



**NO LIMIT!**

# CSR Report 2022

UNIVERSAL STUDIOS JAPAN



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## Message from President and CEO



President and CEO J.L. Bonnier

USJ LLC has been fully committed to providing our guests with a world-class experience by operating the theme park Universal Studios Japan. We at USJ LLC hope to continue to create exciting entertainment by leveraging our own innovativeness and creativity as a leading global entertainment company. We also hope to encourage ourselves and society to further evolve in view of our own and society's future.

The local community underpins our business. Therefore, we have a mission to work to resolve challenges faced by the local community and facilitate its development. We will continue to contribute actively to the good of society in a wide range of fields, including welfare, education, culture, employment, the environment, and diversity. We will also strive to earn the love and support of local people as their good neighbor.

Our goal is to help build a society where everyone can lead their daily lives with positive power. To achieve the goal, we will continue to implement various initiatives in cooperation with local leaders and various communities by fully demonstrating our long-developed capability of offering world-class entertainment.

This report details our efforts in giving back and how we hope to make a difference. I hope that this report will be a good guide to each of our initiatives, which constitute a new source of power for us.

In 2022, USJ LLC newly devised the following corporate statement that expresses the reason for the company's existence.

# Energizing people and society with super-entertaining creativity

In 1915, Universal Studios began to provide unprecedented and exciting experiences to guests with the unconventional idea of opening up the backstage of filmmaking. In our 100-plus years of history since, we have always had at our core the spirit of entertaining people with innovative creativity that goes beyond the boundaries.

The first of its kind outside the United States, Universal Studios Japan opened in Osaka in 2001 and is full of exciting, world-class themed entertainment.

Based on our desire to respect diversity, understand people's needs and energize all people by whisking them away from their everyday lives, we hope to produce diverse and stimulating entertainment, providing the power that drives people forward into tomorrow and helps society evolve toward the future. To achieve this, we will continue to challenge ourselves with our super-entertaining creativity that goes beyond the ordinary rules of entertainment.

CSR Slogan

**NO LIMIT!  
Future for All**

Continue to work for our society with no limit to the future for all.

Brand Slogan

**NO LIMIT!**

Create no limit entertainment, excitement and thrills that defy the imagination, leave a lasting impression, and help guests unleash their energy within.

Team Member Slogan

**NO LIMIT!  
Spirit**

Embody a team spirit that focuses on creating and delivering no limit experiences to our guests.

## Three Targets and Slogans in Corporate Branding

Our corporate slogans are the core of all of our social contribution activities, memorable guest interactions and team member spirit.

CSR Slogan

# NO LIMIT! Future for All

Continue to work for our society with no limit to the future for all.

CSR Report 2022 details our social contribution activities, which we work on based on three pillars:

