

## **【Human Rights and Human Assets】**

### **<Piolax Group Basic Policy on Human Rights and Labor>**

The Piolax Group supports and respects human rights-related international norms such as the Universal Declaration of Human Rights.

The Piolax Group stipulates as follows the basic policy on human rights and labor based on the "Piolax Group Codes of Conduct." This policy applies to all directors, officers, and employees of the Group.

1) Respect for human rights

The Piolax Group respects fundamental human rights of all people and does not tolerate any harassment.

2) Elimination of discrimination

The Piolax Group does not discriminate on the basis of race, ethnicity, national origin, religion, gender, disability, sexual orientation, gender identity and so on. The Group makes efforts to build a workplace where diverse human resources play active roles respecting one another as important partners.

3) Prohibition of child labor

The Piolax Group prohibits labor of children under the legal working age in its business activities.

4) Prohibition of forced labor

The Piolax Group ensures that all work is voluntary. Employees shall not be engaged in forced labor and are free to terminate their employment.

5) Wages

The Piolax Group complies with laws and regulations of individual countries and regions relating to minimum wages, overtime hours, payroll deduction, and benefits.

6) Working hours

The Piolax Group complies with laws and regulations of individual countries and regions in the decision of employees' working hours (including overtime hours) and the grant of holidays, annual paid leave, etc.

7) Communication and consultation with employees

The Piolax Group communicates and consults with employees or their representatives in good faith to develop a sound relationship and solve problems. The Group recognizes the right of employees to freely associate or not to associate based on laws and regulations of individual countries and regions.

8) Safe and healthy work environment

The Piolax Group prioritizes the safety and health of employees and prevents labor accidents and disasters.

9) Responsible procurement of minerals

The Piolax Group strives not to use conflict minerals and other raw materials that may relate to social issues or inhuman acts.

### **<Human Rights Initiatives>**

Based on the "Piolax Group Basic Policy on Human Rights and Labor," we respect human rights and promote the development of an appropriate working environment globally. In FY2022, a subcommittee under Sustainability Committee subdivided and identified work items based on the Japanese government's "Guidelines for Respecting Human Rights in Responsible Supply Chains, etc." We will work on human rights due diligence starting with high-impact themes.

## <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 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.

## <Employee Treatment and Evaluation>

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. Through personnel evaluations, we objectively and fairly assess whether employees have demonstrated their abilities and achievements, thereby encouraging development and effective use of their abilities. There is no difference in basic salary and total compensation between male and female employees of the same grade. We also comply with laws and regulations regarding equal pay for equal work. In FY2022, a 360-degree multifaceted evaluation was introduced at the management level with the aim of objectively reviewing and analyzing day-to-day management skills and utilizing the results to strengthen their 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.

## <Promotion of Diversity>

The Piolax Group has adopted "elimination of discrimination" and "respect for human rights" as its basic policy on human rights and labor. We will actively respond to diversity by not discriminating on the basis of race, ethnicity, national origin, religion, gender, disability, sexual orientation, or gender identity in all aspects of employment.

## <Employment of People with Disabilities>

Piolax's employment rate of people with disabilities in FY2022 was 2.37%. We will continue to actively recruit people with disabilities to improve their employment opportunities.

	FY2020	FY2021	FY2022
Statutory disability employment rate	2.2%	2.3%	2.3%
Piolax's rate	2.00%	2.24%	2.37%

\*Scope: PIOLAX, INC.

## <Work-Life Balance>

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.

Specifically, in FY2022, infrastructure allowances were provided with the aim of reducing the impact of rising prices on employees' lives. Also, as a preparation for retirement, an asset building seminar by an outside lecturer was held.

## 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 40 days in total)
Anniversary leave	Twice a year on anniversaries
Refreshment leave	3 consecutive days off
Telecommuting	Upon application and permit
Childcare support	- Up to 3 hours less per day from the date of birth to the 3rd grade - Childcare leave up to 2 years old
Condition survey	Monthly (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

## <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. In-house seminars to encourage women's empowerment were held, including roundtable discussions with members of other company.

