

# Review and Analysis of the Fiscal Year Ended March 31, 2022

## Business Progress and Results

### Changes in the business environment and impact on portfolio companies

Against the backdrop of changes in U.S. monetary policy, geopolitical risks, and rising crude oil prices, the stock market has entered a major correction phase with increasing uncertainty. The impact of these factors on the private equity market also needs to be closely monitored as there has been a series of IPO postponements and scaling down in the domestic IPO market. Under these circumstances, we acknowledge that the impact on the performance and fundraising of portfolio companies is unpredictable.

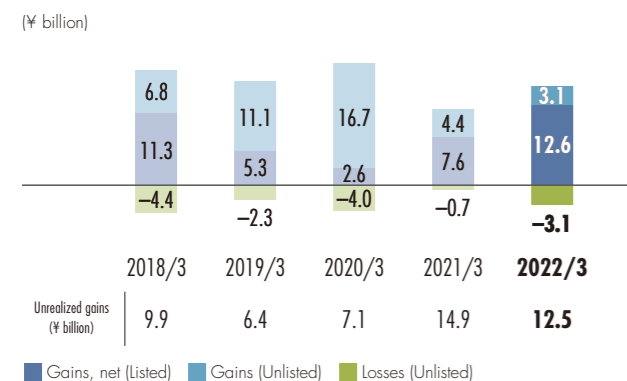
### Financial highlights and capital gains for the fiscal year ended March 31, 2022

During the fiscal year ended March 31, 2022, both net sales and ordinary income increased from the previous year, while profit attributable to JAFCO Group Co., Ltd. stockholders fell as a result of a decrease in gains on the sale of investment securities from the previous year. Capital gains totaled ¥12.6 billion on listed and unlisted shares (¥11.3 billion in the previous year), exceeding the level of the previous year due mainly to the IPO by Visional, Inc. in April 2021.

Our primary management focus is to sustain high fund performance over the long term. We will continue to pursue IPO, M&A and other exits from which large capital gains can be expected, regardless of the number of IPOs achieved each year. Although business results fluctuate significantly from year to year depending on the number of large exits, continuous improvement in performance of each operating fund allows us to maintain strong business results over the long term.

	2021/3	2022/3	Change
Net sales	21.5	27.7	+28.7%
Ordinary income	11.7	18.4	+56.8%
Profit attributable to JAFCO Group Co., Ltd. stockholders	38.5	15.1	-60.8%

### Capital gains (JAFCO's interests)

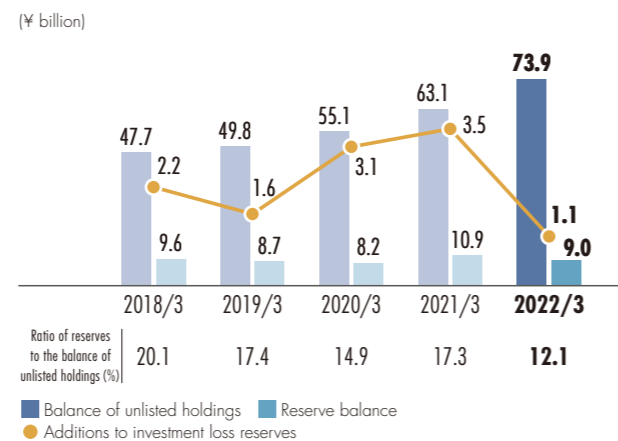


Note: Gains/Losses include other portfolio-related revenues and impairment losses.

### Investment loss reserves

In the fiscal year ended March 31, 2022, additions to investment loss reserves, which had risen in previous years due to such factors as the COVID-19 pandemic, fell sharply to ¥1.1 billion (from ¥3.5 billion in the previous year) as the COVID-19 impact was limited. The reserve balance also fell to ¥9.0 billion (previous year ¥10.9 billion) as a result of a decrease in reserve additions and the progress in the sale of marked-down shares, including the liquidation of the SV3 Fund Series. Also, the reserve ratio was extremely low at 12.1% (previous year 17.3%) due to steady investment and the decrease in reserve additions. Nevertheless, we continue to closely monitor the impact of the aforementioned changes on the private equity market as the situation remains unpredictable. If the performance and fundraising activity of portfolio companies are affected, investment loss reserves may increase again.

### Additions to investment loss reserves and balance (JAFCO's interests)



Note: Excluding investment in other funds.

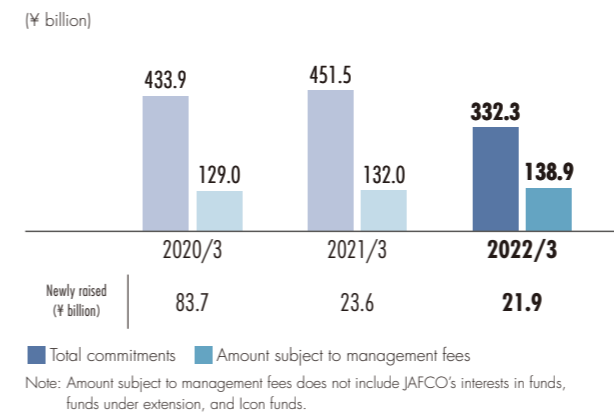
### Fund commitments

During the fiscal year ended March 31, 2022, a fund established in Asia made a final close. As the SV3 Fund Series (established in 2007; total commitments of ¥146.5 billion) was liquidated in December 2021 after a period of extension, total commitments decreased to ¥332.3 billion (from ¥451.5 billion in the previous year). The amount subject to management fees (excluding JAFCO's interests in funds, funds under extension, and Icon funds in the United States, which are excluded from the scope of consolidation) rose slightly to ¥138.9 billion due to the establishment of the new Asian fund (JAS-8).

As the SV6 Fund Series, which was established in 2019, is scheduled to complete new investment activity as initially planned by the end of the fiscal year ending March 31, 2023, due to steady progress in investment, the establishment of a new fund\* is currently being planned.

\* The JAFCO SV7 Fund Series was established in June 2022.

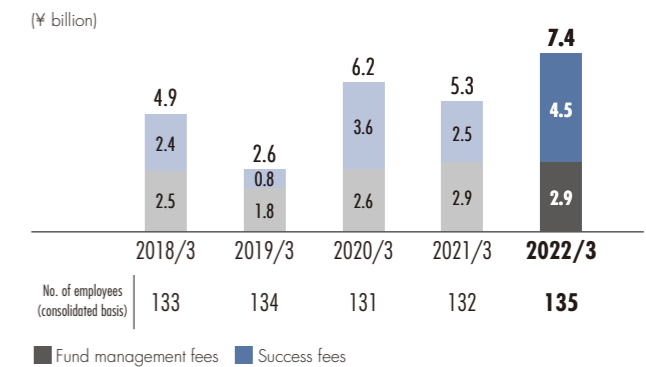
### Fund commitments



### Income from fund management

Income from management fees, which is the core income of fund management companies, increased slightly from the previous year. A rapid increase in fund size may cause deterioration in fund performance. The size of our future funds will be set in line with the market growth of promising investment targets, while firmly maintaining our stance of highly selective, intensive investment. In addition to success fees from the SV3 Fund Series, success fees from the SV4 Fund Series and JATF VI, whose distributions to investors have exceeded respective total capital contributions, were steadily recorded.

