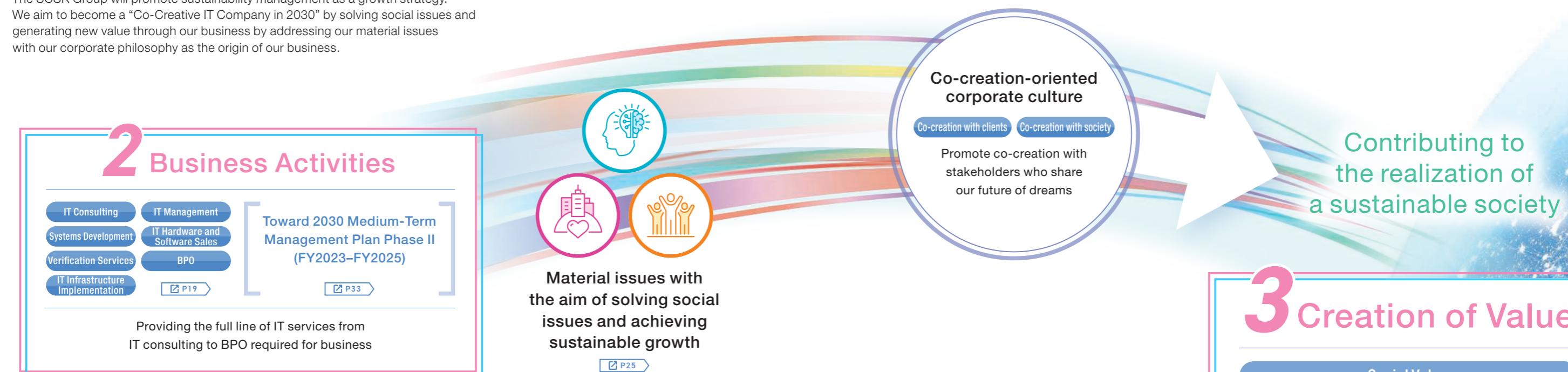
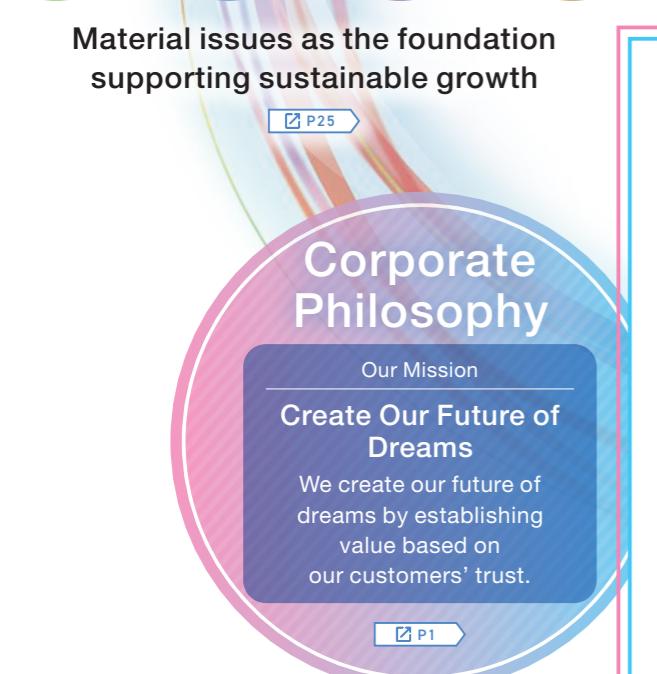
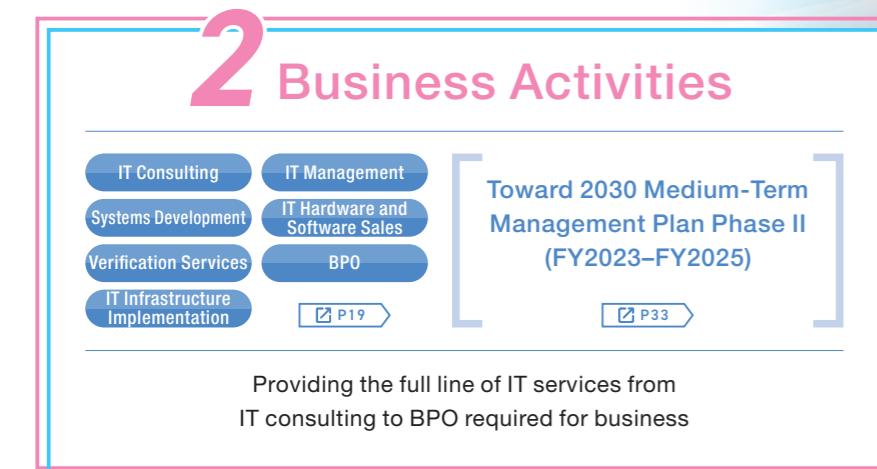


