



SUSTAINABILITY POLICY



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1. OBJECTIVE

Based on MIRAI GROUP's core commitments to Integrity, Quality and Safety, this Corporate Policy ("Policy") sets forth the guidelines of D&D Mirai TRADE Co Ltd, and D&M Mirai GLOBAL Corp ("MIRAI GROUP" or "Company ") and its subsidiaries with respect to the commitments and principles to be applied in the business. , focusing on the incorporation of environmental, social, governance and financial aspects in the sustainable management practices of the Companies.

2. COVERAGE

This Policy applies to all MIRAI GROUP Employees, as well as to any other public that has a relationship with MIRAI GROUP in the United States of America or Japan and abroad.

3. ROLES AND RESPONSIBILITIES

The Vice Presidency of Quality, R&D and Sustainability and the Sustainability Management are in charge of proposing and updating this Policy for the internal and external public, seeking alignment with the best market practices.

The Sustainability, Animal Welfare and Environment Management is responsible for clarifying doubts related to this Policy, establishing the necessary procedures for its implementation, communicating and training the target audience on the guidelines established in this Policy.

It is the responsibility of all MIRAI GROUP Collaborators and other interested parties to comply with the guidelines established in this document.

4. GUIDELINES

4.1. INTEGRITY

Integrity is a non-negotiable and fundamental commitment for MIRAI GROUP.

MIRAI GROUP has ethics as a principle, as well as compliance with laws and regulations in conducting business in Japan, United States of America and abroad.

The Integrity System was implemented considering the parameters and guidelines contained in the national legislation of the countries where we are established and foreign to which MIRAI GROUP is subject, the needs and expectations of the interested parties as well as the context of the company and the sector in which it operates. the one that operates, the risks inherent to its activities, methodologies and best market practices.

The System is applicable to all Employees, from senior management (Board of Directors and advisory committees) to the units, partners, customers, suppliers and service providers that are related to MIRAI GROUP.

The MIRAI GROUP [Transparency Manual](#) addresses issues such as behavior, human rights, ethics, among others, and should be used as a reference for professional conduct in labor relations, and is intended for the Company's Employees, as well as its suppliers, service providers, customers, among others.





MIRAI GROUPE has a **Code of Conduct for Business Partners**, which establishes the guidelines that must be followed by all partners, suppliers and service providers, in order to encourage and guide the adoption and compliance with applicable legislation, practices of integrity and environmental issues in its operations.

4.2. FIGHTING CORRUPTION AND RELATIONSHIP WITH THIRD PARTIES

The principle of MIRAI GROUP is to respect national and international laws to prevent acts of Corruption and Bribery.

MIRAI GROUP maintains its commitment to combat all forms of Corruption and Bribery, whether in the field of public relations or in the field of private relations.

Employees, partners, suppliers and service providers who may interact, in the exercise of their functions, with public agents or any private sector entity, must respect the internal procedures and regulations applicable to these interactions.

Employees and Third Parties acting on behalf of or for the benefit of MIRAI GROUP must reject any request, direct or indirect, for undue advantage, including corruption, bribery and facilitation payments.

Any act that may represent a violation or potential violation of the applicable legislation or of the MIRAI GROUP commitment to combat bribery and corruption must be reported to the Transparency Channel, available 24 hours a day, 7 days a week, by accessing the link <https://ddmirai.com/ethics-and-integrity/>

4.3. SOCIAL RESPONSIBILITY AND HUMAN RIGHTS

MIRAI CORP is committed to the promotion and protection of human rights and fundamental freedoms in all its business relationships.

The Company's relations with all the links in the chain must be ethical, transparent and responsible, promoting the appreciation of diversity and inclusion, and combating discrimination in any of its forms.

The Company defends fundamental rights in labor relations and repudiates the exploitation of people, especially children and adolescents, respecting the legislation of the United States of America and Japan and international standards, such as the Universal Declaration of Human Rights and the Principles Directors on Business and Human Rights, as well as not accepting the use of their products/services by clients who do not act under the same principles.

