



PLUS Group

Sustainability Report

2024

Create social optimality with our unique ideas. Opening up the way to a sustainable future.

Let's start and take the next step forward

Since our foundation in 1948, we at PLUS have aimed to be "a company that is a plus for society."

We have entered the second year since establishing our sustainability policies, which are new guidelines for the future.

We have designated the current year as the "execution phase" of sustainability, and we have been advancing new challenges.

To that end, we must continue to further hone the PLUS approach that we have been taking.

Truly-New

More passionate

More properly

Be more yourself, be unique!

Be more creatively innovative

We must be a company whose existence is needed even more in society, by having a thorough understanding of customer satisfaction, creating value through unique manufacturing and creative work, and expression of new sceneries.

With PLUS no kokoro in our hearts,

and ideas that will shake the hearts and minds of the world,

we will achieve social optimality where people, society and the environment are in harmony and create a sustainable future where people lead more enriched lives.

Corporate Philosophy

PLUS no kokoro

Our Philosophy

Unique Values - Higher Satisfaction.

Our Vision

We at PLUS strive to provide people all over the world with goods and services that support and promote comfortable, pleasant, smart lifestyles and workspaces, and contribute to the sustainable advancement of society.

Our Values

As we strive for uniqueness we will:

- Promote customer-first respect
- See our world through the eyes of the consumer
- Respect & support free thinking and individualism
- Value designs with dedication and perseverance
- Perpetually challenge and innovate

Our Action

- Try unconventional, unique methods in our business approach.
- Spare no effort to meet and exceed our customer's expectations.
- Work dedicatedly, mindful of the responsibilities as a member of your family and society.
- Strive for originality, while cherishing teamwork and unity.
- Persevere in pursuing and offering brilliant and agreeable products and services.
- Challenge the future with a passion to change the existing system and society.

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Editorial Policy

Our "Sustainability Report 2024" conveys the state of The PLUS Group, which is advancing concrete initiatives, based on our sustainability policies, key action themes, and materialities formulated in 2022. Continuing from the previous year, we will introduce each employee's state of understanding of sustainability, and will report on our vision for the future and issues through discussion meetings of the Corporate Executive Officers. The PLUS Group designates and will utilize this report as a crucial tool to deepen dialogue with our stakeholders and to grow together.

Period : 2023 fiscal year (January 1, 2023 - December 31, 2023) *Part of this report includes actives before and after period
Scope : This report focuses on PLUS Group companies (our consolidated subsidiaries and affiliated companies).
Reference Guidelines : ● International Organization for Standardization "Guidance on Social Responsibility (ISO26000:2010)"
 ● Ministry of the Environment's "Environmental Reporting Guidelines 2018"
 ● GRI (Global Reporting Initiative) "Sustainability Reporting Standard"

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The History of The PLUS Group's Social Optimality

The PLUS Group stresses the importance of "Four Way Satisfaction," our management policy that aims to satisfy customers, corporate partners, employees, and society all at the same time.

Our stance of aiming for social optimality, harmonizing the economy, society and the environment, is perfectly in line with the SDGs. Going forward, we will continue striving to maximize customer satisfaction and create markets with our free-wheeling ideas.



1948
Chiyoda Stationery Co., Ltd. founded.

1959
Company name changed to PLUS CORPORATION.

1967
Moved from Kanda, Chiyoda-ku, Tokyo to our newly-built headquarters in Otowa, Bunkyo-ku, Tokyo

1982
Employee dress code abolished

1984
Launched the TEAM DEMI personal stationery set, a mega-hit with sales of roughly 6.5 million sets (Winner of many awards, including an award for excellence in the 1985 Nikkei Superior Products & Services Awards)

1991
Completed PLUSLAND, an industrial complex consisting mainly of office furniture factories. Transformed from a manufacturing wholesaler to a full-scale manufacturer with our own factories.

1996
Completed Bien Hoa Plant of PLUS VIETNAM INDUSTRIAL Co., Ltd. in Dong Nai Province, Vietnam.

1997
Established ASKUL Corporation.

2001
Established JOINTEX Corporation (later merged with PLUS CORPORATION) through the merger of the main sales and wholesale departments in PLUS.

2006
Headquarters moved to Toranomon, Minato-ku, Tokyo

2007
Launched the Kes'pon stamp, which protects personal information, a hit with sales of 1.2 million stamps in its first year (Winner of an award for excellence in the 2008 Nikkei Superior Products & Services Awards)
Revamped our trademark in our Brand Strengthening Year One

2015
Established "Unique Values - Higher Satisfaction" as The PLUS Group corporate philosophy.


2018
Renovated Headquarters and the Toranomon Office based on the concept of "DEAI"

2022
Established The PLUS Group sustainability policy
The Furniture Company Tokyo Office moved to Ebisu, Shibuya-ku, Tokyo. Opened PLUS DESIGN CROSS


The PLUS Group business domain expands as we strive for social optimality

The Early Years


Chiyoda Stationery Co., Ltd. was founded through the merger of Imaizumi Shoten and Suzuki Shoten. Both presidents retained their position, and Chiyoda Stationery was a hot topic of the day as "an unusual company that has two presidents." The brand name PLUS was adopted as the company name in 1959. It incorporated the aspirations that the two companies would become one and generate synergy, and that the company would be a plus to society.



The original company building (Kanda-Iwamotocho, Chiyoda-ku, Tokyo)



Shinjiro Imaizumi



Hohei Suzuki

A Period of Growth


The employee dress code was abolished in 1982, an unusual step for the time. The following year, Yoshihisa Imaizumi (our current chairman) became president at the young age of 40. A culture of speaking freely became established, and creativity that galvanized working spaces led to the development of a wide range of office businesses. During all this, we grew from a manufacturing wholesaler to a "manufacturer that creates the best from scratch." We completed our industrial complex PLUSLAND and our plants in Vietnam, and moved forward with manufacturing that coexists in harmony with its local area and the environment.




Launch of our TEAM DEMI personal stationery set (1984)

A Period of Great Change


"Prioritize customer satisfaction while also striving to satisfy our company." This business model was developed and launched as the ASKUL Model in 1993 and brought a breath of fresh air to the retail industry. The trademark we had used ever since our founding was revamped in 2007. We retained blue, a color overflowing with vitality, as its key color tone, and created a simple and fresh design with a contemporary feel by using a highly visible but casual typeface.



1972
Our "Wave" logo




1988
Revised to just the PLUS letters



2007
Revamped for our Brand Strengthening Year One

A Period of Expansion

We reviewed the corporate culture and philosophy handed down since our founding, and established a new corporate philosophy. We also clearly stated our vision, values and guidelines for actions as PLUS no kokoro. As values become increasingly diversified and globalization proceeds apace, The PLUS Group will be future-oriented and continue to deliver "Unique Values - Higher Satisfaction" to our customers, with each of our employees sharing our philosophy and demonstrating even greater creativity, drive and solidarity.



An office where DEAI generates IDEA (Headquarters, the Toranomon Office)

Stationery business field

We aim to be the top stationery manufacturing group in the world with products that enrich people's daily lives and make work more fun.

- Stationery business
- Vision business



Furniture business field

What should offices be like in an era of diversifying work styles? As a platform disseminating corporate culture, we improve offices and support our customers in the management of their business.

- Office business
- Hospitality business
- EC business



Distribution business field

By providing goods, services, and knowledge that meet contemporary needs, we support the creation of a better working environment and business improvement for corporate customers. We are also working on the provision of new services to revitalize stationery and office supplies stores.



- JOINTEX Company (for corporate customers)
- Retail support business (for the personal use market)

Logistics/Service business field

PLUS Logistics Group collaborates to leverage its various strengths and provide optimal logistic solutions and a variety of facility engineering services, not only to The PLUS Group, but also to customers in a wide range of industries and business fields.