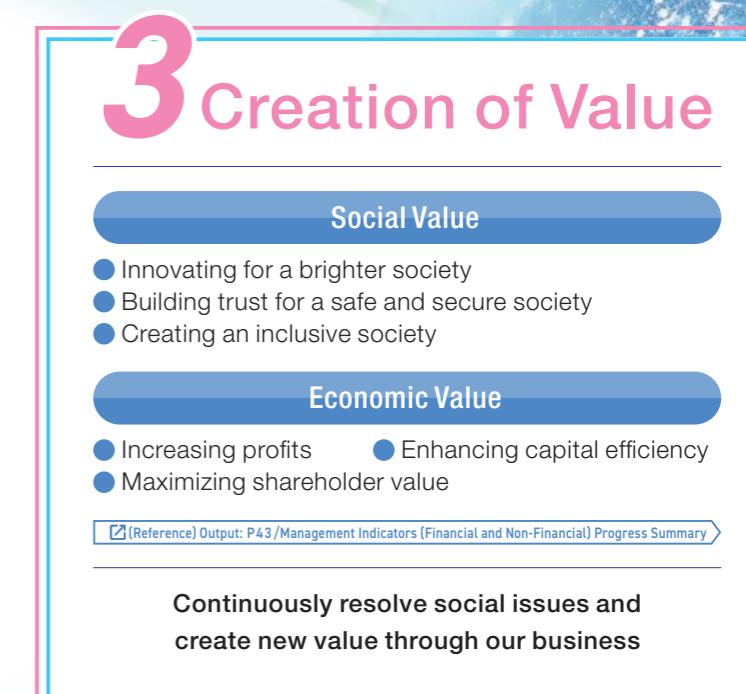
The SCSK Group will promote sustainability management as a growth strategy. We aim to become a "Co-Creative IT Company in 2030" by solving social issues and generating new value through our business by addressing our material issues with our corporate philosophy as the origin of our business.



SCSK Vision

**2030 Co-Creative IT Company**  
IT for the next delight

P29

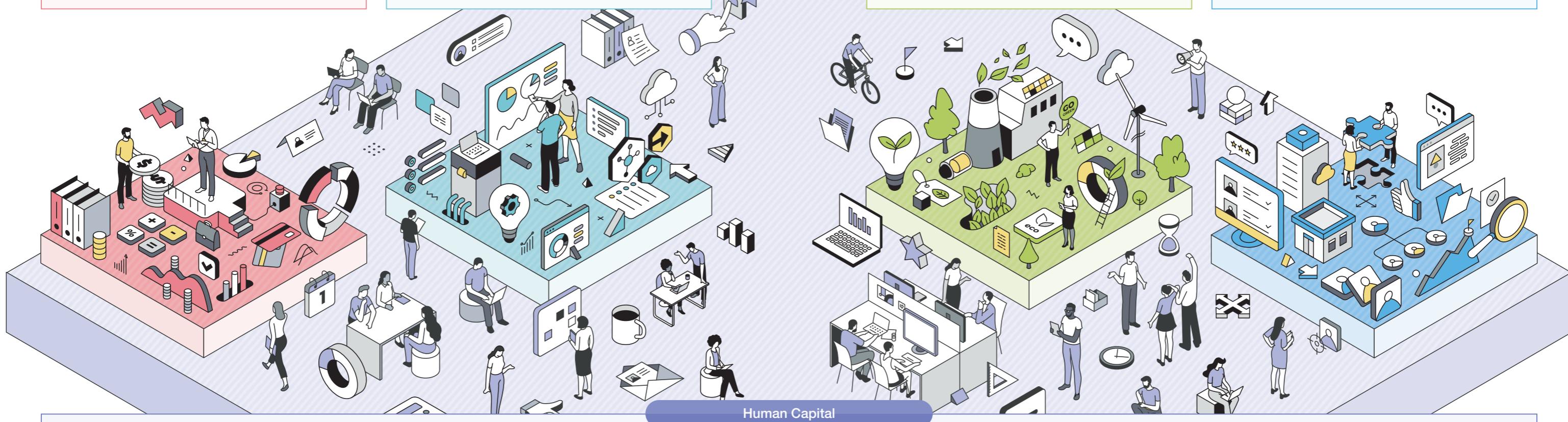


Upgrade and expand management resources  
(Outcome)

