

## **Formulation of the Harassment Prevention Policy and Enhancement of the Internal Reporting System**

JAFCO Group Co., Ltd. (Headquarters: Minato-ku, Tokyo; President & CEO: Keisuke Miyoshi; hereafter referred to as the “Company”) hereby announces that it has newly formulated its Harassment Prevention Policy and also enhanced its internal reporting system.

### **Background**

Under its Basic Policy on Sustainability, the Company affirms its commitment to respecting the human rights and diverse values of all individuals associated with its activities, as well as striving to create a safe and healthy workplace environment. Also, in its employment regulations and such, the Company makes clear its stance against harassment and requires all executives and employees to comply, alongside continuous trainings and other initiatives.

Furthermore, one of the Company’s stated values, which are the guiding ideals for our executives and employees, is “draw on differences to ignite creativity.” This expresses our desire to evolve into an organization that respects members with different experiences, values, and wisdom, bringing out each other’s strengths to replicate future success.

As response to harassment cases has become a matter of concern in the venture capital and startup industries, the Company, as the venture capital firm that has the longest history of involvement in these industries in Japan, has decided to intensify its efforts to eliminate harassment.

To this end, the Company has newly formulated its Harassment Prevention Policy. Also, as detailed below, the Company will further expand its internal reporting system. In our pursuit of a sustainable society and the healthy development of the market, the Company will continue to move forward with all stakeholders, improving these initiatives on an ongoing basis.

### **Formulation of the Harassment Prevention Policy**

The Company has formulated its Harassment Prevention Policy. It can be read by following the link below.

[Harassment Prevention Policy](#) (PDF: 283KB, formulated November 13, 2024)

Harassment is an unacceptable act that unjustly harms the dignity and character of an individual. The Company's investment in unlisted companies is a matter of business relationships between companies. However, personal trust between individuals is very important. While relationships with portfolio companies vary, our role as the investing party often places us in a position that could potentially lead to situations where harassment may arise. Additionally, the Company not only holds equity in these companies but also participates in their management, making it necessary for us to address harassment not only in our internal workplace but also among our stakeholders including (potential) portfolio companies, with a strong sense of responsibility.

The Company aims to create a workplace environment where every individual is respected and can safely express their enthusiasm and abilities. Furthermore, we believe that respecting the human rights and dignity of everyone involved with the Company and eliminating discrimination and harassment from society, is essential for achieving sustainable corporate growth and fulfilling our social responsibility. We are committed to conducting business with high ethical standards and upholding the human rights of all stakeholders.

### **Enhancement of the Internal Reporting System**

The Company has previously established an internal reporting system (the "System") which allowed for reporting when legal violations or human rights violations, including harassment, occurred or were likely to occur in relation to the Company's business. This System is now being enhanced as outlined below.

1. Broadening eligible users of the System

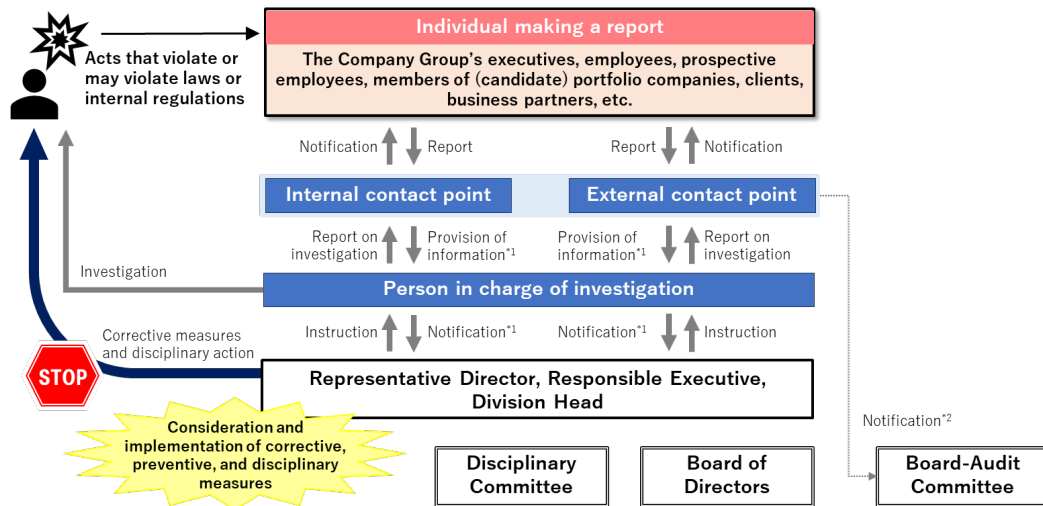
In addition to executives and employees of the Company, all individuals involved in the Company's operations, including prospective employees, members of portfolio companies and potential portfolio companies, clients, and business partners, may now use the System to make reports.