In FY2022, as in the previous fiscal year, we received the highest Eruboshi rank (three stars) as an excellent company certification based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace. Data on female employees in FY2022 are shown in the table below. Our goal in FY2023 is to increase the percentage of women in management positions to 5% or more.



	FY2020	FY2021	FY2022
Percentage of female employees hired	28.9%	33.3%	24.5%
Percentage of female employees	18.1%	18.8%	19.6%
Percentage of women in management positions	2.8%	3.5%	3.8%
Percentage of women in director positions	11.1%	11.1%	20.0%
Average years of service: men	15.1	15.6	15.2
Average years of service: women	17.6	17.6	17.6

\*Scope: PIOLAX, INC.

The above figures are as of the end of each fiscal year. They exclude directors, advisors, and temporary employees (contract employees, employees on a short-term contract and part-timers) and include loaned employees from the outside to the company.

## <Return-to-work rate after childcare leave>

The return-to-work rate for employees who took childcare leave in FY2022 was 100%. We will continue to maintain and improve the work environment that makes it easy for employees to return to work.

## <Improving the rate of male employees taking childcare leave>

Piolax encourages male employees to take childcare leave. In FY2022, the rate of male employees taking childcare leave reached a record high of 55.6%. To further increase the rate, we are responding to the revised Child Care and Family Care Leave Law and actively approaching managers of employees who will be a father.

## <Activities of Senior Human Assets>

Piolax has introduced a continuous employment system. We rehire 100% of employees who wish to continue working after the retirement age of 60 until they reach 65. We are working to create a workplace where rehired employees can work lively.

## <Human Assets Development>

At Piolax, we strive to develop the abilities of individual employees, impart knowledge and skills, and develop human assets who can contribute to society. In addition to rank-based training, language training and other programs are provided to develop global human assets who can respond to changes in the business environment.

In FY2022, as a foundation for human asset development, we formulated a new plan to develop future management executives and added department head training to reinforce the existing rank-based training. We have also launched correspondence courses to support employees' self-development. As a result of these efforts, the total training hours per person in FY2022 was 3.47 hours.



### 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, 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.

Education system (including some plans)

Job level-based	Language	Skills / Technologies	Others	Self-development
[Directors / Executive Officers] Management training	Overseas training Global human assets development	Production engineering / design development External training	Internal control, confidentiality, safety and health, quality, environment, etc.	Business law Correspondence course, skill, language
[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				

## <Labor-Management Relations>

Piolax employees join the Piolax Labor Union, which belongs to the Federation of All Nissan General Workers Unions. The Piolax Labor Union applies a union shop system, and all employees (except managers, rehired employees, contract workers, part-timers, and temporary workers) are members of the union.

Piolax and the union have signed a collective agreement and established a sound labor-management relationship, fulfilling their own responsibilities on an equal footing and working together for high productivity and sustainable development of the company, stable employment, and improvement of all employees' lives.

The collective agreement is renewed annually, and a request for amendment or termination if any is to be made at least three months prior to the expiration date.

Link (in this report): Employee data

## 【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. We are strategically engaged in "health management," considering employee health management from a managerial perspective.

### <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 business environment are "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 below 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 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 envisioning the ideal work style now and in the future.

### <Health Management Initiatives>

Piolax intends to develop a sustainable management environment by implementing the health management measures set forth in the "Health Management Declaration" and promoting health of all executives and employees. Health Management Promotion Committee, set up in FY2021, has been upgraded to a health management promotion system for Piolax and its domestic subsidiaries since FY2022.