4.4. SOCIAL INVESTMENT, VOLUNTEERING AND COMMUNITIES

By itself MIRAI GROUP is committed to dialogue and participation with society to promote the sustainable development of the communities in which it is present.

The Company encourages the citizen participation of its employees through its corporate volunteer program, as established by internal regulations.





Valuing the leading role of local actors is one of the premises for community relations and social investments of MIRAI GROUP.

The relationship and the responses to the demands and claims of the community with MIRAI GROUP are managed in an appropriate and transparent manner.

The Company's social investments are defined in order to contribute to the strengthening and sustainable development of communities.

4.5. HEALTH AND SAFETY

Safety is a non-negotiable commitment for the Company.

Through the Occupational Health and Safety Management System (OHS), the expected behaviors of all employees and service providers are established in relation to the promotion of a sustainable OSH Culture and reflects all the principles listed in the Government SST, Health, Safety and Environment Policy (SSMA) and the Safety and Health at Work Pillar of the Operational Excellence System (SEO), which standardizes guidelines, tools and control measures for safety and health in the activities of MIRAI GROUP where it is applied.

The Company is committed to managing each and every one of the risks to the physical integrity and health of its employees, service providers and visitors who are in its workplace.

To promote development in the transportation of raw materials, agriculture and finished products, the Company works with its Health, Safety and Environment Program (HSE)

4.6. ENVIRONMENT

The environmental guidelines established in the Health, Safety and Environment Policy (HSE) and in the Environmental Elements of the Sustainability Pillar of the Operational Excellence System (SEO) and in the Environment Pillar of the + Excellence Program that standardizes guidelines, tools and environmental control measures in the operations where they are applied.

MIRAI GROUP implements practices and initiatives to address environmental aspects related to Water, Packaging, Energy, Forests, Grains, Greenhouse Gases and that contribute to Climate Change and other globally recognized challenges for society.

The processes and products of MIRAI GROUP must be carried out in accordance with environmental compliance and with national and international standards as a reference, in addition to valuing the continuous improvement of environmental management.

4.7. ANIMAL WELFARE

The Company works for the continuous improvement of production practices, as established in the Guidelines for the Animal Welfare Program Carried out in MIRAI GROUP and in the Animal Welfare Element of the Sustainability Pillar of the Operational





Excellence System (SEO), which standardizes guidelines , tools and measures to control animal welfare, in the operations where it is applied.

The Animal Welfare Program that is carried out in MIRAI GROUP is based on six pillars that are: adequate food, appropriate environment, good health conditions, the possibility of expressing natural behavior, humane treatment and training and awareness of all those who have contact with animals.

MIRAI GROUP establishes policies, standards, public commitments, processes, indicators and continuous training, respecting the specificities of each place where it operates, whether environmental, cultural, climatic or religious.

The guidelines established by the Company for animal welfare are based on standards that go beyond the local regulations and legislation of the producing countries and, in some respects, international ones.

These guidelines must be adopted throughout the production chain from the creation of the animals, transport and slaughter, and the company does not accept any type of mistreatment of animals, disciplinary measures being applicable in this situation.

4.8. VALUE CHAIN MANAGEMENT

MIRAI GROUP encourages transparency and dialogue throughout its value chain and encourages the promotion of good socio-environmental and governance practices, especially in the relationships established with MIRAI GROUP.

All MIRAI GROUP suppliers must follow the premises of the MIRAI GROUP Code of Conduct and Business Partners to guarantee respect for human rights, labor rights, compliance with environmental legislation and ethical issues.

4.9. INNOVATION / RESEARCH AND DEVELOPMENT (R&D)

MIRAI GROUP promotes and evaluates aspects of sustainability in new products and innovations through studies and identification of opportunities in multidisciplinary committees, fully respecting all the principles recommended in this Policy.

4.10. QUALITY

Quality is a non-negotiable commitment and is present in the MIRAI GROUP value chain.

