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, chemically, etc., and environmental measurement certification
- **Location**: 7 Horie, Matsuyama, Ehime 799-2696, Japan
- **Representative**: MIYAJICHI 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**: 5,893 (As of March 31, 2020) (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.

Consolidated net sales: 143.6 billion yen
Consolidated Number of employees: 5,893
Group: 5,920

Number of field engineers: Approx. 1,100
Number of offices in Japan: Approx. 100
Countries where sold: 24 countries and regions

**Group Companies**

**Japan**
- MIURA KOUKI CO., LTD.
- MIURA ADJUTECH CO., LTD.
- MIURA MANUFACTURING CO., LTD.
- MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.
- MIURA SA CO., LTD.
- MIURA JOB PARTNER CO., LTD.
- Inax Corporation
- Nissa kougyo co. ltd.
- KITANIHON BOILER CO., LTD.

**Overseas**
- MIURA INTERNATIONAL AMERICAS INC.
- KOREA MIURA CO., LTD.
- MIURA INDUSTRIES (CHINA) CO., LTD.
- MIURA INDUSTRIES (HONG KONG) LTD.
- MIURA TAIWAN ENG CO., LTD.
- MIURA SOUTH EAST ASIA HOLDINGS PTE LTD.
- PT. MIURA INDONESIA
- MIURA INDUSTRIES (THAILAND) CO., LTD.
- MARUSE ENGINEERING (V) CO., LTD.
- MIURA BOILER MALAYSIA SDN.BHD.

and others
Commitment of Top Management

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 diversity, we strive daily to evolve faster than the world is changing, and endeavor 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 “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 impeccably 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 will 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.

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

MIURA Group contributes to SDGs

From August to November of 2019 we held private MIURA Fair exhibitions themed on the concept of “Bringing + 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 for the future.

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

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.

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 CO2 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 CO2 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 CO2 emissions in future.

Cutting through to a hydrogen society and the decarbonization beyond

General Manager Mr. Toshiji Amano

Tokyo Gas Co., Ltd. Solution Technology Department
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.

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.

“Achieving Energy Conservation” is a registered trademark of ECCJ.

Comments from managers

Directors, Managing Executive offices: CTO COR Yasso

OCHI Yasuo

executive Managing

BOILER feed water heating unit

VH installation and environmental protection

Our company had been converting heavy oil to LNS for use as boiler fuel in order to comply with the Air Pollution Control Act. While this helped cut pollution concerns to a large extent, it increased boiler running costs dramatically. This led us to set a policy of lowering boiler operating costs as our next goal. After investigating and evaluating, 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 better operation efficiency we had hoped for, and also had the unanticipated benefit of curtailing 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 reducing environmental issues. These achievements were 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.

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 boost the performance of conventional heat pumps. We will leverage this to double the energy conservation effect, and work to promote and facilitate energy conservation further.

Comments from our customers

Grassroots activities at MIURA

Holding an energy-conservation contest

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

Energy conservation results

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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.

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.

Spreading our Group Mission at “Ideas with Heart Meetings”

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 our 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.

Mitsunori Cenettaka Chairperson
UMAROSHI 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 made me realize that we are hurting the planet even if we don’t mean to, and we should value the earth more. 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. We were able to convey the message that if each of us changes, we can certainly change the future.

Hokusetsu Branch, Hokusetsu TSM
YAMAMOTO Tetsuya

Comments from participants

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Hokusetsu Branch, Hokusetsu TSM
YAMAMOTO Tetsuya

Comments from participants

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.

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 environmental 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.

Approaches to SDGs

3

MIURA Group contributes to SDGs

4

1,003 children at seven schools around Japan participated

Participated schools

- Matsuyama Municipal Hokei Elementary School, Ehime
- Osakara Municipal Motsumi (Chiba) Elementary School, Chiba
- Ichinomiya Municipal Hotei Elementary School, Chiba
- Nagaokakyo Municipal Meiko-cho Elementary School, Oita
- Sendai Municipal Takegai Elementary School, Miyagi
- Aizu Matsumoto Primary School, Aizu
- Fukuoka Municipal Heta Elementary School, Fukuoka

Comments on five day trips around Japan

Although I had no idea there were so many stars, it was so beautiful that I want to look at the sky tonight onwards.

I was so happy that I left the house three times in one day! I felt the weight of being a 13-year-old.

I thought it was beautiful even though I didn’t understand much about what it meant.

I thought it was really beautiful that I was able to look up at the stars from the clouds.

I learned about the stars in detail, which made me feel like I had gained a lot of things.

