



CSR Report 2015

Make you smile with MIRAIT: Mirai (future) + IT



MIRAIT Holdings Corporation
CSR Office

5-6-36, Toyosu, Koto-ku, Tokyo, 135-8111 Japan
Phone: 81-3-6807-3120
Fax: 81-3-5546-2962

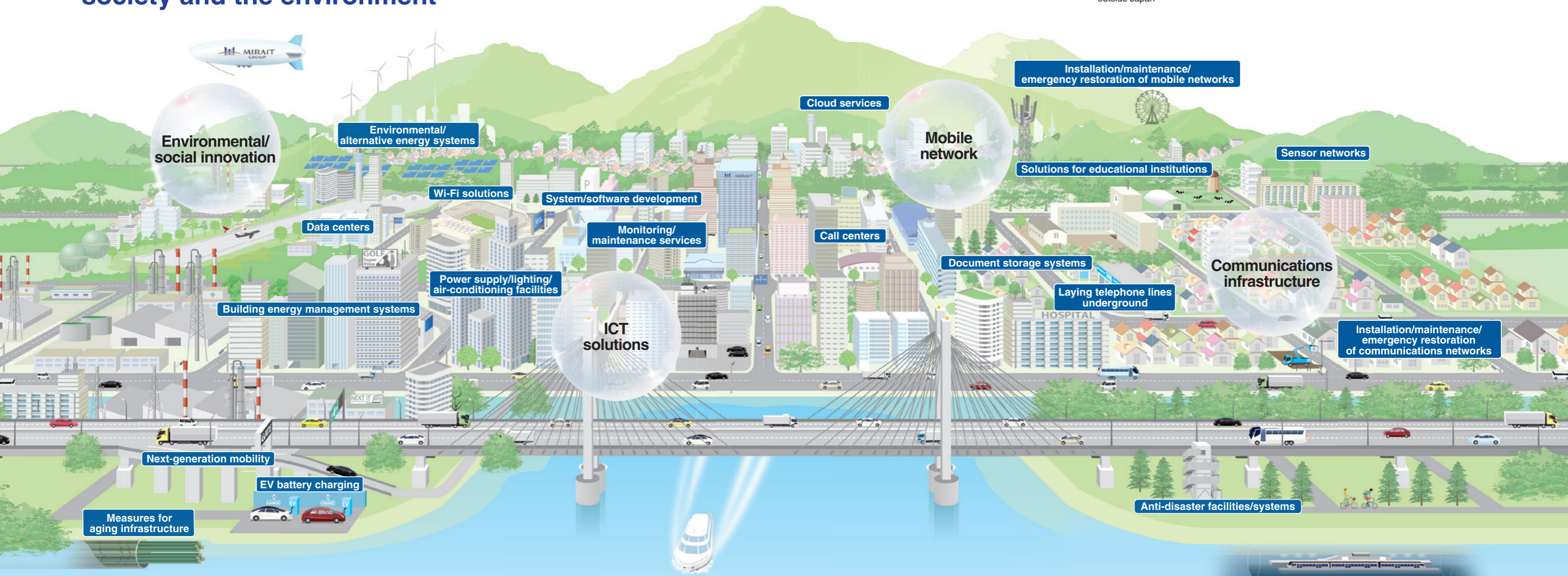
<http://www.mirait.co.jp/en/>



Comprehensive engineering & services, The MIRAIT Group

Creation and Safeguarding

The MIRAITS Group's contribution to towns that are friendly to people, society and the environment



Comprehensive engineering & other services offered by the MIRAITS Group

Environmental/Social Innovation	Design, installation, maintenance, and operation of facilities for power supply, air-conditioning, environmental conservation, alternative energy, and social infrastructure
ICT Solutions	Development of systems and software for design, installation, maintenance, and operation of data- and voice-related facilities
Communications Infrastructure	Design, installation, maintenance, and operation of fixed-line communications facilities
Mobile Network	Design, installation, and maintenance of wireless communications facilities
Global Business	Research, planning, design, installation, and maintenance related to local telecommunications outside Japan

CONTENTS

1 Contents/Editorial policy	17 Communication with society
3 Message from the President and CEO	19 Pursuit of better customer service
7 Special Feature: The MIRAITS Group's activities and social responsibilities	21 Creation of a vibrant workplace
15 CSR of the MIRAITS Group	23 Environmental initiatives
	25 Financial data
	29 Overview of the Group

Editorial policy

The MIRAITS Group CSR Report 2015 provides an overview of the MIRAITS Group's policies and activities to help create a sustainable society. We have selected priority themes so as to actively address various social problems. In light of these themes, the Group works to contribute to creating a sustainable society through its business activities while also engaging in non-business activities involving stakeholders. In this Report, such activities are summarized in the Special Features section under the theme of "Creation and Safeguarding," while policies and activities are detailed in the reporting section, which explains them by category.

Reporting period

April 1, 2014 to March 31, 2015
(Part of the Report includes activities conducted in and after April 2015.)

Message from the President and CEO

Improving transparency and our expertise, we will fulfill our CSR through our business activities from a long-term perspective

Masatoshi Suzuki
President and Chief Executive Officer
MIRAIT Holdings Corporation



Taking the first steps toward a greater goal with a clear understanding of the changing environment

The MIRAIT Group has achieved steady growth by increasing both its sales and profit for three consecutive years from fiscal 2012, following the restructuring of the Group's business, to fiscal 2014. On the other hand, the description of its business has significantly changed in conjunction with changes in the surrounding business environment.

In the field of information and telecommunications, the fixed-line broadband market has matured and new demands for "hikari collaboration" are increasing. In the mobile communications market, smartphones and tablet terminals have become widely used and new tariff systems and usage are expanding.

Meanwhile, there are growing expectations for social infrastructure reconstruction related to concerns about environmental and energy issues in light of electricity

deregulation and recovery from the Great East Japan Earthquake, as well as with respect to the upcoming 2020 Tokyo Olympic and Paralympic Games.

In the area of telecommunications services, the Internet of Things (IoT) has recently been drawing attention. Supposedly, the IoT will enable any and every physical object, including automobiles, home electronics, robots, and entire facilities, to be connected to the Internet in order to create new added value. In Japan, the IoT is expected to help solve social issues, such as the need for disaster countermeasures, ensuring safety and security in light of aging infrastructure, and improving productivity. With the advancement of ICT from "communication" of voice and data to "connectivity" of people and objects, ICT's contributions to society are taking concrete shape.

Seeking to become a "comprehensive engineering & services company," the MIRAIT Group positively understands these changes in the business environment. In order to address the new challenges

facing our new society, including the rapidly declining birthrate and aging population, aging infrastructure, potential large-scale disasters, and issues related to food, energy, and the global environment, we will contribute to the development of a better society through the creation of new social infrastructure based on our accumulated technologies in ICT, telecommunications works, and power supply facilities construction, as well as with environmental and social innovation through ICT solutions.

The Group's business framework has been steadily improved since the management integration project of 2010. Based on this, the MIRAIT Group's medium-term management plan, which started in fiscal 2014, laid out the first steps toward reaching the goal of transformation into a "comprehensive engineering & services company." As a collection of companies that continue to meet the expectations of society, the MIRAIT Group is committed to fulfilling its CSR through the conduct of its business by stepping up efforts to improve the

efficiency and productivity of its existing businesses as well as by changing its business structure by achieving specific results for each of the initiatives it is taking in new fields to address social issues.

Improving corporate transparency for stable business continuity

The MIRAIT Group's various lines of business include communications infrastructure construction as its main business, electrical work, and software development. By contributing in each of these areas, we are contributing to society and "coexisting and mutually prospering with people and society," as stated in the management philosophy.

An increase in new energy-related projects, such as installing EV battery charging stations and constructing solar power generation systems, provides us with opportunities to address environmental issues.

We are also undertaking a broader range of projects related to regional revitalization, including projects for reconstruction following the Great East Japan Earthquake, with town development visions now being finalized. In the field of development of social infrastructure for everyday life and town development using ICT, we are working on initiatives to provide consultation from the planning stage.

By accomplishing projects of high quality and efficiency, we gain the trust of our customers. The accumulation of such achievements, in turn, leads us to our next project. By its very nature, our business thereby contributes and gives back to society. However, we must achieve sustainable growth in order to address social issues that require a long-term perspective. For this reason, we believe that by steadfastly continuing our business activities we can play a part in promoting the CSR of our corporate customers.

Individual employees of the MIRAIT Group are the key players in the Group's business operations. It is therefore essential that they fully understand how improving their individual skills in order to create better products and increasing the level of their own personal contributions to society, which is equivalent to their own personal brand, directly benefits the MIRAIT Group's CSR, and that they act accordingly.

With this in mind, the MIRAIT Group will improve its corporate programs for supporting Group employees in their personal efforts to contribute to society.

Meanwhile, in order to help our stakeholders develop an accurate big-picture understanding of the corporate activities of the Group, we are committed to further improving our corporate transparency. To that end, we will proactively disclose corporate information and ensure compliance with each principle of the Corporate Governance Code, with which companies listed on the Tokyo Stock Exchange are expected to comply as of June 1, 2015.

The MIRAIT Group engages in a number of activities that are not immediately visible. We will therefore make efforts to improve transparency with regard to each of our corporate activities, starting with efforts to communicate our engineering ability, that is, our ability to acquire an in-depth understanding of the needs of our customers and give them shape in an efficient, safe, and high-quality manner.

