



Global Hands-On VC DE&I Policy

Established February 1, 2025

1. The context in which we value DE&I

Based on our recognition that Diversity, Equity, and Inclusion (hereinafter referred to as DE&I) plays a vital role in realizing a sustainable society and is essential for corporate growth, we, Global Hands-On VC, will value DE&I as a member of the venture community.

2. What do we aim for to realize DE&I

We aim to promote the following matters to realize DE & I.

- Formulation of policies that respect DE&I and strategies to promote DE&I
- Leadership embodying and communicating DE&I
- Realization of an organizational culture with psychological safety and inclusiveness
- Recruitment and development of diverse human resources
- Ensuring transparency
- Systemic response to unconscious bias
- Education and training related to DE&I
- Periodic evaluation and feedback

3. Towards the eradication of harassment

Harassment is a human rights issue, and we will never tolerate harassment against our employees and the officers and employees of our investee and potential investee companies. We will implement the following initiatives to eradicate harassment.

- Formulation of a policy that does not tolerate harassment or any form of discrimination
- Clarification of management's stance towards the eradication of harassment
- Establishment and fair operation of a safe reporting system
- Education and training to eradicate harassment and discrimination

4. Information on the consultation service

We have established a harassment consultation service that can be used by our stakeholders, including officers and employees of our company and our investee and potential investee companies, regarding harassment by our officers and employees during our business.

The contact point is the following law firm (third party).

Law firm name: Kimura Takushima & Yamaguchi Law Office

Email address: harassmentreport@kty-law.com

Anonymous reports are also accepted.