## Diversity, Equity & Inclusion

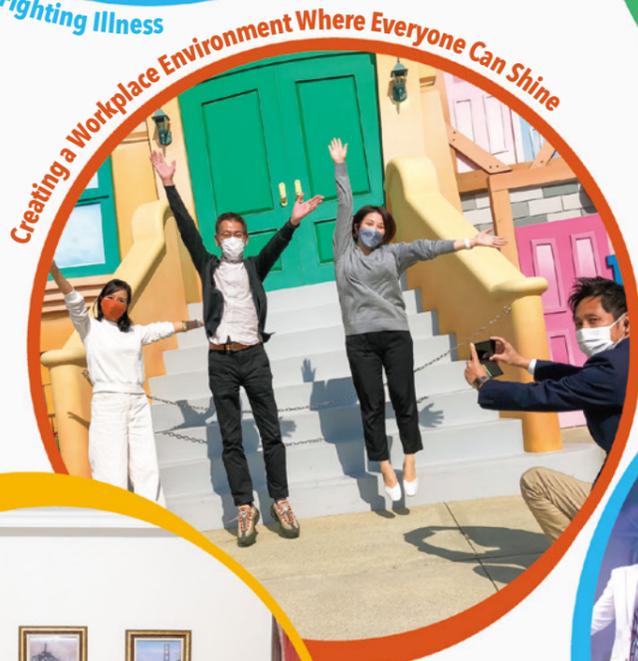
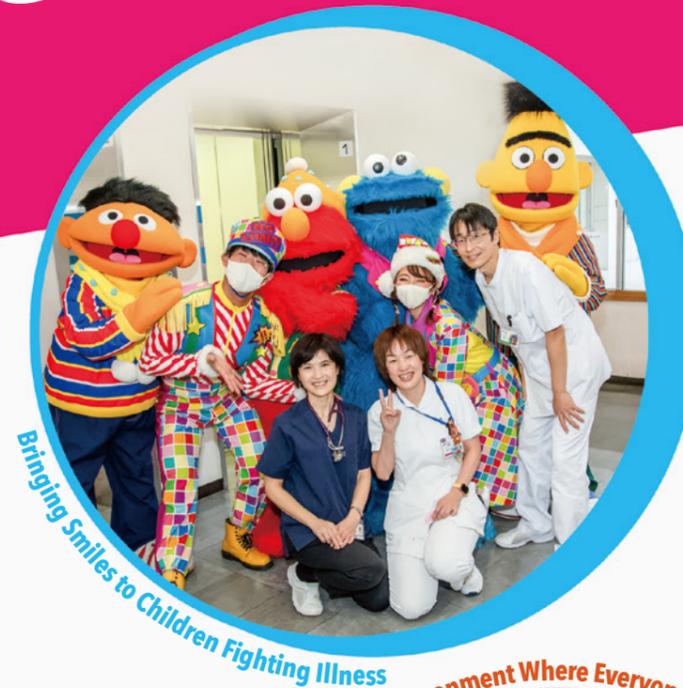
There is no limit to the future for all of us. We respect diversity and create a better future together.

## Environment

There is no limit to the future for the global environment. We work on it with innovative creativity.

## Community Relations

There is no limit to the future for the local community. We expand activities to make our local community super energetic.



# DEI (Diversity, Equity, and Inclusion) Initiatives



We at USJ LLC aim to fill the world with super energy by creating wholeheartedly super-impressive and super-exciting "NO LIMIT!" entertainment that always exceeds guests' expectations. We recognize that further enhancing our originality and competitiveness from now on will require us to continue acquiring exceptional human resources. Particularly because we are in an industry whose mission is to bring great excitement and impressions to diverse guests, there is no doubt that our effective utilization of the capabilities of individual team members with full respect for their diversity will enable us to achieve further business growth. We aim to create a workplace environment where every team member can demonstrate their talents with "NO LIMIT!" with high value placed on their own characteristics from the perspectives of diversity and equity. Our initiatives are still in an early stage, but they are gradually producing results. We will continue our positive efforts in these initiatives so that the energy of team members working cheerfully and joyfully will further liven up the park.

Junko Moriwaki  
DEI Promotion Project Leader

## 1 -Creating a comfortable working environment where every team member respects each other LGBTQ+

We have been implementing various initiatives to create a workplace environment where every team member respects each other and can leverage their own perspectives and characteristics with "NO LIMIT!" irrespective of their race, ethnicity, sex, gender identity, sexual orientation, gender expression, religion, age, marital status, nationality, descent, maternity status, sickness, physical or mental disability, or characteristics or conditions that require them to be protected legally.

In recognition of our active commitment in this field, USJ LLC has been rated highest, as Gold, in PRIDE Index 2021,\* a set of indices for companies' and organizations' initiatives to create an LGBTQ+ friendly workplace environment.

\* The PRIDE Index is Japan's first set of indices for the creation of LGBTQ+ friendly workplace environments at both companies and organizations. It was established by "Work with Pride," a Japanese voluntary organization that helps facilitate and institutionalize diversity management friendly to sexual minorities, including LGBTQ+ people, at companies and organizations in Japan.



We have made stickers and straps to declare the intention of ALLY. (ALLY refers to individuals who wish to understand, sympathize, and support minority groups.)

