

## Third-Party Opinion on Positive Impact Finance for G-Place Co., Ltd. by The Senshu Ikeda Bank, Ltd.

Japan Credit Rating Agency, Ltd. ("JCR") has submitted a third-party opinion on the alignment of the positive impact finance for G-Place Inc. provided by The Senshu Ikeda Bank, Ltd. with the Principles for Positive Impact Finance and the Model Framework: Financial Products for Corporate with Unspecified Use of Funds, formulated by the United Nations Environment Programme Finance Initiative.

JCR has also confirmed that it conforms to the Basic Concept of Impact Finance compiled by the Positive Impact Finance Task Force set up based on 2-(4), the Guidelines for Establishing the ESG Finance High Level Panels of the Ministry of Environment.

\*Please refer to the next page for the detailed opinion.



## Third Party Opinion

July 31, 2025

Japan Credit Rating Agency, Ltd.

Subject: Positive Impact Finance for G-Place Corporation

Lender: The Senshu Ikeda Bank, Ltd.

Evaluator: The Senshu Ikeda Bank, Ltd.

Third-Party Opinion: Japan Credit Rating Agency, Ltd. (JCR)

**Conclusion:**

The subject positive impact finance aligns with the Principles for Positive Impact Finance and Model Framework: Financial Products for Corporate with Unspecified Use of Funds formulated by the United Nations Environment Programme Finance Initiative.

It also aligns with the "Basic Concept of Impact Finance" compiled by the Positive Impact Finance Taskforce set up based on 2-(4), the Guidelines for Establishing the ESG Finance High-Level Panel of the Ministry of Environment.

## **I. JCR's Points to Verify and Note**

JCR has verified that positive impact finance (the "PIF") for small and medium-sized enterprises that The Senshu Ikeda Bank, Ltd. (the "Senshu Ikeda Bank") will provide for G-Place Corporation ("G-Place") aligns with the Principles for Positive Impact Finance and the Model Framework: Financial Products for Corporate with Unspecified Use of Funds (the "Model Framework") formulated by the United Nations Environment Programme Finance Initiative ("UNEP FI") and conforms to the Basic Concept of Impact Finance compiled by the Positive Impact Finance Taskforce set up based on 2-(4), the Guidelines for Establishing the ESG Finance High Level Panels of the Ministry of Environment, based on the analysis and evaluation by the Senshu Ikeda Bank.

PIF is a type of finance where financial institutions, etc. seek to promote corporate activities toward the Sustainable Development Goals ("SDGs") by appraising and evaluating them and thereby ultimately contributing to the realization of a sustainable society. In PIF, financial institutions provide loans after identifying and evaluating potential positive impacts that the corporate activities would have and monitor the positive impacts.

The Principles for Positive Impact Finance are comprised of four principles. The first principle is to deliver positive contribution to the three pillars of sustainable development (social, environmental and economic) for achieving SDGs and to identify and address negative impacts. The second is to formulate the framework including adequate processes, methodologies and tools for providing PIF. The third is to ensure the transparency of the particularities of projects, etc. the evaluation and monitoring processes and the positive impacts to be evaluated. The fourth is to have PIF instruments evaluated by an internal function or a third party.

UNEP FI formed the Positive Impact Finance Initiative (the "PIF Initiative") and developed the Model Frameworks, the Impact Radar and impact analysis tools to promote PIF. The Senshu Ikeda Bank developed analysis and evaluation tools based on these tools in preparation for providing SMEs with PIF. However, the impact analysis tools that the PIF Initiative developed include some items applied to relatively major corporations which have a large market share at home and abroad and relatively large impact. In consultation with the PIF Initiative Secretariat, JCR has identified such items that should be omitted in the holistic analysis and evaluation of SMEs and notified the Senshu Ikeda Bank of them. Providing SMEs with PIF, the Senshu Ikeda Bank has referenced the Small and Medium Enterprises Basic Act and the Companies Act as well as the resources of the International Finance Corporation ("IFC"), etc., which are directly or indirectly referenced in the Principles for Positive Impact Finance, to define SMEs. The Companies Act defines SMEs as companies other than major corporations.

JCR reflects the following characteristics in evaluating impacts that SMEs has and verifies alignment with the Principles for Positive Impact Finance and the Model Framework:

- (1) SMEs have a potential to offer positive impacts related to economy and socio-economy out of the three pillars of SDGs as shown in the Impact Radar directly or indirectly referenced in the Principles for Positive Impact Finance, etc. According to ICMA's Social Bond Project categories, PIF for SMEs per se, which seeks to generate and secure employment, offers social benefits.
- (2) SMEs accounts for circa 99.7% of all the Japanese companies. Despite the fact, their added value makes up only circa 56.0% of the total added value of the entire Japanese companies. This means that types and degrees of SMEs' individual impacts hinge on the scale of the business. SMEs' impact is not as large as major companies'.<sup>1</sup>
- (3) SMEs' sustainability activities and the level of disclosure are less advanced than large companies'. This is partly because SMEs are less bound by the statutory disclosure obligation than public companies.

## **II. Opinion on Alignment with Principles for Positive Impact Finance and Model Framework**

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Positive Impact Finance

Principle One

Definition

PIF is that which serves to deliver a positive contribution to the three pillars of SDGs (economic, environmental and social). And any negative impacts have been duly identified and mitigated.

By virtue of this holistic appraisal related to SDGs, PIF constitutes a direct response to issues of financing the SDGs.

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The Senshu Ikeda Bank holistically analyzed G-Place's potential impact in terms of the impact areas/topics defined by UNEP FI and the 169 targets of the SDGs, through the PIF.

As a result, the Senshu Ikeda Bank has confirmed that G-Place offers positive impacts in some impact areas/topics and that it seeks to identify and mitigate negative impacts. Its contributions to SDGs have also become clear.

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<sup>1</sup>Economic Census for Business Activity 2021. The number of SMEs was calculated based on the definitions of companies categorized as SMEs or micro enterprises by the Small and Medium Enterprises Basic Act and other small and medium-sized enterprise-related laws and regulations. The definitions vary by industry. SMEs in the manufacturing industry are defined as enterprises with capital of 300 million yen or less or 300 employees or less and, in the service industry, those with capital of 50 million yen or less or 100 employees or less. Micro enterprises in the manufacturing sector are defined as those with 20 employees or fewer.



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Positive Impact Finance

Principle Two

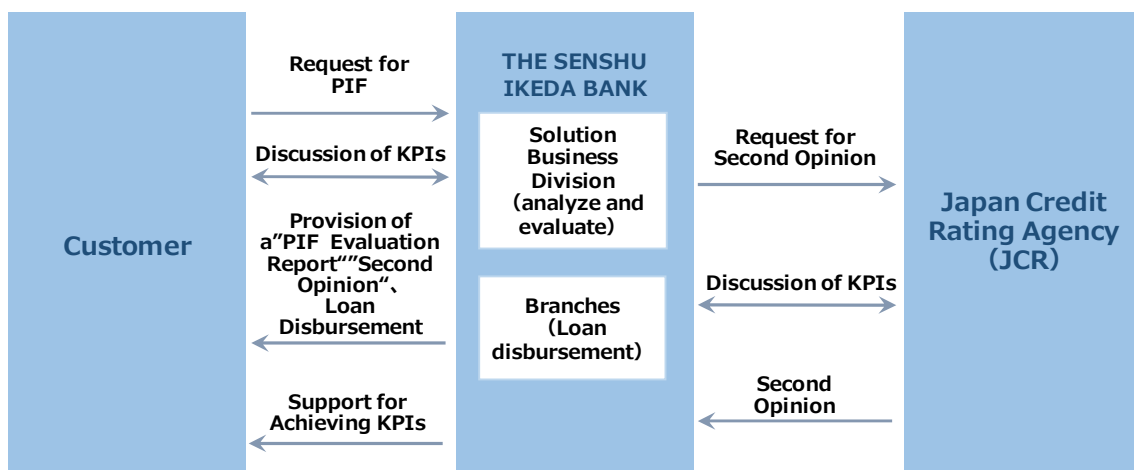
Definition

To deliver PIF, entities (banks, investors, etc.) need adequate processes, methodologies and tools, to identify and monitor the positive impact of the activities, projects, programs and/or business of borrowers or investees.

