

# CSR Report 2020

The Best Partner of  
Energy, Water and Environment

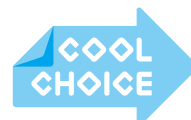
**MIURA**



The Best Partner of  
Energy, Water and Environment

**MIURA**

MIURA CO.,LTD.



未来の  
ために、  
いま選ぼう。



CONTENTS

- 1 ● MIURA Group Overview
- 3 ● Commitment of Top Management
- MIURA Group SDGs
  - 5 ● Miura Group CSR × SDGs
  - 6 ● Holding the Miura Fair
  - 7 ● Triple Recipient of the Energy Conservation Grand Prize
  - 9 ● Events for Employees and Their Families
  - 10 ● Contribution to Regional Society
  - 11 ● Creating an Inspiring Workplace

Environmental Report

- 13 ● Environmental Management
- 15 ● Initiatives for Pollution Prevention
- 15 ● Coexistence with Nature
- 16 ● Initiatives for Energy Conservation
- 16 ● Initiatives for Resource Conservation

Governance

- 17 ● Corporate Governance
- 18 ● Compliance and Risk Management

Social Report

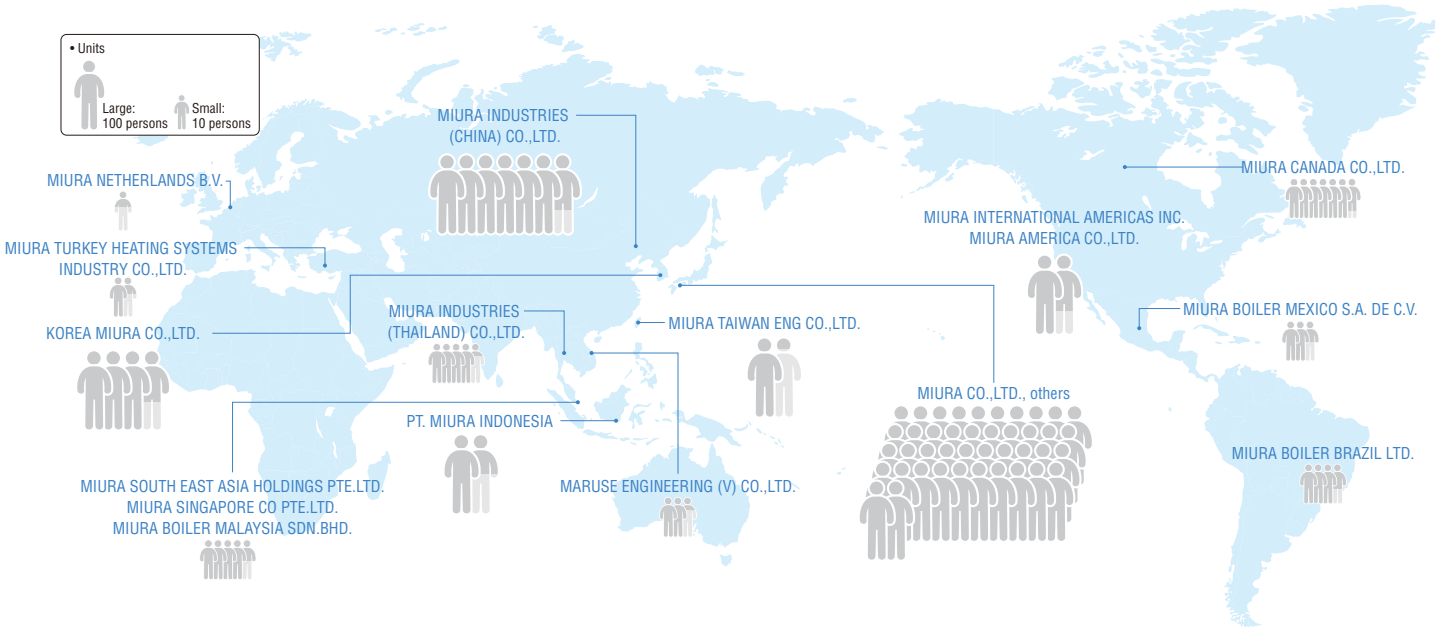
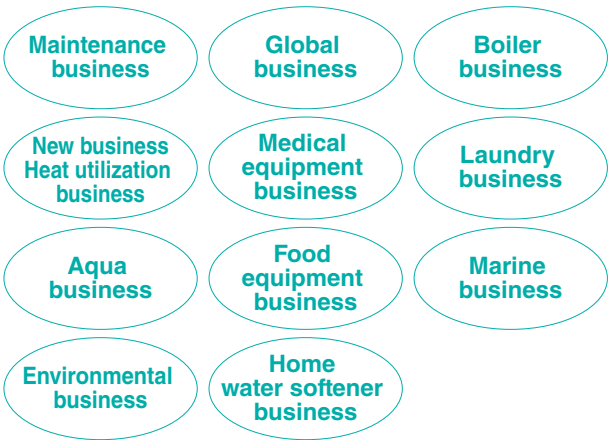
- 19 ● Responsibilities and Actions Taken Toward Customers
- 21 ● Responsibilities and Actions Taken Toward Shareholders and Investors
- 22 ● Responsibilities and Actions Taken Toward Trading Partners
- 23 ● Responsibilities and Actions Taken Toward Regional Society
- 26 ● Responsibilities and Actions Taken Toward Employees
- 27 ● Financial and Non-financial Data
- 29 ● Third Party Opinion
- 30 ● Response to Third Party Opinion

MIURA Group Overview

Company Profile	
[ Company name ]	MIURA CO.,LTD.
[ Businesses ]	Production, sale, maintenance of small once-through boilers, auxiliary marine boilers, exhaust gas (waste heat) boilers, water treatment equipment, food equipment, sterilizers, chemicals, etc., and environmental measurement certification
[ Location ]	7 Horie, Matsuyama, Ehime 799-2696, Japan
[ Representative ]	MIYAUCHI Daisuke, Representative Director, President & CEO
[ Founded ]	December 1, 1927
[ Established ]	May 1, 1959
[ Capital ]	9,544 million yen
[ Total number of shares issued ]	125,290,000 shares (First Section of the Tokyo Stock Exchange)
[ Stock code ]	6005
[ Consolidated sales ]	143,645 million yen (FY 2019)
[ Number of employees ]	Consolidated: 5,893 (As of March 31, 2020) Group: 5,920 (1,720 overseas) (Regular and associate employees only)

**Business Overview**

As a company that contributes to the creation of an energy efficient and environmentally friendly society and seeks to be “the best partner of energy, water, and the environment,” the MIURA Group has leveraged the energy, water, and environmental technologies accumulated through its involvement with boilers, growing to the point where we now conduct business in a broad range of domains including electricity and air. MIURA leverages unique technologies and services in 24 countries and regions to offer proposals for perfect solutions to the problems our customers face, such as conserving energy and reducing emissions of environmentally polluting substances.



Group Companies		
[Japan]	[Overseas]	
MIURA KOUKI CO.,LTD.	KOREA MIURA CO.,LTD.	MIURA INTERNATIONAL AMERICAS INC.
MIURA AQUATEC CO.,LTD.	MIURA INDUSTRIES (CHINA) CO.,LTD.	MIURA AMERICA CO.,LTD.
MIURA MANUFACTURING CO.,LTD.	MIURA INDUSTRIES (HONG KONG) LTD.	MIURA CANADA CO.,LTD.
MIURA ENVIRONMENTAL MANAGEMENT CO.,LTD.	MIURA TAIWAN ENG CO.,LTD.	MIURA BOILER MEXICO S.A. DE C.V.
MIURA SA CO.,LTD.	MIURA SOUTH EAST ASIA HOLDINGS PTE.LTD.	MIURA BOILER BRAZIL LTD.
MIURA JOB PARTNER CO.,LTD.	MIURA SINGAPORE CO PTE.LTD.	MIURA NETHERLANDS B.V.
Inax Corporation	PT. MIURA INDONESIA	MIURA TURKEY HEATING SYSTEMS INDUSTRY CO.,LTD.
Niwa kougyo co. ltd.	MIURA INDUSTRIES (THAILAND) CO.,LTD.	
KITANIHON BOILER CO.,LTD.	MARUSE ENGINEERING (V) CO.,LTD.	
	MIURA BOILER MALAYSIA SDN.BHD.	

and others

MIURA Group (As of March 31, 2020)





MIURA CO.,LTD.  
Representative Director, President & CEO

*D. Iyama*

We would like to extend our deepest sympathies to those who have been harmed by the global spread of the novel coronavirus, and express our desire for this spread to be halted as soon as possible.

### Expressing appreciation for our 60th anniversary to all of our stakeholders

We welcomed the 60th anniversary of our founding in May 2019, a year spent in celebration through a range of events, and would like to express our gratitude once again to all our stakeholders, who have supported us along the way. In our progress toward becoming a centenarian company, we have emphasized the importance of our ongoing connection with our customers, using the trust we have received from everyone as driving force to make us take on new challenges. The world now requires extremely rapid change (decarbonization, environmental conservation, labor shortages, etc.), and diversity is needed. Amidst this, the need for a reliable connection with our customers remains unchanged. Building on the concept of being a company that continues to connect with our customers

through as many products as we can on a foundation of trust, MIURA strives daily to evolve faster than the world is changing, and endeavors to continue to be the best possible partner, able to assist with energy conservation and environmental protection and help solve the difficulties our customers face through sales and maintenance activities close to them.

### Facilitating communication with employees and regional society

We held events throughout the country for our employees and their families, celebrating our 60th year in business. These events allowed us to convey the atmosphere of our workplaces, the contributions that MIURA makes to society, and the issues that we are working to address. They encouraged communication throughout the MIURA Group, which we believe will lead to further growth. Additionally, we showed our “+i Planetarium” at elementary schools around Japan as a contribution to regional society. This display inspires people to think about what each and every one of us can do to maintain an environmentally friendly society along with a clean, comfortable lifestyle. We believe that communicating our Group Mission both within the company as well as on a broader, more public front helps to create a sustainable society.

### The MIURA of the future

Nowadays, enterprises around the world are undertaking range of initiatives to achieve SDGs (Sustainable Development Goals), but the MIURA Group has pursued business activities that contribute to society from our earliest days through our boilers, working to promote these highly efficient, environmentally friendly products. Furthermore, while work style reforms have become prevalent in recent years, MIURA adopted the motto, “To create an inspiring workplace where we can take pride in our work,” shortly after the company was founded, and has undertaken a range of systemic reforms and environmental maintenance to allow all employees to enjoy productive, rewarding jobs. The MIURA Group will continue to contribute to SDGs actively through its business activities. Each and every employee keeps our Group Mission in mind, thinking about whether their mission will serve to help the future of the planet and our children, offering their own proposals with heart. Seeking to be a business that lasts a century and more, we will work to make the MIURA brand the world’s choice, and would ask for your continued support and encouragement for our efforts.

## MIURA Group’s Corporate Code of Conduct and Ethics

### 1. Compliance with laws and regulations

- We perform our business irreproachably and fairly in light of corporate ethics while observing both foreign and domestic law.
- We respect the culture and customs of the countries and territories where we operate in our international business activities.

### 2. Emphasis on safety

- We will go about our manufacturing activities with safety as our first priority.
- We will work to create the most satisfying workplaces where employees can work in good health and with peace of mind.

### 3. Customer satisfaction and trust

- We will create high-quality products and services that are useful to society and provide our customers with satisfaction.
- Pursuing the best technoservices, we aim to grow and evolve into a company that is trusted by our customers.

### 4. Respect for human rights

- Respecting the personality and individuality of each of our employees, we will work to achieve fair, unrestrictive workplaces.
- We will not discriminate for unethical reasons such as race, nationality, ethnicity, religion, creed, and gender.

### 5. Compliance with trade rules

- We will engage in business activities based on the principle of free and fair competition.
- We aim to become the best partner we can be by building positive relationships of trust with our trading partners.

### 6. Efforts to address environmental problems

- We aim to become a company that contributes to conservation of the global environment by developing and providing environmentally friendly products and services.
- Considering the impact of our business activities on the environment, we will work to reduce our environmental load and risk.

### 7. Social contribution and stance on antisocial forces

- We will actively engage in social contribution activities as a good corporate citizen.
- We will not have any relationship with organizations or forces that engage in antisocial activities.

### 8. Disclosure of corporate information and management of information

- We aim to be an open company, disclosing the corporate information required by society in proper and timely fashion.
- We will manage personal information and other important confidential information with utmost care and work to protect it.



