

MUGEN ESTATE Group Human Rights Policy

The MUGEN ESTATE Group aims to achieve growth by fulfilling the dreams of its customers and stakeholders, guided by the motto “Mugen: Making Dreams Come True.” Our mission is “Creating new value in real estate and taking on challenges to enrich the lives of all, making their dreams come true.” These are the values shared by our entire staff.

We believe that respecting human rights in our business activities is vital to realizing our corporate philosophy. Based on this belief, we have developed the MUGEN ESTATE Group Human Rights Policy (the “Policy”) that respects fundamental human rights as outlined in the Constitution of Japan, the Labor Standards Act and the Universal Declaration of Human Rights.

Commitment to respecting human rights

The Group upholds and respects the international human rights norms as stated in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We are committed to adhering to these norms in our business activities.

Scope of application

The Policy applies to all officers and employees of the Group.

We will inform all business partners of the Policy and expect that they understand it.

Human rights due diligence

The Group is committed to identifying any negative impact that our business may have on human rights, and we will take steps to prevent them from occurring. Additionally, we will improve our business practices.

We will make efforts to explain and disclose information about the effectiveness of our initiatives and how we address any negative impact that we may have.

Remediation and relief

If it is found that we have negatively impacted human rights or encouraged actions that do so through our business activities, the Group will implement appropriate internal procedures to remediate the situation and provide relief. We are committed to establishing systems that allow employees to report issues and seek advice regarding anything that negatively impacts human rights.

Dialogue and discussion with stakeholders

The Group is committed to communicating with stakeholders and appropriately addressing human rights issues related to our business activities. We aim to improve our initiatives for respecting human rights.

Education and training

The Group will provide appropriate education and training to all its officers and employees to deepen their

understanding of the Policy and implement it effectively in all of the Group's business activities.

Priority issues related to human rights

The Group considers the human rights issues below to be priority issues. These priority issues are subject to change due to changes in business activities and social conditions, and the Group will review them regularly.

1) Prohibiting discrimination

All individuals are equal. Based on this principle, the Group prohibits discrimination due to race, ethnicity, nationality, religion, creed, place of origin, gender, age, disability, sexual orientation and gender identity.

2) Prohibiting harassment

Any form of harassment or behavior that undermines the dignity of individuals will not be tolerated.

3) Respecting and embracing diversity

The Group is committed to respecting and embracing the diversity of people, including their social attributes and values, to ensure that each individual can actively participate and grow regardless of race, nationality or gender.

4) Prohibiting child labor and forced labor

We respect the fundamental human rights of individuals. We will not tolerate any form of forced labor or child labor, including the use of threats, assault, or confinement to force workers to work against their will.

5) Ensuring a safe and healthy work environment

We will comply with laws and regulations related to work hours and industrial safety and health. We will establish a work environment where every individual can work with enthusiasm without any concern about their health and safety.

6) Respecting basic labor rights

The Group will uphold the freedom of association and basic labor rights, including the rights to organize and bargain collectively.

7) Paying appropriate wages

The Group will comply with labor laws and regulations and pay appropriate wages.

The Policy has been approved by the Board of Directors and signed by the President and Representative Director.

Established: January 17, 2024

President & Representative Director MUGEN ESTATE Co., Ltd.

Shinichi Fujita