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To Whom It May Concern

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Notice Regarding the Participation in Women's Empowerment Principles (WEPs)

OUTSOURCING Inc. (hereinafter “the Company”) hereby announces that it endorses “Women's Empowerment Principles” (hereinafter “WEPs”), a set of principles of action jointly prepared by the United Nations Global Compact and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) to promote women's active participation in the workplace, and has signed a statement to act in accordance with the principles.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office

For some time, the OUTSOURCING Group (hereinafter “the Group”) has been making endorsements to the Sustainable Development Goals (SDGs) advocated by the United Nations and has been actively promoting women’s active participation corresponding to “respecting diversity and implementing diversity management,” one of the “OUTSOURCING Group SDGs Declaration” materiality formulated on February 15, 2021. Through this signing, we will reiterate the Group's position toward realizing a society in which women are active, and further accelerate our efforts to promote women's active participation by making WEPs a globally shared guideline for the Group on gender equality.

(Reference) 7 Principles of "WEPs"

Management strategy	Principle 1	High-level corporate leadership
Workplace	Principle 2	Treat all women and men fairly at work without discrimination
	Principle 3	Employee health, well-being and safety
	Principle 4	Education and training for career advancement
Marketplace	Principle 5	Enterprise development, supply chain and marketing practices
Community	Principle 6	Community initiatives and advocacy
Disclosure	Principle 7	Measurement and reporting