### ■ USJ LLC's major initiatives

- **Initiatives on personnel-related rules and systems**
  - Changed the company's definitions of "marriage" and "spouse" and improved its congratulation and condolence allowance system and leave system so that team members in a de facto marriage or in a municipality-certified same-sex partnership also can use these systems easily
  - Revised the team member dress code
  - Introduced a leave system for team members receiving fertility treatment to support their efforts to have children
- **Installed gender-neutral locker rooms and restrooms**
- **Enabled team members to use the names they like according to the situation**
- **Encourages team members to declare to be an LGBTQ+ ally**
- **Helps team members increase their understanding of gender diversity through education programs and in-house social media**
- **Established an in-house contact for consultation and appointed external specialists to provide consultation services for team members**



We offer diversity education to team members to help them increase their understanding of LGBTQ+ people.

## 2 -Aiming to create a workplace environment where everyone can shine NO BORDERS



In Japan, women still have only limited opportunities to play leading roles in political and economic circles. The gap between Japan and other countries in this issue has long been left unbridgeable. This is the case with USJ LLC too. Therefore, we are currently involved in various initiatives from many aspects to create a workplace environment where not only female team members but also all others can demonstrate their capabilities to the maximum without any barrier, although we still have a long way to go.

In addition to conducting in-house promotion activities, we hold study meetings that each focus on a specific theme to further invigorate our DEI initiatives. Team members selected from each headquarters participate in these meetings to learn about or deepen their understanding of each theme, such as career development and how to achieve a good work-life balance. We are planning to conduct in-house activities related to these themes in the near future.

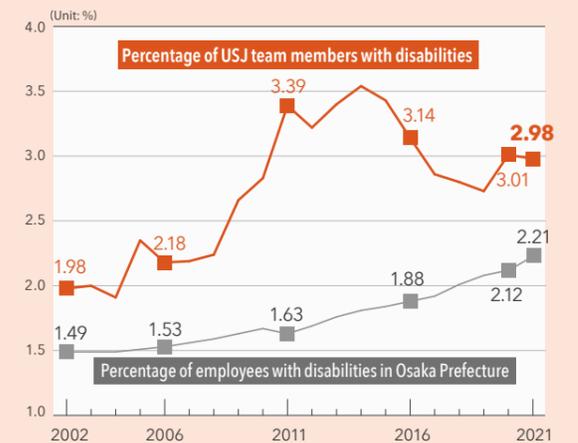
We will devote Company-wide efforts to making further progress in our initiatives by delivering messages from the President and CEO and facilitating management members' understanding of this issue.

◀ In the NO BORDERS project, study meetings focusing on DEI-related themes are held to conduct various activities, such as team member education about unconscious bias.

## 3 -Providing people with disabilities with opportunities to demonstrate their talents Employment of People with Disabilities

Since the grand opening of the park in 2001, USJ LLC has actively employed people with disabilities. As of June 1, 2021, people with disabilities accounted for 2.98% of all USJ LLC team members, vastly exceeding the legally designated percentage of employees with disabilities (2.3%) and the actual percentage thereof in Osaka Prefecture (2.21% as of June 1, 2021).

USJ LLC team members with disabilities perform a wide range of duties, from desk work to park operations. We believe that working together irrespective of disability will help foster empathy and teamwork among all our team members. In addition, the Human Resources Department has a support team for team members with disabilities to establish a system for supporting them in collaboration with their family members and external support organizations, as well as with the active participation of team members with disabilities themselves. We also offer an in-house educational program to help team members deepen their understanding of people with disabilities.



# Initiatives for the Environment



The Glasgow Climate Pact, which was adopted in November 2021 as a result of the 2021 United Nations Climate Change Conference (COP26) in Glasgow, the UK, says, "limiting global warming to 1.5°C requires rapid, deep, and sustained reductions in global greenhouse gas emissions," and it urges countries to make further efforts for that purpose. To help fulfill this requirement imposed by the international community, the Comcast/NBCUniversal Group, to which we belong, has declared that it will achieve the carbon neutrality of its business activities by 2035. We are also deliberating concretely on implementing strong measures for carbon neutrality to reduce plastic and food waste and save water.

