

SECOM's CSR

■ Basic policies

Having always acknowledged the importance of ensuring sustainability for ourselves and for society, we actively seek to promote CSR in all aspects of our operations, allowing us to

- **contribute to society through our business activities;**
- **identify and cultivate businesses that enable us to fulfill our responsibility to contribute to society; and**
- **drive ongoing innovation.**

We promote a variety of CSR initiatives, which we classify as either “strategic” or “basic.”

■ Communication with stakeholders

With the aim of ensuring accountability to stakeholders, we have created a corporate website and publish a variety of reports, including our annual CSR report. We are also working to expand our publication of environment, social and government (ESG)-related information, including through participation in various external assessment programs. Opinions and comments received from stakeholders are reported at pertinent meetings and fed back to the appropriate departments to facilitate the sharing and effective use of information.

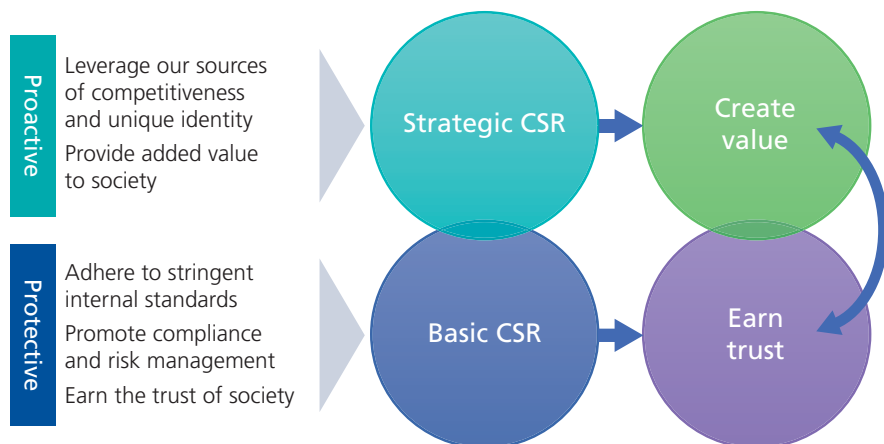
■ Strategic CSR: Addressing evolving social imperatives

Our strategic CSR initiatives emphasize capitalizing on the principal sources of our competitiveness, namely, our technological prowess, human resources, and operational and control structure, and on our ability to make effective use of Big Data, made possible by our network of data center facilities, which underpins our business infrastructure. Guided by the ALL SECOM concept, which focuses on rallying Group strengths, we continue to create diverse services and systems.

We continue working to realize the *ANSHIN* Platform, a service infrastructure designed to provide enduring peace of mind to an ever-changing society, with the goal of further reinforcing our relationships with society and helping to address a broad range of social imperatives. Through these and other efforts, we will strive to grow together with society and achieve sustainable growth in corporate value.

■ Basic CSR: Earning the trust of stakeholders

As a company that seeks to provide safety and peace of mind, we recognize the importance of ensuring that both our corporate philosophy and our business conduct are correctly understood and positively evaluated by society, thereby assuring that our stakeholders continue to see us as a trusted partner. To this end, we have always adhered to stringent internal standards for compliance and risk management that exceed those mandated by laws and regulations.



Basic CSR initiatives

Taking into account the key areas of focus outlined in ISO 26000, the international standard for social responsibility, we have identified and continue to emphasize efforts in the following categories.

Consumer issues

To ensure the quality of our services is consistently worthy of the SECOM name, we have established a framework in our security services business that ensures exceptional safety and reliability across all processes, from R&D through to maintenance, and conduct practical training for employees that aims to enhance their know-how and skill levels. We work to further enhance the quality of our services by paying heed to feedback received by SECOM customer service centers, as well as by speaking directly to customers.



Training for employees to enhance know-how and skill levels

Human rights and labor practices

In line with our belief that creating working environments conducive to job satisfaction and helping employees fulfill their potential are key to driving growth for SECOM, we have established a variety of unique employee training programs designed to maximize individual talents and hone skills. We recognize respect for human rights as an essential

aspect of corporate management and provide training aimed at enhancing employees' understanding thereof.