2. Establishment of an external contact point managed by an independent law firm

Alongside the internal contact point within the Company for reporting, an external contact point for reporting has also been established, managed by an independent law firm with no consultancy or advisory ties to the Company. Every eligible person may use the internal or external contact point regardless of whether or not they are an executive or employee of the Company.

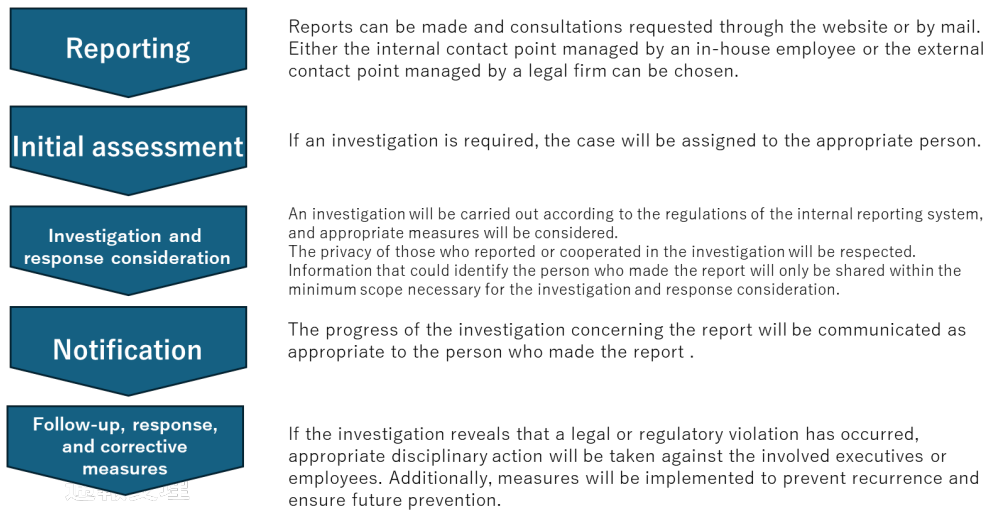
Additionally, the System ensures full consideration for the privacy of those that report and assist with investigations. The Company prohibits any unfavorable treatment due to their reporting or cooperation in investigations.

**Operational Framework of the Reporting System**



\*1: To be conducted with consideration for the privacy of the individual.  
\*2: The Board-Audit Committee is notified in the case of reports involving executives.

**Operating Process of the Reporting System**



The Company will continue to advance initiatives to prevent harassment, uphold human rights, and promote diversity, equity, and inclusion. Also, in the event that harassment cases come to light, we will take appropriate action and implement measures to prevent recurrence.

For more information, please contact [pr@jafco.co.jp](mailto:pr@jafco.co.jp), JAFCO Group Co., Ltd.

**About JAFCO**

Since its founding in 1973, JAFCO has always worked with leading entrepreneurs. The total capital commitments of its investment funds to date in Japan and overseas have exceeded 1 trillion yen and the number of portfolio IPOs to date has surpassed 1,000. In addition to venture investment, JAFCO also carries out buyout investment and is committed to the creations of innovative technologies and services worldwide, guided by its Purpose of “Fueling perpetual growth; investing in bold visions.” As the closest partner of entrepreneurs in bringing their visions to life, JAFCO provides support in areas of HR, marketing, sales, and back-office operations.

Company name: JAFCO Group Co., Ltd.  
President & CEO: Keisuke Miyoshi  
Headquarters: 24F Toranomon Hills Mori Tower, 1-23-1 Toranomon, Minato-ku, Tokyo  
Establishment: April 5, 1973  
Capital stock: 33,251 million yen  
Stock exchange market: Prime Market, Tokyo Stock Exchange  
Employees: 165 (consolidated) as of end of September 2024