# MIURA Group CSR × SDGs

As the MIURA Group sees it, CSR is embodied in our Group Mission, “We will contribute to creating a company that is environmentally friendly and ways of living that are clean and comfortable through our work in the fields of energy, water, and the environment.” Our operations, which began with efficient, environmentally-friendly boilers, have expanded to address issues in the domains of energy, water, and the environment, and we now offer products and services to customers around the world. We at MIURA view the SDGs (Sustainable Development Goals) that the world seeks to achieve through CSR activities as targets to aim for as we work to becoming a centenarian company, and will contribute by educating our employees, and through individual initiatives and business activities.



## × SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals (SDGs) are international goals to achieve a better, more sustainable world by 2030, listed in the 2030 Agenda for Sustainable Development adopted at the United Nations summit in September 2015.

### Approaches to SDGs 1

## Aiding our customers with environmentally friendly products in order to achieve a sustainable society

From August to November of 2019 we held private MIURA Fair exhibitions themed on the concept of “Bringing +i to the world” at five venues around Japan, inviting customers from around the world to attend. These fairs gathered MIURA’s environmentally friendly products under one roof, allowing people to view our latest proposals and our initiatives (+i) for the future.

### The responsibility of making, and the responsibility of using

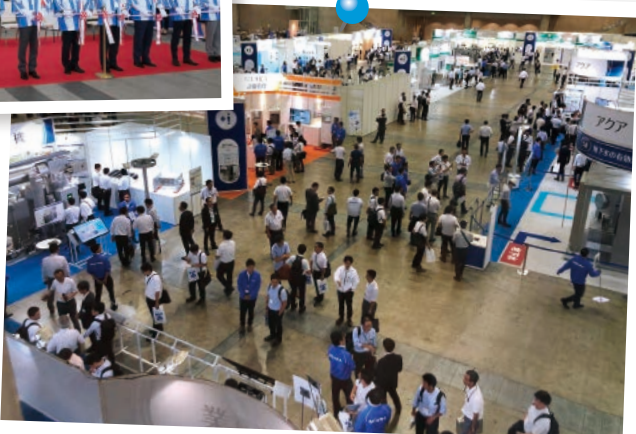
We gained the attention of attendees at our fairs through the technical innovations of our machinery, through devices related to dealing with the hydrogen energy society to come, and through the introduction of

maintenance activities using the latest techniques, as proposals for conserving energy through our total solutions for entire factories and initiatives towards achieving a hydrogen society.

More than 27,000 people in five locations attended our 60th Anniversary MIURA Fair!

Nationwide

Check this out in the video.



### Comments from our customers



### Cutting through to a hydrogen society and the decarbonization beyond

In November 2019, Tokyo Gas announced its “Compass2030” management vision for 2030. One pillar of this vision is “Leadership in the effort to achieve Net-Zero CO<sub>2</sub> emissions.” The “suidel” small hydrogen production equipment and the highly efficient SOFC that we are developing together with MIURA CO.,LTD. are important initiatives from this standpoint, facilitating

energy conservation and reduced CO<sub>2</sub> emissions, and contributing to the development of a hydrogen society. We are already proceeding with demonstration testing of suidel at customer sites, and beginning field tests of highly efficient SOFC. Going forward, we hope to strengthen our cooperation with MIURA, and will work to achieve Net-Zero CO<sub>2</sub> emissions in future.

Tokyo Gas Co., Ltd., Solution Technology Department General Manager **Mr. Toshiiji Amano**



## Approaches to SDGs 2

# Triple recipient of the Energy Conservation Grand Prize for our contributions to environmental protection

The Energy Conservation Grand Prize is offered by ECCJ in recognition of advanced, highly efficient energy conserving products and excellent energy conservation activities. In FY 2019 we received awards in three categories, including the Energy Commissioner's Award in the Product & Business Model Category. We believe that these awards were made in recognition of MIURA's technical abilities and environmental protection endeavors.

\* "Energy Conservation Grand Prize" is a registered trademark of ECCJ.

## Comments from managers

Director,  
Managing  
executive  
officer, CTO  
**OCHI Yasuo**



## Aiming to be an enterprise that contributes to creating a society that is environmentally friendly and ways of living that are clean and comfortable

At MIURA, we perform research and development in the fields of electricity and air, as well as energy, water, and the environment, in order to achieve our Group Mission. Based on the technical capabilities we have cultivated in manufacturing boilers, we are undertaking the development of products that will help to conserve energy and protect the environment, collecting data accumulated over the 60 years since our founding, and opinions (issues and problems of customers) from the field engineers who perform maintenance in close proximity to the customers. We believe that the opinions of our customers will contribute to a better future for our children and to people's happiness, and actively engage in grassroots activities as individuals and in teams, as well as aiding in product development.



## Product & Business Model Category ECCJ Chairman's Award

## Development of RO unit that saves 30% of energy and 10% of water per year

We developed three feedback controls that make maximum use of unique sensing and control technologies. This product is intended to conserve energy and water in the RO unit widely used for washing water and manufacturing water, as well as for improvement of boiler feed water quality. We will continue to seek further efficiencies.

### 1 Constant flow rate feedback control

Unaffected by water temperature, so feed water heating is unnecessary, reducing running costs by approximately 45%.

### 2 Feed water pressure feedback control

Utilizing source pressure effectively and limiting pressure pump electricity consumption reduced power consumption by 30% on an average year.

### 3 Concentrated reject water flow rate feedback control

Regarding the allowable recovery rate, concentrated reject water flow rate has been reduced by an average of 10% per year with a recovery rate of 1% increments that can be followed in multiple stages.

Energy/water  
conservation  
model RO unit  
MRO-C Series



MRO-6000CG

## Comments

from our customers

## Boiler feed water heating unit VH installation and environmental protection

Our company had been converting heavy oil to LNG for use as boiler fuel in order to comply with the Air Pollution Control Act. While this helped allay pollution concerns to a large extent, it increased boiler running costs dramatically. This led us to set lowering boiler operating costs as our next goal. After investigating and evaluation, we discovered that installing a boiler feed water heating unit VH would allow us to utilize the waste heat from the process treatment water generated by our company effectively, sealing our decision to install. This installation delivered the boiler operation efficiency we had hoped for, and also had the unanticipated benefit of curbing the amount of steam generated by waste heat from process treatment water, improving visibility on public roads close to the factory in winter, resulting in significantly to resolving environmental issues. These achievements were



Our gratitude for this VH installation, can be summed up with the words, "Wonderful proposal, wonderful equipment, wonderful support." Thank you so much.

recognized in-house as the "VH effect" and we increased the number in operation sequentially, to the point where we now have 10 installed. We hope that MIURA will be able to offer us ever more efficient models soon.

JGC Catalysts and Chemicals Ltd.,  
Manufacturing Management Department,  
Utilities Group Manager **Mr. Masao Saito**

In front of the installed VH (From the front, Mr. Saito, JGC Catalysts and Chemicals Ltd., MIURA sales personnel Mr. Taniguchi, assigned field engineer Mr. Arakawa)

## Product & Business Model Category Energy Commissioner's Award

## Development of energy saving equipment that utilizes heat energy from low-temperature wastewater and circulating cooling water to reduce boiler fuel consumption

We are told that the results of surveys of factory waste heat through hot water carried out by ECCJ (Energy Conservation Center, Japan) show that approximately half of the waste is low-temperature waste heat at 60°C or less. If we were able to use this waste heat effectively we would be able conserve a considerable amount of energy, but the lower the temperature the less use we have for it. This product is an energy-conserving device that utilizes heat pump technology to allow us to use the low-temperature waste heat that was difficult to use before effectively in areas such as boiler feed water heating. We developed a unique MIURA heat pump cycle that was also patented, and improved efficiency to twice that of conventional heat pumps. We will leverage this to double the energy conservation effect, and work to promote and facilitate energy conservation further.

Boiler feed water  
heating unit  
VH-155L



VH-155L

## Energy Conservation Best Practice Category ECCJ Chairman's Award

## Progress in energy conservation through grassroots activities in which everybody participated

Each person at the company participating actively in grassroots energy conservation activities at offices, factories, and branches, winning recognition for MIURA's unique endeavors, which won us a prize. Going forward, we will maintain our S-class\* evaluation and continue our energy conservation activities, with the goal of achieving a low-carbon society.

\* Business operator class category evaluation system under the Act on Rationalizing Energy Use

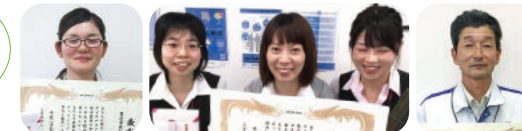


## Grassroots activities at MIURA

### Holding an energy-conservation contest

We held a contest for energy conservation ideas and in-house activities (analysis and improvement) in which all employees could participate, and received 256 submissions over a three-year period.

In-house  
awards for  
outstanding  
personnel



Energy conservation results  
achieved through the  
energy-conservation contest

**216.6 kl**

Equivalent to 3.16% of the average yearly energy consumption of the MIURA Group of 6,851 kl

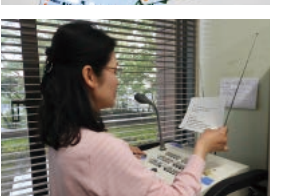
### Changing awareness of energy conservation

We introduced the Eco Test\*1 system, of which 1,909 people\*2, or 47% of all employees, have passed.

\*1. Certification Test for Environmental Specialists held by the Tokyo Chamber of Commerce and Industry  
\*2. As of March 2019

### Visualization

The state of energy use and the energy conservation activities are displayed on each PC.



In-house announcements on "Energy Conservation Day," the first day of every month



Approaches  
to SDGs  
3

## Held events for our employees and their families

MIURA welcomed its 60th anniversary in May 2019, and held “Ideas with Heart Meetings” for employees and their families from July to November at 14 locations around the country, in which 2,400 people participated.

### Spreading our Group Mission at “Ideas with Heart Meetings”

To help spread our Group Mission, “We will contribute to creating a society that is environmentally friendly and ways of living that are clean and comfortable through our work in the fields of energy, water, and the environment,” to our employees and to the families who support them, we held events throughout Japan at which we looked back on our history and on the activities that we are pursuing. We played games and had meals together, and even created mosaic art using 12,000 photographs taken on the day. This marked a new start towards becoming a centenarian company.

You can check  
the mosaic art on  
our website.



Osaka venue



Matsuyama venue



Fukuoka venue



Tokyo venue



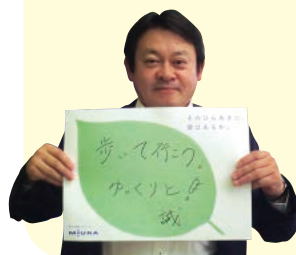
Sendai venue

### 2,393 people participated in 14 areas around Japan

Hokkaido	July 7 (Sun)	59
Iwate	July 15 (Mon/Hol)	51
Miyagi	July 13 (Sat)	50
Saitama	September 1 (Sun)	114
Gunma	September 22 (Sun)	110
Tokyo	November 2 (Sat)	274
Shizuoka	September 7 (Sat)	103
Aichi	October 26 (Sat)	119
Ishikawa	October 20 (Sun)	60
Osaka	October 6 (Sun)	185
Hiroshima	November 24 (Sun)	79
Ehime	September 29 (Sun)	1,029
Fukuoka	July 27 (Sat)	118
Kagoshima	July 21 (Sun)	42

(Number of participants)

### Comments from participants



Although our employees are exposed to the Group Mission on a daily basis, I think that these meetings helped give spouses and children an understanding of our endeavors, and of the tenacity of their families. I heard that some of the children said they wanted to join MIURA, prompted by this event, and I'm looking forward to working together with them.

Mitomokai Committee Chairperson  
**UMAKOSHI Makoto**

Four family members participated at the Osaka venue. My two daughters are junior high school students now and we haven't been out much together recently, so inviting them out to “lunch at a high-class hotel” was a success! The lunch and the planetarium showing were wonderful. I was able to reconnect with some members from my previous department, and spend some quality time with my family. I would really like to take part again if there was another opportunity for exchange between the company and my family.

