

<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 basic philosophy of "broadly contributing to industry and society as a pioneer in creating elasticity."

- 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 aim 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) 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.**