We at USJ LLC believe that creating a sustainable environment is an important challenge we must tackle to bring all our guests sheer joy and cheer them up.

We will continue to make progress in creating a more sustainable park with solutions for environmental issues while contributing to society.

Kiyoshi Ebihara  
Sustainability Task Force (Environment) Project Leader

## 1 GHG Emission Reduction Initiatives

An estimate says that the global average temperature will increase by 2.8°C by the end of the 21st century if global greenhouse gas (GHG) emissions remain at the current level. The Glasgow Climate Pact, adopted in November 2021, calls for action to reduce global CO<sub>2</sub> emissions to net zero by 2050 as a concrete measure to limit global warming to 1.5°C.

While many companies around the world have set a target of achieving carbon neutrality by 2050 in response to this pact, the Comcast/NBCUniversal Group, to which we belong, has declared that it will achieve carbon neutrality by 2035. Completely agreeing with this declaration, we at USJ LLC have begun to consider introducing various energy-saving technologies and renewable energy sources and are searching for new applicable technologies. We are making positive efforts with support and help from many local companies.

One example is a solar-powered cart we introduced on a trial basis in 2021. Charged from a solar power generation system, this cart is now used for team member transportation behind the scenes. This is expected to play an important role in reducing GHG emissions from park operations. The cart uses a non-contact charging system, an important technology developed by a company based in the Kansai region. This technology is currently in the field-test stage, and we are planning to use it to power our park attractions in the future.

In addition, we are considering the possibility of introducing new renewable-energy technologies in consideration of the characteristically limited area of Universal Studios Japan. We are thus making an increased commitment to GHG emissions reduction.



The solar-powered cart is being charged from solar panels installed in an outdoor parking area. It contributes to smooth park operations.

## 2 Plastic and Food Waste Reduction Initiatives

The world today faces increasingly difficult waste issues, including the issue of microplastics, which has recently been a focus of serious public concern as an emerging environmental risk.

USJ LLC is no exception. To address these waste issues, we are examining the possibility of replacing plastic tableware used at restaurants and other places in the park with tableware made of other material.

Further, we continue to conduct our usual measures, including separating waste by type appropriately.

Moreover, as an initiative to address food waste issues, represented by food loss, we are planning to introduce a recycling system, where we will compost food scraps from the cooking process in the park and offer the compost to local affiliated farmers, who will grow vegetables to be cooked and served at restaurants in the park.

Through these initiatives, we will create an environment where our guests can enjoy food and beverages wholeheartedly in the park without any concern.



## 3 Water Saving Initiatives

Water is a precious resource and is indispensable for our lives. We believe that we must stop wasting it and conserve it for future generations.

In 2021, we installed precisely machined special faucets in some areas of the restaurant kitchens in the park. These faucets, developed by a company based in Osaka, our home, helped save 2,600 tons of water in one year. From 2022 on, we will install this type of faucet throughout the park with the aim of saving over 8,000 tons of water per year.

Maintaining and growing various trees, which add color to the park, also necessitates a large amount of water. We are planning to sophisticate our watering system with information technology to make it more effective in water saving.

We will continue to take up new challenges so that our commitment to conserving water as a limited resource can mark a forward step toward a recycling-oriented society.



# Initiatives for Collaboration Between the Public and Private Sectors and Between Companies



We at USJ LLC are making all-out efforts to lead the growth of Osaka—our home—by operating the theme park Universal Studios Japan. We work to identify problems and challenges faced by the local community and conduct various activities to invigorate society and the local community in close collaboration with local governments, including the governments of Osaka Prefecture and Osaka City.

We have many things to do to contribute to society. For example, it is thought that, in the future, the Kansai region, and especially Osaka, will need to allocate a larger number of human resources to tourism, on which they place high value.

To help meet this need, we are planning various projects, including a project where we will help develop human resources who can play leading roles in tourist cities. Moreover, we hope to make a more active commitment to providing a larger number of children with learning opportunities and hands-on experiences.

