

Social Finance Framework

July 2025

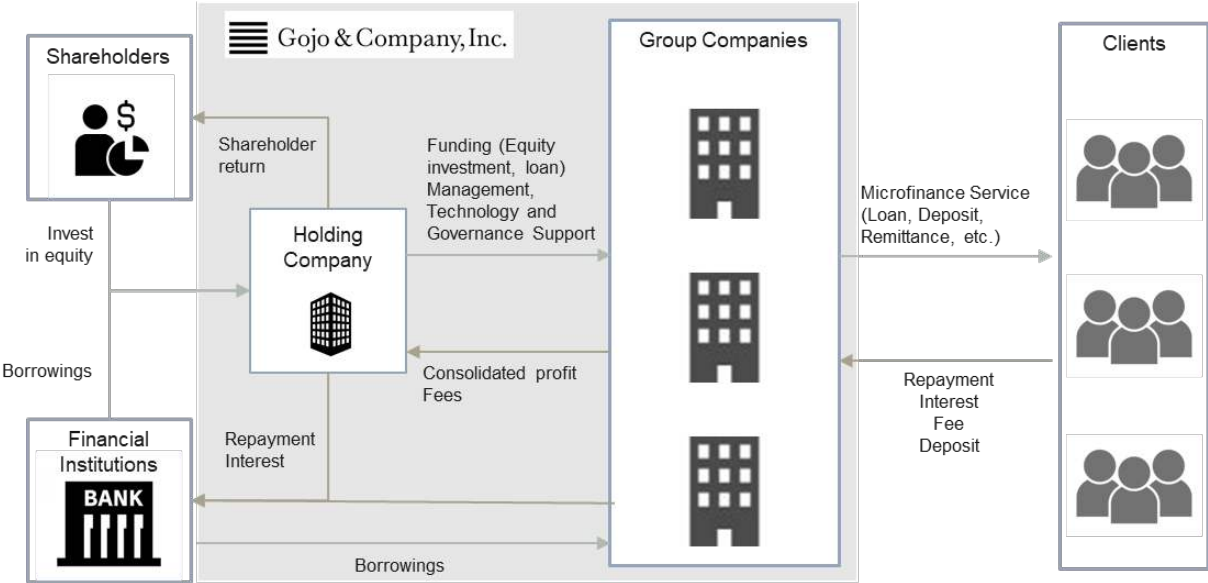
Introduction

About Gojo

Gojo & Company, Inc. (“Gojo”) and our group companies, including consolidated subsidiaries and equity method affiliates (collectively, “Our Group”), form a leading microfinance group. With the vision of creating a world where everyone can determine their own future, we aim to realize this by becoming the Private Sector World Bank and expand financial inclusion on a global scale.

Established in 2014, we provide inclusive financial services in 14 countries in Southeast Asia, South Asia, Central Asia & the Caucasus, and Africa (including minority investees), through our group companies and core investees. We serve more than 3.4 million clients globally, through over 13,000 group employees as of March 2025. By establishing in and acquiring microfinance institutions across the globe, Gojo is a pure microfinance player¹ specializing exclusively in the provision of microfinance services. Our revenue is derived from the eligible Social Project which aims to address or mitigate a specific social issue and/or seek to achieve positive social outcomes, as defined in International Capital Market Association's (ICMA) Social Bond Principles (SBP).

Gojo is a Certified B Corporation™ since January 2025, and we are committed to the continuous improvement of our social and environmental performance



¹ Gojo and its Group companies are the pure microfinance player which have at least 90% of revenue derived from eligible project categories described in the Use of Proceeds of the Social Financing Framework.

Gojo's Vision and Mission

Vision

Create a world where everyone can determine their future

Mission

Extend financial inclusion across the globe

As a business whose vision is “to create a world where everyone can determine their future”, Gojo is committed to realizing our mission of extending financial inclusion across the globe.

We believe financial inclusion is an integral part of basic human rights, yet it is not currently available to everyone. We consider financial inclusion as an access to affordable and useful financial services. Examples of insufficient financial inclusion include; limited access to affordable loans that align with the cash flow cycle; bank branches or ATMs located too far for regular visits; excessively high minimum transaction size; remittance fees that are prohibitively expensive. By offering loans to groups of individuals, individual clients, and MSMEs (micro, small and medium enterprises), we aim to promote financial inclusion on a global scale.

