

Scope of reporting entities
(1) Domestic Consolidated Subsidiaries: MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD. ; MIURA JOB PARTNER CO., LTD. ; MIURA SA CO., LTD.; YABUSAME CO., LTD.; HAYABUSA MAINTENANCE CO., LTD.; NIWA KOUGYO CO., LTD.; KITANIHON BOILER CO., LTD.; MILLABOT CO., LTD.; TORTOISE ENGINEERING CO., LTD.
(2) Domestic Equity Method Affiliates: Inax Corporation; KOBELCO COMPRESSORS CORPORATION; DAIKIN APPLIED SYSTEMS CO., LTD.
(3) Overseas Consolidated Subsidiaries: KOREA MIURA CO., LTD.; MIURA INDUSTRIES (CHINA) CO., LTD.; MIURA INDUSTRIES (HONG KONG) LTD.; MIURA TAIWAN ENG CO., LTD.; MIURA SOUTHEAST ASIA HOLDINGS PTE. LTD.; MIURA SINGAPORE CO PTE. LTD.; MIURA BOILER MALAYSIA SDN. BHD.; PT. MIURA INDONESIA; MIURA INDUSTRIES (THAILAND) CO., LTD.; MIURA TURKEY HEATING SYSTEMS INDUSTRY CO., LTD.; MIURA INTERNATIONAL AMERICAS INC.; MIURA AMERICA CO., LTD.; MIURA CANADA CO., LTD.; MIURA BOILER MEXICO S.A. DE C.V.; MIURA BOILER DO BRASIL LTDA.; MIURA NETHERLANDS B.V.; MIURA BANGLADESH CO., LTD. ; CERTUSS GmbH ; The Cleaver-Brooks Company, Inc.
(4) Overseas Equity Method Affiliates: JENSEN-GROUP NV

Environment								
Reporting item		FY2021	FY2022	FY2023	FY2024	FY2025	Reporting entities	
Energy	Energy usage (in kiloliters of oil equivalent)	6,624	6,450	6,191	5,494	5,430		
	Energy usage per revenue unit in millions of yen ¹ (in kiloliters of oil equivalent)	0.068	0.063	0.057	0.047	0.042		
CO ₂ emissions based on the GHG Protocol	Scope 1 and 2 CO ₂ emissions ² (t-CO ₂)	11,623.1	13,805.7	10,258.1	9,147.4	11,018.6	MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.; MIURA SA CO.,LTD.; MIURA JOB PARTNER CO., LTD	
	Scope 1 emissions ² (t-CO ₂)	3,735.8	3,588.3	3,221.9	3197.7	3065.8		
	Scope 2 emissions ² (t-CO ₂)	7,887.3	10,217.4	7,036.3	5,949.7	7,952.8		
	Scope 1 and 2 CO ₂ emissions per revenue unit in millions of yen ^{1 2} (t-CO ₂)	0.119	0.134	0.095	0.078	0.085		
	Scope 3 CO ₂ emissions (in thousands of t-CO ₂)	20,100	22,205	21,231	19,860	2,102		
	Scope 3 CO ₂ emissions per revenue unit in millions of yen ¹ (t-CO ₂)	206.4	215.7	196.6	168.3	162.6		
Water resources	Water usage (m ³)	162,821	173,285	157,595	132,137	145,847	MIURA CO., LTD. (branch offices not included); MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.; MIURA SA CO.,LTD.; MIURA JOB PARTNER CO., LTD.	
	Water usage per revenue unit in millions of yen ¹ (m ³)	1.672	1.683	1.459	1.120	1.128		
Discharged waste	Discharged waste ³ (t)	2,150.8	2,062.4	1,987.2	2,156.5	2,486.9	MIURA CO., LTD. (branch offices not included); MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.; MIURA SA CO.,LTD.; MIURA JOB PARTNER CO., LTD.	
	Discharged waste per revenue unit in millions of yen ^{1 3} (t)	0.022	0.020	0.018	0.018	0.019		
	Waste recycling rate ³ (%)	80.9	71.5	74.9	80.1	90.6		
VOC (volatile organic compound)	VOC emissions ⁴ (t)	8.8	8.5	8.5	9.4	7.6	MIURA CO., LTD. (branch offices not included); MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.	
	VOC emissions per revenue unit in millions of yen ^{1 4} (t)	0.000090	0.000083	0.000079	0.000080	0.000059		
Environmental management	Percentage of facilities with EMS in place (%)	50	60	70	-	—	MIURA Group companies' plants operating in Japan; KOREA MIURA CO., LTD.; MIURA INDUSTRIES (CHINA) CO., LTD.; MIURA TAIWAN ENG CO., LTD.; PT. MIURA INDONESIA	
	Japan (%)	-	-	-	78	78	MIURA CO., LTD. (branch offices not included); MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.; MIURA JOB PARTNER CO., LTD.; MIURA SA CO., LTD.; YABUSAME CO., LTD.; Tortoise Engineering Co., Ltd.	
	Outside Japan (%)	-	-	-	43	43	KOREA MIURA CO., LTD.; MIURA INDUSTRIES (CHINA) CO., LTD.; MIURA TAIWAN ENG CO., LTD.; PT. MIURA INDONESIA; MIURA AMERICA CO., LTD.; MIURA CANADA CO., LTD.; MIURA BOILER DO BRASIL LTDA.	
Environmental incident	Number of environmental incidents occurred	3	5	9	8	18	MIURA CO., LTD. (branch offices not included); MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.; MIURA JOB PARTNER CO., LTD.; MIURA SA CO., LTD.	
Nature conservation	Number of volunteer participants in nature conservation efforts at MIURA Forest	13	34	37	19	Not held due to inclement weather		

