



TANAX, INC. Compliance Policy

TANAX, INC. ("TANAX") sets out its compliance policy (this "Policy") as follows to contribute to the realization of a sustainable society through corporate activities. In order to comply with this Policy, TANAX will maintain a compliance system and carry out regular compliance training for officers and employees, and will aim to make continuous improvements to strengthen the compliance system by monitoring the situation regarding compliance with this Policy after securing an independent audit.

1. Compliance with Laws and Regulations

- TANAX understands and complies with the intent and purpose of laws and regulations, prefectural ordinances, circular notices, agreements with clients, internal regulations, and other directives relating to corporate activities.

2. Social Responsibility

- TANAX is aware of its role as a member of society, and acts in good faith, with common sense, in accordance with social norms and corporate ethics.

3. Fair Transactions

- TANAX will not carry out any act that hinders, or may hinder, fair competition, such as abusing a position of power, forcing unfair transactions, or unfairly restricting business activities.
- TANAX will not carry out any act that will substantially restrain competition, such as a private monopoly or oligopoly, a cartel, or collusion, and will not carry out any act that may be suspected as being a substantial restraint of competition.
- TANAX will not carry out any act that will unfairly damage a subcontractor's or business partner's profits, such as unfair price reduction or unfair change in the details of a transaction.
- TANAX will not carry out an act that does, or is likely to, inhibit a general consumer's reasonable choice, such as an exaggerated advertisement that causes a misunderstanding.

4. Information Management

- TANAX will appropriately manage its trade secrets and those of its clients and prevent those secrets from being leaked to any third party, and will use those trade secrets only within the scope of the purpose of use. In addition, TANAX will not obtain trade secrets through wrongful means.
- TANAX will appropriately manage personal information, and prevent any leak, damage, or destruction of that information, and will not use personal information for any purpose other than the purpose of use permitted by the client.

5. Intellectual Property Rights

- TANAX will not use intellectual property rights, such as copyrights, trademark rights, patent rights, utility model rights, and design rights, owned by a third party without permission, and TANAX will carry out business taking utmost care to conduct the necessary surveys or other investigations beforehand so as not to infringe on a third party's intellectual property rights.
- TANAX will appropriately use and maintain the intellectual property rights, such as copyrights, trademark rights, patent rights, utility model rights, and design rights held by TANAX.

6. Elimination of Antisocial Forces

- TANAX does not have any relationship of any kind with antisocial forces, such as an organized crime group.
- TANAX will not carry out any transaction for proceeds that arise from an illegal act or any act that contributes funds for terrorists.

7. Prevention of Corruption

- TANAX will work on preventing corruption, such as bribes to politicians and government officials and the offer of illegal profits.
- TANAX will not offer or receive presents or entertainment to a level that exceeds that deemed reasonable based on ideas commonly accepted by society.
- TANAX's employees will not carry out any act that sacrifices TANAX's profits and provides personal profit for that employee or a third party.

- TANAX and its employees will not carry out any act that uses a customer's important, non-public information to gain benefits.

8. Consideration of the Environment

- TANAX will carry out business activities that sufficiently consider the preservation of the global environment, and strive to reduce the environmental impact through methods such as reusing resources.

9. Working Environment

- TANAX will not permit any action or statement that damages the confidence, trust, or honor of a client or business partner, or any other party connected to TANAX.
- TANAX will comply with laws and regulations regarding industrial health and safety, ensure a safe and comfortable working environment for employees, and protect the health of employees.
- TANAX will not discriminate against any person based on any grounds that are unrelated to the execution of business, such as race, nationality, age, gender, religion, and political opinions.
- TANAX will not permit any sexual harassment or any act that causes mental or physical pain that exceeds the reasonable scope of business by using a superior position in the workplace.
- TANAX will prevent any forced labor, such as work that goes against a person's will and work that limits a person's freedom to leave their job.
- TANAX will not engage any person who is not the minimum age set out in laws and regulations to undertake work at TANAX.
- We will respect the freedom of association, the right to organize and collective bargaining, and we will not act contrary to the rights.

IPPEI TANAKA
Chief Executive Officer TANAX, INC.

Date : February 1,2023