

August 5, 2021

**Announcement of the Launch of “Career Academy”
Medium- to Long-term HR Support Program Aimed at
Expanding Japanese Start-up Market**

JAFECO Group Co., Ltd. (Headquarters: Minato-ku, Tokyo, President: Shinichi Fuki, hereinafter “JAFECO Group”) is launching the “Career Academy,” an HR support program aimed at increasing the number of start-up challengers and expanding the Japanese start-up market.

This program has been selected as a model project of the “Program for Supporting HR Innovation For Tech-startups & (x),” or “SHIFT(x),” implemented by The Ministry of Economy, Trade and Industry (“METI”). With METI’s support, we will contribute to the expansion of startup challenge by people with extensive work experience in large companies, etc.



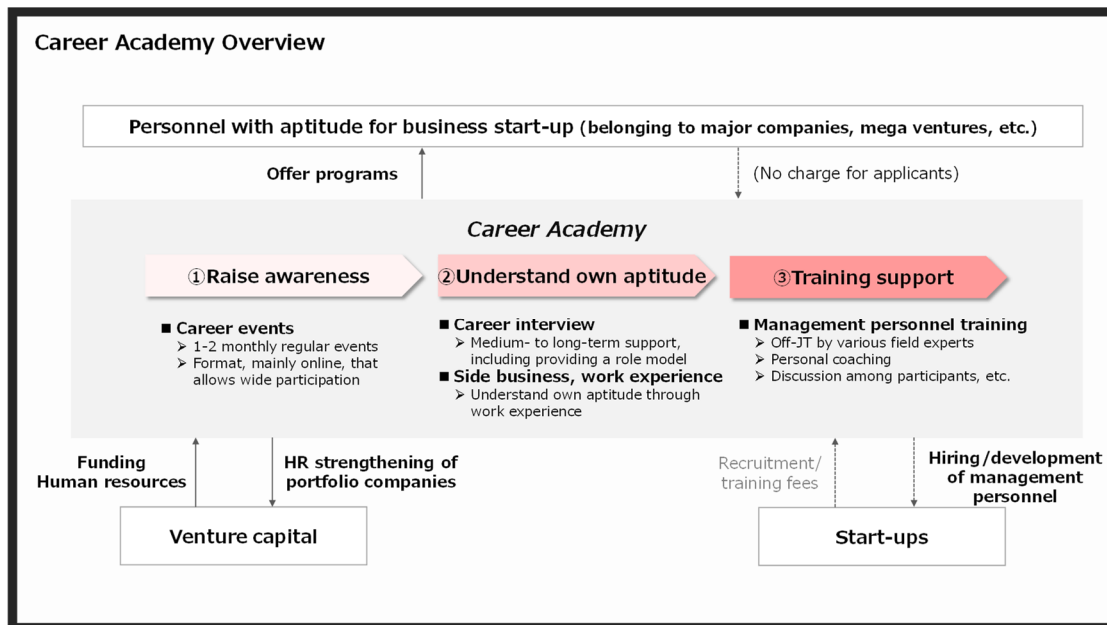
What is Career Academy?

We, at JAFECO Group, have been offering HR support for our portfolio companies, mainly the search for executive level candidates. While there have been successful cases that led to growth of portfolio companies, we have also experienced not a few cases of mismatch between the candidate and the employer, because it is difficult to determine “if the candidate is really capable of contributing to the company growth” through limited interview opportunities. Mismatches have sometimes caused unfortunate consequences for both the portfolio company and the candidate who made a courageous career change.

To address this issue, we have decided to launch the “Career Academy” as an educational institute to develop human resources over the medium to long term, not for short-term career changes. With the aim of increasing the number of start-up challengers, the Academy will: (i) raise awareness of working for start-up companies, (ii) promote understanding of own aptitude, and (iii) continue to provide training support after employment. For the launch of the Academy, morich, inc., WARK co., ltd., FOUNDED=Today, and Refcome, Inc. have provided cooperation.

For more information, please contact
pr@jafco.co.jp, JAFECO Group Co., Ltd.

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Career Event Information

General career events will be held regularly about every two weeks. The first event titled “Which is your ‘better career,’ a large company or a start-up?” will be held on August 6 (Fri.).

Changing jobs to a start-up is not necessarily the right answer. This event is aimed at providing an opportunity for attendees to face their career path and deliver tips to deepen their understanding of “what is a better career?” for themselves with leading career development experts.

Date	August 6, 2021 (Fri.) 18:30-20:00 (Door opens at 18:20)
Venue	Zoom Webinar
Entry fee	Free
Application website	https://www.jafco-seminar.info/careeracademy1

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About JAFCO Group Co., Ltd.

Since its founding in 1973, JAFCO Group has always worked with leading entrepreneurs. The total commitments of its investment funds in Japan and overseas exceed ¥1 trillion and the cumulative number of portfolio IPOs to date reached over 1,000. In addition to venture investment, we also carry out buyout investment and commit to the creation of innovative technologies and services worldwide. As entrepreneurs' closest partner in bringing their visions to life, we provide support in areas of HR, marketing/ sales, and back- office operations, in addition to providing financing.

Company name: JAFCO Group Co., Ltd.
President & CEO: Shinichi Fuki
Location: 24F Toranomom Hills Mori Tower, 1-23-1 Toranomom, Minato-ku, Tokyo
Established: April 5, 1973
Stock exchange: TSE First Section
No. of employees: 135 (consolidated; as of June 30, 2021)