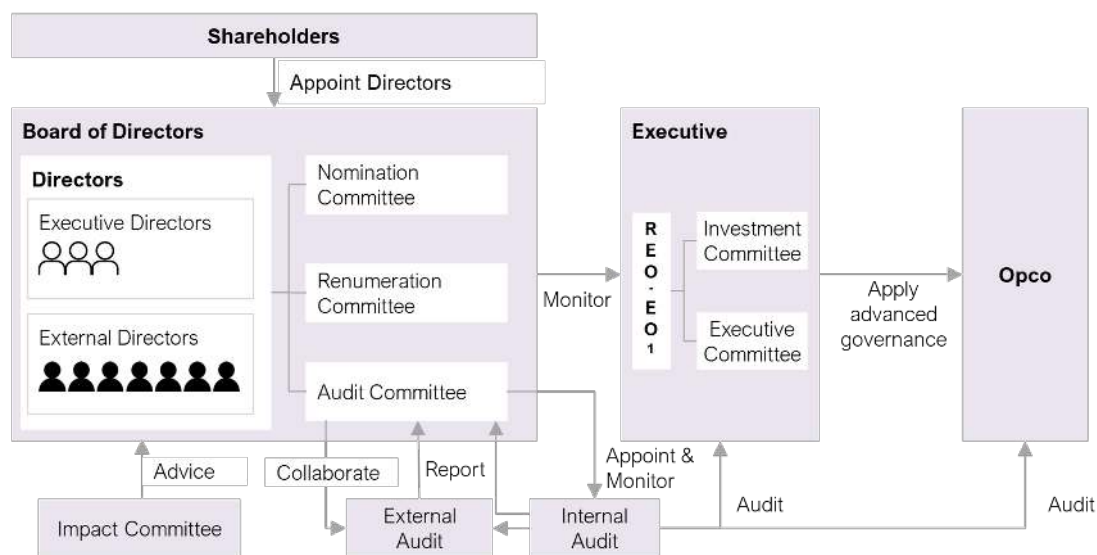
Gojo and our group companies, each fulfilling distinct roles, collectively implement projects that contribute to resolving social issues. Our group companies engage in local operations, and Gojo provides continuous capital injections and support for debt fundraising. Gojo also enhances governance across the Group by improving corporate oversight and advanced internal control mechanisms. This includes strengthening the functions of the board of directors, enhancing internal auditing, reinforcing risk management, and ensuring strong compliance with regulations and internal policies. Additionally, Gojo provides operation and management support, including implementing Social and Environmental Performance Management (SEPM) and impact measurement (IMM), driving innovation through data and technology, and sharing best practices throughout the Group.

Gojo's Governance Framework

Gojo considers corporate governance to be the foundation that enables us to achieve our vision and mission. We carefully monitor alignment with our management principles and values, collectively known as the Guiding Principles. Therefore, since our establishment, Gojo has committed to the continuous pursuit of higher standards of corporate governance.

As part of our efforts to strengthen the governance structure of the entire group, Gojo transitioned to a three-committee board structure in February 2021. The three-committee board structure is one of the corporate governance structures stipulated under the Japanese Companies Act, designed to enhance transparency and oversight as a monitoring board. It establishes three key committees within the board: the Nominating Committee, the Remuneration Committee and the Audit Committee. It separates management and oversight functions, aligning with global governance practices. The board comprises three executive directors and seven Outside and Independent Directors, who are experts in relevant sectors. In addition, the Impact Committee has been established as a voluntary advisory board committee, and it strengthens the implementation of SEPM and impact measurement throughout the Group.

Group governance structure



Gojo considers corporate governance to be the foundation that enables us to achieve our vision and mission. Additionally, as part of our Group business strategy, Gojo aims to acquire a majority stake and increase our ownership as a general principle. We ensure the maintenance and strengthening of governance in group companies by nominating directors to their board. Gojo works to understand the group's risk profile through multiple channels, such as regular management-level business review meetings, collaboration between different departments, group internal audit, and a whistleblowing system. Our strategy for managing group companies is set out in the Group Companies Management Policy.