### Fund management fees / Success fees

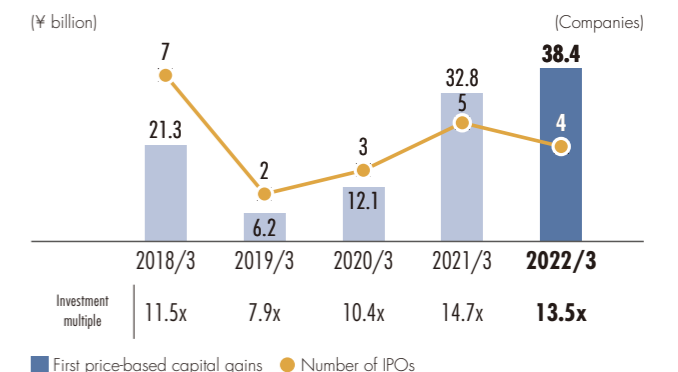


Note: All figures reflect the exclusion of the U.S. subsidiary (IAV) from the scope of consolidation.

### IPOs

During the fiscal year ended March 31, 2022, there were four domestic IPOs. First-price multiple at IPO was 13.5 times. We have reduced the number of new investments by continuing to pursue our highly selective, intensive investment strategy. We will remain committed to maximizing capital gains per deal, instead of increasing the number of IPOs. In addition, we will diversify exits through such means as M&A and trade sales by increasing our shareholdings in portfolio companies.

### JAFCO-backed domestic IPOs (including fund investors' interests)



Notes: 1. One of the IPOs in the fiscal year ended March 31, 2021 was by a Taiwan-based portfolio company on the TSE Mothers Market.  
2. Market value at IPO is calculated by multiplying the first price with the number of shares held by JAFCO prior to the IPO.  
3. The fiscal year ended March 31, 2022 excludes an IPO (Kibun Foods Inc.) from our investment securities portfolio.

### (Reference) JAFCO-backed IPOs during the fiscal year ended March 31, 2022

	<b>Visional, Inc.</b> HR tech platform; HR SaaS; business succession-related M&A; SaaS marketing; cyber security; logistics DX platform	IPO date: Apr. 22, 2021 IPO market: Mothers (currently Growth) Head office: Tokyo, Japan
	<b>WonderPlanet Inc.</b> Entertainment services	IPO date: June 10, 2021 IPO market: Mothers (currently Growth) Head office: Aichi Prefecture, Japan
	<b>Photosynth inc.</b> Development and supply of cloud-based IoT services including Akerun, an access control system	IPO date: Nov. 5, 2021 IPO market: Mothers (currently Growth) Head office: Tokyo, Japan
	<b>Finatext Holdings Ltd.</b> Development and operation of tech-driven wealth management service	IPO date: Dec. 22, 2021 IPO market: Mothers (currently Growth) Head office: Tokyo, Japan
	<b>PLAYSTUDIOS, Inc.</b> Development and operation of casual games for mobile and social platforms	IPO date: June 22, 2021 IPO market: Nasdaq Head office: U.S.
	<b>Confluent, Inc.</b> Event streaming platform service	IPO date: June 24, 2021 IPO market: Nasdaq Head office: U.S.

**Investment**

Total investment amount in each region varies each fiscal year. During the fiscal year ended March 31, 2022, the global investment amount totaled ¥37.1 billion. In particular, domestic venture investment, including follow-on investment, progressed at a higher pace than the previous year, as portfolio companies' fundraising also increased.

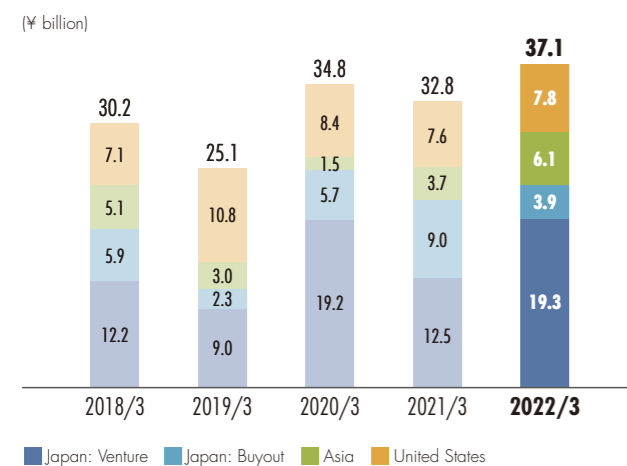
In the fiscal year ended March 31, 2022, the ratio of IT-related companies in our domestic venture investment portfolio increased, including a number of startups with the potential to change business models of existing industries through the latest technologies. There was also a rise in portfolio companies with businesses based on cutting-edge technology for the next generation in fields such as electronics, medical care, and biotech.

Broken down by growth stage at the time of new investment, companies at the seed stage, when the business is founded, and the early stage, when starting up the business, accounted for most of new investments, the majority of which are in the internet space. The speed of business launch greatly affects the change rate of startups, while a large number of competitors means a delay in the business launch may take a toll. As a Co-Founder, we will offer deep management involvement from the business conception stage and commit to business growth with entrepreneurs.

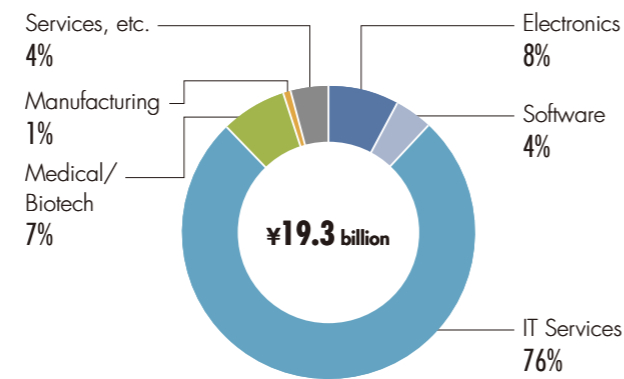
**Total amount of private equity investments under management**

Since changing our investment strategy from diverse investment to highly selective, intensive investment, our portfolio has been reshuffled, as a result of which the amount invested per company increased. The total balance of investments in unlisted companies continues to trend upward in terms of both acquisition cost and fair value.