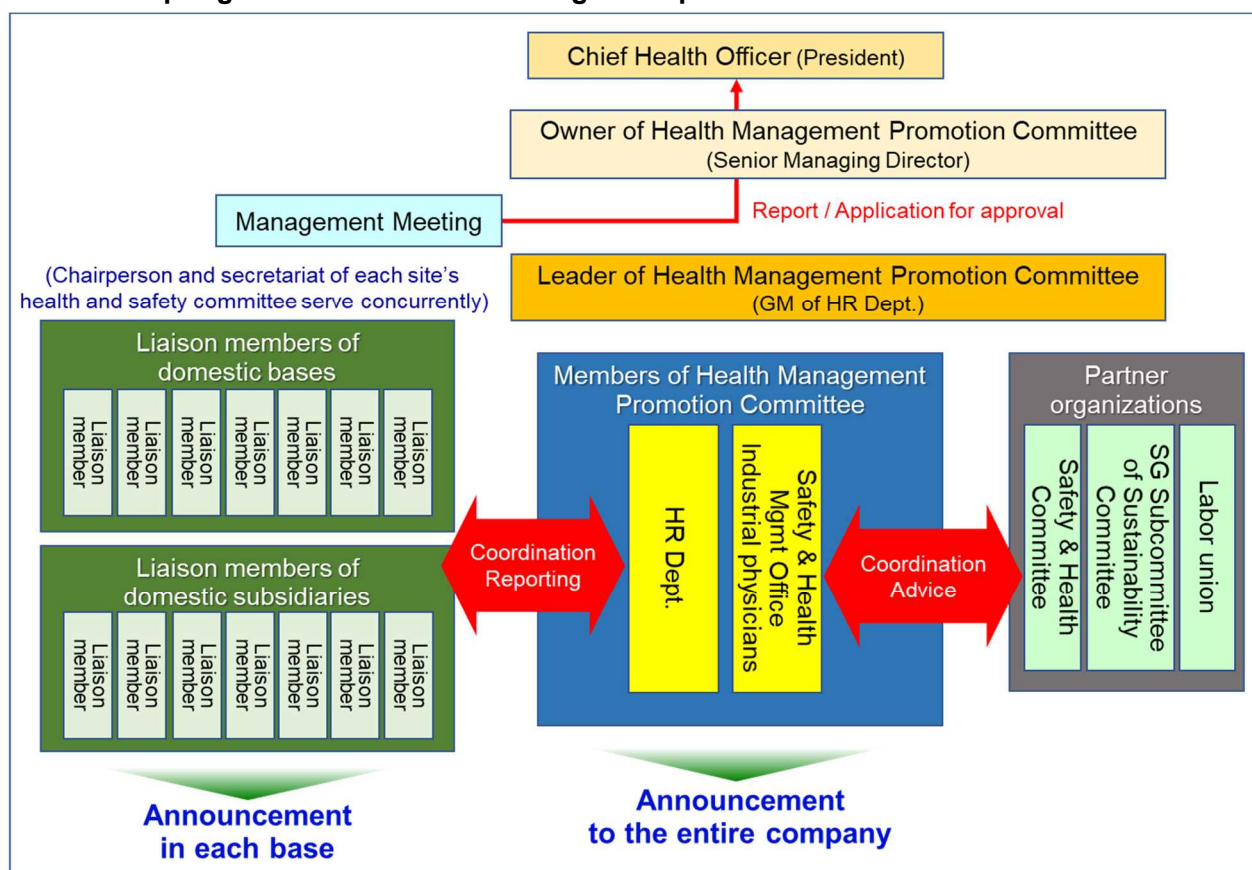
A strategy map to visualize and communicate our health management strategy to internal and external stakeholders is also prepared for the purpose of improving physical and mental health of employees and their families and ensuring work-life balance.

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 in March 2023.





## Piolax Group organization for health management promotion



### <Employee Health Care>

In order to check health of our employees, periodic and general health checkups as well as special health checkups depending on the nature of the work are conducted in accordance with laws and regulations, and those who wish or have findings have an interview with industrial physicians. In FY2021, a centralized health checkup data management system was introduced to share information between Safety and Health Management Office and industrial physicians.

