

# ESG Data

## Environmental data

### Sales volume for renewable energy and environment related products / greenhouse gas emissions

Sales volume	Unit	FY2020	FY2021	
Electricity sales volume by energy source	Solar power	thousand kW	7,045	7,152
	Wind power	thousand kW	55,807	48,889
	Biomass power	thousand kW	60,741	59,605
	Solar panels	kW	1,894	1,758
Product sales volume	Storage batteries	kWh	13,071	10,205
	ENE-FARM	Units	76	92

Greenhouse gas (CO <sub>2</sub> ) emissions	Unit	FY2020	FY2021	
Scope 1 + Scope 2	Total	t-CO <sub>2</sub>	25,828	34,021
	Scope 1	t-CO <sub>2</sub>	11,579	★ 17,049
	Scope 2	t-CO <sub>2</sub>	14,249	★ 16,972

Greenhouse gas (GHG) emissions	Unit	FY2020	FY2021	
Scope 3	Total	t-CO <sub>2</sub> eq	5,753,128 <sup>1</sup>	★ 5,958,716
Category 1	Purchased goods and services	t-CO <sub>2</sub> eq	638,501	★ 596,251
Category 3	Fuel and energy-related activities not included in Scopes 1 and 2	t-CO <sub>2</sub> eq	1,960,081	★ 2,415,898
Category 4	Transportation and delivery (upstream)	t-CO <sub>2</sub> eq	21,095 <sup>1</sup>	★ 19,676
Category 11	Use of sold products	t-CO <sub>2</sub>	3,133,452	★ 2,926,890

### Conversion factors, etc.

CO <sub>2</sub> emission factors	Unit	FY2020	FY2021
City gas	tCO <sub>2</sub> /thousand Nm <sup>3</sup>	2.23	
Purchased electricity	Emission factors by electric utility business operator published in accordance with the ministerial ordinance of the Act on Promotion of Global Warming Countermeasures.		
Thermal	Steam (excluding steam for industrial use), hot water, cold water	tCO <sub>2</sub> /GJ	0.057
	Steam for industrial use	tCO <sub>2</sub> /GJ	0.060
Other fuel	Heavy oil A	tCO <sub>2</sub> /kL	2.71
	Diesel fuel	tCO <sub>2</sub> /kL	2.58
	Heating oil	tCO <sub>2</sub> /kL	2.49
	Gasoline	tCO <sub>2</sub> /kL	2.32
LPG	tCO <sub>2</sub> /t	3.00	

### Energy usage volume

Energy	Unit	FY2020	FY2021
LPG	t	2,248	2,161
Gasoline	kL	956	1,000
Heavy oil	kL	0	1,289
Diesel fuel	kL	790	839
Heating oil	kL	152	156
City gas	thousand Nm <sup>3</sup>	93	983
Electricity	thousand kWh	26,638	36,017
Warm water	GJ	2,419,962	2,665,334
Cold water	GJ	5,315	5,541
Steam for industrial use	GJ	907	956

### Other environmental data

Water consumption and water discharge volume	Unit	FY2020 <sup>2</sup>	FY2021
Usage volume	Water supply	thousand m <sup>3</sup>	4,941
	Well water	thousand m <sup>3</sup>	1,514
Water discharge volume	Sewage <sup>3</sup>	—	—
	Underground/river <sup>4</sup>	thousand m <sup>3</sup>	647

Waste volume	Unit	FY2020 <sup>2</sup>	FY2021
Industrial waste	Total amount	t	35,088
Recycling of industrial waste	Coffee grounds, tea grounds, mandarin orange grounds, used paper and cardboard, metals, etc.	t	2,398
Recycling rate	Recycled industrial waste/industrial waste (total volume)	%	6.8
Toxic waste	Mercury waste, PCBs	t	2.3

★ marked indicators are independently assured by KPMG AZSA Sustainability Co., Ltd. The Company has received independent assurance report since FY2020. For more information, please refer to the Sustainability Report of previous year. The basis for the calculations is as follows:

The boundary covers Mitsuuroko Group Holdings Co., Ltd. and its consolidated subsidiaries. We have added Shizuoka Mitsuuroko Foods Co., Ltd. since November 2021. General Storage Company Pte. Ltd., an overseas subsidiary acquired in December 2021, is excluded from the boundary of this report as it is difficult to compile sustainability information. Scope 1 and 2 emissions include only CO<sub>2</sub> emissions, while scope 3 emissions include emissions from GHG other than CO<sub>2</sub>.