**Investment activity (including fund investors' interests)**

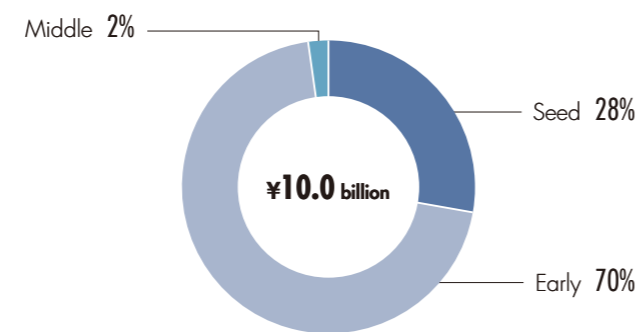


**Breakdown of investments by sector (new and follow-on investment in Japan; including fund investors' interests)**



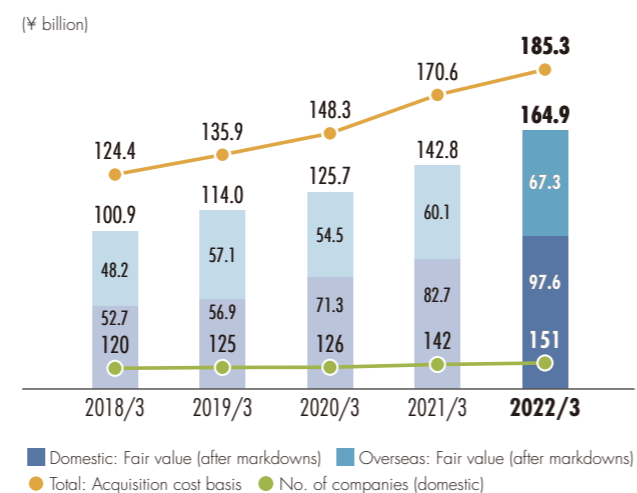
Note: Overseas life science investments (carried out by the Venture Investment Division in Japan) and buyout investments are excluded.

**Breakdown of investments by stage (new investment in Japan; including fund investors' interests)**



Note: Overseas life science investments (carried out by the Venture Investment Division in Japan) and buyout investments are excluded.

**Operating assets of private equity investments (including fund investors' interests)**



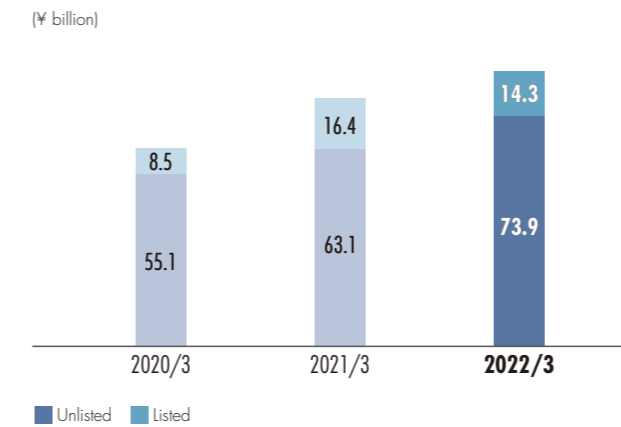
Note: Exchange rate: US\$1 = ¥122.39 for all periods.

**Investment balance and unrealized gains**

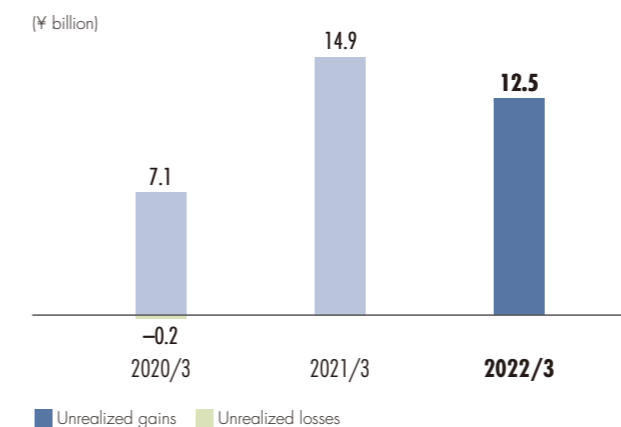
As new and follow-on investments increased steadily, our share of the investment balance from fund investment activity rose. There were four domestic IPOs and two overseas IPOs in the fiscal year ended March 31, 2022, and the partial sale of our shareholdings is underway.

Unrealized capital gains on listed portfolio shares stood at ¥12.5 billion, down ¥2.3 billion from the previous year due to the sale of such shares and lower prices of some shares. Further sale of such shares will result in realized capital gains.

**Balance of operational investment securities (JAFCO's interests)**



**Unrealized gains/losses on listed securities (JAFCO's interests)**

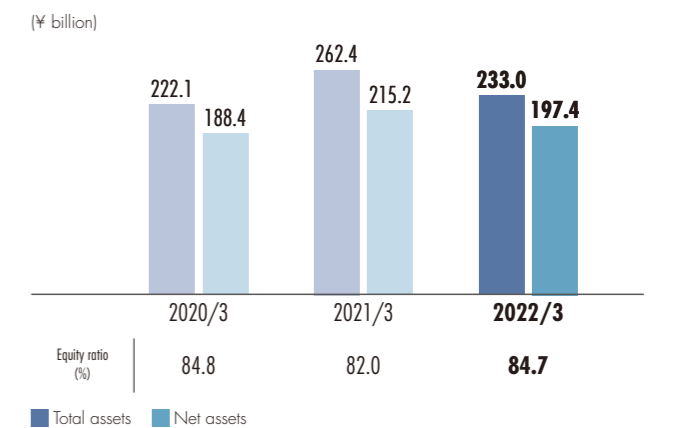


**Status of assets**

The majority of portfolio companies are unlisted, whose shares have no market value and liquidity is extremely limited. We need to maintain a solid financial base to allow us to continue investing in any operating environment. As of March 31, 2022, net assets stood at ¥197.4 billion and the equity ratio was 84.7%. Among balance sheet items, cash and deposits were ¥52.6 billion, including JAFCO's contributions to funds.

Based on the Policy on Shareholder Returns established in the previous fiscal year, we will secure the necessary funds to provide for uncalled commitments and planned commitments to future funds with the aim of continuing to invest under any circumstances, while also considering returning a certain portion in excess of the necessary funds to shareholders. We will continue to ensure a good balance between continuous shareholder returns and aggressive investment firmly in line with our investment policy.