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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

- **Reduce CO2 emissions during transportation by eliminating paper purchasing and used paper collection**
- **Increase information security level by disposing of confidential materials internally**
- **Reduce volume of purchased paper**
- **Reduce C02 emissions during paper purchasing and used paper collection**

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)

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Age</th>
<th>Number of Female Chiefs and Higher</th>
<th>Shortened Working Hours</th>
<th>Hiring of Disabled Persons</th>
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<tr>
<td>All employees</td>
<td>39.3</td>
<td>25%</td>
<td>16</td>
<td>72</td>
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<tr>
<td>Male</td>
<td>40.7</td>
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<td>15.8</td>
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<td>Female</td>
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<td>10.0</td>
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<tr>
<td>Percentage of employees</td>
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<td>75%</td>
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<tr>
<td>Male</td>
<td>781 employees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>46 employees</td>
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<td></td>
<td>137</td>
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<table>
<thead>
<tr>
<th>Category</th>
<th>Total Number of People</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Maternity leave/ Childcare leave</td>
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<tr>
<td>Use of system</td>
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<tr>
<td>Shortened working hours</td>
<td>16</td>
<td>6%</td>
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<tr>
<td>Hiring of disabled persons</td>
<td>72</td>
<td>2%</td>
</tr>
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<table>
<thead>
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<th>Category</th>
<th>[Number of People]</th>
<th>[Percentage]</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>1,415 employees</td>
<td>75%</td>
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<tr>
<td>Female</td>
<td>970 employees</td>
<td>25%</td>
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<td>Average number of years employed</td>
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<td>[Male] 15.8</td>
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<td></td>
<td></td>
<td>[Female] 10.0</td>
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<tr>
<td>Average age</td>
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<td>[Male] 40.7</td>
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<tr>
<td></td>
<td></td>
<td>[Female] 35.0</td>
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</tbody>
</table>

Approaches to SDGs 5

- **Reduction of CO2 emissions**
- **Increase of information security**
- **Reduction of purchased paper**
- **Reduction of C02 emissions during paper purchasing and used paper collection**
- **Two initiatives to spread SDGs internally**

Check this out in the video.

You can also check this out on our website.
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 CO2 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 CO2, 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 been promoting 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 been deliberating on 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 been 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).

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
  1. Taking effects on the environment into consideration, we will conduct environmental management systems, and work to improve them in an ongoing manner.
  2. 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.
  3. We will comply with environmental laws and regulations applicable to environmental aspects, and with other requirements that the MIURA Group commits to, seeking to prevent pollution and coexist with nature.

Promotion Systems

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

- Diagram of promotion systems
  1. Energy conservation subcommittee
  2. Pollution prevention subcommittee
  3. Chemical substance management subcommittee

Environmental goals

- Initative items/Content of initiative implemented
- Self evaluation FY 2019
- Associated SDGs

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 CO2, environmentally polluting substances, waste, and heat, and in fact, all substances that we output.

We will reduce CO2 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

<table>
<thead>
<tr>
<th>Environmental goals</th>
<th>Initiative items/Context of initiative implemented</th>
<th>Self evaluation FY 2019</th>
<th>Associated SDGs</th>
</tr>
</thead>
<tbody>
<tr>
<td><em>Environmentally aware product development</em></td>
<td>Implement regular measurement of equipment that creates smoke and dust, and work to eliminate atmospheric pollution.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Implement regular inspections of waste quality, and work to prevent water pollution.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Implement regular inspection of noise levels, and work to prevent noise pollution.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Implement environmental patrols and environmental inspections of production equipment, and use emergency response procedures to perform monitoring.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td><em>Pollution prevention activities</em></td>
<td>Create and operate systems for sharing information on chemical substances.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Perform internal audits to facilitate monitoring of management of toxic and deleterious substances.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td><em>Coexisting with nature through environmental protection endeavors</em></td>
<td>Implement cleaning activities in factory vicinity. (4 times per year)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Implement cleaning activities in rivers near factories. (Twice a year)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Maintain and manage green areas in factory environs and on roofs.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td><em>Using energy effectively</em></td>
<td>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)</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Reduce energy consumption (converted to crude oil) per unit*1 by 1% year-on-year.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Install meters and perform measurement reflecting factory reorganization and division movement.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Implement operations management based on energy management guidelines and management procedure manuals, and review these to reflect circumstances.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td><em>Using and recyle resources</em></td>
<td>Reduce total waste volume<em>2 within factories by 1% per unit</em>1 year-on-year.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Improve reuse and recycling ratios.</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td><em>Accelerating reuse and recycling of waste from within the factory</em></td>
<td>Reduce in volume of paper used (Reduce per unit as volume used = amount purchased, and FY 2013 as a standard)</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

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

*1 Per unit: Amount of power, heat, 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 ISO14001 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 chippers).

1. **Reduce landfill waste by decreasing slag volume**

<table>
<thead>
<tr>
<th>Before change</th>
<th>25,000 kg</th>
<th>Approx. 2,035 kg/month</th>
</tr>
</thead>
<tbody>
<tr>
<td>After change</td>
<td>20,000 kg</td>
<td>Approx. 1,689 kg/month</td>
</tr>
<tr>
<td>Reduction effects</td>
<td>Approx. 8% reduction</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Reduction effects</th>
<th>Work hours/year reduction</th>
<th>Power consumption/kWh/year reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>170 hours/year reduction</td>
<td>192 kWh/year reduction</td>
<td></td>
</tr>
</tbody>
</table>

3. **Wire cost reduction**

Based on calculations from the wiring of eight welding machines, this initiative would lead to a savings of around $21,000 yen a year.

