

## <Piolax Group Sustainability Policy >

We, the Piolax Group, will contribute to the realization of a sustainable society through manufacturing with flexible ideas based on our statement of purpose—"connect people and society with technology for an exciting future"—.

- 1) As a development-oriented company, we will work to solve social issues such as climate change through our business.
- 2) As a global company, we will comply with international rules, laws, and regulations and realize fair and transparent management.
- 3) We will respect the individuality and diversity of our employees and strive to create a safe and secure working environment.
- 4) We will value our relationships with stakeholders and engage in responsible dialogue to build trust.
- 5) The top management will establish an effective governance system to realize the spirit of this Policy and ensure that all group companies are fully aware of it.

Established: December 2021

Revised: October 2024

PIOLAX, INC.