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(Securities Code: 6197 TSE First Section)

## Notice concerning the revision of Corporate Philosophy

Solasto Corporation (TSE: 6197, “the Company”) announces that its Corporate Philosophy has been revised as of April 1, 2022.

The corporate philosophy to date was established at the time of the company's name change in October 2012, when the company made a major management shift from a focus on medical outsourcing business to expanding its business domain to include medical outsourcing business and elderly care business. In 2018, in the management vision (VISION2030), the company set long-term goals for 2030 of 300 billion yen in net sales (100 billion yen for medical outsourcing business, 150 billion yen for elderly care business, and 50 billion yen for new business) and 20 billion yen in operating profit, and is striving for continuous growth and increased corporate value. Today, the elderly care business has grown to the point where it accounts for approximately 40% of the company's net sales.

At the same time, there have been dramatic changes in the operating environment impacting its business. When thinking about the company's 30 years from now, there are several issues to be addressed. These include creating new digital transformation (DX) based businesses, reforming existing businesses, and the ability to continuously provide valuable services that also enable to contribute to solving social issues through its business activities. In order to continue to be a meaningful contribution society 30 years from now, the company will adopt a new corporate philosophy to better clarify the direction it must take and the values it must embrace.

### ■ New Corporate Philosophy (Since April 1, 2022)

## People. Technology. Supporting comfortable living and energetic communities

The Solasto Group supports the energetic smiles of our customers by combining the advanced expertise and superior teamwork of our employees with the innovative and flexible use of technology to provide medical, elderly care, child care, and education services suited to the local communities we serve.

We are equally committed to the realization of a society that provides peace of mind, happiness, and well-being to each of our employees.

The numerical goals set forth in VISION2030 will be carried forward together with the "Sustainability Theme" as the "2030 Numerical goals," a long-term goal to realize the mission set forth in the new corporate philosophy.

#### ■ 2030 Numerical Goals

**Net Sales ¥300 B    Operating Profit ¥20 B**

Medical Outsourcing Business:	Net Sales	¥100B	OPM 15%
Elderly Care Business:	Net Sales	¥150B	OPM 10%
New Business and Others:	Net Sales	¥50B	OPM 15%

#### ■ Sustainability Theme

##### **Initiatives to address social issues through business activities**

Contributing to an Aging Society  
and Local Communities

● Innovation and Contribution to  
Optimizing Social Security Expenditures

##### **Management foundation**

● **Human Capital**  
(Human Resource Development,  
Compensation Improvement, and Diversity)

● **Compliance and  
Governance**

● **Consideration for Environment  
and Resources**

📄 Solasto Sustainability Website: <https://www.solasto.co.jp/ir/en/sustainability/index.html>

Under the new corporate philosophy, the company will look beyond the medical outsourcing, elderly care, child care, and education businesses by accelerating initiatives that enable to operate as a game changer that leads businesses in all industries. At same time, the company will continue working to make sustainable improvements in the corporate value and increase satisfaction among its users, customers, employees, and all other stakeholders.

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