

# Carbon Neutral

## Topic

### Full-scale entry into the supply-demand adjustment market using grid storage battery systems

Mitsuroko Green Energy Co., Ltd. owns grid storage batteries in Tahara-shi, Aichi, and Sendai-shi, Miyagi, as part of efforts toward promoting the widespread uptake of renewable energy as a main power source and to stabilize the power grid.



At the storage station in Tahara-shi, storage batteries are installed by utilizing the interconnection lines that became available for connection following the removal of deteriorated existing wind turbines, and the station is playing a role in the expansion of renewable energy by converting operations to sites where replacement is not possible.

## Mitsuroko Group's contribution to the environment

Mitsuroko Group is aware that it receives various benefits from the Earth, including the resources necessary for its business activities, and that it is its responsibility to persevere and improve the global environment. The purpose of Mitsuroko Group's existence is to build a better society through its daily business activities, and it places utmost importance on making proactive efforts to solve social issues. As measures to address climate change, which is a common challenge facing the world, Mitsuroko Group is working to reduce the CO<sub>2</sub> emissions from its business activities and those from its customers' use of products and services, as well as contribute to the improvement of energy efficiency, aiming to achieve carbon neutrality by FY2050.

### The Company's CO<sub>2</sub> emissions reduction rate

FY2050 target

**Carbon neutral**

### Customer's CO<sub>2</sub> emissions reduction rate

FY2050 target

**Carbon neutral**

\* Carbon neutral: Virtually zero emissions, calculated by subtracting the amount absorbed by plants, etc. from CO<sub>2</sub> emissions

# Human Capital Management

## Maximize the value of every employee to enhance corporate value

Understanding that human resources are our greatest asset, Mitsuuroko Group considers the health management of employees, who are the source of its future growth as an important management priority. Based on the “Mitsuuroko Group Healthcare Declaration,” it respects the fact that each individual faces a variety of life stages, and supports employees in autonomously and proactively managing their health through a variety of initiatives and information dissemination. As a leading company in KENKO Investment for Health, it will continue to provide support and engage in even more comprehensive initiatives through physical and mental health promotion to prevent illnesses, and promote work styles aligned with the new normal, including those that address the COVID-19 pandemic.

Percentage of female managers

FY2027 target

**11%**

participation in regular health check-ups

Yearly target

**Continue 100%**  
(all employees)

Diversity, Equity & Inclusion → [P69](#)