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JCR has confirmed that the Senshu Ikeda Bank has appropriate implementation structure, processes and evaluation approaches and tools in place for delivering PIF.

- (1) The following is the implementation structure that Senshu Ikeda Bank has established for providing the PIF:



(Source: Materials provided by Senshu Ikeda Bank)

- (2) Senshu Ikeda Bank has internal regulations for the implementation process in place.
- (3) As to the development of methodologies and tools for impact analysis and evaluation, the internal expert department in Senshu Ikeda Bank has established analysis methodologies and tools based on the Model Framework and impact analysis tools, provided by UNEP FI.

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Positive Impact Finance

Principle Three

Transparency

Entities (banks, investors, etc.) to offer PIF should provide transparency and disclosure on:

- Positive impacts that the borrower intends to offer through PIF;



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## PIF for SMEs

- Processes to determine, monitor and verify the eligibility of the impacts; and
- Impact reporting after the borrower raised funds

JCR has confirmed that all information required by the Principle Three of the Principles for Positive Impact Finance will be disclosed to Senshu Ikeda Bank and the general public through the evaluation report prepared by Senshu Ikeda Bank.

### Positive Impact Finance

#### Principle Four

#### Assessment

PIFs provided by entities (banks, investors, etc.) should be evaluated by an internal expert or an external evaluation agency based on the actual impacts achieved.

In cooperation with JCR, Senshu Ikeda Bank has analyzed holistically, identified and evaluated impacts in the PIF. As a third party, JCR has confirmed that both the positive and negative impacts of the PIF have been appropriately identified and evaluated.

### **III. Opinion on Alignment with the "Basic Concept of Impact Finance"**

The Basic Concept of Impact Finance positions impact finance as an advanced form of ESG finance, which pursues positive impact on the environment, society, and economy, and seeks to direct large-scale private funds to impact finance so that it becomes mainstream. To that end, it is comprised of the basic concepts of impact finance from various investments and loans that have advanced both domestically and internationally. Accordingly, JCR does not verify the alignment with the Basic Concept of Impact Finance as it does not constitute principles, guidelines, or regulations related to impact finance. However, reckoning it as an important message from the Ministry of the Environment and the High-Level Panel on ESG Finance with the intention of elevating impact finance to mainstream in Japan, JCR has verified whether the PIF aligns with the Basic Concept of Impact Finance or not.

The Basic Concept of Impact Finance defines impact finance as meeting the following four elements. The PIF fundamentally aligns with these four elements. However, as to element 3, the monitoring results should basically be disclosed by the borrower (i.e., G-Place) to the lender or the evaluator (i.e., Senshu Ikeda Bank) and, to the extent possible, probably to external parties going forward.

Element 1: Intends to create positive impacts on at least one out of three pillars: the environment, society and economy, while appropriately mitigating and managing any significant negative impacts on any of these three, which



# JCR Sustainable

## PIF for SMEs

can be seen at the time of making investments and loans

Element 2: Evaluate and monitor impacts

Element 3: Disclose impact evaluation and monitoring results

Element 4: Ensure appropriate risk-return tradeoff for respective financial institutions/investors from a medium- to long-term perspective

JCR considers that evaluation and monitoring processes for the PIF would be equivalent to the evaluation and monitoring flows provided by the Basic Concept of Impact Finance and align with particularly those for holistically analyzing diverse corporate impacts.

#### IV. Conclusion

Based on the above, the PIF aligns with the Principles for Positive Impact Finance and the Model Framework, formulated by UNEP FI.

It also aligns with the Basic Concept of Impact Finance compiled by the Positive Impact Finance Task Force set up based on Paragraph 2-(4) of the Guidelines for Establishing the ESG Finance High Level Panel of the Ministry of Environment.

(Third Party Opinion Officer)

Japan Credit Rating Agency, Ltd.

Head of Sustainable Finance Evaluation

Department

A handwritten signature in black ink that reads 'Rieko Kikuchi'.

Rieko Kikuchi

Lead Analyst

Analyst

A handwritten signature in black ink that reads 'Rieko Kikuchi'.

Rieko Kikuchi

A handwritten signature in black ink that reads 'Shintaro Arai'.

Shintaro Arai



# JCR Sustainable

## PIF for SMEs

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### Important information regarding this third-party opinion

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#### 1. Assumptions, Significance and Limitations of JCR's Third-Party Opinion

The third-party opinion provided by Japan Credit Rating Agency (JCR) is an expression of JCR's current comprehensive opinion regarding the conformity of the project owner and the procurement owner with the "Principles for Positive Impact Finance" and the "Model Framework for Unrestricted Use of Proceeds Financial Products for Corporate Enterprises" formulated by the United Nations Environment Programme Finance Initiative, and the consistency with the "Basic Concepts of Impact Finance" compiled by the Positive Impact Finance Task Force established within the Ministry of the Environment's High-Level Panel on ESG Finance, and does not fully represent the extent of the positive impact brought about by the positive impact finance in question.

This third-party opinion is an expression of opinion on the current plans or situation based on information provided by the client, the procurement entity and the business entity, and information collected independently by JCR, and does not guarantee positive outcomes in the future. Furthermore, this third-party opinion does not quantitatively prove the positive effects of positive impact finance, and we do not take responsibility for those effects. JCR will confirm that the degree to which the funds raised achieve the company's impact indicators is quantitatively and qualitatively measured by the fundraiser or a third party requested by the fundraiser, but as a general rule, JCR will not directly measure this.

#### 2. International initiatives, principles, etc. referenced in preparing this third-party opinion

In preparing this opinion, JCR referred to the following principles:

United Nations Environment Programme Finance Initiative

"Principles for Positive Impact Finance"

"Model Framework for Financial Products for Corporates with No Restrictions on Use of Funds"

Ministry of the Environment, Positive Impact Finance Task Force within the High-Level Panel on ESG Finance

"Basic Concepts of Impact Finance"

#### 3. Relationship with activities related to the credit rating business

The act of providing this third-party opinion is conducted by JCR as a related business and is different from the act of providing a credit rating service.

#### 4. Relationship with credit ratings

This evaluation is not a credit rating, and we do not promise to provide or make available a predetermined credit rating.

#### 5. JCR's Independent Review

There are no capital or personnel relationships, etc. that may give rise to conflicts of interest between the project owner or fundraiser of this Positive Impact Finance and JCR.

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#### ■ Notes

The information contained in this document has been obtained by JCR from the business or procurement entity and other sources believed to be accurate and reliable. However, such information may be subject to human, mechanical, or other errors. Accordingly, JCR makes no representation or warranty of any kind, express or implied, as to accuracy, results, adequacy, timeliness, completeness, merchantability or fitness for any particular purpose of such information, and JCR is not responsible for any errors or omissions, or for results from the use of such information. JCR shall not be liable under any circumstances for any special, indirect, incidental or consequential damages of any kind, including loss of opportunity or pecuniary loss, arising from any use of the information, whether based on contract, tort, strict liability or any other theory of liability, and whether such damages are foreseeable or unforeseeable. This third-party opinion does not express any opinion on the various risks associated with the positive impact finance that is the subject of the evaluation (credit risk, price fluctuation risk, market liquidity risk, price fluctuation risk, etc.). In addition, this third-party opinion is JCR's current comprehensive opinion, not a statement of fact, and does not constitute any recommendation regarding risk assessments or decisions to purchase, sell, or hold individual bonds, commercial paper, etc. This third-party opinion may be changed, suspended, or withdrawn due to changes in information, lack of information, or other reasons. All rights pertaining to this document are reserved by JCR. Any reproduction, adaptation, modification, etc. of this document, in whole or in part, without the prior permission of JCR is prohibited.