Social Finance Framework

Gojo has developed a Social Finance Framework under which we can issue Social Financing Instruments including, inter alia, social bond(s), loan(s) via private / public placement(s), other debt financing instruments issued either domestically or offshore, as well as equity raising, including public offerings. The net proceeds will be exclusively applied to finance or refinance in whole or in part, the Eligible Social Project in order to promote positive social impact.

For the issuance of Social Finance Instruments, this framework is designed to align and reflect the four core components of ICMA Social Bond Principles 2023, and Social Loan Principles 2023 by the Loan Market Association (LMA), the Asia Pacific Loan Market Association (APLMA) and Loan Syndications and Trading Association (LSTA), as described below.

1. Use of Proceeds
2. Process for Project Evaluation and Selection
3. Management of Proceeds
4. Reporting

Use of Proceeds

The sole Eligible Social Project of Gojo is the provision of inclusive financial services across the globe, and it qualifies as use of proceeds under the categories and eligibility requirements listed in the table below.

An amount equal to the net proceeds of the social finance that Gojo issues will be used for providing inclusive financial services to the target population. The net proceeds will be allocated to existing and new group companies as well as core investees engaged in the provision of microfinance services, enabling them to deliver sustainable inclusive financial services through their growth and stable finance foundation.

We acknowledge that the referenced principles are intended solely for use with bonds. However, considering the absence of market standards for equity-type offerings, we have concluded that applying these principles represent the most pragmatic approach under the current circumstances.

Bond / Loan

ICMA SBP Category	Eligible Criteria	Target Population
<ul style="list-style-type: none"> Access to essential services (financing and financial services) Socioeconomic advancement and empowerment 	<ul style="list-style-type: none"> Provision of inclusive financial services, including but not limited to microcredit and microsavings, to low- to middle- income individuals and micro-entrepreneurs, MSMEs and SMEs, to support their money management across the globe through existing and newly acquired group companies and core investees – such as banks, microfinance, affordable housing finance institutions, companies developing and selling software that leverages expertise in financial inclusion, advisory and consulting services for financial inclusion, and investment vehicles that invest in inclusive financial services providers 	<ul style="list-style-type: none"> Underserved individuals² with limited access to financial services, such as those unable to use traditional financial services like bank loans Socially vulnerable people, including women in rural areas

Equity

ICMA SBP Category	Eligible Criteria	Target Population
<ul style="list-style-type: none"> Access to essential services (financing and financial services) Socioeconomic advancement and empowerment 	<ul style="list-style-type: none"> Provision of inclusive financial services, including but not limited to microcredit and microsavings, to low- to middle- income individuals and micro-entrepreneurs, MSMEs and SMEs, to support their money management across the globe through existing and newly acquired group companies and core investees – such as banks, microfinance, affordable housing finance institutions, companies developing and selling software that leverages expertise in financial inclusion, advisory and consulting services for financial inclusion, and investment vehicles that invest in inclusive financial services providers 	<ul style="list-style-type: none"> Underserved individuals² with limited access to financial services, such as those unable to use traditional financial services like bank loans Socially vulnerable people, including women in rural areas

² “Underserved individuals” refer to people who face systemic or structural barriers to accessing conventional financial services. These may include, but are not limited to, those with low or no credit history, persons living in remote or rural areas, women with limited financial independence or mobility, elderly individuals excluded from digital financial services and individuals who are excluded due to affordability constraints or discriminatory practices in the conventional financial system.

As part of the Eligible Criteria, Gojo applies the USSEPM³ (Universal Standards for Social and Environmental Performance Management) throughout its business activities. In the pre-investment phase, Gojo's Impact team conducts social due diligence, using the ALINUS tool that comprises 68 indicators across seven dimensions identified by Cerise+SPTF, to assess client protection and SEPM practices in potential investees, alongside standard business, financial, and legal due diligence processes.

Following the investment, Gojo's Impact team members, whose responsibilities include strategy development and execution of SEPM strategy across the Group, assess the level of SEPM implementation in new group companies and support their improvement by addressing gaps in comparison with Gojo's expected SEPM standards.

The work of Gojo's Impact team is advised by the Impact Committee. The Impact Committee promotes the overall positive impact of our Group through support for SEPM, impact measurement, and financial diaries projects⁴.