Starting in FY2022, a health support app and a body composition analyzer are distributed to all members of Piolax and its subsidiaries in Japan to encourage behavior change for better health, such as through voluntary walks ranking. Also, two "Women's Health Webinars" were held to deepen understanding of women-specific health issues, and a total of 91 people provided feedback.



### <Mental Health Measures>

In addition to annual statutory stress check, we conduct a pulse survey (simple stress check) every month 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.

## [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. We aim to create a safe and comfortable workplace that is free from labor accidents, traffic accidents, and occupational diseases.

### <Safety and Health Activity System>

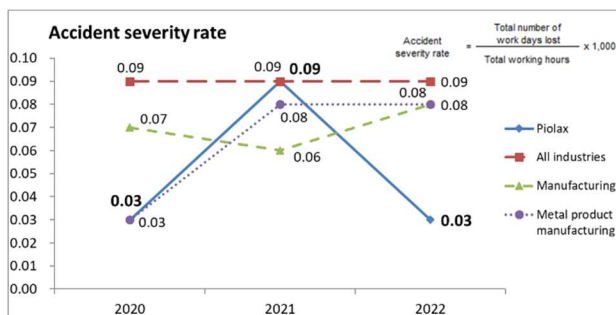
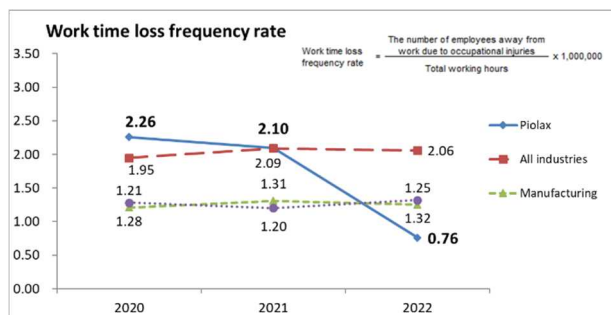
Piolax has established and operates an occupational safety and health management system in which Central Safety and Health Committee and local Safety and Health Committees at individual offices and plants work together. Central Safety and Health Committee is chaired by the President and consists of representative members of local Safety and Health Committees, industrial physicians, labor union nominees, and other suitable persons, with an equal number of members from labor and management.

By stipulating compliance rules in the "Safety and Health Management Rules" and sharing information, we aim to ensure the safety and health of our employees in the workplace, promote smooth operations, and improve productivity. We are also focusing on the development of specially qualified personnel.



### <Safety and Health Performance and Initiatives>

Piolax is working to eradicate serious accidents and reduce the number of work-related accidents to less than the previous year. In FY2022, there were zero serious accidents and 10 work-related accidents (+1 from the previous year). Reporting and information sharing on accidents are held at monthly Management Meetings and secretariat meetings attended by each site, and the heads of each site transmit the information to their members and take measures to prevent similar accidents.



\*Scope: PIOLAX, INC.

### <Elimination of Automobile Accidents>

Piolax strives to prevent automotive accidents and organizes traffic safety training every year from FY2014 inviting speakers from the police or insurance companies. The training in FY2022 was given through video distribution, including our domestic subsidiaries. Company cars are equipped with safety devices such as drive recorders and automatic braking systems.

## 【Commitment to Quality】

### <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 good parts 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.

### <International Certification for Global Quality Management>

Piolax has been continuously certified to international quality standards, starting with QS9000 in 2001, followed by ISO9001, ISO/TS16949, and IATF16949:2016 in 2017. As of March 31, 2023, nine of our overseas production subsidiaries had obtained IATF 16949:2016 certification. For domestic production subsidiaries, Piolax Kyushu, Piolax HFS, and PNS had obtained ISO 9001:2015, and Piolax Medical Devices had obtained ISO 13485:2016 for medical device quality management system.