1. Per revenue unit of MIURA CO., LTD., on an unconsolidated basis

2. Energy-derived CO₂ emissions

3. Waste includes industrial and municipal waste, valuables, and recyclable waste discharged by facilities operated by the reporting entities.

4. Retroactively adjusted to reflect changes in calculation methods

Social								
Reporting item		FY2021	FY2022	FY2023	FY2024	FY2025	Reporting entities	
Number of employees	MIURA CO., LTD.	3,246	3,298	3,289	3,332	3,364	MIURA CO., LTD.	
	Men	2,449	2,497	2,493	2,508	2,508		
	Women	797	801	796	824	856		
	MIURA Group companies operating in Japan (MIURA CO., LTD., not included)	1,000	971	1,008	802	869	Domestic consolidated subsidiaries (excluding MIURA CO., LTD.) See "Explanation of calculation scope"	
	Men	890	866	892	721	769		
	Women	110	105	116	81	100		
	MIURA Group companies operating outside Japan	1,801	1,801	1,838	1,925	3,496	Overseas consolidated subsidiaries See "Explanation of calculation scope"	
	Men	1,423	1,419	1,437	1,513	2,859		
	Women	378	382	401	412	637		
	Total	6,047	6,070	6,135	6,059	7,729	Domestic consolidated subsidiaries and overseas consolidated subsidiaries See "Explanation of calculation scope"	
Hiring and employment	Number of new graduate hires	97	97	111	89	122	MIURA CO., LTD.	
	Men	89	85	98	76	99		
	Women	8	12	13	13	23		
	Number of mid-career hires	85	74	74	133	99	MIURA CO., LTD.	
	Men	54	58	49	77	65		
	Women	31	16	25	56	34		
	Number of employees with disabilities	105	107	105	104	110	MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA JOB PARTNER CO., LTD.	
	Disability Employment Rate (%)	2.47	2.5	2.45	2.38	2.47		
	Number of non-Japanese employees	7	7	5	7	12		
	Number of employees rehired after reaching the mandatory retirement age of 60	35	31	39	39	42	MIURA CO., LTD.	
	Percentage of employees rehired after reaching the mandatory retirement age of 60 (%)	87.5	88.6	92.9	97.5	93.3	MIURA CO., LTD.	
	Number of employees rehired after retiring from work due to marriage, childbirth, and childcare	3	4	0	2	1	MIURA CO., LTD.	