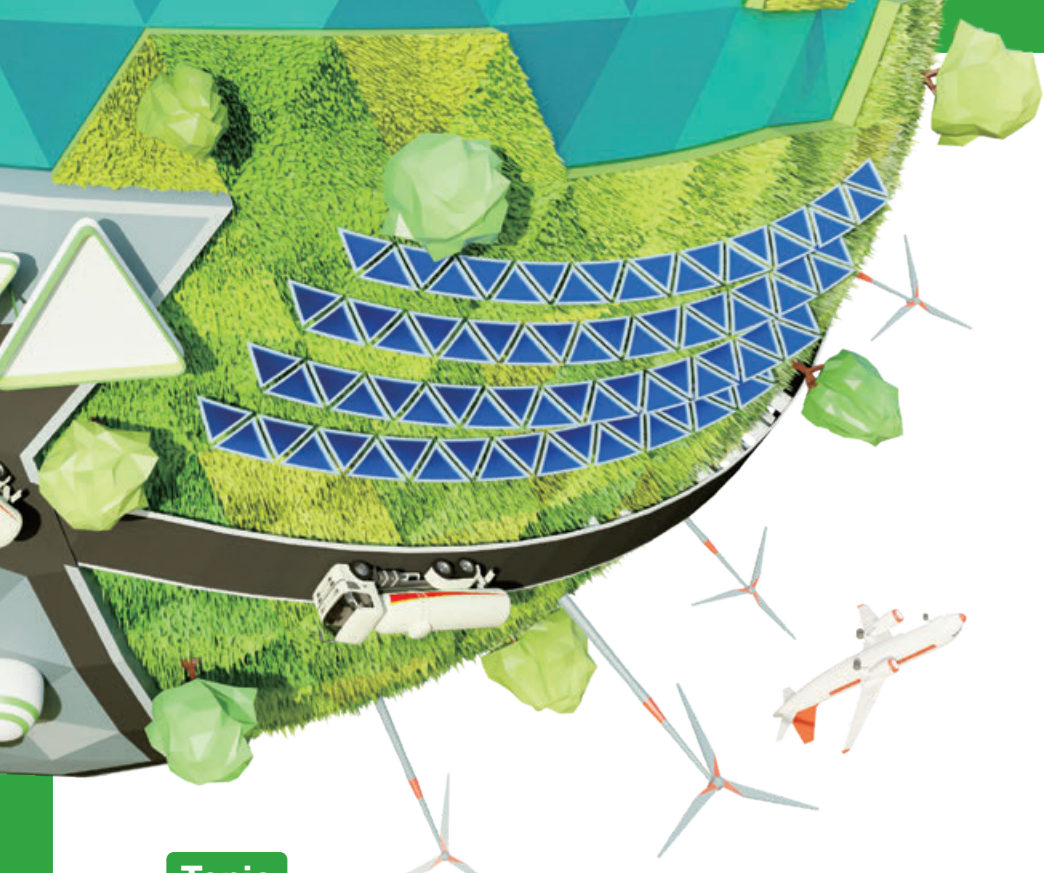


### Topic

## Promotion of diversity

Mitsuuroko Group has grown as an “environmentally adaptive enterprise,” engaging in what the times demand, and has embraced the philosophy of evolving with the times. Moving forward, it should not merely adapt to the environment reactively, but proactively propose and create new and better environments to achieve sustainable growth. It is therefore essential that Mitsuuroko Group fosters a corporate culture that embraces diversity as a strength, creating an organization that is not constrained by factors such as employment type, nationality, gender, age, religion, or career stage – whether new graduate or mid-career. Mitsuuroko Group aspires to shape a new era by being “an enterprise that creates favorable cycle” and “seeking continuous change.”





2024 Highlights

# Safe and Stable Supply of Energy

## Ensuring a reliable energy supply

Safety is an indispensable element in the nature of all businesses Mitsui Group promotes. With its mainstay energy-related products directly rooted in our lifelines, Mitsui Group's mission is to contribute to society through the stable supply of energy as well as safe, reliable, and prompt logistics services. Considering the experience and lessons of the Great East Japan Earthquake and the impact of the increasing number of large-scale natural disasters in recent years, such as typhoons, floods, and heat waves, it recognizes the necessity and importance of disaster prevention and is committed to enhancing disaster prevention measures, support systems, and other measures including BCP.

### Topic

## National Mitsui Association “Mirai Project” started

In times of VUCA (Volatility, Uncertainty, Complexity, Ambiguity), uncertainty and volatility in particular pose a significant impact on business, which makes (1) Risk management, (2) Understanding IT technology and (3) Networking so crucial. To respond to such changes throughout the business environment and the times, our Energy Solutions Business will run a project with National Mitsui Association companies to develop a future business model together.

Under the catchphrase “Connecting Now for a Connected Future” via the National Mitsui Association, Energy Solutions Business will launch the “Mirai Project” to respond to

future changes occurring throughout the business environment, while addressing issues we are currently facing, such as carbon neutrality and correcting LPG business practices.

- Study all the possible changes in the business environment and their impact on existing business models from multiple angles, and examine how we need to transform ourselves for the future.
- Develop individual action plans encompassing lectures by various experts, introduction of the latest technologies, case studies and group discussions.
- Examine commercial products with potential for the future.



Stable Supply of Energy/Electricity → [P55](#)

# Coexistence and Shared Prosperity with Local Communities

## Contribution to local communities

The business operation of Mitsuuroko Group has been supported by many stakeholders until now. Among these stakeholders, local communities play an indispensable role. Mitsuuroko Group has traditionally fostered trust with local communities not only through business relationships but also by participating in community cleanups, charity initiatives, and sports events. Mitsuuroko Group aims to coexist and prosper together with these local communities by undertaking initiatives it can and should pursue as a responsible corporate citizen, no matter how small they may be.

### Topic

## Contribution to society through sports

We launched Mitsuuroko Women's Basketball Team in 2012, established the Swim Team in May 2021, and entered an affiliate contract with swimmer Katsuhiro Matsumoto in April 2022. In September 2023, we employed a swimmer as the first athlete employee of Mitsuuroko Group – two swimmers are currently working as athlete employees. The Company continues to make great strides based on the philosophy of contributing to the revitalization of the local community and promoting greater interaction through sports. Each member participates in competitions while working as an employee, fostering responsibility and attitude as a member of society, and working together with a

high level of awareness. Having active players around stimulates the employees who work with them, and for the players, having supportive people around them helps to foster a sense of unity among the employees, and the workplace is full of vitality. We have also entered affiliate contracts with professional golfers Shiho Kawasaki, Yuting Seki, Momoka Miura, Eimi Koga, and Airi Saito, as well as Yumi Sasahara from January 2024, and we will support these athletes as they pursue their dreams and contribute to the development of sports culture. We will continue to proactively engage in social contribution activities through sports in order to enhance the corporate value of the entire Mitsuuroko Group.