Hokusetsu Branch, Hokusetsu TSM  
**YAMAMOTO Tetsuya**



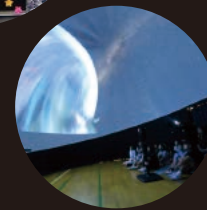
His daughters  
participated



Approaches  
to SDGs  
4

## A mobile planetarium inspired people to think about the planet and our children's future

Looking up at the starry skies inspires an appreciation for the environment and a desire to communicate the importance of protecting this beautiful natural environment for the future. The mobile planetarium is an expression of that desire, and has been experienced by many people at MIURA fairs and at elementary schools and children's events around the country.



Check this out  
in the video.



### What can we do to protect the global environment?

In conjunction with the planetarium, elementary schools held external classes with weather forecasters on the environment. Students learned about how environment destruction will proceed if global warming continues on its current path. We hope that through this experience students will realize that as we make the world more convenient, we also harm nature and a great many living things, and that every student will begin to use their ideas to do what they can. We were able to convey the message that if each of us changes, we can certainly change the future.

### Participated schools 1,003 children at seven schools around Japan participated

July 3 (Wed) Matsuyama Municipal Horie Elementary School, Ehime  
September 10 (Tues) Okazaki Municipal Mutsumi Chubu Elementary School, Aichi  
October 2 (Wed) Ichihara Municipal Yushu Higashi Elementary School, Chiba  
October 4 (Fri) Nagareyama Municipal Nishi-fukai Elementary School, Chiba  
October 10 (Thurs) Sendai Municipal Takasago Elementary School, Miyagi  
October 16 (Wed) Ritsumeikan Primary School, Kyoto  
November 27 (Wed) Fukuoka Municipal Hata Elementary School, Fukuoka

Essays received from  
around the country

Seeing the planetarium  
made me realize that we are  
hurting the planet even if we  
don't mean to, and we  
should value the earth more.  
(6th grade)

It was so beautiful, just like the  
real night sky. I would hate it if  
this beautiful night sky  
disappeared, which made me  
realize what a terrible thing  
global warming is.  
(6th grade)

I thought that we humans have  
to think about other living  
things and about the planet,  
not only about what is good  
for us. (5th grade)

I learned about the stars in  
detail, which made me feel like  
I had been to space. It was  
really a lot of fun.  
(6th grade)

I had no idea there were so  
many stars.  
It was so beautiful that I want to  
start looking at the stars from  
tonight onwards.  
(4th grade)



# Approaches to SDGs 5

## Sustainable economic growth begins with a pride in work

Every morning, we declare our motto "To create an inspiring workplace where we can take pride in our work" as MIURA strives to improve the workplace environment. The concept of "A company relies on its people" is a central pillar to our management mindset.

### Launched Recycle Project to achieve SDGs

Aiming to be a company which contributes to the achievement of SDGs, the MIURA Group launched the "Recycle Project" in April 2019. We installed a machine which can produce recycled paper, allowing us to recycle copy paper used internally. The employees of special subsidiary company MIURA JOB PARTNER\* produce assorted marketing items, such as notebooks, business cards, and calendars. We are able to

promote an understanding of these environmental conservation activities by giving these items to customers.

\* MIURA JOB PARTNER CO.,LTD.: Established as special subsidiary company of the MIURA Group in February 2017. "We are contributing through cleaning, washing, conservation, and assorted operational support in order to provide all employees of the MIURA Group with a workplace that is clean, pleasant, and easy to work in." Based on this mission, the company creates an environment for each employee to be able to take on the challenges of the day and achieve personal growth.



### Four effects of Recycle Project

Increase hiring

Increase information security level by disposing of confidential materials internally

Reduce volume of purchased paper

Reduce CO2 emissions during transportation by eliminating paper purchasing and used paper collection

Two initiatives to spread SDGs internally



#### Held SDGs karuta tournament

We held a karuta card game tournament using original MIURA "SDGs karuta" cards made from recycled paper. This was an opportunity for employees and their families to learn about SDGs initiatives.



#### Create SDGs badges from waste materials

We made SDGs badges by recycling electronic circuit boards disposed of during manufacturing processes. These badges are happily accepted as presents by employees and customers who visit the showrooms.

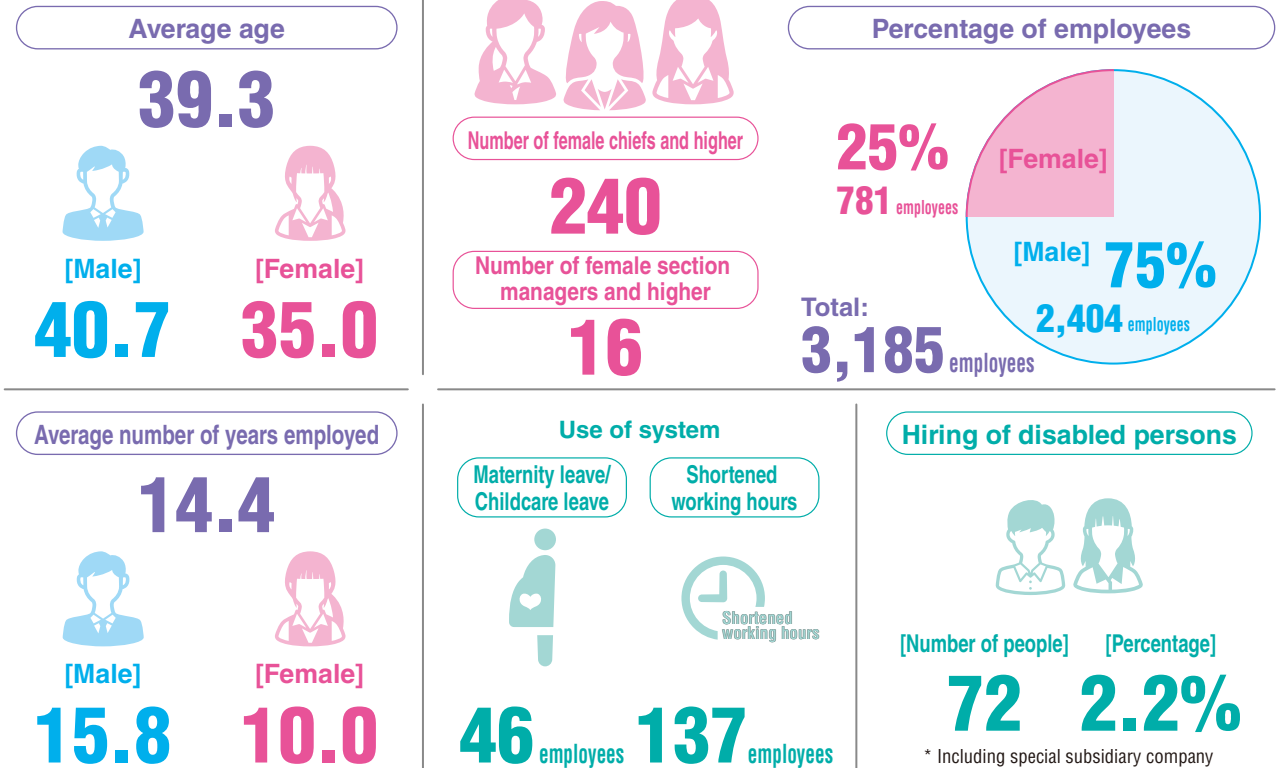


### MIURA Group labor/employment data

The MIURA Group has introduced various systems aimed at creating an inspiring workplace where all employees can work in a productive manner while maintaining sustainable economic growth. In addition to being an industry pioneer in adopting a

flex-time system, we have promoted women's participation in the workplace and continue to assess and revise systems to respond to employees' diverse means of working.

#### Human resources data (MIURA CO.,LTD. data as of March 31, 2020)



### TOPICS

#### Officials visited MIURA to observe initiatives after the G20 Matsuyama, Ehime Labour and Employment Ministers' Meeting

19 representatives from the eight nations and international organizations which participated in the G20 Matsuyama, Ehime Labour and Employment Meeting in September 2019 visited MIURA I LAND and MIURA I SITE showrooms at the headquarters of MIURA CO.,LTD. (Matsuyama City, Ehime). They observed our online maintenance system utilizing IoT, how persons with disabilities work, and our promotion of women's participation in the workplace.

\* One of the related cabinet ministers' meetings held in eight locations across Japan in conjunction with the June 2019 G20 Summit in Osaka. The G20 Matsuyama, Ehime Labour and Employment Meeting was held in Matsuyama City, Ehime on September 1-2, 2019. This was the first large-scale, high-level international summit held in Ehime.



Check this out in the video.



## Environmental Management

### Comments from Environment Top Management

The world now faces an ever-growing environmental problem. At COP25, held in December 2019, a decision on Article 6 of the Paris Agreement was postponed to the next meeting as officials could not come to an agreement. However, it is becoming even more vital to grasp the risks and opportunities of climate change on business, take initiatives to reduce CO<sub>2</sub> emissions, and achieve a sustainable society.

At the MIURA Group, we have been engaged in activities for the “MIURA Group Zero Emissions Challenge 2030” since FY 2018. With regard to the issue of reducing CO<sub>2</sub>, we have planned events for all employees to develop an interest in energy conservation measures. In our Energy-Conservation Contest, we gathered many submissions for energy conservation ideas and senryu poems about the environment. By sharing these submissions online, we have deployed grassroots energy conservation activities to every corner of our offices and factories.

As a result, we have received S-class status for the fifth year in a row in the business operator class category evaluation system. Our activities have also been acknowledged with the Energy Conservation Center Chairman’s Prize in the 2019 Energy Conservation Grand Prize. With regard to reducing substance emissions, we are separating recyclable plastics from incinerated plastics and reusing packaging. In particular, we have begun deliberating recycling plastic containers and using paper for packaging materials to respond to the issue of plastics polluting the oceans and the Resource Circulation Strategy for Plastics announced by the Ministry of the Environment.

Further, we have begun investigating problematic hazardous substances as part of our green procurement initiatives. We were also able to formulate a system to ensure that our boiler chemicals do not contain any problematic hazardous substances listed in the MIURA Group Green Procurement Guidelines.

The MIURA Group will continue to solve environmental issues through various activities and contribute to a society which reflects sustainable development goals (SDGs).

Environment top management  
Senior executive officer  
YANAGIHARA Nobuaki

柳原伸章

### MIURA Group’s Environmental Policy

To create an energy efficient and environmentally friendly society, we at the MIURA Group aim to become a company that can contribute to the realization of a sustainable society by further enhancing our environmental management initiatives at local, regional and global levels in the fields of energy, water and the environment.

- Guidelines for action
  - Taking effects on the environment into consideration, we will construct environmental management systems, and work to improve them in an ongoing manner.
  - Environmental goals and objectives allow participation by all employees close at hand, and give priority to activities that lead to a lowered load on the environment.
  - We will comply with environmental laws and regulations applicable to environmental aspects, and with other requirements that the MIURA Group consents to, working to prevent pollution and coexist with nature.
  - Of those of our business activities that affect the environment, we prioritize the following items.
    - We will work to develop products that contribute to improving energy conservation, resource conservation, and the environment.
    - We will work to make effective use of energy.
    - We will work to limit waste by reusing and recycling resources.
    - We will work to improve management of chemical substances.

### Promotion Systems

The Environmental Committee convenes regular to deliberate on issues related to environmental management.

● Diagram of promotion systems

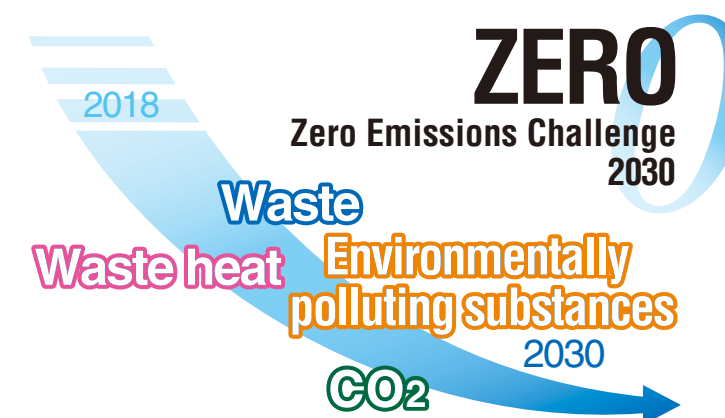


\* EMS: An abbreviation for “Environmental Management System”

### MIURA Group Zero Emissions Challenge 2030

Looking to the year 2030, the MIURA Group will take on the challenge of four initiatives in its business activities and product lifecycles and minimize the output of CO<sub>2</sub>, environmentally polluting substances, waste, and heat, and in fact, all substances that we output.