#### ■ Terminology

Third-party opinion: This report was prepared in response to the client's request and is an independent, neutral and impartial third-party opinion on the conformity of the Positive Impact Finance Assessment Report prepared by the bank and other financial institutions with the United Nations Environment Programme Finance Initiative's Principles for Positive Impact Finance and the Model Framework for Unrestricted Financial Products for Corporate Enterprises. Project Entity: A financial institution that implements positive impact finance. Procurer: A business company or other entity that borrows money through positive impact finance for a positive impact business.

#### ■ Status of registration as an external evaluator of sustainable finance

- Member of the Positive Impact Working Group of the United Nations Environment Programme Finance Initiative
- Registered as an external reviewer for the Ministry of the Environment's Green Bonds
- ICMA (International Capital Market Association) Social Bond Principles Working Group Member
- Climate Bonds Initiative Approved Verifier

#### ■ Other information regarding registration as a credit rating agency

- Credit rating agency Financial Services Agency Commissioner (rating) No. 1
- EU Certified Credit Rating Agency
- NRSRO: JCR is registered with the following four of the five credit rating classes of NRSROs (Nationally Recognized Statistical Rating Organizations) established by the U.S. Securities and Exchange Commission. (1) Financial institutions and broker-dealers, (2) Insurance companies, (3) General business corporations, and (4) Governments and local governments. If disclosure is required by Rule 17g-7(a) of the U.S. Securities and Exchange Commission, such disclosure will be attached to the news release posted on JCR's website (<http://www.jcr.co.jp/en/>).

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# Positive Impact Finance Evaluation Report

【G-Place Corporation】

July 31, 2025

Solution Sales Department

The Senshu Ikeda Bank, Ltd.

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We have analyzed and evaluated both positive and negative impacts of G-Place Corporation ("G-Place")'s business activities on the environment, society, and the economy before providing the positive impact finance.

In cooperation with Japan Credit Rating Agency, Ltd., we ensure that our analysis and evaluation comply with the Principles for Positive Impact Finance and A Model Framework: Financial Products for Corporate with Unspecified Use of Funds advocated by the United Nations Environment Programme Finance Initiative ("UNEP FI") and align with the Basic Concept of Impact Finance compiled by the Positive Impact Finance Taskforce set up based on 2-(4), the Guidelines for Establishing the ESG Finance High Level Panels. After that, we apply them to small and medium-sized enterprises ("SMEs")<sup>\*1</sup> at financing.

<sup>\*1</sup> SMEs defined by the International Finance Corporation ("IFC") or the Small and Medium Enterprises Basic Act or entities other than large establishments defined by the Companies Act

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\*Images, figures, etc. without sources herein are from the G-Place's website.

## 1. Overview of Positive Impact Finance

Company	G-Place Corporation
Amount	100,000,000 yen
Use of Funds	Working Capital
Contract Date and Repayment Date (Monitoring Period)	July 31, 2025, to July 31, 2030 (five years)

## 2. Corporate Profile

### 2-1. Overview of G-Place

Company	G-Place Corporation
Head Office Location	10-9, Shironosato, Nagaokakyo-shi, Kyoto, 617-0835, Japan
Founded	May 1968
Established	May 1969
Capital	42,100 thousand yen
Representative	CEO and President: Eiju Ayabe
Number of Employees	78 employees (as of the end of December 2024)
Business Description	<ul style="list-style-type: none"> <li>- Business support for government agencies</li> <li>- Planning and sale of household goods</li> <li>- Import and sale of home appliances from overseas brands</li> <li>- Import and sale of personal fall arrest systems</li> <li>- Other businesses</li> </ul>

## THE SENSHU IKEDA BANK, LTD.

Office Locations, etc.	<p>【Kyoto Head Office】 10-9, Shironosato, Nagaokakyo-shi, Kyoto, 617-0835, Japan</p> <p>【Tokyo Branch Office】 3F, Hamacho-Kyoto Building, 3-26, Nihonbashihamacho, Chuo-ku, Tokyo, 103-0007, Japan</p> <p>【Osaka Branch Office】 13F, Sumitomo Seimei Shin-Osaka Kita Building, 4-1-14, Miyahara, Yodogawa-ku, Osaka-shi, Osaka, 532-0003, Japan</p> <p>【Osaka Sales Office】 9F, Y's Pia Access Shinsaibashi, 1-6-24, Kitahorie, Nishi-ku, Osaka-shi, Osaka, 550-0014, Japan</p> <p>【Shonan Branch Office】 #103 RARA Zengyo, 5-12, Misonodai, Fujisawa-shi, Kanagawa, 251-0873, Japan</p> <p>【Engineering Laboratory】 3-2-5 Takara-machi, Kariya-shi, Aichi, 448-0847, Japan</p>
Overseas Subsidiary and Affiliate	<p>Vietnam Green Packs Co., Ltd. (Ho Chi Min City, Vietnam)</p> <p>Indo Nihon Green Partners LLP (Mumbai City, India)</p>

## 2-2. Corporate History

- 1968: Start business  
(Start proposing to municipalities a new waste collection system using paper bags)
- 1969: Establish Japan Green Packs Co., Ltd.
- 1976: Increase capital to 10 million yen
- 1980: Increase capital to 20 million yen
- 1982: Launch Tokyo Sales Office
- 1984: Increase capital to 30 million yen
- 2003: Complete the construction of the new Kyoto Head Office building
- 2005: Launch Shonan Branch Office
- 2006: Increase capital to 41.5 million yen
- 2007: Upgrade Tokyo Sales Office to Tokyo Branch Office  
Increase capital to 42.1 million yen
- 2016: Launch Engineering Laboratory
- 2018: Mark the 50th anniversary of the foundation  
Launch Osaka Branch Office
- 2019: Change company name to G-Place Corporation
- 2020: Establish the Yamanaka Tsuji Foundation Inc.  
Transfer the entire ownership of G-Place Corporation to the foundation

2-3. Business Description

**G-Place to Persist in Creating New Businesses to Cater to Social Needs**

Since its inception in 1968, G-Place has consistently operated business which serves as a solution to social needs. It offers unique products and services in various sectors. Its 100% ownership was transferred to a general incorporated foundation in 2020. The dividends the foundation receives are returned to society as donations to activities translating into solutions against social issues.

Business Description

**[Business Support for Government Agencies]**

G-Place supports municipalities to improve their services, such as reducing waste from municipalities across Japan, by leveraging Information and Communication Technology ("ICT"), depending on the situation of Japanese society in recent years.

**(1) Paid Waste Collection**

G-Place provides various business supports for municipalities across Japan to drive paid waste collection projects aimed at reducing waste, including efficient and stable system management, outsourcing, information provision and system provision.

▷ Introduction and Outsourcing Support

Paid waste collection entails a variety of business operations, such as manufacturing designated waste bags, managing inventory distribution within respective municipalities and collecting waste disposal fees. G-Place provides end-to-end support from providing information on business design before the introduction to undertaking business operations after that.

▷ Provision of Business Support System

G-Place provides dedicated systems and applications for rigorously carrying out operations and increasing efficiency after the introduction of the paid waste collection system.



**Waste Bag Distribution Support Service**

Service to provide a system where G-place receives orders from designated waste bag distributors and manages inventory through the website



**Waste Separation Application Development Service**

Application shared by 2.5 million users in circa 160 municipalities across Japan and developed to reduce waste by encouraging waste segregation

**(2) Food Loss Reduction**

G-Place has worked on environmental issues through collaborations with municipalities since its inception. It has provided municipality-led matching service to reduce food loss since 2021 for the purpose of supporting municipalities in tackling the food loss issue that they have been facing.

