

MIKI HOUSE Group Human Rights Policy

Since the founding of the MIKI HOUSE Group, our sincere wish throughout the undertaking of various corporate activities has been the full and healthy growth of children. We want to see the smiles and dreams of children blossom like flowers. As we look ahead to the future, we will continue to engage in corporate activities which help bring about a world where each child can shine in his or her own way.

The MIKI HOUSE Group Human Rights Policy (hereinafter referred to as the “Policy”) serves as the cornerstone of our corporate activities and applies to all executives and employees of each MIKI HOUSE Group company.

We are committed to working together with all of our stakeholders, including employees, customers, local residents, business partners, and shareholders and investors within the context of our corporate activities and to doing our utmost when it comes to fulfilling our commitment to human rights.

We also expect each one of our stakeholders to understand and agree with the content of this Policy.

1. Respect for human rights

We understand the fact that there exists the possibility (whether explicitly, implicitly, directly or indirectly) that adverse impacts on human rights arise throughout the undertaking of our corporate activities. In addition to ensuring that we do not violate the human rights of each of our stakeholders, we will give the utmost consideration to ensuring that no violations go overlooked when it comes to the human rights of anyone involved in our corporate activities.

- We prohibit all forms of discrimination based on elements such as one’s age, nationality, race, ethnicity, place of origin, ideology, creed, religion, marital status, family structure, sex, sexual orientation, gender identity, disability and type of employment.
- We prohibit forced labor, child labor, and human trafficking. We also do not allow any form of modern slavery to take place.
- We will not engage in any form of harassment, including power harassment and sexual harassment. We will also not tolerate behavior that serves to harm others or undermine one’s dignity as an individual.
- We respect freedom of association and the right to collective bargaining, and

aim to ensure that our working environments are safe, hygienic and healthy.

- We promote diversity and inclusion and aim to create vibrant workplaces through mutual recognition.

2. Respect for international human rights norms and legal/regulatory compliance

We respect the content outlined in documents such as the internationally recognized International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Our corporate activities are undertaken in accordance with that stance. We also strive to comply with the laws and regulations of the countries and regions where we conduct business activities. In cases where discrepancies exist between laws and regulations in the countries and regions where we operate and international human rights norms, we will pursue the higher of the standards defined by the laws, regulations and international human rights norms in question.

3. Implementation of human rights due diligence

In accordance with the United Nations Guiding Principles on Business and Human Rights, we will identify and work to both prevent and mitigate any adverse impacts on human rights which arise in association with our corporate activities. We also continuously verify and evaluate the effectiveness of the measures that have been implemented, provide explanations on the measures undertaken, and disclose information pertaining thereto.

We will not only strive to ensure that we do not commit human rights violations ourselves, but also that each one of our stakeholders, including our business partners, are not complicit in such violations. If we are found to have caused or facilitated human rights violations, we will work to remedy the situation.

4. Office for the handling of complaints

The MIKI HOUSE Group has set up an office for the handling of complaints to which reports can be provided regarding any violation or potential violation of laws, regulations and rules applicable in each country and region, as well as any violations of this Policy or violations of our internal regulations. We will give the highest priority to the protection of individuals providing reports to this office and work to ensure that such individuals are not subject to retaliation or any disadvantageous treatment as a result.

5. Education and training

We will provide appropriate and continuous education and training to all executives and employees of the MIKI HOUSE Group to ensure that this Policy is understood

and becomes widely known throughout the Group.

6. Engagement

Through dialogue and engagement, we will share information on human rights issues with stakeholders and promote efforts aimed at providing respect for human rights. We will also strive to collaborate with NGOs and other internal and external experts.

7. Monitoring and information disclosure

We will continuously monitor our efforts based on this Policy and work to improve them as necessary. We will also regularly report and disclose information on the progress of our initiatives, problems and improvements on the MIKI HOUSE Group website and via other means.

This Policy was approved by the Board of Directors of the MIKI HOUSE Group (MIKI SHOKO CO., LTD.) in May 2023.