- We will reduce CO<sub>2</sub> output to 13% below the FY 2017 standard per unit in Japan.
- We will reduce waste output from factories to 13% below the FY 2017 standard per unit in Ehime Prefecture.



### Medium-term Plan for the Environment

Environmental goals		Initiative items/Content of initiative implemented	Self evaluation FY 2019	Associated SDGs
Environmental contributions through products	Environmentally aware product development	Develop products that contribute to the use of waste heat, hot water, and drain water.	○	<div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div>
		Develop products that contribute to reducing the use of power, fuel, and water.	○	
		Develop products that contribute to accelerating the use of water treatment without chemicals.	○	
		Develop products that contribute to limiting the pollution of water in rivers and the sea.	○	
Considerations for the environment	Pollution prevention activities	Implement regular measurement of equipment that creates smoke and soot, and work to eliminate atmospheric pollution.	○	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
		Implement regular inspections of water quality, and work to prevent water pollution.	○	
		Implement regular inspection of noise levels, and work to prevent noise pollution.	○	
		Implement environmental patrols and environmental inspections of production equipment, and use emergency response procedures to perform monitoring.	○	
Coexistence with nature	Promoting chemical substance management	Create and operate systems for sharing information on chemical substances.	○	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div>
		Perform internal audits to facilitate monitoring of management of toxic and deleterious substances.	○	
Effective use of resources	Coexisting with nature through environmental protection endeavors	Implement cleaning activities in factory vicinity. (4 times per year)	×	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div>
		Implement cleaning activities in rivers near factories. (Twice a year)	○	
		Maintain and manage green areas in factory environs and on roofs.	○	
	Using energy effectively	Plan energy conservation measures to reduce the amount of energy used (converted to crude oil) at ISO14001 certified sites. (For each year of next five years)	○	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div>
		Reduce energy consumption (converted to crude oil) per unit*1 by 1% year-on-year.	○	
		Install meters and perform measurement reflecting factory reorganization and division movement.	○	
		Implement operations management based on energy management guidelines and management procedure manuals, and revise these to reflect circumstances.	○	
	Accelerating reuse and recycling of waste from within the factory	Reduce total waste volume*2 within factories by 1% per unit*1 year-on-year.	×	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div>
		Improve reuse and recycling ratios.	○	
	Using resources effectively	Reduction in volume of paper used (Reduce per unit as volume used = amount purchased, and FY 2013 as a standard)	○	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>14 LIFE BELOW WATER</div>

[Self evaluation standards] ○ ... could be performed according to plan. × ... could not be performed according to plan.

\*1 Per unit: Amount of power, fuel, and other amounts used (purchased) divided by the product of sales and total office and plant floor area

\*2 Total emissions: Total amount of waste, valuable resources, and reused resources generated from business activities at ISO 14001 certified sites



## Initiatives for Pollution Prevention

Basic Stance

We will comply with environmental laws and regulations applicable to environmental aspects, and with other requirements that MIURA consents to, working to prevent pollution. Furthermore, we are devoting ourselves to ensuring that we do not pollute the local environment, even in emergencies such as when we are affected by natural disasters.

### Initiatives for pollution prevention

As an initiative to reduce pollution, MIURA KOUKI is decreasing slag volume produced when welding in order to reduce landfill waste. Instead, solid wires are used on the welded parts of boilers. As a result, we have been able to reduce slag volume and work hours required to remove slag. We are also continuing initiatives to reduce power consumption in air compressors and reduce noise volume and the corresponding personnel costs, by reducing operational hours of tools (air chipper).



Slag removal by air chipper



Removed slag

(1) Reduce landfill waste by decreasing slag volume

	Landfill waste (kg)/year	Slag volume produced per month
Before change	25,000 kg	Approx. 2,053 kg/month
After change	23,000 kg	Approx. 1,889 kg/month
Reduction effects	Approx. 8% reduction	

(2) Reduce work hours and power consumption

By reducing slag removal work, not only did we reduce power consumption from tools, we were also able to reduce the time factories produced noise and improve the work environments of employees.

Reduction effects	Work hours	Power consumption
	178 hours/year reduction	192 kWh/year reduction

(3) Wire cost reduction

Based on calculations from the wiring of eight welding machines, this initiative would lead to a savings of around 821,000 yen a year.

## Coexistence with Nature

Basic Stance

We endeavor to coexist with nature, undertaking environmental activities aimed at achieving harmony with the global environment. We are working on activities that protect the local and regional environment, and, taking a broader view, activities in which all employees close at hand can participate, and which in sum lead to a lowered load on the environment.

### Environmental activities with an eye toward the next generation

Yoshino cherry blossom trees bloom beautifully inside the factory every year. These trees grow older and approach their peak age. Looking towards the next generation, we selected the “Jindai Akebono” variety of cherry blossom tree and began planting them. We removed the trunks of the old trees which had served their purpose and revitalized the soil as we engage in environmental activities which will connect to the future. We are taking efforts so that new cherry blossom trees will bloom and their beauty can bring comfort to everyone.



Jindai Akebono tree planted in cafeteria wing of Hojo factory

### Recycling felled trees on factory grounds

During landscaping work around factories, wood produced from felling or pruning trees was placed into a wood chipper instead of discarded and the chips were laid in the gardens of factories. These wood chips prevent the soil surface from drying out and preserve moisture in the soil for longer, preventing weeds from growing for a long time of period. Wood chips disintegrate over time, becoming compost and then soil, returning to the natural environment. Making wood chips from waste wood materials has also lead to a reduction in industrial waste emissions from factories.



Wood chips from felled or pruned branches (MIURA training institute garden)



## Initiatives for Energy Conservation

Basic Stance

The MIURA Group is employing better energy conservation measures, working from the fundamental principal that every employee of the MIURA Group thinks independently about how to use limited energy effectively, with as little waste as possible, and will act, beginning with what they are able to do.

### Energy conservation through changes to air conditioning usage at MIURA MANUFACTURING factories

As an energy conservation initiative for factories, MIURA MANUFACTURING examined and measured whether heating and cooling equipment was operating even in seasons when this was unnecessary and made appropriate improvements to conserve energy.

- [Target equipment]

- Two cold/hot water circulation pumps for air conditioning
  - Two cooling towers
  - Two cooling tower cooling water circulation pumps
  - Two refrigerators

First Phase

By automatically controlling air conditioning through a steam airflow system, the air conditioning equipment was still operating even during the months (April, October) when heating or cooling is unnecessary. We examined the status of this system and conducted improvements.

(1) Testing power conservation by stopping air conditioning

One month of testing

	Power consumption kWh/day
April 2017	327
April 2018: Stopped using air conditioning	32
	295 kWh reduction/day
	* 20 operational days

(2) Energy conservation effects (yearly volume reductions)

Stopped using air conditioning during April and October

	Power consumption kWh/year
April/October 2017	17,991
April/October 2018: Stopped using air conditioning	2,594
	15,397 kWh (85.6%) reduction/year
	Electricity costs reduced 338,734 yen/year

Second Phase

In order to reduce power consumption, we reduced the number of air conditioning units from two to one during the period (May/June) when they are not fully used, conserving energy.

(1) Testing power conservation by changing the number of refrigerators

May 2019

	Power consumption kWh/day
Two refrigerators	38
One refrigerator	22
	16 kWh/day reduction
	* 5 days/week (Mon, Tues, Thurs: 12 hours/day; Wed, Fri: 9 hours/day)

(2) Energy conservation effects (two months/year)

May/June 2019

	Power consumption kWh/year
Two refrigerators	16,416
One refrigerator	9,504
	6,912 kWh (42.1%) reduction/year
	Electricity costs reduced 152,064 yen/year
	* Operational hours for 2 months are assumed to be 432 hours.

Energy conservation effects

	Power consumption kWh/year	Electricity costs (yen)
FY 2018/FY 2019 Total	22,309 kWh/year reduction	490,798 yen reduction/year

## Initiatives for Resource Conservation

Basic Stance

Working from the premise of “trash if mixed, resource if separated,” we view waste as a resource, separating it thoroughly in order to make effective use of it, and employing the “three R’s” (Reduce, Reuse, and Recycle).

### Effective use of used cardboard boxes

In the past, the MIURA Group has folded up and recycled all used cardboard boxes. When opening cardboard boxes from shipments, we are currently separating cardboard boxes based on the presence of stains and damage. Reusable boxes are then sent to the pertinent Group department, which reuses the boxes when sending maintenance parts to sites across the country, reducing the volume of boxes to be recycled. (2019 results of reusing boxes: 20 tons/year)

Cardboard box collection and separation

15

16

## Corporate Governance

**Basic Stance** The MIURA Group believes that it is important to build good relationships with stakeholders and put together a management structure to pursue transparency and efficiency of management and an independent CSR activity structure to achieve ongoing improvement of corporate value.

### Overview of current corporate governance structure

#### ● Directors, Board of Directors, Management Meeting

As of March 2020, there are 12 directors (four of which are auditors). The Board of Directors makes management decisions and supervises the legality and appropriateness of execution of business by the representative directors and executive directors. The Management Meeting discusses and makes decisions on matters related to business execution based on the basic policy decided by the Board of Directors and works to ensure the timely execution of business.

#### ● Nominating Committee and Compensation Committee

In 2018, we established non-statutory Nominating Committee and Compensation Committee. Both committees are comprised of three representative directors with no independent outside directors, but their resolutions are only discussed by the Board of Directors after they have been approved by the auditors in which independent outside directors are the majority, so they are set up in such a way as to ensure appropriate involvement of and advice from independent outside directors.

#### ● Internal auditing

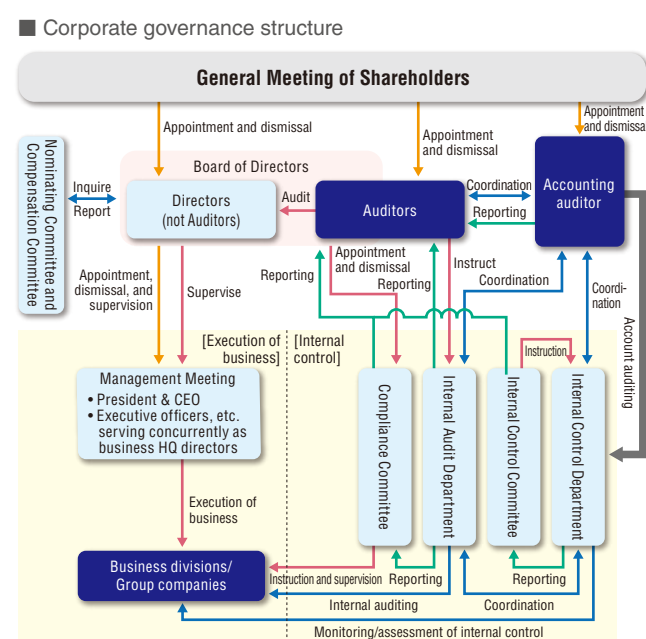
The Internal Audit Department (five employees) conducts regular internal audits to ensure that assets, accounting, and general operations are handled properly at each division, including subsidiaries, and provides suggestions for improvements as necessary.

#### ● Account auditing

MIURA has selected Deloitte Touche Tohmatsu LLC as our accounting auditor based on the Companies Act and the Financial Instruments and Exchange Act and undergoes appropriate audits. Additionally, some of our consolidated overseas subsidiaries undergo audits and reviews by accounting firms other than our accounting auditor as we work to ensure effective account auditing.

#### ● Auditors

As of March 2020, there are four auditors, three of which are independent outside directors. Auditors attend meetings of the Board of Directors and other important internal meetings, conduct investigations at the corporate headquarters and major offices/subsidiaries, and audit/supervise representative directors and other executives based on the established audit policy. Auditors also work closely with the accounting auditor and the Internal Audit Department to conduct efficient audits. In particular, the Internal Audit Department is organized under the auditors, making for more effective organizational audits.



### Internal control system

#### ● Basic stance on and status of internal control system

We believe that the basic function of an internal control system is to improve operational efficiency, ensure the reliability of information, and develop a structure for legal compliance in order to properly and efficiently achieve management strategies and business objectives as an organization. In addition to legal compliance, we recognize the importance of executing our business honestly and fairly in accordance with corporate ethics. Based on this policy, we have established a Compliance Committee comprised of directors and executive officers and work to thoroughly familiarize our employees with the MIURA Group's Corporate Code of Conduct and Ethics. We have also introduced a whistleblowing system providing our employees with both an internal mechanism of reporting and a means of consulting with outside attorneys so that we can gather information on internal misconduct as quickly as possible.

