

## TANAX Human Rights Policy

TANAX, INC (hereinafter referred to as “the Company”) recognizes its responsibility to contribute to the realization of a society where the human rights of all individuals involved in its business activities are respected. To promote efforts to uphold human rights, the Company hereby establishes the following Human Rights Policy (hereinafter referred to as “this Policy”).

---

### 1. Basic Policy

- We acknowledge and support the “International Bill of Human Rights” (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organization (ILO) “Declaration on Fundamental Principles and Rights at Work” as the minimum principles and standards to be observed.
  - We promote initiatives to respect human rights in accordance with the United Nations “Guiding Principles on Business and Human Rights.”
  - We also support the Ten Principles of the United Nations Global Compact. Furthermore, we strictly comply with international human rights obligations and relevant laws and regulations in the countries where we operate. In cases where national laws differ from international human rights norms, we adhere to the higher standard and, in the event of conflict, seek to respect internationally recognized human rights to the greatest extent possible.
- 

### (1) Respect for Human Rights

- We do not tolerate actions or remarks that damage the trust, reputation, or honor of any individuals associated with the Company, including business partners.
- We do not discriminate based on race, nationality, age, gender, religion, political views, or any other factors unrelated to business operations.
- We work to prevent and do not tolerate any form of forced labor, including employment against one’s will or restrictions on the freedom to leave employment.
- We do not employ individuals below the legal minimum working age. We support

the “Children’s Rights and Business Principles” and respect children’s rights.

- We comply with statutory minimum wage requirements and ensure that wages paid meet or exceed a level that enables employees and their families to live with dignity (commonly referred to as a living wage). We do not make unjust wage reductions.
  - We respect freedom of association, the right to organize, and the right to collective bargaining, and do not engage in actions that violate these rights.
  - Based on respect for fundamental human rights and individuality, we strive to create a workplace environment where each employee can work with purpose, promoting the active participation of women and the employment of the elderly and persons with disabilities.
  - We fairly evaluate job performance regardless of gender and create an environment where all employees can thrive and work with peace of mind over the long term.
  - We do not tolerate any form of harassment, including sexual harassment or acts that cause mental or physical distress beyond the appropriate scope of work by abusing positions of authority in the workplace.
- 

## **(2) Occupational Safety and Health**

- We comply with laws related to occupational safety and health, ensure a safe and comfortable working environment, and promote employee health.
  - We comply with laws related to working hours and properly manage working hours, holidays, and leave to prevent overwork.
- 

## **(3) Diversity & Inclusion**

- We respect individual characteristics and diversity, and create a workplace environment where all employees can maximize their abilities regardless of gender, age, nationality, disability, sexual orientation, or gender identity.
  - We make necessary and reasonable accommodations in the workplace environment, including facilities, to enable employees and stakeholders with disabilities to fully demonstrate their abilities.
  - We provide flexible work styles and reasonable support tailored to employees’ life stages, such as pregnancy, childbirth, childcare, and caregiving.
- 

## **2. Scope of Application**

This Policy applies to all officers and employees of the Company. We also request all business partners involved in our operations, products, and services to understand and support this Policy.

---

### **3. Governance**

The Company establishes a governance system for continuous improvement of human rights initiatives, appoints responsible officers, and promotes the assessment and response to human rights risks in each department. Progress and effectiveness of initiatives are regularly evaluated and verified by internal decision-making bodies.

---

### **4. Human Rights Due Diligence**

The Company builds a human rights due diligence framework in line with the United Nations “Guiding Principles on Business and Human Rights,” identifies negative impacts on human rights, and strives to prevent and mitigate them.

---

### **5. Remediation and Relief**

If it becomes clear that the Company’s business activities have caused or contributed to negative impacts on human rights, we will take appropriate measures to remedy the situation. If it becomes clear that a business partner has caused or contributed to negative impacts on human rights, we will encourage the partner to take corrective action.

To promote compliance, we have established both internal and external whistleblowing channels. These channels also serve as contact points for reporting forced labor, child labor, discrimination, harassment, and other human rights violations as indicated in this Policy. They aim to prevent misconduct, violations, and unethical behavior, and enable prompt fact-finding and investigation for remediation when such acts occur. We strictly protect whistleblower confidentiality and ensure appropriate responses. Information about these channels is shared with all employees via internal bulletin boards.

---

### **6. Education and Training**

To ensure this Policy is embedded in all business activities and effectively implemented, the Company continuously provides appropriate education and training to all officers and employees. We also ensure thorough dissemination of this Policy to all business partners involved in our operations, products, and services.

---

### **7. Information Disclosure**

The Company discloses the progress and results of its human rights initiatives at least once a year through sustainability reports and other appropriate means.

---

### **8. Dialogue and Consultation with Stakeholders**

In addressing actual or potential negative impacts on human rights, the Company

utilizes expertise from independent external organizations and engages in ongoing dialogue and consultation with internal and external stakeholders as necessary.

Established: August 1, 2025

TANAX, INC

CEO: Ippei Tanaka