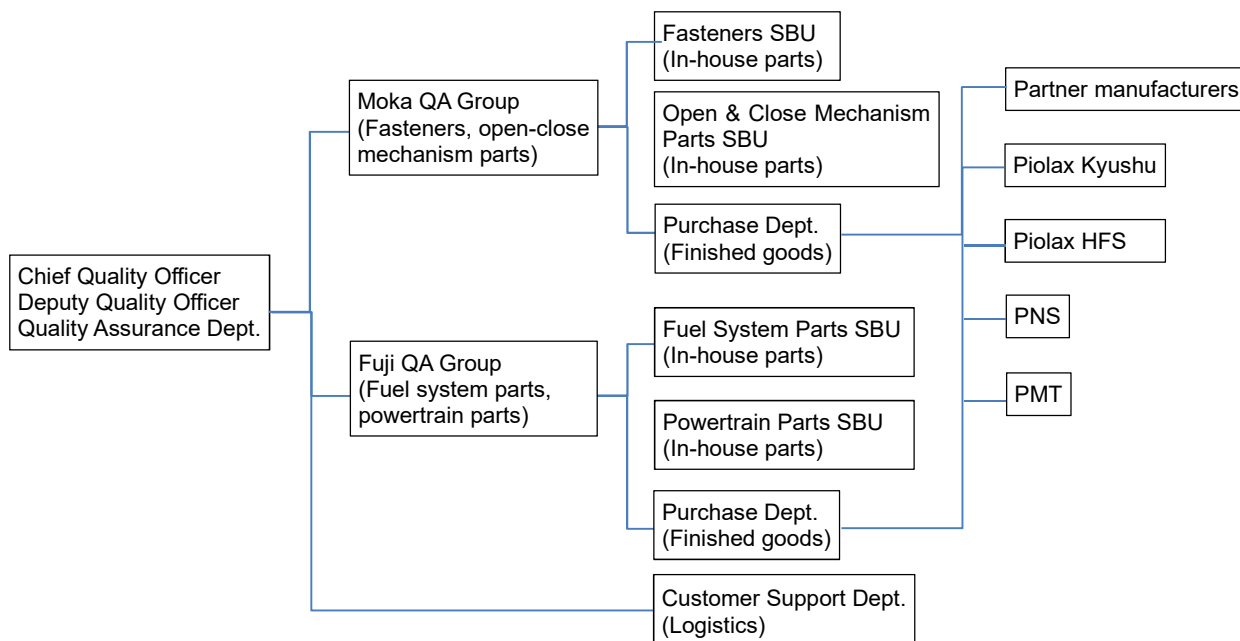
Link (in this report): Organizations with international certifications

### <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 Quality Assurance Department. Moka and Fuji Plants, Product SBUs, and 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 Customer Support Department that make deliveries to our customers.



## Piolax domestic quality assurance system



## <Global Quality Meeting>

Quality Assurance Department has global quality meetings four times a year to raise the level of quality assurance operations at overseas bases. In FY2022, the meetings were held online about horizontal development of lessons learned from past defects. This aims to prevent recurrence of defects similar to past ones. By utilizing video and live streaming, participants confirmed that countermeasures derived from past defects are in place and shared precise advice from the Head Office on work methods and others.