The matching service is aimed at reducing food loss by making good matches between stores that want to sell off food without any loss and consumers who want to purchase it with discounts. It is becoming

increasingly popular as an effective measure to address local food loss issues.



**Food Sharing Service**

Service for municipalities to reduce food loss, which is excellent in that customers can purchase food with discounts, and it reduces food loss and solves local issues

**Food Sharing Service at Expo Site**

Service provided only for the period of EXPO2025 OSAKA, KANSAI, JAPAN from April 2025, which contributes to reducing food loss at the Expo site

**[Import and Distribution of Branded Home Appliances from Overseas]**

**Import and Distribution of Bosch Branded Dishwashers, etc.**

G-Place imports and distributes Bosch branded dishwashers from BSH Hausgeräte GmbH, one of the world-largest home appliance manufactures by sales volume, as its official distributor.

BSH Hausgeräte GmbH, the home appliance manufacturing and sales arm of the Bosch Group, operates business toward a sustainable society based on the group's sustainability strategy.

Sharing brand, marketing and sales strategies with BSH Hausgeräte GmbH, G-Place ensures compliance with regulations based on laws, conducts inspections to assess product safety and obtains required certifications. In this way, G-Place contributes to realizing a sustainable society by providing quality customer experience and services in Japan while protecting the brand value of Bosch.



### [Planning and Distribution of Household Goods]

Embracing the themes of "ecology" and "comfort," G-Place develops and provides environmentally- and people-friendly products.

G-Place also provides information on Femcare\*<sup>2</sup> to help, if only a little, women to lead healthier lives.

#### **(1) In-house Development**

G-Place offers excellent products in terms of not only low environmental impact but also functionality and design, such as NaturaMoon series rolled out as a sanitary napkin that possesses the dual features of a 100% cotton top sheet and polymer-free absorbent materials.



NaturaMoon  
ナチュラムーン

#### **(2) Femtech**

Femtech is a term coined from "female technology" and refers to products and services that use technology to solve women-specific health issues. G-Place seeks to improve women's QOL through Femtech and Femcare advancement activities.

\*<sup>2</sup> Femcare

While Femtech refers to products and services incorporating technology, Femcare refers to those without technology. Both are aimed at solving women-specific health issues.

##### ▷ Online Knowledge Base and Regular Events

G-Place provides an online knowledge base, "Femtech Japan College," embracing the motto: "disseminate reliable and really necessary information" about Femtech and Femcare. G-Place also seeks to raise the recognition of their products and services to address women's health issues through an event, "Femtech Japan Femcare Japan," which it hosts to bring together Femtech and Femcare companies.



##### ▷ "Comfortable Menstruation" Project

There are an increasing number of women faced with "menstrual poverty," which refers to inadequate access to sanitary products, and this has become a social issue. G-Place defines "menstrual poverty" as inadequate access to sanitary products as well as discomfort during menstrual periods and works on eliminating "menstrual poverty" by providing schools, companies and institutions with support for supplying sanitary napkins to their bathrooms and by offering comfortable and polymer-free sanitary napkins.



**[Import and Distribution of Personal Fall Arrest System]**

Import and Distribution of Permanent Fall Arrest & Restraint System,  
"Acrobat"

G-Place imports and distributes a permanent fall arrest & restraint system, "Acrobat." Acrobat is a height safety measure for when being on roofs, ascending or descending ladders, working at heights such as truck beds. Demand is on the rise as the mandatory wearing of full body safety harness for fall protection (safety belts) came into full effect in January 2022.



Yamanaka Tsuji Foundation Inc.

Yamanaka Tsuji Foundation Inc. (the "Foundation") has 100% ownership in G-Place. The Foundation was established in October 2020, embracing the concept of "returning profits to society." All the gains from dividends excluding minimum necessary amount for the Foundation's working capital are donated to establishments and institutions striving to solve social issues.

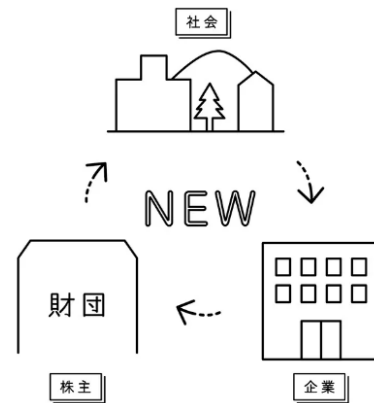
Toshikazu Yamanaka, Chairperson of the Foundation, believes that the Foundation's concept of "returning profits to society" will help eliminate a social issue of the wealth gap.

The profits earned by typical publicly-traded corporations build up as shareholders' wealth, whereas profits are returned to society under the Foundation's system. This means that the system will prevent the wealth gap between the rich and the poor from further widening.

The wealth gap between the rich and the poor has become a deep-rooted social issue that stretches to education and healthcare gaps. The Foundation has become the owner of G-Place to carry out its social responsibilities for "correcting extreme inequality," "being accountable for monetary circulation to society" and "ensuring that corporate activities contribute to workers and society" and specifies its activities in the articles of incorporation.

The articles of incorporation also specify that the Foundation require G-Place to conduct good business and governance although it keeps its hands off G-Place's business operations. More specifically, they provide G-Place with two guiding principles therein: "Create businesses beneficial to society" and "Always respect the dignity of employees and discover their potential." G-Place pursues profitability and the maximization of employees' motivation to improve their financial status and mindsets based on these principles. And they allow for G-Place's autonomy.

The more G-Place grows its profits, the more the amount of donations made by the Foundation increases. Hence, the diligence of G-Place's employees contributes to society.



[Past Donations by the Foundation]

January 2022	Katariba, approved specified nonprofit corporation ▷ Provide children and young people from poor families with places to stay and learning support
January 2022	Kyoto YMCA, public interest incorporated foundation ▷ Support poor communities in India
April 2022	Kyoto YMCA, public interest incorporated foundation ▷ Provide evacuation and living support for refugees from Ukraine
September 2022	Kobe University, national university corporation ▷ Support students with inadequate access to university education for financial reasons
September 2023	Children's Book Forest Nakanoshima, Cultural Affairs Division, Cultural Affairs Department, Economic Strategy Bureau, City of Osaka ▷ Support efforts to develop the potential of children in the future
February 2024	Disaster Prevention and Safety Promotion Division, Citizens and Community Collaboration Department, Nagaokakyo City, Kyoto ▷ Support the areas affected by the 2024 Noto Peninsula Earthquake
September 2024	Platform for Sustainable Education and Community, general incorporated foundation ▷ Create an attractive educational environment to grow young people with motivation

## 2-4. Corporate Philosophy and SDGs Initiatives

### [Corporate Philosophy]

# Place for Growing

ここで働く全ての人が、仕事にやりがいを見出し、  
自らを成長させる場であること

# Place for Gathering

多くの取引先やパートナーが、相互発展を目指して  
協業するために集まる場であること

# Place for Generating

人と社会に、新たな選択肢を提供できる様な  
事業を生み出していく場であること

G-Place carries meanings that it is a place for growing, gathering, and generating businesses and expresses its hope that "G-place provides its employees with places to inspire their motivation and grow, gather with customers and business partners seeking prosperity together and generate unique businesses that contribute to shaping a better future."

### [SDGs Initiatives]

G-Place operates business to "realize society where anyone can live in peace, comfort and hope and pursue the sustainability of the global environment, which is the basis of our lives," and manages business focusing on "recognizing the diverse values of all workers, not denying the personality and dignity of each individual, ensuring compliance and carrying out social responsibilities," based on the management policies set forth by the Foundation, the parent of G-Place.