Years of continuous service	Average years of continuous service of all employees		14.7	15.0	15.2	15.1	15.1	MIURA CO., LTD.
		Men	16.0	16.2	16.4	16.3	16.2	
		Women	10.5	11.1	11.7	11.7	11.9	
	Average years of continuous service of career-track employees		15.1	15.2	15.3	15.2	15.1	MIURA CO., LTD.
		Men	14.9	15.0	15.1	15.0	14.9	
		Women	16.8	17.1	17.7	17.5	16.8	
Employee turnover	Percentage of employees who opted for voluntary retirement (%)		3.5	3.3	5.0	3.6	3.9	MIURA CO., LTD.
		Men	3.1	3.2	4.9	3.3	4.2	
		Women	4.9	3.6	5.3	4.8	3.1	
	Turnover ratio among new graduate hires on payroll for three years or less (%)		21.0	23.1	32.0	13.4	23.4	MIURA CO., LTD.
		Men	21.1	25.7	32.6	14.1	25.5	
		Women	20.8	6.3	25.0	8.3	7.7	
Employee turnover	Number of employees who retired at the mandatory retirement age of 60		40	35	42	40	45	MIURA CO., LTD.
		Men	37	33	39	37	41	
		Women	3	2	3	3	4	
Workplace diversity and inclusion	Number of managers and above		622	653	664	686	641	MIURA CO., LTD.
		Men	606	634	642	663	619	
		Women	16	19	22	23	22	
	Number of female employees with supervisory responsibilities		276	295	320	327	336	MIURA CO., LTD.
	Percentage ¹ (%)		15.2	15.6	16.5	16.7	17.6	
	Number of female assistant managers and equivalent		28	29	30	28	29	MIURA CO., LTD.
		Percentage ² (%)	11.0	10.7	10.9	10.4	12	
	Number of female managers and above		16	19	22	23	22	MIURA CO., LTD.
		Percentage ² (%)	2.6	2.9	3.3	3.4	3.4	
	Percentage of managers and above among mid-career hires (%)		19.0	19.1	19.1	18.8	18.9	MIURA CO., LTD.
	Number of non-Japanese managers and above		1	1	0	0	0	MIURA CO., LTD.
	Number of female directors		0	1	1	1	1	MIURA CO., LTD.
		Percentage (%)	0	8.3	9.1	9.1	11.1	
Maternity and childcare leave	Usage rate of childcare leave (%)	Men	19.2	24.0	47.0	76.1	81.0	MIURA CO., LTD.
		Women	98	100	100	100	98	
		Men	-	-	-	-	94	MIURA MANUFACTURING CO., LTD.
		Women	-	-	-	-	Not applicable	
	Return-to-work rate after taking childcare leave (%)	Men	100	100	100	100	100	MIURA CO., LTD.
		Women	98	98	94	100	98	
		Men	-	-	-	-	100	MIURA MANUFACTURING CO., LTD.
		Women	-	-	-	-	Not applicable	
	Number of employees working shorter hours for childcare	Men	0	0	0	1	1	MIURA CO., LTD.
		Women	144	130	146	148	159	
Employee training and development	Number of training sessions provided during the year ³		120	207	312	288	357	MIURA CO., LTD.
	Number of employees who attended training sessions during the year		1,638	3,033	3,971	4,067	4,603	MIURA CO., LTD.
	Number of employees who participated in the Miura Global Talent School program ⁴ during the year		35	35	29	37	48	MIURA CO., LTD.
	Number of qualifications held by employees to be designated as Heat-energy Consultants ⁵ , including those with multiple qualifications		1,199	1,233	1,384	1,597	1,784	MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.

1. The percentage of female employees with supervisory responsibilities represents the percentage of women among all those with supervisory responsibilities in the company.

2. The percentage of female assistant managers and equivalent represents the percentage of women among all assistant managers and equivalent in the company; the percentage of female managers and above represents the percentage of women among all managers and above in the company.

3. Training sessions provided by MIURA CO., LTD.

4. The Miura Global Talent School is a three-year program established in line with the expansion of the Miura Group's overseas business, designed to develop human resources capable of thriving both domestically and internationally.

5. A "Heat-energy Consultant" is Miura's unique title for specialists who identify customers' current situations and issues related to heat, and propose highly specialized solutions tailored to their needs.