#### ● Basic stance on antisocial forces and state of preparedness

The MIURA Group's Corporate Code of Conduct and Ethics states clearly that we will have no relationship with organizations or forces that engage in antisocial activities. We have also established Guidelines for Handling Antisocial Forces, and based on these guidelines, we take a firm corporate stance against them, relying on the instruction of the competent police department and legal advisors. Details on the MIURA Group's Corporate Code of Conduct and Ethics are provided on pages 3 to 4 of this report.

## Compliance and Risk Management

**Basic Stance** Based on the recognition that compliance and risk management are the inseparable foundation that supports corporate governance, we are working to instill the MIURA Group's Corporate Code of Conduct and Ethics in all employees and address the various risks surrounding our company fairly and appropriately.

### Establishment of Compliance Committee

The Compliance Committee was put in place to establish, maintain, and improve the compliance structure of the MIURA Group and advises the Boards of Directors and other bodies of each company within the Group.

### Information protection and security initiatives

Protecting the information assets entrusted to us from our customers (such as personal information and equipment information) and the information assets we own (such as trade secrets, know-how, insider information, and technical information) from threats of all kinds and ensuring the appropriate management and safeguarding thereof is a must in order to remain a company that is trusted by our customers. At the MIURA Group, all of our officers and employees carry out corporate activities while giving full consideration to the protection of information assets within their daily work, having a proper understanding of and observing the information security measures set forth in the Information Management Regulations.

#### ● Ongoing enhancement of security measures

We have established the Information Management Regulations as part of our information security measures and have clarified the security management structure. We engage in regular review and continually work to strengthen these measures. Specifically, this includes website security analysis by a specialized agency.

#### ● Yearly employee training

We provide ongoing training and reminders related to information security to all employees that work with information-processing equipment and work to thoroughly familiarize them with its importance and proper handling and management of information. Our training materials are regularly reviewed to ensure that they are up-to-date.

#### ● Protection of personal information

We have put together rules for handling the important personal information entrusted to us by our customers under the Privacy Policy set forth on our website. We also conduct regular reviews of the status of protection via internal audits and other means.

### Security export control initiatives

Major nations, including Japan, have worked together to create an international framework (Multilateral Export Control Regime) and control exports in order to prevent weapons, goods and technologies that could be put to military use from falling into the hands of nations that threaten the safety of international society and those engaged in concerning activities such as terrorist groups. The MIURA Group has established Global Security Export Control Regulations as its basic policy to comply with international agreements in this Multilateral Export Control Regime as well as the export control laws and regulations of each country (including Japan's Foreign Exchange and Foreign Trade Act) and strives to enact appropriate export controls from a standpoint of maintaining international peace and safety.

### Protection of intellectual property

We respect third party intellectual property rights and work to ensure that they are not infringed. We also take proactive steps to ensure that our own intellectual property rights are protected and engage in activities to utilize them effectively.

#### (1) Respect for intellectual property rights

We conduct careful investigations of prior art to avoid infringing upon third party intellectual property rights and engage in research and development of new technologies and products that reflect the results of those investigations.

#### (2) Activities related to intellectual property

From the earliest stages of research and development, our business divisions and Intellectual Property Department coordinate with each other to strategically identify inventions and acquire patent and other rights in order to protect our technologies and enhance our intellectual property.

#### (3) Employee training

We provide ongoing education with regard to respecting, protecting, and utilizing intellectual property through group training, e-Learning, and other tools.

### Response for Business Continuity Plan (BCP\*)

We have already enacted regulations such as the Earthquake, etc. Crisis Management Guidelines, Overseas Emergency Countermeasures Guidelines, and Novel Influenza Countermeasures Guidelines to lay out countermeasures to various risks which could threaten business continuity. Based on our basic BCP policy, we have made progress with countermeasures against damage from torrential rains, which have become more common recently. Related information is displayed in "BCP to help customers" (page 20).

\* BCP: Business Continuity Planning is a plan which organizes countermeasures for unexpected incidents, such as natural disasters or accidents, from a standpoint of business continuity.

### Emergency response training

As various disasters strike, the MIURA Group is recommending employees acquire certifications in disaster prevention in order to improve the Group's disaster prevention capabilities. As of March 2020, nine employees have acquired this certification. In the future, we will continue to hold regular training and education sessions so that each and every employee learns the basic knowledge and skills.



Preparation for emergencies



## Responsibilities and Actions Taken Toward Customers

**Basic Stance** We act in accordance with the MIURA Group's Corporate Code of Conduct and Ethics, cultivating technologies that benefit our customers and improving all the quality that goes into our products and services to earn the trust of our customers.

### For achieving the basic principles of the Quality Management Declaration

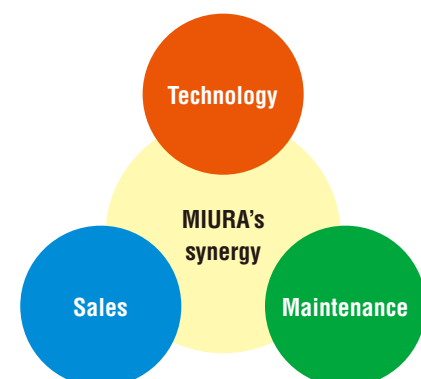
We report examples of activities undertaken to carry out the basic principle of our Quality Management Declaration, which is, "Customer trust in our company is built on the quality of our products and services. We hereby declare that customers and safety are our highest priority, and all our employees will improve our technoservice capabilities and actively fulfill their roles in their divisions."

#### ● Quality Improvement Meeting

Based on a quality objective of "100% guarantee of desired quality," this meeting provides a place to regularly provide information and share opinions as a quality improvement activity which unites MIURA with the members of partner companies. For example, members videotape and introduce partner company initiatives which have succeeded in reducing the number of errors in order to further deepen and improve our mutual understanding of these issues. Quality improvement activities provide comprehensive merits by decreasing the occurrences of errors and reducing waste through even slight changes to management. By expressing the importance of continuing simple efforts each day, we can also share how manufacturing can contribute to human development.

### Solving customer problems with our collective strengths

The MIURA Group places utmost importance on offering a one-stop service wherein the technology, sales, and maintenance divisions work together closely and act as one. This collaborative synergy delivers satisfaction to our customers.



#### Technology

In response to the increasing energy conservation needs in food product factories in recent years and demands for improved cooling quality, we launched a new model of our CH Series vacuum coolers\*<sup>1</sup> that have been popular with many customers. In the new model, we optimized design by combining the water ring vacuum pump and steam ejector developed by MIURA, and further evolved the proprietary cooling system. This model uses up to 55% less water and 10% less steam than the previous model, significant reductions. Furthermore, in addition to gradual cooling functions through the existing pressure controls in the cooling vessel, the model also adds our proprietary gradual cooling controls (AI controls) which combine pressure inside the cooling vessel and food cooling temperature. This new model provides high-quality cooling which surpasses the previous model.



Vacuum Cooler CH

#### Sales

In March 2020, our CO<sub>2</sub> emissions reduction business through introduction of high efficiency boilers was registered under the J-Credit Scheme\*<sup>2</sup>. Following this, MIURA started the ZMP Contract J-Credit Rewards Plan. As interest in ESG grows quickly in corporate investment, MIURA provides a means to utilize the J-Credit Scheme and connect the CO<sub>2</sub> reduction measures of customers who use boilers with more efficient environmental conservation activities.

#### ● ZMP contract J-Credit rewards plan framework

1. MIURA organizes data on all CO<sub>2</sub> reduction volume resulting from customers upgrading their boilers.
2. MIURA sells the generated credits to power companies, etc.
3. Boiler maintenance costs (ZMP Contract\*<sup>3</sup> price) are lowered based on return from credit sales.

#### ● Merits to customers

Customers can contribute to environmental activities without expending the effort to calculate how energy conservation data converts to CO<sub>2</sub> reduction volume, undergo administrative procedures to receive national certification and earn credit, or search for a buyer of credits.

#### Maintenance

The MEIS\*<sup>4</sup> CLOUD service uses the cloud environment and provides energy management and operational status management of MIURA products at a low cost. In the future, we plan to start the MEIS CLOUD PLUS service, which makes energy management possible in even non-MIURA products. This will further contribute to energy consumption optimization.

\*<sup>1</sup> Vacuum cooler: Device which cools food quickly and evenly by stealing vaporization heat when the water of heated food becomes steam by reducing pressure inside the cooling vessel. This device can limit bacteria proliferation and more safely cool foods by cooling it quickly enough to pass the danger temperature zone (around 20°C to 50°C), where bacteria can more easily proliferate, in a short period.

\*<sup>2</sup> J-Credit Scheme (<https://japancredit.go.jp/>): A scheme in which the government certifies CO<sub>2</sub> emissions reduction as "credit"

\*<sup>3</sup> ZMP Contract: MIURA's unique system for boiler maintenance contracts

\*<sup>4</sup> MEIS: Miura Energy Information Service

### BCP to help customers

#### Basic BCP Policy

Under the MIURA Group Business Continuity Plan (BCP), employees work on practical initiatives to provide backup for the Office Countermeasures Headquarters in disaster afflicted regions, and embark on practical activities conducted by the Maintenance Sales Action Continuity Support Group to prepare and carry out measures to minimize risk and ensure the continuation of normal operations in unaffected areas and to provide recovery support. These activities focus on advance preparation of information necessary in the event of a disaster, and are predicated on the activities in the "basic version" related to ensuring the safety of employees and their families, and in the Production Countermeasures Group related to continuation of product manufacture and supply. At MIURA, we seek to manage BCP from the viewpoint of our customers, continuing our relationship with trading partners and maintaining our maintenance and sales operations even in the event of a large scale disaster.

#### ● Second ZIS Online Center emergency countermeasures

We have constructed a second ZIS Online Center inside the Tochigi Branch Office to serve as a backup in the unlikely event that the head office ZIS Online Center is struck by a disaster and is unable to perform its functions. In FY 2019, we installed an emergency power generator in the second ZIS Online Center. In case of emergency, the second ZIS Online Center and teleconference system are backed up.



Emergency power generator

#### ● BCP system simultaneous disaster countermeasures

BCP system: Learning the lessons of the western Japan floods and Hokkaido earthquake that occurred in succession in 2018, we have improved the Disaster GIS (Geographical Information System) which we have operated since 2015, from a system which could only manage a single disaster, to one which can response to multiple simultaneous disasters. As a result, this system was capable of responding to the Saga floods and Typhoon No. 19 that occurred one after another in 2019 without any confusion.



Geographic information system screen

#### ● Production Countermeasures Group revises BCP

The Production Countermeasures Group is revising BCP activities under the guidance of consulting companies. Major revisions are as follows.

- (1) Revise the timeline of the BCP To Do list to arrange the timing of items which are currently muddled to the appropriate periods.
- (2) Regarding the manuals for each manufacturing process, create specific manuals about each manufacturing company and substitutable resources; revise content to ensure each process is conducted without fail.
- (3) Clearly list the manufacturing group companies inside the Production Countermeasures Group and clarify the organizational structure.
- (4) Clarify the adjustment roles of the production plan during emergencies and minimize confusion in the production plan.

By enacting these four revisions, we will confirm the effectiveness of our BCP activities and improve them through two annual drills.



## Responsibilities and Actions Taken Toward Shareholders and Investors

**Basic Stance** We work to ensure highly efficient management in the aim of maximizing corporate value and we seek to increase management transparency and become an open company by disclosing the corporate information required by shareholders and investors in a timely and appropriate manner and engaging in dialog with them.

### Disclosure policy and appropriate disclosure of information

We continuously disclose information impacting investment decisions in a fair and timely manner based on legal compliance. We also actively and promptly disclose information that is useful for understanding MIURA via press releases and other means according to its importance and urgency.

### General Meeting of Shareholders

The 61st Annual General Meeting of Shareholders was held in a conference room in the MIURA I SITE showroom building. After the meeting, top management took the stage during IR seminars so that shareholders would have a deeper understanding of the MIURA Group's initiatives and overseas developments, etc.



General Meeting of Shareholders

### IR conferences for individual investors

We participated in the company information session for individual investors held by Nomura Securities Co., Ltd. and the investment report meeting held by Sawakami Asset Management Inc. as opportunities for direct communication with individual investors. At the venue, we had a booth where visitors could compare the experience of washing their hands with soft water and tap water. They were able to test the moist feeling of MIURA's soft water.



Hand washing experience

Investment report meeting by Sawakami Asset Management Inc.