As a leading company in the Kansai economy, we at USJ LLC have the ambitious goal of growing to be a leading company in Asia from Osaka. We will continue to implement proactive initiatives in view of the future together with partner companies, which follow the same steps as ours toward further growth.

Tomoyuki Okuno  
Community Relations Team Leader

## 1 -Bringing vigor and smiles to children!

### Christmas Events for Children Learning at a Support School and a Hospital School

On December 23, 2021, USJ LLC and Lawson, Inc., an official marketing partner of Universal Studios Japan, jointly held a Christmas event at Osaka Prefectural Habikino Support School.

Our guests at the event were children learning at the above-mentioned support school and at the hospital school at the Osaka Habikino Medical Center (a medical institution run by the Osaka Prefectural Hospital Organization) located next to the support school.

When a merry Sesame Street™ show started with a lively Christmas song, the children began to dance together with beaming smiles. When they received gift packs that contained Lawson's original goods, the gymnasium as the event venue echoed with their voices of surprise and delight.

After that, Sesame Street characters visited the rooms of sick children who were unable to go out of the ward at the Osaka Habikino Medical Center. The characters also presented those children with Christmas gift packs containing Lawson's original goods.

Medical professionals, the children's parents, and other people looking after them also received the visit with smiles, enjoying it as a moment of relaxation.

This initiative was realized through the Osaka prefectural government's comprehensive partnership agreements with USJ



and with Lawson, and it embodied the three parties' shared hope of bringing smiles to local children.

We will continue to value partnerships with various parties and organize various events to bring vigor and smiles to as many children as possible and those close to them.

## 2 -Imparting knowledge based on our achievements and concrete experiences to young talent

### University Program

As a project to help the tourist industry of Osaka achieve sustained growth, we offered the special marketing program "USJ-style Tourism Marketing" for students at Osaka City University during the semester from October 2021 under our comprehensive partnership agreement with the Osaka prefectural government. That was the university's first-ever special marketing program. Feeling satisfied with the students' reaction, we have decided to offer a marketing program at the School of Business of Osaka Metropolitan University from April 2022. This initiative will surely give great inspiration to both students and us. We believe that this is an important initiative that will help invigorate Osaka in the future.



As a pilot project, we offered the Marketing Method program online.

## 3 -Linking excitement and impression to social contribution activities

### Charity Dinner Show



A silent auction was another feature of the show. Connected online to the venue Stage 33TM, a large number of participants got excited.

Every year, we at USJ LLC hold a charity dinner show in cooperation with our major business partners. This is an important event that serves as a source of funds for our social contribution activities. Although the COVID-19 pandemic forced us to cancel the show in 2020,\* we held it online in 2021 while implementing various excellent ideas offered by project members with a fierce determination to avoid abolishing this important event. Featuring stage performances, live streaming from Super Nintendo World, and more, the online event in a new style brought joy to a large audience.

\* We collected donations only.



President and CEO J. L. Bonnier giving a speech

## Activities for Helping Local Children Amid the COVID-19 Pandemic

The COVID-19 pandemic has drastically changed the environment surrounding children. We at USJ LLC will continue to implement various initiatives to help create a better environment where children can have a bright outlook for the future.

### Presenting Elementary and Junior High School Students with Touch Pens



Woody and Winnie came together from the park to warm up the donation ceremony held on December 9, 2021.

In response to the rapid progress of digital transformation (DX) in classrooms, including the rapid spread of use of computers and tablets, we donated convenient touch pens to elementary and junior high school students in Konohana Ward, Osaka City, where our company and park are located, after discussions with the Konohana Ward Office and those involved in local schools. The funds for this donation came from an in-house fundraising campaign intended to unite all USJ team members under the slogan "Let's bring our gifts to children in Konohana Ward!"



We will continue to deepen our collaboration with the local community with the aim of creating a better environment for local children and supporting them.

### Providing Children with a Valuable Opportunity to Think About Their Future: USJ Career Program

After the annual USJ Wonder Kids Program was canceled due to the COVID-19 pandemic, the local community requested our cooperation in providing junior high school students with an opportunity to think about their future even amid the pandemic. In response to this request, USJ LLC collaborated with Konohana Ward and three municipal junior high schools in the ward in offering a USJ Career Program. That was the first time that USJ team members visited junior high schools to speak on career development.

