

PIOLAX, INC.
Health Management Declaration

Since our founding in 1933, we have expanded our business globally based on the corporate philosophy "Pioneer in Creating Elasticity". Toward the 100th anniversary in 2033, we will continue to strive to create the business environment that will realize sustainable development and growth under the slogan "ONE PIOLAX".

The source of vitality that supports the business environment is "human assets", that is employees and their families. Promoting the mental and physical health of all employees and securing a work-life balance is one of our most important management objectives.

Under the leadership of top management, we value internal communication and, with the support of medical institutions, health insurance association and others, declare the implementation of specific and achievable health management measures in the following eight items so that each employee can feel the significance of participation.

1. Believing that protecting the health of our employees and their families is our corporate mission, we will disseminate our Health Management Declaration both internally and externally.
2. Each employee will have a health management mindset and make his/her own health declaration to improve physical and mental health.
3. We will comply with laws and regulations.
4. We will assign staff in charge of health promotion to promote physical and mental health of our employees.
5. We will ensure 100% regular health checkup rate and provide health checkup data to each employee as needed.
6. We will identify health issues faced by our employees and examine necessary measures.
7. We will establish and improve systems for implementing health management.
8. We will maintain, strengthen and improve the telecommuting system with an awareness of the ideal work style and our vision for the future.

June 2021
PIOLAX, INC.
President
Yukihiko Shimazu