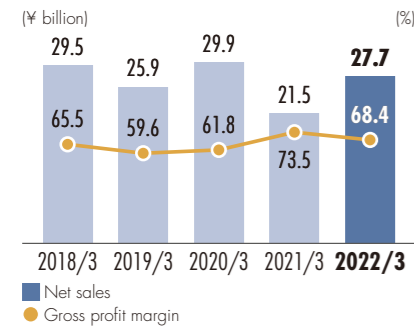
**Change in total assets and net assets (JAFCO's interests)**



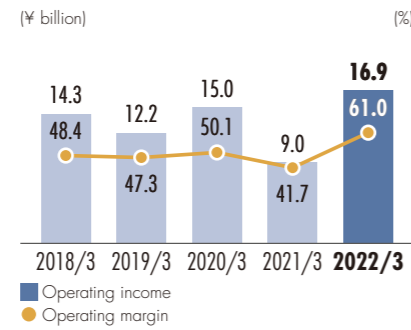
# Financial and Non-Financial Highlights

## Financial Highlights

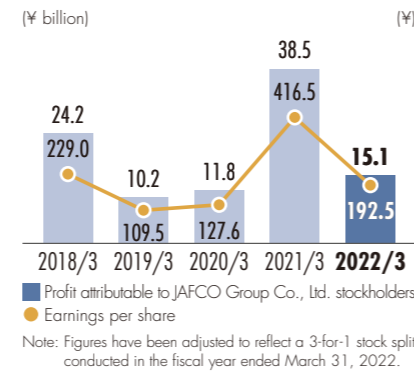
Net sales / Gross profit margin



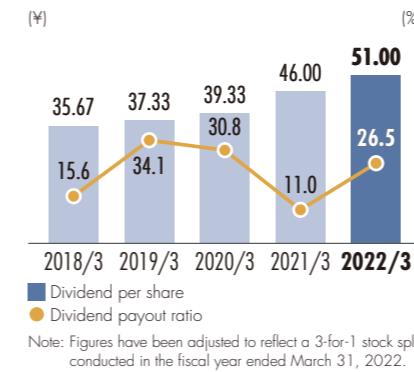
Operating income / Operating margin



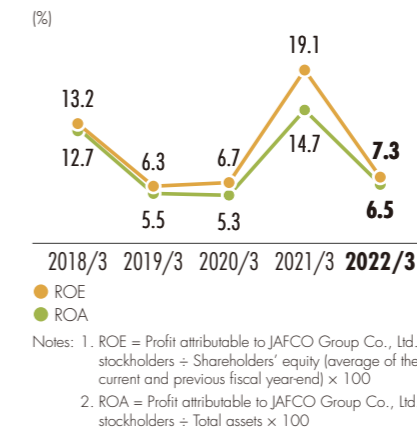
Profit attributable to JAFCO Group Co., Ltd. stockholders / Earnings per share



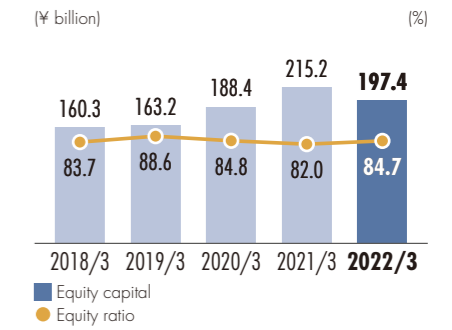
Dividend per share / Dividend payout ratio



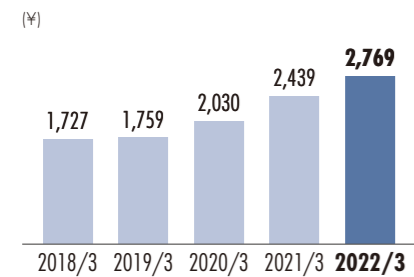
Return on equity (ROE) / Return on assets (ROA)



Equity capital / Equity ratio

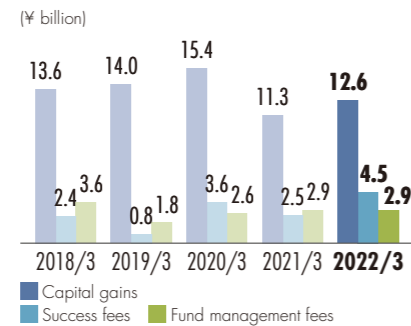


Book value per share

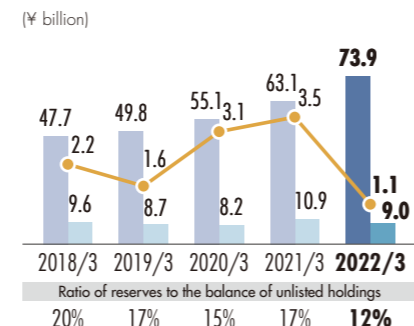


Note: Figures have been adjusted to reflect a 3-for-1 stock split conducted in the fiscal year ended March 31, 2022.

Capital gains / Success fees / Fund management fees

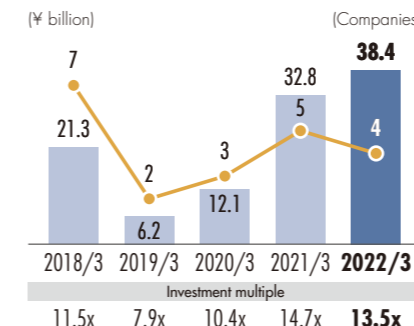


Additions to investment loss reserves and balance (JAFCO's interests)



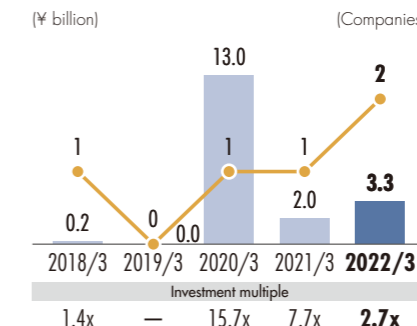
Notes: 1. Other companies' funds are excluded.  
2. Of unlisted portfolio, CBs, warrants, etc. (book value: ¥3.02 billion) are valued at market price (¥3.55 billion) from the fiscal year ended March 31, 2022, in accordance with the adoption of the Accounting Standard for Fair Value Measurement.

Domestic IPOs (Including fund investors' interests)



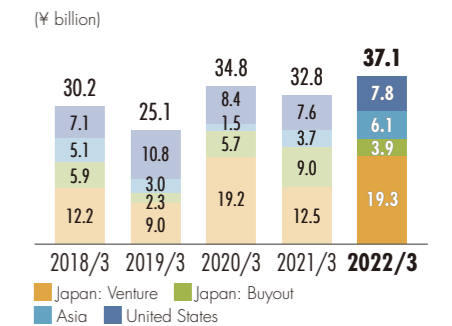
Notes: 1. One of the IPOs in the fiscal year ended March 31, 2021 was by a Taiwan-based portfolio company on the TSE Mothers Market.  
2. Market value at IPO is calculated by multiplying the first price with the number of shares held by JAFCO prior to the IPO.  
3. The fiscal year ended March 31, 2022 excludes an IPO (Kibun Foods Inc.) from our investment securities portfolio.

Overseas IPOs (Including fund investors' interests)



Notes: 1. Conversion: Exchange rate at the time of IPO.  
2. Market value at IPO is calculated by multiplying the first price with the number of shares held by JAFCO prior to the IPO.

Investment amount by country/region (Including fund investors' interests)



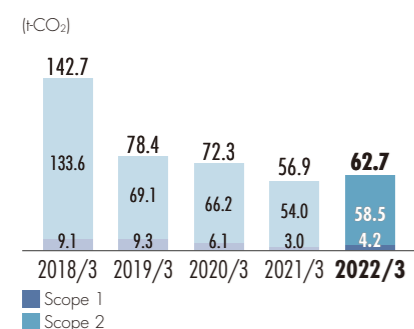
Note: Overseas investments made by the Venture Investment Division in Japan are included in the amount for Japan: Venture.