## Guidance on disassembly and cleaning of heating cylinders and screws of injection molding machines



Online meeting with overseas bases



Injection molding machine



Disassembly of a screw



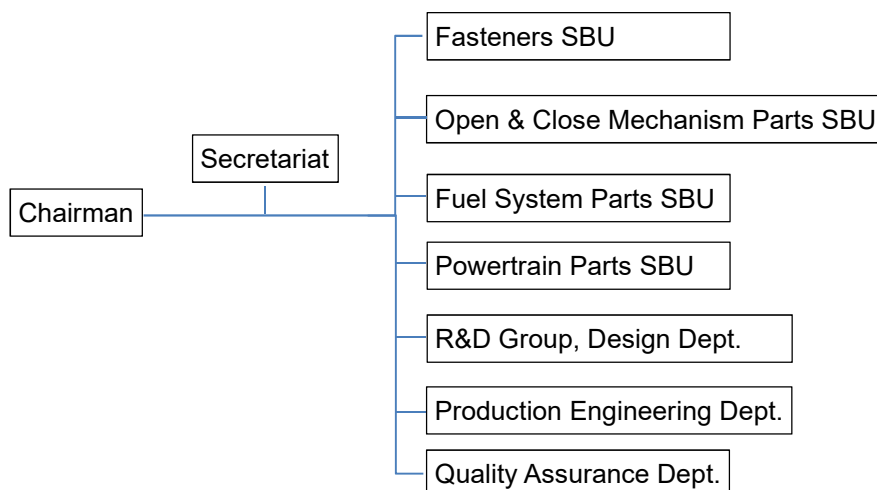
Cleaning of a heating cylinder

## <Global Engineering Standards>

Since 2006, Piolax has been establishing Piolax Engineering Standards (P-ES) for the purpose of building and documenting our know-how.

For its operation, Engineering Standard Committee with seven working teams is formed to establish and review standards of Piolax annually. To date, 149 standards have been created.

### Piolax Engineering Standard Committee



## <Education for Next-generation Engineers>

Design Department holds monthly study sessions to foster young engineers in all divisions related to products. The contents are diverse, including design support tools, quality engineering, automotive structures, substances of concern, latest automotive technologies, and laws and regulations.

In FY2022, 12 sessions were provided in both face-to-face and online styles. A total of approximately 1,150 participants from Japan and abroad attended, which totaled 1,533 hours of instruction.



## <Yamabiko Kaizen Activity>

Yamabiko Kaizen Activity is a general term for monthly improvement activities that have continued since 2007 at Moka and Fuji Plants. This is named with the aim of working on improvements speedily like the speed of sound and ensuring that voices for improvements propagate like mountain echoes ("yamabiko" in Japanese). In this activity, employees report improvements and production management status at their shops, and the Chief Quality Officer, the Deputy Quality Officer, and directors 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 FY2022, it was conducted online in Japan and on-site in overseas bases with infection control measures taken.



Moka Plant



Piolax Wuhan, China



Piolax Dongguan, China



Piolax Dongguan, China  
Improved production efficiency through automated assembly



## <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 FY2022, the meeting was held online in June, with approximately 70 participants. Activities at each base were reported, and virtual plant tours of Moka and Fuji Plants were conducted.



Reports from participants



Explanation of improvements using actual items



On-site explanation of improvements



Mold disassembling training



Injection molding skill test (Practical test)



Injection molding skill test (Written test)

### <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*."

To prevent coronavirus infections, the meeting style has been changed since FY2020. Presenters submit audio materials instead of gathering in one place.

### <Supplier Engagement>

The Annual Policy Meeting and the Interim Report 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 on our QCD evaluation system. In FY2022, the Annual Policy Meeting was held in March and the Interim Report Meeting in December, both online with 55 companies participating.

As part of improvement activities, we organized a "Yamabiko Activity Report Meeting" online in November 2022 for the Kappatsu Cooperative Association to introduce case studies, and 23 member companies joined. The Kappatsu Cooperative Association consists of Piolax and its suppliers, where 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." (Japanese pronunciation of "Kappatsu" means "active.")

In July 2022, Purchasing Liaison Meeting was held online, with 53 companies participating. In addition to the progress toward QCD targets for FY2022, local production for local consumption activities to reduce CO2 emissions, efforts related to fire prevention, and a disaster impact study through the introduction of a safety system were explained.

### <Quality Control Standards>

Quality Assurance Department provides our suppliers with the "Quality Evaluation Standards for Suppliers" that reflect the requirements of the IATF16949:2016 to clarify Piolax's quality control standards. As part of our initiatives, we have established an inspector certification system for inspectors engaged in final shipment inspections at our suppliers to increase the level of product assurance.

