



Marvelous

# Sustainability Report

April 2026

**MARVELOUS!**

<Basic Sustainability Policy>  
The Group continues to take on the challenge of creating new value that leads to the happiness of people around the world in accordance with the Marvelous Handbook, which sets out the fundamental principles of our business activities. In order to contribute to the creation of a sustainable society through our business activities, we recognize ESG and SDGs as important management issues and are committed to addressing them.



## Management Message

### **Aiming to realize a sustainable society, Bringing smiles and prosperity to the world**

Marvelous inc. has adopted “Creating new entertainment to provide ‘Wonder’ and ‘Excitement’ to the world,” as its management philosophy, and is endeavoring to bring smiles and prosperity to the world through the power of entertainment.

In order to achieve sustainable growth as an all-round entertainment company, we aim to establish the "Marvelous Brand" by promoting the creation and development of IP and its global expansion, while actively promoting ESG management that takes into consideration the environment, society and governance, and achieving Sustainable Development Goals (SDGs) adopted by the United Nations.

Toward the realization of "a joyful future everyone dreams of."  
We sincerely appreciate the understanding and cooperation of all our stakeholders.



President Shinichi Terui

## ESG/CSR Activities to Achieve a Sustainable Society

### Environment

- Environmental awareness
- Promoting a paperless office



### Social

- Promoting diversity
- Promoting the active engagement of women
- Promoting PWDs' employment
- Creating an employee-friendly environment
- Initiatives for Health and Safety
- Training talent
- CSR activities
- Respect for human rights
- Promoting DX

### Governance

- Enhancing corporate governance
- Observance of compliance
- Risk management
- Information security
- Contact points for whistleblowers
- Relations with shareholders



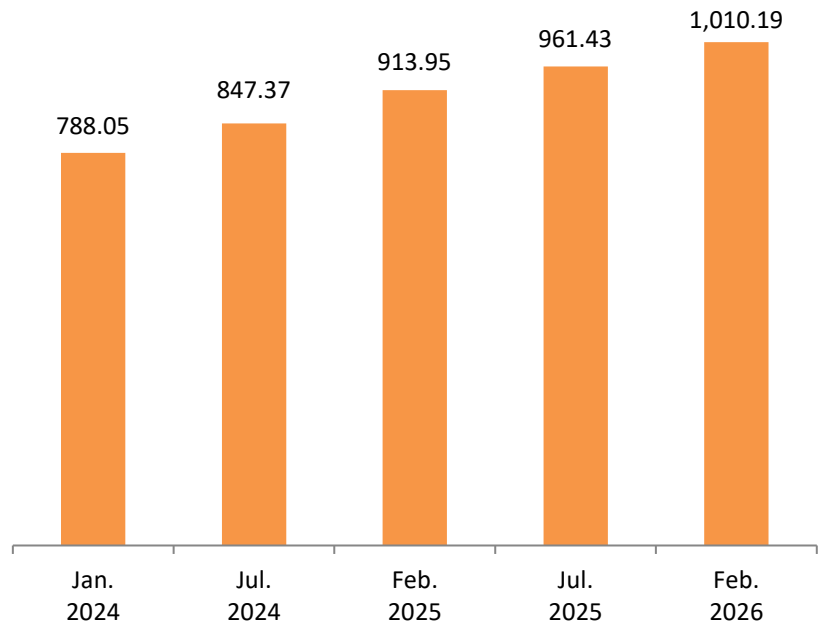
**Environmental awareness**

- Marvelous engages in environment conscious action such as cutting down on office paper consumption through reduced and double-sided paper usage and by promoting the changeover to electronic internal approval systems.
- Umbrella stands installed at the offices of Marvelous are regularly checked for abandoned umbrellas, which are then donated to the "Makuake Project", a Specified Nonprofit Corporation.
- PET bottle caps are collected and donated to the "Bottle Cap Piggy-Bank Promotion Network," an incorporated NPO.