Notes: 1. Figures are rounded to the nearest unit.  
2. The U.S. subsidiary is excluded from the scope of consolidation from the fiscal year ended March 31, 2019.

## Non-Financial Highlights

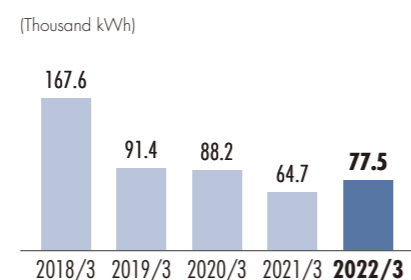
### Environment

Greenhouse gas emissions\* (Scope 1 and 2)



\* Figures are for the Tokyo Head Office and the West Japan Branch (formerly Kansai Branch until August 2021) only. The former Chubu and Kyushu branches are not included.

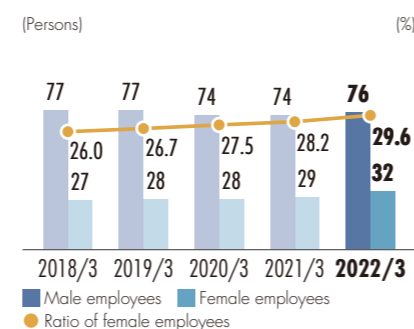
Electricity consumption\*



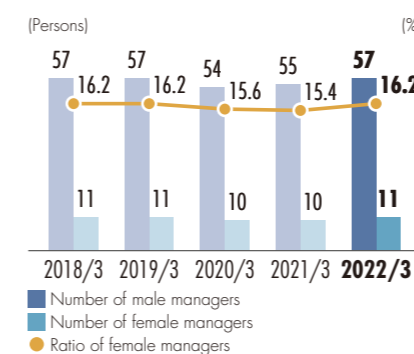
\* Figures are for the Tokyo Head Office and the West Japan Branch (formerly Kansai Branch until August 2021) only. The former Chubu and Kyushu branches are not included.

### Social

Number of employees by gender / Ratio of female employees (Non-consolidated basis)

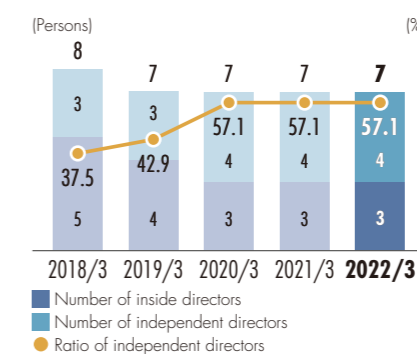


Ratio of female managers (Non-consolidated basis)

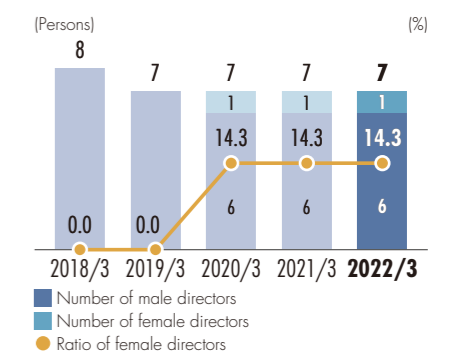


### Governance

Ratio of independent directors



Ratio of female directors



## 11-Year Summary

(¥ million)

	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3	2018/3	2019/3	2020/3	2021/3	2022/3
<b>Operating results</b>											
Net sales	19,804	22,072	44,890	61,945	41,155	27,857	29,470	25,878	29,855	21,512	27,677
Revenue from operational investment securities	15,187	17,744	38,498	56,471	32,376	20,774	23,470	23,291	23,697	16,164	20,257
Income from fund management	4,485	4,225	6,279	5,218	8,688	7,062	5,987	2,586	6,155	5,340	7,410
Other	131	102	112	256	90	20	12	0	1	6	9
Operating income	2,086	8,007	27,302	38,419	19,226	12,324	14,252	12,239	14,970	8,964	16,876
Operating margin (%)	10.5	36.3	60.8	62.0	46.7	44.2	48.4	47.3	50.1	41.7	61.0
Profit attributable to JAFCO Group Co., Ltd. stockholders	6,106	6,583	17,292	27,707	17,018	11,073	24,235	10,162	11,839	38,504	15,080
Net profit margin (%)	30.8	29.8	38.5	44.7	41.4	39.8	82.2	39.3	39.7	179.0	54.5
<b>Cash flows</b>											
Cash flows from operating activities	6,859	8,476	30,153	28,822	12,788	15,117	7,425	(1,350)	12,177	8	(12,958)
Cash flows from investing activities	15,971	(4,623)	2,550	(5,744)	11,768	(1,580)	24,732	213	(277)	49,154	748
Cash flows from financing activities	(10,119)	6,816	(18,442)	(3,970)	(14,092)	(5,817)	(69,046)	(3,923)	(3,581)	(13,944)	(43,474)
Cash and cash equivalents at end of period	41,028	53,063	68,290	89,895	99,302	107,179	70,086	63,878	72,040	107,517	52,603
<b>Financial position</b>											
Total assets	135,810	164,122	220,167	239,035	214,245	237,902	191,550	184,213	222,059	262,383	233,024
Net assets	98,303	112,535	159,347	188,125	189,501	207,855	160,299	163,215	188,366	215,237	197,390
Total commitments	433,803	463,864	494,899	420,641	432,912	434,772	348,506	359,103	433,939	451,475	332,251
Balance of investment loss reserves <sup>1</sup>	19,701	18,843	18,788	15,757	15,176	12,332	10,351	9,501	8,229	10,917	8,969
<b>Major indicators</b>											
Return on equity (ROE) (%)	6.5	6.2	12.7	15.9	9.0	5.6	13.2	6.3	6.7	19.1	7.3
Return on assets (ROA) (%)	4.5	4.0	7.9	11.6	7.9	4.7	12.7	5.5	5.3	14.7	6.5
Equity ratio (%)	72.3	68.6	72.4	78.7	88.5	87.4	83.7	88.6	84.8	82.0	84.7
Dividend payout ratio (%)	18.2	16.8	6.4	16.0	26.1	40.1	15.6	34.1	30.8	11.0	26.5
Total investment balance	179,156	178,721	175,167	155,176	128,839	119,596	120,879	133,424	144,227	164,146	190,046
Number of existing portfolio companies	809	695	580	483	378	327	279	266	235	251	269
<b>Per share information</b>											
Earnings per share (EPS) (¥)	45.9	49.5	129.9	208.2	127.9	83.2	229.0	109.5	127.6	416.5	192.5
Book value per share (BPS) (¥)	738.0	845.4	1,197.2	1,413.4	1,423.7	1,561.6	1,727.5	1,758.9	2,030.0	2,438.7	2,769.2
Annual dividend per share (¥)	8.3	8.3	8.3	33.3	33.3	33.3	35.7	37.3	39.3	46.0	51.0
<b>Stock price indices</b>											
Closing stock price at fiscal yearend (¥)	669.0	1,090.0	1,543.3	1,490.0	1,153.3	1,246.7	1,680.0	1,321.7	938.7	2,193.3	1,875.0
Market capitalization <sup>2</sup> (¥ billion)	890	1,451	2,054	1,983	1,535	1,659	1,559	1,226	871	1,936	1,337
Price earnings ratio (PER)	14.6	22.0	11.9	7.2	9.0	15.0	7.3	12.1	7.4	5.3	9.7
Price book-value ratio (PBR)	0.9	1.3	1.3	1.1	0.8	0.8	1.0	0.8	0.5	0.9	0.7
<b>Investment amounts / Number of companies by region</b>											
Japan	13,714/48	11,280/24	10,806/30	7,691/31	12,195/36	15,180/33	18,057/37	11,379/26	24,883/35	21,491/35	23,216/56
United States	5,317/25	6,636/17	5,400/19	10,005/21	5,008/10	3,938/12	7,101/19	10,753/19	8,425/24	7,637/18	7,775/16
Asia	3,623/23	2,588/18	4,667/19	3,947/19	4,236/16	1,786/10	5,063/11	3,014/11	1,459/12	3,684/13	6,060/21