Promoting diversity to make the best use of available expertise

In order for the MIRAIT Group, as a "comprehensive engineering & services company," to make the desires of our customers a reality, we must constantly



maintain and update our high-level expertise in the area of engineering. At the same time, engineering technology is becoming increasingly sophisticated and diversified in conjunction with the rapid technological innovation of our customers' business, as well as in response to new social trends emerging in recent years. The MIRAIT Group recognizes the importance of systematically incorporating human resources development initiatives into our corporate activities, for example, developing organizational means of passing accumulated experience and specialized knowledge and technologies onto each new generation of employees and making such assets part of our collective strength.

Human resources development requires initiatives from the long-term perspective of five to 10 years. Therefore, we are particularly focusing on promoting workplace diversity in order to make the best use of the individual expertise available.

For our employees with the specialized knowledge and skills required to drive our business, we will provide opportunities and necessary support, regardless of gender, age, or organizational affiliation, with the goal of incorporating the broadly varied perspectives of a diverse group of people into our organization.

We promote the steady development of young employees by allowing them to advance step by step over a period of time, starting at the frontline and working their way up to management. As we cannot afford to waste a single moment of time at the frontline, meanwhile, we also empower, in a non-discriminatory manner, industry-ready professionals with a wealth of experience and skills. Embracing diversity to establish human resources development as an organizational system enables us to achieve sustainable growth and meet the expectations of society.

The MIRAIT Group's Basic Philosophy

The MIRAIT Group's basic CSR policy was developed out of its Basic Management Philosophy. The Group will fulfill its corporate social responsibility through its business activities, including the installation, maintenance, and operation of facilities upon which everyday life depends, such as those related to telecommunications infrastructure and renewable energy.

Basic Management Philosophy

- 1 Strive to be a leading Japanese corporation that realizes the highest levels of customer satisfaction and trust as a "comprehensive engineering & services company" that continually creates new value centered on the field of communications.
- 2 Contribute to the realization of an enriched and comfortable society by placing value on safety and quality and offering the highest level of services
- 3 Continue to be an enterprise that coexists and mutually prospers with people and society as a company that fulfils its corporate social responsibility and always respects human beings

Basic CSR policy

- 1 Continue operating our businesses in a manner that fulfills the requests and expectations of society and earns long-standing trust from stakeholders.
- 2 Incorporate social issue and environmental issue management into our business operations and become a company with a tremendous capacity to adapt to change.
- 3 Contribute to creating a sustainable society and establish a strong brand as an admired and valued company.

Engaging with stakeholders through the concept of "your company"

Who owns a company? In Japan, people have conventionally used the expression, "our company," which seems to somewhat reflect the thinking of both management and employees that the company belongs to them.

In Europe and North America, where the concept of CSR was adopted ahead of Japan, CEOs addressing a meeting of stakeholders refer to their company as "your company." This is a straightforward way of signaling to all stakeholders the corporate management approach that "the company is managed on your behalf."

The expression "your company" suggests a strong awareness of the existence of others to whom the company is accountable.

We cannot communicate anything if we stay silent,

no matter how much we have contributed to society by doing good work. In sharing information, we must make efforts to boldly disclose our corporate activities as they are. On construction sites, we must try to help locals and related parties understand what we are doing. Outside Japan, where we face language and cultural barriers and a different state of affairs, Japanese styles of working and quality are not always a good fit with local situations. We must therefore, without fail, seek to understand local needs.

The MIRAIT Group aims to be "your company," a company that belongs to all stakeholders, including our shareholders, customers, members of our local communities, Group employees, and business partners. We are therefore always thinking about how to fulfill our social responsibilities and take actions accordingly with a focus on communication.

Creation

Creating social infrastructure and systems to enhance the convenience and amenity of our personal and business lives

The MIRAIT Group offers communications networking and other social infrastructure along with environmentally friendly facilities including solar power generation systems and EV battery charging stations. We also develop and provide systems that can create new value in the area of connecting people to people. By facilitating communication as well as knowledge- and information-sharing using telecommunications systems, we will further enhance the convenience and amenity of society as a whole.

Creation of tomorrow's social infrastructure

What society needs

Handy and accommodating Internet environment

In today's world, the environment for sending and receiving information on a real-time basis is indispensable in both our personal lives and for doing business. To respond to increases in the number of Internet users and the volume of traffic, we build optical networks both in Japan and abroad to help realize high-speed stable communications.

What the MIRAIT Group can do

Installation of optical networks



Opening a broadband network

What society needs

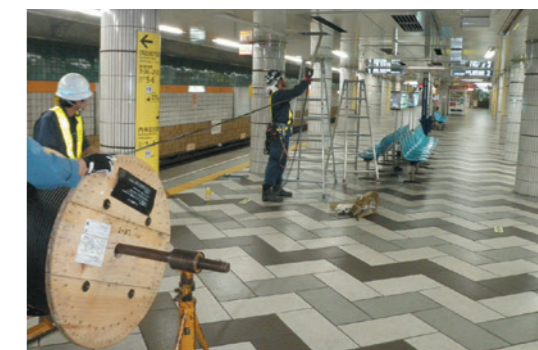
Dependable mobile phone communications in the mountains and on the subways

With the popularization of smartphones and tablets, demands for stable mobile phone communications are increasing, even in areas where reception has traditionally been poor, including within building premises, subway station precincts, and at points between stations (under tunnels).

To cope with the resulting rapidly increasing communications volumes, we install new facilities to support stable mobile phone communications.

What the MIRAIT Group can do

Installation of mobile networks



Connectivity improvement work at a subway station

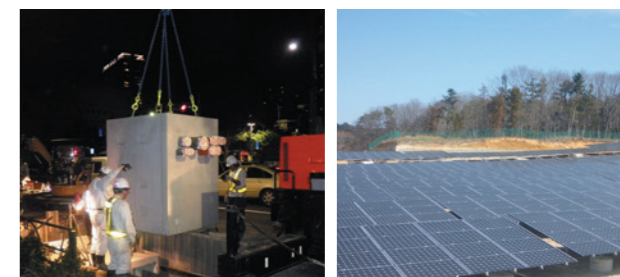
What society needs

Creation of towns that are friendly to both people and the environment

To address issues of global warming and energy needs, we offer a variety of environmental and energy-saving solutions, including solar power generation systems, EV battery charging stations, and air-conditioning and purifying facilities. We also contribute to the creation of towns that are friendly to the environment and people through works related to expressway and subway facilities and the underground installation of power transmission cables.

What the MIRAIT Group can do

Installation of environment-friendly facilities



Laying cables underground Installing solar power generation facilities

Enriching communities

What society needs

Stable Internet access at anytime, anywhere

We create Wi-Fi environments at places that get a lot of foot traffic, such as event venues (stadiums, etc.), shopping streets, and hotels, to allow Internet access at anytime, anywhere.

The MIRAII Group offers comprehensive support, from infrastructure installation, including selection, procurement, installation, and wiring of network devices, to facilities operation and maintenance in and outside Japan.

What the MIRAII Group can do

Wi-Fi solutions



Creating a WiFi environment

What society needs

More sophisticated education environment using ICT

We build, operate, and maintain on-campus network servers, authentication systems, and systems for course management and other purposes at various educational institutions.

We are also cooperating on the Japanese Ministry of Internal Affairs and Communications' Future School Promotion Project, which promotes ICT use at elementary and junior high schools.

What the MIRAII Group can do

Solutions for educational institutions



Teaching a class utilizing a communications network

What society needs

Obtaining more local information while traveling

Our ee-TaB[®] system provides hotel guests with various types of information via tablet computers installed in hotel rooms. The system allows each hotel to customize the content of the information it provides, such as hotel news and local sightseeing information, while being easy to operate to ensure guests are able to obtain the local information they need. To assist the growing number of tourists from abroad, the system accommodates not only Japanese but also English, Chinese, and Korean speakers.

What the MIRAII Group can do

Tablet information distribution service



ee-TaB[®] system

Creation of a scheme for the smooth operation of business

What society needs

Short-time, low-cost development of business systems

Different sectors and organizations require different systems and software, such as public systems and enterprise core systems as well as those for day-to-day operation management.

Using the framework for business system development (RakRak Framework 3) and the multilingual web workflow system (RakRak Workflow II), the MIRAII Group offers corporate business systems that can be tailored to all needs by providing comprehensive support, from planning the introduction to implementation, operation, and maintenance.

What the MIRAII Group can do

Development of systems/software



I work as a sub manager on projects aiming to help customers introduce enterprise core systems or business support systems. I don't just manage projects, I also provide comprehensive support, including proposing new operation methods and systemization. Besides contributing to improving customers' operational efficiency and creating systems that meet expectations, rather than simply responding to the client's requests, I always try to offer the best proposals by independently determining what needs to be systemized and what should be handled by operations.

Kana Yanagimoto
Enterprise Business HQ
MIRAII Information Systems Co., Ltd.

What society needs

Improved efficiency in outdoor operations

Our business application for smart devices, ImageGate[®], is a tool that allows photo or text data to be added to drawings and maps imported to smart devices so that the data can be shared even where network access is unavailable. The IT-based application improves the efficiency of outdoor maintenance and inspection tasks that are usually conducted using paper and digital cameras.