External Environment for SCSK Group

Paradigm shift of technology, Social issues and trends

SCSK has grown by identifying changes and needs in society and contributing to solving social issues. Over the years, we have built up a variety of capital that is the source of our strengths today. We will pursue further value creation by strategically utilizing and expanding these forms of capital.



\*1 Excluding Net One Systems Co., Ltd.  
\*2 Name changed from Core Partner to Prime Business Partner in FY2025  
\*3 SCSK Corporation \*FY2024 results

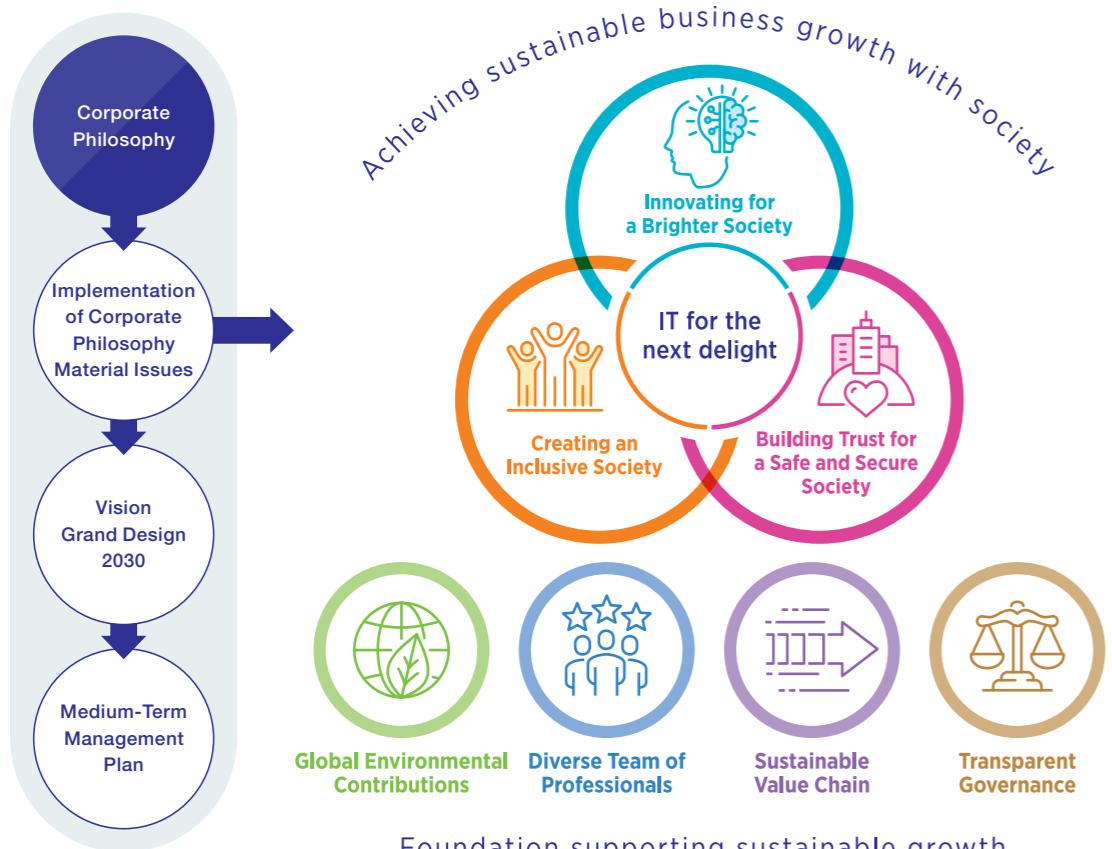
## Sustainability Management as a Growth Strategy of the Group

Under the corporate philosophy "Create Our Future of Dreams," the SCSK Group is promoting sustainability management as part of its growth strategy.

We will continuously assess the impact of our business activities on the environment and society and promote improvements. In addition, we will consider changes in the business environment toward the realization of a decarbonized and recycling-oriented society as an opportunity and capture new business opportunities that leverage our core competencies. By so doing, we will further accelerate the creation of economic value and social value which are needed by society and will grow sustainably along with society.

