

January 12, 2024

MANI, INC.

Notice of Winning the Minister of Economy, Trade and Industry Award at the “Corporate Governance of the Year 2023”



**Corporate Governance
of The Year**

MANI, INC. is pleased to announce that we have received the Minister of Economy, Trade and Industry Award at the 'Corporate Governance of the Year 2023' hosted by the Japan Association of Corporate Directors.

This award has been implemented since 2015 as part of the government's growth strategy to promote the earning power of Japanese companies and to encourage companies that use corporate governance to achieve sound growth over the medium to long term.

The Minister of Economy, Trade and Industry Award, with a specific focus on key governance aspects such as the appointment of presidents/CEOs and succession planning, select companies that are recognized as having achieved results through effective supervision centered on an independent nominating committee and disseminating their outstanding efforts. The award seeks to widely promote these outstanding initiatives, thereby contributing to the progress of corporate governance reform.

It is noteworthy that our Company is the first among mid-sized listed companies with an annual revenue below 50 billion yen to receive this prestigious award.

Our Approach to Governance:

Although our company started as an owner-operated company by the founding family, the founding family itself recognized the importance of corporate governance from an early stage. In particular, we have a history of working to "pursue the interests of each stakeholder," which is also our basic corporate governance policy to coordinate employee satisfaction (ES), customer satisfaction (CS), and shareholder satisfaction (SS), and to create a positive cycle for each of them in our business operations. In terms of governance structure, the Company has been a company with committees (currently a Company with a Nominating Committee, etc.) since 2004, and from the beginning, the Company has taken progressive steps such as having a majority of its board of directors to be independent directors and has established a unique system for fostering the next generation of successors. We have also taken new steps to achieve long-term growth, as in November 2023, we established the Strategy Committee (an independent director as the chairman) to examine medium to long-term corporate strategies and provide opinions to the board of directors.

We will continue to aim to enhance corporate value by promoting highly transparent management and fulfilling our responsibilities to our stakeholders, including shareholders, customers, employees, and local communities.

Please refer to the following URL for details.

Ministry of Economy, Trade and Industry (Japanese only):

<https://www.meti.go.jp/press/2023/01/20240111001/20240110001.html>

Japan Association of Corporate Directors:

<https://www.jacd.jp/en/>

Our corporate governance website (Japanese only):

<https://www.mani.co.jp/ir/policy3.html>

We plan to update information on our website with scenes from the award ceremony.

Disclaimer:

This English translation has been prepared for general reference purposes only.

In the event of any discrepancy between the English translated document and the original Japanese document, the original document shall prevail.