1. Balance of investment loss reserves: Other funds are excluded from the fiscal year ended March 31, 2020.

2. Market capitalization excludes treasury shares.

Notes: 1. The Company conducted a 3-for-1 stock split of common shares as of February 1, 2022. For the purposes of comparison, figures prior to the fiscal year ended March 31, 2022 have been retroactively adjusted.

2. The U.S. subsidiary is excluded from the scope of consolidation from the fiscal year ended March 31, 2019.

## Changes in Fund Performance

### Performance of Main Funds in Operation

As of March 31, 2022 (Preliminary basis)  
(¥ billion (Japan), US\$ million (U.S./Asia))

Funds	Establishment	Commitments (total funds under management)	Paid-in capital (PI)	Total distribution (D)	Fair value valuation (Japan: Reference value)				Marked-down valuation			
					Remaining valuation (R)	Net IRR (%)	Multiple (D + R)/PI	Previous year multiple (2021/3)	Remaining valuation (R)	Net IRR (%)	Multiple (D + R)/PI	Previous year multiple (2021/3)
<b>Japan</b>												
JAFCO SV4	Mar. 2013	60	1.00	1.46	0.91	17.6	2.36	—	0.34	13.0	1.79	1.80
JAFCO SV5	Aug. 2016	75	0.93	0.08	1.05	5.1	1.21	—	0.78	—	0.92	0.87
JAFCO SV6	June 2019	80	0.77	0.00	0.78	1.0	1.01	—	0.70	—	0.91	0.89
<b>Asia</b>												
JATF VI	Mar. 2013	150	1.00	2.27	0.65	24.1	2.92	2.96				
JATF VII	Apr. 2017	140	0.93	0.00	0.89	—	0.96	1.02				
<b>United States</b>												
Icon II	Apr. 2006	108	0.96	1.37	0.01	6.4	1.34	1.34				
Icon IV	Feb. 2010	150	1.00	2.45	0.53	12.0	2.58	2.67				
Icon V	May 2012	260	0.99	0.47	0.94	6.0	1.34	1.09				
Icon VI	Dec. 2015	375	0.85	0.07	1.35	15.4	1.54	1.15				

Notes: 1. Figures for U.S. and Asian funds are after annual audit based on GAAP (U.S.) and International Accounting Standards, respectively.  
2. Marked-down valuation: Only mark-downs are recorded, in principle. Mark-ups are not recorded until the shares are sold or listed.  
3. Net IRR of domestic funds are those of capital call funds of each domestic fund series.  
4. Net IRR and multiples are calculated from the investors' point of view based on actual date and amount of distribution, and residual net assets as of the date of calculation.  
5. Total distribution of U.S. funds includes success fee equivalents, which are excluded when calculating net IRR and multiples.  
6. Figures for paid-in capital, total distribution and remaining valuation are the ratio to commitments.  
7. Figures are rounded to the nearest unit.

### Fair Value Valuation

Fair value valuation is required under international standards such as IFRS and GAAP (U.S.) for investment securities held by venture capital and other investment firms, and the International Private Equity and Venture Capital Valuation (IPEV) Guidelines have been used as the basis for the fair value valuation of unlisted securities. For some time now, we have performed fair value valuation for our U.S. and Asian funds based on these standards.

For our domestic funds, in response to investors' requests, we also conduct a fair value valuation of unlisted securities based on the IPEV Guidelines. These figures are provided for reference purposes and are unaudited. This valuation differs significantly from the limited partnership accounting standards adopted by our funds as mark-ups are also recorded for unlisted securities whose market valuation exceeds acquisition costs.

Valuations are conducted using key indicators—the terms of the latest round of financing, portfolio company performance, and the valuation multiple of similar listed companies (multiple method). Certain conditions are also applied in accordance with the situation of portfolio companies. Although valuations are calculated using a specialized platform (Qval\*) after a careful examination of the available information, either most recent or as of the reference date, we cannot guarantee complete accuracy. While we emphasize consistency in the conditions applied, differences may arise due to changes in the situation of portfolio companies. This can have a substantial impact on the valuation of unlisted securities as a whole.

\* Qval is a fair value valuation system for unlisted securities provided by S&P Global Market Intelligence. It is used by many venture capital and private equity funds, mainly in the United States.

### Fund Performance of Fully Liquidated Funds

(¥ billion)