What the MIRAII Group can do

Business applications for smart devices



ImageGate[®]

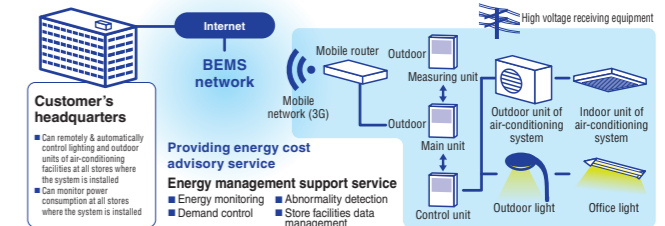
What society needs

Earnest efforts for addressing global warming and energy-related issues

We offer various solutions to address issues surrounding global warming and energy. Our building energy management system (BEMS), for example, helps save energy while maintaining an optimum living environment through the design, installation, and maintenance of energy-saving solutions based upon improved electricity use efficiency as well as automatic operational management of air-conditioning facilities.

What the MIRAII Group can do

Energy saving & environmental solutions



What society needs

Reflecting customer feedback in the improvement of services

We have developed numerous call centers that function as a bridge between businesses and their customers. We also offer call recording systems, call log management systems, and so

What the MIRAII Group can do

Call center solutions

forth. Based upon a "workforce management" method, our systems help realize optimum staff allocation through highly accurate forecasts of inbound call volumes.



Safeguarding

Safeguarding various networks and social infrastructure that connects individuals to the wider community and to businesses in preparation for disasters and accidents

Natural disasters and serious accidents often occur with no warning, disrupting various networks and the operation of social infrastructure.

The MIRAIT Group is engaged in the maintenance and management of social infrastructure, including communications networks, roads, and water supply and sewerage facilities.

The Group also offers security through the installation of disaster prevention facilities and protective measures for various telecommunications systems.

Safeguarding social infrastructure including networks

What society needs

Prompt recovery of telephone services in the event of a disaster

A serious accident or disaster, such as a typhoon or earthquake, may disrupt communications networks even if they are well designed and well prepared. This can be problematic since in the event of a disaster communication demands generally increase. Therefore, it is extremely important to recover communications networks, which form a part of our social infrastructure, as soon as possible.

MIRAIT Group personnel at every level cooperate for the recovery of damaged network facilities.

What the MIRAIT Group can do

Recovery of communication networks after disasters



Recovery effort at a landslide site in Chichibu

What society needs

Constantly accessible communications networks

Most people take it for granted these days that they can be connected to anyone at anytime via a telephone or other communications network. To maintain such networks in a trouble-free and highly reliable state so that they are always accessible, regular maintenance and management is essential.

Taking advantage of our technological capabilities and accumulated know-how, we conduct maintenance and management at a wide variety of locations, from elevated sites, such as utility poles and wireless base stations, to underground areas, with consideration for safety.

What the MIRAIT Group can do

Maintenance of communications networks

I am mainly in charge of common cable ditch construction sites. While our work is intended to improve the amenity and convenience of everyday life, it sometimes creates an inconvenience for local residents.

Keeping that in mind, I try to put myself in their shoes and communicate with them in my continued efforts to create and maintain safe, secure, and trouble-free facilities.



Takahiro Uchida
NTT Business Headquarters
MIRAIT Corporation

What society needs

Safe maintenance and management of long-term infrastructure such as roads

Infrastructure such as roads, bridges, and tunnels are expected to remain useful for many years before they are replaced, which makes it essential to maintain and manage them in a systematic way. The MIRAIT Group is engaged in various types of restoration work for various types of aging infrastructure. When working on sewerage pipes, for instance, we carry out our work in ways that don't require us to dig up the pipes so as to avoid causing service interruptions.

What the MIRAIT Group can do

Restoration of aging infrastructure



SPR method that allows construction to proceed amid flowing water

Safeguarding businesses and everyday life

What society needs

Communities where people can live with peace of mind

The MIRAIT Group provides security camera solutions using IP networks for security, marketing, and other purposes, such as monitoring production at food processing factories, ensuring security at shopping streets, neighborhood associations, and school zones, monitoring customer traffic at stores, and employee management.

What the MIRAIT Group can do

Solutions for monitoring and maintenance



What society needs

Prompt responses in case of facility breakdowns and faults

The MIRAIT Group operates a Customer System Support Center (CSSC), which offers technical support to customers experiencing problems such as breakdowns of network devices. Customers can access the call center 24/7 and receive necessary service on the spot from technicians sent by 120 CSSC sites across Japan within two hours of contact.

What the MIRAIT Group can do

Facility maintenance and operation service



What society needs

Protection of systems from cyber attacks

We support customers in maintaining business continuity by offering a variety of security systems to protect computer networks from cyber attacks and the like. For example, we

What the MIRAIT Group can do

Network security systems

provide a next-generation firewall, Clavister (Sweden), which offers different security functions on the hardware of one machine, for comprehensive network security.

What society needs

Safe management of important corporate documents

We offer systems for the management of important documents, which is key to maintaining business continuity. "i2D," a high-efficiency digital archive cloud system, processes large volumes

What the MIRAIT Group can do

Document storage systems

of scanned images at high speed and centrally manages electronic and paper information assets.

Safeguarding communities from disaster

What society needs

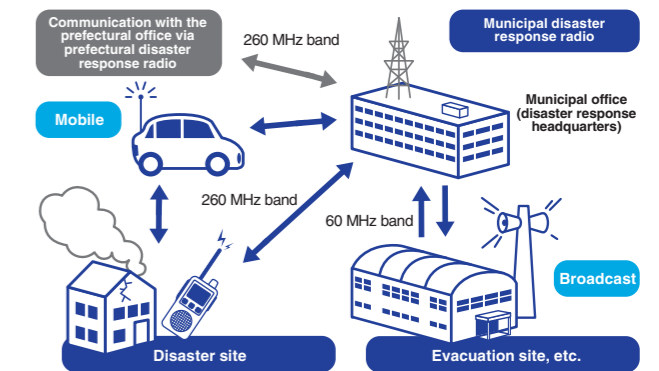
Accurate information in the event of a disaster

There is a growing trend among local governments to digitize their community disaster response radio systems, which are important in the event of an emergency or disaster.

Digitization allows local governments to adapt their activities to suit the circumstances, including two-way communication between the site of disaster or evacuation and the local government office, high-speed data communication, and linking disaster information systems. Taking advantage of its experience and achievements in communications infrastructure construction, the MIRAIT Group provides optimal services on a multi-vendor basis.

What the MIRAIT Group can do

Digitization of community disaster response radio system



What society needs

Facilities prepared for disasters

As part of tsunami countermeasures, more and more evacuation towers are being installed in coastal areas. The MIRAIT Group provides tsunami evacuation towers equipped with both emergency stairs and ramps for the evacuation of people in wheelchairs. It is possible to set the height of the tower according to the height of a potential tsunami predicted for each region.

What the MIRAIT Group can do

Installation of tsunami evacuation tower



Evacuation tower

Responding to future social needs

Diagnosing deterioration of solar power generation systems

With the explosive popularization of solar power generation systems, needs for operation and maintenance to maintain power generation are growing. In partnership with a manufacturer, we are developing products that can diagnose generation performance of solar power generation systems on-site.

Field trial of sensor networks using the 280 MHz band

For the development of the IoT (Internet of Things), where everything is connected to the Internet, smart meters and wide-area wireless networks are expected to be used as a

new means of communication between distributed sensor devices. In partnership with a device manufacturer, we submitted a proposal to the Japanese Ministry of Internal Affairs and Communications in response to its call for proposals on sensor networks, etc. using the 280 MHz band frequency. We are now conducting field trials to create an optimal network system using the frequency band.



An antenna built for 280 MHz field trials

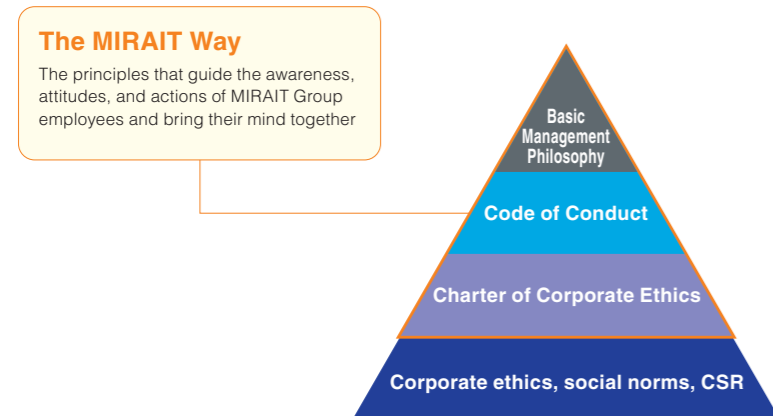
Toward the realization of an enriched and more comfortable society

The MIRAIT Group is promoting group-wide CSR based on the MIRAIT Way, the principles that guide the conduct and activities of Group employees. To be an enterprise that coexists and mutually prospers with people and society, the MIRAIT Group establishes effective corporate governance while fulfilling its CSR through its business and other activities.

The MIRAIT Way

The MIRAIT Way is an overarching document, which consists of the Basic Management Philosophy, Code of Conduct, and the Charter of Corporate Ethics of the MIRAIT Group.

