

Outline of the “dip-NPO Collaborative Program”

1. Purpose and vision

Through collaboration with NPOs that are willing to participate in the program, dip aims to create diverse working styles and realize a society in which everyone can work and play an active role in their own way.

2. Target fields and businesses

We will target areas of activity that have affinity with our Philosophy (<https://www.dip-net.co.jp/en/company/philosophy>) and are related to our materiality as described below.

Materiality in the company's business

- Creation of diverse employment opportunities and elimination of employment mismatches
- Improvement of human resources and economic productivity, and creation of rewarding workplaces
- Promotion of DEI and respect for human rights
- Response to the climate crisis

3. What we offer

• Human resources on a pro bono basis (separate consultation on the number of personnel required, etc.), as well as expertise cultivated through our operation of personnel recruiting services and DX services. However, we reserve the right not to accept proposals in the event that there are no candidates that match the content of the proposal.

• A maximum amount of 10 million yen per project per year for 3 years (separate consultation regarding the use of funds)

• Data in our possession (job information, etc.) and opportunities for interviewing our client companies, job seekers and workers (personal information will be processed in accordance with applicable laws and regulations).

4. Eligible organizations and estimated number of projects to be adopted

We expect one to three projects to be selected from the following (must be founded or established before August 2023).

- (1) Public interest corporations and certified NPOs
- (2) Non-profit corporation, NPO, non-profit general incorporated association, non-profit general incorporated foundation
- (3) Any legal entity which is non-profit.

However, only organizations that have obtained JCNE's ‘Good Governance Certification^{*a}’ or have been evaluated using the ‘Basic Governance Checklist^{*b}’ are eligible for (2) and (3).

*a The Good Governance Certification is a mark that indicates 'proof of credibility' as recognized by JCNE which has been working on the certification of non-profit organizations based on its high level of expertise and extensive experience. Since 2017, JCNE has been an associate member of ICFO (International Committee on Fundraising Organization, an international organization consisting of NGO/NPO certification bodies from 20 countries) and acts as the only certification body in Japan. The certification of non-profit organizations by accreditation bodies has become a global trend, as non-profit organizations strive to enhance the trust of their stakeholders and realize their missions.

*b JCNE conducts a simple evaluation of the basics of the organization's management based on its own evaluation standards, which include a self-check and submitted documents. The evaluation results are disclosed in the 'Basic Governance Checklist' and updated as needed. JCNE recommends supporting the listed organizations as highly transparent organizations that undergo continuous third-party evaluation and are proactive in information disclosure.

5. Matters concerning use of funds

In principle, the funds will be used for the continuous promotion of the business. We expect to conduct an audit every year, after prior discussion regarding the details of the project.

6. Initial activity period

From January 2024 to December 2024

* The start date is a rough estimate and will be determined upon consultation.

* The maximum activity period is three years, and continuation of the project for the next year will be based on discussion of the contents and results of the activities for the current year.

7. Obligations in collaboration

(1) Participate in the interim debriefing session in May 2024 (tentative) and the results debriefing session in October 2024, and report on the progress and results of the activities. (Travel and other expenses necessary for participation in the debriefing sessions will be paid separately.)

(2) When publicizing any details of the activities, it should be stated that it is a cooperative program with dip, and the details should be discussed with dip before publication.