Other (Consulting etc.)

● Institute of Educational Environment
We propose total solutions that cover everything from the conception and planning of "places to learn" such as schools, lifelong learning facilities, and welfare facilities, to intangibles such as educational methods and management systems, and tangibles such as architecture, furniture, and equipment.

● Future Creation & Development Center LLC.
We are engaged in product planning and development in new business fields, leveraging the technologies and know-how of PENTEL CO., LTD. and PLUS CORPORATION.



Our Vision for The PLUS Group
Satisfaction for Workers
Satisfaction for Society
Satisfaction for the Global Environment
Build a Strong and Resilient Organization
Corporate Governance/Corporate Information



President's Message
Accelerating initiatives to realize
Four Way Satisfaction

PLUS CORPORATION
 President &
 Chief Operating Officer

A year of continuous thinking about what we can do

The PLUS Group stresses the importance of "Four Way Satisfaction," our management policy that aims to satisfy customers, corporate partners, employees, and society all at the same time. We have also been tackling the discovery and creation of satisfaction in all areas, from procurement of materials to manufacturing, sales, use, disposal, collection, and recycling. The most important things for us are to engage in the development of high-quality products and services that improve the life quality of our customers, and continue to persistently take on new challenges with our partners, and to provide our employees with a work environment that allows them to take on challenges in their work while maintaining proper physical and mental health, so that we can continue to be a company that resonates with society. The only way to achieve sustainability in The PLUS Group is for us to put these management policies into practice.

In May of 2023, the shift of COVID-19 to a category V infectious disease led to a widespread easing of travel restrictions. This showed the promise of finally returning to a normal state of things. Meanwhile, the future still continues to be unclear due to factors such as international conflicts, rising resource prices, and the weakening of the yen. As value perspectives around the world change drastically and markets continue to change greatly, I feel that we must be able to respond flexibly.

To that end, The PLUS Group incorporated sustainability measures in our Medium-term Business Plan (FY2023 to FY2025), and decided to work together to solve various social problems through business activities across the entire Group companies. We

recognize 14 specific materialities as crucial management issues and are taking specific actions together with our stakeholders. For example, we have prioritized solving social issues related to business activities. With regards to environmental issues, such as the particularly urgent issue of climate change, PLUS CORPORATION has finished calculating greenhouse gas emissions. Going forward, we will continue calculations at each Group company. We will also specify objectives regarding reduction of emissions and make efforts to realize them.

Steady steps toward sustainability

The PLUS Group deems it crucial to take on challenges in an era where it is impossible to foresee the future. In the fiscal year 2024, which is the second year of our Medium-term Business Plan, our propulsion forward, with sustainability as the core element, will accelerate activities from perspectives of business value as well as social value.

In the furniture business sector, factors such as the CO₂ absorption capability of timber, the suppression of CO₂ emissions from material manufacture to commercialization of products, the warmth of timber materials, and the relaxing effect of these materials have created an increased opportunity to proactively utilize domestic timber in office workspaces. One of our initiatives against climate change is our official start of MOKURAL in 2023, which is a project that aims to revitalize the health of forests and achieve carbon neutrality through proactive utilization of domestic timber. The first initiative was our release of the Vicenda Series, a timber-metal composite made from domestic fast-growing broad-leaved bead trees. We are also participating in the "Bead Tree Cycle" project, which

aims for sustainable circulation of forests through the construction of a timber circulation system. In this project, we will fulfill our duties and focus on transmitting information to raise awareness of fast-growing broad-leaved bead trees.

In stationery business sectors, we are aiming for the efficient utilization of finite resources by advancing development of environmentally-friendly products for the purpose of reducing the use of plastics and CO₂ emissions. We launched "COE365" in 2022 as a brand to foster environmental considerations, with students who are main target users. We are promoting creating products with a focus on the recycling of resources while reducing raw materials and waste, and to reduce burdens on the environment as much as possible through efforts such as utilizing recycled paper.

In the logistics business sector, we are advancing digital transformation (DX) in logistics. Under the theme of "summarizing and visualizing Group logistics," we will visualize and analyze in a lateral way all the logistics data of the Group from manufacturing to warehousing, shipping, and distribution, to respond to the needs of our customers and business partners and to reduce CO₂ emissions. In our delivery services for members, we started providing "Smart Delivery" in August of 2023, with the aims to improve customer convenience and reduce burdens on the environment and logistics. We have added a function that allows customers to specify their desired delivery date, which has reduced the workload for receiving deliveries and has reduced the number of deliveries made. This shows that we have started to see the effects of one of our solutions in "2024 Issues" in the logistics industry, such as the streamlining of logistics work and reduction of CO₂ emissions.

As there are more cases of large-scale natural disasters that affect regional societies, we are required to contribute to safe and secure societies through commodity collaboration in the event of an emergency. To that end, with the aim to deepen partnerships with regional societies, The PLUS Group is entering into various disaster prevention accords to proactively work with local regions to prepare for emergencies during ordinary times, with a focus on regions that serve as logistics bases. We will continue to contribute to regional disaster prevention and sustainable development through coordination and cooperation with everyone in local governments.

We are further accelerating our strive of uniqueness, which is a value of the Group. The "Next-Generation Core Business Creation Program," which is part of "Minna no DX Project (under the direct control of the president involving all employees)," is focused on the issues of food in workplaces, and involves the development of fixed-fee services that lead to improvements in workplace satisfaction and to the introduction of benefits services that are attractive to employees. We established TABERERU Corporation in September of 2023 and started operation in December. The company provides food products that are safe and healthy. Since these foods are frozen, thereby extending their shelf life, they can also contribute to solving the food loss problem. We will continue to provide products and services that realize comfortable, enjoyable, and smart work spaces.

Aiming to solve social problems through cooperation with our stakeholders

"Minna no DX Project", which has been expanded inside the company to realize "Four Way Satisfaction" management,

optimizes logistics and security, starting with the unification of primary business infrastructure such as systems, applications, and databases that differ by organization, and promotes initiatives that enable large-scale transformation to achieve smoother and more effective work processes and communication.

The PLUS Group is a group of financially independent companies, and each company has a history of constructing their optimal business structure. However, in the current age of VUCA where our future is unclear and uncertain in a business environment, I have a strong sense of urgency that companies unable to achieve flexible, prompt, and low-cost operations in response to drastically changing markets will not ultimately survive. Therefore, we will consolidate the business infrastructure of each organization and, by having a full-time shared department as a common base for all companies engage in collective management, development, and maintenance, we will think about the people, things, and money to be concentrated in areas for bringing out the individuality of each business, such as product development, sales, and marketing.

We have named the common system having this business infrastructure at its center as "PRS" (PLUS Resonant System) (tentative name), with the aim to have a system to create resonance (in line with the meaning of "resonant"). Moreover, this system will not only be used in The PLUS Group, but we will proactively open it up to partner companies such as suppliers and retailers and, in the future, to markets (society), with the aim to elevate business ecosystems. In particular, the concept is to provide an environment that enables, with stakeholders, co-use of functions and infrastructure necessary for general manufacturing and sales businesses, such as production sites, logistics warehouses, sales, e-commerce, and customer databases, and to ultimately make this system social infrastructure similarly to water, electricity, and gas. This approach and system design concept are also linked to the "Four Way Satisfaction" management policy, and we continue aiming to be a company that can satisfy the needs of our various stakeholders.

The PLUS Group will continue the "Four Way Satisfaction" management that satisfies the needs of all our stakeholders at the same time. To that end, we aim to continue growing together with all our stakeholders while being sensitive to changes in the times to change our own business and to create changes.



