

March 30, 2023

Company Japan Investment Adviser Co., Ltd.
 Representative President & CEO Naoto Shiraiwa
 (TSE Prime Market, Stock Code: 7172)
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Notice of Borrowing of Funds (Sustainability Linked Loan)

Japan Investment Adviser Co., Ltd. (“JIA”) hereby announces that we have signed an agreement for the “Sustainability Linked Loan” (hereinafter referred to as “this agreement”) with MUFG Bank, Ltd. (President and Chief Executive Officer: Junichi Hanzawa; hereinafter referred to as “Mitsubishi UFJ Bank”) today.

1. Overview of the “Sustainability Linked Loan”

The “Sustainability Linked Loan” is a loan product that meets the Sustainability Linked Loan Principles established by the Loan Market Association (LMA)* and other organizations. Upon entering into this agreement, Mitsubishi UFJ Bank aims to promote and support environmentally and socially sustainable economic activities and economic growth by implementing the processes outlined below.

■ Process of This Agreement

Goal Setting	JIA establishes indicators that are highly relevant and ambitious for our business activities as SPTs. SPT: <u>S</u> ustainable <u>P</u> erformance <u>T</u> arget
Review	A third-party organization evaluates and reviews the appropriateness of SPTs.
Incentives	Mitsubishi UFJ Bank provides incentives for preferential interest rates according to the achievement of SPTs.

■ Overview of This Agreement

Date of Contract	March 30, 2023	Period	3 years
Amount	3,000 Million yen		
Purpose of Loan	Operating Capital		
SPTs	Increase the ratio of female managers (%) to 15.0% or higher by the end of April 2024 Increase the ratio of female managers (%) to 20.0% or higher by the end of April 2025		
Third-party Evaluation	Rating and Investment Information, Inc.		

(For Reference 1) Information posted on the website of Mitsubishi UFJ Bank

Finalized the “Sustainability Linked Loan” at “Japan Investment Adviser Co., Ltd.”

URL : https://www.bk.mufg.jp/houjin/info/pdf/jia_seiyaku.pdf

(For Reference 2) Corporate Rating List for Sustainability Finance

By Rating and Investment Information, Inc.

URL : <https://www.r-i.co.jp/rating/esg/sustainabilityfinance/index.html>

*** Loan Market Association (LMA)**

An association dedicated to improving the liquidity, efficiency and transparency of syndicated loan markets in Europe, the Middle East and Africa. Headquartered in the U.K., it was joined by about 800 institutions in more than 65 countries, mainly in Europe and the Middle East.

2. Impact on Future Business Performance

JIA has established the above-mentioned SPTs in order to maintain a working environment where women can be active in management positions and where both men and women can work for a long period of time. Throughout the loan period, JIA will achieve these goals and enhance corporate value through the effective use of procured funds.

At present, the impact of this matter on JIA's business performance for the fiscal year ending December 2023 is expected to be minor.

Inquiries:

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