Domestic funds	Establishment	End of term	Commitments (total funds under management)	Against 1.0 in commitments		Multiple D/PI	Net IRR (%)
				Paid-in capital (PI)	Total distribution (D)		
JAFCO No.1	Apr. 1982	Dec. 1993	1.6	1.00	3.26	3.26	16.7
JAFCO No.2	July 1982	July 1994	2.8	1.00	3.07	3.07	14.9
JAFCO No.3	Mar. 1983	Mar. 1995	7.0	1.00	3.53	3.53	17.2
JAFCO No.4	June 1984	Dec. 1996	8.0	1.00	2.91	2.91	15.3
JAVP	Aug. 1985	Sept. 1998	(US\$ million) 37	1.00	4.08	4.08	24.7
JAFCO No.5	Dec. 1985	Sept. 1998	5.3	1.00	2.23	2.23	10.1
JAFCO No.6	Feb. 1989	Feb. 2001	5.5	1.00	1.00	1.00	—
JAFCO G-3	Jan. 1990	Jan. 2002	14.0	1.00	0.97	0.97	—
JAFCO G-4	Feb. 1990	Feb. 2002	10.5	1.00	0.98	0.98	—
JAFCO R1	Apr. 1991	Nov. 2003	11.4	1.00	1.10	1.10	1.2
JAVP2	Mar. 1992	Dec. 2003	(US\$ million) 68	1.00	1.17	1.17	3.2
JAFCO G-5	Jan. 1991	Mar. 2004	12.2	1.00	1.39	1.39	4.2
JAFCO R2	Apr. 1992	June 2004	5.2	1.00	1.46	1.46	4.4
JAFCO R3	Apr. 1995	June 2007	5.0	1.00	2.38	2.38	12.9
JAFCO G6	Apr. 1995	June 2007	9.0	1.00	2.13	2.13	10.9
JAFCO G7	Jan. 1997	Dec. 2008	12.2	1.00	1.55	1.55	6.2
JAFCO MBO1	Nov. 1999	Dec. 2009	28.0	1.00	1.17	1.17	4.0
JAFCO G8	Mar. 2000	Dec. 2011	34.4	1.00	0.92	0.92	—
JAFCO G-9	Sept. 2002	Dec. 2014	23.0	1.00	1.06	1.06	0.9
JAFCO MBO2	Feb. 2004	Dec. 2014	50.0	0.92	1.09	1.18	5.0
JAFCO V-2	Sept. 2005	Dec. 2017	94.0	1.00	0.85	0.85	—
JAFCO V-1 (under liquidation)	Mar. 2004	Dec. 2016	53.7	1.00	0.89	0.89	—
JAFCO SV3	July 2007	Dec. 2021	146.5	1.00	1.70	1.70	10.3

(US\$ million)

Overseas funds	Establishment	End of term	Commitments (total funds under management)	Against 1.0 in commitments		Multiple D/PI	Net IRR (%)
				Paid-in capital (PI)	Total distribution (D)		
Icon (US)	July 2003	Aug. 2020	113	1.00	2.67	2.67	12.7
Icon III (US)	Aug. 2007	Dec. 2018	150	0.97	1.58	1.65	13.6
JATF I (Asia)	Nov. 2000	Mar. 2012	178	0.95	0.94	0.99	—
JATF II (Asia)	Feb. 2004	Dec. 2014	100	1.00	1.33	1.33	6.7
JATF III (Asia)	Dec. 2005	Dec. 2017	168	1.00	1.16	1.16	4.1
JATF IV (Asia)	Aug. 2007	Sept. 2019	200	1.00	1.10	1.10	1.8
JATF V (Asia)	Jan. 2010	Dec. 2021	130	0.95	0.70	0.74	—

Notes: 1. Net IRR is calculated after subtracting management fees and success fees.  
2. Figures are rounded to the nearest unit.  
3. Total distribution of U.S. funds includes success fee equivalents, which are excluded when calculating net IRR and multiples.

## ESG Data

## Environment

	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
Greenhouse gas emissions (Scope 1 and Scope 2)	tCO <sub>2</sub>	142.7	78.4	72.3	56.9	<b>62.7</b>
Energy consumption	Electricity consumption Thousand kWh	167.6	91.4	88.2	64.7	<b>77.5</b>

## Social

	Unit	2018/3	2019/3	2020/3	2021/3	2022/3
<b>▶ Employees</b>						
Number of employees (non-consolidated)		104	105	102	103	<b>108</b>
	Male	77	77	74	74	<b>76</b>
	Female	27	28	28	29	<b>32</b>
Number of employees (consolidated) <sup>1</sup>		133	134	131	132	<b>135</b>
	Male	86	86	83	84	<b>83</b>
	Female	47	48	48	48	<b>52</b>
Average years of service		17 y, 3 m	17 y, 2 m	17 y, 4 m	17 y, 1 m	<b>16 y, 3 m</b>
	Male	15 y, 8 m	15 y, 11 m	16 y, 1 m	15 y, 11 m	<b>15 y, 6 m</b>
	Female	21 y, 10 m	20 y, 9 m	20 y, 9 m	20 y, 3 m	<b>18 y, 1 m</b>
Average age		43 y, 4 m	43 y, 10 m	44 y, 3 m	44 y, 3 m	<b>44 y, 0 m</b>
	Male	42 y, 3 m	42 y, 8 m	43 y, 1 m	43 y, 4 m	<b>43 y, 5 m</b>
	Female	46 y, 6 m	47 y, 3 m	47 y, 7 m	46 y, 6 m	<b>45 y, 5 m</b>
Turnover rate <sup>2</sup>	%	6.5	3.8	9.4	13.3	<b>6.7</b>
Average annual working hours	Hours	—	2,126	2,060	2,109	<b>2,144</b>
Annual paid leave utilization rate	%	48.6	40.0	43.6	35.1	<b>40.9</b>
Remote working implementation rate <sup>3</sup>	%	—	—	—	99.4	<b>98.2</b>
<b>▶ Recruitment / Diversity</b>						
Number of new hires (new graduates)		2	0	2	4	<b>1</b>
	Male	1	0	2	2	<b>1</b>
	Female	1	0	0	2	<b>0</b>
Number of new hires (mid-career)		2	6	2	13	<b>11</b>
	Male	2	4	1	11	<b>6</b>
	Female	0	2	1	2	<b>5</b>
Ratio of female employees among new hires (new graduates)	%	50.0	0.0	0.0	50.0	<b>0.0</b>
Ratio of female employees		26.0	26.7	27.5	28.2	<b>29.6</b>
	Front office (investment, branches, structured investment)	8.0	6.4	9.3	11.9	<b>10.9</b>
	Middle/back office (other than the above)	42.6	43.1	40.7	39.3	<b>43.5</b>
Ratio of female managers		16.2	16.2	15.6	15.4	<b>16.2</b>
	Front office (investment, branches, structured investment)	9.7	10.0	10.3	10.3	<b>9.4</b>
	Middle/back office (other than the above)	21.6	21.1	20.0	19.4	<b>22.2</b>
Childcare leave utilization rate		66.7	0.0	0.0	0.0	<b>25.0</b>
	Men	0.0	0.0	0.0	0.0	<b>25.0</b>
	Women	100.0	0.0	0.0	0.0	<b>0.0</b>
<b>▶ Human resources development</b>						
Average hours for training and human resources development	Hours/employee	7.4	5.1	10.1	10.1	<b>13.8</b>

Note: Figures are calculated on a non-consolidated basis unless marked with an asterisk.

1. Figures exclude the U.S. subsidiary.

2. Including employees who retired at mandatory retirement age.

3. The percentage of employees who work from home at least once per month. Data collection began in October 2020. Prior data is not available.

