

【MIRAIT ONE Corporation】**MIRAIT ONE Receives “Silver” Certification in the PRIDE Index 2025
which Recognizes LGBTQ+ Initiatives**

MIRAIT ONE Corporation (head office: Koto-ku, Tokyo; President and Chief Executive Officer: Hidemune Sugahara; “MIRAIT ONE”) received the “Silver” certification in the “PRIDE Index 2025” on November 14, 2025. It is an index for evaluating initiatives concerning LGBTQ+^{*1} and other sexual minorities (hereinafter, “LGBTQ+”) in workplaces developed by the work with Pride Association^{*2}.



With a view to continue being an “attractive corporate group” with diverse employees working actively based on the “MIRAIT ONE Group DEI Declaration,” MIRAIT ONE respects individual personalities and seeks to build a workplace where its employees can perform to their full potential. As part of this effort, we take various measures regarding LGBTQ+, such as providing training to promote understanding on diverse sexual orientations, putting in place a consultation desk, preparing and distributing Ally^{*3} stickers, applying internal allowances and benefits to same-sex partners, and allowing the use of nicknames based on gender identity. Through promoting these measures, we work to create an environment where there is respect for gender and sexual diversity and where all employees can work with enthusiasm and vitality, free from discrimination.

MIRAIT ONE will continue to promote various enlightenment activities to realize a fair and inclusive workplace in which everyone respects the individual personalities of one another.

*1 LGBTQ+ is a term that represents sexual minorities encompassing individuals with diverse sexual orientations and gender identities. It is an acronym for Lesbian, Gay, Bisexual, Transgender and Queer/Questioning with a “+” (plus) sign added to include all other diverse sexual identities.

*2 The PRIDE Index is an evaluation index developed by the work with Pride Association to create workplaces in Japan where LGBTQ+ people can work comfortably beyond the framework of companies, organizations, etc. The evaluation is performed for the following five items.

1. <Policy: Declaration of action>
2. <Representation: Community for respective persons>
3. <Inspiration: Awareness-raising activities>
4. <Development: Personnel systems and programs>
5. <Engagement/Empowerment: Social contribution and public relations activities>

*3 An Ally is someone who understands and supports LGBTQ+.

<About MIRAIT ONE Corporation>

Founded in 1946, MIRAIT ONE is a company engaged in building and maintaining various types of social infrastructure with a history spanning approximately 80 years. Based on the wealth of experience and technical expertise we have accumulated in the construction of telecommunications infrastructure, in recent years we have been creating and maintaining society's infrastructure in the energy and transportation fields. By leveraging our technologies in communications, electricity, architecture, civil engineering and other fields, we are working on urban and regional development that connects to the future, including implementing DX in communities and businesses and promoting the use of green energy. Based on our purpose of “co-creating an exciting future through challenges and technology,” we aim to create new value that enriches people's lives and realize a sustainable society.