

# **MANI Group Human Rights Policy**

MANI Group ("MANI," hereafter), composed of MANI, Inc. and its subsidiaries, seeks to help solve various social issues, including medical care issues, facing patients, health professionals, and other consumers. It seeks to do so by developing and providing products characterized by high added value and world-leading quality as a company that "contributes to world welfare through the development, production and distribution of its products beneficial to patients and doctors."

Pursuant to this corporate philosophy, MANI has situated Integrity, Passion, and Communication (I.P.C.) as representing its code of conduct for its employees, and requires its employees to understand and build trusting relationships with each other without regard to race, religion, nationality, age, gender, origin, disability, or the like, and to respect each individual and their human rights, free of any discrimination or harassment based on such characteristics. As a medical device supplier, MANI has established an Environment, Occupational Health and Safety (EOHS) Policy to reaffirm the value of life and the importance of protecting the environment and to ensure that all employees will work with passion and commitment to create a safe and efficient work environment as well as reduce environmental impact. MANI is committed to complying with all labor laws and regulations and to maintaining and improving safe and friendly work environments for all those involved in its business activities.

Aware of the possibility that it may affect human rights directly or indirectly during the course of its business activities, MANI hereby establishes the MANI Group Human Rights Policy ("Policy," hereafter) to ensure respect for the human rights of all those involved in its business activities. MANI will promote human rights initiatives accordingly.

## **1. Basic principles regarding human rights**

Based on the recognition given above, MANI will understand, as a minimum set of rights, the fundamental rights specified in the International Bill of Rights, an internationally recognized basic framework for safeguarding human rights (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights), as well as in ten fundamental conventions in five fundamental categories under the Core Labour Standards of the International Labour Organization (ILO), as stated in the ILO

Declaration on Fundamental Principles and Rights at Work. MANI will also promote human rights initiatives in line with the United Nations Guiding Principles on Business and Human Rights. MANI will work to ensure strict compliance with all applicable laws and regulations in the countries and regions in which it operates. In the unlikely event that the laws or regulations of those countries or regions differ from international standards, MANI will abide by the more rigorous ones. In the event of any conflict between the two, MANI will seek out ways to respect the international human right standards to the extent possible.

## **2. Scope of application**

This Policy applies to all MANI officers and employees. MANI also expects all business partners, including suppliers, to understand and support this Policy and initiatives based thereon, and will take the necessary action to ensure adherence to this Policy.

## **3. Governance**

Initiatives based on this Policy are supervised by the compliance committee of MANI, INC. The state of adherence to the initiatives will be reported periodically by the compliance committee chairperson to the board of directors of MANI, INC.

## **4. Human rights due diligence**

In accordance with the UN Guiding Principles on Business and Human Rights, MANI will identify the negative impact of its business activities on human rights; if such impact is identified, MANI will undertake human rights due diligence to prevent or mitigate any harm.

## **5. Correction and remedy**

Should it become clear that MANI's business activities will have or add to any negative impact on human rights, as well as through its trading partners, MANI will take appropriate corrective action.

## **6. Training and education**

MANI will provide the necessary training and education for all officers and employees to ensure understanding of and compliance with this Policy.

## **7. Information disclosure**

MANI will make appropriate disclosure of the progress and outcome of its human rights initiatives in various reports, on its website, and through other means.

## **8. Dialogues and discussions with stakeholders**

In the course of promoting the initiatives specified in this Policy, MANI will draw on the expertise of independent outside specialists in human rights and engage in dialogue and discussions with stakeholders.

MANI will aim to improve its human rights initiatives by reappraising this Policy periodically in light of changes in the social environment and through dialogue and discussions with stakeholders.

Established: September 1, 2024

MANI, INC.

Masahiko Saito, Director, President & Representative Executive Officer