

December 20, 2023

To whom it may concern

Company: PIOLAX, INC.

Representative: Yukihiro Shimazu, President
(Code: 5988, TSE Prime)

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Acquisition of "Kurumin" Certification

On November 9, 2023, Piolax acquired Kurumin certification from the Ministry of Health, Labour and Welfare (MHLW).

Kurumin certification, a system based on Article 13 of the Act on Advancement of Measures to Support Raising Next-Generation Children, certifies companies on an application basis as supportive of child-rearing if they have formulated and implemented an action plan for employees to balance work and child-rearing and have met certain standards.

During the period subject to certification examination, we set targets of 1) encouraging male employees to take childcare leave, 2) reducing overtime, 3) expanding opportunities of internships, and others in our action plan and accumulated achievements in each, which has resulted in this time certification.

We will continue to strive to create a work environment in which employees can fully demonstrate their abilities with fulfilling parenting experiences.

