

September 14, 2020
DIP Corporation

All 2,300 employees participated online in the Annual General Employee Meeting The theme to be promoted this year was declared to be 'Loyalty'

In order to realize a vision where engagement with and between employees can still flourish under the 'new normal', DIP Corporation (the "Company") held an online employee meeting at which all of its nearly 2,300 employees participated from home. Based on the concept of a "connected employee meeting", the online interactive nature of the event resulted in more than 10,000 chats, providing an opportunity for employees to share their thoughts and feelings in real time, regardless of their position or area of responsibility, and reaffirming that even in a remote context they can come together as one.



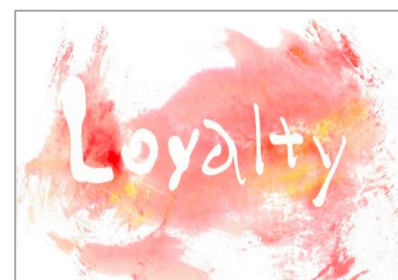
■ Under the theme of 'Loyalty', DIP declared its intention to deepen relationships with all stakeholders

At this 24th Annual General Employee Meeting, President Tomita announced the theme for the meeting as 'Loyalty' and said, "What is needed to increase loyalty among our users, clients, employees, and society at large is 'Love'". We want to build deeper relationships with all our stakeholders by showering them with 'Love'. An action plan was declared and presented. In a survey after the Annual General Employee Meeting, more than 90% of employees said they had a positive impression of the theme of 'Loyalty'. Many of them said that the event this year was the most moving of any AGM they had attended thus far. The survey also showed that the event increased willingness among employees to contribute to society in the wake of the corona crisis, and that they had become more focused on the medium to long-term and shifted their focus to a positive future.

(1) In the biggest stock sharing program in the history of Japanese companies, employees were granted shares worth a total of approximately ¥3 billion.

In order to encourage deeper feelings of 'Loyalty' among our employees, DIP has declared its intention to become the number one company in terms of employee happiness. Tomita defines employee happiness in terms of three pillars: "a sense of fulfillment in the present," "hope and peace of mind for the future," and "a feeling that one's existence is important". To build a relationship of trust with employees over the medium to long term and to foster "hope and security for the future," Tomita announced that it would grant restricted stock (RS) worth a total of approximately ¥3 billion, the largest amount in the history of Japanese companies*, to all employees.

*Based on research conducted by DIP



Visual representation of "Loyalty" created

By calligrapher/artist Shisyu

'Loya' is intentionally rendered in such a way that it resembles the word 'Love'.



President Tomita giving a speech in front of the large screen showing employees.

(2) Initiate a company-wide project regarding Sustainable Development Goals (SDG)

The company name is an acronym for dream, idea and passion. At this AGM, we reaffirmed the significance of SDGs as the "dream of the world" and called on all of our employees to recognize the importance of working together in accordance with our corporate philosophy to create a better society. An SDG project 'Shakatsu' *, (spearheaded by Miki Sakurazawa, a sales manager who joined the company in 2015, was launched with ideas from 320 employees. Specific activities will be discussed at employee roundtable meetings with the first issue addressed to be food shortages.

*Name of the SDG project meaning "Activities for the Improvement of Society"



Ms. Sakurazawa, who spearheaded the Shakatsu project, chats with Tomita.

(3) Announcing DIP2025, a medium-term management plan development project involving all employees.

Mr. Shidachi, who was appointed COO of the company in July, was the Yahoo! JAPAN representative in charge of the content alliance with DIP and the eventual dissolution of that partnership some twenty years ago when DIP was still a small company. At the AGM a video presentation was made on the history of the company. Following that presentation Shidachi gave a speech announcing the DIP2025 initiative, a medium-term management project in which all employees are invited to submit plans for achieving management targets during the next five years. The best ideas as submitted by staff members from across Japan are in line to receive awards of up to one million yen. Management was gratified to receive 1,194 submissions, and began to formulate a medium-term management plan to realize our corporate vision of becoming the "Labor force solution company".

■ Confirmation of our social mission to create a society where no one is left behind and we share the resources

At the end of the three-and-a-half-hour Annual General Employee Meeting, Tomita said, "In today's competitive society, if we don't respond to change, we will disappear. I have thought seriously about this, particularly in light of the corona disaster. Some people may be left behind in this harsh environment, but their lives are still valuable. We believe that building a society where everyone can live together is a social mission we can and should fulfill. That's the responsibility of all of us at DIP, and you are the ones who can do it. Let's think together about what action we can take to make our society a better place".



Tomita looks at the employees on the big screen.

■ Photos of online annual general employee meeting



The meeting being streamed online.



Tomita discusses production with staff.



Real time dialogue between employees participating online and the audience.



Award presentations for the top employees of the year.



Original beer prepared for this event and distributed in advance to all employees.



The finale, uniting employees at home and the venue.

About Us

Under the corporate philosophy of "create a better society with dreams, ideas, and passion," dip is a "Labor force solution company" with the vision of being a "general trading company in labor force" that provides human resources as well as AI/RPA solutions. The company offers a wide range of services.

Company name: DIP Corporation

Rep: Hideki Tomita, President and CEO

Head office: 31F Roppongi Grand Tower, 3-2-1 Roppongi, Minato-ku, Tokyo

Phone: 03-5114-1177 (representative)

Establishment: March 1997

Capital: 1,085 million yen (as of May 31, 2020)

Number of employees: 2,234 (full-time employees as of April 1, 2020) *Excludes contract workers, part-time workers and temporary employees

Business activities: Operation of job information sites such as "Baitoru", "Baitoru NEXT", and "Hatarako.net", development and provision of career change support services for nurses, development and provision of the RPA service "KOBOT", etc.

Stock Exchange: Tokyo Stock Exchange (First Section)

Sales: 46.4 billion yen (fiscal year ending February 2020)

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

[Contact]

Public Relations, DIP Corporation

Tel: 03-6628-4070 e-mail: info@dip-net.co.jp