PLUS Group Sustainability

From PLUS no kokoro to sustainability management

We believe that, for The PLUS Group, sustainability means realizing our philosophy "Unique Values - Higher Satisfaction" as defined in PLUS no kokoro, and contributing to the resolution of social issues via our business activities.

The PLUS Group sustainability policy, key action themes, and materiality were established so that we could clearly communicate our stance towards sustainability and action guidelines to our various stakeholders.

The PLUS Group Corporate Philosophy PLUS no kokoro

Our Philosophy

Our Vision

Our Values

Our Action

Sustainability Policy

Create social optimality with our unique ideas.
Opening up the way to a sustainable future.

Key Action Themes and Materialities

Primary initiatives in recent years for our stakeholders



Customers

- Expand environmental products and services that lead to customer satisfaction
- Disclose information appropriately and honestly



Corporate partners

- Propose new workstyles through "PLUS DESIGN CROSS" and the like
- Provide optimal goods and services via smart business



Local communities

- Enter into prevention of infectious diseases/disaster accords
- Hold "PLUS Clean Fes 2023"



Future generations

- Provide support through the Scholarship Program for Vietnamese Students
- Accept company visits learning/plant tours



Employees

- Acquire "KENKO Investment for Health Certification"
- Improve WANNA BE and other career support systems for employees

Key Action Themes and Materialities

Issues The PLUS Group should tackle as a priority, based on our sustainability policy

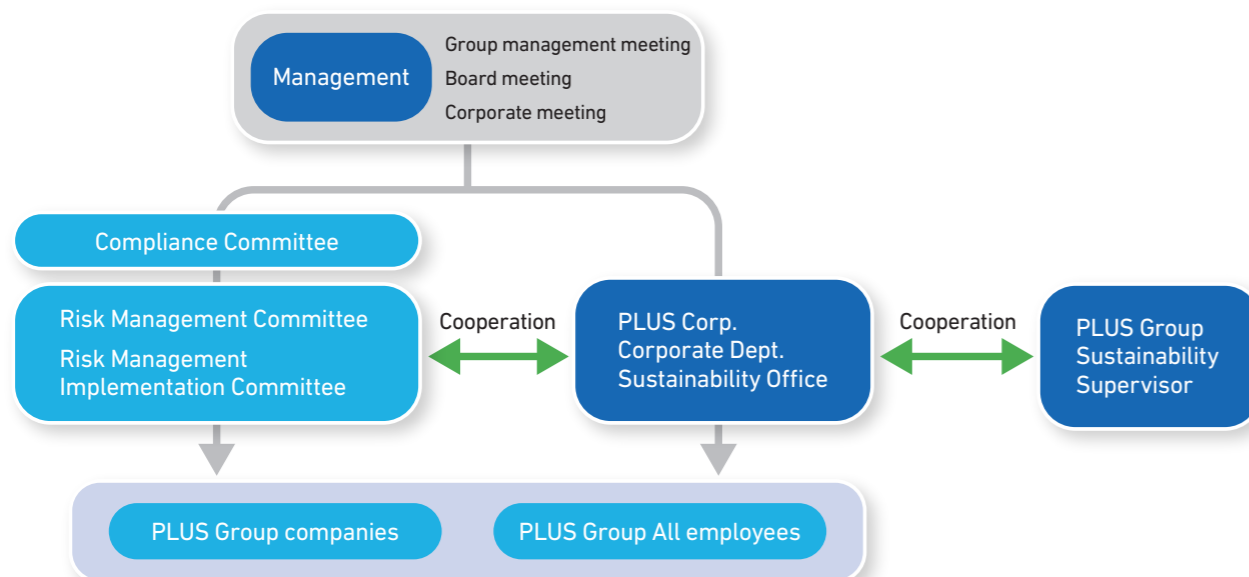
Key action theme	Materiality	Theme	Related SDGs
Satisfaction for Workers	Efforts and recommendations to create better work styles and more comfortable environments	1. Propose new work styles and comfortable work environments 2. Continue work style reforms, and provide systems and environments that are comfortable to work in	4 QUALITY EDUCATION, 5 GENDER EQUALITY
	Transforming organizations to harness diversity	1. Promote diversity and inclusion 2. Achieve work/life balance	8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
	Future-oriented human resource training	1. Improve WANNA BE and other career support systems for employees 2. Expand employee education and training, and the personnel exchange system	
Satisfaction for Society	Creating products and services with value via unique designs and ideas	1. Expand environmental products and services that lead to customer satisfaction 2. Develop products and services that support new work styles 3. Create a new logistics model	
	Creating new business models by transforming value chains	1. Provide optimal goods and services via smart business 2. Optimize logistics operations by enhancing our services	
	Using DX to provide innovative individual customer experiences	1. Promote our next-generation core business creation program 2. Through DX, improve workplace comfort and satisfaction	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Boosting product quality and ensuring safety	1. Establish quality standards and ensure product safety 2. Create high-quality, very safe logistics services 3. Work to improve quality in cooperation with corporate partners	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS
	Disclosure of product information	1. Disclose information appropriately and honestly 2. Upgrade the provision of product information on websites	
	Promoting partnerships with local communities	1. Revitalize local economies via collaborations with partners 2. Promote activities that contribute to regions via "educational support," "environmental preservation," and "cultural and regional exchanges"	
Satisfaction for the Global Environment	Engaging with climate change issues via corporate activities	1. Calculate greenhouse gas (GHG) emissions 2. Engage in initiatives to reduce CO ₂ emissions	7 AFFORDABLE AND CLEAN ENERGY, 8 DECENT WORK AND ECONOMIC GROWTH
	Developing goods, services and mechanisms to encourage the recycling of resources	1. Galvanize initiatives aimed at a circular economy 2. Promote a total recycling system for used office furniture 3. Develop environmentally friendly products	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
	Investigating and reducing hazardous chemical substances	1. Thoroughly control chemical substances and hazardous substances in products 2. Provide information for the safe use of products	17 PARTNERSHIPS FOR THE GOALS
Build a Strong and Resilient Organization			
Striving for sustainable procurement		1. Contribute to the environment by utilizing natural wood and domestically produced timber 2. Make our basic procurement policy and procurement standards widely known both in-house and externally 3. Conduct sustainability audits	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CONSUMPTION AND PRODUCTION
Building resilient infrastructure		1. Create a highly effective BCP 2. Contribute to sustainable procurement and purchasing, and to regional safety and security	13 CLIMATE ACTION, 17 PARTNERSHIPS FOR THE GOALS

Sustainability Management

Organizational Structure for Sustainability of The PLUS Group

The Sustainability activities of The PLUS Group are carried out under the supervision of the Group Management Meeting, Meeting of Board Directors, and the Corporate Council to work on issues in cooperation with the Sustainability Office of the corporate headquarters and the Risk Management Promotion Committee of PLUS CORPORATION.

At overseas bases, the Compliance Committee and the Sustainability Office hold seminars on compliance, Sustainability, and SDGs for local employees using the online meeting system, to promote awareness of concepts and direction of the Group's Sustainability throughout the Group as well as issues to be addressed in the future by exchanging and sharing information.



Promoting sustainability through internal education and employee research

The PLUS Group is striving to spread Sustainability throughout the entire group through education and training related to Sustainability. We have created our own educational materials utilizing international standards such as ISO26000 to ensure that each and every employee of The PLUS Group understands the expectations of our stakeholders and the role we are expected to play, and to promote Sustainability activities as a leader of the Group.

In 2023, we held the following seminars online. We conduct sustainability seminars via teleconferences to Group companies inside and outside Japan.

