

Piolax Human Rights Policy

Since our founding in 1933, Piolax has continuously striven to contribute to society by basing our operations on the company credo: "Sincerity, Cooperation, and Contribution." Our statement of purpose—"connect people and society with technology for an exciting future"—expresses our desire to use our technology to serve not only people but also society as a whole.

In order for Piolax to be such a company, we recognize that it is essential to respect the human rights of stakeholders affected by our corporate activities, and have established the Piolax Human Rights Policy (hereinafter referred to as the "Policy") to fulfill our corporate responsibility in this area.

1. Commitment to Respect Human Rights

Piolax respects international standards of human rights as they are laid out in such accords as the International Bill of Human Rights and the Core Labour Standards set out in the ILO Declaration on Fundamental Principles and Rights at Work. In addition, we endorse the United Nations Guiding Principles on Business and Human Rights and strive to put them into practice in our business operations.

We also strive to comply with the laws and regulations of each country and region in which we operate. In the event of a conflict between internationally recognized human rights standards and the laws and regulations of a country and region where we have operations, we will seek ways to respect international human rights principles while complying with local laws.

2. Scope

The Policy applies to all officers and employees of the Piolax Group (PIOLAX, INC. and its subsidiaries). We also encourage all our business partners to understand and uphold the Policy.

3. Governance

Piolax regards respect for human rights as an important management issue. We will therefore clarify which Director is responsible for the formulation and execution of the Policy, establish an appropriate internal system to ensure that the Policy is adhered to, and reflect the Policy as needed in our business policies and procedures.

4. Human Rights Due Diligence

Piolax will establish a human rights due diligence system to identify adverse impacts our operations have on human rights and prevent and/or mitigate such impacts. We will also continually monitor the methods used to conduct our human rights due diligence operations as well as their effectiveness and make improvements as necessary.

5. Redress

If it becomes clear that Piolax has directly or indirectly been involved in and/or caused adverse impacts on human rights, Piolax will take the corrective and remedial measures necessary to redress the problems.

6. Engagement with Stakeholders

In order to improve and enhance our efforts to respect human rights, Piolax will strive to utilize outside expertise and engage with relevant stakeholders.

7. Education

To promote understanding and implementation of the Policy, Piolax will conduct appropriate educational and awareness training for all of our officers and employees.

8. Disclosure

Piolax will disclose information on our efforts to respect human rights on our website and through other means.

*The Policy has been approved by the Board of Directors.

We pledge to continue to regularly review and improve the Policy to strengthen our human rights efforts.

Established: October 21, 2020

Revised: August 5, 2021

Revised: April 1, 2024

Revised: October 24, 2024

PIOLAX, INC.

President

Satoshi Yamada

Piolax Human Rights Policy Appendix: Human Rights Issues Addressed by the Piolax Group

In order to respect the human rights of stakeholders impacted by our corporate activities, Piolax considers the following areas to involve human rights issues and actively works to resolve all problems related to them.

The human rights issues listed in this Appendix will be reviewed regularly.

1) Respect for Human Rights

Piolax will respect the fundamental human rights of all people and will not tolerate harassment of any kind.

2) Elimination of Discrimination

Piolax will not discriminate on the basis of race, ethnicity, national origin, religion, gender, disability, sexual orientation, gender identity, or other factors. We will strive to build a workplace where diverse human resources can play active roles, respecting one another as valued partners.

3) Prohibition of Child Labor

Piolax will not allow children under the legal working age, as defined by the laws and regulations of the countries and regions where we operate, to engage in labor for our businesses.

4) Prohibition of Forced Labor

Piolax will ensure that all work for our business operations is voluntary and that employees are free to leave their jobs, and will not engage in any form of slavery or forced labor, including human trafficking.

5) Wages

Piolax will comply with the laws and regulations governing minimum wages, overtime hours, payroll deduction, and benefits in the countries and regions where we operate.

6) Working Hours

In making decisions concerning employees' working hours (including overtime hours) and holidays, annual paid leave, etc., Piolax will comply with the laws and regulations of the countries and regions where we operate.

7) Communication and Consultation with Employees

Piolax will communicate and consult with employees or their representatives in good faith to solve problems and develop a sound relationship with them. We recognize the right of employees to associate or not to associate freely based on the laws and regulations of the countries and regions where we operate.

8) Ensuring a Safe and Healthy Work Environment

Piolax will comply with the laws and regulations relating to safety and health of the countries and regions where we operate. We will put priority on the safety and health of our employees and strive to prevent labor accidents and disasters.

9) Responsible Procurement of Materials

Piolax will strive to avoid using conflict minerals and other raw materials that may be related to social issues or inhumane activities.

10) Respect for the Rights of Local Residents and Indigenous Peoples

Piolax will respect the rights of residents and indigenous peoples to own, use, and manage land, forests, water, and other resources in the areas where we operate.

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