

Social



Respect for Human Rights

Respect for Human Rights

As a Group we support and respect international human rights norms, including the United Nations' International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations' Guiding Principles on Business and Human Rights. We recognize the importance of considering the human rights of everyone involved in our business activities.

We update the Piolax Human Rights Policy as needed according to social demands and changes in laws and regulations. Every revision is promptly communicated to all our group companies. We are committed to respecting human rights globally to promote proper working environments. Additionally, this Policy is a key topic in our compliance training programs, ensuring thorough awareness and adherence.

Piolax Human Rights Policy
https://www.piolax.co.jp/resources/pdf/csr/human_rights_policy_EN_2024.pdf

Piolax Human Rights Policy (excerpt)

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.

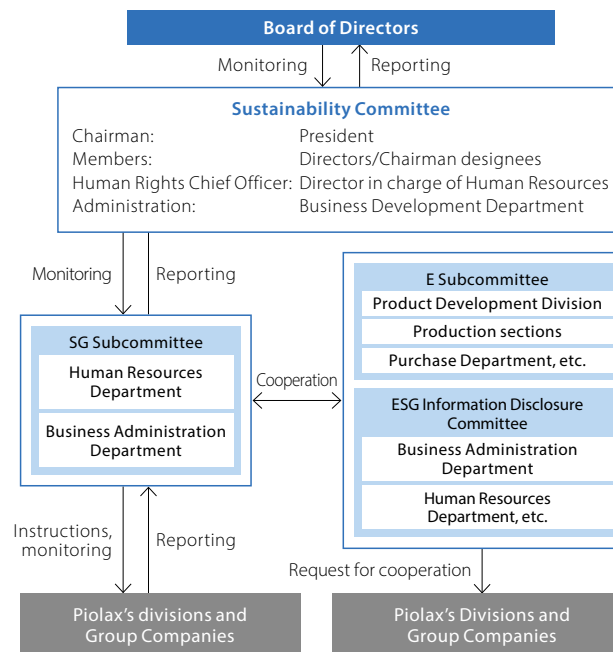
In order for Piolax to be such a company, we recognize that it is essential to respect the human rights of stakeholders affected by our corporate activities, and have established the Piolax Human Rights Policy (hereinafter referred to as the "Policy") to fulfill our corporate responsibility in this area.

1. Commitment to Respect Human Rights
2. Scope
3. Governance
4. Human Rights Due Diligence
5. Redress
6. Engagement with Stakeholders
7. Education
8. Disclosure

Human Rights Promotion System

As a Group, we manage a system for promoting human rights, with the Director in charge of Human Resources serving as the chief officer. Under the Sustainability Committee, the SG Subcommittee reviews the Human Rights Policy and undertakes human rights due diligence initiatives. Based on policies decided by the SG Subcommittee, the Human Resources Department promotes various measures among our Group's employees, while the Purchase Department applies those measures to suppliers. Discussions held by the Sustainability Committee and the SG Subcommittee are reported to the Board of Directors as necessary.

Human Rights Promotion System





Respect for Human Rights

Human Rights Due Diligence

In FY2023, our SG Subcommittee identified and detailed the human rights items that we need to address, based on the Japanese government's Guidelines on Respect for Human Rights in Responsible Supply Chains.

As a Group, we recognize the significant human rights implications of workplace safety at manufacturing sites and the working conditions of foreign Technical Intern Training Program (TITP) interns. We plan to conduct human rights due diligence on these and other high-impact issues.

Major Initiatives for Human Rights

Prevention of Child Labor

We strictly prohibit the employment of children under the legal working age within our Group, in accordance with the laws and regulations of each country. During the hiring process, we verify the age of all candidates with official identification documents to ensure that no child labor is involved.

Prevention of Forced Labor

Our Fuji plant accepts foreign TITP interns from Indonesia with the expectation that they will eventually work as full-time employees at our Group's plant in Indonesia. To prevent any human rights violations against these interns, we ensure that employment contracts are based on mutually agreed working conditions, that fair wages are paid, and that the Company does not retain the interns' official identification documents.

Respect for Human Rights in the Supply Chain

We provide our suppliers with the Piolax Supplier CSR Guidelines, which prohibit discrimination and harassment based on race, ethnicity, nationality, religion, or gender, as well as child labor and forced labor.

The guidelines also require compliance with laws and regulations regarding wages, holidays, and paid leaves in each country and region. Additionally, the guidelines mandate engaging in dialogue and consultation with employees, ensuring freedom of association, maintaining workplace safety and health, preventing accidents and disasters, and handling conflict minerals appropriately.

We require suppliers to agree to these guidelines to promote respect for human rights throughout our entire supply chain.

[Piolax Supplier CSR Guideline](https://www.piolax.co.jp/resources/pdf/csr/supplier_csr_guidelines_2024.pdf)
https://www.piolax.co.jp/resources/pdf/csr/supplier_csr_guidelines_2024.pdf

Raising Awareness on Human Rights

It is essential that employees have a deep understanding of human rights and translate their understanding into action. Therefore, we undertake the following human rights awareness activities.

Human Rights Awareness Activities

Activity	Target	Details
Familiarization with the Human Rights Policy	All Group employees	Inform employees of every revision of the Human Rights Policy.
Distribution of the Piolax Group Harassment Guidebook	Group employees in Japan	- Distribute the Guidebook and read it in each department. - Conduct a test to check the level of understanding every year.
Education on human rights and harassment in compliance training	Group employees in Japan	Training on human rights and harassment

Remediation and Redress of Human Rights Violations

We have an internal reporting system for human rights violations. Reports can be made online or by phone. If a violation is confirmed through fact-checking, we analyze the cause, implement corrective actions, take measures to prevent recurrence, and ensure that the reporter is informed of the action taken and provided with remedies.

Any employee found to have committed a human rights violation is subject to a stern warning or sanction by the Disciplinary Committee. The reporting system is available in eight languages for use by overseas employees.

P.67 Compliance Whistle-Blowing System



Supply Chain Management

▲ Piolax Group Procurement Policies

Our Piolax Group Procurement Policies are based on the concept of “fair and free competition and transparent relations” as specified in the Piolax Code of Conduct. We will continue to conduct procurement activities in cooperation with our suppliers to achieve high-quality manufacturing and a sustainable society.

Piolax Group Procurement Policies

In its all procurement activities, the Piolax Group complies with applicable laws and regulations in Japan and abroad and makes fair and open transactions considering the impact on the environment and society. The Piolax Group also builds trust relationships with its suppliers and vendors aiming for mutual prosperity.

1) Conduct fair and open transactions

The Piolax Group provides fair and open opportunities to all suppliers and vendors based on the principle of free competition.

2) Build mutual trust with business partners

The Piolax Group establishes trust relationships with its suppliers and vendors and strives for mutual development.

3) Operate CSR procurement

The Piolax Group promotes CSR procurement in view of compliance with laws, occupational safety and health, respect for human rights, environmental conservation, and corporate ethics

Established: July 2021

▲ Supplier CSR Guidelines

In 2021, our Group established the Supplier CSR Guidelines to promote sustainable procurement activities considering environmental and social impacts. We inform our suppliers of these guidelines, request their compliance, and require them to submit a signed agreement to this effect. We request and collect this agreement from suppliers of products and materials. The collection rate of agreements in FY2023 was 100%.