G-Place believes that it looks at the same direction as SDGs, which are comprehensive goals for realizing a sustainable, diverse and inclusive society based on the philosophy, "No one will be left behind." G-Place considers that working on SDGs showcases its sense of value.

**[Initiatives]**

**1. Improve Working Environment**

Create Environment to Adopt Diverse Working Styles

G-Place, a general trading company, has established a flexible corporate culture that values change. It strives to create an environment that adopts diverse working styles among employees without being bound by general frameworks or preconceived notions so as to provide a workplace where employees work in comfort and security. This has resulted in improved work systems, increased productivity and more efficient business operations.

[Examples]

- Establish and maintain teleworking environments
- Review core systems to improve business operations and their efficiency
- Promote business automation
- Promote DX and introduce new systems, etc.

Female Employees' Active Participation

G-Place aims to create a workplace where all employees can demonstrate their individual abilities and thrive regardless of their gender. It is committed to maintaining a work environment where especially female employees can thrive, protecting their physical and mental health.

(Characteristics of G-Place's Business Operations)

(1) Women's Participation in Workforce (as of May 2025)

- Women accounted for 40% in management positions (8 out of 20).
- Some female managers took maternity and childcare leave and worked shorter hours after returning to work.
- Six out of eight female employees were promoted to manager after returning from childcare leave.

(2) Staggered and Shorter Work Hours for Any Reason

- Anyone are allowed for staggered and shorter work hours regardless of their gender and for any reasons.
- Male employees can contribute to improving the health of their female partners by working staggered or shorter hours.

(3) High Menstrual Leave Take-up Rate

- Menstrual leave is provided as "special leave" (paid leave other than annual paid leave), with a take-up rate of 9% from January to December 2024 (10 times the take-up rate of "0.9%" announced in "Working Women and Menstrual Leave (September 28, 2023)" by the Equal Employment Opportunity Division of the Employment Environment and Equal Employment Bureau of the Ministry of Health, Labor and Welfare).

(G-Place's Projects)

(1) Provide female employees with free sanitary products

(2) Develop businesses that contribute to women's health

- Launched NaturaMoon, which is a sanitary napkin with the dual features of a 100% cotton top sheet and polymer-free absorbent materials, in 2012

- Annually host an exhibition to showcase Femtech and Femcare products and services and support efforts by schools, companies and institutions to provide sanitary napkins in their bathrooms

G-Place was awarded a Special Prize of the “Women’s Health-Friendly Companies 2025” at the “Global Women’s Body Conference ® 2025” symposium. The symposium recognized G-place for these initiatives easy for SMEs to model and utilization of various government programs. It was hosted by Thinkpearl, a general incorporated association (located in Chiyoda-ku, Tokyo), which promotes women's health education and preventive medicine. The award ceremony took place at the Osaka-Kansai Expo Women's Pavilion in collaboration with Cartier.

Maternity and Childcare Leave

The labor management team notifies all employees of the main points of the revisions of work rules and their related programs through internal communication tools. This is to let them know about the contents of the revised programs and the key points of the revisions. The business management team sets up a consultation service desk. Private meetings are also provided to explain the details of the programs to employees entitled to the use.

G-Place seeks to create an environment where anyone feel free to take leave regardless of their gender. Accordingly, it respects employees' thoughts and wishes as to whether they will actually take it or not.

There is an established atmosphere where employees feel comfortable in taking leave. G-Place adopts work arrangements reflecting the wishes of the employees to take leave, which include work-sharing as well as the aforementioned notification of the detailed contents of the programs and shorter work hours or remote work after returning to work. G-Place has achieved the maternity and childcare leave take-up rate of 100%.

Number of Employees Who Took Leave  
(Among Those Who Applied for Taking Leave)

	FY2023	FY2024	FY2025 (As of April)
Men	0	0	2
Women	1	2	1

Workplace Where Employees Can Thrive Regardless of Employment Status or Age

G-Place never judges persons by their position or employment status. Such an egalitarian belief is entrenched in the company, and an environment where its employees cooperate with each other has been created. The management team also recognizes diverse values. It provides a workplace where the employees can fully demonstrate their abilities, for example, even junior members are allowed to make new proposals if they have challenging spirits, proactive mindset and acting power.

G-Place sets a retirement age at 65, however, it offers various work style options to senior members after retirement, reflecting their wishes and life environments, such as contractor, outsourcee and advisor.

## Recruitment of Talent from Overseas

Currently, all the G-Place's employees are Japanese nationals, but the company accepted international students from Indonesia in the past as interns or trial employees. G-Place provides government agencies and other customers with services, which takes a large part in its business. Accordingly, job assignments to non-Japanese workers will be limited. G-Place embraces a policy of hiring people regardless of their races and ethnicities as long as they are equipped with required abilities and suited to the positions offered.

The overseas subsidiaries hire local staff.

## Employment of People with Disabilities

Currently, people with disabilities are not working for G-Place, but it is actively preparing to provide them with employment opportunities in the future, including creating an internal work environment, as well as considering departments they will join and their job content.

## Salary Levels

G-Place pays salaries exceeding the industry average. Various allowances, such as position and responsibility allowances and weighting, continue to be paid on top of the basic salaries. Together with annual regular salary increases, they contribute to the stable lives of employees.

## Work Environment for Feeling Free to Take Paid Leave

Employees must take at least five days of paid leave per year under relevant laws and regulations. Managers proactively take leave themselves in an effort to create an environment where employees feel free to take leave. Rather than focusing on raising paid leave take-up rate, G-Place works on shortening work hours through its effort to increase work efficiency and promote office automation so as to make it easier for those who want to take leave to do so.

The average paid leave take-up rate among all employees for FY2024 stood at 72.5%.

## Reduction of Overtime

G-Place works on increasing work efficiency through IT implementation and DX to reduce overtime.

(Examples of IT Implementation and DX)

- A cloud-based expense management tool has successfully reduced the time for processing expenses by enabling submission and approval of expenses outside the office.
- Generative AI (Gemini, etc.) has increased efficiency in collecting information and reduced the time for compiling documents.
- A corporate travel booking system has reduced the time for processing reimbursements and payments for business visits and trips.
- E-invoicing has reduced the time for processing invoices by enabling centralized management from receipt to payment.

The average monthly overtime per employee for FY2024 stood at 8.3 hours.

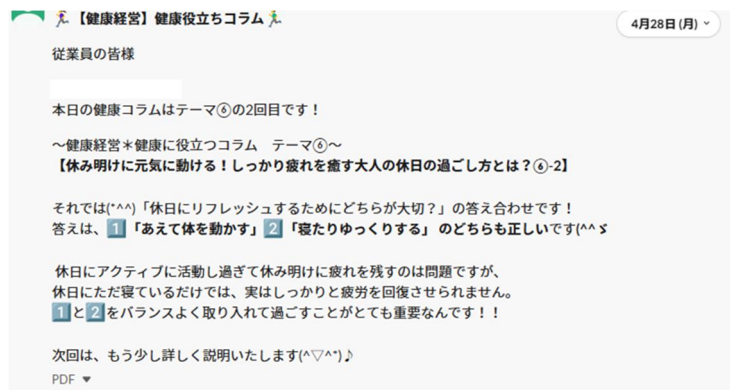


Health Maintenance and Improvement of Employees

G-Place manages employees' health by ensuring that all employees undergo regular checkups. If the results provide any advice or recommendations, G-Place asks an occupational physician for an opinion about their health conditions and encourages them to undergo the follow-up test.

For FY 2024, 100% employees underwent regular checkups.

G-Place distributes an occasional article "Health and Productivity Management" to support employees' health. Each distribution focuses on one theme and provides some brief advice to maintain and improve employees' health.



