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Editorial policy

Referenced guidelines	<ul style="list-style-type: none">● International Integrated Reporting Framework (IFRS Foundation)● Company-Investor Dialogue for Collaborative Value Creation (Ministry of Economy, Trade and Industry of Japan)● GRI Sustainability Reporting Standards (Global Reporting Initiative)● SASB Standards (Sustainability Accounting Standards Board)
Scope of reporting	Period: April 2023 to March 2024 (includes some information relating to before or after the reporting period) Scope: Exeo Group, Inc. and its consolidated subsidiaries (in some cases Exeo Group, Inc. only)
Issued	August 2024 (Next scheduled issue: August 2025)
Notice on forward-looking statements	This corporate report contains forward-looking statements such as the future business performance outlook of the Group. As these statements are based on the information available at the time of the preparation of this report, the actual results may differ materially from the content described or suggested therein due to various factors. As this corporate report is not intended for the purpose of soliciting investment, all users of this report are advised to undertake decisions concerning investment at their own discretion. The figures stated in units of ¥100 million and ¥1 million are rounded down.

External evaluation

SBT validation

In July 2024, we received SBT Validation from the international Science Based Targets (SBT) initiative organization for our greenhouse gas reduction target for 2030 as a target based on scientific evidence.



Digital Transformation Certification

Exeo Group was recognized as a certified digital transformation (DX) operator in March 2022 based on the Digital Transformation Certification System of the Ministry of Economy, Trade and Industry.



PRIDE Index

The Group received silver certification in the PRIDE Index 2023*2 that evaluates workplace initiatives related to LGBTQ and other sexual minorities.

*2 Formulated by volunteer nonprofit organization Work with Pride



Nikkei Smart Work

We achieved a 4 star rating in the 7th Nikkei Smart Work Management Survey, which recognizes companies that are utilizing human resources to their maximum potential and thus pioneering innovation and new markets by creating diverse, flexible work styles.



CDP Climate Change Report

International non-government organization CDP which runs an environmental information disclosure system selected us for an A- designation as a company with outstanding environmental initiatives and information disclosures pertaining to climate change.



D&I Award

The Group was awarded the highest designation "Best Workplace for Diversity & Inclusion" in D&I Award 2023*1 which recognizes the efforts of companies that strive toward diversity and inclusion.

*1 Operated by JobRainbow Co., Ltd.



Nadeshiko Brand

The Group has been recognized by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange for three consecutive years, with selection as a Nadeshiko Brand in 2020 and as a Semi-Nadeshiko Brand in 2021 and 2022.

