

[Translation]



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To Whom It May Concern

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Notice of Acceptance Support of Refugees from Ukraine

The Company hereby announces that it has decided to accept 100 refugees as part of the Group's efforts to humanitarian aid, in response to the announcement by the Japanese government of the acceptance of the Ukrainian refugees.

Particulars

The Company provides human resource services globally in 39 countries and regions under its corporate principles: enhancing the quality of life of everyone around the world by eliminating inequalities in working conditions and creating truly motivating workplaces. The Company's subsidiary, OTTO in the Netherlands, has six offices in Ukraine, and employs 3,000 Ukrainian personnel.

Since 2012, the Company's Group has provided services to foreign workers working in Japan, whose cumulative total is over 0.1 million people. This service includes outbound support on the departure side such as immigration procedures, Japanese language education, the provision of residence, and livelihood support. The Company possesses the infrastructure and know-how necessary for the acceptance of refugees within the Group. In addition, the Company believes that it can build a more robust system of acceptance through collaboration with companies providing human resource services and with business partners supporting daily activities, such as meal delivery service providers and real estate agencies to provide infrastructure like housing.

The acceptance of foreigners involves various difficulties, including coexistence with local communities and coordination with educational institutions such as nurseries and schools. The Group operates its own multi-cultural coexistence support centers, which serve as nursery schools, after-school care for children, Japanese language schools, and consultation centers.

Currently, the Company is coordinating the acceptance infrastructure for 100 households; however, if it receives further requests for acceptance, it will again make arrangements and respond accordingly.

The Company would like to express its heartfelt sympathy to those who are in a difficult situation in Ukraine affairs. Through this support activity and press release, the Company hopes that the "circle of support" for the people of Ukraine will expand, and that the peaceful days in which the people can spend their lives in peace will return as soon as possible.