

## Harassment Prevention and Diversity, Equity & Inclusion Policy

Norinchukin Capital Co., Ltd. (“the Company”) accepts the Human Rights Policy of The Norinchukin Bank as a group company of The Norinchukin Bank, and with the aim of respecting the human rights within the Company and the Company's stakeholders, the Company has formulated a policy for eradicating harassment and a policy for diversity, equity, and inclusion.

### 1. Efforts to eradicate harassment

Harassment is a human rights issue, and we will never tolerate harassment within the Company or against the officers and employees of our portfolio companies or prospective investors. We will implement the following measures to eradicate harassment.

1. Develop a zero-tolerance policy for harassment and all forms of discrimination
2. Clarification of management's stance on eradicating harassment
3. Establishment and fair operation of a safe reporting system
4. Education and training to eradicate harassment and discrimination

### 2 Initiatives for Diversity Equity & Inclusion

The Company, as a group company of The Norinchukin Bank, agrees to The Norinchukin Bank’s policy on the promotion of diversity, equity and inclusion (DE&I) to support a corporate culture in which individuals can develop expertise and work and grow as employees autonomously.

The Company collaborates with The Norinchukin Bank to aspire that its employees “respect and welcome their different attributes and views of the world, enjoy and actively accept different views and ideas, and frankly and actively exchange ideas and opinions with each other in a psychologically safe environment, thereby creating new ideas and ways of thinking and putting them into practice.” and The Company is implementing a range of measures to further DE&I by combining our diversity initiatives with the perspectives of “inclusion” (acceptance and inclusion of diversity) and “equity” (the provision of due support and care to each individual).

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