Additionally, our basic contracts include provisions that require our suppliers to consider environmental issues. They are signed by both parties in due process.

Supplier CSR Guidelines
https://www.piolax.co.jp/resources/pdf/csr/supplier_csr_guidelines_2024.pdf

Green Procurement Guidelines

In September 2021, we created the Green Procurement Guidelines and shared them with our suppliers. Through these guidelines, we aim to promote an understanding of our green procurement practices and seek cooperation in reducing environmentally hazardous substances.

Green Procurement Guidelines
https://www.piolax.co.jp/resources/pdf/csr/green_guideline_2024.pdf

▲ Carbon Neutrality Survey for Suppliers

In 2023, the E Subcommittee of our Sustainability Committee took the lead in conducting a survey on CO₂ emissions from our product and raw material suppliers. Based on the survey results, we conducted briefings and surveys regarding energy conservation to the top 19 companies in CO₂ emissions, which account for 80% of the total emissions among our suppliers.

Contents of the briefings

- The background of our carbon neutrality efforts
- Survey results on CO₂ emissions from product suppliers
- Key points for advancing CO₂ reduction through energy conservation
- Introduction of energy-saving items
- Methods for measuring power consumption
- Introduction to energy-saving diagnostics

▲ Efforts in Cooperation with Suppliers

Supplier Meetings

Each year, we hold an Annual Policy Meeting and First Half Review Meeting with our product and material suppliers.

These meetings serve as a platform for discussing our business policies, procurement policies, and quality lectures, thereby facilitating dialogue on the annual activity plans and medium-term progress. This helps strengthen our mutual trust.

During the Annual Policy Meeting, we also hold an award ceremony based on the annual QCD evaluation system.*

*Evaluation of suppliers based on the three indicators of Quality, Cost, and Delivery.



Supply Chain Management

<p>FY2023 Annual Policy Meeting</p>	<p>Number of participants: 54 companies Themes: Business policy, trends in the automobile industry, Purchase Department’s annual policy, quality lecture, awards ceremony, fire prevention activities, carbon neutral initiatives</p>
<p>FY2023 First Half Review Meeting</p>	<p>Number of participants: 57 companies Themes: Results of the first half, topics, trends in the automotive industry, interim report on Purchase Department Policy, quality lecture, status of the Purchase Department, changes in asset plates, status of carbon neutrality initiatives</p>

Quantifying and Reducing Suppliers’ CO₂ Emissions

Since FY2021, we have conducted annual surveys on CO₂ emissions from our product suppliers. We also performed assessments in 2022 and 2024 to measure CO₂ emissions per material type (g-CO₂/kg) from our material suppliers.

In FY2023, our representatives from the Purchase Department, the person in charge of Facility Maintenance, and the person in charge of the ISO Department visited four suppliers that requested advice. They provided on-site advice on energy-saving points and alternative energy-saving items.

In FY2024 we also planned visits to continue these efforts. By September, we had already visited three companies.

Cooperation with Suppliers to Handle Environmental Regulations and Conflict Minerals

We annually distribute the latest version of the Piolax Engineering Standard (P-ES), which compiles our requirements for environmentally hazardous substances, to our suppliers.

We conduct surveys on the environmentally hazardous substances and conflict minerals related to supplied materials and components to ensure that our products do not contain any hazardous substances prohibited by law or against customer requirements. The survey results are reported to our customers in a timely fashion through the International Material Data System (IMDS)*.

We work with our suppliers to improve the response rate and accuracy of the conflict minerals survey.

*International Material Data System (IMDS): Material data system for the automotive industry



Message from the CHRO



Masaaki Kaji
Director in charge of Human Resources

Diversified Values Drive Innovation to Address Societal Challenges

Diverse Perspectives for Social Problem Solutions

For a research and development company like Piolax, innovative talent with different values is indispensable. This is because diverse and broad perspectives are essential to developing products that help our direct customers, automakers and suppliers to address the societal challenges they face, such as the environmental impact of CO₂ emissions and the prevention of road accidents. Additionally,

there is an increasing demand for groundbreaking innovations that challenge conventional thinking.

Teamwork is our top priority. Our business involves close collaboration between departments with specialized expertise, such as sales, development, manufacturing, and management, to develop products that meet our customers' needs. This collaborative nature of our work allows us to leverage diverse perspectives and build an organization that performs effectively as a team.

Agile Organizational Reform Enabled by Small Scale

As a small-scale company with 700-800 employees, we have flexibility and agility to create an adaptable organization.

Previously, we prioritized business efficiency by adopting a product group-based organizational structure (SBU system). However, as customer needs and social challenges have become more complex, the need for cross-functional exchange of knowledge has increased.

In response to these societal trends, we have established the Product Development Division. The goal of this move is to lower barriers between departments, encourage employee interaction, and expand opportunities for tackling new tasks. One initiative in this direction is the open recruitment system for projects,

which provides employees with opportunities to take on new challenges voluntarily. This is expected to encourage their initiatives and foster an organizational culture that nurtures transformative talent.

Transforming Cultural Differences into Strengths: Developing Global Talent

Over the past decade, our Group's overseas sales ratio has surpassed sales ratio in Japan, making the establishment of a cooperative framework across national and cultural boundaries an urgent priority for us as a global company.

As part of our basic policy for developing global talent, we aim not only to improve employees' language skills but also to achieve true cross-cultural understanding and acceptance of diversity. To this end, we regularly hold group-wide meetings and training sessions, including our overseas bases. Specifically, we conduct global meetings twice a year, quarterly regional quality meetings, and monthly design study sessions. These events provide opportunities not only for information sharing but also for employees to experience different cultures and values.

Japanese employees learn about overseas practices, and our overseas employees learn about Japan and other countries. Cultural differences are not barriers but sources of new value. By learning and stimulating each other reciprocally, we foster innovation.



Human Assets

Basic Human Assets Policy

Developing human assets that can make a broad contribution to industry and society is positioned as a key management issue for our Group in order to enhance corporate value. The human resources we seek are defined in the Basic Human Assets Policy of Piolax Group.

We are actively investing in creating a work environment where employees can work with peace of mind and demonstrate their abilities. This includes respecting human rights, developing talents, promoting diversity, improving the workplace environment, and promoting health management. Through these efforts, we aim to achieve sustainable growth for our Group.

Basic Human Assets Policy of Piolax Group

The Piolax Group considers its employees to be the company's important managerial resources and unmatched assets, so as to refer to them as human assets rather than human resources.

Under the corporate vision to "broadly contribute to industry and society as a pioneer in creating elasticity technologies," the Group esteems its employees' individuality and strives to foster a corporate culture where each employee can demonstrate diverse abilities and eventually contribute to the company's growth as well as the social development.

The Group aims to develop human assets who are geared up to;

- share the Group's corporate philosophy/visions, value individuality and diversity, and work diligently as a team;
- show a high level of creativity, expertise and leadership to take on new challenges;
- own global/critical perspectives and an innovative mindset; and
- maintain high aspirations backed by a solid sense of integrity and fairness.