The MIRAIT Way



Code of Conduct

- 1 Always deliver services that meet and exceed customers' expectations
- 2 Further enhance reliability and trust with our frontline capabilities
- 3 Take a step forward with wisdom and courage
- 4 Always follow the basic principle of integrity and fairness
- 5 Demonstrate strong teamwork to create a bright future

Charter of Corporate Ethics

Charter of Corporate Ethics of the MIRAIT Group

- 1 Basic policy on legal and regulatory compliance
- 2 Basic policy on customers
- 3 Basic policy on shareholders and creditors
- 4 Basic policy on business partners
- 5 Basic policy on employees and workplace
- 6 Basic policy on society and the environment
- 7 Basic policy on the protection of personal information, customer information and intellectual property

CSR priority activities

- Environment**

Increasing environmental risk is a major issue that undermines the sustainability of planet Earth, making it an important social issue not just for Japan but for the entire global community. The MIRAIT Group positions environmental and social innovation as one of the focuses of its medium-term management plan.

Referring to ISO 26000 and other guidelines, the MIRAIT Group, as a socially aware public company that seeks to address social issues, will carry out environmental initiatives while contributing to the establishment of environmentally friendly social infrastructure through its business activities.
- Community vitalization**

Rural and regional communities, important building blocks of society, are facing various issues, including stagnating economies and depopulation. The MIRAIT Group's business is built upon its close relationships with local communities and is therefore closely connected to these social issues. The MIRAIT Group will maintain close communications with government organizations, its residential neighbors, and other related parties in promoting the development of social infrastructure for everyday life and town development to contribute to community vitalization.
- Human resources**

A shortage of workers in the construction industry is having a serious impact on society. To ensure it has the flexibility to cope with new social issues emerging in recent years, the MIRAIT Group will develop human resources with the skills required for driving the Group's business, including the installation of social infrastructure, and will promote diversity in the workplace so as to make the best use of individual expertise.

Major efforts concerning CSR

ISO 26000 core subjects	Major themes	Results in fiscal 2014	Efforts in fiscal 2015
Organizational administration	◆ Addressing important Group issues	• Development of effective organizational systems and mechanisms	• Practice of the Corporate Governance Code and continued improvement efforts
Human rights	◆ Promotion of diversity	• Recruitment of Group company employees, global human resources, older workers, and athletes • Recruitment of people with severe disabilities • Increase in the number of women among new graduate hires	• Promoting workforce diversity and expansion of business areas • Upgrading human rights education
Labor practices	◆ Development of next-generation leaders and other human resources ◆ Promotion of work-life balance	• Establishment of career paths, implementation of job rotation • Introduction of an expired annual leave reserve plan	• All-out efforts for human resources development • Provision of flexible work style options
Environment	◆ Reduction of burden upon global environment ◆ Promotion of environmental business	• Expansion of environmental business, e.g., solar power generation and EV battery charging systems • Introduction of energy-saving systems when developing a new site • Reduction of waste	• Further expansion of environment-related businesses • Promotion of energy saving at respective offices • Reduction of waste and energy consumption
Fair business practices	◆ Thorough risk management and compliance ◆ Reinforcement of information security	• Continued promotion of awareness raising and maintaining the enhanced awareness through training • Selection of priority risk items and promotion by PDCA	• Continued promotion of awareness raising and maintaining the enhanced awareness through training • Further sophistication of BCP
Consumer issues	◆ Improvement of service quality	Implementation of measures to establish MIRAIT quality • Improving risk sensitivity using demonstration facilities, etc. • Introduction of fall prevention tools	• Promotion of safety quality improvement activities to establish MIRAIT quality
Participation in/development of community	◆ Promotion of community-based business activities ◆ Promotion of social innovation business	• Steady implementation of community-based business and social innovation business at each site • Participation by respective offices in local events	• Further expansion of businesses related to town development and social innovation • Carrying out activities as a group contributing to communities

Corporate governance

In terms of our management, achieving effective corporate governance and building trusting relationships with all stakeholders are among our most important areas of focus.

We aim to improve our corporate value and achieve sustainable growth by complying with all principles of the Corporate Governance Code established by the Tokyo Stock Exchange and making continued improvement efforts.

Internal control system

Aiming to establish a system to ensure appropriate business operations by our Group companies, we have formulated a Basic Policy for the Internal Control System as per the resolution of the Board of Directors. We have also formulated Subsidiaries Management Regulations specifying the operation framework of internal control at our subsidiaries in order to establish an internal control system for the MIRAIT Group and thus ensure appropriate management.

Auditing by corporate auditors

Our corporate auditors perform audits to review the execution of business operations by directors. Corporate auditors strive to strengthen the audit system by, for example, exchanging information periodically with the independent auditor and others regarding audit plans and results.

Compliance

To ensure strict compliance with laws and regulations, the MIRAIT Group formulated its Compliance Regulations in March 2011. The Compliance Committee, chaired by the president and CEO, discusses specific related issues and supervises the progress of compliance promotion activities. To ensure full awareness of and commitment to good corporate ethics among employees, the Compliance Manual is distributed across the Group.

Risk management

We manage various risks in an appropriate manner by following our Risk Management Regulations document, which specifies the basic policy and procedures for risk management for the Group. The Risk Management Committee, chaired by the president and CEO, discusses specific issues related to risk management and takes other necessary actions.

MIRAIT Group companies use ISMS (ISO/IEC 27001), the information security management system adopted by the Group, to make group-wide efforts to ensure the prevention of leakage of important information and protect our information assets.

* For details of corporate governance, please refer to our Corporate Governance Report, which can be found on our own and the TSE website.

Working together with society at large to create a prosperous future

In order for the entire Group to contribute to the realization of a more affluent and comfortable society, we are committed to fulfilling our social responsibilities, respecting human rights at all times, and coexisting and mutually prospering with people and society.

Social contribution and communication with the community



Koto Volunteer Festival

Participation in the Koto Volunteer Festival

We participated in the 14th Koto Volunteer Festival (co-organized by the Koto Volunteer Association and the Koto-ku Council of Social Welfare) on September 6. The event aims to provide participants and local residents with new opportunities for cooperation to help them build relationships with one another. This year, the event featured booths providing information and hands-on activities around sign language, Braille, and wheelchairs, as well as bazaars selling goods produced in disaster-affected areas and handmade items produced by people with disabilities. Participating MIRAIT Group employees demonstrated balloon art as a way of engaging local residents.



Civil engineering site tour

Civil engineering site tour

We held a site tour for local residents at an arterial road construction site in Adachi-ku, Tokyo. The tour was prompted by a local elementary school student who visited us in the context of researching a project on "why road construction is conducted." As part of the site tour, we described the purpose of the construction and the advantages of eliminating utility poles by burying cables underground, and allowed participants to test-drive construction machinery. Participants gave us positive feedback, saying that their understanding of construction work had improved.



Cherry blossom viewing at Omiya Technology Center

Cherry blossom viewing with neighbors

Every year, at the time when the three cherry trees on its premises come into full bloom, the Omiya Technology Center invites its neighbors over for a get-together. The event is intended to give locals an opportunity to enjoy the much-loved cherry trees while also acquiring a deeper understanding of the center's business activities. The fiscal 2014 event marked the eighth time the get-together has been held. Through community-based activities such as this one, the center will continue to pursue smooth business operations in partnership with the local community.



Teams participating in the NIPPON IT Charity Relay Race

Participation in NIPPON IT Charity Relay Race

While it is well recognized that the IT industry is a vital and dynamic component of modern life, its growth has resulted in a large number of socially disadvantaged unemployed workers. In light of this situation, the MIRAIT Group sponsors the NIPPON IT Charity Relay Race, which is intended to help unemployed workers reintegrate into society. Teams of employees from the MIRAIT Group also participated in the race.

Investor relations activities

We consider IR activities important in securing trust and appropriate corporate evaluation as well as for ensuring our sustainable growth and the mid- to long-term improvement of our corporate value as a "comprehensive engineering & services company." We carry out IR activities on an ongoing basis in line with our disclosure policy.

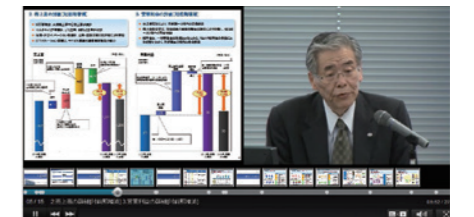
At our financial results briefings and for investor relations outside Japan, a representative of the Group presents our financial results in order to promote constructive discussions with shareholders and investors.



Financial results briefing

Timely disclosure

We use TDnet and EDINET for the appropriate disclosure of important information in a fair and timely manner. For broader information disclosure, we also use our website (<http://www.mirait.co.jp/en/>) and press releases. In reference materials for financial results briefings and IR activities, we make efforts to provide information that is easy to understand and helpful to shareholders and investors.



Distributed video of financial results briefing

Initiatives to enhance communication

We hold financial results briefings twice a year for analysts and institutional investors. Videos of the briefings are distributed via our website so that all stakeholders can see them. For institutional investors outside Japan, we provide information in English in a timely manner and conduct IR activities. Inquiries and comments received from shareholders and investors at financial results briefings, interviews, and other occasions are reported as feedback to key related personnel within the MIRAIT Group. We also send out the *MIRAIT Report*, a booklet covering our performance and other topics, to all shareholders twice a year.

As of fiscal 2015, we also hold briefings for individual investors.



MIRAIT Report

Insider information management

To prevent the unfair release of insider information in interviews with shareholders or investors, we conduct appropriate information management according to the Insider Trading Regulations. To prevent leaks of financial results and ensure fairness, we designate two weeks prior to the announcement of financial results (including quarterly results) as a "silent period," during which we refrain from responding to any comments or questions about financial results.



