

**【MIRAIT ONE Corporation】**  
**Establish the “MIRAIT ONE Smart Work/Life Declaration” and**  
**“Diversity & Inclusion Declaration”**  
**20% reform project to create excitement for all our employees!**

MIRAIT ONE Corporation (headquartered in Koto-ku, Tokyo; President and CEO, Toshiki Nakayama) has established the “MIRAIT ONE Smart Work/Life Declaration” and “Diversity & Inclusion Declaration”.

As a construction company, MIRAIT ONE Corporation has been promoting work style reform through various on-site innovations. At the same time, work styles and lifestyles around the world have changed significantly due to the COVID-19 pandemic.

At MIRAIT ONE Corporation, we have taken this opportunity of our group integration and reorganization in July of this past year, and conducted a survey of all group employees. Based on the survey results, we have been considering “smart work lifestyle reforms”.

We take this declaration as an occasion to reorganize the work style that we have built up until now, work to evolve it in light of changes to lifestyles around the world, as well as aim for the active participation of diverse staff.

## **MIRAIT ONE Smart Work/Life Declaration**

The MIRAIT ONE Group has set “co-creating an exciting future through challenges and technology” as its purpose (meaning of existence) and is working to realize a society that values each individual (ONE person) and responds to diverse lifestyles.

By promoting the "MIRAIT ONE-Style Smart Work Lifestyle Reforms" that suits each workplace and individual, as well as altering the culture and awareness, we will realize a diverse and flexible work lifestyle suitable for everyone.

The MIRAIT ONE Group pursues the goal of becoming an appealing company where each and every employee can work energetically in good physical and mental health, and where they can find their own job satisfaction.

Toshiki Nakayama, President and CEO  
MIRAIT ONE Corporation

Established: December 26, 2022

## **Diversity & Inclusion Declaration**

The MIRAITS ONE Group has set “co-creating an exciting future through challenges and technology” as its purpose (meaning of existence), and is working to realize a society that respects each individual (ONE person) and responds to diverse lifestyles.

Regardless of nationality, creed, work history, age, disability, gender, gender identity and sexual orientation and other factors., we recognize and accept diverse values and work styles, and each and every person can play an active role in our company while valuing their individuality. That is the ideal work-lifestyle of the MIRAITS ONE Group, which advocates human-centered management.

We will move forward with diversity and inclusion with an eye toward realization of a corporate culture that respects individuality and is the strength of the organization.

Toshiki Nakayama, President and CEO  
MIRAITS ONE Corporation

Established: December 26, 2022

System for Promoting MIRAIT ONE Smart Work/Life Declaration and Diversity & Inclusion Declaration