Human Asset Education System

We help each employee develop their abilities and enhance their knowledge and skills while fostering talent that can contribute to society. Specifically, in addition to rank-based training according to job positions, we provide language education and other programs to develop global human assets capable of adapting to changes in

the business environment.

Our goal for FY2023 was to improve our education system and quality. We expanded rank-based education. For example, we introduced training programs for young employees in their fourth year with the company.

The average training time per employee in FY2023 was 2.9 hours.

Education System

Training by job level	Language training	Skills / Technologies	Others	Self-development
Directors / Executive Officers Management training	Overseas training / Global human assets development	Production engineering / design development	Internal control, confidentiality, safety and health, quality, environment	Business law
Department Heads New department head training				
Managers New manager training				
Assistant Managers / Assistant Chiefs New supervisor training				
Young employees Balance support / Career support training				
New employees Newcomer training, plant training, follow-up training				
		External training		Correspondence course, skills, language

Education system

Programs for new employees (including plant training), follow-up, QC, language, harassment prevention, etc.

Training by job level

Training according to positions such as officer, department head, manager, assistant manager, and assistant chief, with the aim of acquiring necessary knowledge and skills.

Language training

Conversation programs of English and other languages to enhance language skills necessary for Piolax's global expansion. Those who wish can continue to receive language training after their overseas assignment.

Other training

Programs to eliminate harassment (power, sexual, maternity, LGBT, etc.). New employees take the Japan Business Law Examination Level 3 to acquire basic knowledge of business law.



Human Assets



New employee training

Global Human Assets Development

We are committed to developing global human assets as a crucial foundation for promoting our global business expansion. In addition to language education, we train employees to naturally accept the perspectives and values of their colleagues working in different countries by actively facilitating employee transfers between Japan and overseas bases. Frequent meetings with overseas bases also serve as a conducive environment for cross-cultural understanding in their daily lives.

These efforts contribute to instilling ONE PIOLAX, the common value that enables all Piolax Group employees to embody our Corporate Philosophy of the PIOLAX WAY.

Fair Evaluation System

The Piolax Group always respects human rights and does not tolerate any practices that lead to discrimination based on race, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity. We do not have any discriminatory recruitment or employment conditions based on gender, age, or other factors.

Each year, our management team conducts 360-degree multifaceted evaluations to objectively review, analyze, and

enhance their day-to-day management skills. In personnel assessments, we objectively and fairly evaluate each employee's performance and achievements, providing appropriate rewards and positions based on these evaluations. This process also contributes to the development and effective use of employees' skills.

Conducting Employee Awareness Surveys

Piolax and its domestic subsidiaries interview with employees and feed back the survey results to the heads of each department in order to understand issues such as employees' expectations for their jobs and work environment. By conducting the survey every year, the heads grasp issues within their department and work to resolve them, leading to improvements in employee satisfaction and job motivation.

Formulating Human Asset Development Plans

We have formulated human asset development plans aimed at nurturing future executives. Development plans for employees at different stages (3-5 years, 10 years, 15 years after joining) serve as the basis for implementing systematic development programs for all employees. We seek to create an attractive environment and introduce various initiatives so that employees feel motivated and wish to work for us for a long time.

Additionally, we have set up a system that provides regular opportunities for employees to formulate and review their career plans, share them with their supervisors, and receive advice. As part of our support structure, we have established a career consultation office staffed with career consultants certified by the Ministry of Health, Labour and Welfare and members of the Human Resources Department. This assists employees in smoothly creating their

career plans.

We will continue to review and improve our system to encourage proactive dialogue between subordinates and supervisors about future goals, self-analysis of current skills, career plans, and skills they want to strengthen.

Employment and Labor Relations

Fair Pay

We comply with laws and regulations regarding equal pay for equal work. There is no difference in basic salary and total compensation between male and female employees of the same grade.

Wage Disparities between Male and Female Employees^{*1} (FY2023)

(Unit: %)

Training name	Wage disparities between male and female employees
Regular employees ^{**3}	81.0
Non-regular employees	51.2
Total	67.2

*1 The wage disparities between male and female employees is calculated as (average annual wage of female employees ÷ average annual wage of male employees) × 100%.

The average annual wage is computed as the total wages ÷ the average number of employees.

The total wages include bonuses and non-standard wages.

*2 Regular employees do not include those seconded from or to other companies.

*3 The wage disparity between male and female regular employees in Piolax's management positions is 103.9%.

Enhanced Employee Benefits

Our Group offers a variety of benefits to improve the lives and health of our employees and their families.

One of our employee benefits is an employee stock ownership plan to support the long-term asset formation of our employees.



Human Assets

Starting in FY2023, the company's contribution to the stock ownership plan increased from 3% to 10%.

In response to recent price increases, a uniform inflation allowance of 50,000 yen was provided to Group employees in Japan in January 2023. In this way, we set and revise policies to reflect social conditions.

Labor-Management Relations

We respect our employees' freedom of association, the right to organize, and the right to collective bargaining. We engage in active discussions with the Piolax Labor Union to improve working conditions and workplace environment issues.

The union operates under a union shop system, with 100% membership from employees, excluding management, employees rehired after their official retirement age, contract employees, part-timers, and temporary workers. It is affiliated with the Federation of All Nissan and General Workers' Unions.

Piolax and the Piolax Labor Union work together as equal partners to fulfill their respective responsibilities, establishing a healthy labor-management relationship and collaborating to improve productivity. Both parties have concluded a labor agreement aimed at the company's sustainable development, employee job stability, and improvement of their living conditions. The labor agreement is renewed annually, with any amendments requiring notice three months before the expiration date.

 **P.71** Employee Data

Promotion of Diversity

Policy

Because we believe that enabling everyone to leverage their unique traits and abilities contributes to both corporate growth and personal happiness, we do not tolerate discrimination based on race, ethnicity, nationality, religion, gender, or any other characteristics in any employment situation in the Piolax Group.

We actively promote diversity initiatives to create a workplace where diverse human assets respect each other as valued partners and thrive together.

Structure

Our SG Subcommittee under the Sustainability Committee, together with Human Resources and other related departments, is taking the lead in proactively setting and monitoring diversity-related goals and reviewing related policies. The activities are regularly reported to the Board of Directors, reflecting our ongoing commitment to creating a workplace where diverse human assets can thrive.

Promoting Women's Participation

Piolax is working to create an environment where female employees can play an active role, reviewing childcare-related systems and promoting understanding among supervisors and colleagues.

As part of its efforts to "promote diversity," we received the highest Eruboshi rank (three stars) in FY2021 as an excellent company



certification based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace. Our goal in FY2023 was to increase the percentage of women in management positions to 5% or more, and the results are shown in the table below.

Data on Women's Participation

	FY2021	FY2022	FY2023	
Percentage of female employees hired (%)	33.3	24.5	22.2	
Percentage of female employees (%)	18.8	19.6	20.0	
Percentage of women in management positions (%)	3.5	3.8	5.2	
Percentage of women in director positions (%)	11.1	20.0	20.0	
Average years of service	Men	15.6	15.2	16.0
	Women	17.6	17.6	17.7

Scope: PIOLAX, INC.