### SCSK Group's material issues

In recent years, social issues have become increasingly complex and serious due to rapid changes in the social environment arising from responses to climate change issues, emerging geopolitical risks, and rapid development of AI technology. Companies irrespective of industry are being called on to conduct management to resolve social issues through their business and achieve sustainable growth together with society. The SCSK Group evaluated a range of issues faced by society from a business perspective, seeking to implement its corporate philosophy of "Create Our Future of Dreams," and specified the issues that it views as particularly important and that it should prioritize taking action on to achieve growth together with society as material issues.



### Foundation supporting sustainable growth



### Examples of initiatives for each material issue

Material Issue	Description	Main initiatives	Related SDGs
Innovating for a Brighter Society	While engaging in co-creation with our customers and partners with a focus on the major changes digital technology is bringing to industry and society, we create greater affluence and comfort by turning technology into innovation to address social challenges and create social value.	<ul style="list-style-type: none"> <li>● COxCO Karte A cloud service that calculates CO<sub>2</sub> emissions simply by uploading accounting data (e.g., a general ledger).</li> </ul>	
Building Trust for a Safe and Secure Society	Our resilient and reliable business platforms connect customers and partners across industries and support increased safety and security for all by allowing companies to improve the quality of their business activities and people to have better everyday experiences.	<ul style="list-style-type: none"> <li>● BankSavior® A general account transaction monitoring system that responds to scams quickly and flexibly</li> </ul>	
Creating an Inclusive Society	Our business is global and contributes to growth and development in many countries and regions. We use our understanding of technology and its impacts to help build more inclusive societies that offer more opportunities to more people.	<ul style="list-style-type: none"> <li>● Dr2Go A service that delivers high-quality medical care to contribute to the creation of next-generation healthcare</li> </ul>	
Global Environmental Contributions	We are addressing the impacts climate change is having on our business while helping create a better global environment by integrating environmental considerations into our business activities and creating and expanding environmentally sustainable business opportunities.	<ul style="list-style-type: none"> <li>● Greenhouse gas emissions reduction targets and initiatives for reduction</li> <li>● Implementing reduction of greenhouse gas emissions with partner companies</li> <li>● Information disclosure based on TCFD/TNFD recommendations</li> <li>● Environmental performance data</li> </ul>	
Diverse Team of Professionals	We are a team of professionals with diverse expertise and experience and a shared set of values. Since we embrace diversity as a source of creativity, we strive to create workplaces and opportunities to engage our team and keep them growing professionally and as individuals.	<ul style="list-style-type: none"> <li>● "Business strategy and human resources portfolio" to improve and utilize abilities and skills</li> <li>● "Treatment and remuneration systems" to appropriately evaluate abilities and skills and reward performance</li> <li>● "Well-Being Management" that leads to creation of value</li> <li>● "Diversity and inclusion" that respect and draw on diversity</li> </ul>	
Sustainable Value Chain	We minimize any negative impacts associated with our value chain. In addition to service quality, we also work with partners to advance environmental and social goals such as sustainability, diversity, human rights and innovation to support our customers' sustainable growth.	<ul style="list-style-type: none"> <li>● Collaborating with partner companies to improve quality and productivity, promoting introduction of health and productivity management, heightening efficiency of contract work, ensuring information security and compliance, promote work engagement and nearshore and offshore activities</li> <li>● Sharing the SCSK Group Supply Chain Sustainability Promotion Guidelines and promoting initiatives related to respect for human rights and reduction of greenhouse gas emissions</li> </ul>	
Transparent Governance	We conduct effective management oversight while ensuring transparency and compliance, and have established and maintain management frameworks for sound information and risk management.	<ul style="list-style-type: none"> <li>● Corporate governance structure enabling practice of sustainability management</li> <li>● Remuneration system for Directors (Basic Policy on Remuneration, policy on performance-linked compensation and index)</li> <li>● Systems and initiatives to ensure compliance</li> <li>● Initiatives to enhance information security and response to security incidents</li> <li>● Basic Policy on Risk Management and concrete risk countermeasures</li> <li>● Succession Plan</li> </ul>	

### Process for Compiling Material Issues



Learn about the process of formulating material issues  
[https://www.scsk.jp/corp\\_en/csr/materiarity/process.html](https://www.scsk.jp/corp_en/csr/materiarity/process.html)



## Promotion of Sustainability Management and Our Governance System

The SCSK Group established the Sustainability Committee as an advisory body to the President and Representative Director, in order to confirm and review company-wide issues and measures to be taken in relation to promotion of sustainability management, which forms part of the Group's growth strategy.

