

SHINSEI SUSTAINABLE
IMPACT ASSESSMENT



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(Code: 8303, TSE First Section).

“Sustainable Impact” Implementation of “Sustainability Linked Loan” to OUTSOURCING Inc. - Setting Sustainability Performance Targets Focused on Solving Social Issues -

Tokyo (Tuesday, July 20, 2021) --- Shinsei Bank, Limited (hereinafter, “Shinsei Bank”) originated a syndicated Sustainability Linked Loan (the “Loan”) to OUTSOURCING Inc. (Headquartered in Chiyoda-ku, Tokyo; Chairman and CEO, Haruhiko Doi; hereinafter “OUTSOURCING”) and entered into a Monetary Consumption Loan Agreement on the date hereof. This loan was cofinanced by Shinsei Bank and a total of sixteen other companies.

The Sustainability Linked Loan is a loan product that conforms to the “Sustainability Linked Loan Principles”* developed by the Loan Market Association and other organizations. It is a loan service that sets sustainability performance targets (“SPTs”) that are consistent with the customer’s overall sustainability management policy and business strategy. By aligning loan terms, such as interest rates, to the customer’s performance against SPTs and motivating the customer to achieve them, the Loan promotes the customer’s sustainability management, and aims to increase corporate value and realizes sustainable economic activities from environmental and social perspectives.

OUTSOURCING Group is a human resources services company engaged in the dispatch of engineers, mainly in manufacturing and IT-related fields, and employment support services for non-Japanese residents living in Japan. Under its management philosophy to “enhancing the quality of life of everyone around the world by eliminating inequalities in working condition and creating truly motivating workplaces”, it implements its sustainability policy of “committed to corporate activities that will create job opportunities and education opportunities for many people around the world.” In February 2021, it formulated “The OUTSOURCING Group SDGs Declaration”. As Materiality (priority issues), the company identified such issues as “providing employment opportunities” and “providing high-quality education,” and set targets for 2030 linked to each issue. This loan will provide financial support for the efforts of OUTSOURCING Group through predetermined SPTs consistent with these management objectives.

<Overview of loan>

Amount of origination	Total JPY15 billion
Arranging banks	Shinsei Bank
Participant financial institutions	The Aomori Bank, Ltd., THE KAGAWA BANK, Ltd., THE BANK OF SAGA LTD., THE SAN-IN GODO BANK, LTD., San ju San Bank, Ltd., THE SHIGA BANK, LTD, Shimane bank Ltd., Shinsei Bank Limited, Suruga Bank Ltd., The Dai-ichi Life Insurance Company, Limited, The Chiba Bank, Ltd., The Tottori Bank, Ltd, The Higo Bank, Ltd., The Hyakujushi Bank, Ltd., The Yamagata Bank, Ltd., The Yamanashi Chuo Bank, Ltd., Resona Bank, Limited (In alphabetical order)
Term	Tranche A: 2 years, Tranche B: 5 years
Use of funds	Business funds
Outline of SPTs	<ol style="list-style-type: none"> 1. Increase in Employment Support for Foreign Residents 2. Increase in the number of employees who realize career changes from labor-intensive industry worker to specialized talent (IT human resources and scientific human resources for engineers) 3. Increase in the number of users of high-quality education programs aimed at career advancement 4. Increase in the number of specialized talents trained to improve productivity of industries
Social issues that the achievement of SPTs is expected to contribute to improving	In Japan, the gap between the supply and demand of the labor force is growing due to the declining birthrate, aging population, and the trend toward the service industry. The government is promoting the acceptance of non-Japanese people by establishing a new system of entitlements to stay in

Japan, the importance is being placed on the development of IT personnel with new skills and high-value-added scientific and engineering personnel, the emphasis is being placed on "relearning" and the promotion of recurrent education, and the government's policy is placing priority on improving productivity by reforming work styles and investing in human resources. Therefore, we evaluated that the established indicators are consistent with Japan's perception of social issues and policies, and the achievement of SPTs is expected to contribute to these.



Shinsei Bank promotes “Sustainable Impact Initiatives” by integrating the perspectives of ESG, SDGs as well as Sustainability into our business with the concept of social impact which aims to have a positive impact on society, adding the environmental, social and the economic value. Through the provision of Sustainability Linked Loan and other means, we will continue to engage in ongoing dialogue with corporate customers on sustainability, thereby supporting activities that have a sustainable impact and contributing to the enhancement of our customers' corporate value and the formation of a sustainable society.

*Published by Loan Market Association (LMA), Asia Pacific Loan Market Association (APLMA), and Loan Syndications and Trading Association (LSTA). The Sustainable Impact Assessment Department, which is designed to be independent within the Bank, confirms that the Loan is in conformity with the Sustainability Linked Loan Principles (revised May 2021), including the validity of SPTs. For details, please refer to the URL below (Japanese text only).

https://www.shinseibank.com/institutional/sustainable_finance/pdf/psl1210707.pdf

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Shinsei Bank is a leading diversified Japanese financial institution providing a various range of financial products and services to both institutional and individual customers. The Bank has a network of outlets throughout Japan and is committed in its pursuit of uncompromising levels of integrity and transparency in all of its activities in order to earn the trust of its customers, staff and shareholders. The Bank is committed to delivering long-term profit growth and increasing value for all its stakeholders. News and other information about Shinsei Bank is available at <https://www.shinseibank.com/corporate/en/index.html>

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