Safe Work Environment

G-Place manages business operations, considering the physical and mental safety of employees in the workplace. For instance, it prohibits unreasonable and coercive work instructions, offers work-style options depending on their life-work balance, builds a system to cover for colleagues, holds private meetings between the rank and file and managers and fosters an open corporate culture.

G-Place has introduced an emergency contact system to ensure that it cascades all information down to all employees in the event of natural disasters or other emergencies.

No accidents have occurred since FY2022.

Occurrence of Industrial Accidents

FY	2022	2023	2024
Number of Accidents	0	0	0

**2. Improve Employees' Capabilities**

Employee Training

G-Place has introduced an online learning service (Schoo) as an employee training tool, which employees use for their self-study of required skills. Starting in April of this year, G-Place launched a trial program to provide the backoffice staff with basic training tailored to each responsibility, such as planning training and managerial training. After completing the training, the participants share the content with their team members as well as use it to manage their respective goals.



## Efforts to improve Qualification Acquisition Rate and Current Status

For its diverse businesses, G-Place has no integrated recommendation about specific qualifications that employees are encouraged to acquire. However, after internal approval, it provides support for expenses to purchase textbooks and take examinations to acquire qualifications they need, depending on employees' motivation.

In recent years, G-Place has provided all employees with digital reskilling training to develop digital talent necessary to promote DX.

(Qualifications Supported to Date (as of the end of April 2025))

IT Passport, Type 2 Electrical Engineer, Photovoltaic Project Evaluator, DELF B1, Second-class Post-installed Anchor Installer, Type 2 Health Supervisor, etc.

### **3. Reduce Negative Environmental Impact**

#### Energy Efficiency, Reuse and Waste Reduction

(Energy Efficiency)

As part of its eco-friendly actions, G-Place has converted all lighting in its head office to LED lighting and encourages employees to turn off unnecessary lighting. It also promotes paperless through e-faxing, e-invoicing and digital proposal and approval workflows.

(Reuse and Waste Reduction)

G-Place collaborates with ReYuu Japan Inc. (former Nippon Telephone Inc.), a used mobile phone wholesale trader and distributor, on the waste separation dictionary website, "Gomisaku," provided for municipalities across Japan. G-Place seeks to reduce waste by offering reuse options to the Gomisaku users.

Through Gomisaku, G-Place also contributes to promoting the reuse of clothing in the "Fukunowa Project" hosted by the Sankei Shimbun Co., Ltd.

#### Reduction of Exhaust Gas and CO<sub>2</sub> Emissions

G-Place has introduced "GoGreen Plus" provided by the DHL Group, to reduce CO<sub>2</sub> emissions from transporting its products by air. GoGreen Plus reduces CO<sub>2</sub> emissions from air transport by using sustainable aviation fuel ("SAF"). SAF is a sustainable and low-carbon aviation fuel alternative to traditional jet fuel. Unlike traditional petroleum-based fuels, SAF is made from renewable sources such as municipal solid waste ("MSW"), biomass and oils and fats.



### **4. Other Initiatives**

#### Industry-Academia-Government Collaboration

G-Place seeks to solve social issues such as food loss and waste reductions through collaboration with various partners including municipalities and educational institutions.

- Provide municipalities with a matching service "Foodeal" between food bank organizations and food providers across Japan. Foodeal helps

donate surplus food or non-standard food that could be otherwise wasted to people in need. (Municipality: Okayama Prefecture)

- Collaborate with the Faculty of Political Science and Economics, Kokushikan University, in developing an ideal vision based on fact-finding surveys for regions and urban areas to raise recognition for food loss reduction among residents and businesses and revitalize local communities.
- Contribute to food loss and waste reductions by providing municipalities with a food sharing service "Tabesuke," which was adopted by 28 municipalities across Japan as of the end of May 2025.

G-Place collaborates with the Department of Psychology, Faculty of Human Science, Kyoto Notre Dame University in the Femtec business. It strives to improve women's well-being by clarifying women's health issues from a psychological perspective based on the study and analysis of the user experience of polymer-free sanitary napkins and changes in students' view affected by sanitary napkins being provided in universities.

### 3. Holistic Analysis

G-Place's business was classified as "ISIC 7020-Management Consultancy Activities," "ISIC 4649-Wholesale of Other Household Goods" and "ISIC 1709-Manufacture of Other Articles of Paper and Paperboard" under this financing project. The UNEP FI impact analysis tool identified the following positive and negative impacts based on the classification.

impact area	impact topic	7020-Management Consultancy Activities		4649-Wholesale of Other Household Goods		1709-Manufacture of Other Articles of Paper and Paperboard		Business as a whole	
		positive	negative	positive	negative	positive	negative	positive	negative
Integrity & security of person	Conflict								
	Modern slavery								
	Child labour								
	Data privacy								
	Natural disasters								
Health & safety Availability, accessibility, affordability, quality of resources & services	—								
	Water								
	Food								
	Energy								
	Housing								
	Healthcare & sanitation								
	Education								
	Mobility								
	Information								
	Connectivity								
	Culture & heritage								
	Finance								
	Livelihood	Employment							
Wages									
Social protection									
Equality & justice	Gender equality								
	Ethnic/racial equality								
	Age discrimination								
	Other Vulnerable groups								
Strong institutions, peace & stability	Rule of law								
	Civil liberties								
Healthy economies	Sector diversity								
	Flourishing MSMEs								
Infrastructure	—								
	—								
Convergence	—								
	—								
Climate stability Biodiversity & ecosystems	Waterbodies								
	Air								
	Soil								
	Species								
	Habitat								
Circularity	Resource intensity								
	Waste								

On the other hand, the following impacts were identified based on G-Place's business activities in this financing project:

From a social perspective, this financing project contributes to enhancing the following positive impacts on: "**health & safety**" by rolling out personal fall arrest systems to improving safety at high-altitude work sites, manufacturing products focused on providing a comfortable life for women under its in-house development project to design and produce household goods and improving women's QOL through advancement activities for Femtech and Femcare; "**education**" by providing employees with various training, supporting employees to acquire qualifications to improve their capabilities and paying responsibility allowances to motivate employees to improve their skills; "**wages (salaries)**" by paying salaries that exceed the industry average, increasing salaries on an annual basis and paying various allowances on an ongoing basis; and "**employment**" by offering various

work style options to employees who have reached retirement age, such as contractor, outsourcee and advisor, providing guidelines for proactively accepting talent from overseas through internships and trial employment and preparing for hiring people with disabilities.

On the other hand, this financing project contributes to reducing the following negative impacts on: "**health & safety**" by creating an environment where employees feel free to take paid leave, reducing overtime and managing employees' health through regular checkups; "**social protection**" by considering employees' work-life balance such as creating a work environment where various work styles are accepted, building an environment where employees feel free to take maternity and childcare leave and adopting a work system reflecting employees' wishes after returning from maternity and childcare leave such as shorter work hours and remote work; "**gender equality**" by creating a work environment that facilitates active participation of female employees, protecting their physical and mental health; "**ethnic/racial equality**" by providing guidelines for proactively accepting non-Japanese employees through internships and trial employment, although currently all the G-Place's employees are Japanese; "**age discrimination**" by creating a work environment where employees are able to thrive regardless of their employment status or age; and "**other vulnerable groups**" by preparing, in various ways, for accepting employees with disabilities.

From a socio-economic perspective, this financing project contributes to enhancing positive impacts on "**flourishing MSMEs**" as the Femtech Japan Project operated by the Femtech arm of G-Place contributes to increased recognition of Femtech and Femcare and the development of businesses, institutions and individuals that provide relevant products and services, to solve women-specific health issues.

From a natural environment perspective, this financing project contributes to enhancing positive impacts on "**resource intensity**" and "**waste**" by providing food-sharing services to reduce food loss and rolling out applications such as "Gomisuke" and "Gomisaku," which contribute to the reuse of mobile devices and clothing.