**Performance (as of February 2026)**

Weight	Number of bottle caps (estimate)
<b>1,010.19kg</b>	<b>Approx. 428,814 bottle caps</b>

**Collection experience of bottle caps (kg)**



Supplementary information:  
 Cost of inoculation per person and quantity of bottle caps (estimate)

Polio (infantile paralysis)	20yen	Approx. 800 bottle caps
BCG (tuberculosis)	7yen	280 bottle caps
Measless	95yen	3,800 bottle caps
MMR vaccine (for protection against measles, mumps, and rebella)	114yen	4,560 bottle caps
DPT (diphtheria, pertussis, tetanus)	9yen	360 bottle caps

\* 1 kilogram = 430 bottle caps (approx.) = ¥10 (approx.)  
 \* Every 1 kilogram of bottle caps (approx. 430 pieces) not incinerated as refuse equals a reduction of 3,150 grams in CO2 emission.

Promoting diversity

Marvelous is committed to promoting diversity by hiring diverse talent with different attributes such as gender, age, and nationality, and transforming such diversity into a corporate asset. This commitment is part of our efforts to realize the management philosophy of creating new entertainment to bring wonder and excitement to the world.

Promoting PWDs' employment

The idea is to respect diversity as a corporate citizen and fulfill our corporate social responsibility (CSR).

Green Farm Group

Marvelous launched this Group in March 2018 as part of its efforts to provide more business opportunities for persons with disabilities (PWDs). We support these employees so that they can work comfortably and fulfill their potential.



Lines of business

- Production of herb tea that is offered to job applicants as a free gift for promotional purposes
- Production of vegetables that are provided to our employees as part of our employee welfare program

Company café "MARVE CAFE"

To promote the employment of people with disabilities and expand employee welfare programs, we have established a company café operated by staff with disabilities, offering coffee and other beverages at low prices for employees. All proceeds, excluding settlement fees, are donated as part of our CSR activities.



Company massage room "MARVETSUBO"

To promote the employment of people with disabilities and expand welfare benefits, we have established a massage room staffed by nationally certified anma therapists with disabilities, giving employees 30-minute massages.



## Creating an employee-friendly environment

### **Promoting women's active engagement and Development of the next generation(1/3)**

To cultivate an employment environment where all employees, regardless of gender, can thrive and successfully balance their professional and family lives, we have formulated a "General Business Operator Action Plan" (an integrated plan under the Act on the Promotion of Women's Participation and Advancement in the Workplace and the Act on Advancement of Measures to Support Raising Next-Generation Children).

#### **1. Plan Period**

From April 1, 2026, to March 31, 2031

#### **2. Goals and Initiatives**

Goal 1: Increase the percentage of women in management positions to 15% or higher.  
(Act on Promotion of Women's Participation and Advancement in the Workplace)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Support for balancing work with family and childcare.

- To address the "First Grade Wall," consider extending the current remote work system (for parents of preschool children) to cover parents until their children start the 4th grade.
- To address the "Fourth Grade Wall," consider extending the current Shortened Flex-time system (for parents of children up to the start of 4th grade) to cover parents until their children start junior high school.

Initiative 2: Career support.

- Promote the development of female managers within each department.
- Plan and consider implementing measures to support and expand internal networks for management candidates.

## Creating an employee-friendly environment

### Promoting women's active engagement and Development of the next generation(2/3)

Goal 2: Maintain a 100% childcare leave take-up rate for both male and female employees.  
(Act on Promotion of Women's Participation and Advancement in the Workplace / Act on Advancement of Measures to Support Raising Next-Generation Children)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Support for a smooth return to the workplace after childcare leave.

Initiative 2: Promote the use of childcare leave among male employees.

- Introduce case studies of male employees taking childcare leave and consider planning/implementing support measures to encourage leave-taking.

Goal 3: Maintain average annual overtime at 20 hours or less per month.  
(Act on Advancement of Measures to Support Raising Next-Generation Children)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Issue alerts to both supervisors and employees mid-month based on projected overtime hours for the end of the month.

Initiative 2: Share information regarding monthly overtime hours with managers of each department and implement countermeasures for employees with long working hours.

