

New ALSOK Charter and Four Material CSR Themes for Sustainable Growth

The ALSOK Charter, which comprises the Company's management philosophy, management policies, and code of conduct, was established in 2000 to commemorate the 35th anniversary of the Company's founding and to compile the spirit of our founder into a single document. The charter sets forth a road map for the Company that is also meant to guide the activities of all employees, and it forms the foundation for our corporate essence. We aim to pass this charter and the spirit it embodies on to the employees of the future. However, it cannot be denied that circumstances are very different from when the charter was formulated 15 years ago. In addition to the substantial shifts in social and economic trends, the Company was listed on the stock exchange in 2002. Later, it began developing operations overseas while expanding the Group through mergers and acquisitions. We therefore chose to implement a partial revision to the charter in recognition of ALSOK's 50th anniversary in 2015, aiming to make it more suited to the ALSOK Group of today, which has grown to include 74 companies and approximately 31,000 employees.

ALSOK Charter

Management Philosophy

Based on two core principles exemplified by "*arigato no kokoro*" (a feeling of gratefulness and gratitude) and "*bushi no seishin*" (a samurai spirit), we devote ourselves to protecting the safety and security of our customers and of society as a whole.

Management Policies

1. Fundamental Spirit

Under any condition that we face, we work hard to live by a fundamental spirit that reflects our management philosophy—as exemplified by a feeling of gratefulness and gratitude and a samurai spirit based on toughness, fairness, and generosity—to be a highly principled company.

2. Priority

Our top priority is to provide products and services of the first rank, while cultivating the highest levels of motivation in our employees and living up to shareholder expectations through attractive profit growth.

3. Basic Strategy

While security services remain at the heart of our business, as our basic strategy, we also seek to offer a diverse range of products and services in new fields to satisfy the needs of the ever-changing times.

4. Contributing to Society

Allying ourselves with public bodies charged with protecting public safety and security, we commit ourselves to developing value-adding products and services, thereby always contributing to society.

Code of Conduct

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| 1. We will devote ourselves to serving our customers and society as a whole in a way that reflects a feeling of gratefulness and gratitude. | 2. We will embody a samurai spirit in everything we do based on toughness, fairness, and generosity, standing firm in the face of adversity and banding together to embrace success. |
| 3. We will value autonomy in our actions, empowered by " <i>yacho seishin</i> " (the spirit of a wild bird)—which represents independence, self-respect, perseverance, acuity, and tenacity—and take responsibility for delivering results. | 4. We will carry out our day-to-day activities based on the principles of sincerity, accuracy, strength, and speed. |
| 5. We will know no complacency, always marching forward purposefully while growing and refining our business to continue to provide value to customers and to society as a whole, thereby continuing to be relevant. | 6. We will devote ourselves to serving our customers and society as a whole in a way that reflects a feeling of gratefulness and gratitude. |

"*Arigato no kokoro*" (a feeling of gratefulness and gratitude): This refers to the way people in Japanese society agree to live their lives while being respectful toward the lives of others; it represents a humble feeling of gratefulness and gratitude toward the people and everything else that enriches our daily lives.
"*Bushi no seishin*" (a samurai spirit): This embodies a strong and honorable yet kind mentality of a samurai from a bygone era characterized by discipline, purpose, and the will to succeed and grow.
"*Yacho seishin*" (the spirit of a wild bird): This refers to a drive to persevere and survive against all odds while always remaining aware of the possible threats surrounding oneself, just as a wild bird must be constantly alert itself of the risk from predators and other dangers in its daily fight for survival.

The ALSOK Group advances CSR activities in accordance with its management philosophy to respond to changing social needs and help resolve the issues society faces. In the fiscal year ended March 31, 2014, we defined four material CSR themes with aim of fulfilling our social responsibilities and sharing our social value with shareholders and other stakeholders. These themes are: ① providing products and services that help resolve social issues; ② cultivating human resources and building a comfortable workplace environment; ③ contributing to local communities through active communication; and ④ providing trustworthy security services. Our policies based on these material themes have been reshaped to reflect the Company's revised management philosophy, and we are stepping up initiatives in each of these areas.

1 Material CSR Theme ① Consumer

Providing Products and Services that Help Resolve Social Issues

ALSOK is providing a multifaceted lineup of products and services that help resolve the issues faced by customers and society. This task is accomplished by leveraging its security services expertise based on an accurate understanding of ever-changing social trends, such as aging populations, declining birth-rates, and tendency toward nuclear families.

2 Material CSR Theme ② Labor Practice

Cultivating Human Resources and Building a Comfortable Workplace Environment

The Company strives to help employees realize their full potential. To this end, it is enhancing training systems, actively supporting career development, promoting diversity, and otherwise building a comfortable workplace environment and cultivating the human resources that underpin its corporate activities.

3 Material CSR Theme ③ Community

Contributing to Local Communities through Active Communication

To give form to the *arigato no kokoro* (a feeling of gratefulness and gratitude), part of ALSOK's fundamental spirit, the Company acts as a good corporate citizen, diligently working to contribute to the resolution of the various issues faced by the communities it serves.

4 Material CSR Theme ④ Operating Practice

Providing Trustworthy Security Services

ALSOK is expected to maintain high levels of social trust while acting in a highly ethical and disciplined manner. We therefore position compliance and business continuity as management issues of extreme importance, and we are advancing various initiatives in relation to these matters.