



#### ■ Promotion of Women's Advancement

To increase the proportion of women at various levels of decision-making, we are addressing historical imbalances in job experience and learning opportunities between genders. Our initiatives include identifying potential female leaders, formulating individualized development plans, and implementing a structured executive mentoring program aligned with these plans. Progress is monitored annually, and based on these results, we conduct promotions and review development plans as necessary to achieve our KPI targets. In addition, we participate in the cross-industry Asset Management Women's Forum (AMWF) and hosted an executive-level event titled "Discussion for Building an Asset Management Industry Where Women Can Thrive."

#### ■ IBUKI Initiative

As part of our efforts to promote social contribution and DE&I, the company opened the IBUKI Kashiwa Farm on May 1, 2022, as an initiative supporting the employment of persons with disabilities. At this indoor farm located in Kashiwa City, Chiba Prefecture, IBUKI members—who are employees of our company—cultivate herbs and ornamental plants from seeds. The harvested herbs are processed into herbal tea and served to employees at the in-house café, as well as distributed to clients as novelty gifts. The ornamental plants are placed on each floor of the office, where they are regularly maintained by IBUKI members, contributing to a greener office environment.

We also deepen internal engagement by inviting employees' families to the office for Family Day events, involving IBUKI members as instructors in internal programs, and having them regularly participate in meetings of the Human Resources and Facility Services Department, to which they belong. These activities foster a corporate culture in which all employees—regardless of disability—

understand and support one another.