Scope 1: CO<sub>2</sub> emission factor of fuel and the unit calorific value are based on the coefficients specified in the Act on Promotion of Global Warming Countermeasures.

Scope 2: CO<sub>2</sub> emission factor of electricity based on the adjusted emission factors by electric utility business operator.

Scope 3: Each emissions intensity is referenced from the Act on Promotion of Global Warming Countermeasures; the Ministry of the Environment's "Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc.", by Organizations Throughout the Supply Chain"; and the Inventory Database for Environmental Analysis version 2 (IDEAV2) for calculating supply chain greenhouse gas emissions, published by the Sustainable Management Promotion Organization.

Category 1: Calculated by multiplying the amount (physical quantity) of petroleum-derived fuel and city gas procured for sales by the emission intensity for each fuel type specified in IDEAV2.

Category 3: GHG emissions derived from the extraction, production, and transportation of fossil fuels used in the production of electricity for sales purposes and the production of energy purchased for private use. Emissions from "electricity

for sales purposes" are calculated by multiplying the amount of electricity sold by the basic emission factor of Mitsuuroko Group conducting retail electricity business and the emission intensity database figure. Emissions from "private electricity consumption" are calculated by multiplying the amount of electricity used for private consumption by the emission intensity database figure. Emissions from "private fuel consumption" are calculated by multiplying the amount of fuel used for private consumption by the fuel emission intensities specified in IDEAV2 for each fuel type.

Category 4: Upstream transportation emissions are calculated by multiplying the transportation volume (t-km), which is the product of the cargo weight and the distance transported, by the IDEAV2 emission intensity for each transportation type. For shipping and transportation, fuel consumption is multiplied by the emission intensity from the Ministry of the Environment database.

Category 11: Calculated by multiplying the sold volume (physical quantity) of petroleum-derived fuel and city gas by their respective fuel-specific calorific values and CO<sub>2</sub> emission factors.

<sup>1</sup> Due to discrepancies in fuel consumption for LPG shipping logistics in FY2020, it has been revised to the following figures.

	Before revision	After revision	Changes
Scope 3	5,760,604 t-CO <sub>2</sub> eq	5,753,128 t-CO <sub>2</sub> eq	-7,476 t-CO <sub>2</sub> eq
Category 4	28,571 t-CO <sub>2</sub> eq	21,095 t-CO <sub>2</sub> eq	-7,476 t-CO <sub>2</sub> eq

<sup>2</sup> Other environmental data results for FY2020 are not disclosed.

<sup>3</sup> Discharges to sewage are not disclosed (measured) by many water agencies, making it difficult to aggregate.

<sup>4</sup> Discharged after neutralization, reduction, dilution, etc. as required by law.

## Social data

### Employee overview

	Male		Female		Total	
	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated
Number of employees by gender	12	1,314	9	427	21	1,741

\* As of March 31, 2022

	Less than 30 years old		30 to 39 years old		40 to 49 years old		50 to 59 years old		60 years old or over		Total	
	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated
Number of employees by age	0	264	9	385	6	552	6	522	0	18	21	1,741

\* As of March 31, 2022

	Male		Female		Total / average	
	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated
Average age by gender	45	41	40	35	43	39
Average years of service by gender	4	13	7	9	5	12
Total number of employees in management	8	444	6	28	14	472
General manager or higher	7	90	2	3	9	93
Section manager or higher (excluding general managers)	1	354	4	25	5	379

\* As of March 31, 2022

	Master's / Bachelor's graduate				Vocational school graduate		High-school graduate				Total	
	Male		Female		Male	Female	Male		Female		Non-consolidated	Consolidated
	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated				
Recruitment status (new graduates)	0	0	17	12	0	1	0	0	5	2	0	37

\* As of FY2021

	Male		Female		Total	
	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated
Recruitment status (mid-career)	4	71	1	22	5	93

\* As of FY2021

	Number registered					
	Male		Female		Total	
Number of employees with disabilities	19					

\* As of June 2021

	Childcare leave						Nursing care leave	
	Male		Female		Total		Non-consolidated	Consolidated
	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated		
Childcare / nursing care leave system usage	0	3	1	17	1	20	0	0