In FY2022, we certified 459 inspectors from 61 companies based on lectures from October to December and a subsequent written test, which were conducted online as the coronavirus pandemic showed no signs of subsiding. They are expected to be engaged in the inspection of products delivered to Piolax up until the next license renewal in FY2025.

## 【Procurement】

The Piolax Group has established the “Piolax Group Procurement Policies” based on the concept “fair and free competition and transparent relation” as specified in the Piolax Code of Conduct. We will continue to conduct procurement activities in cooperation with our suppliers to realize 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.

To fulfill our social responsibility with our suppliers, Piolax has established the "Supplier CSR Guidelines" and the "Green Procurement Guidelines."

### <Working with Suppliers to Address Environmental Regulations and Conflict Minerals>

Piolax distributes the latest version of the Piolax Engineering Standard (P-ES) once a year which outlines requirements for substances of concern (SOC), and conduct surveys on SOC and conflict minerals relating to materials, components and other deliverables. We fully confirm that our products do not contain any hazardous substances prohibited by legal or customer requirements and report the results to our customers as needed through IMDS and other means.

As for conflict mineral surveys, we are working with our suppliers to improve response collection rates and accuracy.



## 【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.

### <Initiatives at Piolax>

#### Investment in bonds

Piolax purchases bonds issued by Japan Student Services Organization (JASSO) every year since FY2020. The funds raised are used to finance loan scholarships and contribute to equal educational opportunities. We also 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.

#### Community cleanup

We clean areas around our offices and plants to protect the local environment. Moka Plant inspects drain water quality four times a year as part of environmental activities of the industrial park.



#### Sponsorship and support of local events

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 Matsuno district of Fuji City where the plant locates. The plant also sponsors a firework display at a local summer festival.

#### Effective use of stockpiles

We make effective use of emergency stockpiles that are nearing their expiration date. In FY2022, Piolax Kyushu donated mineral water bottles to a local food bank.



#### Cooperation in blood donation

At the request of the Japanese Red Cross Society, we hold blood drives at three of our locations including plants.

#### Employment support for people with disabilities

Piolax cooperates with an employment support organization that helps people with disabilities prepare for general employment. In FY2022, we entrusted greening and maintenance work at Moka Plant.

### <Initiatives at Overseas Subsidiaries>

#### Providing workplace experience (Korea)

PIOLAX CO., LTD. (Korea) has been participating 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 in Japanese companies, as well as to improve their abilities. In FY2022, Piolax Korea accepted two students from Incheon, where the company locates, in the departments of human resources and general affairs and production and quality management.

### Support as a partner company (U.S.)

PIOLAX CORPORATION (U.S.) 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 FY2022, the company collected unused coats and non-perishable foods from its employees for donation.

The company has also enrolled in a school support program promoted by the local Cherokee County and hosted a "STEM Family Night" at its partner school, Hasty Elementary School. Employees volunteered to teach students, hoping to motivate them to pursue STEM education (science, technology, engineering, and math).



### Gifts for orphans (Indonesia)

To bring a joy to children without families, PT. PIOLAX INDONESIA invites them every year from an orphanage in Karawang City where the Piolax's industrial park locates and celebrates the end of the fast together. In 2022, instead of eating together due to the coronavirus pandemic, sweets were handed out to them.



### Charity event (U.K.)

PIOLAX LTD. (U.K.) took part in a charity event "Christmas Jumper Day" organized by the international NGO "Save the Children" to raise money for underprivileged children and their families.

### Donations of ATKs and medicines (Thailand)

In the province of Rayong, where PIOLAX (THAILAND) LTD. locates, there was a sharp increase in the number of coronavirus cases in March. The company donated antigen test kits (ATKs) to the local government in needs of supplies and medicines to local schools.



### Various support activities (Mexico)

Employees collected school supplies and delivered them to an orphanage. They also supported a team of missionaries from a nearby Christian community and gave food and gifts to children.