As part of our efforts to promote women's participation, we hold discussion meetings with other companies and conduct various internal seminars. Our recruitment policy ensures equal employment opportunity based on individual qualities and abilities, regardless of gender.

Our goal for FY2024 is to increase the proportion of women in management positions compared to the previous fiscal year. In the medium to long term, we aim to increase the proportion of female managers to 20% by 2030.

Active Engagement of Non-Japanese Employees

We actively recruit non-Japanese employees, believing that diverse values and viewpoints are crucial in business. Their diversified perspectives play an essential role not only in our global expansion but also in creating and nurturing new businesses.

As of the end of FY2023, we have 12 non-Japanese employees. Our goal for FY2023 was to hire at least two non-Japanese employees, and we hired one.

Employment of People with Disabilities

The Piolax's target of employment rate of people with disabilities in FY2023 was 2.3% or more, and the result was 2.34%. We will continue to actively recruit people with disabilities to improve their employment opportunities.

Data on Employment of People with Disabilities

(Unit: %)

	FY2021	FY2022	FY2023
Employment rate of people with disabilities	2.24	2.37	2.34

Scope: PIOLAX, INC.

Activities of Senior Human Assets

We have a continued employment system, allowing employees to work until the age of 65. We rehire 100% of employees who wish to continue working after reaching the official retirement age of 60.

Work-Life Balance

Policy

Piolax aims to create a vibrant workplace where employees can work with peace of mind, and strives to improve work-life balance by promoting support systems for balancing work and private life as well as flexible and diverse work styles.

To address and achieve our health management strategy of “improving the physical and mental health of all employees and their families, and ensuring work-life balance,” we have developed a strategic map. This map visualizes our health management strategy and communicates it to both internal and external stakeholders.

Support Systems for Diverse Work Styles

Piolax’s goal is to create a vibrant workplace where employees can work with peace of mind. We have prepared systems that help employees balance work and private life and encourage flexible and diverse work styles.

For example, in our childcare support system, we have extended the support period from birth to the third grade of elementary school to the sixth grade. We have also improved our telecommuting system, allowing employees to work from home up to four days a week. These systems have been revised and improved to reflect current trends.

As a result of these initiatives, in November 2023, we obtained the Kurumin Certification, from the Ministry of Health, Labour and Welfare, which recognizes us as a company that supports parenting. During the review period for certification, we set and met the goals to 1) promote paternity leave for male employees, 2) reduce



overtime, and 3) expand internship opportunities. These efforts were highly commended.

System for Work-Life Balance

Item	Contents
No-overtime days	Every Wednesday and Friday
Paid leave reserve	Up to 5 days per year from unused paid holidays (up to 30 days in total)
Anniversary leave	Twice a year on anniversaries
Refreshment leave	3 consecutive days off once a year
Telecommuting	Up to 4 days per week upon application and permit
Childcare support	- Up to 3 hours less per day from the date of birth to the 6th grade - Childcare leave up to 2 years old
Condition survey	4 times a year (physical condition, work environment, engagement)
Health maintenance and promotion	Health promotion support (centralized management of health checkup data, distribution of health app and body composition analyzers)
Asset building seminar	For 50-year-old employees

Scope: PIOLAX, INC.

Reducing Long Working Hours

We are committed to accurately tracking and managing working hours and reducing long working hours. Every Wednesday and Friday is a no overtime day. This has taken root and helped maintain average overtime hours low.

Specifically, we have enabled our time clock system to display compliance status. This allows each employee and their supervisor to visualize their overtime work in relation to the 36 Agreement standards. Additionally, the system issues alerts when their overtime is approaching the thresholds. In January 2024, we distributed a seminar video on labor time management to reiterate the rules for managing overtime and the details of the 36 Agreement.

In FY2023, the average overtime was 15.2 hours, a 17% increase from FY2022. This increase is mainly due to the recovery of sales and the corresponding increase in workload following the end of the COVID-19 pandemic.

Promoting the Use of Paid Leave

Our company’s annual paid leave is granted based on the number of years of service. We work to improve the rate of paid leave utilization each year compared to the previous year by creating an environment where employees can easily take leave.

For example, we encourage the following types of leave: five consecutive days of refresher leave (three-day leave plus a weekend) once a year; two days of anniversary leave per year; and half-day paid leave up to 24 times a year. Unused paid leave can be accumulated up to a maximum of 30 days, with a limit of five days per year. This can be used as sick leave for illnesses lasting more than a week.

In FY2023, our paid leave utilization rate was 71%, achieving our goal.



Work-Life Balance

Childcare and Family Care Support Systems

We have systems to support employees in balancing work with childcare or family care responsibilities, ensuring that each employee can work with peace of mind even when their life stage changes.

Promoting Childcare Leave

We promote childcare leave for both male and female employees. Our goal is for the male childcare leave utilization rate to exceed the previous year's results (55.6% in FY2022). To achieve this, we are proactively making necessary changes to comply with the revised Childcare and Family Care Leave Act and reminding supervisors of the importance of this initiative.

In FY2023, the childcare leave acquisition rate for male employees reached 60%, meeting our goal. Female employees achieved a 100% acquisition rate.

Return-to-Work Rate After Childcare Leave

In FY2023, our return-to-work rate after childcare leave remains as high as 100%. We work to create a supportive environment for employees returning to work after having a baby. For example, we have their supervisors stay in touch with them to address their concerns about juggling childcare and work.

Short- to Long-Term Family Care Leave

In compliance with legal requirements, we grant shorter working hours and long leave for family care. Employees can reduce working hours in hourly increments and also take long-term leave with a maximum of three times and up to a total of 93 days.

In FY2023, there were no instances of long-term family care

leave taken, while two employees utilized short-term leave.

Overview of Short- to Long-Term Family Care Leave

Item	Contents
Long-term family care leave	Total of 93 days (may be taken in up to 3 installments)
Family care support	<ul style="list-style-type: none"> • Reduced working hours by up to 3 hours per day • Request for exemption from overtime work • Exemption from night shifts
Short-term family care leave	<ul style="list-style-type: none"> • Five days of special unpaid leave per year • If there are two or more family members in need of care, ten days of special unpaid leave per year

Scope: PIOLAX, INC.



Health Management

Health Management Declaration

Piolax considers promoting physical and mental health of all employees as one of the most important management issues and established the “Health Management Declaration” in June 2021, expanding the scope of the declaration to all domestic subsidiaries in September 2022. Employees are valuable assets to the company. We will actively engage in health management so that each and every employee can continue to work vigorously and in good health, both physically and mentally.

Piolax Group Health Management Declaration

Since its founding in 1933, the Piolax Group has expanded its business globally based on the corporate philosophy “Pioneer in creating elasticity technologies.” Toward the 100th anniversary in 2033, we will continue to strive to create a business environment that will realize the sustainable development and growth of the Group under the slogan of “ONE PIOLAX.”

The source of vitality to achieve such a business environment is “human assets” i.e. our employees and their families. Promoting physical and mental health of our employees and ensuring a work-life balance are the key elements of our management goals.

Under the leadership of top management, we value our employees’ mutual communication and engagement, and declare to implement the following eight specific yet achievable health management measures by actively coworking with healthcare-related professionals/institutions.

