

External Recognition

Received the highest rating in the MUFG ESG Assessment and issued ESG Management Support Private Placement Bonds

On December 22, 2023, the Company issued ESG Management Support Private Placement Bonds, which are ESG assessment-based unsecured private placement bonds. In issuing the bonds, the Company underwent the MUFG ESG Assessment and received the highest rank of "S" (industry-leading ESG management).



Highly rated ESG initiatives

Overall ESG (Sustainability)

- Formulated and disclosed a sustainability vision around the themes of "Carbon Neutrality by 2050," "Human Capital Management," "Safe and Stable Supply of Energy," and "Coexistence and Mutual Prosperity with the Local Communities."
- Conducted and published materiality analysis to identify and evaluate risks and opportunities related to social issues.

We are also highly rated in the Environmental (E), Social (S), and Governance (G) aspects of our business.

Overview of ESG Management Support Private Placement Bonds

Company name	Mitsuuroko Group Holdings Co., Ltd., the 8th series of unsecured corporate bonds (Limited to qualified institutional investors)
Total amount of issue	¥2,370,000 thousand
Amount of issue	¥100 for every ¥100 of bond
Date of issue	December 22, 2023
Date of maturity	December 22, 2033
Method of maturity	Regular maturity every three months
Financial representative	MUFG Bank, Ltd.
Recipient of the total amount	MUFG Bank, Ltd.
Transfer institution	Japan Securities Depository Center, Inc.

Obtained certification as a Health & Productivity Management Outstanding Organization 2024 (White 500)

In March 2024, for the fifth consecutive year, the Japan Health Council, in collaboration with the Ministry of Economy, Trade and Industry, recognized us as a "Health & Productivity Management Outstanding Organization (White 500)," which honors companies and corporations that practice excellent health-focused management. Based on the "Mitsuuroko Group Charter of Corporate Ethics" and the "Mitsuuroko Group Health Care Declaration," the Group considers the support of the autonomous and proactive health management of employees from a management point of view and is working to promote health-focused management.



Obtained certification as Sports Yell Company 2024

The Group was certified as a "Sports Yell Company" by the Japan Sports Agency for being a company that proactively took measures for athletics in order to enhance the health of all employees. The Group advocates the goals as a Sports Yell Company, conducts radio calisthenics and aerobics in women's groups, and conducts training, such as the "adult physical test" and walking promotion. In the future, the Group will proactively take measures for athletics in order to enhance the health of employees as one initiative to promote health-focused management.



Received a five-star rating from the Energy Conservation Communication Ranking System

Following on from FY2022, Mitsuuroko Green Energy Co., Ltd. received the highest rating of five stars with a perfect score of 145 points as a retail electricity provider in the 2023 evaluation results of the "Energy Conservation Communication Ranking System" conducted by the Ministry of Economy, Trade and Industry and the Agency for Natural Resources and Energy. The purpose of this system is to evaluate and publicize the level of information and services provided by each provider for general consumers regarding energy efficiency and conservation and the status of their efforts, so that general consumers can use the evaluation results as reference information when selecting an electricity or

gas company, and to encourage further energy efficiency and conservation efforts based on the information provided for it. Mitsuuroko Green Energy is actively working to provide useful information on energy efficiency and conservation to customers, share information on environmental issues and initiatives related to decarbonization through webinars and social media, and expand the use of demand response services to encourage power-saving.



Received Yokohama Health Management Certification 2024 Class AA

Mitsuuroko Sports Co., Ltd. received Class AA certification under Yokohama Health Management Certification 2024, a program by the City of Yokohama to certify business sites that are engaged in health-focused management. The certification was based on the following criteria: develop a health-focused management promotion system, understand employee health issues, and implement initiatives in line with health issues.



Registered as a Nagano SDGs-Promoting Company

The Nagano Office of Mitsuuroko Creative Solutions Co., Ltd. was registered as one of Nagano Prefecture's 17th Round of SDGs-Promoting Company Registrations in July 2023. This was achieved through our understanding of this program as well as by the public declaration of our specific efforts toward SDGs goals.

Management policy toward SDGs

Mitsuuroko Group's management philosophy states that "as a Lifestyle Producer, we consistently conduct our business with integrity and from the customer's perspective," and the vision of Mitsuuroko Creative Solutions Co., Ltd. states that "we aim to create an environment where each one of us can grow while experiencing satisfaction, inspiration, and happiness." These shared goals with the SDGs, and all of us will contribute to the achievement of the goals by continually putting ourselves in the positions of various stakeholders, taking action, and embracing challenges.

Focused initiatives

	Benchmarks toward 2030
1 Promotion of women's participation and advancement in the workplace Promotion of appointment of female managers Capacity building through various training	Ratio of female managers: 11%
2 Comfortable working environments Next-generation certification (Platinum Kurumin) Certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace (Platinum Eruboshi)	Acquisition of Platinum Kurumin certification Acquisition of Platinum Eruboshi certification
3 Contribution to CO₂ emissions reduction of service vehicles Provision of automated meter reading services	CO ₂ reduction effect through registration of a million facilities: 1,000 tons



Nagano Office, Mitsuuroko Creative Solutions Co., Ltd.
<https://nagano-sdgs.com/company/2023/profile/>

Received the highest rank of Platinum certification as a "Company Practicing Diverse Workstyles"

In June 2022, Mitsuuroko Creative Solutions Co., Ltd., as a company that has implemented diverse working styles in Saitama Prefecture, received the highest ranking of Platinum certification under the "Company Practicing Diverse Workstyles" certification system promoted by Saitama Prefecture. We will continue to strive to create an environment in which each and every employee can work with vigor and satisfaction.