\* As of FY2021

	Childcare leave		Childcare work time reduction	Nursing care leave	Nursing care work time reduction	Accompaniment leave system	Volunteer leave	Refresh leave system
	Number of leave takers	Return rate	Number of leave takers	Number of leave takers	Number of leave takers	Total number of users	Total number of users	Number of leave takers
Main system and usage data	20	100%	23	0	0	2	0	26

\* As of FY2021

	Total number of retired employees	Number of retirees reemployed		
		HD	Subsidiaries, etc.	Total
Reemployed retiree status	37	0	34	34

\* As of FY2021

	Male (turnover rate)		Female (turnover rate)		Average (turnover rate)	
	Non-consolidated	Consolidated	Non-consolidated	Consolidated	Non-consolidated	Consolidated
Turnover rate	11.11%	5.60%	0.00%	10.32%	5.88%	6.48%

\* As of FY2021

	Contract employees			Temporary employees	Total
	Total	Male	Female		
Number of temporary employees and contract employees	1,876	540	1,336	68	1,944

\* As of March 31, 2022

	Average number of paid annual leave days taken
Average number of paid annual leave days taken	11.3 days

\* As of FY2021

	Number of employees
Number of employees covered by collective bargaining rights (excluding management)	633 * Limited to the 14 companies that are members of the National Mitsuuroko Labor Union

\* As of March 31, 2022

	Average annual training time
Average annual training time	17.1 hours

\* As of FY2021

	All employees
Average annual salary	5,115,997 yen

\* As of FY2021

	Master's / Bachelor's graduate	High-school graduate
New graduate starting salary	250,000 yen (including 1,000 yen book allowance) * Mitsuuroko Vessel Co., Ltd. major career track	—

\* As of FY2022

	Total investment in human resource development	Invested amount in human resource development and skills development per employee	Invested hours in human resource development and skills development per employee
Investment in human resource development	52,288,144 yen	30,033 yen	17.1 hours

\* As of FY2021

## Occupational health and safety management

Annual average of total hours worked per employee	1,872 hours	Rate of receiving regular medical examinations	100%
Monthly average of overtime hours worked per employee	17.6 hours	Rate of smoking	32.8%
		Rate of regular exercise	24.8%

\* As of FY2021

\* As of FY2021

## Summary of accidents and disasters

Number of deaths due to work-related accidents	Number of severe accidents	Number of work-related accidents	Number of traffic accidents	Frequency rate of lost-worktime injuries	Severity rate
0	0	29	1	2.76%	0.013%

\* As of FY2021

## Governance data

### Composition of the Board of Directors (As of March 31, 2023)

Directors (excluding Directors who are Audit and Supervisory Committee Members)		Overall	
Total number of Directors	9	Total number of Directors (including Audit and Supervisory Committee Members)	12
Female	1	Female	1 (8%)
Foreign nationals	1	Foreign nationals	1 (8%)
External	2	External	5 (42%)
Directors who are Audit and Supervisory Committee Members		Independent External Directors	3 (25%)
Total number of Directors who are Audit and Supervisory Committee Members	3		
External	3		

### Meetings of the Board of Directors / Audit and Supervisory Committee

	FY2018	FY2019	FY2020	FY2021
Number of Board of Directors meetings held	14	12	12	13
Number of Audit and Supervisory Committee Meetings held	12	12	12	13

### Director remuneration (FY2021)

	Total remuneration, etc. (millions of yen)	Total remuneration, etc. by type (millions of yen)		Number of applicable Directors
		Basic remuneration	Performance-linked stock remuneration	
Directors (excluding Directors who are Audit and Supervisory Committee Members)	368	281	87	9
(External Directors)	(14)	(14)	(—)	(2)
Directors who are Audit and Supervisory Committee Members	21	21	—	4
(External Directors)	(19)	(19)	(—)	(3)
Total	390	302	87	13
(External Directors)	(34)	(34)	(—)	(5)

### Compliance-related consultations

Compliance consultations	FY2019	FY2020	FY2021
Number of consultations	17	12	17

### Meetings of the Risk Management Committee

Risk Management Committee	FY2018	FY2019	FY2020	FY2021
Number of meetings held	5	1	4	3

# Independent Assurance Report



## Independent Assurance Report

To the Representative Director, President and Chief Executive Officer of Mitsuuroko Group Holdings Co., Ltd.

