
dip Included in FTSE Blossom Japan Sector Relative Index

dip Corporation is pleased to announce that it has been included in the FTSE Blossom Japan Sector Relative Index. This new index was created to evaluate companies' environmental load, their initiatives in the transition to a decarbonized economy and efforts against climate change. dip has already been included in the FTSE Blossom Japan Index, a stock index of Japanese companies that meet global ESG (Environment, Society, Governance) criteria.

■About the FTSE Blossom Japan Sector Relative Index

The FTSE Blossom Japan Sector Relative Index was created by FTSE Russell, a global index provider, and is designed to measure the performance of Japanese companies in each sector that demonstrate strong Environmental, Social and Governance (ESG) practices in relative terms. In addition, to support the transition to a low carbon economy, the only companies with especially large greenhouse gas emissions that are included in the index are those rated highly for their improvement efforts based on the TPI Management Quality Score.



FTSE Blossom Japan Sector Relative Index

This index has been adopted as the benchmark for passive ESG investment by the Government Pension Investment Fund (GPIF).

FTSE Russell's evaluation ranges from corporate governance to health and safety, anti-corruption and climate change. Companies included in the FTSE Blossom Japan Index meet various environmental, social and governance criteria.

<https://www.ftserussell.com/products/indices/blossom-japan>

■dip's initiatives

<Environment>

As a prerequisite for reducing environmental load, we sample and disclose data related to our greenhouse gas (GHG) emissions and energy consumption that accompany our business activities. We have also endorsed TCFD's recommendations, and will continue to increase our disclosures going forward as well as strengthening climate change governance and reconsidering business strategies in light of the results of scenario analyses.

<Society>

Since our founding, we have been reinforcing the foundation for our employees through hiring, training and employee satisfaction improvements, based on the belief that 'people are everything and people are assets'. Furthermore, we proactively disclose employee-related data and information on our latest personnel measures. In particular, we have established the Health and Productivity Management Committee based on the idea that managing the health and productivity of our employees is an important theme for dip, which aims to be 'No. 1 in employee well-being', and implement programs for the following three objectives: 1) to raise health awareness; 2) condition the mind and body; and 3) create a healthy workplace environment. In recognition of our efforts, dip was selected as a 2022 Certified Health & Productivity Management Outstanding Organization (large enterprise category).

<Governance>

We continuously enhance the effectiveness of our corporate governance framework so as to address changes in the development of the management environment swiftly and ensure sound and transparent business management.

We will continue to heed the opinions of all stakeholders and remain essential to society, while at the same time striving for continuous growth and corporate value through innovation and continuing to contribute to the

realization of a sustainable society.

Please refer to our corporate website below for further details on our ESG initiatives:

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

Overview of our company

dip operates a personnel recruiting service business and a DX business under the vision of becoming a 'Labor force solution company' that works to solve various problems in the labor market with the aim of realizing a society in which everyone can experience joy and happiness of work. dip is committed to contribute to the realization of a sustainable society through its business activities under its corporate philosophy, 'Here at dip, we want to tap into dreams, ideas and passion to create a better society'.

Company name:	dip Corporation
Representative:	Hideki Tomita, Representative Director, President and CEO
Headquarters:	Roppongi Grand Tower 31F, 3-2-1 Roppongi, Minato-ku, Tokyo Tel: +81-3-5114-1177 (main)
Established:	March 1997
Capital:	1,085 million yen (as of February 28, 2022)
Number of employees:	2,356 (full-time employees as of April 1, 2022; excluding contract, part-time and temporary employees)
Business activities:	Operation of job information sites such as Baitoru, Baitoru NEXT, Baitoru PRO and Hatarako.net; development and provision of nurse career change support service, Nurse de Hatarako, and DX service, KOBOT; and others
Stock exchange listing:	Tokyo Stock Exchange (Prime Market)
Net sales:	32.4 billion yen (fiscal year ended February 28, 2021)
Corporate website URL:	https://www.dip-net.co.jp/en

<Contact>

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