### Tour and explanation for institutional investors and analysts

At the Tokyo venue of the MIURA Fair commemorating the 60th anniversary of the founding of the MIURA Group, we held an observation tour for institutional investors and analysts. Visitors were taught about MIURA's history and our various products, services, and cutting-edge technologies offered around the globe, allowing them to feel MIURA's future.



The Tokyo venue of the 60th Anniversary MIURA Fair

### Return of profit to shareholders

Recognizing profit distribution as an important management issue, we have established a basic policy of providing stable and continuous dividends, aiming for a consolidated payout ratio of 30% while working to strengthen our management foundation. We will endeavor to ensure stable, long-term revenue and actively return profits to our shareholders. Among the gifts we offer as a shareholder incentive are attractive products from our home prefecture of Ehime, and they have been well-received.



2019 shareholder incentive gift  
Set of three Imabari towels

### Publishing information for shareholders and investors

Shareholder newsletters containing performance reports, management strategies, special features, and other content are sent to shareholders by postal mail for both the interim and final reporting periods. Additionally, we publish information on our website so that visitors can gain a deeper understanding of the MIURA Group. A structure is in place offering a wide-range of information, including both financial and non-financial information, translated into English as necessary.

## Responsibilities and Actions Taken Toward Trading Partners

**Basic Stance** Our Purchasing Division actively promotes mutual understanding with trading partners and compliance with laws, regulations, and social norms to fulfill our corporate social responsibility. We take the excellent material supplied by our trading partners and utilize it to make even better products to deliver to our customers.

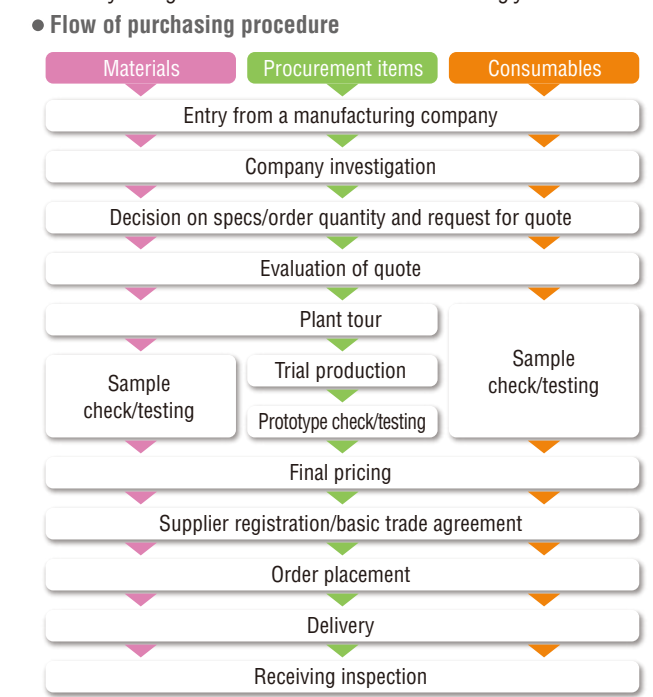
### Basic Policy on Procurement

- Open**  
We knock on the doors of companies not only in Japan but all over the world and seek to do business with companies that have superior products and are capable of providing good service. We continually seek out new companies to buy from.
- Fair**  
Selection of trading partners is carried out fairly based on a comprehensive evaluation of product quality, performance, price, certainty of delivery times, after-sales service structure, management situation, and other factors.
- Mutual trust**  
Through fair trade, we work to deepen mutual understanding and trust with our trading partners and build a relationship of trust for our mutual benefit.
- Legal compliance**  
We believe that both we and our trading partners should comply with both the spirit and the letter of the relevant international laws in our trade deals.
- Social contribution**  
We believe that both we and our trading partners should be good partners that contribute to society through our trade deals.

The details on our Basic Policy on Procurement are available on our website.  
<http://www.miuraz.co.jp/>

### Purchasing procedure

We have also made preparations to accept trading partners that wish to enter into business with us. We evaluate them fairly without regard to country or region and make our selection accordingly.



### PC exchange meetings (process improvement activities)

In our PC exchange meeting activities for major cooperating companies, design, and procurement, we convert the reduced processing time resulting from process improvements into reduced power consumption and work to control CO<sub>2</sub> emissions in the manufacturing of parts by our cooperating companies. The results are regularly reported to management.



Scene from one of our activities

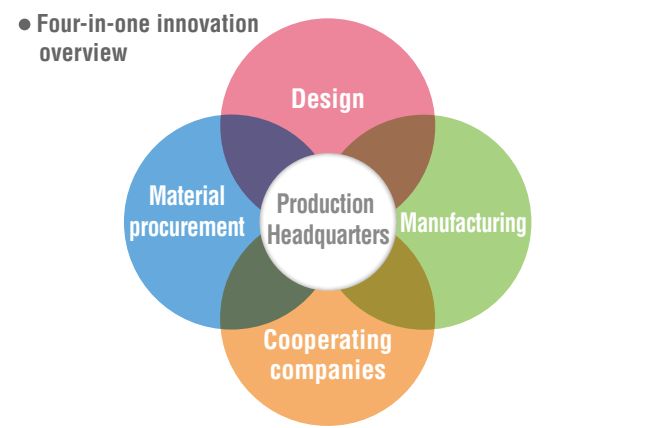
Management meeting

### Web purchasing system

The MIURA Web Purchasing System that was introduced to improve operational efficiency and promote a paperless approach has taken root, allowing us to engage in smoother order placement and receiving with our trading partners. When beginning new transactions, there are mutual advantages, and our trading partners cooperate to introduce the system as soon as the transactions are started. Because order forms are sent digitally now rather than by post, this system promotes accurate and timely communication of order information and effective utilization of data, and we are confident that it contributes to mutual work style reform. We will make ongoing improvements in the aim of further evolution.

### Promotion of four-in-one innovation

The MIURA Group is engaged in four-in-one innovation of production (design, group manufacturing companies, material procurement, and cooperating companies) by means of global collaboration and is working to develop a production structure to achieve high quality, low costs, and short delivery times.





## Responsibilities and Actions Taken Toward Regional Society

**Basic Stance** The MIURA Group cooperates with regional efforts to protect the environment and to support artistic, cultural, and school events, and participates in volunteer activities, endeavoring to make social contributions that are useful to and promote coexistence and prosperity with local regions.

### Sports

As part of its activities to contribute to regional society, MIURA supports professional sports associated with Ehime Prefecture, where the MIURA headquarters are located, and sponsors and supports athletes from Ehime.



**Yui Kawamoto**  
Professional golfer  
Born in Matsuyama City, Ehime

Won her first tour event at the 7th AXA LADIES GOLF TOURNAMENT in MIYAZAKI (held March 2019). 6th in prize money ranking (as of December 2019).

### Ehime Marathon



Opened Hospitality Area to cheer on runners (offered food and drinks)



Hospitality with foot bath corner to soothe runners' fatigue at goalline

### Other sports-related sponsorship

- **Ehime FC**  
(Japan Professional Football League J.League team)
- **Ehime Orange Vikings**  
(Men's professional basketball league B.LEAGUE team)
- **Imabari Orange Blossoms**  
(Japan Industrial and Commercial Basketball Federation)
- **Ehime Mandarin Pirates**  
(Professional baseball independent league Shikoku Island League plus team)
- **Nagi Hanatani**  
(Professional tennis player)
- **Moeno Tan**  
(Professional golfer)

### Culture and art

The MIURA Group is proactively engaged in activities related to culture and art. The MIURART Village was established in the company headquarters area (Matsuyama, Ehime), due to MIURA's founder Tamotsu Miura's strong desire to allow MIURA employees and local residents to enjoy various works of art.

As FY 2019 was the 60th anniversary of the founding of the MIURA Group, a total of eight exhibitions were opened, including the commemorative exhibition, which visits can enter free of charge. Also, many visitors attended gallery talks by artists which were held along with these exhibitions. Furthermore, the photo book "ABE ANJIN" from the 2018 Abe Anjin Exhibition: Revolutionary Bizen and Its Surroundings was awarded an encouragement prize in the 35th Ehime Publication Culture Awards. We will continue to proactively engage in these activities in the future.



Gallery talk at Atsushi Matsumoto Exhibition

### Matsuyama Festival



MIURA Group team wins runner-up



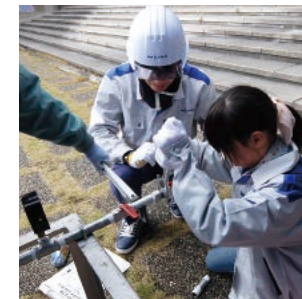
149 participants in 54th Matsuyama Festival

### Other sponsorships related to culture and art

- **From the collection of the State Tretyakov Gallery, "Romantic Russia"**  
(The Museum of Art, Ehime)
- **Hiroshi Senju Exhibition**  
(The Museum of Art, Ehime)
- **First Ehime International Film Festival**  
(Ehime International Film Festival Committee)
- **Ehime performance of "Kokoro no Gekijo"**  
(Shiki Theatre Company/Butaigeijutsu Center)
- **Botchan Theater 14th Production "Setouchi Koshinkyoku"**  
(Botchan Theater, Toon City, Ehime) and others

### Education

MIURA participated in the work experience event Kids Jobs Matsuyama for elementary and junior high school students in Matsuyama City, which was held by the Matsuyama, Ehime Elementary and Junior High PTA and the Matsuyama City Culture and Sports Promotion Foundation. MIURA Group employees participated as volunteers for this event, where elementary and junior high school students got to experience the pipe fitting work to transmit crucial water supply to a boiler using real tools as well as the water analysis to investigate the properties of liquid. This was an opportunity for children to gain in interest in manufacturing work from MIURA's unique "manufacturing from a user's perspective" approach.



Pipe fitting work



Explanation about boilers

### Endowed course for the Ehime University Graduate School of Agriculture

Since 1999, we have held an endowed course in Ehime University. In 2002, we also endowed the university with the Miura Building, an environmental industry research facility. Through research, development, and training in analysis and countermeasure technologies related to the environment, we hope to help protect the global environment, build a recycling-oriented society, and train people. Specifically, we participate in industry-university-government research and development of new technologies for analyzing chemical substances such as PCBs and agrochemical residues contained in food, water, and soil, and technologies for monitoring room environments.



Miura Building, an environmental industry research facility in Ehime University

### Experience being a boiler engineer at KidZania's Boiler Facility!

MIURA is holding the Boiler Facility pavilion in KidZania Koshien in LaLaPort Koshien (Nishinomiya City, Hyogo). Here, children can become boiler engineers to inspect, confirm, and repair the boilers in the KidZania town. They perform maintenance to provide customers a constant and smooth source of heat. Through boiler maintenance, children feel a sense of responsibility and pride in work for supporting living in the KidZania town. At the same time, by removing parts and reassembling them, children can learn about the compositions of machines they don't usually get to see, deepening their understanding of boilers. MIURA hopes that children can learn the importance of energy and helping society through maintenance work.

Please experience this Boiler Facility if you visit KidZania Koshien.



Uniform in pavilion



A child doing maintenance work



KidZania Koshien

\* Reservations are recommended. Please check the official KidZania Koshien website for details.



## Responsibilities and Actions Taken Toward Regional Society

### MIURA AMERICA

#### Regional support and donation activities

MIURA America is engaged in regional contribution activities in Polk County. We are donating items provided by employees, such as canned and instant food products and other long-lasting ingredients, before Thanksgiving and toys and clothes before Christmas to underprivileged locals. In 2019, we were able to gather a total of 787 pounds (about 357 kg!) of food before Thanksgiving. We provided food to 79 families and an additional 20 families' worth of food to a food bank. We donated a total of 300 toys and clothing to Polk County for Christmas.

In addition, we sponsored a golf hole to raise money for boys and girls. We also participated in community BBQ fund-raising activities with the local public safety authorities and raised money for the K9 task force for drug-detecting dogs and rescue dogs. We also sponsored the welding program at the county career academy and are jointly formulating a specialty training program. This activity not only supports the local community, it also leads to internships and future employment.



Food gathered at food bank

### MIURA INDONESIA

#### GO GREEN activities with students

In Karawang Regency, where our factory is located, deforestation is being conducted to construct industrial areas and residential housing. As a result, water supply has been lower during the dry season and flooding more common in the rainy season. As one initiative to educate the younger generations about the environment, MIURA Indonesia employees planted trees with students of the First Karawang High School in September. We also accepted these students for internships at MIURA Indonesia, providing them the opportunity for on-the-ground experience. As an energy conservation initiative, the company is also upgrading old outdoor lighting with LED lights.