- **Sustainability seminars**
Themes: PLUS Group sustainability policies and materialities
- **Sustainability procurement seminars**
Themes: PLUS Group Procurement Policy and Guideline

As group training, we hosted the "2030 SDGs" card game as part of our follow-up training for second-year employees. Through this game, employees thought about "Why does our world need SDGs?" and "What kinds of changes or possibilities would SDGs create?"

In order to ascertain the effects of this education and training, we started conducting a sustainability awareness survey for all employees in 2023. The results of the survey revealed that 92% of employees are interested in sustainability.



Follow-up training



Online training for Group companies outside Japan

The Materiality Identification and Management Process

To ensure comprehensiveness, objectivity, and uniqueness, we identified materiality using the following three steps in 2022. Materiality is reviewed and discussed annually in accordance with the three-year Medium-term Business Plan, taking into account such matters as changes in the importance of issues and the emergence of new issues and is revised as necessary.

STEP 1 Select social issues

We started by considering 205 social issues

When discussing materiality, we first selected a wide range of sustainability issues on the basis of international initiatives, industry policies, and stakeholder surveys. We created a list of 205 issues. Furthermore, we added information about the company, such as the medium-term management plan, employee satisfaction surveys, and top messages sent internally and externally, to the 205 issues and made a selection.

Reference materials used when selecting issues

- Initiatives referenced: ISO26000, OECD Guidelines for Multinational Enterprises, SDGs, etc.
- Industry policies referenced: All Japan Stationery Association, Japan Office Institutional Furniture Association
- Stakeholder surveys: Survey items from customer companies, employee engagement surveys

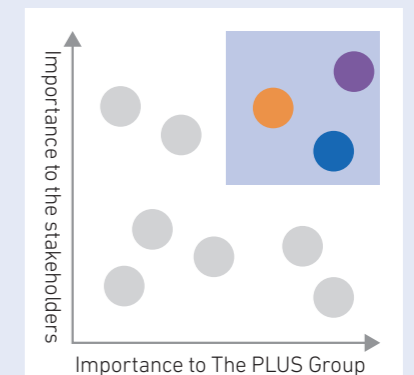


STEP 2 Rank in priority for The PLUS Group

We discussed which were issues where The PLUS Group could make a contribution

We created a working Group that cuts across our four business companies and nine Group companies (as of 2021), and held several workshops. From among the issues listed, ones that are particularly relevant to the business of The PLUS Group were selected, and each issue was organized into "aggressive" (issues that lead to business opportunities for the company) and "defensive" (issues that might lead to risks for the company). These were quantitatively evaluated and weighted on the two axes of "importance to The PLUS Group" and "importance to stakeholders."

In addition, based on the degree of relevance to the business strategies of each company and our vision of their future, we discussed important issues while taking into consideration such questions as, "To which issues can we contribute in a more typically PLUS Group way?" and "Which issues will lead to future growth?"



STEP 3 Management approval

Materiality approved by the Board of Directors

Top management, including the chairman and the president, reviewed the shortlist of important issues (materialities) that had been narrowed down via the above process. The final draft was compiled based on management intentions and was approved by the Board of Directors.

Our Vision for The PLUS Group
 Satisfaction for Workers
 Satisfaction for Society
 Satisfaction for the Global Environment
 Build a Strong and Resilient Organization
 Corporate Governance/Corporate Information

If necessary, review from STEP 1

Practice of Sustainability and Uniqueness of PLUS



Kiyoshi Kodama

Executive Officer,
Division Manager, Merchandising
& Purchasing Division,
JOINTEX Company

Junko Takeuchi

Executive Officer,
PLUS Brand Manager and
Divisional Director, Marketing Division,
Stationery Company

Yumiko Nonaka

Executive Officer,
General Manager of Creative Business Division
and Deputy Chief of Sales Headquarters,
Furniture Company

The PLUS Group, which continues pursuing sustainability while sticking to our unique values, takes various initiatives according to social trends and changes in the times. Responsible persons from three companies spoke with each other about how the corporate culture, strengths, and resources of The PLUS Group should be utilized to provide new value to society going forward. (Facilitator: Toppan Holdings Inc.)

Mission of three companies

—Please tell us about the strengths and missions of your company?

Takeuchi

Stationery Company (hereinafter, "PSC"), which deals in stationery, the original business of PLUS, values the successive creation of products with new concepts as "value creation". Our brand awareness surveys have shown that the strength of PLUS stationery is its superior design. The pursuit of uniqueness touted in our philosophy is the lifeline of the company.

Nonaka

PLUS, which was originally engaged in the stationery business, established the Maebashi Plant in 1991 and transformed into a fully-fledged manufacturer. Furniture Company (hereinafter, "PFC") continues sharing information and making proposals centered around working people, as to the ideal state of offices in an era in which our workstyles are becoming diversified. Based on the concept of "offices are media," PFC assists in the shaping

of the corporate culture of our customers by providing furniture and designs for work environments. Moreover, as hybrid work is becoming more commonplace, we are touting the phrase "attraction to offices" as a keyword to symbolize the needs of offices. Our mission is to provide platforms that allow anyone to work in an exciting and active manner regardless of their gender, age, or position.

Kodama

JOINTEX Company (hereinafter, "JTX"), which started operating in 2001, is responsible for the logistics processes following manufacturing. In business-to-business markets, we deliver the products and creative work needed in the workplaces of our customers at an appropriate price and in an extremely convenient manner. JTX is not involved in manufacturing, but its pursuit of uniqueness is the same as the other companies. Another one of our missions is to provide products with unique values that cannot be found from our competitors. In particular, because we handle a wide range of products from manufacturers aside from PLUS, we also bear the responsibility of supporting the

development of better products by providing feedback on market trends to the Group. We also recommend non-PLUS products so that we can deliver the best items to our customers.

—How do you interpret the meaning of "PLUS-like"?

Takeuchi

The major characteristic of PSC is that a single department is in charge of a broad value chain in the area of stationery, from ascertaining needs, product planning, marketing such as sales promotion planning and social media, to planning for mass production. We are also deeply involved in engineering and communication with plants. This is not something you would see many of our competitors doing. In the stationery industry, the market scale of each category is smaller than that of other consumer goods, and our main area of office supplies is already a mature market, so it is difficult to differentiate ourselves from the competition. Therefore, we deem it important to gain an accurate understanding of the needs of consumers and create new value. To that end, we believe that it is important that we reflect our insight into all processes, from upstream processes to downstream processes, and that is the foundation of being "PLUS-like". Naturally, another point that we must always focus on is achieving both unique designs and ideas, and plant operation efficiency and our sales volume.

Nonaka

At PFC, we are also closely involved with the value chain. We propose and provide products and planning with a deep understanding of changes in the times and the needs of customers, and we always take an approach that is focused on working people. There are cases where partners selected us because they wanted to work together with PLUS to proceed in their projects. We believe that we have an outstanding approach to creating new value while taking on new challenges and sincerely communicating with various people from the management of our customers, project members, to their employees. Additionally, another focus of PFC is how to solve the management problems in customer workplaces. Our solutions change according to changes in the times as well as the business scales of our customers. One example of such a change is the change of the approach to open-planning offices from the "effective utilization of space" to the "revitalization of communication." I feel that this ability to provide comprehensive response based on the synergy of The PLUS Group, from products to creative work, is what it means to be "PLUS-like".

Kodama

At JTX, we also carefully respond according to the needs of the times and the business scales of our customers. The trend that we are focused on is the yearly increase in the need for environmental considerations in business purchasing. On one hand, we have many customers who are small and medium-sized businesses, and there are many cases where they do not apply sufficient resources to achieve sustainability. Therefore, JTX is concentrating efforts to be able to contribute to promotion of sustainability, with the top priority being solving customer issues in cooperation with sales partners throughout Japan. As a company in charge of sales and logistics, we would like to become more sensitive to information to exert our presence.