Each of the speakers shared with the students their experiences and their views on work. One of the speakers stated, "The first step to find your career path is to find what you really like, and to find what you really like, you should try to learn things you are not familiar with," as well as suggesting how to learn unfamiliar things. The participating students listened attentively with serious expressions on their faces. This program also taught the speakers from USJ a lot of lessons. We hope to continue to hold this kind of program as a valuable opportunity for both children and ourselves.



### Support for Local Children by Offering Food to Kodomo Shokudo



Our initiatives to bring vigor to local children embody universal hopes for the happiness of children. In 2021, we brought smiles to many children by offering our park's popular food products to local kodomo shokudo (cafeterias intended to help disadvantaged children).

We will continue to conduct various activities to support children in full consideration of the social situation and the local environment.

## Initiatives to Brighten up the Hearts of Various People

We at USJ also value initiatives that help many people, including members of the local community, fulfill their wishes. We have been making a strong commitment to various initiatives while keeping in mind the value of continued support from the local community and other people.

### "Wonder Tour for You," a Project to Provide Children with a Dreamy Park Experience

Since the opening of our park, we have collaborated with Make-A-Wish Japan, a public interest incorporated foundation that helps children suffering from intractable diseases. Through this collaboration, we have so far invited a total of over 50 children to the park. As the latest initiative of this kind, we have recently launched the first-ever dream project named "Wonder Tour for You." This project is intended for children who cannot visit the park due to the need to avoid becoming infected with COVID-19.

We provide them with immersive park experience even while they stay in their hospital rooms, utilizing state-of-the-art video technology and VR head-mounted displays, both of which have been developed through Universal Studios Japan's great technological expertise.

To strengthen the partnership represented by this project, Make-A-Wish Japan has appointed USJ LLC as a partner company.



USJ LLC President and CEO J. L. Bonnier and Make-A-Wish Japan Secretary-General Tomoko Suzuki

### Lighting up the Universal Globe in Blue to Cheer on Medical Professionals and Many Other People



On May 4, 2021, when Japan was in a COVID-19 state of emergency, we lit up the Universal globe in blue to express our heartfelt gratitude to medical professionals and cheer on many people who had to stay at home and live under various restrictions.

That day, with the Universal globe, the park's icon, illuminated in blue, three violinists who usually perform in the park gave a one-time evening entertainment show. The show was livestreamed on the park's official social media accounts to bring joy to a wide audience.

### Donation to a Hospital Accepting COVID-19 Patients

On December 9, 2021, we made a monetary donation to medical professionals working at Osaka Gyomeikan Hospital, the only hospital accepting those who test COVID-19 positive in Konohana Ward, Osaka City, where Universal Studios Japan is located. The donated money came from USJ team members. On behalf of the recipients, a nurse gave us the following message: "We have been under relentless pressure throughout 2021. We are very happy to know that USJ team members deeply cared about us in the medical field."



# USJ Scholarship by Osaka Prefecture Ikueikai

## What is the USJ Scholarship by Osaka Prefecture Ikueikai?

As one of our social contribution initiatives aimed at supporting young people's endeavors to open up a brighter future, we at USJ LLC offer the USJ Scholarship by Osaka Prefecture Ikueikai (hereinafter, the "USJ Scholarship").

It is a grant-type scholarship program (without need for repayment) intended for senior high school students in need of financial support for higher education. Since the program's establishment in 2011, 135 students had received the USJ Scholarship by 2021. We support an environment where young talent can positively develop a future vision.



▲ 11th scholarship award ceremony (2021)

## Application for the USJ Scholarship marks the first step toward a brighter future.

### USJ Scholarship Recipient Online Roundtable

USJ Scholarship recipients are leading their daily lives energetically while striving for a brilliant future. Here is a report of a roundtable with four recipients, who talked about the USJ Scholarship and what it has brought them.