Planting trees



Student interns (on-the-ground factory experience and administrative work)

### MIURA MEXICO

#### Admission into COPARMEX

Since January 2020, MIURA Mexico has been given the opportunity to join the employer's organization COPARMEX. COPARMEX is comprised of 14 branches in Mexico. Approximately 36,000 companies, making up around 30% of total GDP, are members in this organization.

A user recommended the MIURA Group for admission because the MIURA boiler ordered by a major Mexican beverage manufacturer contributed to their energy conservation and environmental impact reduction. There are 17 committees categorized into five sectors in this organization. MIURA Mexico is a member of the Energy Committee and Environmental Committee, which are engaged in activities to conserve energy and reduce environmental impact. At the monthly conference, members discuss specific improvement strategies with United Nations and government institution representatives. At the 2020 event, we are trying to hold seminars and tours of users who have been able to improve energy conservation.

Through these activities, we hope to further accelerate progress in energy conservation and environmental impact reduction among Mexican companies.



COPARMEX Environmental Committee

### MIURA CHINA

#### Initiatives for environmental beautification activities

Every year, MIURA China is engaged in environmental beautification activities. On November 9th, 2019, employees picked up trash in the Shuibaxian Ecological Park, 12 km from Suzhou Plant in China. This ecological park has eight varieties of aquatic plants, such as Manchurian wild rice, lotus, and Trapa japonica (ninja caltrops). It is a place surrounded by nature for locals to relax. 136 employees and their families participated. Children enjoyed nature as they smilingly competed to pick up the most trash. It is important for children to be involved in activities which take care of the environment. Let's all work together to create a blue sky and beautiful life.



Employees and their families who participated in cleaning of Shuibaxian Ecological Park

## Responsibilities and Actions Taken Toward Employees

### Basic Stance

Based on our motto of "To create an inspiring workplace where we can take pride in our work," the MIURA Group respects the personality and individuality of each of our employees, provides safe working environments and quality working conditions, and promotes the training and utilization of our human resources.

### Health management

We are carrying out a collaborative health project with the MIURA Group Health Insurance Society to maintain and promote the physical and mental health of our employees. This year, 138 teams (521 people) participated in the annual Health Walk Rally, and 117 teams (451 people) achieved their goals. In March 2020, MIURA CO.,LTD. was certified in the large enterprise category and MIURA AQUATEC CO.,LTD. in the SME category as 2020 Health & Productivity Management Outstanding Organizations. We will continue to actively work on health management with the top priority being the health and safety of our employees.

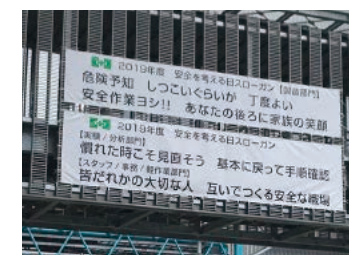


### Work-life balance

Aiming to reduce overtime work and increase the productivity and efficient use of work hours, since FY 2018 MIURA has introduced a flex-time system with core hours for all full-time employees. In FY 2019, we eliminated the core hours element to allow for more flexible and efficient operations. In order to create a comfortable workplace, we have expanded the scope of utilizing the system of reduced working hour for childcare and nursing leave from until the child enters 3rd grade to when they enter 6th grade. We will continue to make environmental changes in the future.

### Occupational health and safety

The MIURA Group puts health and safety first in all aspects of our business activities and engages in various health and safety activities. In addition to raising each employee's safety awareness by posting the Safety Day slogan, we are engaged in activities to level up our health and safety activities by exchanging information with other companies.



Safety day slogan posted

### Human resources development

Based on the concept of developing employees who can think for themselves and take on challenges, MIURA Group education and training programs focus on education which fits the needs of an employee's role as we take efforts to create an education system where employees can expand their potential. For example, we hold sessions for each job level and type, as well as exchanges with other companies and training to boost global capabilities. We hold over 400 training sessions a year which are attended by over 5,000 employees. Through education and training, we provide support of each and every employee so that they may tap into their unique potential in various fields.



New employee training



Off-premises training

### Operational improvement activities

Every year, we engage in Team MIURA and small group activities to improve operations. In Team MIURA activities, ten cross-divisional teams of volunteers carry out activities to greatly transform MIURA. Furthermore, ideas which may be difficult to achieve alone can be freely relayed to the personnel in charge of the relevant department through the My Request tool. Through this, we have made various ideas into a reality. MIURA is engaged in activities to improve as a team and individuals from various standpoints.

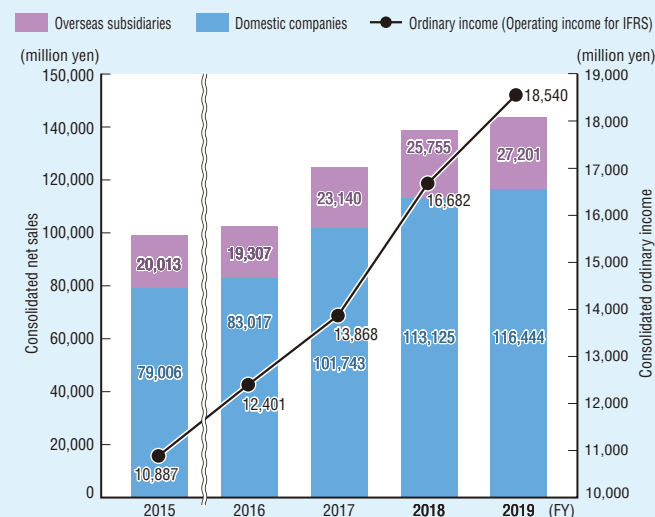


Meeting to report Team MIURA results



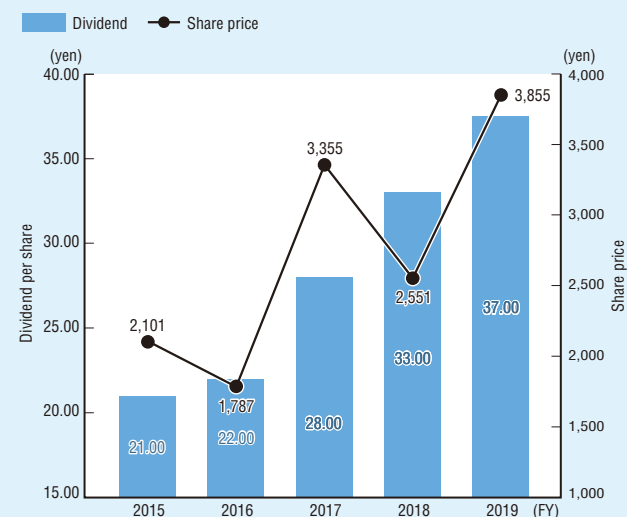
## Financial Indicators

### Trends in consolidated net sales and consolidated ordinary income



The MIURA Group adopted the International Financial Reporting Standards (IFRS) in the first quarter of FY 2017. Since FY 2016, financial figures are presented in accordance with IFRS.

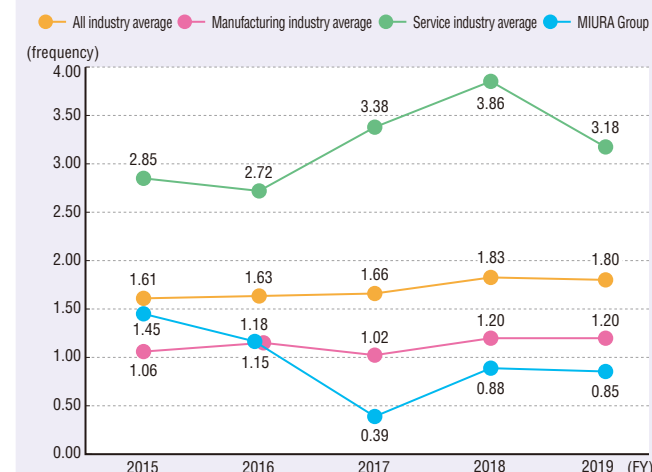
### Trends in dividend per share and share price



On October 1, 2014, MIURA CO.,LTD. carried out a share split on common shares at a one for three ratio. Dividend per share is calculated based on the assumption that the share split took place at the beginning of FY 2011.

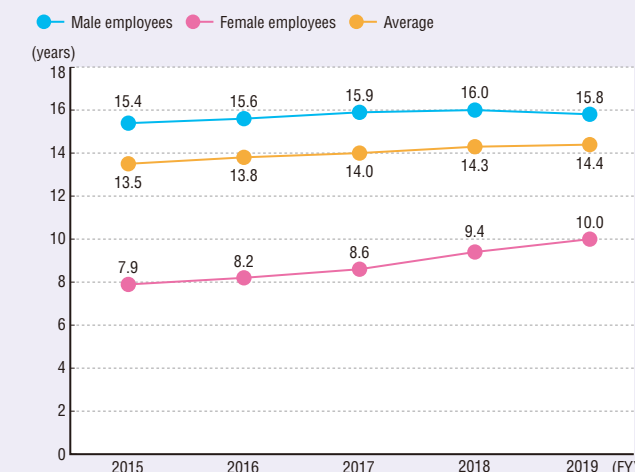
## Employee-related Data

### Frequency of lost time accidents



\* Frequency: Number of lost time accidents occurred (one day or more) per 1 million work hours  
 \* Source of all industry average, manufacturing industry average, and service industry average data: Survey on Industrial Accidents by Ministry of Health, Labour and Welfare  
 \* For reference, the frequency within the service industry (businesses not otherwise classified), which machine repair falls under, is included in the graph.

### Trend in years of service by gender

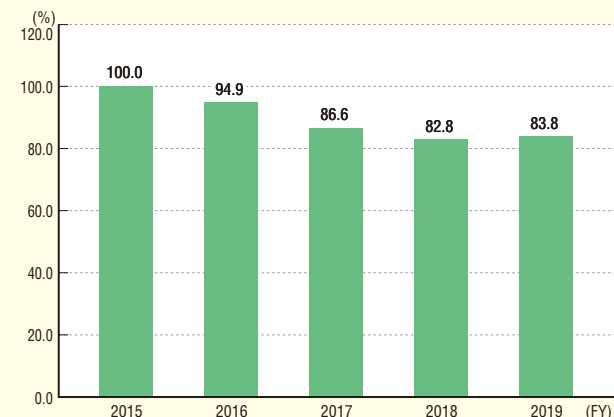


\* Data reference date: Last day of each fiscal year  
 \* Data scope: MIURA CO.,LTD.

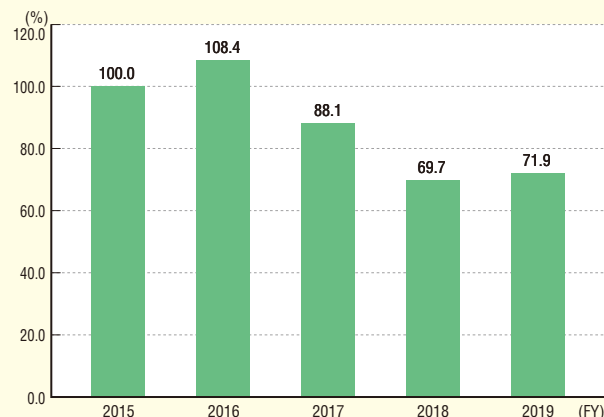
## Reduction of Total Emissions

Reference year is FY 2015, and scope of aggregation is ISO 14001 certified sites (HQ and Hojo districts).