Chaired by a general manager, the Sustainability Committee is composed of Working Group 1 and Working Group 2.

Matters deliberated by the Sustainability Committee are periodically reported to the Management Committee for further discussion from the perspective of company-wide management, after which the Sustainability Committee reports to the Board of Directors, which provides appropriate supervision.



**Roles and status of implementation of each sustainability-related council**

Board of Directors (twice)	Regularly receive committee reports on important sustainability-related matters and details of discussions at Management Committee meetings, and provide oversight.				
Management Committee (10 times)	Regularly receive committee reports mainly on important sustainability-related issues, discuss measures related to company-wide management				
Sustainability Committee	<table border="1"> <tr> <td>Working Group 1 (4 times)</td><td>Deliberate and confirm company-wide sustainability-related issues and measures to address them. Working Group 1 regularly reports the results of deliberation to the Management Committee and the Board of Directors.</td></tr> <tr> <td>Working Group 2 (12 times)</td><td>Working Group 2 discusses and considers matters necessary to foster understanding and culture of sustainability management and material issues. It also promotes activities for promoting awareness in each organization as evangelists.</td></tr> </table>	Working Group 1 (4 times)	Deliberate and confirm company-wide sustainability-related issues and measures to address them. Working Group 1 regularly reports the results of deliberation to the Management Committee and the Board of Directors.	Working Group 2 (12 times)	Working Group 2 discusses and considers matters necessary to foster understanding and culture of sustainability management and material issues. It also promotes activities for promoting awareness in each organization as evangelists.
Working Group 1 (4 times)	Deliberate and confirm company-wide sustainability-related issues and measures to address them. Working Group 1 regularly reports the results of deliberation to the Management Committee and the Board of Directors.				
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### Message from Outside Director



Shoei Yamana Outside Director

I believe that the following three factors are crucial to the sustainable growth of a company: the clarification of the reason for existence, a management strategy that prioritizes the social value (including environmental value) it provides through its business, and the thoroughgoing efforts of front-line staff to differentiate it from the competition.

The SCSK Group is committed to creating social and environmental value through transformation into a digital offering business by promoting its corporate philosophy of "Create Our Future of Dreams." Furthermore, through its merger with Net One Systems Co., Ltd., the SCSK Group is aiming to further differentiate itself and strengthen its competitive advantage.

The Group also believes that the driving force behind these initiatives lies in the power of its people. The Well-Being Management promoted by the SCSK Group enhances each employee's vitality and sense of fulfillment at work, while fostering a spirit of altruism that engages those around them and amplifies empathy toward value creation.

I have high expectations for these continuous initiatives, and as Outside Director, will support proactive risk-taking.

## Activities of the Sustainability Committee

### Working Group 1 of the Sustainability Committee

Working Group 1 is chaired by a general manager, and its members consist of General Managers of the Group Corporate. Working Group 1 collects information on global sustainability trends to practice sustainable management. It also reviews the implementation status and any deficiencies in measures related to material issues—a priority issue for the SCSK Group—and discusses issues that need to be addressed from a medium- to long-term perspective, and considers measures.

### Main Review Themes of FY2024 by Working Group 1

- Review the global information disclosure standards related to sustainability, as well as review aimed to increase non-financial disclosure items in securities reports
- Confirm insufficient ESG-related initiatives and response policies
- Confirm the approval status of partner companies for the "SCSK Group Supply Chain Sustainability Promotion Guidelines"
- Confirm the status of implementation of various initiatives toward human rights due diligence and respect for human rights
- Formulate the SCSK Group AI Basic Policy
- Confirm response to the publication of a statement on UK Modern Slavery Act
- Confirm initiative and progress related to the reduction of greenhouse gas emissions

### Topic Working Group 2 of the Sustainability Committee Activities undertaken at each organization by Working Group members

The Mobility Business Group implemented measures to increase awareness, including organization meetings and relay talks. Through a series of dialogues that transcended organizational boundaries and roles, I saw with my own eyes how interest and concern for sustainability and new awareness spread among the participants. More than 80% of the participants responded that they had "deepened their understanding and empathy," demonstrating the effectiveness of the dialogues.

