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JIC Group DE&I Promotion Policy and Harassment Prevention Policy

JIC Group

1. JIC Group DE&I Promotion Policy

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~Embracing the Challenge of Driving Structural Innovation in Society and Industry~

DE&I is a necessary mindset for embracing diverse perspectives, fostering innovation, and enhancing competitiveness across various fields.

To achieve a virtuous cycle of risk capital, the JIC Group will continue to promote DE&I initiatives with unwavering determination and confidence, guided by our management philosophy and this policy.

Diversity : We aim to be an organization that values each individual's unique qualities and embraces new ideas without hesitation

Equity : We are committed to eliminating unfair treatment based on gender, race, age, disability, and other factors, and to providing equal opportunities for everyone to fully realize their potential in the workplace.

Inclusion : By recognizing and respecting each other's differences and actively participating, we bring out the best in one another and create greater value.

Harassment Prevention Policy – Toward the Elimination of Harassment

Harassment is a human rights issue, and the JIC Group has zero tolerance for any form of harassment—whether within the Group or in interactions between Group employees and employees of portfolio companies, potential investees, or business partners.

To eliminate harassment, the JIC Group will implement the following measures:

- Establish a zero-tolerance policy for all forms of harassment and discrimination
- Clearly demonstrate management's commitment to eliminating harassment
- Establish a safe reporting and notification system, ensuring its fair operation
- Provide education and training aimed at eradicating harassment and discrimination.
- Request that all portfolio companies and potential investees implement anti-harassment measures