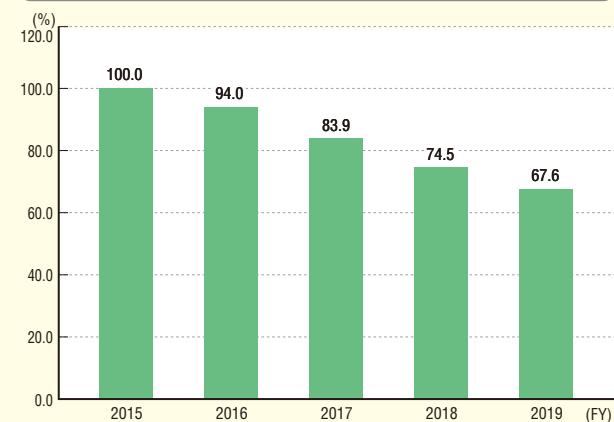
### Trend in total emissions per unit



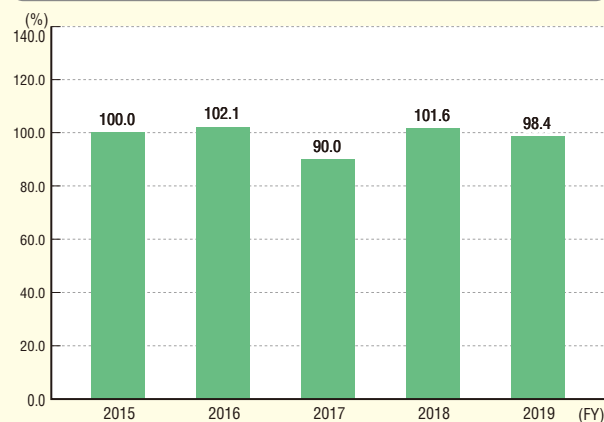
### Trend in volume of reuse per unit



### Trend in OA paper purchase volume per unit



### Trend in water usage (tap water + well water) per unit

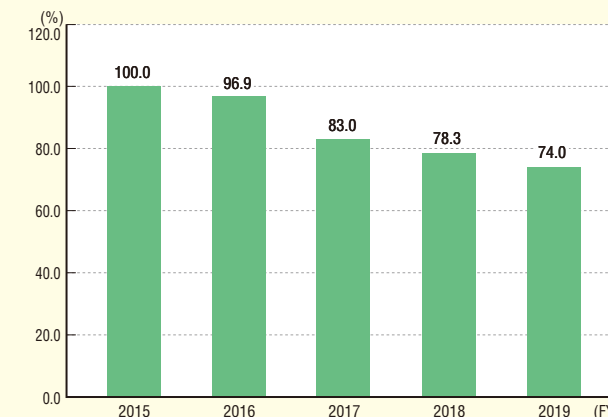


\* Total emissions: Total amount of waste, valuable resources, and reused resources generated from business activities at ISO 14001 certified sites in Japan.  
 \* Per unit: Total emissions, volume of reuse, and OA paper purchase volume divided by the product of sales and total office and plant floor area. Comparison is based on value of FY 2015 as 100%.

## Effective Use of Energy

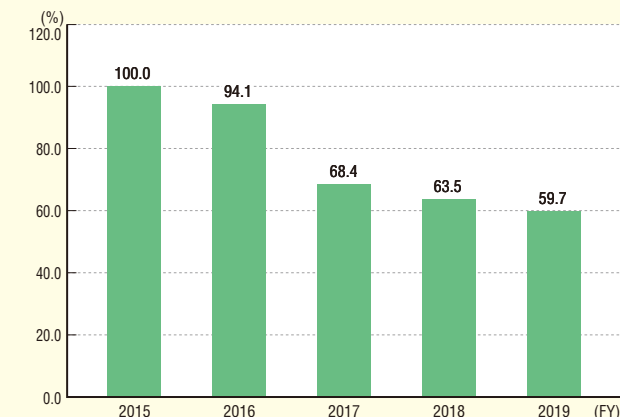
**[Japan]** FY 2015 is reference year, and scope of aggregation is MIURA group companies subject to regular reporting under the Act on Rationalizing Energy Use. Emission coefficient by electric utility for year is used for CO<sub>2</sub>.

### Trend in energy consumption (converted to crude oil) per unit\*



\* Per unit: Energy consumption and CO<sub>2</sub> emissions divided by the product of sales and total office and plant floor area. Comparison is based on value of FY 2015 as 100%.

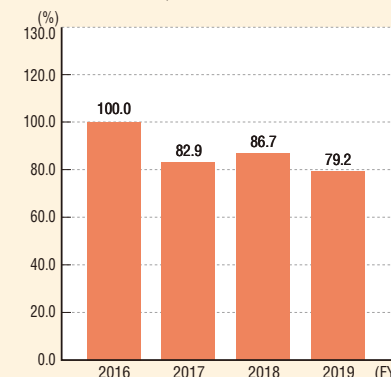
### Trend in CO<sub>2</sub> emissions per unit



**[Overseas]** Figures are from overseas companies of MIURA Group with ISO 14001 certification.

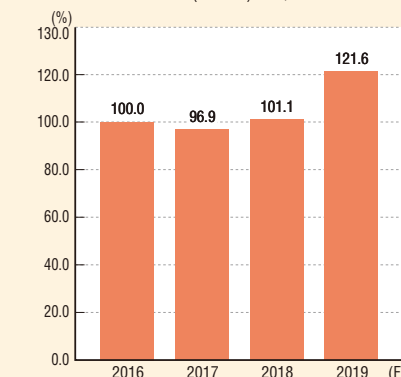
### Trend in energy consumption (converted to crude oil) per unit

KOREA MIURA CO.,LTD.



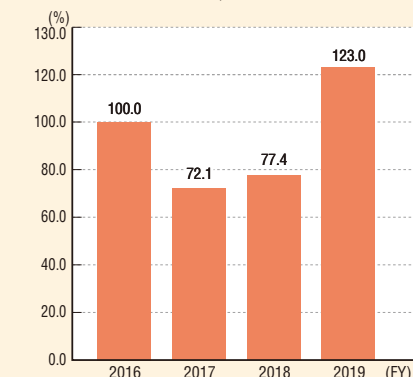
\* Per unit: Energy consumption calculated from crude oil equivalent (kl) divided by sales. Comparison is based on value from 2016 as 100%.

MIURA INDUSTRIES (CHINA) CO.,LTD.



\* Per unit: Energy consumption calculated from crude oil equivalent (kl) divided by equivalent steam output of boilers. Comparison is based on value from 2016 as 100%.  
 \* Total value of equivalent steam output of MIURA steam boilers during a fiscal year

MIURA TAIWAN ENG CO.,LTD.



\* Per unit: Energy consumption calculated from crude oil equivalent (kl) divided by sales. Comparison is based on value from 2016 as 100%.

MIURA Group  
CSR Initiatives

Board Chair, CSO Network Japan  
**Ms. Yukiko Furuya**



Consumer Affairs Advisor, Ph.D. (Policy Studies).  
Ms. Furuya serves as President of Consumer Conference for Sustainability, Joint Representative of CSR Review Forum, Deputy Representative Official of BHR-NAP Platform, Director of Japan Society for Business Ethics, Fellow of the Business Ethics Research Center, Member of Expert Panel for Promoting of Consumer-Oriented Management, Consumer Affairs Agency (2020-).  
**[Major paper/publications]**  
Major paper: “Promoting sustainable consumption” Japan Forum of Business and Society (2017); Major publications: “Consumer-oriented Business Strategy” Fuyoshobo Publishing (2010), “Modern Consumer Sovereignty” Fuyoshobo Publishing (2017).

As “the best partner of energy, water, and the environment,” the MIURA Group quickly catches societal changes and engages in clear CSR initiatives in 24 countries and regions across the world. Since 2019 is the 60th anniversary of the founding of the company, I would like to look forward to the company’s 100th anniversary and express my opinions as it further spreads operations across the globe.

1. Greatly contributing to the environment through products and services

Based on the technologies accumulated through our involvement with boilers, MIURA’s highly effective energy conservation and water conservation products, effective use of resources, and its maintenance services through product energy management have greatly contributed to many companies solving their environmental issues. This is demonstrated by the company receiving numerous awards, such as the Energy Conservation Grand Prize, the National Invention and Innovation Commendation, the Japan Society of Mechanical Engineers Award, and the Japan Gas Association Technology Grand Prize. I believe that showing these contributions to many companies’ environmental issues in conjunction with the MIURA Group’s initiatives for environmental issues in its supply chain will show the total of all of the MIURA Group’s initiatives for current environmental issues, which will also make it easy for stakeholders to evaluate.

2. Taking CSR initiatives to the next stage through CSR management

Environmental Management is steadily moving forward in accordance to policies, promotion systems, and the medium-term plan. The MIURA Group has also quickly grasped SDGs and other societal shifts and is engaged in motivated activities to respond to societal demands. However, the issues related to a sustainable society constantly shift, and the expectations of societal issues such as human rights and labor issues move quickly, transforming company risks as well. In addition to work style reforms, the MIURA Group has reached the level in which it is strategically moving forward with MIURA Group CSR, such as enacting a CSR basic policy and organizing the structure.

3. Identifying important topics with stakeholders

It is important for companies to utilize their strengths in

technology and products to tackle issues related to CSR. I believe that the MIURA Group is doing just that. However, on the other hand, companies must also confirm the important issues of societal stakeholders and take proper measures. It is necessary to look across the entire group supply chain, identify societal/environmental issues, such as human rights or labor issues which could impact various stakeholders, and take measures to solve these issues. In particular, as the worldwide spread of the novel coronavirus pandemic is impacting various human rights and labor issues, I expect the MIURA Group to listen to the impacted stakeholders and those stakeholders who specialize in this area in order to face these societal/environmental issues.

4. Strengthening initiatives which ask “what each and every one of us can do”

As noted by President MIYAUCHI Daisuke in the Commitment of Top Management section at the beginning, initiatives which ask “what each and every one of us can do” are wonderful and an important element for creating a sustainable society. This philosophy of the MIURA Group can be seen in its portable planetarium and job experience events which provide excellent education opportunities to consumers. In the future, I expect MIURA to focus efforts on consumer/citizen education as one important topic.

5. Adding a sustainable perspective in developing employees who take initiative

The MIURA Group’s concept of human resources development is “to develop employees who can think for themselves and take on challenges.” I believe that it is very laudable how this concept can develop employees’ sense of initiative. Adding in training on sustainability, such as ESD (Education for Sustainable Development) programs, employees will become powerful driving forces for CSR, boosting Group CSR to another level.

This opinion is based on the details of the MIURA Group 2020 CSR Report, the MIURA Group website, and the online stakeholders dialogue conducted on May 12.



Environment top management  
Senior executive officer  
YANAGIHARA Nobuaki  
**柳原伸章**

While the meeting was held via teleconference due to the national emergency declaration because of the spread of the novel coronavirus, I would like to thank Ms. Furuya for her valuable comments on the MIURA Group CSR Report. With the 60th anniversary of the founding of the MIURA Group being May 1, 2019, in this past year we have expressed our appreciation to customers, employees (and families), and regional societies through “ideas with heart,” always keeping in mind our Group Mission, “We will contribute to creating a society that is environmentally friendly and ways of living that are clean and comfortable through our work in the fields of energy, water, and the environment.” Among our efforts, over 27,000 people in five venues across Japan attended the private fair which we held for the first time in six years. In the fair venues, we introduced cutting-edge IoT technologies which have greatly contributed the employees’ work in the maintenance business, our company’s central pillar. Visitors also enjoyed our exhibitions on creating a hydrogen society based on this next generation energy.

As a new CSR initiative, MIURA conducted environmental

conservation activities through the “MIURA +i Planetarium” original content in planetariums. This initiative was conducted at seven elementary schools selected from nationwide applicants, private fairs, and children’s events in Tokyo and Osaka. This content displayed both the civilization which enriches our lives and the current state of nature and many living things being scarred or disappearing, providing an opportunity for both children and adults to think for themselves what they can do to protect them. As Ms. Furuya pointed out, we will in the future continue to take proactive efforts for consumer/citizen education as an important topic.

Furthermore, we will work together with related departments to improve measures to express the MIURA Group’s policies and processes on topics requested by stakeholders (especially societal issues such as human rights and labor issues) as well further establish our CSR management.



+i Planetarium preview for employees and families held July 7, 2019

Editorial policy	This report provides information on the MIURA Group’s basic stance on fulfilling our corporate social responsibility, the results of our efforts made in FY 2019, and our future plans. Priority is placed on topics thought to be of high interest to stakeholders and topics given special focus by the MIURA Group, centered on the keywords of environment, quality and customer satisfaction, human resources development, and social contribution, which are of particular importance when it comes to CSR activities.
Scope	Some group companies in Japan and other countries are not included in the report.
Period covered by report	April 1, 2019 - March 31, 2020 However, some past and recent information is included within the report.
Information disclosure on website	MIURA Group CSR and environmental information is also available on our website. <a href="https://www.miuraz.co.jp/">https://www.miuraz.co.jp/</a>
Inquiries	Corporate Communications Department, MIURA CO.,LTD. [Tel] +81-89-979-7019 [E-mail] <a href="mailto:info_miuraz@miuraz.co.jp">info_miuraz@miuraz.co.jp</a>