Achieving our mission

—Please tell us about your current issues and your initiatives for overcoming them.

Kodama

We believe that the most important thing is to increase frameworks and services that realize environmental considerations and achieve user convenience. In the smart business sector, we started a service in which users can specify days of week for delivery. This service reduces the workload for receiving deliveries at busy sites, such as schools, child-rearing facilities, and nursing and welfare facilities, while simultaneously reducing the load on logistics and the burden on the environment. The number of users who agree to this system is gradually increasing, and we feel that it is crucial to have frameworks that gain the consent and cooperation of users. Naturally, we have added more environmentally-friendly products to our product lineup, and we have a strong awareness of creating a mood for sustainability.



Leading realization of sustainability throughout the supply chain

Kiyoshi Kodama

Takeuchi

At PSC as well, we are also focused on developing environmentally-friendly products with reduced use of plastics and increased use of recycled materials. Stationery products are sold in regions throughout the world, and the Group has increased the ratio of products sold outside Japan. In particular, Europe has strict restrictions on the use of plastics and chemical components in packages, so globally expanding the sales requires environmental considerations. At PSC, we have advanced cutting-edge environmental considerations in manufacturing processes at our plants and we have developed various environmentally-friendly products based on feedback from our customers. Our new series, the "COE365," which we released in February of 2024, has a package-free design with recycled resin used in the main part of the product, and it has gained attention from generation Z thanks to its stylish design. Our Sustainability Development Policies that we formulated together with PFC are also symbolic measures. These policies contain items such as "Are resources used only in required amount? Do they have a long life? Do the resources have a small burden on human health? Can the resources be used by anyone?" They also function as a checklist for environmental perspectives as well as those concerning universal design and social contribution.

Nonaka

PFC also started using the Sustainability Development Policies from last year. With regards to a materiality of the critical initiative theme of "Satisfaction for the Global Environment," we have advanced sustainability activities such as solar power, initiatives concerning waste and quality, and regional contribution activities. With regards to product development as well, in order to meet the needs of measuring CO₂ emissions, we are making progress while reassessing perspectives on manufacturing while also keeping in mind sustainable product development that enables visualization of the emission amounts for each process. Moreover, we think that permeation of manufacturing having an awareness of sustainability is accelerating. For example, there is emphasis on collaborative initiatives between industry and academia based on sustainable thinking.

Kodama

JTX is in the position of undertaking the procurement management of customers and asking our suppliers to conduct their activities in line with Green Procurement Guidelines. However, we believe that we should declare our commitment to following the guidelines before asking our partners to do so. In that sense, it is extremely significant that The PLUS Group established the Sustainability Policies in 2022, and furthermore, PSC and PFC have started using Sustainability Development Policies, and I am personally very satisfied.



Deepening collaboration inside and outside the Group toward creating new value

Junko Takeuchi

Nonaka

At PFC, we are aware of the issue that we must always continue moving forward so that customers can resonate with our offices and working environments. The PFC office has obtained the highest rank of S Rank in the CASBEE Wellness Office Evaluation System, and PLUS CORPORATION has received KENKO Investment for Health 2024 accreditation. Through these certifications, we are asking everyone at our companies to have a strong awareness of what they need in order to improve their competitive potential in their business.

Kodama

The issue of promoting sustainability in logistics is how we can accelerate the creation of frameworks throughout the society as a whole. Naturally, environmentally-friendly products have a high unit cost. We believe that we need to work with governments entities and the like to construct frameworks to convince customers to purchase these products, despite their high cost or

to distribute them at a low cost.

Takeuchi

We have placed major importance on the strengthening of partnerships at manufacturing sites as well. With regards to the procurement of recycled materials in particular, we are currently scrambling over information. At PSC, we have a policy of strengthening cooperation with other companies through participation in industry groups and the like while conducting study seminars where participants can acquire specialist knowledge about biomass and biodegradation.

Nonaka

At PFC, we consider it important to have an approach for utilizing and visualizing data of the effects of the promotion of sustainability, such as environmental response. By measuring the illuminance, ventilation, temperature, and humidity in office environments, numerically measuring the operating status of seats, and visualizing the working environment and comfortability, there is a growing business need for managing such data, as an actual KPI of, for example, realization of "productivity improvements" in their management indicators. In response to such a need, PFC provides solutions by utilizing data. For example, for our Suwary simple seat reservation app, we are visualizing office data while adding new functions that were not installed at the initial stage of development.

Kodama

JTX operates a catalog mail order business, so we naturally maintain a high degree of sensitivity with regards to IT. In addition, in our smart business for delivering the necessary items to educational and nursing sites, we prioritize how to reduce areas that rely on human labor in order to respond to the concerns of our customers. For example, we devise services for supporting teachers who lack experience in the latest ICT education tools and devise frameworks that make it possible to consolidate orders and payments of occupants of nursing facilities. In the education and nursing industries, which are constantly busy due to lack of personnel, which work will be handled by IT in order to increase convenience and contribute to reducing the stress on working people? We think that, in addition to simply selling items, providing support to increase the capabilities of solutions while sharing knowledge with vendors, who are our partners, helps us manifest PLUS-like uniqueness.

Acceleration of in-house cooperation

—What types of in-house cooperation are you taking in order to realize PLUS-like sustainability?

Nonaka

We think that the PFC base "PLUS DESIGN CROSS," established in Ebisu, is truly the embodiment of the sustainability policies. It functions as a live showroom, and the over 10,000 visitors who have been there were amazed by the office design as well as the office structure based on the concept of co-creation in order to create new value. Visitors have said that this is the kind of office that they would like to create. An issue common to our customers, with the increase in remote work, is how to stimulate employee communication to yield creativity. In order to present solutions as PLUS, we are also creating frameworks that allow us to carefully



Creating new value through products and creative work in people, workstyles, and working environments

Yumiko Nonaka

tackle daily improvements and to make it possible to properly explain the practice of social optimality of PFC to our customers.

Kodama

At JTX, in order to realize materialities connected to "Satisfaction for Society" at a high dimension, we have been hosting, for about 20 years, the "JOINTEX Award", to employees who have produced new value from the perspectives of social optimality and customer satisfaction. One particular example of an outstanding case is named the "New Middleman* Grand Prize". In order to provide better services and expand our product lineup with importance on "habitant perspectives" that aim for better living, departments such as Sales & Marketing, Merchandise Headquarters, Logistics Planning, and Quality Control continuously hold discussions in an inter-disciplinary matter. Junior colleagues also have a profound understanding of issues, and they reliably help others address the issues.

* New intermediary distribution business that JOINTEX Company aims at, and that continuously provides new functions and values

Takeuchi

"Habitant perspectives" have also been reevaluated by PSC. We made efforts to define "PLUS stationery" as a prerequisite for creating new value. This involves formulating guidelines of "bringing a plus to the world by improving the moods of people through the tools that they use for work, learning, and in their everyday lives", and further pursue PLUS-like emotional value of surprises and enjoyment by reexamining the knowledge and business results that we have fostered to date and gaining new understanding from new axes. Also, in 2023, we touted our new brand statement of "Stationery, and beyond". This statement incorporates the idea of creating value in new areas, beyond the scope of stationery, amid rapid changes in the stationery markets, such as going paperless, a declining birthrate, and the spread of AI. Our policy is to concentrate on our pursuit of an even higher degree of uniqueness. We will do this by further deepening cooperation throughout the Group, which includes Pentel Co., Ltd., THE SAILOR PEN CO., LTD., and Nippon Notebook Corporation, and establishing the number of reports made at planning meetings as a KPI and monitoring it on a monthly basis.