Social								
Reporting item			FY2021	FY2022	FY2023	FY2024	FY2025	Reporting entities
Working hours and holidays	Annual scheduled working hours		1,886.0	1,855.3	1,863.0	1,840.0	1,847.7	MIURA CO., LTD.
	Annual actual working hours, including overtime		2,007	2,003	2,004	2,010	2,018	MIURA CO., LTD.
	Average monthly overtime (hours per employee)		21.3	22.6	24.2	24.5	24.1	MIURA CO., LTD.
	Average number of paid holidays taken by employees		14.0	12.7	16.0	13.7	13.1	MIURA CO., LTD.
	Usage rate of annual paid holidays (%)		72.1	64.9	82.1	70.0	67.1	MIURA CO., LTD.
	Number of employees who took paid holidays by the hour		799	838	794	754	848	MIURA CO., LTD.
	Number of employees who took accumulated paid holidays		69	224	465	449	361	MIURA CO., LTD.
Working hours and holidays	Number of employees eligible for flexible working hours		3,031	3,051	3,257	3,295	3,343	MIURA CO., LTD.
	Percentage of employees in a safe and productive teleworking environment (%)		60	70	70	75	75	MIURA CO., LTD.
Employee survey	The percentage of employees who responded to the employee satisfaction survey (%)		84	84	74	-	-	MIURA CO., LTD.
	Employee engagement survey score ⁶		-	-	-	49.6	52.6	MIURA CO., LTD.
Gender pay gap ⁷ (%)	MIURA CO., LTD.	All employees	-	56.4	57.2	57.7	58.0	MIURA CO., LTD.
		Full-time employees	-	60.0	60.9	60.7	61.3	
		Contract employees	-	36.6	37.1	38.5	36.0	
	MIURA MANUFACTURING CO., LTD.	All employees	-	-	-	-	60.7	MIURA MANUFACTURING CO., LTD.
		Full-time employees	-	-	-	-	74.8	
		Contract employees	-	-	-	-	65.4	

6. The employee satisfaction survey was replaced by the employee engagement survey, effective FY2024.

7. Gender pay gap is obtained by, first, obtaining the average amount of annual wage (by dividing the total amount of annual wage paid during the year, broken down by gender and type of employment, by the total number of employees on payroll broken down by gender and type of employment), and then calculating the ratio of the amount of average annual wage of female employees to that of male employees by type of employment.

Reporting item		FY2021	FY2022	FY2023	FY2024	FY2025	Reporting entities
Occupational safety and health management	Frequency rate of lost-worktime accidents ⁸	0.72	1.07	0.83	1.41	1.84	Domestic consolidated subsidiaries See "Explanation of calculation scope"
	Severity rate of work-related accidents ⁹	0.92	0.01	0.02	0.02	0.03	
	Number of work-related accidents	19	25	27	29	33	
	Number of fatal work-related accidents	0	0	0	0	0	
	Number of work-related road accidents resulting in personal injury or death and property damage	97	100	93	100	93	MIURA CO., LTD.
	Number of managers who took training programs for safety and health supervisor	3	169	224	230	225	Domestic consolidated subsidiaries See "Explanation of calculation scope"
	Percentage of managers who took training programs for safety and health supervisor (%)	100	100	100	100	100	
	Number of employees certified as class-1 health officer	144	166	449	625	764	MIURA CO., LTD.
Occupational safety and health management for MIURA Group suppliers	Number of suppliers that took occupational safety and health management courses	996	1,377	1,213	1,160	1,557	Domestic consolidated subsidiaries See "Explanation of calculation scope"
	Percentage of suppliers that took occupational safety and health management courses (%)	100	100	100	100	100	
	Number of work-related accidents that involved supplier employees	6	7	11	11	12	
	Number of fatal work-related accidents that involved supplier employees	1	0	0	0	0	
Investing in employee wellness	Percentage of employees who took regular company health checkups (%)	100	100	100	100	100	MIURA CO., LTD.
	Percentage of employees found to maintain a healthy weight-to-height ratio ^{10 11} (%)	61.4	63.8	61.7	64.4	66.2	MIURA CO., LTD.
	Number of employees who participated in healthy walking events	377	396	625	690	786	MIURA CO., LTD.
	Number of health seminars held by the company for employees	0	2	0	1	1	MIURA CO., LTD.
	Percentage of employees who participated in stress check programs (%)	90.0	85.7	86.5	85.8	85.5	MIURA CO., LTD.
	Percentage of employees found to be under high stress (%)	9.7	11.3	12.0	12.7	14.0	MIURA CO., LTD.