[Roundtable held online on November 3, 2021]



▲ Four roundtable participants coming together virtually

- Ms. Haruka Kobayashi (upper left): Teacher in the elementary department of a special support school. She became interested in education when she was a senior high school student, and she has now achieved her dream.
- Ms. Maki Matsumoto (upper right): Fourth-year university student. Her encounter with the USJ Scholarship enabled her to envision her own future positively.
- Ms. Miku Yoshida (lower left): Second-year university student majoring in nursing. Her long-held dream is to become a nurse. She is now interested in gerontological nursing too.
- Ms. Koyomi Kato (lower right): Third-year sport-science university student. She is now studying entertainment, including dance and music.

### USJ Scholarship as Reassuring Support for Every Recipient's Endeavor to Fulfill Their Dream

– (Facilitator; omitted hereinafter) Thank you for coming together today. First of all, can you tell us how you came to know the USJ Scholarship and what impressions you had?

**Kato** (title omitted): I came to know it by seeing a leaflet distributed at my high school, when I was wavering on which path I would take after graduation.

**Matsumoto**: I wanted to go to university, but I had never thought about receiving any scholarship. My class teacher informed me about the USJ Scholarship.

**Yoshida**: I came to know it when I got a pamphlet. Since I wanted to go to university, it was very reassuring to know I might be able to use a grant-type scholarship.

**Kobayashi**: I also obtained information about it from a poster. A grant-type scholarship is truly rare.

**Matsumoto**: USJ also held an in-person scholarship award ceremony and invited us to charity events. The USJ Scholarship is quite unique in that it encourages us to become well aware of our status as USJ Scholarship recipients.

**Kato**: I feel the program strongly supports our efforts to fulfill our dreams.

–I'm happy to hear that. Did any change occur in yourselves during the recipient selection process and after your selection?

**Yoshida**: I had originally held a dream of becoming a nurse, but I first reflected on my future while writing an essay to be submitted for selection. I believe the reflection empowered me very much. After I was selected as a recipient, I examined other possible paths too. As a result, I became more confident that becoming a nurse was my only choice.

**Kobayashi**: I had only a vague vision of my future path, and I was wavering on what I would major in at university. My selection as a scholarship recipient allowed me to choose support education as my career path. I believe I have been able to follow the path with pride.

**Kato**: I wanted to study entertainment, which would require me to take lessons outside university. Therefore, I was concerned that I would be unable to both work a part-time job and study at the same time. My selection as a USJ Scholarship recipient encouraged me to go to university.

**Matsumoto**: My selection as a scholarship recipient strongly motivated me to prepare for entrance exams positively. As a result, I was able to enter an ideal university for me, and I believe I'm now able to think positively about my future.

**Yoshida**: At the award ceremony, a secretariat team member said, "Even if you switch from your initial dream to a new one, that's no problem at all." That statement made me feel truly free. I'm now interested in gerontological nursing, and I have many subjects yet to study. So I hope to study them hard.

### Hoping to Strengthen Bonds with Other Recipients While

### Taking Steady Steps Toward a Brighter Future

–Please tell us what your dreams are.

**Kobayashi**: I'm now teaching elementary-school children. I feel this job is wonderful when I see each child achieve something or grow in various aspects. I hope to continue my steady efforts to conduct my immediate tasks and deal sincerely with the children and their parents in order to build trust-based relationships with them. My goal is to become someone whose existence is valued by the

school and the local community. I believe achieving this goal will enable me to repay Osaka, which I am indebted to.

**Matsumoto**: Toward the future, I aspire to run a theater in a country where no culture of entertainment is rooted and establish a company that can contribute to building a society where even people with disabilities can work independently. One of my family members has a severe disability and always looks lonely. That aspiration of mine originated from my hope of helping the family member lead a happier everyday life. I'm full of hope of being actively committed to building a society where even those whose world is limited only within a welfare facility can enjoy a much larger world.