Nonaka

I feel that PLUS has developed a corporate culture where, as all members involved in the missions of the concept of social optimality engage in thorough communication with each other, we are attentive to the behaviors of and respect each other, and

value our customers and partners. We would like to propose new value with everyone at PLUS working together, while communicating closely within our own departments and with people at other companies.

Towards the future

—How will you utilize the Sustainability Policies and materialities?

Kodama

While pushing forward in our business, stakeholders, such as customers, have asked us to stipulate in a written form the approach to sustainability at The PLUS Group. We feel that the formulation of PLUS-like Sustainability Policies and materialities has created a clear outline of the value perspectives that everyone has had. Approximately two years have passed since we formulated these, and we feel that there has been major progress in sharing both inside and outside companies and in activities related to materialities. We believe that we have shifted toward steadfast changes towards the realization of PLUS-like sustainability.

Nonaka

Indeed, the Sustainability Policies and materialities are approaches that had permeated the work styles of employees even before they were formulated. In order to accelerate the loops of solving business and social issues going forward, we believe it is important to make efforts to properly reassess these as a language instead of senses and further improve our awareness.

Takeuchi

It goes without saying that we at PLUS have been tackling sustainability for a long time. In recent years, we feel that the social value of such initiatives has increased. Changes in how we think about social problems such as environmental issues, and in how we work and learn brings about changes in manufacturing as well. I would like us to continue creating products that put smiles on the faces of our customers while maintaining a timely understanding of changes in the times.

Nonaka

I agree whole heartedly. I think the most important thing is for us to continue creating ideas that people resonate with. Failure to create products that customers can resonate with will have a negative impact on our relevance. We will create new value and change our own behavior with our individual understandings of the issues of our customers. I believe that is PLUS-like creativity.



Satisfaction for Workers

People can't enjoy their jobs and work towards a sustainable future unless they have a work environment that everyone finds fun and exciting.

We create the ideal environment for a diversity of people, with diverse work styles, to thrive and shine, giving workers a sense of fulfillment and satisfaction.

Materiality

Efforts and recommendations to create better work styles and more comfortable environments

Transforming organizations to harness diversity

Future-oriented human resource training

Related SDGs



“ Highlights in 2023 ”

Primary topics

Acquire “KENKO investment for Health Certification”

The health management initiatives for PLUS CORPORATION, OFFICECOM CO., LTD and NSK Corporation have received appraisal.

88 attendees at WANNA BE

The desire and intention of employees who “WANNA BE” have expanded.

Over 10,000 visitors to “PLUS DESIGN CROSS”.

Many visitors have come to see the new workstyles and the creation of an easy-to-work-in environment at PLUS.



Satisfaction for Society

We will review the current situation in totally new ways, and create products, services and systems that are more convenient, comfortable and environmentally friendly than ever before. We will deliver peace of mind, safety, excitement and satisfaction to all members of society and enrich their daily lives.

Materiality

Creating products and services with value via unique designs and ideas

Creating new business models by transforming value chains

Using DX to provide innovative individual customer experiences

Boosting product quality and ensuring safety

Disclosure of product information

Promoting partnerships with local communities

Related SDGs



“ Highlights in 2023 ”

Primary topics

Received Good Design Award

Two of our products, office furniture and stationery scissors, received the “2023 Good Design Award”.

10 consecutive years of Scholarship Program for Vietnamese Students

We have continued our Scholarship Program for Vietnamese university students and elementary school students for 10 years.

Optimization of logistics for “2024 Issues”

We aim to optimize logistics by using smart delivery to reduce the number of deliveries and deploying automatic delivery systems to warehouses.

Satisfaction for the Global Environment

Via resource recycling initiatives that use limited resources and energy without wasting them, we will take on climate change and other challenges confronting a sustainable society, and strive to create a resilient society that preserves the beautiful global environment.

Materiality

Engaging with climate change issues via corporate activities

Developing goods, services and mechanisms to encourage the recycling of resources

Investigating and reducing hazardous chemical substances

■ The PLUS Group Environmental Philosophy and Policy
<https://www.plus.co.jp/en/sustainability/environment/>

Related SDGs



“ Highlights in 2023 ”

Primary topics

Excellent Energy-Saving Business S Rank Certification

Four years in a row

We have been awarded the S Rank Certification in an evaluation system divided by business class by the Agency for Natural Resources and Energy, Energy Conservation Subcommittee.

MRS recycle rate

99%

We have realized an MRS recycle rate of 99% or more.

PLUSLAND Forest

Tree-planting initiative with over 30,000 trees of 58 varieties

PLUSLAND is a composite manufacturing facility that maintains an appropriate balance in symbiosis between nature and humans, and has created a rich natural environment.



Build a Strong and Resilient Organization

We strive to build sustainable organizations that have the resilience to deal with new environments, changes, and diverse situations.

Materiality

Striving for sustainable procurement

Building resilient infrastructure

Related SDGs



Our Vision for The PLUS Group

Satisfaction for Workers

Satisfaction for Society

Satisfaction for the Global Environment

Build a Strong and Resilient Organization

Corporate Governance/Corporate Information



“ Highlights in 2023 ”

Primary topics

BCP plan rate
100%

The PLUS Group has formulated BCP to prepare for states of emergency.

Entering into prevention of infectious diseases/disaster accords

11 accords throughout Japan

PLUS CORPORATION and JOINTEX Company have entered into 11 infectious diseases/disaster accords throughout Japan.

Sustainability procurement seminar attendance rate

82%

Our “Sustainability Procurement Seminar” that we broadcasted in 2023 was attended by 82% of our employees.

Corporate Governance/Corporate Information

Corporate Governance Concepts

The PLUS Group conducts business that emphasizes sound management, transparency and compliance. We recognize the importance of establishing a management system that can flexibly respond to changes in the business environment, and we endeavor to strengthen corporate governance. In addition, we are working on proper management of various compliance and risk issues in our business environment, and appropriate responses to them in the event of a crisis.

Corporate Governance System

The Board of Directors of PLUS CORPORATION, composed of 11 directors, deliberates on important management matters and reports on business overviews. In addition, we have established the Corporate Council as a body to discuss matters delegated by the Board of Directors and other important business matters, in order to expedite decision-making and engage in active discussions on management issues as

appropriate. Two corporate auditors attend meetings of the Board of Directors and of Corporate Council, and exchange opinions with President & Chief Operating Officer, directors, and presidents of subsidiaries on a periodic basis. Reports on important issues related to audits are received from accounting auditors and the Audit Department, and on-site audits are performed on a regular basis.

Internal Control System

In addition to the Director's meeting and Auditors, PLUS CORPORATION has established an Audit Division to conduct a wide range of business management audits and

internal audits in cooperation with the Auditors and the Audit Division, and to strengthen the system to ensure the effectiveness of internal control.