Gojo actively participates in the governance of group companies through board meetings and board committees. It also provides support to enhance the performance and internal audit functions of group companies and ensures appropriate customer-centric operation of the microfinance business.

³USSEPM: Universal Standards for Social and Environmental Performance Management. A set of best practices developed by Cerise+SPTF to establish a common definition of responsible finance. They are a key industry framework used by regulators, impact investors and financial service providers. The USSEPM encompass 7 dimensions of a financial service provider's operations. 7 dimensions: 1) Social Strategy, 2) Committed Leadership, 3) Client-centred Products and Services, 4) Client Protection, 5) Responsible Human Resource Development, 6) Responsible Growth and Returns, 7) Environmental Performance Management

⁴Financial Diaries Projects: Gojo's primary source of qualitative data about how low-income people live and manage their money. In 2020, inspired by the work of our Outside Director Stuart Rutherford and his Hrishipara Diaries project in Bangladesh, Gojo started exploring opportunities to set up our own financial diaries projects.

Exclusion Criteria

Gojo determines Exclusion Criteria as per the IFC Exclusion List. Projects that are involved in the following activity, production, use, distribution, business or trade may not be financed and/or re-financed by Gojo's Social Finance instruments aligned with the Gojo's policy:

1. Production or activities involving harmful or exploitative forms of forced labour/harmful child labour.
2. Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements.
3. Production or trade in weapons and munitions.
4. Production or trade in alcoholic beverages (excluding beer and wine).³
5. Production or trade in tobacco.³
6. Gambling, casinos and equivalent enterprises.³
7. Trade in wildlife or wildlife products regulated under CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora).
8. Production or trade in radioactive materials. This does not apply to the purchase of medical equipment, quality control (measurement) equipment and any equipment where IFC considers the radioactive source to be trivial and/or adequately shielded.
9. Production or trade in or use of unbonded asbestos fibres. This does not apply to purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20%.
10. Purchase of logging equipment for use in primary tropical moist forest.
11. Commercial logging operations for use in primary tropical moist forest.
12. Production or trade in wood or other forestry products from unmanaged forests.
13. Production or trade in products containing PCBs.
14. Production or trade in pharmaceuticals subject to international phase outs or bans.
15. Production or trade in pesticides/herbicides subject to international phase outs or bans.
16. Production or trade in ozone depleting substances subject to international phase out.
17. Production, trade, storage, or transport of significant volumes of hazardous chemicals, or commercial scale usage of hazardous chemicals.
18. Drift net fishing in the marine environment using nets in excess of 2.5 km. in length.
19. Production or activities that impinge on the lands owned, or claimed under adjudication, by indigenous peoples, without full documented consent of such peoples.

Process for Project Evaluation and Selection

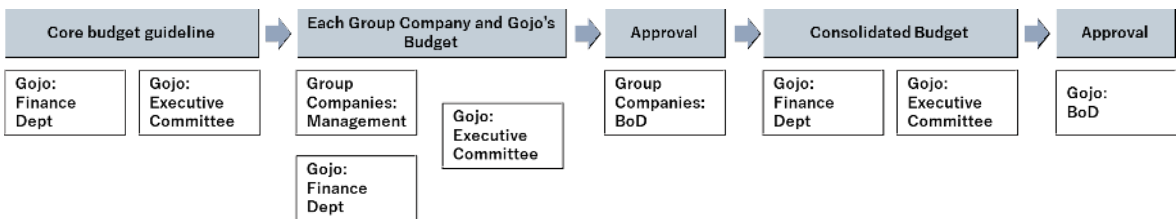
Our Eligible Social Project - the provision of inclusive financial services is carried out in cooperation with Gojo and our group companies.

The use of proceeds is initially evaluated through the formulation of our mid-term management plan and the annual business plan. The content and specific methods for developing these plans are implemented under consistent policies and procedures across all group companies.

