

Cool Japan Fund Inc. DE&I Promotion Policy

Cool Japan Fund Inc. (CJF) values Diversity, Equity, and Inclusion (DE&I) as an investor supplying risk money, based on our recognition that DE&I plays an important role to realize a sustainable society and is essential to realize the policies based on our management philosophy and the growth of our own company.

Diversity

We aim to be an organization that values each individual's unique qualities and is operated in a way that embraces diverse values, regardless of nationality, religion or gender.

Equity

We are committed to eliminating unfair treatment and to arranging the workplace that provides equal opportunities for everyone.

Inclusion

By respecting each other's differences and generating innovation through interaction with a diverse range of people, including those in abroad, we bring out the best in one another and in CJF.

Cool Japan Fund Inc. Harassment Prevention Policy

- ✓ Cool Japan Fund Inc. (CJF) has zero tolerance for any form of harassment—whether within CJF or in interactions between CJF employees and employees of portfolio companies, potential investees, based on our recognition that harassment is a human rights issue.
CJF will request that employees of all portfolio companies and potential investees implement anti-harassment measures.
- ✓ To eliminate harassment, CJF will implement the following measures:
 - Establish a zero-tolerance policy for all forms of harassment and discrimination
 - Clearly state 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