## Creating an employee-friendly environment

### Promoting women's active engagement and Development of the next generation(3/3)

Goal 4: Achieve an annual paid leave utilization rate of 80% or higher.  
(Act on Advancement of Measures to Support Raising Next-Generation Children)

<Initiatives and Implementation Schedule>

From April 2026:

Initiative 1: Designate three days per year for "planned annual leave" to improve the overall utilization rate.

Initiative 2: Monitor the status of paid leave usage and provide reminders/education to employees who have taken fewer than five days of leave six months after their leave was granted.

<Publication of information about the activities of women>

- Percentage of women in management: 14.3% (as of March 2025, consolidated group)

- Percentage of employees taking childcare leave by gender Men: 112.5%, Women: 80.0% (FY2025)

\*The acquisition rate for FY2025 is the ratio of the number of employees who took childcare leave during the same year to the number of employees whose children were born in FY2025.

The acquisition rate for male employees exceeded 100% because employees who had a child in FY2023 and took childcare leave in FY2025 are included. The percentage of employees who take childcare leave is less than 100% due to some employees who had children in FY2025 and will take childcare leave in FY2026 after maternity leave (all employees who had children in FY2025 have taken childcare leave).

- Difference in wages between men and women (FY2025)

All employees: 78.3% / Permanent employees: 80.3% / Part-time and fixed-term employees: 68.4%

## Creating an employee-friendly environment

### Employee Welfare

At Marvelous, we have established various types of employee welfare to promote a good work-life balance, increase motivation, and provide employees with benefits. We are working to create a better working environment.

#### • Childcare support

At Marvelous, many employees who have young children are actively working. We have established a wide range of childcare support systems to assist our employees throughout pregnancy, childbirth and childcare, so that employees can work in accordance with life events. 100% of employees who took childcare leave have returned to work, and many employees are successfully building their careers while raising children.

#### • Anniversary leave

We have a leave system that grants employees one day off a year, such as for a birthday or wedding anniversary.

#### • Refresh leave, refresh allowance

Special leave is granted every 5 years, and benefits are paid according to the length of service for 10 years or longer.

#### • Support for club activities

In order to maintain and promote good health and to deepen mutual friendship among employees, we have established an in-house club activity support system (part of the cost is borne by the company).

Examples of club activities: futsal club, golf club

#### • Intracompany sales system for new Consumer games

Under this system, employees can purchase our game software at employee discount prices in order to deepen their understanding of the company's products.

#### • Subsidy system for online entertainment costs

In order to deepen understanding of our company's products, we have established a subsidy system that covers half of the fees charged for our online entertainment content. (Up to 50,000 yen per month)

#### • Employee award system (MARVELOUS AWARD)

Awards are annually given to PJ and teams who have contributed to the company's performance and have made significant achievements.

## Initiatives for Health and Safety

### health checkup , physical examination

In order to manage and improve the health of our employees, we require them to undergo a health checkup at the company's expense when they join the company, and also require them to undergo a health checkup or physical examination once a year. Also, if a spouse is a member of the Company's health insurance program, the Company also pays the full cost of their health checkup and physical examination .

In addition, female employees have the option of gynecological checkups free of charge.

### Influenza vaccination

Every year, before the flu season, the company provides influenza vaccinations to those who wish to receive them and covers the full cost.

### Health management guidance and interview guidance by industrial physicians

An industrial physician reviews all annual health examination results. They provide instructions and guidance for reexamination if necessary. In addition, interviews are held twice a month for those who wish to attend, and mental health care and referrals to medical institutions of their choice are also provided.

### Stress check

Stress checks are conducted annually for all employees, and industrial physicians provide care for high-stress employees.

### Overwork management

We have introduced a system that monitors employee overtime and alerts superiors in advance to employees who are expected to work excessive overtime so that they can adjust their workload. In addition, employees who work under a Free working hour system are also monitored on a regular basis and provided with support such as consultations with industrial physicians when necessary.