1. Publicize this Health Management Declaration both internally and externally to clarify the Group’s commitment to its employees’ and their families’ health.
2. Encourage all employees to foster a health management mindset and set their own health goals to maintain physical and mental soundness.
3. Fully comply with related laws and regulations.
4. Assign devoted staff to promote the Group’s physical and mental health.
5. Ensure the regular medical checkup rate of 100% and make the results available upon each employee’s demand.
6. Identify the Group employees’ health issues and devise measures to solve them.
7. Build/redesign organizational units to practice health management.
8. Standardize/enhance the telecommuting system to envision the ideal work style now and in the future.

Health Management Promotion System

We aim to promote the health of all employees through company-wide implementation of measures outlined in our Health Management Declaration. This initiative supports the development of a sustainable management environment.

The Health Management Promotion Committee (established in 2021) expanded its oversight to include Piolax and its subsidiaries in Japan in FY2022, thereby strengthening our health management promotion system.

This Committee studies and proposes health management activities and measures. These matters are submitted to management meetings as necessary and reported to the Chief Health Officer (President) and to the Owner of the Health Management Promotion Committee (Managing Director) through the Committee.

Organization for Health Management Promotion



Health Management

Periodic Health Checkups

To monitor employees' health status and facilitate early detection and treatment, we conduct annual health checkups, as well as special health checkups depending on the nature of the job duties, as required by law. We also have a subsidy system for out-of-pocket examination costs, such as various cancer screenings. Additionally, employees with abnormal findings or those who are interested can see an industrial physician for advice.

In FY2024, 99.1% of employees at Piolax and its subsidiaries in Japan underwent periodic health checkups.

The centralized health checkup data management system is available for Piolax and its subsidiaries in Japan. This system allows employees to access their health checkup results and past trends from the website. It also facilitates information sharing between the Safety and Health Management Office and industrial physicians.

Encouraging Behavioral Changes to Improve Health

Since FY2022, we have distributed health support apps and body composition analyzers to all employees of Piolax and its subsidiaries in Japan.

We are encouraging behavioral changes to improve health. For example, in FY2023, we organized step-count rankings using the app and walking events with volunteer participants. We also provided female employees with e-learning about diseases specific to women.

Mental Health Measures

In addition to annual statutory stress check, we conduct a pulse survey (simple stress check) on a regular basis to monitor employees' work performance decline due to mental and physical health issues (presenteeism), job satisfaction (work engagement), and eNPS (attachment to the company) at a near real-time frequency.

For mental health issues, in-house consultation service is available, and industrial physicians and public health nurses support employees.

Certified as an Excellent Health Management Corporation

As a result of our proactive efforts in health management, we obtained a certification of "Excellent Health Management Corporation 2022" (large corporation division) in March 2022, which was renewed to include domestic subsidiaries in March 2024.





Occupational Safety and Health

Approach to Safety and Health

A source of vitality that supports Piolax’s business environment is our human assets, namely our employees and their families, and promoting the safety and health of our employees is one of our most important management goals.

In our business activities, we adhere to the Piolax Safety and Health Policy to create a safe and comfortable workplace free from occupational accidents, traffic accidents, and occupational diseases. Additionally, we request our partner companies to prioritize the safety and health of their employees and prevent accidents and disasters, as outlined in our Supplier CSR Guidelines.

Piolax Safety and Health Policy

< Slogan >

Safety and health are the top priority in our business activities.

In order to protect the safety and health of our employees, the Piolax Group will put priority on creating a “safety culture” and a “safe workplace” in which all employees will comply with safety and health-related laws and regulations, respect each other, and actively communicate so that they will continue to work safely and comfortably, both physically and mentally.

< Action Guidelines >

1. The management, employees, and industrial physicians will work together to promote the creation of a safe, secure, and vibrant workplace.
2. We will comply with laws, regulations, rules, and defined work procedures related to occupational safety and health as well as wear protective equipment.
3. In order to prevent occupational accidents, we will continue to carry out activities related to occupational safety and health and improve the workplace environment.
4. We will understand emergency responses and immediately report any accidents and safety concerns to our supervisors and safety managers in the workplace.
5. Through daily communication in the workplace, we will try to understand the physical and mental health of our employees and also foster an open-minded corporate culture and identify potential problems.
6. We will conduct regular safety and health training to improve the knowledge and skills of our employees.
7. We will encourage employees of temporary staffing agencies and partner companies working in our workplace to understand this Policy.
8. We will take pre-emptive measures against risks related to chemicals and equipment, assuming emergency situations.

Established on October 15, 2024

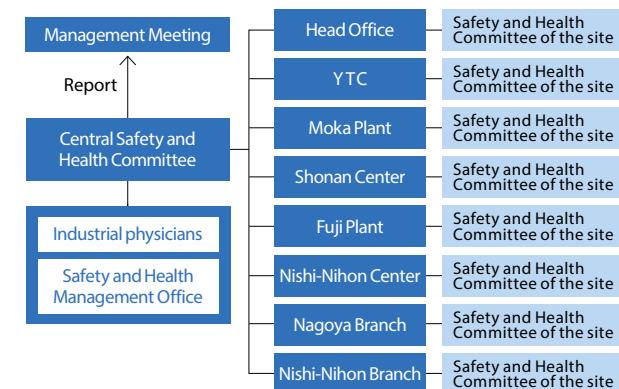
Occupational Safety and Health System

We operate our own occupational safety and health system based on Japan’s safety-related laws and guidelines. The Central Safety and Health Committee collaborates with the safety and health committees at various business bases and factories, with monthly deliberations reported to the Management Meeting.

The Central Safety and Health Committee, chaired by the President, meets twice a year. Its members include representatives from the bases’ safety and health committees, industrial physicians, labor union representatives, and other suitable personnel, with an equal number of labor and management representatives. They work together to create a healthy and safe work environment that unites labor and management.

In addition, procedures to be complied with are stipulated in the Safety and Health Management Rules and are shared with employees to ensure workplace safety and health, smoother business operations and improved productivity. We are also focusing on training specially qualified personnel.

Occupational Safety and Health System





Occupational Safety and Health

Risk Assessment for Occupational Safety and Health

We conduct risk assessments to investigate and identify potential hazards and risks related to employees' work. Risks are weighted by scoring locations predicted to experience an accident or disaster according to their frequency, likelihood of occurrence, and severity.

Each year, a total of approximately 500 points of our business bases and plants in Japan are subject to risk assessment. Findings are reported to the biannual Central Safety and Health Committee meetings. Identified risks are systematically addressed with mitigation and countermeasures to prevent occupational accidents.

When introducing new equipment or processes, we have a cross-departmental system to assess risks related to quality, production, and development. In addition, each plant conducts regular on-site patrols and presents monthly improvement activities and risk assessment reports.

Examples of Identified Risks and Countermeasures

Identified risks	Countermeasures
Uneven floor at the factory entrance (Possible trip and fall or wrist injury when moving heavy items with a cart)	The unevenness was eliminated by installing a ramp.
A broken fence in the aisle of automated storage and retrieval system	The fence was repaired with PP bands.
Scissor part of scissor lifts for product box (risk of entrapment)	Bellow covers were installed.