Through the activities of Working Group 2, I was reminded that to work with customers and realize a safe and secure automotive society, it is essential to continuously promote the "personalization" of sustainability management throughout the Group. Going forward, I will continue to contribute, as an evangelist, to the creation of an organization in which people can be aware of and take pride in the fact that their daily work contributes to solving environmental and social issues.

Naomi Kijima  
Section III, Systems Dept. IV,  
Mobility Systems Div. I,  
Mobility Business Group



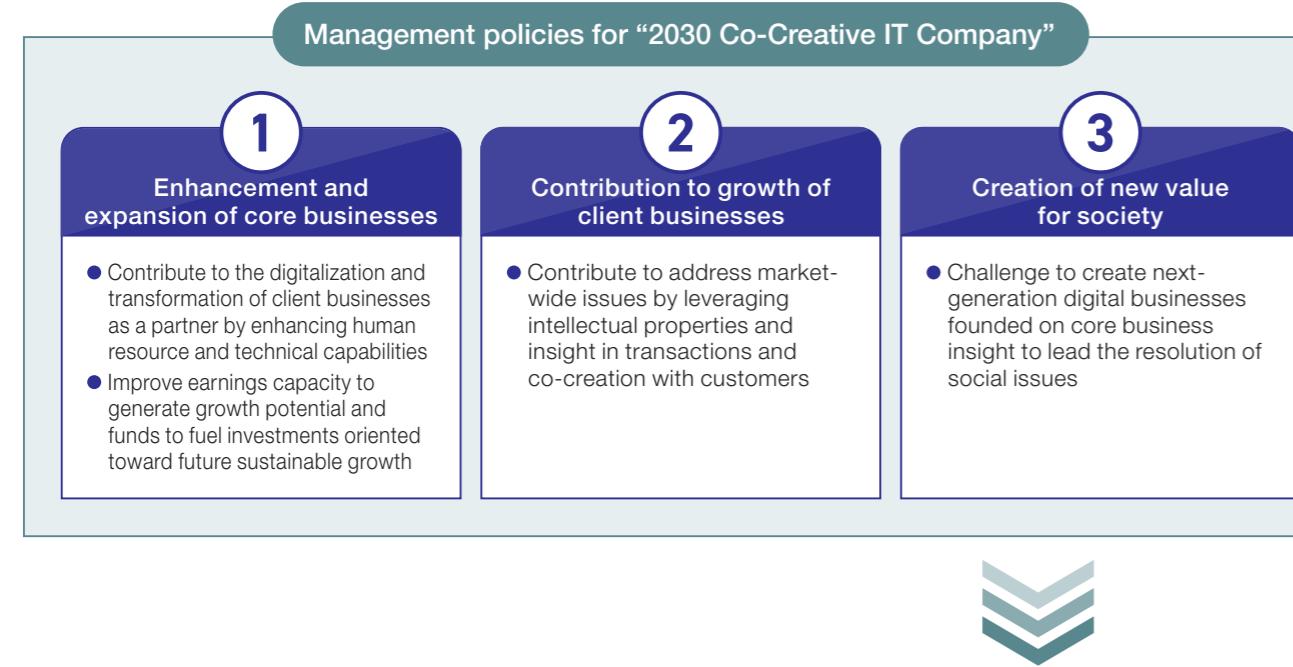
Approximately 1,600 members of the Financial Business Group worked together on sustainability promotion measures. These activities not only deepened our understanding of sustainability, but also provided an opportunity for us to reaffirm the significance of our work through lively discussions among the members. As a result, I feel that communication in my daily work has become smoother. For myself, this activity, which was carried out with the cooperation of the members of the committee and the general manager, was a valuable growth opportunity to enhance the project momentum. I realized that it is important for me to continue to communicate with a strong will to engage people around me, and that this attitude created a sense of empathy and broadened the circle of support. It was very rewarding to be able to contribute to the initiatives of the entire company, and I would like to continue to focus on sustainability activities while deepening cooperation.

