

## TANAX, INC. Health and Safety Policy

TANAX Inc. will continue to be “company that connects with the hearts” for all time. Based on this corporate philosophy, we have established the following basic policy on health and safety in order to realise a workplace environment where employees can work safely and comfortably, and to maintain and promote the health of employees together with management.

1. develop an internal structure to promote health and safety activities, and continuously manage and improve systems relating to workplace safety and Health.
2. the company complies with laws, regulations and internal rules on workplace safety and health, to ensure a safe and comfortable working environment for its employees as well as to protect their health continuously.
3. identify potential hazards or harmful factors in the company's activities and work to eliminate or reduce those factors, in order to prevent all types of work-related accidents.
4. prevent mental health problems by monitoring mental and physical health conditions and promoting health security programmes.
5. We are committed to improving employee awareness of occupational health and safety through health and safety education and public relations activities in order to eliminate occupational accidents, and also to continuously improving health and safety through the engagement of each employee in occupational health and safety activities.
6. The company is committed to continually improving occupational health and safety by ensuring the independence of audits and monitoring of health and safety initiatives.



Ippei Tanaka  
Chief Executive Officer  
TANAX, INC.

Date : 1 May 2024