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March 31, 2022

To whom it may concern,

Listed company name:	Pasona Group Inc.
Listing stock exchange:	The First Section of the Tokyo Stock Exchange
Securities code number:	2168
Representative:	Yasuyuki Nambu, Group CEO and President
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Notice Concerning the Conclusion of “Syndicated Loan for ESG Management Support”

Today, we are pleased to announce that our Board of Directors passed a resolution to enter into an agreement for a “Syndicated Loan for ESG Management Support”(hereinafter the “Loan”) with MUFG Bank, Ltd. as the arranger. The Company received a rating of “particularly advanced (Rank A)” in the MUFG ESG assessment in March 2020. The Loan is being procured to fund the Company’s various business activities to promote regional development, and has been structured as a syndicated loan by 25 regional banks throughout Japan that have endorsed the Company’s business activities.

Through this agreement, the Company will expand its network of regional banks throughout Japan and work to expand employment opportunities to solve employment problems in each region, with the aim of further realizing regional development.

We also hope that increase in the number of cases of such regional business financing will further promote regional development.

1. Purpose of the Loan Agreement

“MUFG ESG Management Support Private Placement Bonds,” which was contracted with MUFG Bank, Ltd. in March 2020, was given a “particularly advanced (Rank A)” rating in the MUFG ESG assessment by Mitsubishi UFJ Research and Consulting Corporation (Supporting Company: Japan Credit Rating Agency, Ltd.) The “Syndicated Loan for ESG Management Support,” which is being contracted this time, is being procured as business funds related to various business activities of the Company promoting regional development, and is structured as a syndicated loan by 25 regional banks throughout Japan that have endorsed the Company’s business activities contributing to ESG and SDGs.

2. Outline of the syndicated loan contract

(1)Amount	21.7 billion yen
(2)Contract date	March 31, 2022
(3)Execution date	March 31, 2022 ~ June 30, 2023
(4)Maturity date	March 31, 2032
(5)Repayment method	Equal principal repayment
(6)Use of funds	Business fund
(7)Arranger and Agent	MUFG Bank, Ltd.

(8)Participating financial Institutions	Total of 25 financial institutions	
	The Chiba Bank, Ltd. (Chiba Pref.)	The Yamaguchi Bank, Ltd. (Yamaguchi Pref.)
	The Yamanashi Chuo Bank, Ltd. (Yamanashi Pref.)	The Aomori Bank, Ltd. (Aomori Pref.)
	The Ashikaga Bank, Ltd. (Tochigi Pref.)	The Iyo Bank, Ltd., (Ehime Pref.)
	The Kiyō Bank, Ltd. (Wakayama Pref.)	The Joyo Bank, Ltd. (Ibaraki Pref.)
	The San-in Godo Bank, Ltd. (Shimane Pref.)	The Higashi-Nippon Bank, Ltd. (Tokyo Metropolitan)
	THE SHIGA BANK, LTD. (Shiga pref.)	The Higo Bank, ltd. (Kumamoto Pref.)
	The 77 Bank, Ltd. (Miyagi Pref.)	The Hyakujushi bank, Ltd. (Kagawa Pref.)
	Daishi Hokuetsu Bank, Ltd. (Niigata Pref.)	The Minato Bank, Ltd. (Hyogo Pref.)
	The Chukyo Bank, Limited. (Aichi Pref.)	The Awa Bank, Ltd. (Tokushima Pref.)
	The Chugoku Bank, Limited (Okayama pref.)	The Keiyo Bank, Ltd. (Chiba Pref.)
	The Hyakugo Bank, Ltd. (Mie Pref.)	THE TAIKO BANK, LTD. (Niigata Pref.)
	Hiroshima Bank, Ltd. (Hiroshima pref.)	The Hachijuni Bank, Ltd. (Nagano Pref.)
	THE BANK OF FUKUOKA,LTD. (Fukuoka Pref.)	

3. Impact on Business Performance

The impact of this contract on our consolidated earnings forecast for the fiscal year ending May 31, 2022 is negligible.

4. Reference

Since its establishment in 1976, the Company has provided a variety of services to support the business growth of companies through BPO services (outsourcing and contracting) as well as human resource services that propose optimal work styles and match jobs to those who wish to work, based on the corporate philosophy of "solving society's problems." In addition, with the aim of creating work opportunities in rural areas and sustainable development of local industries, we are involved in various regional development projects throughout Japan, such as the promotion of UIJ-turns in cooperation with local governments and local companies.

In order to create a sustainable society, we promote diversity in order to create a society in which everyone can utilize their talents and abilities, and we are working to promote the advancement of women in society by training female managers, as well as promoting single-parent families and helping them balance work and nursing care. We also provide specialized human resource services to create employment opportunities for veterans who wish to remain active throughout their lives in this era of 100-year lifetimes.