

October 27, 2026

Muninova Group Publishes Its First Integrated Report

Muninova Holdings Inc. (President and CEO : Mitsuhide Fukuda) is pleased to announce the publication of the Muninova Group's first Integrated Report 2026 (for the fiscal year ended March 31, 2026).

The Integrated Report is available here:

URL: https://www.muninova.co.jp/en/ir/finance/integrated_report.html



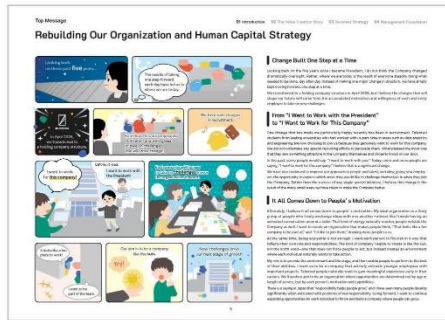
Cover of Integrated Report 2026

1. Design Concept: “Shine and deliver. Burst forth from within.”

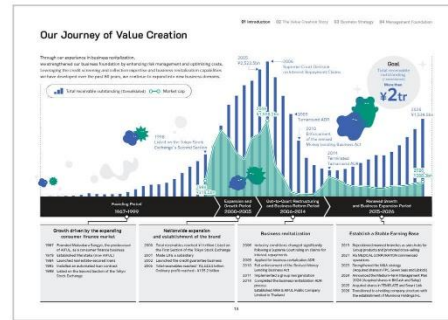
Following last year, this report was planned, structured, designed, and produced entirely in-house, led by the IR Team and the Design Office.

Building on our desire to further expand and evolve the sense of “Excitement” expressed in our first integrated report, we have adopted the concept: “Shine and deliver. Burst forth from within.” We have expressed our company’s “proactive resolve”—unafraid to take on challenges and we strive to be a source of light ourselves illuminating the path ahead.

Building on the sense of anticipation we have cultivated through last year, we have incorporated into the design capturing the vivid moment when energy bursts forth and radiates outward.



Top Message



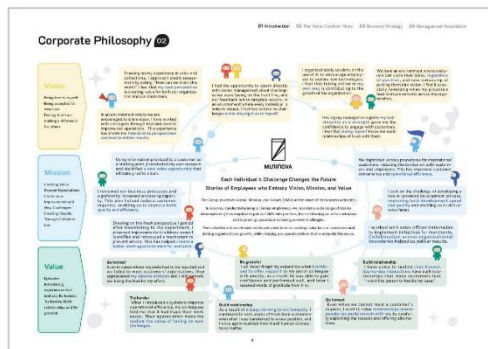
Our Journey of Value Creation

2. Editing Policy of Integrated Report 2026

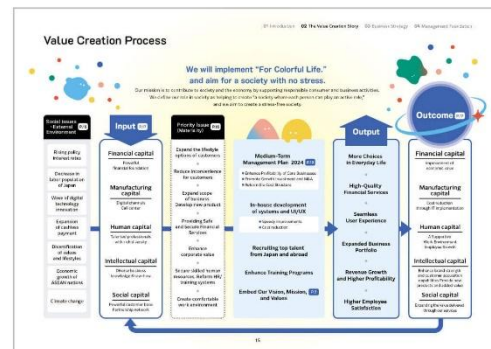
Integrated Report 2026 has been prepared to clearly communicate how Muninova Group creates sustainable corporate value. By visually presenting developments in information related to the Group's business model, management strategies, and sustainability initiatives, the report aims to provide readers with a deeper understanding of the Group.

Integrated Report 2026 provides a more concrete picture of the connection between our corporate culture and growth strategies by featuring episodes that illustrate our Vision, Mission and Values based on an employee survey, human resource KPIs established for our newly defined strategic priorities, and the initiatives undertaken by each business and department toward achieving our Long-term Vision. The report also presents our value creation process, material issues, and the relationship between management capital and outcomes to explain how the Group seeks to create value and achieve sustainable growth in corporate value.

Muninova Group will continue to enhance communication with its stakeholders through the proactive disclosure of a wide range of information.



Employees Bringing Our Vision, Mission, and Values to Life



Value Creation Process

Strategic Priorities

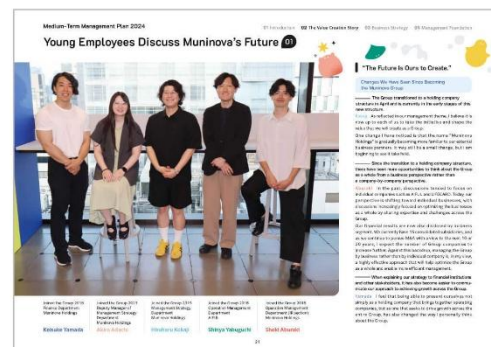
Human Resource Strategy: KPIs and Progress Overview

Key Indicators	Current	Target
Development of talent (1) Talent Management (2) Talent Development	28.0% → 75.0%	75.0%
Retention of talent (3) Talent Retention (4) Talent Development	41.0% → 75.0%	75.0%
Training of talent (5) Talent Training (6) Talent Development	50.0% → 75.0%	75.0%
Recruitment of talent (7) Talent Recruitment (8) Talent Development	20.0% → 20.0%	20.0%

Summary of Human Resource Strategy

We will create a sustainable future for all stakeholders.

Strategic Priorities: Human Resource Strategy



Young Employees Discuss Muninova's Future

3. Contents of Integrated Report 2026

- Introduction

Corporate Philosophy / Top Message / Strategic Priorities: Human Resource Strategy / Interview with Outside Director / Our Journey of Value Creation

- The Value Creation Story

Value Creation Process / Priority Issues to be Solved / Analysis of Inputs and Outcomes / Long-Term Vision / Medium-Term Management Plan / Business Overview by Segment / Initiatives to Enhance Corporate Value / Financial and Non-Financial Highlights

- Business Strategies of Value Creation

Business Strategy 1: M&A / Business Strategy 2: Digital Promotion / Business Strategy 3: Branding / Business Strategy 4: Cross-Selling / Business Strategy 5: Human Resource / Supporting Sustainable Growth Through Finance / Measures Against Climate Change

- Management Foundation

Corporate Governance / Management / Risk Factor / Financial Data / Non-financial Data / Financial Statements, etc. / Group Companies / Corporate Overview

Under its management theme, "Try Harder – Toward a New Stage of Growth," the Muninova Group is working to achieve the targets set out in its medium-term management plan through the fiscal year ending March 31, 2027. We will continue to pursue sustainable growth and enhance corporate value while promoting proactive information disclosure and constructive dialogue with shareholders and investors.