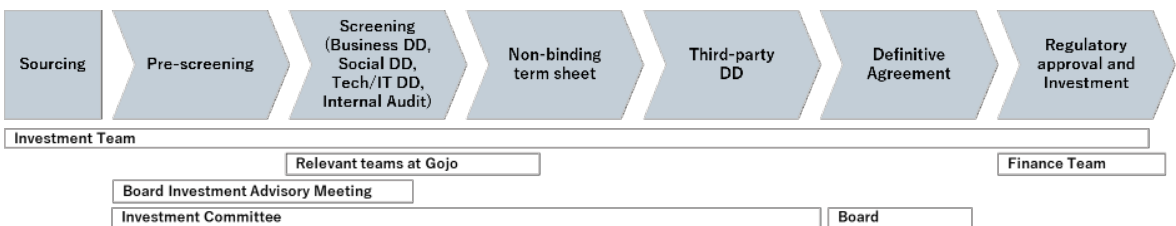
Gojo prepares the annual business plan for the following fiscal year by the end of the current fiscal year. The Finance Department drafts the core budget guidelines for the annual business plan, which are then discussed at the Executive Committee. Each group company, together with Gojo, prepares a detailed annual business plan based on these broadly agreed guidelines. Over the course of several months leading up to the Board of Directors meetings of each company, the Finance Department and the group company management engage in multiple discussions. The final business plan is approved by the Board of Directors of each group company in which Gojo's nominee directors hold voting rights. The approved annual business plans are then submitted to Gojo.

Based on these individual business plans, the Finance Department prepares the consolidated annual business plan for the Group. The consolidated plan is discussed at the Executive Committee and then approved by the Board of Directors before the end of the fiscal year.

Gojo's management and nominee directors on the board of group companies continuously monitor the execution of the annual business plan, based on monthly reports shared by the Finance Department.



The actual disbursement of proceeds is authorised in accordance with the Table of Authorities. If the proceeds raised through this Social Finance are allocated to the acquisitions of microfinance institutions that provide financial services to expand our global footprint, Gojo's Investment Department will identify and assess potential investee through the Investment Process described below, based on the eligibility criteria defined in 2.1 (Use of Proceeds). Final approval for the allocation of proceeds is given by the Board of Directors of Gojo, based on the results of social and other due diligences, as well as alignment with our vision and mission.



Management of Proceeds

The net proceeds of social finance will be managed by Gojo using a portfolio approach. The Finance Department will hold funds and manage the proceeds of this Social Finance in a general account. The Finance Department will track and manage these proceeds on a quarterly basis using the internal accounting system to ensure that the amount of allocation for the portfolio is equal to or exceed the balance of the net proceeds of the social finance.

Gojo manages unallocated proceeds in cash, cash equivalents and /or other liquid marketable instruments. As Gojo is a pure microfinance player, specializing exclusively in the provision of microfinance services, and since our revenue is derived from the Eligible Social Project, if the allocation of proceeds to existing group companies and/or the acquisition of a new company within the eligible project portfolio is suspended, rescheduled or no longer meets the eligibility criteria, we intend to reallocate the funds to other eligible existing and new group companies in line with this Social Finance Framework.

We intend to complete the allocation within 36 months after issuance of the social finance.

Reporting

Gojo will report the annual status of allocation to eligible projects, as outlined below, along with the related social impacts on Gojo's website. In the case of social loans or private placements, we will report the following disclosure items exclusively to the respective lenders.

In addition, Gojo will publish a press release on our website when issuing Social Finance instruments and will issue an Impact Report annually, describing our social impact. It will be shared with lenders and investors via Gojo's website.

Allocation Reporting

Until the proceeds from social finance have been fully allocated, we will disclose the following indicators on an annual basis in relation to the status of allocation to the eligible project.

- Allocated and unallocated amounts
- Expected timing for allocation if there are remaining unallocated proceeds

Once the proceeds have been fully allocated, reporting will be provided on a timely basis in the event of any major changes in allocation.

Impact Reporting

As long as any social finance remains outstanding, we will disclose the following information annually in relation to the social impact of the eligible projects, to the extent practicable. Additional disclosures will be made in a timely manner in the event of any material changes.

ICMA SBP Category	Outreach Indicators
<ul style="list-style-type: none">• Access to essential services (financing and financial services)• Socioeconomic advancement and empowerment	<ul style="list-style-type: none">• Total number of clients• % of women clients• % of rural clients

Other Document

The following documents are expected to be made publicly available to investors on Gojo’s website:

- The Social Finance Framework, further updated from time to time;
- An External Review on the Social Finance Framework issued by an external review provider.