

Mitsuroko Group's Philosophy System



**忍而和齊家上策
勤与儉創業良図**

Everyone connected to Mitsuroko is part of one family, and for that family to prosper, we must choose the right path – even if it is difficult and challenging.

Patience and harmony are the keys to a well-ordered family.
Diligence and frugality are the foundation of successful enterprise.

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

Every Day, Special!

- ① Comply with laws, regulations, and other social norms, and conduct fair and sound corporate activities
- ② Provide safe and high-quality products and services
- ③ Respect the personality and individuality of employees and foster a comfortable and fulfilling work environment
- ④ Respect the positions of stakeholders
- ⑤ Contribute to the preservation of the global environment and the creation of a prosperous and livable society

Editing Policy

This document has been prepared with a focus on clearly communicating the specific topics, perspectives, and initiatives of Mitsuroko Group regarding Environment, Social, and Governance (ESG). In editing this report, we referred to international reporting guidelines such as GRI (Global Reporting Initiative) Standards, the Ministry of the Environment's "Environmental Reporting Guidelines (2018 Edition)," as well as the evaluation criteria of major ESG rating agencies. Furthermore, the Company continuously enhances the ESG-related information that we consider important each year.

Reporting scope	The scope of this report covers a total of 48 companies*, including Mitsuroko Group Holdings Co., Ltd., major operating companies, subsidiaries, and affiliates. When the reporting scope differs, it is clearly specified. <small>* 41 consolidated subsidiaries and 7 equity method associates (as of December 31, 2024)</small>
Reporting period	Reporting period is FY2023 (from April 2023 to March 2024). However, some information in and after April 2024 is also included.
Guidelines referenced	<ul style="list-style-type: none"> • GRI Sustainability Reporting Standards • GRI Standards Table https://www.mitsuroko.com/sustainability/gri/ (in Japanese) <ul style="list-style-type: none"> • "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.
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