Presentation material for IR activity

Annual shareholders' meeting

We ensure the successful holding of annual shareholders' meetings and exercising of voting rights by sending notices announcing the annual meeting to shareholders as early as possible, introducing online voting, and preparing English (digest) versions of notices sent to shareholders.

Offering service with reliable quality based on our excellent technical capabilities

To earn customer satisfaction and trust, we strive to provide our customers with the best possible services as a “comprehensive engineering & services company,” giving priority to safety and quality.

Quality management system

Policy on Quality

We will efficiently conduct standardized production and service activities to provide customers with high-quality products and services that meet their expectations and earn their trust.

- We will promptly respond to customer requests and adopt applicable legislation and regulations.
- We will seek to enhance product and service quality as well as construction quality under the “customer first” principle for greater customer satisfaction and more efficient production and service operations.
- We will reduce quality risk to maintain and improve QCD (quality, cost and delivery).

We have acquired ISO 9001 certification for our quality management system, a part of our integrated management system. Based on the recognition that safety, reliability, and trust constitute the foundation of our business, we formulated our Policy on Quality and strive to deliver high-quality construction work and other services.

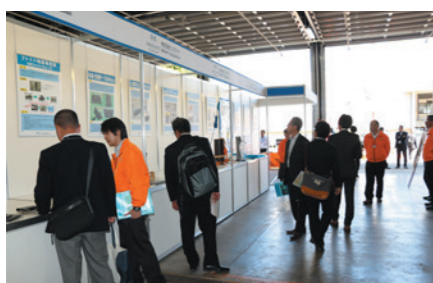
Efforts to achieve greater technical excellence that upholds high quality



IP engineer training



Technical Meister logo



Tsukuba Forum

Development of advanced ICT human resources

To keep up with increasing sophistication of information and telecommunications technologies and expand our ICT solutions business, we focus on nurturing IP-NW engineers and server engineers who have advanced knowledge and skills.

Technical Meister for improving skills and passing them onto the next generation

We have a system to certify advanced engineers and technicians as “technical meisters.” A total of 65 meisters gather at our technical meister meeting to share their advanced skills and techniques with each other and with the next generation.

Improving the industry’s overall technical quality

Aiming to contribute to boosting industry-wide technical capabilities, we participate in various trade shows, including the West Japan ICT Forum and the Tsukuba Forum. At the most recent of these shows, we exhibited several of our systems, including our real-time work progress management system using mobile tablets, meits-so for Mobile, and optical fiber identifier.

Efforts to achieve greater customer satisfaction

Customer satisfaction survey

We are carrying out initiatives to reflect customer feedback in our efforts to improve the quality of our work and services.

We conduct customer satisfaction surveys on the quality of our work as well as on our proposals. Based on the survey results, the CS Committee, chaired by the president, verifies the results of daily initiatives and improvements.

By implementing PDCA cycles based on the survey results, we are raising employee awareness and improving services from the customer perspective.



KAIZEN Convention

KAIZEN Convention

We implement TQM (total quality management) activities and encourage frontline employees to express their ideas and comments on necessary operational changes and improvements. At the KAIZEN Convention of the MIRAIT Group held on October 24, we discussed various subjects such as the improvement of safety, quality, productivity, and marketing/sales capabilities, connecting the venues in Tokyo and Osaka with a video conference system. A total of 15 teams made presentations at the convention.

Evaluation of technical capabilities

Overall victory at ITEA skills competition

The Information & Telecommunications Engineering Association of Japan (ITEA) holds a skills competition for its member companies each year with the aim of further improving communications facilities construction skills, further spreading the latest technologies, and nurturing professionalism among engineers.

At the ninth competition held in Yokohama City on July 31, MIRAIT Technologies Corporation received a prize in all categories and won an overall victory.



Honored by the Minister for Land, Infrastructure, Transport, and Tourism

In fiscal 2014, Seiji Naito of MIRAIT Technologies Corporation was publicly honored by the Minister of Land, Infrastructure, Transport, and Tourism for excellence in construction engineering. This honor goes to construction engineers who engage directly in production at the frontline of construction sites, demonstrate remarkable skills, and contribute significantly to the fostering of younger engineers. Naito is the ninth in the MIRAIT Group to be awarded the honor, following those honored in fiscal 2013.



Overall victory at ITEA skills competition

Creating a safe workplace where all employees can work with enthusiasm

We are creating safe and comfortable workplaces while promoting the development of a corporate climate where individuality is respected and all employees can play an active part by exercising their abilities to the fullest.

Occupational safety and health management systems

Policy on Occupational Safety and Health

We will place top priority on safety while seeking to secure the safety and health of all MIRAIT Group employees and providing a comfortable work environment.

- We will comply with applicable legislation and regulations regarding occupational safety and health.
- We will promptly reduce or eliminate occupational safety and health risks in our business operations by effectively assessing current risks and anticipating potential risks.
- All MIRAIT Group employees will strive to learn about occupational safety and health from each other and work in concert to ensure workplace safety and security.

We have acquired OHSAS 18001 certification for our occupational safety and health management systems. Regarding safety, reliability, and the trust of our customers as forming the foundation of our business, we have formulated the Policy on Occupational Safety and Health to create a safe and comfortable work environment.

Efforts for safety



MIRAIT Group Safety Convention

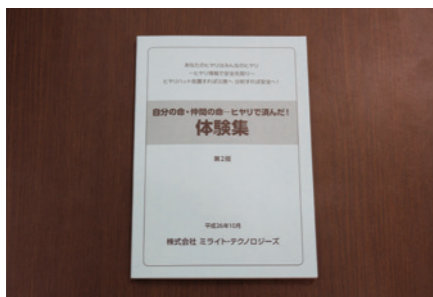
MIRAIT Group Safety Convention

We hold the MIRAIT Group Safety Convention during National Safety Week, which falls in July each year as designated by Japan's Ministry of Health, Labour, and Welfare. In fiscal 2014, we held the convention on July 9 in Osaka and on July 15 in Tokyo. Organized as part of our efforts to improve safety awareness among our employees through information sharing, the annual event included presentations of the Group's safety policy and employees' safety management activities as well as a safety lecture given by a guest speaker.

Publication of a booklet on near-miss incidents

Aiming to eliminate accidents, we produced a booklet describing near-miss incidents and distributed it to all employees.

We put in place a system for collecting information on near misses in 2005 and currently receive about 400 incident reports from employees every month. We classify the reported experiences by type of incident, i.e., physical injury, facility-related, and traffic-related, edit them, and compile them in booklet form together with explanations on how the incidents occurred. We are using the booklet in our safety education and on-site risk prediction activities to raise our employees' awareness of risks.



Booklet covering near-miss incidents

Diversity and human resources development

Creating workplaces where a diverse group of workers can play an active role

We are promoting the development of a corporate climate where individuality is respected and all employees can work to their full potential, regardless of age, gender, nationality, race, or disability.

With a particular focus on the empowerment of female employees, we are making efforts to create workplaces where women can play a more active role in daily operations, enhancing working environments, and providing various career paths and opportunities.



We are keenly recruiting women as new hires and solidifying the ground upon which female employees stand so that they can play an active role. It has been traditional in our corporate culture to delegate tasks regardless of gender, but we will make all-out efforts not only to further enhance the environment and systems but also to raise employee awareness.

Mayu Shikamoto
General Manager
Work-Life Balance Promotion Department
General Manager
Group Management Promotion Department
General Manager
General Affairs Department
Management Planning Headquarters
MIRAIT Technologies Corporation

Initiatives outside Japan

The MIRAIT Group's subsidiary in Myanmar, MIRAIT Information Systems Myanmar Co., Ltd., is providing local hires with not only technical training but also Japanese lessons to improve their language skills so that they will be able to demonstrate their full potential at Japanese companies.

New human resources development system

The MIRAIT Group positions human resources development as one of its key themes. MIRAIT Corporation developed a new human resources development system, comprising the field-specific model system, which helps employees improve their expertise required for business operations, and the job-level-specific system, which helps employees acquire necessary skills and knowledge according to their current role or career stage. By using the system to support the growth of individual employees, MIRAIT Corporation will systematically enhance its human resources as the foundation of its future business development.



Training for mid-career employees

Creating an employee-friendly workplace

Employee security in the event of a disaster

To prepare for large-scale disasters and raise our employees' awareness, we created a pocket manual for large-scale earthquakes and other disasters.

Distributed to all employees, the manual covers the principles of actions to take in the event of a large-scale disaster, how to confirm the safety of employees, how to gather information about the disaster, and other tips to help employees to calmly take action during an emergency.



Pocket manual for large-scale earthquakes and other disasters

Operating businesses that contribute to reducing environmental impact and creating a better global environment

While promoting new energy and environmental business, we are taking various measures, such as reducing our energy consumption and recycling waste, in our business activities with the goal of preserving a healthy, sound planet for future generations.

Environmental management system

Major efforts for environmental preservation

- Volunteer activities in the Green Donation Program and "satoyama" forest conservation programs
- Introduction of fuel-cell vehicles
- "Green curtains" at major offices
- Opening of a technology center equipped with solar power generation system
- Switching to LED lighting
- Participation in volunteer tree planting for shoreline protection in disaster-affected areas in Tohoku, organized by the Miyagi Electrical Construction Association
- Participation in waterfront cleanup campaign organized by NTT East

Our Group companies have acquired ISO 14001 certification for their environmental management systems.