Safety and Health Performance and Initiatives (Work Time Loss Frequency Rate, Accident Severity Rate)

Our goal is to have zero serious accidents and fewer work-related accidents than in the previous fiscal year. Work-related accidents and related information are reported and discussed at the monthly Management Meetings and secretariat meetings attended by representatives from each business base. The head of each site is responsible for ensuring that their subordinates are fully informed about the decisions and that countermeasures are implemented to prevent similar accidents. This is how we work to improve.

In FY2023, we had zero major accidents and reported 25 work-related accidents, an increase of three from the previous year. Many of these accidents involved employees who had been with us for less than five years. Notably, there were three worker injuries involving the use of utility knives.

We will reinforce training on compliance with work procedures and the use of protective equipment for all employees and contractors.

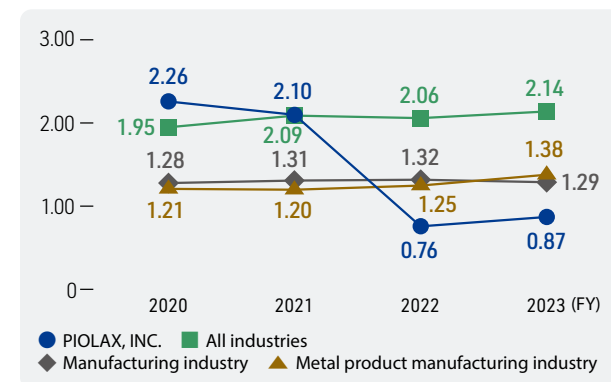
Work-Related Accidents

	FY2020	FY2021	FY2022	FY2023
Serious accidents*1 (cases)	0	0	0	0
Serious accidents*1 (cases)	11	19	22	25
Number of days lost*2 (days)	39	131	33	0
Total hours worked*2 (hours)	1,329,475	1,427,293	1,314,931	1,320,077

*1 Scope: Piolax Group (100% coverage)

*2 Scope: PIOLAX, INC. (20% coverage)

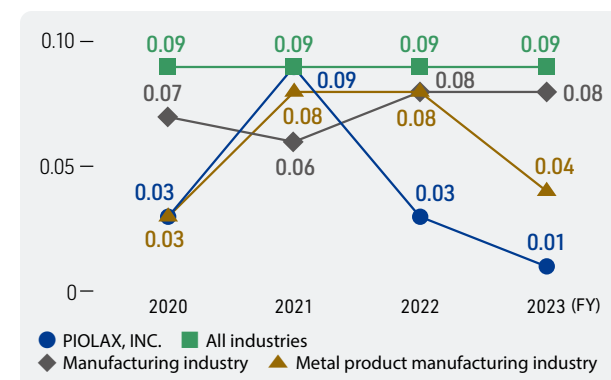
Trends in Rate of Lost-Worktime Injuries



Scope: FY2020–FY2022: PIOLAX, INC. (Coverage rate 20%)
 FY2023: Piolax Group (Coverage rate 100%)

Rate of lost-worktime injuries = Number of employees absent due to labor accidents ÷ Total working hours × 1,000,000

Trends in Accident Severity Rate



Scope: FY2020–FY2022: PIOLAX, INC. (Coverage rate 20%)
 FY2023: Piolax Group (Coverage rate 100%)

Accident severity rate = Total lost working days ÷ Total working hours × 1,000

Occupational Safety and Health

Principal Initiatives

● Heatstroke Prevention

Each summer, we implement measures to prevent heatstroke in the workplace. We stock oral rehydration solutions and cold packs. Generators are prepared in case of power outages, which would stop air conditioners and other electrical equipment. Additionally, employees working in hot plants have designated breaks to cool down in air-conditioned rest areas.

● Automation of Resin Material Transport

The materials used by our Group are heavy, posing a risk of physical strain during transportation from receipt to shipping. At our new Moka Plant, automation of transport tasks has been considered from the architectural design stage, aiming to eliminate human intervention. Full-scale automation of transport is planned to be implemented by 2028.

● Emergency Drill

Each of our business bases conducts at least one emergency drill a year, simulating scenarios such as earthquakes and fires, in collaboration with local fire departments. These drills include lectures on disaster preparedness and first aid training for bleeding and heatstroke.

In conjunction with the drills, the internal fire-fighting team at each base conducts fire-fighting training. Emergency resuscitation training using Automated External Defibrillators (AEDs) installed at all bases in Japan has also been implemented. These training sessions aim to equip more employees with the skills needed to use AEDs. During emergencies, our AEDs are available for nearby residents.



Emergency drill



Emergency resuscitation training

Provision of Protective Equipment

To protect the safety and health of our employees, our standard operating procedures require the provision and use of protective equipment in any manufacturing process with a potential risk of harm or danger. Following these procedures helps mitigate risks.

The standard operating procedures are reviewed regularly in order to ensure that the updated versions are always implemented.

Safety and Health Education in the Plants

We place strong emphasis on safety education to deepen understanding of safety and health matters.

All newly hired employees undergo a comprehensive training session on occupational safety (lasting 1 to 1.5 hours). Additionally, they receive practical training where they should identify risks by observing photos of actual workplaces.

For mid-career hires and seconded workers, safety education is provided on their first day of assignment to the plant. This training varies depending on the equipment they will handle. It aims to raise their safety awareness through video explanations and consideration of the reasons for answers from safety-related FAQ.

● Forklift Safety Education in the Plants

Annual forklift safety education is conducted by external instructors for employees engaged in forklift operations within the plants. The training includes a review of the previous year's activities and case studies of accidents, presented in a quiz format.

● Automobile Safety Training and Safety Device Measures

Since FY2014, we have held annual traffic safety education sessions with external instructors from police departments and insurance companies to prevent accidents.

In FY2023, we conducted automobile safety education through video streaming, including our subsidiaries in Japan.

Our company vehicles are equipped with safety devices such as drive recorders and automatic brakes. Additionally, we comply with regulations by conducting alcohol checks before vehicle operation.



Quality and Product Safety

▲ Piolax Global Quality Policy

The Piolax Group will strive for stable manufacturing throughout the Group to further increase customer satisfaction and corporate value.

Basic policy

Deliver quality of the greatest satisfaction to customers.

Action guidelines

Seven action guidelines are set in order of major manufacturing processes from design development to production.

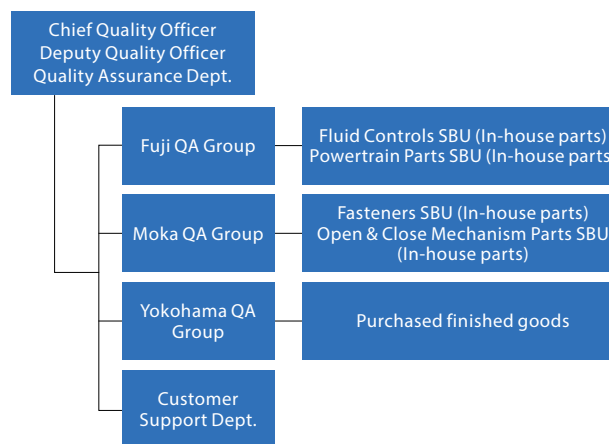
1. Meet customer needs by achieving robust design.
2. Build high quality process to secure design quality.
3. Enforce 5S and create a clean and safe work environment.
4. Making quality products 100% is secured by following work standards and procedures.
5. Quality check is mandatory when any trouble or change occurs.
6. Train operators to be keen and alert to "quality."
7. Continue to improve quality by all employees.

