



The MIKI HOUSE Group Statement on Modern Slavery for FY 2025

1. Introduction

This Statement on Modern Slavery (hereinafter referred to as this “Statement”) is a statement issued by the MIKI HOUSE Group based on the UK’s Modern Slavery Act 2015 and Australia’s Modern Slavery Act (with both acts on slavery hereinafter collectively referred to as “Modern Slavery Acts”). The MIKI HOUSE Group respects the content outlined in documents such as the 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. This Statement provides an outline of the efforts and activities undertaken by the MIKI HOUSE Group during FY 2025 (March 2025 - February 2026) to prevent human rights violations, such as modern slavery, forced labor, and human trafficking, from occurring within the Group’s corporate activities, businesses, and value chain.

2. Overview of the Businesses of the MIKI HOUSE Group

The MIKI HOUSE Group consists of 12 companies, with MIKI SHOKO CO., LTD. at its core. Established in 1971, MIKI SHOKO CO., LTD. has a workforce of 424 employees and annual sales of 19,758,000,000 yen. Together with the 11 other Group companies located in Japan and overseas, MIKI SHOKO CO., LTD. undertakes the planning, manufacture, and sale of children’s clothing and family-related goods, as well as cultural activities that include publishing, education, and support for child-rearing.

The MIKI HOUSE Group is also engaged in business activities through its UK subsidiary MIKI HOUSE U.K. LTD. This Statement is also published in Australia, as the MIKI HOUSE Group sells products via local partners based in the country although the Group has no group companies there.

The information and data used in this Statement have been prepared based on those obtained by the end of February 2026.

3. Value Chain

The suppliers involved in manufacturing in the MIKI HOUSE Group’s value chain consist mainly of garment factories. Our products are manufactured both in Japan and overseas, namely, China, Korea, Vietnam, and Thailand. The MIKI HOUSE Group conducts transactions with 207 factories in these countries (as of the end of July 2026).

We recognize that the textile industry, which is centered around garment factories, is labor-intensive and tends to entail a high risk of human rights violations such as forced labor. It has been pointed out that migrant workers in particular find themselves in a relatively vulnerable position. Accordingly, through FY 2024, we conducted on-site inspections of 11 companies to examine the employment and working conditions of migrant workers at our suppliers in Japan. We found that in FY 2025, migrant workers from China, Vietnam, Thailand, Myanmar, Cambodia, Sri Lanka, Indonesia, and the Philippines worked at factories in Japan that conduct transactions with the MIKI HOUSE Group. (Migrant workers refer to individuals who migrate between countries or between specific jurisdictions within a country to seek employment.)

We will strive to gradually understand the situation by continuing to conduct inspections regarding migrant workers at material manufacturers, who play a major role in the value creation of our products; second-tier suppliers, including secondary processors (who provide embroidery or printing services); and overseas suppliers.

4. Policies Related to Modern Slavery and Human Trafficking

Based on the view that respect for human rights is a universal value and essential for realizing our corporate philosophy, in 2018 the MIKI HOUSE Group established the Human Rights Policy (revised in 2023), the Environmental Policy (revised in 2023), the CSR Procurement Policy, the Code of Conduct for Suppliers, and the Policy on Migrant Workers, all of which have been updated from time to time by taking into account the opinions



of external stakeholders. Based on these policies, the Group intends to fulfill its responsibility to respect human rights.

◆ MIKI HOUSE Group Human Rights Policy

The MIKI HOUSE Group conducts its business activities with respect for the content outlined in documents such as the 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. The Group also engages with all stakeholders involved in its business activities and exercises utmost care to prevent human rights violations from being overlooked.

For further details on the MIKI HOUSE Group Human Rights Policy, please refer to the following link:

[mikihouse_group_human_rights_policy.pdf](#)

◆ MIKI HOUSE Environmental Policy

Through its business activities, including its value chain, the MIKI HOUSE Group will contribute to and actively pursue socio-economic “sustainable development” through coexistence with the global environment. This will be achieved by striving to conserve local communities and their living environments, offering environmentally friendly products, making efforts to promote a recycling-oriented society and address climate change, and pursuing other initiatives.

For further details on the MIKI HOUSE Group Environmental Policy, please refer to the following link:

[mikihouse_group_environmental_policy.pdf](#)

◆ MIKI HOUSE Group CSR Procurement Policy

In order to provide products and services that customers can use with peace of mind, the MIKI HOUSE Group will promote sustainable procurement activities through fair and impartial selection and sound transactions, based on a strong relationship of trust with its suppliers.

