Appendix

# “Multi-Stakeholder Policy”

At MIRAIT ONE, we are committed to appropriately working with multi-stakeholders in light of the growing importance in corporate management of co-creating value not only with shareholders but also with employees, business partners, customers, creditors, local communities, and a variety of other stakeholders. In addition, we will take the following initiatives considering the importance of returns to our employees, and respect and consideration for our business partners, from the viewpoint that the appropriate distribution of earnings and outcome generated through co-creation of value and productivity enhancement to multiple stakeholders will lead to maintaining momentum for wage increases and realizing sustainable economic growth.

## 1. Returns to employees

MIRAIT ONE will focus on maximizing added value while achieving sustainable growth and productivity enhancement by focusing management resources on growth areas and by developing and enhancing the skills of our employees. Based on the earnings and outcome generated, we will raise wages in an appropriate manner considering our business conditions in accordance with the "principles of wage determination." At the same time, we will improve overall working conditions by actively promoting education and training to improve employee engagement and further increase productivity, and consequently aim for sustainable return to our employees.

(Specific initiatives)

Specifically, with regard to wage increases, we will continue to improve employee wages and compensation by utilizing opportunities for labor and management to exchange opinions, while taking into account social conditions and the business environment, etc. As for education and training, we will provide various types of training in specialized and rank-specific fields, as well as support for qualification acquisition through incentive programs, etc., to develop various skills of employees and provide them with growth opportunities. We will also utilize the "Mirai College," an in-house college that we opened in 2022, to expand the skills of individuals and promote reskilling. In addition, we will actively promote the "MIRAIT ONE’s smart work-lifestyle reform" so that each employee can play an active role while cherishing their own individuality.

## 2. Consideration for business partners

We will continue our efforts to comply with the contents of the Declaration of Partnership Building.

In the event that the Declaration of Partnership Building is no longer posted on the portal site, we will voluntarily withdraw the publication of the Multi-Stakeholder Policy.

URL for Declaration of Partnership Building

【https://www.biz-partnership.jp/declaration/123056-04-00-tokyo.pdf】

In addition, with regard to business relationships with consumption tax-exempt business operators, we will work to establish appropriate relationships by referring to the government's publicly announced views on how tax-exempt businesses and their business partners should respond to the invoice system.

## 3. Other stakeholder initiatives

At MIRAIT ONE, we are strengthening stakeholder engagement based on our Mission (Role in society), which clearly states our stance toward stakeholders, under our Purpose (Meaning of existence) of “Co-creating an exciting future through challenges and technology.” We will strive to enhance corporate value by further evolving our communications.

MIRAIT ONE will continue to make steady efforts to address these matters while checking the status of our initiatives.

March 18, 2025

(Updated on January 14, 2026, due to changes in the representative and the Declaration of Partnership Building URL)

MIRAIT ONE Corporation　Hidemune Sugahara, President and Chief Executive Officer