We were engaged by Mitsuuroko Group Holdings Co., Ltd. (the "Company") to undertake a limited assurance engagement of the environmental performance indicators marked with a star ★ (the "Indicators") for the period from April 1, 2021 to March 31, 2022 included in its Sustainability Report 2022 (the "Report") for the fiscal year ended March 31, 2022.

### The Company's Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the "Company's reporting criteria"), as described in the Report.

### Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the 'International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information' and the 'ISAE 3410, Assurance Engagements on Greenhouse Gas Statements' issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Report, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:


- Interviewing the Company's responsible personnel to obtain an understanding of its policy for preparing the Report and reviewing the Company's reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company's reporting criteria, and recalculating the Indicators.
- Visiting the Company's Shizuoka Mitsuuroko Foods Co., Ltd.'s Ihara factory and Okitsu factory selected on the basis of a risk analysis.
- Evaluating the overall presentation of the Indicators.

### Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Report are not prepared, in all material respects, in accordance with the Company's reporting criteria as described in the Report.

### Our Independence and Quality Management







We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

  
 Takeru Yamada, Partner  
 KPMG AZSA Sustainability Co., Ltd.  
 Tokyo, Japan  
 November 24, 2023

# Company Profile

As a corporate group that contributes to the creation of more fulfilling lifestyles by focusing on providing environmentally friendly energy and lifestyle services, Mitsuuroko Group operates in the Energy Solutions Business, Power & Electricity Business, Foods Business, Living & Wellness Business, Overseas Business, and Others, which include office equipment leasing, administrative support, and insurance.

## Mitsuuroko Group's business areas

Contribute to fulfilling lifestyles		<b>Energy Solutions Business</b>	<b>Support people's lives. Cultivate the future.</b> Responding to contemporary needs, we continue to remain close to our customers' lifestyles and bring happiness through energy. We are utilizing the Group network to provide energy and fulfilling lifestyles.	Sales of and logistics services for LPG, city gas, petroleum, housing equipment, remodeling, new energy equipment, and more
		<b>Power &amp; Electricity Business</b>	<b>Next-generation energy that brings comfort and ease to daily life.</b> We live in an age of shifting from "energy efficiency and conservation" to "energy generation." As a power generation business operator that uses diverse renewable energy sources and a retail electricity provider, we aim to "improve the global environment (reduce CO <sub>2</sub> emissions)," "improvement of energy self-sufficiency," and "harmonious coexistence with local communities."	Wind power generation, biomass power generation, mega solar power generation, electricity wholesale to power companies, and electricity retail to general consumers
		<b>Foods Business</b>	<b>Exciting the future with the delicious.</b> We are providing fulfilling lifestyles to everyone by operating a beverage business, shop & restaurant business, bakeries, and cafés.	Manufacture and sale of beverages, operation of restaurants, stores in facilities and cafeterias, operation of DELICATERIA (delicatessens directly under Mitsuuroko Grocery) and voluntary chain stores, operation of hamburger restaurants, and fresh bakeries and cafés, and more.
		<b>Living &amp; Wellness Business</b>	<b>Connecting to a future that connects daily life.</b> In addition to development and leasing of residential homes, office buildings, and commercial facilities, we build fulfilling lifestyles with our customers by creating new business opportunities, and aim for harmony between regions through business.	Leasing of office buildings, rental apartments, and other buildings and operations/management of commercial complexes
		<b>Overseas Business</b>	<b>Delivering sustainable values to local communities.</b> The company is involved in the development of energy and social infrastructure in local communities mainly in Asia, and will continue to develop new businesses in the global market.	Investments into business and provision of support outside of Japan, self-storage businesses, etc.
		<b>Others</b>	<b>Results meeting needs to accelerate business.</b> We provide total solutions for the present and future of businesses and powerfully support the streamlining of all businesses.	Leasing of general office equipment, payment collection, system development, handling of various insurance, and more

## Mitsuuroko Group Holdings Co., Ltd. company information

Company name	Mitsuuroko Group Holdings Co., Ltd.
Main business	Holding company (Group's management strategy and management)
Headquarters	3-1-1 Kyobashi, Chuo-ku, Tokyo 104-0031, Japan
Date established	May 10, 1926
Capital	¥7,077 million
Number of employees	21 / Consolidated: 1,771 (as of March 31, 2022)
Group companies	Consolidated subsidiaries: 45 companies (37 domestic companies, 8 overseas companies) Entities accounted for using equity method: 7 companies (7 domestic companies) (as of December 31, 2022)