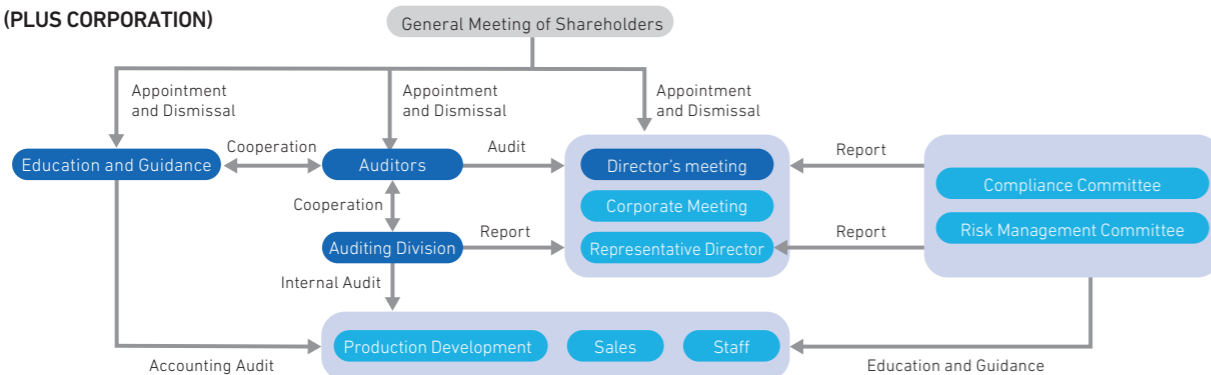
Compliance Committee/Risk Management Committee

At the PLUS CORPORATION, the Board of Directors, President & Chief Operating Officer, Compliance Committee, and Audit Division are authorized and responsible for carrying out decision-making, auditing of observance status, and making instructions for improvements with regards to various compliance-related matters.

Basic Risk Management Guidelines have also been established to enable appropriate management and action concerning the various risks encountered during our

business activities. A Risk Management Committee and Crisis Management Office report directly to the Managing Directors and address the following risks: (1) risks of violations of laws, (2) product and service related risks, (3) credit related risks, (4) information related risks, (5) employment and human resource related risks, (6) risks of crime or other foul play in our companies, (7) risks of disaster and accidents, (8) environmental risks and (9) other relevant risks.

● Corporate Governance System Chart (PLUS CORPORATION)



PLUS Group Compliance Policy

In June 2006, PLUS Group established The PLUS Group Compliance Policy as a guide for thorough implementation of compliance practices. This policy establishes the basic matters

that allow everyone in the Group to act while complying with laws and regulations and with a high sense of ethics.

Compliance Education and Training for Everyone Working in the Group

In order to raise awareness of compliance in general, The PLUS Group endeavors to instill compliance throughout the company by measures such as regularly providing education and training on laws and regulations. In fiscal year 2023, we implemented measures for realizing a work environment that is free of improper behavior and harassment within the entire Group. For example, we conducted five compliance seminars for Group executives on topics such as achieving diversity.

Prevention of Sexual and Power Harassment

To preventing sexual or power harassment at workplaces and realize a working environment where every person is respected as an individual and able to work in equal relationships with others in a comfortable way, The PLUS Group established rules to prevent sexual and power harassment. In order to prevent any harassment from reoccurring, we inform every employee of the rules and offering sexual and power harassment prevention courses as part of the internal training given by external trainers. This training mainly targets managerial staff, helping them learn from previous cases of harassment which occurred in the group.

Fair Competition and Trade

The PLUS Group complies with laws and regulations such as the Antimonopoly Act and the Subcontract Act, and thoroughly implements measures to ensure fair trade. In addition to formulating the Action Guidelines for Compliance with the Antimonopoly Act and the Manual for Compliance with the Antimonopoly Act, we have established the Antimonopoly Act and Subcontract Act Subcommittee within the Risk Management Committee to disseminate information about the action guidelines and compliance manual. In addition to

the various guidelines, we have posted resources such as a collection of questions submitted in-house and a link to the Fair Trade Commission FAQ on the company intranet so that all employees can check them immediately when necessary. In addition, e-learning compliance seminars are always available throughout the Group for employees to learn about topics such as the Product Liability Act and the Act against Unjustifiable Premiums and Misleading Representations, and we regularly hold study meetings on various laws and regulations.

Establishment and Operation of a Whistle-blower System (Helpline)

The PLUS Group has formulated Compliance Helpline Regulations and put in place an internal reporting system whereby any PLUS Group employee can consult about and report conduct that is questionable in terms of compliance, and have set up two reporting points, both external (reporting to consulting lawyer of PLUS CORPORATION) and internal

(reporting to Compliance Committee Office). If a report is submitted, we pay due consideration to preventing any disadvantage being incurred by the whistle-blower. We strive to prevent any harassment, misconduct, or the like, and if it does occur, to detect it at an early stage and correct it.

Human Rights Policy

PLUS Group is putting in efforts to build a corporate culture that fully respects human rights and appreciates personality and individuality.

1. We do not discriminate based on race, religion, ethnicity, gender, disability, or any other status, and do not tolerate such behavior from other parties. Also, a fundamental approach to respect for human rights is for us to practice mutual respect and act while thinking from the perspectives of others. We always keep this in mind in our behavior.
2. We do not tolerate child labor or forced labor. If we find our clients or other business contact is using such labor, we call for corrective action, and will not do or terminate business unless the correction is verified.
3. We respect and defend human rights based on our

corporate value. We acknowledge that human rights violation lower the morale and motivation in the workplace, and will not overlook any violation of human rights, striving to create healthy and strong working environment.

4. We conduct ourselves keeping in mind the followings in order to improve our workplaces.
 - (1) **Teamwork in the execution of our duties**
We bring the expertise of individuals together in the team to deliver products and services that are beneficial to society.
 - (2) **Openness in the workplace**
We build a culture of openness in the workplaces where employees are able to discuss uninhibitedly with supervisors or senior employees.

Corporate Governance/Corporate Information

Key Regulations and Policies, and Our Certification Status

The PLUS Group has established and properly applies regulations and policies for each area of E (Environmental) · S (Social) · G (Governance). We also disclose information appropriately and swiftly, and engage in business activities based upon society's needs. Please visit the PLUS CORPORATION sustainability webpage for the latest information on our regulations, policies, and certification status. <https://www.plus.co.jp/en/sustainability/>

