
Endorsement of the recommendations of the 'Task Force on Climate-related Financial Disclosures' (TCFD) Participation in the TCFD Consortium

On October 5, 2021, dip expressed its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)*1 established by the Financial Stability Board (FSB), and determined to participate in the TCFD Consortium*2, a forum for discussion of these issues among supporting companies and financial institutions.

The issue of climate change not only affects the entire infrastructure of human life, but also poses a major threat to equitable economic growth, poverty reduction, and human security, and is an important issue that the entire world must work toward solving. As a prerequisite for promoting the reduction of our environmental impact, we compile and disclose information on greenhouse gas (GHG) emissions and energy consumption associated with our business activities.

We will continue to consider addressing environment and climate change as an important theme, and based on the recommendations of the TCFD, we will analyze the risks and opportunities posed by climate change to our business, reflect them in our management strategies, disclose information from the four perspectives of governance, strategy, risk management, and indicators, and further strengthen and promote our environmental initiatives. We will also promote dialogue with our stakeholders and contribute to the creation of a sustainable society.



*1 What is the Task Force on Climate-related Financial Disclosures (TCFD)?

TCFD, which stands for 'Task Force on Climate-related Financial Disclosures', is a working group established in December 2015 by the Financial Stability Board (FSB), which includes central banks, financial supervisors, and Ministries of Finance of major countries and regions, to study climate-related information disclosure and appropriate responses by financial institutions for the purpose of stabilizing financial markets. As of September 27, 2021, 2,511 organizations worldwide, including governments, financial institutions, and corporations, and 504 organizations in Japan have endorsed TCFD's recommendations.

▼TCFD official page: <https://www.fsb-tcfid.org/>

*2 What is the TCFD Consortium?

The TCFD Consortium was established in May 2019 as a forum to discuss effective information disclosure by companies and efforts to link disclosed information to appropriate investment decisions by financial institutions, etc. Through dialogue among companies, financial institutions, etc. that support the TCFD recommendations, the Consortium will contribute to a "virtuous cycle between the environment and growth" and promote initiatives toward that end.

▼TCFD Consortium official page: <https://tcf-d-consortium.jp/en/>

For details on dip's ESG initiatives, please see our corporate website.

<https://www.dip-net.co.jp/esg/en/>

Outline of our company

Under the vision of becoming a 'Labor force solution company', we operate a personnel recruiting service business and a DX business as a 'general trading company of labor force'. Based on our corporate philosophy, 'Here at dip, we want to tap into dreams, ideas and passion to create a better society', we will contribute to the realization of a sustainable society through our business activities.

<u>Company name:</u>	dip Corporation
<u>Representative:</u>	Hideki Tomita, Representative Director, President and CEO
<u>Headquarters:</u>	Roppongi Grand Tower 31F, 3-2-1 Roppongi, Minato-ku, Tokyo Tel: +81-3-5114-1177 (main)
<u>Established:</u>	March 1997
<u>Capital:</u>	1,085 million yen (as of August 31, 2021)
<u>Number of employees:</u>	2,080 (full-time employees as of September 1, 2021) *Excluding contract, part-time and temporary employees
<u>Business activities:</u>	Operation of job information sites such as "Baitoru", "Baitoru NEXT", "Baitoru PRO", and "Hatarako-net", a nurse career change support service, and development and provision of DX services including KOBOT and others.
<u>Stock exchange listing:</u>	Tokyo Stock Exchange (First Section)
<u>Net sales:</u>	Net sales of 32.4 billion yen (fiscal year ended February 28, 2021)
<u>URL:</u>	https://www.dip-net.co.jp/en/

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(Note) English documents are prepared as a courtesy to our stakeholders. In the event of any inconsistency between English-language documents and the Japanese-language documents, the Japanese-language documents will prevail.