
dip Included in MSCI Japan ESG Select Leaders Index, a Major ESG Index, and MSCI Japan Empowering Women Index for the First Time –Included in all Five ESG Indexes Adopted by GPIF–

dip Corporation is pleased to announce that it has been included in the MSCI Japan ESG Select Leaders Index, a major Environmental, Social and Governance (ESG) index, and MSCI Japan Empowering Women Index for the first time. These indexes are adopted by the Government Pension Investment Fund (GPIF) for their fund management.

Having already been included in the FTSE Blossom Japan Index, the FTSE Blossom Japan Sector Relative Index and the S&P/JPX Carbon Efficient Index, this inclusion makes dip a constituent of all of the five Japanese equity ESG indexes that have been selected by GPIF.

MSCI



2022 CONSTITUENT MSCI JAPAN
ESG Select Leaders Index

2022 CONSTITUENT MSCI JAPAN
Empowering Women Index (WIN)

■MSCI Japan ESG Select Leaders Index

The MSCI Japan ESG Select Leaders Index was created by MSCI, a major US financial service provider, and is composed of a select group of companies from each sector with relatively high ESG ratings from among the top 700 Japanese companies by market capitalization. It targets 50% of the market capitalization of each Global Industry Classification Standard (GICS®) sector and is designed to target the best ESG performers relative to their peers (305 companies have been included as of June 2022).

<https://www.msci.com/our-solutions/japan-esg-select-leaders-index>

■MSCI Japan Empowering Women Index (WIN)

Constructed using the MSCI Japan IMI Index, the MSCI Japan Empowering Women Index is composed of companies that are leading within their GICS® sector groups in terms of promoting and maintaining gender diversity. It was developed to support institutional investors seeking exposure to companies that are promoting and maintaining gender diversity among their workforce, who may be better positioned to withstand talent shortages caused by an aging and declining population and generate more sustainable performance with reduced risk (368 companies have been included as of June 2022).

<https://www.msci.com/our-solutions/indexes/japan-empowering-women-select-index>

<Reference: Indexes adopted by GPIF>

GPIF adopts the following five Japanese equity ESG indexes:

- FTSE Blossom Japan Index
- FTSE Blossom Japan Sector Relative Index
- MSCI Japan ESG Select Leaders Index
- MSCI Japan Empowering Women Index (WIN)
- S&P/JPX Carbon Efficient Index

<dip's ESG initiatives>

■Environment

To reduce environmental load, we sample and disclose data related to our greenhouse gas (GHG) emissions and energy consumption that accompany our business activities. Recognizing environmental and climate change responses as an important managerial theme, we have also endorsed the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) in October 2021, and have been reinforcing and implementing information disclosure and various initiatives in accordance with the framework.

■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 an essential company, while at the same time striving for continuous growth and corporate value improvement through innovation and contributing 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

Company name:	dip Corporation
Representative:	Hideki Tomita, Representative Director, President and CEO
Headquarters:	Roppongi Grand Tower 31F, 3-2-1 Roppongi, Minato-ku, Tokyo Phone: +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 websites such as Baitoru, Baitoru NEXT, Baitoru PRO and Hatarako.net, and nurse career change support service Nurse de Hatarako; development and provision of DX service KOBOT; and others
Stock listing:	Tokyo Stock Exchange (Prime Market)
Net sales:	39.5 billion yen (Fiscal year ended February 28, 2022)
Corporate website URL:	https://www.dip-net.co.jp/en

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