For further details on the CSR Procurement Policy, please refer to the following link:

[miki_shoko_csr_procurement_policy.pdf](#)

◆ MIKI HOUSE Group Code of Conduct for Suppliers

In order to prevent slave labor and human trafficking within its supply chain, the MIKI HOUSE Group has established its Code of Conduct for Suppliers that covers areas such as human rights and labor; health and safety; the environment; quality control; and intellectual property rights. All suppliers are required to understand and comply with the code.

For further details on the Code of Conduct for Suppliers, please refer to the following link:

[miki_shoko_code_of_conduct_for_suppliers.pdf](#)

◆ MIKI HOUSE Group Policy on Migrant Workers

In accordance with international standards and guidelines, the MIKI HOUSE Group aims to promote work environments that enable all migrant workers employed by suppliers to work with enthusiasm without being exposed to risks associated with their vulnerabilities.

For further details on the Policy on Migrant Workers, please refer to the following link:

[miki_shoko_policy_on_migrant_worker_for_suppliers.pdf](#)



These policies were approved by the Board of Directors as policies related to modern slavery that are applicable to the entire MIKI HOUSE Group. In addition, not only these policies but also the CSR Procurement Policy, the Code of Conduct, and the Policy on Migrant Workers encourage all stakeholders of the MIKI HOUSE Group to promote efforts relating to sustainability activities.

5. Efforts to Prevent Modern Slavery and Human Trafficking Within the MIKI HOUSE Group and Within Our Value Chain

The MIKI HOUSE Group intends to identify and assess, and take measures against, human rights risks within the Group and its entire value chain, including logistics, by conducting human rights due diligence investigations based on the MIKI HOUSE Group Human Rights Policy to respect human rights. The MIKI HOUSE Group intends to regularly disclose the details of these efforts and make improvements on an ongoing basis. We also intend to work to prevent direct and indirect human rights violations and human trafficking from taking place in relation to the manufacture or sale of our products or the provision of our services, through providing the Group's employees with training and education to raise awareness of respect for human rights. In the process leading up to the issuance of this Statement, the MIKI HOUSE Group engaged in discussion and cooperation with its 12 Group companies and their management teams and subsequently decided to pursue the following initiatives on an ongoing basis, with the ESG Promotion Department playing a central role in the Group's relevant activities.

- **Human Rights Due Diligence**

If negative impacts on human rights, or factors contributing to these negative impacts, are identified as being directly or indirectly caused by the corporate or business activities of any of the MIKI HOUSE Group companies, the relevant company will hold consultations with relevant stakeholders and will correct or remedy the situation through appropriate procedures. The MIKI HOUSE Group has conducted human rights due diligence investigations since 2019. Through these efforts, we have become aware of the materialization of potential modern slavery risks that are associated with (i) geographical factors, such as countries, mainly in Southeast Asia, where our production sites are located, or (ii) factors specific to individual manufactured products. These investigations have also found that many suppliers employ migrant workers in Japan. Since the employment of migrant workers is considered to be associated with a relatively high risk of involvement in forced labor, the MIKI HOUSE Group is, as a first step, placing utmost priority on measures related to the employment of migrant workers in Japan among the measures to mitigate human rights risks, and believes that it is important to continue the Group's engagement with its suppliers. We also intend to conduct inspections regarding migrant workers at overseas suppliers.

- **Complaint Handling Mechanisms**

Since 2020, the MIKI HOUSE Group has introduced complaint handling mechanisms at its suppliers in Japan and overseas for the purpose of accepting consultation requests and reports from workers and helping them. In FY 2024, we improved the complaint handling environment by switching from the former app-based format to a consultation request form on the Web in order to further facilitate access, and made improvements to increase availability, operability, effectiveness, and so on. These mechanisms provide consultation services in Japanese, English, Chinese (traditional and simplified), Vietnamese, Burmese, and Cambodian (Khmer). If a consultation request or a report is received from a worker in relation to human rights violations or the like, the Group will help the worker in cooperation with relevant stakeholders, including NGOs, with utmost priority given to the protection of the worker who made the report or request. The mechanisms cover 299 factories (as of 2024) in Japan and overseas. As part of our efforts to encourage

employees to use the reporting systems, we have created and distributed tools such as a guidebook for employees to facilitate their effective use of the systems, a poster (Figure 1 below) for display at factories, and access cards (Figure 2 below) that contain a QR code that provides employees with convenient and instant access to the contact point. We recommend that the poster be placed in a conspicuous place, such as a cafeteria or staff entrance of a supplier factory. An image of a displayed poster is also provided below (example of a displayed poster: Figure 3). A cumulative total of approximately 3,000 access cards has been distributed (as of 2024).