We also place a priority on ensuring safety and a favorable work-life balance for our employees. Accordingly, we have put in place generous health management and leave programs.

Environment

In the belief that protecting the environment is essential to our ability to provide security and support comfortable lifestyles, we continue to promote awareness of our environmental philosophy, which is to incorporate consideration for the environment into all areas of our operations, and our basic environmental policy among all employees. We are also implementing measures aimed at addressing such key issues as global warming and resource depletion and ensuring our operations conform with pertinent laws and regulations.



SECOM Group environmental conference

Community involvement and development

We recognize contributions to the community through the provision of safety and peace of mind, as well as through the creation of employment opportunities and support for local development, as an important responsibility. To this end, we promote a variety of efforts

designed to contribute to communities. These include offering programs for children, women and seniors designed to raise crime prevention awareness.



SECOM AED installed at temporary housing for people displaced by the 2016 Kumamoto Earthquake

Fair operating practices

Efforts to strengthen our cooperation with suppliers, as well as to promote mutual understanding and compliance with laws and regulations, have enabled us to create a solid framework for providing high-grade services and systems.

We also work to promote awareness of key components of CSR, including the safeguarding of human rights, ensuring industrial safety and employee well-being, and protecting the environment, across our entire value chain.

Organizational governance

To increase the efficiency and transparency of management practices, thereby enabling us to consistently increase our corporate value, we have taken steps to enhance our corporate governance system, including the appointment of independent outside directors. We are also promoting decisive management-led efforts to strengthen our compliance framework and improve disclosure.

CSR Topics

■ Promoting open innovation

We are committed to promoting open innovation, which aims to create new services that address the increasingly diverse needs of society by leveraging our management resources, as well as by promoting strategic collaboration with other organizations. In line with this commitment, we hold the SECOM Open Lab, a workshop for companies and experts in pertinent fields with promising ideas and technologies.



SECOM Open Lab

■ Bolstering employee satisfaction

Having highly motivated employees who are actively committed to realizing their individual goals is a critical factor behind our ability to provide high-grade services that exceed the expectations of customers and earn the trust of society. We implement various measures to bolster employee satisfaction, recognizing this as the source of motivation and a proactive outlook.

■ Advancing the careers of female employees

We strive to assist employees in balancing the demands of career and family and to create workplaces that provide a positive and supportive environment. In addition, we have established the Committee to Advance the Careers of Female Employees, a dedicated section that is charged with promoting measures across the Company to further advance the careers of female employees.



Committee to Advance the Careers of Female Employees

■ Preventing extreme overwork

Extreme overwork is a significant social issue in Japan. By positioning an expert in our personnel department, as well as in other pertinent departments, we strive to prevent excessive overtime. We have also introduced a framework for the ongoing management and improvement of data pertaining to employee working hours, including start and finish times.

■ Establishing medium- to long-term targets for reducing greenhouse gas emissions

In accordance with the Paris Agreement, adopted at the COP21 climate summit, and Japan's Plan for Global Warming Countermeasures, we have augmented our existing target for reducing greenhouse gas emissions attributable to our security services business with a specific target for the year ending March 31, 2031. We will also endeavor to achieve a significant reduction in greenhouse gas emissions by 2050.

• Short-term (existing) target

Reduce CO₂ emissions by 1.5% annually until the year ending March 31, 2021

• Medium-term target

Achieve a 35% reduction in greenhouse gas emissions from the year ended March 31, 2014, by the year ending March 31, 2031.

• Long-term objective

Achieve an 80% reduction in greenhouse gas emissions by 2050.

SECOM: An Official Partner of the Olympic and Paralympic Games Tokyo 2020

As an official partner (Security Services and Planning category), we will contribute to the safe and secure staging of the Olympic and Paralympic Games Tokyo 2020.

Our history with the Olympics stretches back five decades. Still in our infancy, in 1964 we provided security services for the Olympic Village at the first Tokyo Olympics,

earning high marks and the trust of society, an achievement that contributed to our subsequent evolution and growth.

We look forward to helping ensure the safety and security of the Olympic and Paralympic Games Tokyo 2020 and will continue working to create innovative services that will help us achieve this goal.