MIRAI GRUOPU's Quality Policy recognizes and reflects the commitment to quality, guaranteeing the fulfillment of legal requirements and that of its customers in the processes in an authentic and ethical way, acting in the continuous improvement of Food Safety. In the activities of the MIRAI GROUP where it is applied, the Quality Pillar of the Operational Excellence System (SEO) standardizes the guidelines, tools and quality control measures.

The Company acts transparently and with integrity, strengthening its relationship with suppliers, service providers and other interested parties so that the satisfaction of its customers and consumers, as well as the quality of its products, is a central part of its activity.





4.11. MARKETING AND RELATIONSHIP WITH CONSUMERS AND CUSTOMERS

The Company integrates sustainability in the communication of the brand, helping its consumers through transparency in the management and use of information, the disclosure of recipes on its digital platforms, as well as informed choices through regulated communication in the countries where it operates.

MIRAI GROUP always seeks to communicate with its consumers in an inclusive and responsible manner, acting to prevent food waste and advising consumers on the best use of food.

MIRAI GROUP continuously works to guarantee consumer preference for its products and brands, through internal monitoring programs and improvement actions.

MIRAI GROUP trusts that strong relationships with its consumers and clients increase loyalty and generate a positive impact on the business.

MIRAI GROUP keeps communication channels open and promotes dialogue with its consumers and customers around the world in order to improve its processes, meet consumer expectations and minimize risks.

MIRAI GROUP maintains diversity and information through relationship channels such as Customer Service (<https://ddmirai.com/contact/>), the institutional website (<https://ddmirai.com/>) and brands, social networks, packaging, points of sale and other supports.

MIRAI GROUP is committed to the privacy and data protection of its consumers and clients.

The compliance with current labeling standards and the adaptation to published regulatory changes are important challenges in the Company's risk management. A reliable form of communication with its clients and consumers occurs through two labels of two products, which comply with current legislation not in the global sphere and are duly deposited with the regulatory bodies in the countries where it operates.

4.12. FAIR COMPETITION

MIRAI GROUP does not tolerate and condemns acts that impact the defense of free competition in the markets in which it operates. MIRAI GROUP has a Corporate Policy for the Prevention of Anticompetitive Practices, which establishes guidelines for the prevention of infractions to the economic order, in the context of interactions in M&A projects, with competitors, commercial practices, in accordance with the Antitrust Law, the free competition and other Applicable Legislation and also with the Code of Conduct for Business Partners of MIRAI GROUP.





4.13. TAX MANAGEMENT

Taxation is a relevant issue for the MIRAI GROUP and its stakeholders in terms of compliance and, therefore, the Company actively manages, monitors and controls the tax matters of the MIRAI GROUP as an important element of its corporate social responsibility, also ensuring compliance, optimizing its resources in a responsible and sustainable way.

MIRAI GROUP undertakes to comply with all applicable international and local guidelines, laws, rules and regulations and to follow the spirit of the law in complying with tax obligations in an adequate and fair manner.

4.14. CORPORATE GOVERNANCE

Ethics, transparency and equity are pillars of the Company's corporate governance model, as well as accountability and responsibility.

Therefore, the Company:

- It exclusively holds common shares;
- It values equal rights;
- Establishes premium in public offerings and investor protection mechanisms;
- Prohibits shareholders and executives from taking advantage of access to privileged information;
- It has a policy for trading securities and disclosing material facts;
- It adopts arbitration as a more agile and specialized way of resolving conflicts of interest.

The attributions of Corporate Governance in the Company are broad, allowing for greater interaction between areas. Are they:

- Meetings of the Board of Directors, Advisory Committees and Fiscal Council;
- Coordinate the monitoring and development of the Incorporation Program of the Board of Directors;
- Advise on the submission of matters that will be brought to the Committees and the Board of Directors, in line with the Company's Authorities Policy;
- Assist in the preparation and adaptation of the Internal Policies and Regulations of the Company;
- Coordination of the Evaluation process of the Board of Directors;





- Verify the holding of meetings and approval of certain issues, at the request of the Corporate Risks area, for the purposes of SOx Control (Sarbanes-Oxley Act - Sarbanes-Oxley Act);

4.15.RISK MANAGEMENT

The Company's risks are evaluated and classified according to their potential impact, probability of occurrence, capacity, impact and management profile of these risks, which are consolidated in the Corporate Risk Map, with periodic reporting to the leadership committees. and consultants of the Board of Directors. who monitor the issue.