In the meantime, this financing project contributes to reducing negative impacts on "**climate stability**" by converting lighting in the company to LED lighting, encouraging employees to turn off unnecessary lighting and adopting air transportation using SAF; and "**resource intensity**" and "**waste**" by promoting an internal paperless environment.

Impacts on "**healthcare & sanitation**" from a social perspective were excluded from positive impacts identified by the impact analysis tool because they are irrelevant to G-Place's business and medical services.

On the other hand, impacts on "**wages (salaries)**" from a social perspective were excluded from negative impacts because G-Place pays salaries exceeding the industry average, and there is no evidence of low or irregular income; and so were impacts on "**waterbodies**" from an environment perspective because G-Place is irrelevant to a large use of water, and its business does not affect water pollution or depletion; "**air**" because G-Place emits no air pollutants; and "**species**" and "**habitat**"

because G-Place's business has negative impacts on neither biodiversity nor the conservation of ecosystems.

G-Place's Impacts Considering Individual Factors

impact area	impact topic	Business as a whole	
		positive	negative
Health & safety	–	Blue	Yellow
Availability, accessibility, affordability, quality of resources & services Livelihood	Education	Blue	
	Employment	Blue	
	Wages	Blue	
Equality & justice	Social protection		Yellow
	Gender equality		Yellow
	Ethnic/racial equality		Yellow
	Age discrimination		Yellow
Healthy economies	Other Vulnerable groups		Yellow
	Flourishing MSMEs	Blue	
Climate stability	–		Yellow
Circularity	Resource intensity	Blue	
	Waste	Blue	Yellow

3-1. Social Impact

Impact Area/Topic		Theme	Activity
Health & safety	Positive	<p>Improve safety at high-altitude work sites</p> <p>Provide women with a comfortable life</p>	<ul style="list-style-type: none"> <li>- Contribute to improving safety at high-altitude work sites by rolling out personal fall arrest systems</li> <li>- Seek to improve women's QOL through excellent products in terms of not only low environmental impact but also functionality and design, such as NaturaMoon series developed as a sanitary napkin that possesses the dual features of a 100% cotton top sheet and polymer-free absorbent materials and advancement activities for Femtech and Femcare</li> </ul>

Impact Area/Topic		Theme	Activity
Education	Positive	Improve employees' capabilities	<ul style="list-style-type: none"> <li>- Provide employees with online learning services, training appropriate for their responsibilities, digital reskilling training and financial support for acquiring qualifications</li> </ul>

Impact Area/Topic		Theme	Activity
Education	Positive	Raise employees' salary levels	<ul style="list-style-type: none"> <li>- Pay salaries that exceed the industry average, increase salaries on an annual basis and pay various allowances on an ongoing basis, such as responsibility allowances to motivate employees to improve their skills</li> </ul>
Wages (Salaries)			

## THE SENSHU IKEDA BANK, LTD.

Impact Area/Topic		Theme	Activity
Employment	Positive	Provide options for employment status	- Provide a workplace where employees can thrive regardless of their age and offer a variety of employment status, such as contractor, outsourcee and advisor, considering employees' wishes and environment, even after the retirement age of 65
Age discrimination	Negative		

Impact Area/Topic		Theme	Activity
Employment	Positive	Recruit talent from overseas	- Recruit talent from overseas regardless of their races and ethnicities as long as they are equipped with required abilities and suited to the positions offered, through internships, trial employment, etc.
Ethnic/racial equality	Negative		

Impact Area/Topic		Theme	Activity
Employment	Positive	Hire people with disabilities	- Actively prepare to provide people with disabilities with employment opportunities in the future, including creating an internal work environment as well as considering departments they will join and their job content
Other vulnerable groups	Negative		

Impact Area/Topic		Theme	Activity
Health & safety	Negative	Create healthy workplace	- Create an environment where employees feel free to take paid leave, reduce overtime, and manage their health through regular checkups

Impact Area/Topic		Theme	Activity
Social protection	Negative	Promote work-life balance	- Take measures considering employees' work-life balance, for example, creating a work environment where various work styles are accepted, building an environment where employees feel free to take maternity and childcare leave and adopting a work system, reflecting employees' wishes after their returning from maternity and childcare leave such as shorter work hours and remote work

Impact Area/Topic		Theme	Activity
Gender equality	Negative	Promote women's participation	- Seek to create a workplace where all employees can demonstrate their individual abilities and thrive regardless of their gender and to maintain a work environment where especially female employees can thrive, protecting their physical and mental health

**3-2. Socio-Economic Impact**

Impact Area/Topic		Theme	Activity
Flourishing MSMEs	Positive	Develop Femtech and Femcare industries	- Contribute to the development of businesses, institutions and individuals that provide relevant products and services as the recognition of Femtech and Femcare increases



3-3. Natural Environmental Impact


Impact Area/Topic		Theme	Activity
Resource intensity and Waste	Positive	Conserve resources and reduce waste	- Seek to conserve resources and reduce waste through "Tabesuke," a food sharing service to reduce food loss, and "Gomisuke" and "Gomisaku," applications contributing to the reuse of mobile devices and clothing




Impact Area/Topic		Theme	Activity
Climate stability	Negative	Commit to energy saving activities Reduce exhaust gas and CO <sub>2</sub> emissions	- Encourage employees to turn off unnecessary lighting - Contribute to reducing CO <sub>2</sub> emissions from air transport by using transportation services adopting SAF to reduce CO <sub>2</sub> emissions from transporting its products by air

Impact Area/Topic		Theme	Activity
Resource intensity and Waste	Negative	Conserve resources and reduce waste	- Commit to conserving resources and reducing waste by promoting an internal paperless environment


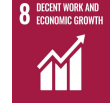
4. Relationship between KPIs and SDGs

4-1. Social




Impact Area/Topic	(Social/Positive) Health & safety	
Initiatives, Measures, etc.	<b>Improve Safety at High-Altitude Work Sites</b> Contribute to improving safety at high-altitude work sites by rolling out personal fall arrest systems	
KPI during Loan Period	KPI: Increase work sites equipped with necessary safety measures by 1,000 locations by FY2030 (based on FY2022 level) *FY2022: 130 locations FY2023: 31 locations FY2024: 267 locations <u>Total: 428 locations</u>	
Relevant SDGs	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors 

Impact Area/Topic	(Social/Positive) Health & safety	
Initiatives, Measures, etc.	<b>Provide Women with Comfortable Life</b> Seek to improve women's QOL through excellent products in terms of not only low environmental impact but also functionality and design, such as NaturaMoon series developed as a sanitary napkin that possesses the dual features of a 100% cotton top sheet and polymer-free absorbent materials and advancement activities for Femtech and Femcare	
KPI during Loan Period	KPI: Increase the sales of Femtech and Femcare businesses by 20% each year through activities related to them	
Relevant SDGs	1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions  3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes  5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	    


Impact Area/Topic	(Social/Positive) Employment (Social/Negative) Other vulnerable groups	
Initiatives, Measures, etc.	<b>Prepare for Hiring People with Disabilities</b> Actively prepare to provide them with employment opportunities in the future, including creating an internal work environment, as well as considering departments they will join and their job content	
KPI during Loan Period	KPI: Promote employment of people with disabilities Hire two people with disabilities by the end of FY2028 and thereafter maintain the statutory number of people with disabilities	
Relevant SDGs	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value


