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Editing Policy

This document was prepared while emphasizing the objective to express specific topics, thoughts, and initiatives related to Mitsuuroko Group's "Environment, Social, and Governance (ESG)," among other things. During its editing, we referred to the assessment items of major ESG rating providers, as well as the "Environmental Reporting Guidelines (2018)" by the Ministry of the Environment and the "GRI (Global Reporting Initiative) Standards," which are international reporting guidelines.

Furthermore, the Company continues to enhance ESG-related information each year, focusing on what is deemed important.

Reporting scope

The scope covers 52 companies*, including Mitsuuroko Group Holdings Co., Ltd., major business companies, subsidiaries, and affiliates. Reporting scope is clarified for items that vary from this overall reporting scope. 45 consolidated subsidiaries and 7 entities accounted for using equity method (as of December 31, 2022)

Reporting period

Reporting period is FY2021 (from April 2021 to March 2022). However, some information in and after April 2022 is also included

Guidelines referenced

- GRI Sustainability Reporting Standards
- GRI Standards Table
- "Environmental Reporting Guidelines (2018)" by the Ministry of the Environment
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

Report reliability

Some environmental information in this report has been assured by third party institutions to ensure objective reliability of information.

Business Report

disclosure media structure

Investor Relations site of Mitsuuroko Group Holdinas Timely and appropriate disclosure of financial business information and decisions/facts

Sustainability Report

(Integrated Report) Mitsuuroko Report (Shareholder Correspondence) planation of the value creation stor

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Contact

Website (inquiries) https://www.mitsuuroko.com/contact/ Note: This document has been translated from the Japanese original for reference purposes only.

In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail

Mitsuuroko Group's Philosophy System

忍而和斉家上策 勤与倹創業良図 Founding principle of continually taking up challenges

Patience and harmony serve as the key to a well-ordered family. Hard work and frugality constitute a positive basis for business startup.

Everyone with a connection to Mitsuuroko is family, and the path for that family to prosper must be chosen even if it is difficult and challenging.

As a Lifestyle Producer, we consistently conduct our business with integrity and from the customer's perspective.

Corporate message

Our starting point

/lanagemen

philosophy

Every Day, Special!

Charter of Corporate Ethics Code of Conduct we are mindful of on a daily basis

- 1 Comply with laws, regulations, and other social norms, and conduct fair and sound corporate activities
- Provide safe and high-quality products and services
- 3 Respect the personality and individuality of employees and create a comfortable and fulfilling work environment
- 4 Respect the position of stakeholders
- 6 Contribute to the preservation of the global environment and the creation of a prosperous and livable society







Mitsuuroko Group Holdings Co., Ltd.

Continue creating new value with our diverse stakeholders and contribute to the creation of fulfilling lifestyles and a sustainable society



Generated value

Non-financial value

- Ensure stable supply of energy
- Roll out next-generation energy systems
- Enhance points of contact with local communities
- Create added value to enrich daily life
- Provide support for recovery from disasters
- Build an efficient energy supply chain
- Expand services in response to diversification
- Provide job satisfaction/ growth opportunities

Financial value

Profit attributable to owners of parent

> ¥1,909 million

Total dividends

¥1,515 million

Payout ratio

79.9%

2.1%

ROE

Stakeholders

Introduction



Customers



Shareholders/ **Investors**



Employees



Business partners

SUSTAINABILITY REPORT 2022



Government authorities and local governments



Society and local communities

