SDGs) proposed by the United Nations and in line with the OUTSOURCING Group Sustainability Policy.

Please refer to the attached document for details.

## Sustainability Policy and SDGs Declaration

The OUTSOURCING Group supports the **Sustainable Development Goals (SDGs)** proposed by the United Nations. In line with the **Sustainability Policy** of the OUTSOURCING Group, we pledge to contribute to the realization of a sustainable society, as we will set forth in the **SDGs Declaration** to be made on February 15, 2021.

### Sustainability Policy

The OUTSOURCING Group is committed to corporate activities that will create **employment opportunities** and **education opportunities** for many people around the world, through which we will seek to tackle the society's challenges, develop our business, and contribute to the benefit of our stakeholders in a sustainable manner.

### The OUTSOURCING Group SDGs Declaration

Our group supports the **Sustainable Development Goals (SDGs)** proposed by the United Nations and the **SDGs Action Plan 2020** set by the Japanese government. We will contribute to the realization of a sustainable society by actively engaging in SDGs through our businesses, emphasizing ESG in business management, and conducting corporate social responsibility (CSR) activities that are rooted in the local community and country.






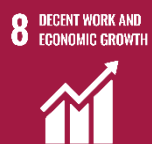



## Our group's contribution to the SDGs

Our group's management philosophy is to **enhance the quality of life of everyone around the world by eliminating inequalities in working condition and creating truly motivating workplaces.** This philosophy reflects our wish to develop globally competitive talents and eliminate inequalities in working condition through enhanced education programs, so that every person in the world can aspire toward his or her own life plan and live a rich and fulfilling life.

We are keenly aware that the essence of our business lies in solving the social issues that stand as obstacles against this philosophy. We will strive to enrich people's lives by creating **employment opportunities** and **education opportunities** for many people around the world, as well as enhancing each person's productivity through the power of technology and education. As part of this aim, we have adopted the following goals proposed by the United Nations as our priority issues and will work on contributing to the achievement of the following goals.



# Materiality and KPIs

<p><b>1. Providing employment opportunities</b></p> <ul style="list-style-type: none"> <li>Foreign residents contribute to solving Japan's growing labor shortage. We will provide employment support to <b>300,000 foreign residents by 2024</b> and <b>500,000 foreign residents by 2030</b>.</li> <li>Through the power of education and technology, we will successfully support the career change from labor-intensive industry worker to specialized talent of <b>30,000 people by 2030</b>.</li> </ul>	   
<p><b>2. Providing high-quality education</b></p> <ul style="list-style-type: none"> <li>To provide high-quality education opportunities for achieving career advancement, we will provide our global training program to a total of <b>300,000 users by FY 2030</b>. Through this effort, we will support employment in productive positions and contribute to increasing people's motivation at work.</li> </ul>	 
<p><b>3. Respecting diversity and implementing diversity management</b></p> <ul style="list-style-type: none"> <li>As the OUTSOURCING Group, we will promote and strive toward achieving a society in which women can actively participate. We will increase the percentage of women directors (management team members) in the Group to <b>30% by FY 2030</b>.</li> </ul>	
<p><b>4. Making greater efforts toward the realization of a carbon-free society</b></p> <ul style="list-style-type: none"> <li>By FY 2025, we will replace all vehicles used in sales activities by domestic group companies with next-generation vehicles (electric, hybrid, etc.). <b>By 2030, 70% of the vehicles used by the entire group, including our overseas companies, will be next-generation vehicles.</b></li> </ul>	
<p><b>5. Raising the productivity of all industries</b></p> <p>By using leading-edge digital technologies and our expertise in production that we have developed through experience in various industries worldwide, we will train <b>100,000 people by FY 2030</b> across the world to become specialized talents who can improve the productivity of industries. Under this scheme, we will contribute to raising the productivity of the entire world.</p>	

## Efforts toward addressing Materiality and achieving the KPIs

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We will work on the following to address Materiality.

### 1. Participating in initiatives

As an initiative for SDGs management, we will evaluate the various organizations that support the achievement of SDGs, determine early on which organization's founding philosophy and activities match our group's views, and work toward joining the organization. After joining, we will proactively disclose and provide information pertaining to the SDGs to the organization.

### 2. Sharing awareness of SDGs within the OUTSOURCING Group

We will distribute the “**SDGs Handbook**” created by the OUTSOURCING Group to all management team members and employees of the Group as an opportunity for each member to think about how they can contribute to the SDGs as members of the society. We will also provide training to new members joining the Group so that they are provided the time to thoroughly understand the Handbook.