▲ Quality Management System

As shown in the following diagram, Piolax and its domestic subsidiaries have established a quality management system under the supervision of the Chief Quality Officer (Director in charge of quality), the Deputy Quality Officer, and the Quality Assurance Department. Moka and Fuji Plants, Product SBUs, and the Purchase Department in Piolax as well as its production subsidiaries practice quality management using their expertise in product characteristics.

We have a consistent quality assurance system from production to delivery, including the Customer Support Department that make deliveries to our customers.

■ Piolax Domestic Quality Assurance System



▲ International Standard Certifications for Quality Management Systems

Since obtaining the QS 9000 certification in 2001, we have been continuously acquiring international quality standard certifications, including ISO 9001 and ISO/TS 16949. In 2017, we obtained IATF 16949:2016. As of the end of March 2024, nine of our overseas subsidiaries have IATF 16949:2016 certification.

As for our manufacturing subsidiaries in Japan, Piolax Kyushu, Piolax HFS, and PNS have obtained ISO 9001:2015 certifications.

Piolax Medical Devices has acquired an ISO 13485:2016 certification for medical device quality management systems.

Organizations with International Certifications
<https://www.piolax.co.jp/en/company/touroku/>

▲ Establishment of Quality Control Standards

The Quality Assurance Department provides our suppliers with the Quality Evaluation Standards for Suppliers, which reflects the IATF 16949:2016 standard requirements to clarify our quality control standards. We also operate a certification system for our suppliers' inspectors involved in the final shipment inspections to enhance product assurance.

Some suppliers may have lost inspectors who were certified in the previous fiscal year or earlier due to retirements and transfers and may want new hires to be certified. In FY2023, we responded to their needs in a flexible and timely manner by certifying seven additional inspectors.

▲ Key Initiatives for Quality Improvement

Global Quality Meeting

The Quality Assurance Department holds Global Quality Meetings and Quality Liaison Meetings to enhance the quality assurance operations of our overseas subsidiaries. Through these meetings, we gather concerns from each subsidiary, provide problem-solving support, and share know-how.

Global Engineering Standards and Engineering Standard Committee

In 2006, we established the Piolax Engineering Standard (P-ES) to build and document technical know-how.

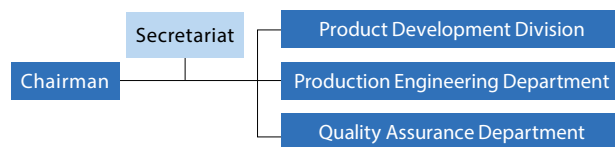
To accurately share constantly evolving technologies within the Group, our Engineering Standard Committee establishes and reviews our standards. This committee is chaired by the Senior General Manager of the Product Development Division and

Quality and Product Safety

composed of various technical departments.

To date, the committee has formulated 149 standards. It also conducts annual reviews, including the creation of new standards. By ensuring that all engineers, including those at overseas subsidiaries, refer to the latest standards, we maintain consistent quality globally.

■ Piolax Engineering Standard Committee



Education for Next-Generation Engineers

The entire Product Development Division is involved in creating an educational curriculum and holding monthly study sessions to develop young engineers in all product-related areas. The contents are diverse, including design support tools, quality engineering, automotive structures, environmentally hazardous substances, latest automotive technologies, and laws and regulations.

In FY2023, 12 sessions were provided in both in-person and online formats, with a total of approximately 750 participants from Japan and overseas. The total number of course hours was 1,217.



Design training

Production and Quality Improvement Activities

The “Yamabiko Kaizen Activity” is our production and quality improvement activity that we have been conducting at the Moka and Fuji Plants continuously on a monthly basis since 2007. The name “Yamabiko” (mountain echo in Japanese) was chosen to ensure that calls for improvement echo and that improvements are made as quickly as the speed of sound.

In this activity, employees report improvements and production management status at their shops, and the Chief Quality Officer, the Deputy Quality Officer, and the Director in charge review such report, thereby ensuring quick and appropriate feedback and boosting their motivation.

This activity has now expanded to domestic and overseas subsidiaries, which is improving their capabilities and quality. In FY2023, this was held in a hybrid manner, combining on-site and online participation for our production sites in Japan.



Yamabiko Kaizen Activity (improvement progress report)



Yamabiko Kaizen Activity (verification of improvements at the production site)

Global Production Meeting

The Piolax Group holds a technical exchange meeting every year for manufacturing sections of domestic and overseas production bases. It aims to increase the level of quality and technologies through activities such as providing advice for equipment design in terms of labor saving and automation, giving on-site guidance for process improvement methods, and conducting injection molding skill tests.

In June 2023, the meeting was held online with approximately 70 participants. The meeting included activity reports from each overseas subsidiary and improvement activity reports from departments in Japan, facilitating the exchange of technical knowledge.

Global Small Group Activity Competition

Piolax has been holding report meetings for workplace-based improvement activities (Small Group Activity) since 1979. Employees’ reporting of their activities directly to the management encourages their improvement awareness and growth.

Since 2012 when overseas subsidiaries have joined, the meeting has been renamed the Global Small Group Activity Competition. This gives overseas participants meaningful opportunities; they learn about “kaizen” cases in Japan and bring them back to their workplaces for further “kaizen.”

Supplier Engagement

The Annual Policy Meeting and the First Half Review Meeting are held for our suppliers of products and materials, where the Piolax Business Policies and Purchasing Policies are explained and quality lectures are given. They are good opportunities for discussing the annual plan and its progress and reinforcing relationships of trust. In the Annual Policy Meeting, excellent suppliers are awarded based



Quality and Product Safety

on our QCD evaluation system.

In FY2023, the Annual Policy Meeting was held online in March, with 54 suppliers participating, and the First Half Review Meeting online in December, with 57 suppliers participating.

As part of improvement activities, we organized the third “Yamabiko Activity Report Meeting” online in November 2023 for the Kappatsu Cooperative Association, and 23 member companies of the association joined. The Kappatsu Cooperative Association consists of Piolax and its suppliers. They exchange information and conduct training sessions for mutual development and friendship. The name of the association “Kappatsu” is derived from the abbreviation of our former company name “Kato Hatsujo.” (“Kappatsu” also means “active” in Japanese)

In addition, since 2021, we have been implementing a fire prevention initiative for our suppliers in collaboration with our plant divisions. Suppliers conduct self-assessments using fire prevention checklists, and we provide advice on their efforts based on these checklists.

Furthermore, in 2023, as part of our carbon neutrality efforts, we visited suppliers, reviewed their manufacturing facilities, and supported their energy-saving initiatives by providing information on energy-saving measures and items.

Product Safety Assurance

Handling Product Defects

If any defects are discovered during the production or product inspection process, we adhere to the principle of bad news first and fast, or promptly reporting any issues to prevent defective products from reaching customers.