## Governance

	Unit	2018/3	2019/3	2020/3	2021/3	2022/3	
<b>▶ Corporate governance</b>							
Number of directors	Inside	5	4	3	3	<b>3</b>	
	Male	5	4	3	3	<b>3</b>	
	Female	0	0	0	0	<b>0</b>	
	Independent	3	3	4	4	<b>4</b>	
	Male	3	3	3	3	<b>3</b>	
	Female	0	0	1	1	<b>1</b>	
Average term of office for directors	Year	6.8	6.4	6.8	7.8	<b>8.8</b>	
Number of Board of Directors meetings held	Times	14	13	13	14	<b>13</b>	
Average attendance rate for Board of Directors meetings	%	100%	100%	100%	100%	<b>100%</b>	
Ratio of independent directors	%	37.5%	42.9%	57.1%	57.1%	<b>57.1%</b>	
Ratio of female directors	%	0.0%	0.0%	14.3%	14.3%	<b>14.3%</b>	
Number of Board-Audit Committee members							
	Inside	1	1	0	0	<b>0</b>	
	Independent	3	3	4	4	<b>4</b>	
Number of Board-Audit Committee meetings held	Times	13	13	14	14	<b>14</b>	
Average attendance rate for Board-Audit Committee meetings	%	100%	100%	100%	100%	<b>100%</b>	
Number of Nomination and Remuneration Committee members							
	Inside	—	2	1	1	<b>1</b>	
	Independent	—	3	4	4	<b>4</b>	
Number of Nomination and Remuneration Committee meetings held	Times	—	1	3	3	<b>5</b>	
Attendance rate for Nomination and Remuneration Committee meetings	%	—	100%	100%	100%	<b>100%</b>	
Director remuneration (excludes directors serving as Board-Audit Committee members)							
	Basic compensation	¥ million	130	90	91	90	<b>90</b>
	Extraordinary compensation	¥ million	127	89	89	84	<b>92</b>
	Total	¥ million	257	179	180	175	<b>183</b>
Remuneration of directors serving as Board-Audit Committee members							
	Basic compensation	¥ million	79	80	75	73	<b>75</b>
Remuneration of independent directors <sup>4</sup>							
	Basic compensation	¥ million	51	51	68	73	<b>75</b>

4. The remuneration of independent directors is included in the remuneration of directors who are Board-Audit Committee members.

## Company Information (As of March 31, 2022)

### Company Profile

<b>Trade name</b>	JAFCO Group Co., Ltd. (JAFCO)
<b>President &amp; CEO</b>	Keisuke Miyoshi (from April 2022)
<b>Address of head office</b>	Toranomon Hills Mori Tower 24F, 1-23-1 Toranomon, Minato-ku, Tokyo 105-6324, Japan
<b>Established</b>	April 5, 1973
<b>Capital</b>	¥33,251 million
<b>Number of employees</b>	135 (consolidated), 108 (non-consolidated)
<b>Financial instruments business operator</b>	Director-General of Kanto Local Finance Bureau (Kinsho) No. 1693
<b>Industry organization membership</b>	Japan Investment Advisers Association Type II Financial Instruments Firms Association

### Information Disclosure System

The Company publishes this Integrated Report with the aim of communicating its value creation story that covers financial and non-financial information. Moreover, to promote communication with our stakeholders, we not only share the information in this report but also use various tools to disseminate information in a diversified manner.

#### Fact Book

<https://www.jafco.co.jp/english/ir/library/factbook/>



#### ESG Activities

<https://www.jafco.co.jp/english/company/esg/>



#### Investor Relations

<https://www.jafco.co.jp/english/ir/>



Information disclosure media	Description	Type of information	
		Financial information	Non-financial information
Integrated Report	Discloses the overall picture of our value creation for sustainable growth in an integrated manner, providing a systematic explanation of our strategies and measures from both financial and non-financial standpoints.	●	●
Fact Book	Published once a year independently of the Integrated Report and provides a summary of the Company's disclosure data, including the results of previous fiscal years and management indicators.	●	
Securities Report	Provides an overview of the Company, the status of its business, financial information such as financial statements, and non-financial information such as the corporate governance structure, based on the Financial Instruments and Exchange Act.	●	●
Financial summaries and briefing materials	Provide quarterly financial information.	●	
Corporate Governance Report	Provides information on the Company's corporate governance based on stock exchange listing rules.		●
JAFCO Group website	Provides more detailed information and data that are not included in the above media.	●	●

## Shareholder/Investor Information (As of March 31, 2022)

### Stock Information

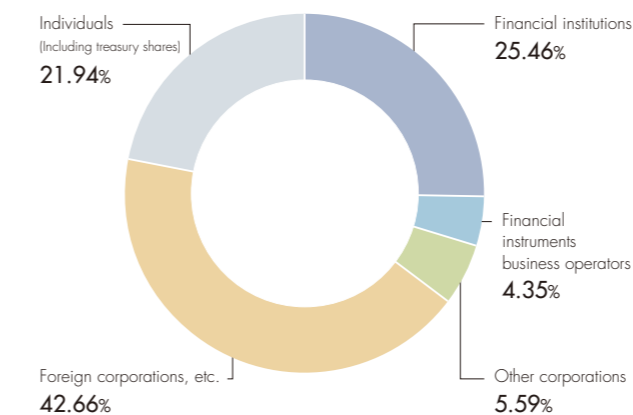
<b>Authorized number of shares</b>	240,000,000
<b>Number of shares issued</b>	80,910,000
<b>Number of shareholders</b>	5,493

<b>Listed market</b>	TSE Prime Market*
<b>Securities code</b>	8595
<b>Administrator of shareholders' register</b>	Mitsubishi UFJ Trust and Banking Corporation
<b>Fiscal year</b>	April 1 to March 31 of the following year

\* We transitioned to the Prime Market in April 2022 in conjunction with the restructuring of market segments by the Tokyo Stock Exchange.

### Shareholder Composition

#### Breakdown by shareholder category



#### Total shareholder return

	March 2018	March 2019	March 2020	March 2021	March 2022
JAFCO Group	137.6%	111.9%	84.3%	188.6%	167.2%
Reference: TOPIX Net Total Return	115.9%	110.0%	99.6%	141.5%	144.3%

#### Major shareholders

Name	Number of shares held (Thousand shares)	Shareholding ratio (%)
The Master Trust Bank of Japan, Ltd. (Trust Account)	12,834	18.01
Custody Bank of Japan, Ltd. (Trust Account)	4,344	6.09
Hikari Tsushin Kabushiki Kaisha	4,050	5.68
State Street Bank and Trust Company 505001	3,260	4.57
State Street Bank and Trust Company 505103	2,285	3.21
The Bank of New York Mellon 140044	1,249	1.75
Northern Trust Co. (AVFC) Re U.S. Tax Exempted Pension Funds	1,220	1.71
Nippon Life Insurance Company	1,158	1.63
State Street Bank West Client-Treaty 505234	1,089	1.53
State Street Bank and Trust Client Omnibus Account OM02 505002	995	1.40

Notes: 1. The Company holds 9,628 thousand treasury shares, which are excluded from the above list of major shareholders.  
2. The shareholding ratio is calculated after deducting the number of treasury shares.

### Share Price and Trading Volume