Impact Area/Topic	(Social/Negative) Social protection	
Initiatives, Measures, etc.	<p><b>Promote Work-Life Balance</b></p> <p>Implement initiatives considering employees' work-life balance, such as creating an internal work environment where various work styles are accepted, building an environment where employees feel free to take maternity and childcare leave and adopting a work system reflecting employees' wishes after returning from maternity and childcare leave such as shorter work hours and remote work</p>	
KPI during Loan Period	<p>KPI: Maternity and childcare leave take-up rate</p> <p>Further increase the number of employees to take maternity and childcare leave, maintaining a take-up rate of 100% for those who wished to take such leave</p> <p>*FY2024: Three employees took maternity/childcare leave. (100% of those who wished to take leave)</p>	
Relevant SDGs	5.5	<p>Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p> 
	8.5	<p>By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> 


4-2. Natural Environment


Impact Area/Topic	(Natural Environment/Positive) Resource intensity and Waste													
Initiatives, Measures, etc.	<p><b>Conserve resources and reduce waste</b></p> <p>Seek to conserve resources and reduce waste through "Tabesuke," a food sharing service to reduce food loss, and "Gomisuke" and "Gomisaku," applications to reuse mobile devices and clothing</p>													
KPI during Loan Period	<p>KPI: Expand the areas to introduce "Tabesuke," a food sharing service; and multiply municipal users to increase food waste reduction on an ongoing basis</p> <p>Plan to increase municipal users of Tabesuke</p> <table border="1" data-bbox="595 701 1313 824"> <thead> <tr> <th>FY</th> <th>2024 (Actual)</th> <th>2025 (Plan)</th> <th>2026 (Plan)</th> <th>2027 (Plan)</th> <th>2028 (Plan)</th> </tr> </thead> <tbody> <tr> <td>Municipal Users' Count</td> <td>27</td> <td>30</td> <td>50</td> <td>65</td> <td>80</td> </tr> </tbody> </table>		FY	2024 (Actual)	2025 (Plan)	2026 (Plan)	2027 (Plan)	2028 (Plan)	Municipal Users' Count	27	30	50	65	80
FY	2024 (Actual)	2025 (Plan)	2026 (Plan)	2027 (Plan)	2028 (Plan)									
Municipal Users' Count	27	30	50	65	80									
Relevant SDGs	<p>2.1</p> <p>9.4</p> <p>12.3</p>	<p>By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round</p> <p>By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses</p> <div data-bbox="1273 846 1385 958">  </div> <div data-bbox="1273 1059 1385 1171">  </div> <div data-bbox="1273 1417 1385 1529">  </div>												


4-3. Other Impacts without KPIs and Relevance with SDGs




Impact Area/Topic	(Social/Positive) Education	
Initiatives, Measures, etc.	<b>Improve employees' capabilities</b> Provide employees with online learning services, training appropriate for their responsibilities, digital reskilling training and financial support for obtaining qualifications	
Relevant SDGs	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 


Impact Area/Topic	(Social/Positive) Employment (Social/Negative) Age discrimination	
Initiatives, Measures, etc.	<b>Provide options for employment status</b> Offer employment status after the retirement age of 65, such as contractor, outsourcee and advisor, considering employees' wishes and environment	
Relevant SDGs	10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status 

Impact Area/Topic	(Social/Positive) Employment (Social/Negative) Ethnic/racial equality	
Initiatives, Measures, etc.	<b>Recruit talent from overseas</b> Advance initiatives to expand the employment of non-Japanese talent in the future, including recruiting more non-Japanese talent through internships, trial employment, etc. and creating an internal environment to accept them  *No KPIs are set as G-Place has been well committed to expanding the employment of non-Japanese talent in the future based on its policy of hiring them regardless of their races and ethnicities as long as they are equipped with required abilities and suited to the positions offered.	
Relevant SDGs	10.2	By 2030, empower and promote the social, economic and political inclusion of all, regardless of age, sex, disability, race, ethnicity, origin, religion, economic status or other status 



Impact Area/Topic	(Social/Positive) Wages (Salaries)	
Initiatives, Measures, etc.	<b>Raise employees' salary levels</b> Pay salaries that exceed the industry average with a salary increase on an annual basis and various allowances paid on an ongoing basis	
Relevant SDGs	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value 


Impact Area/Topic	(Social/Negative) Health & safety	
Initiatives, Measures, etc.	<b>Create healthy workplace</b> Create an environment where employees feel free to take paid leave, reduce overtime and manage employees' health through regular checkups  *No KPIs are set as G-Place never forces employees to work overtime, does not put too much focus on the take-up rate of paid leave and has built an environment where employees feel free to take leave.	
Relevant SDGs	3.4	By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being 

Impact Area/Topic	(Social/Negative) Gender equality	
Initiatives, Measures, etc.	<p><b>Promote women's participation</b></p> <p>Seek to create a workplace where all employees can demonstrate their individual abilities and thrive regardless of their gender and to maintain a work environment where especially female employees can thrive, protecting their physical and mental health</p> <p>*No KPIs are set as G-Place has been well committed to the efforts associated with the ratio of women in managerial positions.</p>	
Relevant SDGs	<p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	  

Impact Area/Topic	(Socio-economic/Positive) Flourishing MSMEs	
Initiatives, Measures, etc.	<p><b>Develop Femtech and Femcare Industries</b></p> <p>Contribute to increased recognition of Femtech and Femcare and the development of businesses, institutions and individuals that provide relevant products and services</p>	
Relevant SDGs	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p>	



Impact Area/Topic	(Natural environment/Negative) Climate stability	
Initiatives, Measures, etc.	<p><b>Commit to energy saving activities and reducing exhaust gas and CO<sub>2</sub> emissions</b></p> <p>Convert lighting in the company to LED lighting and encourage employees to turn off unnecessary lighting; and contribute to reducing CO<sub>2</sub> emissions from air transport, using transportation services adopting SAF, to reduce CO<sub>2</sub> emissions from transporting its products by air</p> <p>*No KPIs are set as G-Place has already converted a 100% of lighting into LED lighting and the use of transportation services adopting SAF takes hold within the organization.</p>	
Relevant SDGs	<p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>	 

Impact Area/Topic	(Natural environment/Negative) Resource intensity and Waste	
Initiatives, Measures, etc.	<p><b>Resource conservation and waste reduction</b></p> <p>Conserve resources and reduce waste by promoting an internal paperless environment</p> <p>*No KPIs are set as a paperless environment is well-established in the organization, for instance, e-faxing, e-invoicing and digital proposal and approval workflows.</p>	
Related SDGs	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	

## 5. Sustainability Management

Providing the positive impact finance, G-Place reviewed daily operations and other activities under the leadership of President Ayabe and the Financial Planning Group of the Corporate Planning Department and set KPIs based on the discussion on the Impact Radar and the relevance to the SDGs.

After the implementation of the positive impact finance and during the lifetime of the finance, G-Place will strive to achieve the KPIs while, as top leader, President Ayabe keeps all employees in the loop and raise their awareness about KPIs, using internal communication tools and meetings, and Senior Manager Kozai of the Financial Planning Group of the Corporate Planning Department monitors their implementation and progress.

◇CEO and President: Eiju Ayabe

◇Administrative Officer and Senior Manager of Finance Planning Group, Corporate Planning Department: Tomoko Kozai

◇Department in Charge: Financial Planning Group, Corporate Planning Department

## 6. Monitoring

We will have a meeting at least once a year with G-Place to share the achievement and progress of the KPIs set at the time of providing the finance.

Leveraging our knowhow and networks, we will provide timely support for G-Place in achieving its KPIs.

Once any KPIs have been achieved during the monitoring period, we and G-Place will continue to monitor them to maintain the attained levels thereafter. When the gap between KPIs and the reality becomes visible due to changes in business environment surrounding G-Place or other reasons, we will discuss the matter with G-Place to consider reviewing the current KPIs.

Notes and Disclaimer

1. We have prepared this evaluation report based on information provided by G-Place, which does not constitute guarantee of the accuracy or safety of the information.
2. We are not liable for any costs or damages arising from the use of this evaluation report.

<Contact>

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