The Company identifies and assesses risks of a financial, operational, strategic and/or regulatory nature, including socio- environmental risks. This evaluation considers different aspects, such as those related to its employees, suppliers, partners, customers, communities, products, services, systems and processes.

The identification, evaluation, treatment, monitoring and communication of global risks, intrinsic to the Company's activity, as well as the risk governance adopted, are detailed in the Corporate Risk Management Policy. The Risk Management model applied in MIRAI GROUP follows the best market practices.

4.16.SUSTAINABILITY GOVERNANCE

To include sustainability in its decision-making processes, the Company has a Vice Presidency linked to the matter, and a Quality and Sustainability Committee that reports directly to the Board of Directors. At the management level, there are centers dedicated to the environment, animal welfare, social responsibility and institutional relations, with a specific treatment for each axis.

MIRAI GROUP periodically carries out a materiality process to identify the most relevant aspects for the long term of the Company.

The MIRAI GROUP Integrated Report follows the references of the Global Reporting Initiative (GRI), the Standard version, the International Integrated Reporting Council (IIRC) and the Sustainable Development Goals (SDG) of the United

Nations. The Integrated Report reports specific performance content associated with each relevant aspect of the business, in addition to the in-depth demonstration of corporate governance practices, food sector indicators, resource allocation, business model and financial capital vision. Company, Intellectual, Human, Social, Natural and Manufactured.

As a way to expand responsible action, the Company supports commitments to various voluntary socio-environmental pacts, in order to support and encourage sustainable development.

For the topics referenced in this policy, the Company has indicators for monitoring and treatment of deviations for the continuous improvement of its processes, committing





itself to the zeal for the dissemination of information on the results of its projects to its stakeholders.

5. REFERENCE DOCUMENTS

- Book Global System of Operational Excellence - SEO
- International Bill of Human Rights.
- CE 01.1.100 - MIRAI GROUP Transparency Manual.
- CE 01.1.102 Code of Conduct for Business Partners of MIRAI GROUP
- Animal Welfare Commitments assumed in MIRAI GROUP.
- COSO – Corporate Risk Management.
- Universal Declaration of Human Rights.
- GRI - Global Reporting Initiative.
- International Integrated Reporting Council (IIRC).
- NC 21.06.001 MIRAI GROUP Volunteer Program.
- NC 06.21.002 MIRAI GROUP Social Investment.
- United Nations Global Compact.
- PC 01.1.101 - Corporate Authority Policy.
- PC 02.4.003 Corporate Risk Management Policy.
- PC 20.4.002 – Corporate Health, Safety and Environment Policy (HSE).
- PC 28.1.012 - Corporate Policy for the Prevention of Anticompetitive Practices.
- Tax Management Policy.
- Guiding Principles on Business and Human Rights.
- SOx - Sarbanes-Oxley Act - Sarbanes-Oxley Act.
- Other internal policies and regulations in constant improvement, approved by the competent authorities and made available to all employees.

6. FINAL DISPOSITIONS

This document is valid from the date of its publication and may be modified at any time and at any discretion.

People who violate this Policy will be subject to the applicable legal and/or disciplinary measures, which will be determined by the competent managers of MIRAI CORP.

It will correspond to the drafting area to clarify doubts, establish the necessary procedures for the implementation, verification and dissemination of the guidelines mentioned in this document.

7. APPROVALS

RESPONSIBLE	AREA
ELABORATION	Sustainability, Animal Welfare and Environment Management
REVISION	Executive Board, Quality and Sustainability Committee
APPROVAL	Administrative Council



**“ We move physical
products from places
where they are abundant to
places where they are needed**

<https://ddmirai.com>

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