

MIRAIT ONE Group: Charter on Safety and Compliance

MIRAIT ONE Corporation (headquarter, Koto-ku, Tokyo; President and CEO, Toshiki Nakayama) has recently established “MIRAIT ONE Group: Charter on Safety and Compliance” in order to clarify the safety and compliance policies that we should follow in business activities.

All our employees work on safety securement and compliance adherence based on this Charter and aim for a company that is widely trusted by society, as well as make positive contribution to attain sustainable society.

MIRAIT ONE Group: Charter on Safety and Compliance

1. Basic Policy

We recognize that our purpose (importance of existence) is to co-create exciting future (*Mirai* in Japanese) by our technologies and challenges, to comply with all laws, social norms, company rules and regulations, and to act with high sense of ethics. In particular, ensuring safety and thorough compliance is the cornerstone of our corporate management, and we work on it as our top priority.

2. Example by Leadership and Duties of a Leader

Top management and heads of each organization recognize that, based on this Charter, our safety commitments and thorough compliance is one of the greatest missions that we should tackle, and take the initiative in providing management guidance, as well as improve the system for our group including our partner companies. In an unlikely case where any event that deviates from this Charter occurs, we investigate the cause and take measures to prevent recurrence.

Supervisors who lead subordinates not only regulate their own behavior, but also always guide and support their subordinates to act in line with corporate ethics.

3. Approach to Foster Ethics

We take opportunities of training at various levels and proactively provide education on safe labor and corporate ethics. We foster a sense of ethics by in-house education, establish systems and structures, and strive to prevent unsafe behavior, fraud, and scandals. In an unlikely event that any violation is discovered, we investigate the cause, solve the problem, and prevent recurrence by reporting it to the supervisor or using internal report.

4. Ensuring Safety and Quality

Keeping in mind that ensuring safety is the cornerstone of corporate management, we take all possible safety measures as our top priority.

In addition, we constantly adopt new technologies and provide high-quality and excellent deliverables so that we can continue to live up to the trust of our customers.

5. Respects for Human Rights

In accordance with *MIRAIT ONE Group: Basic Policy of Human Rights*, we respect human rights and refuse discrimination or harassment caused by nationality, creed, work history, age, disability, gender, gender identity, sexual orientation, etc.

We also aim to improve safe environment and respect diversity, personality and individuality of work styles, as well as to deliver a right working environment where employees can exercise their abilities at our workplace.

6. Fair Trade and Partnership

We comply with various laws and regulations related to transactions, including the Anti-monopoly Act, and conduct transparent and fair transactions and competition in the market. In addition, we maintain sound, successful and transparent relationships with our customers, business partners, politics, government, etc. With partner companies, we respect each other's positions, maintain good cooperative relationships, and play a role in contributing to solving social issues together.

7. Information Protection

We properly protect and manage confidential information and personal information of our customers, business partners, employees, etc. We also recognize the importance of protecting intellectual property rights and avoid unfair use.

8. Information Disclosure

We disclose important company information including financial and non-financial important information of our company, such as topic on ESG, to various stakeholders (ex. shareholders and creditors) in Japan and overseas in a timely and appropriate manner, and increase transparency in corporate management through constructive, positive dialogue.

9. Finish with Antisocial Forces

We do not get engaged in antisocial forces/organizations, or groups or individuals that may pose a threat to order of society and safety of civilian life, and we resolutely oppose and eliminate such pressures.