When defects are identified in a customer’s process, we verify the actual issues on-site and investigate the root cause. After that,

we discuss the effectiveness of countermeasures with experts and apply similar measures to related products and processes.

This entire process is part of our recurrence prevention activities, which are reported and discussed monthly in the Quality Council.

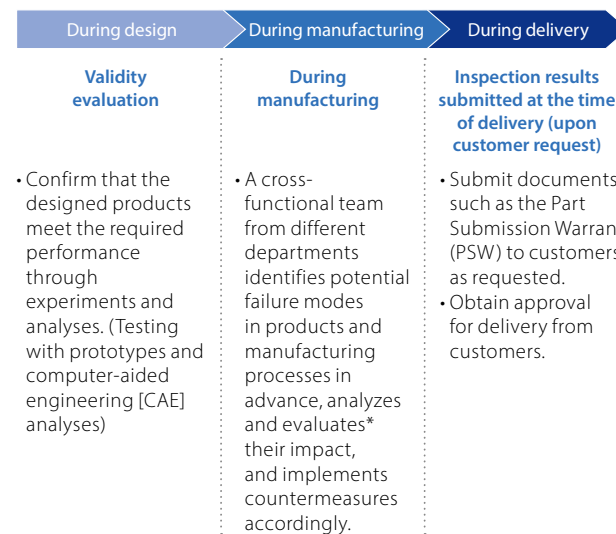
Management of Chemical Substances in Products

We uniformly manage information related to chemical substances contained in our products through an internal database. We also conduct appropriate research on chemical substances in products throughout the supply chain.

At the Yokohama Technical Center, we keep track of updates to laws, regulations, and customer requirements concerning environmentally hazardous substances, and integrate this information into our database for use by product development and production engineering departments. When requested by customers, we prepare and submit compliance inspection results.

By implementing appropriate management of chemical substances in products at each stage—from design and raw material procurement to manufacturing and delivery to customers—we strive to provide safe products.

Product Safety Process



* Design FMEA (Failure Mode and Effects Analysis) is conducted at the drawing review stage, while Process FMEA is performed at the manufacturing process review stage. Both types of FMEA are addressed by cross-functional teams that include various departments. Design FMEA is to predict potential product defects (failure modes), analyze their impact and causes, and implement countermeasures into the product. Process FMEA is to predict potential process defects (failure modes), analyze their impact and causes, and implement countermeasures into the process (molds, equipment, and work methods).

Contribution to Society

As a member of the community, the Piolax Group is actively involved in local communities and contributes to their development through a variety of social activities in Japan and overseas.

Environmental Conservation

Piolax Forest

Head office

As part of the 90th anniversary celebration of our founding, we supported and donated to the Reforestation Partnership Program of Kanagawa Prefecture, where our Head Office is located. The donation will be used for forest conservation activities. Additionally, we obtained the naming rights to an 11.6-hectare forest area near Lake Tanzawa in the same prefecture and named it "Piolax Forest."



Cleaning Activities

Each of our business bases conducts community clean-up activities. At our subsidiary in Thailand, 29 employees participated in a clean-up event at Tien Talay Beach, a sea turtle nesting site, guided by local volunteers. The team focused on collecting plastic items, such as plastic bags and straws, which negatively impact marine ecosystems, and successfully removed 300 kg of trash.



Beach cleanup (Thailand)



Local cleanup (Fuji Plant)



Employees who participated in the cleanup activity (China)

Investment in ESG Bonds and Green Bonds

Head office

We purchase Kanagawa Prefecture's third series of public bonds (green bonds), which are issued to address environmental issues such as global warming and climate change.

Welfare Activities

As a Group, we work to support people in need in their daily lives. In FY2023, we actively engaged in various activities at our business bases, including: a raffle fundraising event in the US; a charity event supporting breast cancer patients in the UK; donation of hygiene products to the parents of children in hospitals in Mexico; donation of emergency food supplies nearing their expiration date to food banks in Japan; and commissioning the Moka Plant's landscaping to disabled people as part of outdoor activities aimed at preparing them for mainstream employment.



Breast cancer charity (UK)

Contribution to Society

Gifts for Orphans

Indonesia

In Indonesia, the Islamic holy month of fasting (Ramadan) is observed. Our Indonesian subsidiary celebrates the end of Ramadan every year by inviting children from an orphanage in Karawang City, where the industrial park is located, to a meal. In FY2023, 15 children participated and enjoyed a delightful time.



Dinner party after the fast

Donating Supplies to Support Schools for Children

Thailand

Our subsidiary in Thailand collected donations within the company amounting to 15,168 THB (Thai Baht). With these funds, they purchased supplies such as rice, food, water, milk, daily necessities, and towels, and donated them to a private school that assists children without access to education and children without parents.



Donated materials

Donation to NPO MUST Ministries

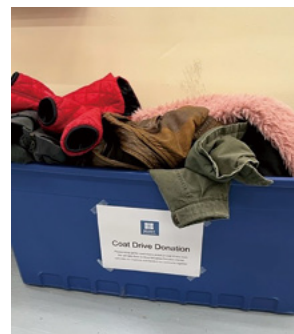
US

Our subsidiary in the US is a partner of MUST Ministries, a non-profit organization that provides minimal needs related to food, clothing and shelter to the needy and homeless.

In FY2023, the company participated in the Summer Lunch Program. This program supports meals during the summer vacation for children who usually receive free lunch on school days. The company provided a week's worth of breakfast and lunch kits to 105 children. Further, its employees cooperated to collect approximately 100 winter coats for children and adults for donation.



Donation to MUST Industries



Regional Revitalization

Our business bases are engaged in activities to vitalize their community. For instance, Fuji Plant participates as a supporting member in the "Oguruma Sakura Guardian", a group established to maintain and manage Kawazu cherry trees planted in the district where the plant locates. The Plant also sponsored "Fujikawa Summer Festival Fireworks Display" and "Fujikawa Kiwi Marathon." The Head Office sponsored the Kanagawa Philharmonic Orchestra."

Factory Tours for Local Residents

Piolax Medical Devices

We hold a factory tour to foster mutual understanding with local residents. In FY2023, more than 20 individuals from various age groups, ranging from young children to the elderly, visited our facilities. The tours sparked significant interest. A visitor said, "I never knew there was a medical factory in my neighborhood."



Factory tour



Contribution to Society

Nurturing the Next Generation

STEM Family Night

US

Our US subsidiary partners with Hasty Elementary School through a local school support program. The company provided necessary materials and had its employees assist two extracurricular events to encourage children’s interest in STEM (Science, Technology, Engineering, and Mathematics).



Participating employees

Providing Workplace Experience

Korea

Our subsidiary in Korea has participated in the CSR Activity Support Program for Japanese companies in Korea organized by the Japan-Korea Industrial Technology Cooperation Foundation since 2021.

This program intends to give university students in Korea one-month internship opportunities at Japanese companies. Its purpose is to deepen their understanding of Japan by learning about work processes and thinking of Japanese companies, as well as to improve their abilities. In FY2023, the company accepted two local students.

Hosting Local High School Students for Internships

Moka Plant

The Moka Plant accepts local high school students for internships every year. In FY 2023, it hosted nine students.



Internship