

Basic Policy on Human Rights

(Preamble)

The entire organization of MIRAIT ONE Group has been working on to earn the highest satisfaction and trust from our customers through development and establishment of communication infrastructure with its greatest mission to create better environment that coexists with people and society.

We have just organized and announced important issues we should tackle (i.e. Materiality): E [create and protect an environment-friendly society], S [create and protect a safe, secure and prosperous society and culture of respecting/enhancing diverse human resources], and G [create and protect a fair and transparent corporate group].

Setting our purpose (meaning of existence) as “Co-creating an exciting future through challenges and technology,” we have defined our mission as follows: “Meeting customer expectations and contributing to realize a prosperous society,” “Constantly refining our technology and business model to add more value,” “Building and maintaining future social infrastructure in collaboration with our partners,” “Creating an attractive corporate culture with a diverse and dynamic workforce,” and “Continuing to be a trusted company through improved sustainability and strict compliance.” Accordingly, we will take initiatives as a corporate group that continues to contribute to society. With setting our purpose to “co-creating exciting future (Mirai in Japanese) by our technologies and challenges,” our mission (social role) is to meet expectations of our customers and contribute to establishment of a prosperous society, to refine technology and business models continuously to create highly-added value, and to cooperate with our partner companies to create and protect future infrastructure continuously. We also commit to be an attractive company where diverse employees work lively and to prove worthy of our society's trust by emphasizing sustainability and compliance, and put effort into contributing to society.

In order to respect the human rights of all people and fulfill our responsibility to respect human rights, we hereby establish and release our “Basic Policy of Human Rights”.

1. Our Basic Concept of Human Rights

As a company developing business worldwide, we adhere to the following international principles and standards of human rights:

- International Bill of Human Rights: “Universal Declaration of Human Rights”, “International Covenant on Economic, Social and Cultural Rights”, and “International Covenant on Civil and Political Rights”
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights

2. Compliance with Laws and Respect for Human Rights Norms

We comply with laws and regulations of all countries/regions we conduct business. We respect human rights and refuse discrimination or harassment caused by race, nationality, ethnicity, national origin, religion, creed, ideology, work history, age, disability, gender, gender identity, sexual orientation, etc. In an unlikely case that laws and regulations of a country or region differ from or conflict with the international human rights norms, we pursue an approach to respect the international norms.

3. Our Scope

This Policy is applied to all administrators and employees of MIRAIT ONE Corporation and its consolidated subsidiaries.

If our collaborating party in supply chain is involved in negative impact on human rights, we actively encourage such party to respect human rights.

4. Due Diligence on Human Rights

In accordance with the UN “Guiding Principles on Business and Human Rights,” we address risks that cause or add serious human right violations in business activities as issues on legal compliance, and work on and conduct our responsibility to respect human rights as daily practices of legal compliance.

In addition, we also set out priority human rights issues (see attachment) that we consider to be of particular importance and address them appropriately, as well as take appropriate measures to remedy any human rights issues that may arise.

5. Relief and Corrective Measures

We address any risks of human right violations or infringement and/or involvement to such risks to provide remedy and corrective action by appropriate procedure when such risks become evident.

In addition, we have established and operate three help lines (compliance suggestion box, consultation room, and external reporting desk). We promise to ensure the anonymity and confidentiality of whistleblowers, and to protect them from unjust personnel actions or other disadvantages that may result from their reporting.

6. Education and Enlightenment Activities

We continue to provide education and training on various domestic and international human right issues so that all administrators and employees understand and adhere to this policy. We also provide enlightenment activities of this policy to our business partners, continuously.

7. Dialogue and Discussions with Stakeholders

We engage in dialogue and discussions on human right initiatives of this policy with related stakeholders, and strive to improve our efforts to respect human rights.

In an event of a risk discovered in each business process, we continue dialogues with third parties such as experts as necessary, and work with our business partners to make improvements.

8. Promotion Framework

We have established the Compliance Risk Management and Human Rights Committee as a corporate body to ensure that all officers and employees understand and are aware of human rights issues related to all corporate activities.

We report on the status of risks related to our policy on respect for human rights, discuss issues to be addressed among other matters, and work to strengthen our human rights management.

Hidemune Sugahara,
President and CEO
MIRAIT ONE Corporation
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Attachment: “Priority Human Rights Issues”

1. Implementation of a safety and health management system and creation of a comfortable work environment

We ensure the safety of each and every employee and maintain a healthy, lively, and comfortable work environment.

We comply with laws and regulations concerning safety and health, and ensure thorough safety and health management. Further, we identify and assess the risks to safety at work, and ensure safety by adopting appropriate design along with technical and administrative measures.

2. Proper management of working hours and prevention of overwork

We supervise to ensure that long working hours and other inhumane practices do not occur. In accordance with laws and regulations concerning working hours, we strive to reduce overtime work by controlling excessive work through appropriate personnel assignments and working hour management.

3. Prohibition of forced labor and child labor

We prohibit all forms of forced labor, trafficking of persons, and child labor, and work to correct and eradicate labor practices that violate human rights.

4. Prohibition of discrimination and harassment

We respect diverse values and cultures, and do not tolerate discrimination of any kind on the basis of race, nationality, ethnicity, national origin, religion, creed, ideology, work history, age, disability, illness, gender, gender identity, or sexual orientation. We prohibit all forms of harassment and strive to maintain a work environment that protects the dignity of our employees. We also strive to ensure that hiring, placement, evaluation, compensation, and promotion are based on individual abilities, experience, and achievements.

5. Compliance with environmental laws and regulations and proper management

We strive to protect the environment throughout our supply chain and comply with domestic and international laws, regulations, and social norms related to our business activities. From the viewpoint of our responsibility to protect the safety and health of people in local communities, we will reduce waste from our business activities as much as possible, and when outsourcing the disposal of industrial waste, we will not only comply with laws and regulations, but also select an industrial waste disposal company with a license and approval to ensure proper management.

6. Ensuring the safety of products and services

We fulfill our responsibilities as a supplier by designing, manufacturing, and selling products that meet the safety standards set forth by the laws and regulations of each country and ensure sufficient product safety.

7. Consideration for the environment and human rights in construction work

We respect local culture and customs, and when performing construction work, we consider the environment and human rights, minimize noise and vibration, and strive to preserve the living environment of local residents. We also work to prevent infringements on the health and safety of local residents, land rights, etc., and promote our business through dialogue with stakeholders, while giving due consideration to healthy ecosystems.

8. Proper transactions in the supply chain

We adhere to fair and ethical procurement practices. In determining transaction prices with suppliers, we comply with applicable laws and regulations, while also ensuring that a sound labor environment is maintained.

9. Promoting ethical use of AI that respects human rights

In the use of artificial intelligence (AI) and other new technologies and in the development utilizing such technologies, we comply with applicable laws and regulations, and promote the ethical use of technologies with respect for human rights.

10. Respect for freedom of association and the right to collective bargaining

We respect all rights of individual employees, including the right to form labor unions based on their own will, and the right to choose whether or not to participate in such unions, and the right to bargain collectively.