8. Number of work-related accidents resulting in one or more lost work days per million working hours

9. Number of lost work days resulting from work-related accidents per 1,000 working hours

Reporting item		FY2021	FY2022	FY2023	FY2024	FY2024	Reporting entities
Quality management	Number of employees who took risk assessment training programs	59	65	86	84	80	MIURA CO., LTD.
	Percentage of expenses of addressing customer complaints about product quality to company revenue (%)	1.06	0.83	0.65	0.60	0.52	MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.
	Number of customer complaints received ¹² (Complaints about parts quality not included)	1,248	971	797	743	788	
	Instances of significant changes made to product design, following major quality incidents	15	22	18	15	16	
	Ratio of instances of emergency repair services performed to the total number of MIURA products operating in the market ¹³	0.347	0.366	0.354	0.331	0.316	MIURA CO., LTD.
	Number of employees having official licenses for non-destructive inspection and boiler welding	-	281	322	321	329	MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.
	Rate of conformity to ISO 9001 and 13485 requirements verified by internal QMS audits	94.9	95.8	93.7	94.8	93.6	MIURA CO., LTD.
	Number of instances of nonconformity to ISO 9001 and 13485 requirements identified by internal QMS audits	8	11	7	9	26	MIURA CO., LTD.
	Number of instances of nonconformity to ISO 9001 and 13485 requirements identified by independent QMS audits	0/0	1/0	1/0	5/0	1/0	MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.
	Percentage of operational coverage of QMS ¹⁴ (%)	-	86.0	86.2	84.0	80.1	MIURA CO., LTD.; MIURA MANUFACTURING CO., LTD.; MIURA AQUATEC CO., LTD.; MIURA KOUKI CO., LTD.; MIURA ENVIRONMENTAL MANAGEMENT CO., LTD.
	Number of newly appointed internal assessors for ISO 9001	18 (5/13)	47 (19/28)	13 (13/0)	28 (11/17)	129 (124/5)	
Supply chain management	Percentage of MIURA suppliers that responded to a questionnaire survey on the Group's sustainable procurement practices (%) ¹⁵	-	67.0	78.0	67.0	-	MIURA CO., LTD.

12. Total number of instances of product-caused incidents, customer complaints, and product defects

13. Number of the Company's products installed in the market

14. Number of employees belonging to QMS-covered organizations at MIURA CO., LTD. and domestic manufacturing companies ÷ Total employees

15. The survey was concluded as the situation was identified through the questionnaire. From fiscal year 2025, initiatives specifically focused on ESG are scheduled to be implemented.

MIURA Group's ESG Data Updated for 2025

Governance							
Reporting item		FY2021	FY2022	FY2023	FY2024	FY2024	Reporting entities
Compliance	Percentage of Group companies that conducted compliance training for employees (%)	96.7	99.2	97.2	98.1	98.3	Domestic consolidated subsidiaries and INAX CORPORATION See "Explanation of calculation scope"
	Number of whistleblowing cases reported	3	6	7	11	13	Domestic consolidated subsidiaries and certain overseas consolidated subsidiaries
Corporate director	Number of directors	12	11	11	9	9	MIURA CO., LTD.
	Number of outside directors	4	4	4	4	4	MIURA CO., LTD.
	Number of female directors	0	1	1	1	2	MIURA CO., LTD.
Board meeting	Number of board meetings held	13	13	14	13	13	MIURA CO., LTD.
	Attendance rate at board meetings among outside directors (%)	100	100	100	100	100	MIURA CO., LTD.
	Attendance rate at board meetings among other directors (%)	100	100	100	100	100	MIURA CO., LTD.
	Attendance rate among all directors (%)	100	100	100	100	100	MIURA CO., LTD.