**Kato**: In my club activities, I achieved the target of winning a prize in a particular competition. I won a prize in a vocal music competition too. I'm now aiming for the target of joining a particular theatrical company, so I will do my best every day to become a professional entertainer. Persistence will pay off, after all. I sometimes want to give up on training due to fatigue, but I make a rule of completing the day's training even after taking a rest. Since professional entertainers are first-class in terms of manners too, I have much yet to learn. The COVID-19 pandemic has reduced the opportunities for dancers to perform. I wish to do something to improve the situation.

**Yoshida**: I hope to achieve my long-term goal and work hard as a nurse. Despite sounding simple, nursing covers a wide range of subjects. Therefore, I hope to learn everything proactively. I will also continue to pursue my hobbies, including playing instruments and acting, to make my daily life more fulfilling. Another dream of mine is to meet my contemporaries and seniors in the USJ Scholarship program in person because the pandemic has prevented me from interacting with them as often as before. Just as all of us USJ Scholarship recipients probably feel, we can have in-depth discussions with each other and give great inspiration mutually. USJ Scholarship recipients have special bonds with each other, so I wish to have an opportunity to meet my fellow recipients in person as soon as possible.

–Your valuable comments have motivated us to further enhance the USJ Scholarship. Thank you for joining us today.

## Receiving a Dark-Blue Ribbon Medal from the Cabinet Office in Recognition of Our Fund Donation to Osaka Prefecture Ikueikai for the USJ Scholarship by Osaka Prefecture Ikueikai

USJ LLC has offered the USJ Scholarship by Osaka Prefecture Ikueikai since 2011. In recognition of our donation of funds for the scholarship to Osaka Prefecture Ikueikai, we at USJ LLC were awarded a Dark-Blue Ribbon Medal. We hope to continue to support senior high school students who wish to fulfill their dreams by offering this scholarship.

■ What is the Dark-Blue Ribbon Medal?  
The Dark-Blue Ribbon Medal is an honor awarded by the Cabinet Office to individuals, corporations, and organizations that have made a distinguished contribution to public interest by donating private funds

▼ For more details about the USJ Scholarship, refer to the following web page: <https://www.usj.co.jp/company/about/csr/service.html#scholarship-system>

# Awards and Recognition

July 2018	<b>Dark-Blue Ribbon Medal</b> Donation of scholarship funds to Osaka Prefecture Ikueikai
December 2019	<b>Kobe Kiwanis Society Public Interest Award</b> Contribution to child welfare administration
May 2020	<b>Dark-Blue Ribbon Medal</b> Donation of scholarship funds to Osaka Prefecture Ikueikai
December 2020	<b>Excellent Supporter Special Award in the "Let's Reduce Plastic Bags" Challenge Campaign Organized by the Ministry of the Environment</b> Activities for raising environmental awareness through entertainment
October 2021	<b>Osaka City LGBT Leading Company Certification</b> Certified as a three-star (highest-rated) company  <b>Dark-Blue Ribbon Medal</b> Donation of scholarship funds to Osaka Prefecture Ikueikai
November 2021	<b>Rated Highest, as Gold, in PRIDE Index 2021</b>

## Letters of Appreciation

<b>Osaka Prefecture</b>	<ul style="list-style-type: none"> <li>•USJ Scholarship by Osaka Prefecture Ikueikai</li> <li>•Invitation to the USJ Wonder Kids Program</li> </ul>
<b>Osaka City</b>	<ul style="list-style-type: none"> <li>•Donation of vehicles to welfare facilities</li> <li>•Invitation to the USJ Wonder Kids Program</li> <li>•Donation of merchandise</li> </ul>
<b>Sakai City</b>	<ul style="list-style-type: none"> <li>•Donation of vehicles to welfare facilities</li> <li>•Invitation to the USJ Wonder Kids Program</li> <li>•Donation of merchandise</li> </ul>
<b>Osaka Prefecture Ikueikai</b>	<ul style="list-style-type: none"> <li>•Letter of appreciation for the USJ Scholarship by Osaka Prefecture Ikueikai</li> </ul>
<b>Tokyo Council of Social Welfare</b>	<ul style="list-style-type: none"> <li>•Donation of merchandise</li> </ul>

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***NO LIMIT!***