Manami Kaneda  
Section I, Sales Dept.,  
Financial Systems Business Div. IV,  
Financial Business Group



In putting its corporate philosophy into practice, the SCSK Group evaluated a range of issues faced by society from a business perspective, and specified the issues that it views as particularly important and that it should prioritize taking action on to achieve growth together with society as material issues in FY2020. At the same time, we have formulated Grand Design 2030 as our medium- to long-term vision, based on our corporate philosophy and material issues as the SCSK Group's reason for existence. Under Grand Design 2030, we aim to become a Co-Creative IT Company in 2030 by taking initiative in businesses that contribute to the resolution of social issues together with our clients and partners.

To improve the SCSK Group's essential corporate strength toward realizing our vision, we have set forth the goal, "Challenge net sales of ¥1 trillion," with the aim of dramatic improvements in comprehensive corporate value, which incorporates economic value, as well as non-financial factors such as social and human capital value, and becoming a first-class company that leads in solving social issues based on the creation of value that is not bound by tradition or past standards. As a concrete step toward realization, we are working on a Medium-Term Management Plan.



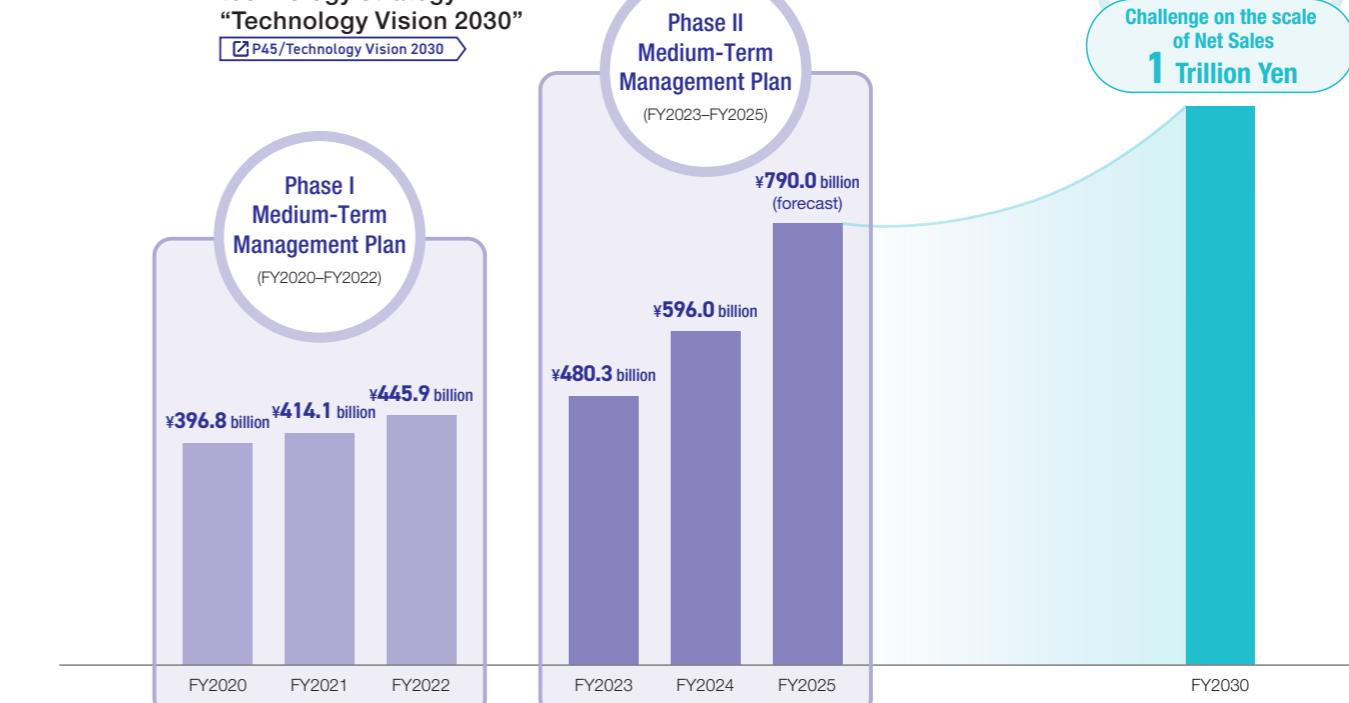
## Timeline for 2030

### 2030 Co-Creative IT Company IT for the next delight

● April 2020: Formulation of Grand Design 2030

● July 2024: Formulation of SCSK Group technology strategy "Technology Vision 2030"

P45/Technology Vision 2030



#### Toward 2030

Dramatic improvements in "comprehensive corporate value"

Challenge on the scale of Net Sales  
1 Trillion Yen

