

## **Altius Link Receives Highest Gold Award in PRIDE Index 2023; Releases New Rainbow Logo to Promote Diversity, Equity, and Inclusion**

On October 7, 2023, the day of the award ceremony, the company released a rainbow logo to symbolize its commitment to diversity, equity, and inclusion (DEI) promotion and the creation of a workplace in which all members with diverse personalities, values, and SOGI can work to their fullest potential.

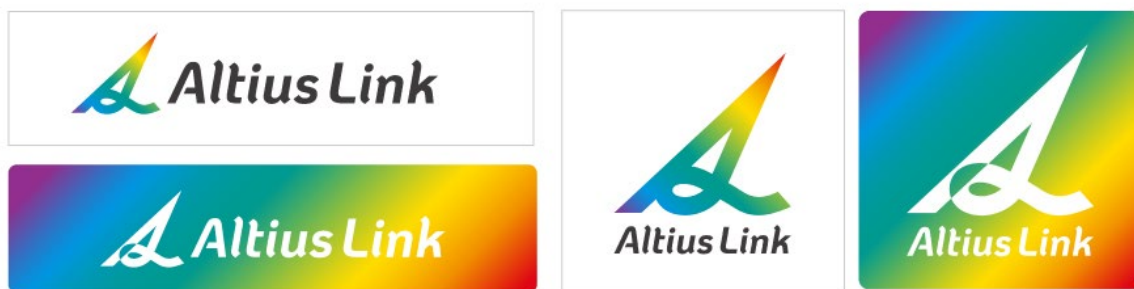


Altius Link has a culture of "valuing people," and its approximately 58,000 employees lead active careers in an environment that allows them to thrive regardless of gender, age, nationality, disability, or sexual orientation, while mutually respecting individual diversity. Our PRIDE initiatives are one way we are working to improve the workplace environment as part of these efforts.

- Policy : We have published a code of conduct that prohibits unfair discrimination, harassment, and violation of personal dignity.
- Representation : We have established an in-house consultation channel, distributed LGBTQ+ ally stickers to promote communication between LGBTQ+ individuals and allies, and worked to foster employee understanding and respect of PRIDE initiatives. We have also exchanged information and shared case studies with other companies in order to build a more inclusive work environment.
- Inspiration : We hold employee training, lectures that provide an opportunity for all employees to consider SOGI issues, and our top management communicates the importance of company-wide efforts to promote DEI.

- Development : Same-sex partners are provided equal treatment as legal spouses under company systems, including treating children of same-sex partners who cannot legally have parental rights as “family members” and providing equal access to various benefits, leave systems, childcare leave, and other programs. We also accommodate medical examinations based on gender identity and the use of common names.
- Engagement / Empowerment : We actively support Rainbow Pride, which aims to build a society in which all individuals, regardless of their sexual orientation or gender identity, can live with pride, confidence and positiveness in their identity, including promoting events such as pride parades to our employees, among other initiatives.

The rainbow logo released symbolizes Altius Link's commitment to further improving communication to create a better future for people and society based on our corporate culture and work environment centered on "valuing people", as well as our dedication to promoting DEI by bringing together unique individuals with a rich tapestry of colors that knows no boundaries.



Going forward, Altius Link will continue to promote its company-wide DEI initiatives, including employee ally activities and further developing a culture that allows each and every employee to work to the best of their abilities, while expressing their individuality and color.

## **About Altius Link, Inc.**

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Altius Link is a BPO service provider offering comprehensive solutions, including contact centers and back-office operations, to client companies. We have one of the largest networks in the industry – with over 100 locations in both Japan and the rest of the world - which we utilize together with the know-how, superior service, and technological capabilities made possible by our 58,000 diverse personnel.

Digital BPO combines high value-added services provided by human operators with the latest digital technologies to design CX for a new era. This allows us to provide even better communication experiences to customers while also helping our client companies to expand and develop their businesses.

Head Office : (Corporate Office) Shinjuku First West Building, 1-23-7 Nishi-Shinjuku, Shinjuku-ku, Tokyo 160-0023, Japan  
(Sales Office) Odakyu Southern Tower, 2-2-1 Yoyogi, Shibuya-ku, Tokyo 151-8583, Japan



Established : May 1996 (Launch of Altius Link, Inc. September 1, 2023)

Capital : ¥100 million

Main Business : 1. Contact center operations; 2. Back-office operations;  
3. IT solutions operations; 4. Other related operations

Corporate website: <https://www.altius-link.com/eng/>

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