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" through our technologies and challenges. We comply with all laws, social norms, and company rules and regulations, and act with a 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, ensuring safety and thorough compliance is one of the greatest missions imposed on them. They take the initiative in providing management guidance, as well as improving the system for our group including our partner companies. In the unlikely event where any event that deviates from this Charter occurs, they 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 addition, we shall not cause any harm to the company’s interest nor utilize its tangible or intangible assets for private gain. In the unlikely event that any violation is discovered, we will work on investigating the cause, solving the problem, and preventing 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 through fair processes 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 do not tolerate any form of child labor or forced labor.
In the workplace, we aim to improve the safe environment and respect diversity, personality, and individuality of work styles, as well as to realize a working environment where employees can exercise their abilities.

6. Fair and appropriate Trade and Partnership

We comply with various laws and regulations related to transactions, including the Antimonopoly Act, and conduct transparent and fair transactions and competition in the market. In addition, we will not engage in bribery or theexchange of inappropriate gifts or hospitality with our customers, business partners, politics, government, etc., and maintain sound, normal, and transparent relationships. 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 all stakeholders, including our customers, business partners, and employees, by complying with all laws and corporate ethics and taking safety measures against information security threats. We also recognize the importance of protecting intellectual property rights and avoid unfair use.

8. Information Disclosure

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

9. Severing Ties with Antisocial Forces and Non-Involvement in Criminal Acts

We do not get engaged with antisocial forces, organizations, groups, or individuals that pose a threat

to the order of society and the safety of civilian life, and we resolutely oppose and eliminate such pressures. We also have no involvement whatsoever in any criminal acts including money laundering.

Date Established: July 1, 2022 **Date Revised:** February 1, 2026