



## Corporate Philosophy

### Mission

Inspiring the world with entrepreneurship

### Vision

To create a strong and great company

### Creed

ひねらんかい

Hinerankai

In Kansai dialect, this means "Think outside the box."

## Code of Conduct The Septeni Way

### Speed

**Speed is preferred – even if it comes with a little bit of roughness – over sophisticated but slow.**

We place speed first and follow a process of repeated trial and error in an effort to achieve a higher level of completion.

### Stretch

**Setting challenging targets**

We believe it is important to make innovations that meet challenging targets. The steady accumulation of day-to-day changes ultimately leads to remarkable growth.

### Partnership

**Achieving mutual growth**

We all work hard, in competition and in cooperation, from the perspective of the management team to build a better company.

### Fair & Open

**Make things simple and easy for anybody to understand.**

We ensure fairness and openness in constructing an environment and relations.

### Diversity

**Using diversity as a competitive edge**

We respect all human rights and mutually recognize diversity. We work to realize working styles in which individuals can exhibit and apply their respective strengths.

### Passion

**Remaining passionate**

We believe that passion will help us increase our capacity and consistently produce positive results. We continue our own personal development to stimulate corporate growth and contribute to society.

### Free & Rule

**Freedom within discipline**

The decisions we make are not dictated by whether something is beneficial, but whether it is right. We comply with the corresponding regulations and ordinance and with the spirit of law, while concentrating on doing our jobs seriously yet happily.

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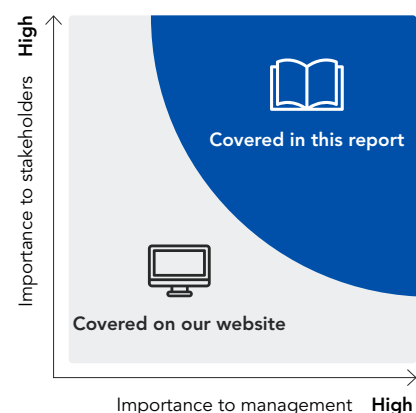
## Editorial Policy

The Septeni Group aims to help realize a sustainable society by working to resolve social issues through its businesses. We publish the Integrated Report to give our stakeholders an overall understanding of the Group's progress and value creation through its business activities. This report presents management policies and business strategies from a medium-to-long-term perspective, as well as financial and non-financial information, using as reference the International Integrated Reporting Framework issued by the International Integrated Reporting Council and the Guidance for Integrated Corporate Disclosure and Company-Investor Dialogue for Collaborative Value Creation compiled by the Ministry of Economy, Trade and Industry of Japan. For more detailed IR and CSR information, please visit our website.



## Forward-Looking Statements

Statements other than historical facts contained in this report are forward-looking statements that have been prepared on the basis of certain assumptions and the judgments of the Company's management derived from currently available information. Therefore, information such as actual business results announced in the future may differ depending on various factors, and the Company is not responsible for any damages resulting from the use of the information in this report.



### Septeni Group Website

<https://www.septeni-holdings.co.jp/en>



### Investor Relations

<https://www.septeni-holdings.co.jp/en/ir/>

### CSR

<https://www.septeni-holdings.co.jp/en/csr/>

### Storie(s) (Japanese only)

[https://note.com/septeni\\_group](https://note.com/septeni_group)