Policy on the Environment

- As an upstanding corporate citizen, we will pursue activities for protecting the global environment through our daily operations and contribute to the creation of a more affluent and comfortable society.
- We will comply with legislation and regulations regarding environmental protection, such as the Energy Saving Law and the Waste Disposal Law, and work to reduce our impact on the environment and prevent pollution.
 - We will implement appropriate risk assessment measures to reduce environmental risk and conduct effective environmental activities.
 - All MIRAIT Group employees will seek to increase their awareness of environmental protection and actively endeavor to pass on a healthy global environment to future generations.

Reducing environmental impact



Energy saving efforts at Edagawa Building



Volunteer tree planting for shoreline protection in disaster-affected areas in Tohoku

To reduce our emissions of greenhouse gas, the major cause of global warming, we work to reduce energy consumption and promote recycling. In addition, we give priority to green purchasing on a divisional basis.

Energy-saving efforts at respective offices

To reduce electricity consumption, which accounts for a majority of energy consumption in offices, we take various measures across the Group, including those to address the issue of peak time usage.

- Use fewer printers and copiers
- All PCs utilize power saving settings
- Maintain appropriate room temperatures at all times
- Limit lighting to a minimum and keep unnecessary lights off
- Promote limited use of elevators

Greening activity

To contribute to local greening efforts and reconstruction in Tohoku, we are participating in volunteer tree planting for shoreline protection in disaster-affected areas in Tohoku, organized by the Miyagi Electrical Construction Association.

We also contribute to greening activities around the world by participating in volunteer activities under the Green Donation Program, which raises money for the National Land Afforestation Promotion Organization, Osaka Green Trust, and other organizations, as well as by sending used telephone cards and postal stamps to the Defense of Green Earth Foundation.

New energy and environmental businesses

Solar power generation systems

In creating solar power generation systems, we offer a full range of support, from proposals for introduction to design, procurement, construction, operation management, and maintenance checks. In fiscal 2014, we received orders for the generation of a total of 107 MWh of power, a two-fold increase from the previous year.

We also started to sell electricity generated at our solar power plant in the Onodera area of Tochigi Prefecture (annual power generation volume: 1,270 MWh). We will further improve our energy management technologies to expand our environmental business.



MIRAIT's solar power plant in the Onodera area of Tochigi Prefecture

EV battery quick-charging systems

In preparation for the full-scale popularization of electric vehicles and plug-in hybrid vehicles (PHVs), the MIRAIT Group is making active efforts toward building infrastructure for charging electric vehicle batteries.

We work on the installation of EV battery quick-charging systems at more than 1,000 locations across Japan, including highway rest areas and parking areas and convenience stores. We have also installed an EV battery quick-charging system in the parking lot at the MIRAIT Shinkiba Building to provide charging services to the general public.



EV battery quick-charging system

Energy management systems

Building energy management systems (BEMS) help control energy use through visualization. By allowing the air-conditioning systems of buildings and other facilities to be operated and managed automatically, they help maintain an optimum living environment while reducing energy consumption. The MIRAIT Group offers a full range of services from design and installation to maintenance.

Household electricity storage systems

We offer electricity storage systems for freestanding houses to help residents reduce their electricity bills by storing electricity at night for use during the day. Such systems can also be linked to existing public grid facilities or rooftop solar panels, or they can be used as a backup power source in the event of power failure. We also offer 24/7 status monitoring maintenance services via a network.

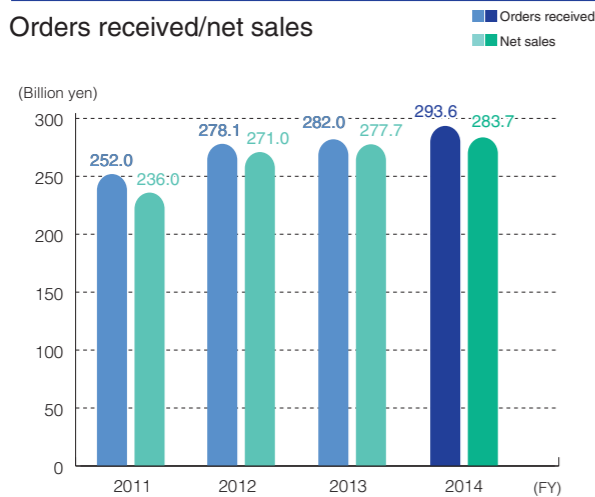


Electricity storage system for a freestanding house

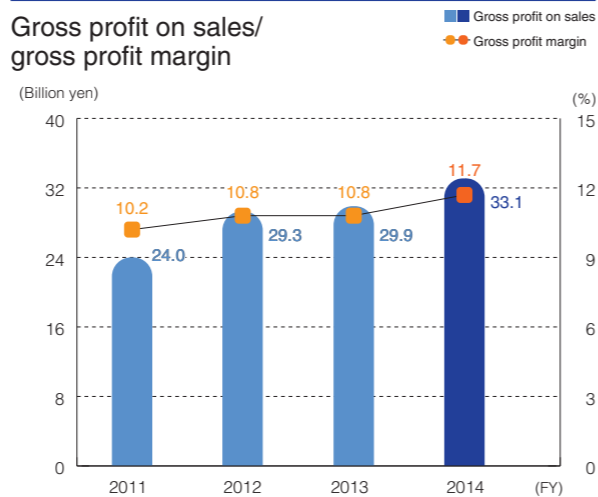
For sensible management based on a sound financial footing

We strive to maintain our sound financial footing and make accurate financial information promptly available by various means including via our website and brochures. By doing so, we hope that our Group will continue to be a corporate organization that is supported and trusted by society.

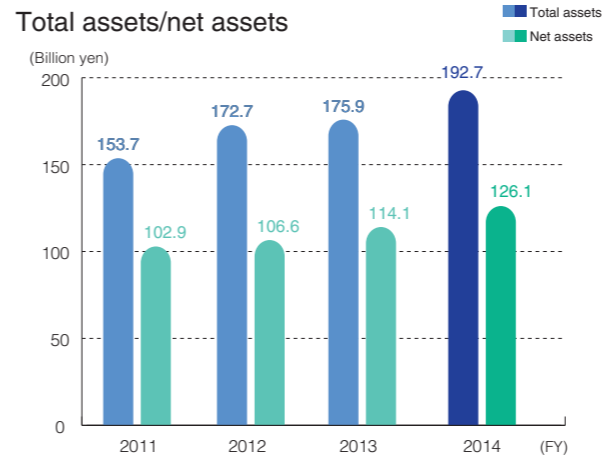
Orders received/net sales



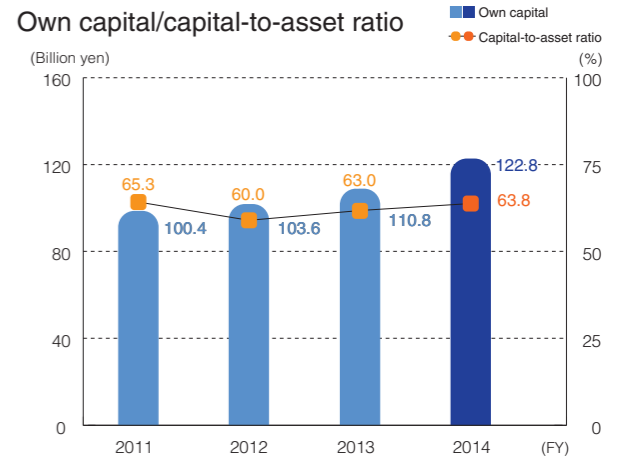
Gross profit on sales/gross profit margin



