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To Whom It May Concern

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Notice Regarding the Participation in UNGC and GCNJ

OUTSOURCING Inc. (hereinafter referred to as "we," "us," or "our") hereby announces that we became a signatory to the United Nations Global Compact (hereinafter referred to as "UNGC"), and participated in Global Compact Network Japan (hereinafter referred to as "GCNJ") on April 16, 2021.

UNGC is an initiative to build global society in cooperation with the United Nations and Private Companies, and each company take their responsible creative leadership to participate voluntary action in order to behave as a decent citizen to achieve sustainable development.

In support of the Sustainable Development Goals (SDGs) advocated by the United Nations, the Outsourcing Group (hereinafter "the OS Group") is committed to corporate activities that will create job 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. Based on the sustainability policy, the OS Group pledges to contribute to the realization of a sustainable society through the active efforts of SDGs in our business, management that emphasizes ESG, and Corporate Social Responsibility (CSR) activities rooted in the local country or region.

As concrete measures, we have identified materiality (priority issues) that we should prioritize through our business to address the issues of the SDGs, established KPIs, and this announcement is one of the initiatives to promote efforts toward their achievement.

The OS Group supports the Ten Principles in 4 areas of UNGC "Human Rights, Labour, Environment, and Anti-Corruption", and realize the management philosophy of "enhancing the quality of life of everyone around the world by eliminating inequalities in working condition and creating truly motivating workplaces."

[Translation]

(Reference) The Ten Principles in 4 areas of the United Nations Global Compact

Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and
	Principle 2	make sure that they are not complicit in human rights abuses.
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
	Principle 4	the elimination of all forms of forced and compulsory labour;
	Principle 5	the effective abolition of child labour; and
	Principle 6	the elimination of discrimination in respect of employment and occupation.
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;
	Principle 8	undertake initiatives to promote greater environmental responsibility; and
	Principle 9	encourage the development and diffusion of environmentally friendly technologies.
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.