

Policy on Corporate Social Responsibility

The OUTSOURCING Group seeks to coexist with the international community and local communities through active communication with those communities based on its Corporate Principles and the OUTSOURCING Group Code of Corporate Ethics and Conduct.

In accordance with our Sustainability Policy, we aim to address social issues by creating job opportunities and education opportunities for many people around the world through our business. We furthermore aim to realize a society that enriches workers and enables them to work in comfort so that people around the world are able to lead lives of abundance. We will engage in activities aligned with the spirit of philanthropy, and have accordingly established the following items as priority areas of our corporate social responsibility.

1. Education and Educational Support

We will support people's growth through education and contribute to making it possible for them to achieve their full potential.

- (i) Creation of environments conducive to work
- (ii) Promotion of culture, the arts and sports
- (iii) Development of the next generation
- (iv) Support for people with disabilities

2. Ecology

We will contribute to creating a society in which people can live and work comfortably.

- (i) Environmental conservation
- (ii) Low-carbon economy

3. Diversity, Equity, and Inclusion (DE&I)

We will gain an understanding of the diversity of each and every individual and contribute to creating an equitable and inclusive society.

- (i) Achievement of a society where no one is left behind
- (ii) Promotion of women's participation and advancement in the workplace