Environment Regulations • Environmental Policy of PLUS Group	ISO14001 Certification Environmental Management System (EMS) created by the International Organization for Standardization (ISO) in 1996 • PLUS CORPORATION (Date of first registration February 29, 2000) • PLUS VIETNAM INDUSTRIAL CO., LTD (Date of first registration October 3, 2013) • PENTEL CO., LTD. (1) Ibaraki Plant, (2) Yoshikawa Plant, (3) Soka Plant (The respective first registration dates are (1) February 19, 1999, (2) July 10, 1998, (3) July 13, 2000) • PENTEL STATIONERY (TAIWAN) CO., LTD. (Date of first registration May 3, 2002) • PENTEL (THAILAND) CO.,LTD. (Date of first registration 2015) • PLUS Logistics Corporation (Date of first registration February 13, 2024) ISO50001 Certification Energy Management System designed to manage and continuously improve the energy used by companies, etc. • PLUS VIETNAM INDUSTRIAL CO., LTD (Date of first registration October 21,2020) FSC® Forest Certification An international certification system for responsibly managed forests and forest products that have been properly procured so that limited forest resources can be used on into the future • PLUS CORPORATION (Date of first registration February 11, 2004) Certificate Code:SGSHK-COC-001642 Licence Code:FSC-C009302 Green Management Certification A certification system for transport operators (trucks, buses, taxis, passenger ships, coastal shipping, port transportation, and warehouses) who conduct initiatives aimed at environmental conservation • PLUS Cargo Service Co., Ltd. (Date of first registration August 10, 2005)
Society Regulations • PLUS Group Procurement Policy • PLUS Group Quality Charter/Quality Policy • PLUS CORPORATION Health Management Declaration/Health Management Policy	ISO9001 Certification Quality Management System (QMS) created by the International Organization for Standardization (ISO) in 1987 • PLUS Cargo Service Co.,Ltd. (Date of first registration December 1, 1997) *Japanese version only • PLUS Corporation Furniture Company (Date of first registration February 23, 1998) • PLUS LOGISTICS CO., LTD. (Date of first registration March 9, 2004) • Shantou Plus Instruments Co., Ltd. (Date of first registration June 12, 2008) • PLUS Stationery Shanghai Co., Ltd (Date of first registration June 14, 2011) • PLUS VIETNAM INDUSTRIAL CO., LTD (Date of first registration April 23, 2018) • PENTEL CO., LTD. (1) Development and manufacture of stationery, (2) Development and manufacture of applicators and containers for cosmetics, (3) Design and manufacture of mechanical pencils and lead for mechanical pencils, (4) Design, development, and management of consigned manufacture of electronic input devices and their peripheral devices, (5) Design, manufacture, and installation of automatic machines, robots, jigs and tools, and volume reduction containers, (6) Design and management of consigned manufacture of containers (for medical products, cosmetics, etc.), (7) Taiwan, (8) India, (9) Mexico, (10) Thailand (The respective first registration dates are (1)(2) June 1, 1995, (3) August 29, 1995, (4)(5)(6) November 24, 1998, (7) April 3, 1999, (8) April 7, 2015, (9) 2009, (10) 2015) • PENTEL CHEMICAL CO., LTD. (Date of first registration July 24, 2000) ISO13485 Certification An international standard for quality management systems specialized for the medical device industry • PENTEL CHEMICAL CO., LTD. (Date of first registration August 17, 2018) • PLUS VIETNAM INDUSTRIAL CO., LTD (Date of first registration September 27, 2021) SA8000 Certification An international standard for the exercise of the rights of all workers, and for the protection of workers • PLUS VIRTNAM INDUSTRIAL CO., LTD (Date of first registration February 8, 2018)
Governance Regulations • PLUS Group Intellectual Property Policy • Personal Information Protection Policy • Information Security Policy • PLUS Group Compliance Policy	Privacy mark (JIS Q 15001) Businesses that meet certain requirements for the protection of personal information are permitted to use the Privacy Mark • PLUS Logistics corporation (Date of first registration September 20, 2005) • PLUS CORPORATION (Date of first registration October 24, 2006) • PLUS Cargo Service Co., Ltd. (Date of first registration June 11, 2009) • NSK Corporation (Date of first registration August 19, 2013) • OFFICECOM Co.,Ltd. (Date of first registration April 13, 2018) ISO27001 Certification An international standard that regulates systems to manage information security measures • PLUS CORPORATION (Date of first registration April 9, 2005) • Biznet Corporation (Date of first registration June 1, 2007) • PLUS Cargo Service Co.,Ltd. (Date of first registration May 25, 2022) *Japanese version only

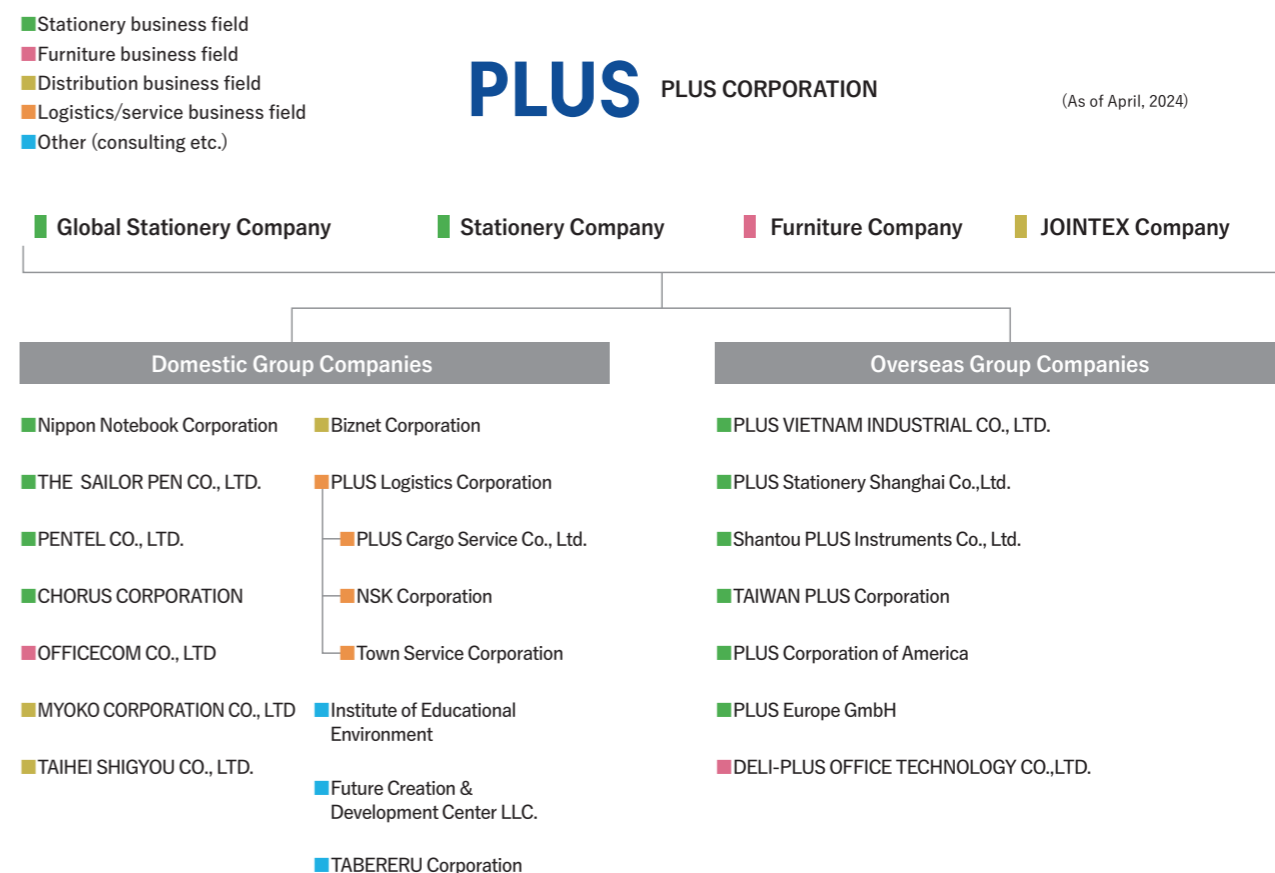
Corporate Profile

Company Name	PLUS CORPORATION
Headquarters	12F, Toranomon Towers Office, 4-1-28, Toranomon, Minato-ku, Tokyo 105-0001, Japan +81-3-5860-7000
Founded	February 16, 1948
Capital and others	9,867 million yen (total amount of capital stock and capital surplus)
Representative	President & Chief Operating Officer: Tadahisa Imaizumi
Number of employees	Non-consolidated: 1,457; Consolidated: 8,108 (as of December 31, 2023)
Consolidated Subsidiaries	46 companies (as of December 31, 2023)

Major Businesses	Manufacture and sales of office furniture, and office interior goods Manufacture and sales of stationery, office supplies, OA and PC related products, and office equipment Design, construction, and interior design of office environments Manufacturing and sales of electro-optical equipment and educational equipment Sales of daily commodities, food products, software and books Online sales of the above-mentioned products Overseas business related to the above-mentioned products
Sales	97.5 billion yen (January 1, 2023 to December 31, 2023, non-consolidated) 231.8 billion yen (January 1, 2023 to December 31, 2023, consolidated)

The PLUS Network

PLUS CORPORATION and our group companies operate in the stationery business field, furniture business field, distribution business field and logistics/service business field. Our companies have an impact on one another, sometimes as network companies and sometimes as good rivals. In order to create customer satisfaction with our original methods, we are developing a unique business based on the flexible approach of undergoing various transformations in response to social changes and customer needs.



The PLUS Group

■ Publication **PLUS Corporation**

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■ TEL +81-3-5860-7000(Main) ■ URL <https://www.plus.co.jp/en/>