

**MIRAIT ONE Group: Basic Policy of Human Rights**

**Understand human rights of all people and execute our responsibility to respect them as a whole organization**

MIRAIT ONE Corporation (headquarter, Koto-ku, Tokyo; President and CEO, Toshiki Nakayama) has just designed “MIRAIT ONE Group: Basic Policy of Human Rights” as our top-priority policy on human rights.

One of our important issues on ESG (i.e. Materiality) is to “promote respect for persons and diversity/inclusion.” We established this policy to declare our commitment to respect human rights, clarify our awareness, and promote respect for human rights in all corporate activities in collaboration with various stakeholders.

All our employees act having the consciousness at the root of all business activities based on this policy, aim for a company that is widely trusted by society, as well as make positive contributions to attain sustainable society.

Our Basic Policy of Human Rights established in July 2022

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## Basic Policy on Human Rights

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].

In July 2022, three group companies, (MIRAIT Holdings Corporation, MIRAIT Corporation and MIRAIT Technologies Corporation) were consolidated to launch a new MIRAIT ONE Group, with MIRAIT Holdings Corporation as the surviving entity.

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 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 nationality, creed, 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.

Any reports and/or complaints on human right deviations will be coordinated appropriately by three help lines (compliance suggestion box, consultation room, and external reporting desk) to make appropriate adjustments, implement measures and make efforts for correction.

We also promise to protect such reporter so that the case will not cause any unreasonable or other disadvantages of the reporter on human affairs and others.

**5. Relief and Corrective Measures**

We address any risks of human right violations or infringement and/or involvement to such risks to give aid to and correct it by appropriate procedure when such risks become evident.

**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 this policy. We also provide enlightenment activities of this policy to our business partners, continuously.

**7. Dialogue and Discussion 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**

As an important committee on governance, we set up "Human Rights and D&I Committee" under "ESG Management Promotion Committee", which is chaired by President and CEO. The purpose of this committee is to educate all administrators and employees and expand use of human right goals on all corporate activities.

We report any risk situation on the human right policy, discuss issues to be dealt with, enhance human right management, and promote diversity and inclusion measures.

Toshiki Nakayama, President and CEO  
MIRAIT ONE Corporation

Established on July 1st, 2022