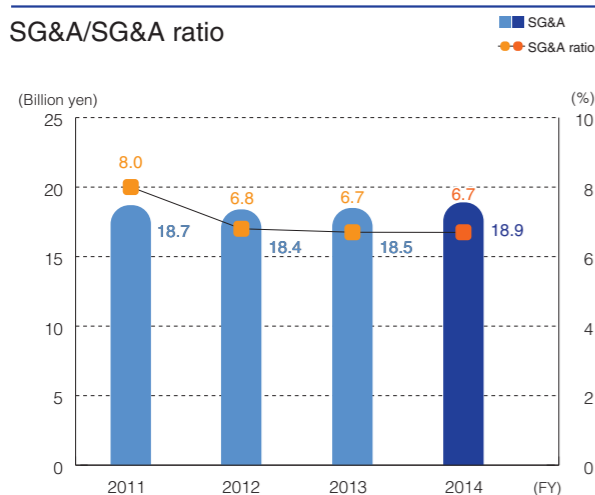
Total assets/net assets



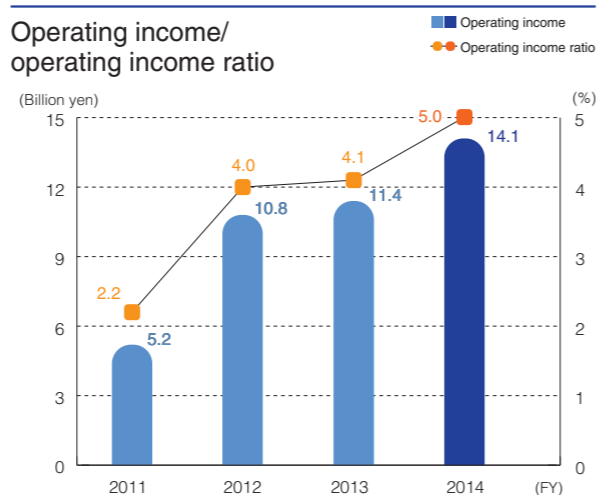
Own capital/capital-to-asset ratio



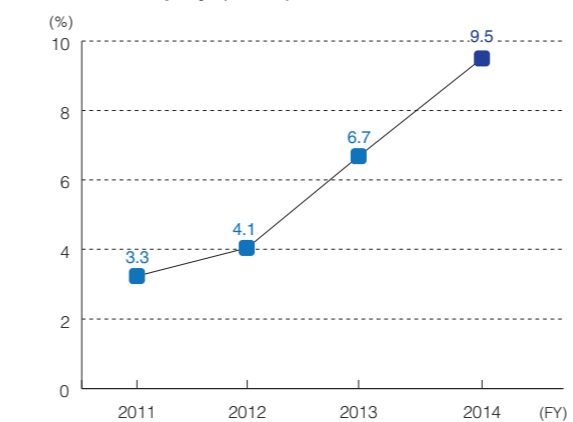
SG&A/SG&A ratio



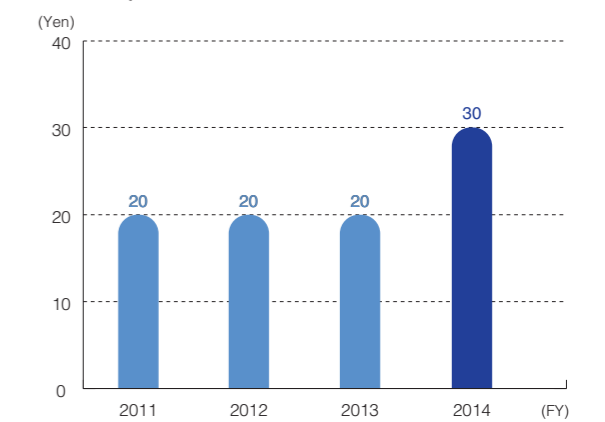
Operating income/operating income ratio



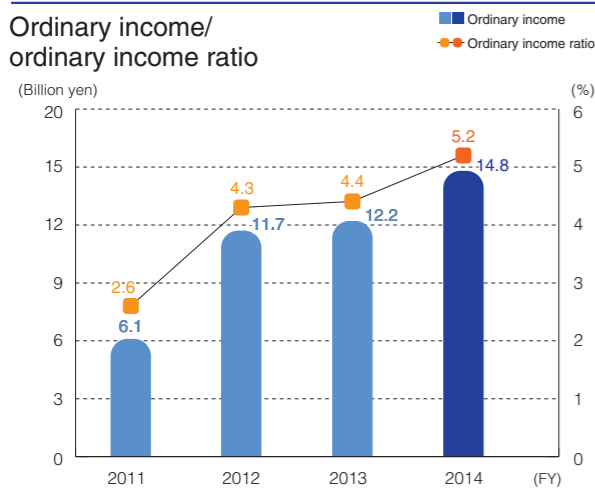
Return on equity (ROE)



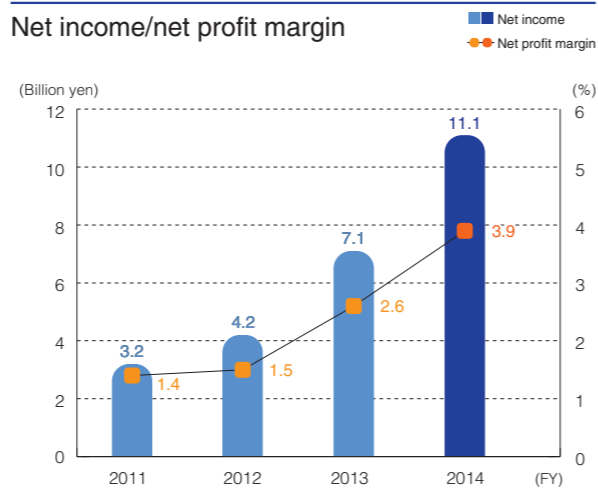
Dividend per share



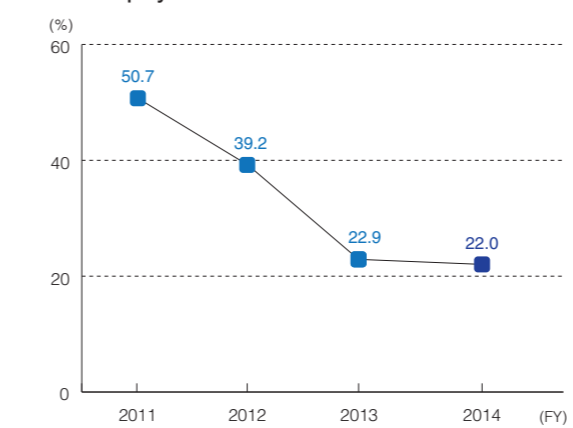
Ordinary income/ordinary income ratio



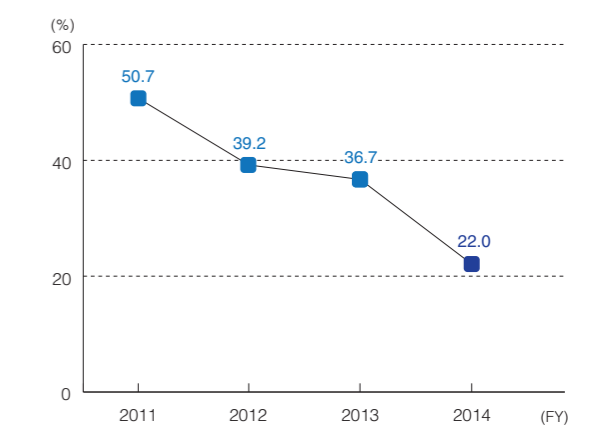
Net income/net profit margin



Dividend payout ratio

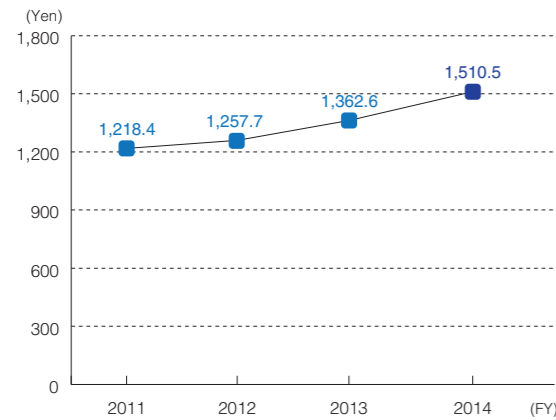


Overall returns

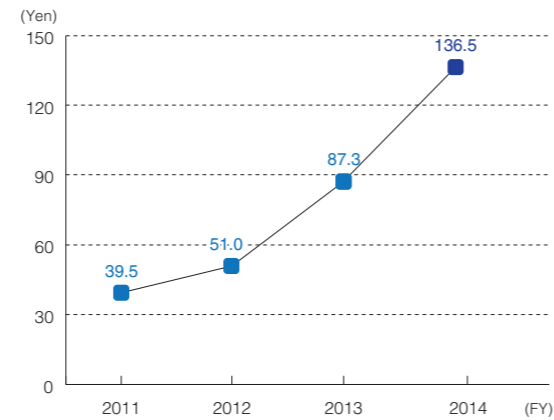


* For the latest information, please refer to our website (<http://www.mirait.co.jp/en/>)