Figure 1 Poster

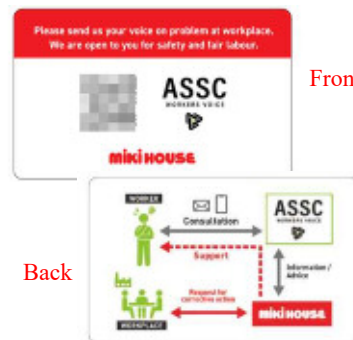


Figure 2 Access card



Figure 3 Example of a poster displayed in a factory

Consultation requests and reports received by the MIKI HOUSE Group are not treated as mere complaints. Instead, the Group verifies the facts and strives for remediation through dialogue with suppliers.

No consultation requests/reports were received in FY 2025 while we advanced initiatives related to our complaint handling mechanisms. However, the fact that no consultation requests/reports were received does not necessarily indicate that no problems exist. In fact, it is possible that the mechanisms for receiving complaints may not be functioning adequately or that workers may be in a situation where it is difficult for them to file complaints.

The UN Guiding Principles on Business and Human Rights requires an effective grievance mechanism to meet the following eight criteria: legitimate; accessible; predictable; equitable; transparent; rights-compatible; a source of continuous learning; and based on engagement and dialogue.

While the MIKI HOUSE Group's complaint handling mechanisms meet these criteria to some extent, the mechanisms may not be fully known to stakeholders or may not be easily accessible due to various circumstances. Rather than evaluating the mechanisms based solely on the number of consultation requests we receive, we will work to improve their effectiveness by continually examining them from various perspectives, including their accessibility and how they are made known to stakeholders, through continuous monitoring, inspections, etc.

• Human Rights Risk Assessments and Monitoring

Within the MIKI HOUSE Group's value chain, the environment surrounding a supplier involved in product manufacturing is associated with potential human rights issues stemming from various factors. These human rights risks affect not only the Group's employees but also all stakeholders, including suppliers within the value chain and customers.



To identify and address serious human rights risks and their impacts, the MIKI HOUSE Group conducts self-assessment questionnaire (SAQ) surveys of its suppliers that are contract manufacturers, with their cooperation. Based on the results of these surveys, through individual discussions or on-site inspections, the Group has identified and organized human rights issues within the value chain that should be given particular priority. Going forward, we will conduct desk research based on international guidelines and human rights risk data and map the human rights risks of the MIKI HOUSE Group, including their probability of occurrence and severity, by taking into account advice from external experts, among other factors.

6. Training and Education

The MIKI HOUSE Group strives to increase ethical awareness among Group employees by continually providing training on areas such as the SDGs (UN Sustainable Development Goals), respect for human rights, discrimination and harassment, and corruption. In 2024, we revised our rules of employment. This included updating our work regulations, wage regulations, industrial health and safety regulations, and anti-harassment regulations and notifying them to all employees as part of our efforts to increase their awareness of respect for human rights. We believe that these efforts in relation to training and education of the MIKI HOUSE Group's employees will help promote awareness of human rights among our business partners and other stakeholders. We will continue to increase awareness and penetration among employees and provide explanations to business partners at biannual trade shows.

7. Future Initiatives of the MIKI HOUSE Group

Towards achieving our corporate mission of “bringing smiles to the futures of children and their families” through high-quality manufacturing which supports the healthy and prosperous growth of children and puts children first, which we have consistently pursued since our founding, the MIKI HOUSE Group intends to pursue various activities and initiatives in order to remain a corporate group that is indispensable to society in the future.

In particular, we intend to continually work on cooperation with suppliers by implementing procurement activities based on our CSR Procurement Policy, promoting human rights due diligence, and promoting responsible employment of migrant workers, while focusing on (a) continuous information collection from and follow-up with suppliers that employ migrant workers in Japan, (b) promotion of outreach efforts in respect of overseas suppliers and second-tier suppliers, and (c) promotion of the highly effective operation of complaint handling mechanisms.

In terms of our value chain as a whole, we intend to work on the prevention of forced labor and other human rights violations in our sales process leading up to the delivery of goods to consumers.

This Statement was prepared in consultation with a third-party non-governmental organization (NGO), The Global Alliance for Sustainable Supply Chain. The NGO periodically performs an evaluation of the MIKI HOUSE Group's efforts. We will take their evaluations into consideration in promoting and expanding our efforts to respect human rights.

This Statement was approved by the Board of Directors of MIKI SHOKO CO., LTD. on August 24, 2026.

Executive Managing Director/General Manager of President's Office
Akio Mitsukawa