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

**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 effects

<table>
<thead>
<tr>
<th>FY 2018/FY 2019</th>
<th>Power consumption kWh/year reduction</th>
<th>Electricity costs (yen/year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>22,309</td>
<td>490,798 yen reduction/year</td>
<td></td>
</tr>
</tbody>
</table>

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 Rs” (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. Recyclable 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)
Overview of current corporate governance structure

- Directors, Board of Directors, Management Meeting
  As of March 30, 2020, there are 12 directors (four of which are auditors). The Board of Directors makes management decisions and supervises the legality and appropriate 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 independent outside directors. The so-called 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.

Corporate governance structure

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 antiscorial 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 Antiscorial 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.

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 Board 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.

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.

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.

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).

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 30, 2023, 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

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 technology service 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 vote 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.

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 technology service capabilities and actively fulfill their roles in their divisions.”

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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 81st 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.

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.

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.

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.

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.

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 CO2 emissions in the manufacturing of parts by our cooperating companies. The results are regularly reported to management.

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.

Flow of purchasing procedure
We have 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.

Flow of purchasing procedure

1. Entry from a manufacturing company
2. Company investigation
3. Decision on specifications/order quantity and request for quote
4. Evaluation of quote
5. Plant tour
6. Final production
7. Prototype checking
8. Final pricing
9. Supplier registration/basic trade agreement
10. Order placement
11. Delivery
12. Receiving inspection
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 LPGA event at the 7th AXA Ladies Golf Tournament in MIYAZAKI (held March 2019). 6th in prize money ranking (as of December 2019).

Matsuyama Festival
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 visitors 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.

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” (Botchan Theater Company/Botchan Theater, Toon City, Ehime) and others

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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 Ehime 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.

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.

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

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 arochemically residues contained in food, water, and soil, and technologies for monitoring indoor environments.

Other sponsorships related to culture and art
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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)

Pipe fitting work
- Explanation about boilers
- Pipe fitting work
- Explaining 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 arochemically residues contained in food, water, and soil, and technologies for monitoring indoor environments.

Exhibit stand for KidZania Koshien

A child doing maintenance work

KidZania Koshien

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.

* 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 30 families with 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 specially training program. This activity not only supports the local community, it also leads to internships and future employment.

**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 96,000 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.

**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.

**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 (ninha calthope). 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.

**Responsibilities and Actions Taken Toward Employees**

**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 (453 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.

**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.

**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 reality. MIURA is engaged in activities to improve our health and safety activities by exchanging information with other companies.
Financial and Non-financial Data

**Financial Indicators**

- **Trends in consolidated net sales and consolidated ordinary income**
  - Ordinary income (Operating income for IFRS): 19,000
  - Share price: 4,000
  - Trend in energy consumption (converted to crude oil) per unit: 78.3
  - Trend in volume of reuse per unit: 37.0

- **Trend in dividend per share and share price**

**Employee-related Data**

- **Frequency of lost time accidents**
  - Frequency: Number of lost time accidents occurred (one day or more) per 1 million work hours
  - Data: Survey on Industrial Accidents by Ministry of Health, Labour and Welfare

**Reduction of Total Emissions**

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

  - Trend in total emissions per unit:
    - FY 2015: 100.0, FY 2016: 96.9, FY 2017: 86.6, FY 2018: 82.9, FY 2019: 81.8

  - Trend in volume of reuse per unit:

  - Trend in OA paper purchase volume per unit:
    - FY 2015: 100.0, FY 2016: 96.9, FY 2017: 85.6

**Effective Use of Energy**

- **Trend in energy consumption (converted to crude oil) per unit**
  - FY 2015: 100.0, FY 2016: 96.9, FY 2017: 86.6, FY 2018: 79.3, FY 2019: 74.0

- **Trend in CO2 emissions per unit**
  - FY 2015: 100.0, FY 2016: 96.9, FY 2017: 86.6, FY 2018: 80.0, FY 2019: 75.6

**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.: 100.0, FY 2016: 92.9, FY 2017: 86.7, FY 2018: 78.0, FY 2019: 70.1
  - MIURA INDUSTRIES (CHINA) CO., LTD.: 100.0, FY 2016: 81.6, FY 2017: 79.1, FY 2018: 77.4, FY 2019: 75.8
  - MIURA TAIWAN ENG CO., LTD.: 100.0, FY 2016: 82.4, FY 2017: 79.1, FY 2018: 77.4, FY 2019: 75.8

- **Trend in CO2 emissions per unit**
  - KOREA MIURA CO., LTD.: 100.0, FY 2016: 81.6, FY 2017: 79.1, FY 2018: 77.4, FY 2019: 75.8
  - MIURA INDUSTRIES (CHINA) CO., LTD.: 100.0, FY 2016: 82.4, FY 2017: 79.1, FY 2018: 77.4, FY 2019: 75.8
  - MIURA TAIWAN ENG CO., LTD.: 100.0, FY 2016: 82.4, FY 2017: 79.1, FY 2018: 77.4, FY 2019: 75.8

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

Board Chair, CSO Network Japan
Ms. Yukiko Furuya

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 on May 12.

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.