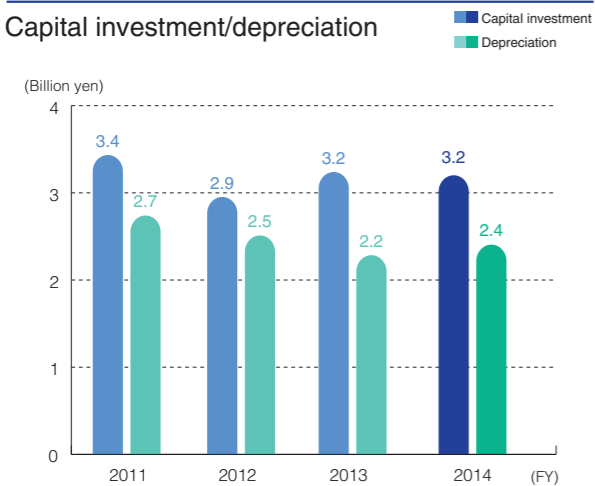
Net assets per share



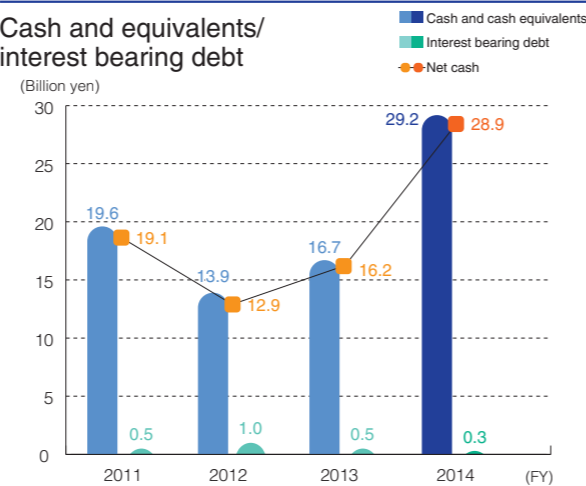
Earnings per share



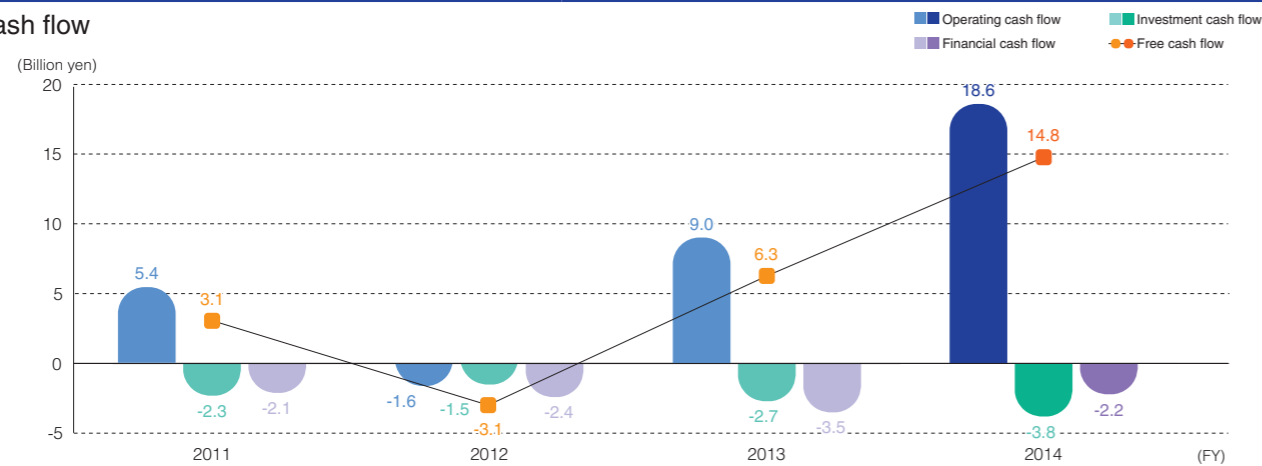
Capital investment/depreciation



Cash and equivalents/ interest bearing debt



Cash flow



Shareholders

As of March 31, 2015

Shares

Total authorized shares	330,000,000
Total outstanding shares	85,381,866 (including 4,047,927 treasury shares)
Number of holders of shares (excluding treasury shares)	19,050

Major shareholders

Names	Number of shares held (in hundreds)	Ownership (%)
Sumitomo Electric Industries, Ltd.	162,360	19.96
The Master Trust Bank of Japan, Ltd. (trust account)	33,686	4.14
Japan Trustee Services Bank, Ltd. (trust account)	26,871	3.30
Sumitomo Densetsu Co., Ltd.	24,886	3.06
BBH For Fidelity Low-Priced Stock Fund (Principal All Sector Subportfolio)	17,745	2.18
State Street Bank and Trust Company 505001	14,115	1.74
Employee's stock option plan	13,185	1.62
Mizuho Bank, Ltd.	12,299	1.51
Japan Trustee Services Bank, Ltd. (trust account 9)	9,946	1.22
CBNY-Government of Norway	9,045	1.11

Notes

- Ownership is calculated by excluding 4,047,927 treasury shares.
- Number of shares held is rounded down to the nearest 100, while ownership is rounded off to two decimal places.

Share distribution by owner (excluding treasury shares)

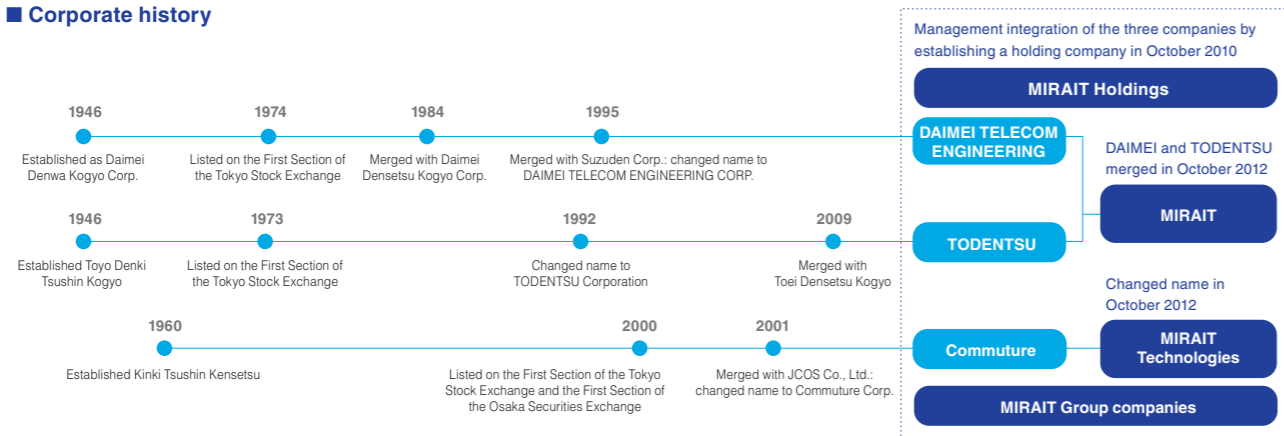
Number of shares by owner	(Shares)	(%)
Financial institutions	19,106,818	23.5
Financial instruments business operators	1,225,844	1.5
Other corporations in Japan	25,414,786	31.2
Foreign corporations, etc.	19,746,525	24.3
Individuals/other	15,389,966	19.5
Total	81,333,939	100.0

Number of shares by owner	(Persons)	(%)
Financial institutions	47	0.2
Financial instruments business operators	37	0.2
Other corporations in Japan	285	1.5
Foreign corporations, etc.	200	1.1
Individuals/other	18,481	97.0
Total	19,050	100.0

Overview of MIRAII Holdings

Date of establishment	October 1, 2010	Major business locations	Domestic: 33 locations * Total number of locations of MIRAII Corporation and MIRAII Technologies Corporation Overseas: 6 locations (Australia, Hong Kong, Myanmar, the Philippines, Singapore, Sri Lanka)
Capital	7 billion yen	Number of consolidated subsidiaries	35 (as of the end of March 2015)
President and Chief Executive Officer	Masatoshi Suzuki	Number of employees	Consolidated: 7,334 MIRAII Holdings: 99 MIRAII: 4,337 (consolidated), 2,626 (non-consolidated) MIRAII Technologies: 2,898 (consolidated), 885 (non-consolidated)
Total outstanding shares	85,381,866	Term-end	March 31
Stock Listing	1st Section of Tokyo Stock Exchange (Security code: 1417)		
Ratings	Rating and Investment Information, Inc. (R&I): A- Japan Credit Rating Agency, Ltd. (JCR): A		
Location	5-6-36, Toyosu, Koto-ku, Tokyo		

Corporate history



The meaning behind our name

We aspire to become a comprehensive engineering & services company which continues to grow with customers. We hope our metaphorical light of hope will shine brightly, illuminating the way ahead, and will continue travelling toward the future. Such aspiration is expressed in a simple and straightforward way in our corporate name, MIRAII—the combination of MIRAII (future) and IT (information technology).

MIRAII > Future
MIRAII > Information Technology
MIRAII > Integration Technology

Corporate mark

The three bold lines symbolize our Three Objectives. The gold arch stretching across the lines represents the global reach of our high-quality businesses. The overall mark forms the letter "M." The mark is a symbol that represents the direction of the MIRAII Group, which is cultivating our "Mirai (future)."



Three Objectives

- Expanding the breadth of our business**
> Expanding to cover upstream to downstream (planning and design, construction, maintenance and operation, etc.)
- Expanding the depth of our business to the greatest extent possible**
> Proposing a total solution covering NI, upper layers, and lower layers
- Developing new business fields**
> Contributing to the creation of future social infrastructure which integrate electricity, the environment, energy and other fields

Group companies

Consolidated subsidiaries and overseas subsidiaries

MIRAII Holdings Corporation

MIRAII Corporation	IP TECHNO SERVICE CORP.	MIRAII Technologies Corporation	MIS Kyushu Corp.
M's Frontier Corporation	DAIMEI SLK (PVT) LIMITED	AST-ENG Corp.	KATAKURA CONSTRUCTION Co., Ltd.
DAIMEI TECHNO CO., LTD.	Todentsu Access Corp.	Ligare Co., Ltd.	Nara Kensetsu Co., Ltd.
KOKKO SYSTEMS CO., LTD.	TODENTSU Network Corp.	COTONET ENGINEERING Co., Ltd.	Practical Solutions Inc.
Tohoken System Engineering Corp.	Nissetsu Co., Ltd.	Comlead Co., Ltd.	ACTIS Corporation
Meisei Correspondence Co., Ltd.	Okisokou Co., Ltd.	MIRAII Information Systems Co., Ltd.	Kinki Denki Corp.
IP Nisshin Tsuko Co., Ltd.	Libnet Corporation	Ground Create Co., Ltd.	MIRAII Technologies Australia Pty. Ltd (Australia)
DAIMEI NETWORK CO., LTD.	TIMETEC Co., Ltd.	Agility RISE Co., Ltd.	MIRAII PHILIPPINES INC. (Philippines)
DAIMEI TSUSAN CORP.		Fucom Corp.	MIRAII Information Systems Myanmar Co., Ltd. (Myanmar)
SINKO ELECTRIC CORP.		Lapisnet Co., Ltd.	
DAIMEI BUSINESSMATE CORP.			

Major business locations