## Training talent

### Enjoy Being Professional

Our business is to bring joy to people around the world. To this end, we call for and train talent who can enjoy the process of self-development. We have a rich training framework in place that accommodates both new graduates and mid-career recruits.

We want people who:

Continue to produce fun  
+  
Can turn fun into value, and  
+  
Can work with fun.

#### <Training arrangements>

- Pre-employment support, providing prospective new recruits with opportunities to ask questions and seek advice before joining us
- Dedicated trainers for new recruits fresh out of school, providing one-on-one OJT for a year in a joint project
- Career training of various kinds as well as information security training

## CSR activities

### Japan's first indie game incubation program "iGi indie game incubator (A.K.A. iGi)"

Since February 2021, the Marvelous Inc. have organized and operated iGi, Japan's first online free incubation program to support indie game creators living in Japan.

The program provides development support, business support and connections to help creators get their work out into the world.



### Accommodating requests for work floor tours for preschoolers and students

Marvelous has been taking a proactive approach to accommodating requests for work floor tours as an extra-curricular activity for preschoolers and students. Thus Marvelous has been striving to aid visitors of pre-school and school-age toward realizing their dreams by allowing everyone to experience in direct contact the office environment and production processes of Marvelous and by using the opportunity for a frank exchange of opinions and aspirations for the future.



## CSR activities

- Publication in “Oshigoto Notebook for Elementary School Students”  
“Oshigoto Book for Junior High School Students”

Our company, headquartered in Shinagawa-ku, was featured as a local company in “Oshigoto Notebook for Elementary School Students” (Shinagawa-ku version) and “Oshigoto Book for Junior High School Students” (Minato-ku, Shinagawa-ku, and Ota-ku versions), which are supplementary materials for career education and introduce “jobs” at local companies to elementary and junior high school students. The book introduces each of our businesses, the process of game development, and the thoughts of our game creators about their work.



### Support activities for UNICEF

Marvelous is a regular supporter of UNICEF through the Japan Committee for UNICEF, engaged in extending and promoting the protection of children's rights and the fulfillment of children's basic needs.

### Support activities for Médecins Sans Frontières (MSF)

Marvelous is a regular supporter of Médecins Sans Frontières, providing assistance on the principle of independence, neutrality, and fairness regardless of race, politics, or religion mainly for medical and humanitarian assistance activities for people in danger of life.



## Enhancing corporate governance

We believe that sustainable growth requires both efficient operations and a sound and transparent management structure. Thus, we consider enhancing corporate governance to be high on our management agenda. For details on our corporate governance system, see our Corporate Governance webpage.

## Observance of compliance

In order to ensure that the duties of board directors and employees are executed in accordance with laws, regulations, and the articles of incorporation, the Compliance Committee holds meetings at regular intervals and verifies the execution of job duties.

## Risk management measures

In managing the risk of loss, the Risk Management Committee holds regular meetings and comprehensively considers management frameworks and methods for dealing with the varied risks facing Marvelous.

## Contact points for whistleblowers

### Harassment counseling desk established

Marvelous has established Harassment Prevention Regulations in order to appropriately deal with problems at the workplace caused by harassment.

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### Whistleblowing consultation desk established

Marvelous has enacted Whistleblower Protection Regulations in order to facilitate the quick discovery and correction of misconduct, etc., through appropriate handling mechanisms for consultations and reports from employees and business partners concerning unlawful action at the organizational or individual level.

## Relations with shareholders

We place special value on engagement with our shareholders in conducting our corporate activities. Through constant dialogue aimed at winning the trust of our shareholders, we take every opportunity to reflect their views and desires in our corporate activities.

### Information meetings on recent operations and IR meetings

We hold an information meeting for shareholders after the general meeting of shareholders and an IR meeting for institutional investors every quarter, with explanations of business results, market trends, current performance status information, business strategies, and other information.

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### Questionnaire survey of shareholders

We are conducting a survey on our website in order to research the interests, expectations, and complaints of shareholders. Marvelous works to use these survey results to enhance its future business activities and IR activities.