

Note: This English translation is solely for reference purposes and not a legally definitive translation of the original Japanese text. In the event a difference arises regarding the meaning herein, the original Japanese version will prevail as the official authoritative version.

September 08, 2023

Company Name: DENTSU SOKEN INC.
Representative: Ryoichi Nawa, President, CEO & COO
(Stock Code 4812, TSE Prime Market)
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Parent of the Company Name: DENTSU GROUP INC.
Representative: Hiroshi Igarashi, Representative Executive Officer,
President & Global CEO
(Stock Code 4324, TSE Prime Market)

Multi-Stakeholder Policy

The mission of our corporate philosophy is to "Acting with sincerity, we contribute to progress and harmony among our customers, consumers, and society by exploring the unlimited potential of technology." Our business activities involve customers, shareholders, business partners, employees, regional communities, and various other stakeholders to reflect our mission, as embraced by our corporate philosophy.

We will create value by collaborating with multiple stakeholders, so as to address issues facing society and corporations. This will lead to the sustainable development of the ISID Group, society, and the economy. We recognize that the appropriate distribution of the profits and results we generate to multiple stakeholders leads to the sustainable development of society and the economy. Based on the importance of returning profits to employees and the need to consider the lot of business partners, we will make steady progress in the following two initiatives.

1. Return of Profits to Employees

We believe human resources are valuable capital in our bid to realize the vision expressed in our corporate philosophy: Humanology for the future—Bringing people and technology together to shape the future. We will focus our efforts on attaining sustainable growth and maximizing added value through proactive investment in human resources that will contribute to higher employee productivity and engagement.

When it comes to investing in employees, we are particularly focused on creating a comfortable workplace, developing a compensation system that rewards performance, and providing human resource and organizational development programs that encourage self-improvement.

In addition to efforts designed to improve compensation, by such means as higher wages, we are considering expanding our telework and flexible work systems. This will allow us to support flexible work styles and provide employees with sustainable returns.

2. Extension of Consideration to Business Partners

We will continue to comply with the Declaration of Partnership Building.

Date of registration of the Declaration of Partnership Building
June 16, 2022.

URL of registration of the Declaration of Partnership Building

https://www.isid.co.jp/sites/default/files/2023-02/partnership_ISIDstatement.pdf

*Japanese only

We will continue to address the above initiatives, while also confirming their status.

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