[Company Information] (As of March 31, 2023)

Company name PIOLAX, INC.

Establishment September 1939

Description of business

Manufacturing and sales of coil springs, flat springs, wire forms, metal and plastic

fasteners, and unit mechanism parts

Capital 2,960.97 million yen

Sales 58,422 million yen (Consolidated) (FY2022 ended in March 2023)

No. of employees 2,824 people (Consolidated)

Head office Yokohama Hanasaki Bldg. 7F

6-145 Hanasaki-cho, Nishi-ku, Yokohama, Kanagawa 220-0022, Japan

Major customers Nissan Motor Co., Ltd., Honda Motor Co., Ltd., Mazda Motor Corporation, Toyota

Motor Corporation, Subaru Corporation, Mitsubishi Motors Corporation, Suzuki Motor Corporation, Daihatsu Motor Co., Ltd., Isuzu Motors Limited, Jatco Ltd., Yazaki Parts Co., Ltd., Nissan Shatai Co., Ltd., Hitachi Astemo, Ltd., Aichi Machine Industry Co., Ltd., Mitsubishi Fuso Bus Manufacturing Co., Ltd., UD Trucks Corporation, TOTO Ltd., General Motors Company, Ford Motor Company, Hyundai

Motor Company

MemberJapan Auto Parts Industries AssociationorganizationJapan Spring Manufacturers Association

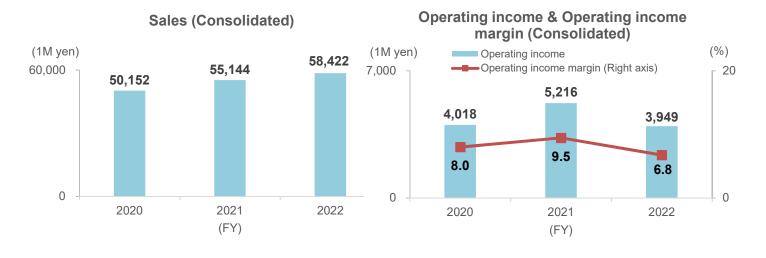
Listed exchange Prime Market of the Tokyo Stock Exchange (Securities code: 5988)

No. of shares outstanding

38,054,100 shares

No. of 13,672 people

shareholders



(Piolax Group Network)

The Piolax Group's products, technologies, and production are deployed in Asia, North America, and Europe with the global market in mind. Our worldwide network not only supports overseas local production of Japanese automakers, but also meets the needs of many non-Japanese automakers.

1. Bases in overseas countries

- PIOLAX CORPORATION, Sales and Design Office (Michigan, U.S.)
- 2 PIOLAX CORPORATION, Head Office and Plant (Georgia, U.S.)
- 3 PIOLAX MEXICANA S.A. de C.V. (Nuevo Leon, Mexico)
- 4 PIOLAX CO., LTD. (Incheon Metropolitan City, Korea)
- 5 DONGGUAN PIOLAX CO., LTD. (Dongguan, China)
- 6 WUHAN PIOLAX CO., LTD. (Wuhan, China)
- PIOLAX (CHINA) CO., LTD., Head Office and Shanghai Branch (Shanghai, China)
- 8 PIOLAX (CHINA) CO., LTD., Tianjin Sales Office (Tianjin, China)
- PIOLAX (CHINA) CO., LTD., Wuhan Sales Office (Wuhan, China)
- PIOLAX (CHINA) CO., LTD., Guangzhou Branch (Guangzhou, China)
- 1 PIOLAX (THAILAND) LTD. (Rayong, Thailand)
- PT. PIOLAX INDONESIA (West Java, Indonesia)
- (13) PIOLAX LTD. (Lancashire, U.K.)
- (4) PIOLAX INDIA PRIVATE LTD. (Andhra Pradesh, India)
- (§) PIOLAX INDIA PRIVATE LTD., North India Sales Office (Haryana, India)
- (b) PIOLAX INDIA PRIVATE LTD., Pune Sales Office (Maharashtra, India)
- ① Dusseldorf Representative Office (Dusseldorf, Germany)

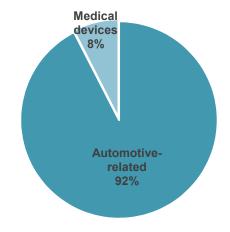
2. Bases in Japan

- Head Office (Yokohama, Kanagawa)
- ② Yokohama Technical Center and Yokohama Branch (Yokohama, Kanagawa)
- ③ Moka Plant and Moka Branch (Tochigi)
- 4 Fuji Plant and Fuji Branch (Shizuoka)
- S Nagoya Branch (Aichi)
- 6 Nishi-Nihon Branch (Hiroshima)
- Shonan Logistics Center (Kanagawa)
- 8 Nishi-Nihon Logistics Center (Fukuoka)

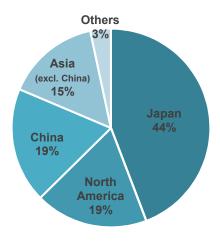
3. Subsidiaries in Japan

- 1 PIOLAX H.F.S. INC. (Gunma)
- 2 P.M.T. INC. (Tochigi)
- 3 P.N.S. INC. (Tochigi)
- 4 PIOLAX KYUSHU CO., LTD. (Fukuoka)
- ⑤ PIOLAX MEDICAL DEVICES, INC. (Yokohama, Kanagawa)
- 6 KHK SALES CO., LTD. (Yokohama, Kanagawa)
- PIOLAX BUSINESS SERVICE CO., LTD. (Yokohama, Kanagawa)

Sales by business area (FY2022)



Sales by region (FY2022)



[Organizations Registered for International Certification]

Quality and environmental management systems (as of March 31, 2023)

1. PIOLAX, INC.

Business bases	IATF16949:2016	ISO14001:2015
Head Office	0	•
Yokohama Technical Center Yokohama Branch	0	•
Moka Plant	•	•
Moka Branch	0	•
Fuji Plant	•	•
Fuji Branch	0	•
Shonan Logistics Center	0	•
Nishi-Nihon Logistics Center (Hiroshima)	0	•
Nagoya Branch	0	0
Nishi-Nihon Branch (Hiroshima)	0	0
Higashitotsuka Office	0	0

<Legend>
●: Registered base
O: Applicable base
-: N/A

2. Subsidiaries in Japan

Business bases	ISO9001:2015	ISO14001:2015	ISO13485:2016
PIOLAX KYUSHU CO., LTD.	•	0	_
PIOLAX H.F.S. INC.	•	0	_
P.N.S. INC.	•	0	_
PIOLAX MEDICAL DEVICES, INC.	_	•	•

3. Subsidiaries in overseas countries

Business bases	IATF16949:2016	ISO9001:2015	ISO14001:2015
PIOLAX CORPORATION (U.S.)	•	_	•
PIOLAX LTD. (U.K.)	•	•	•
PIOLAX MEXICANA S.A. de C.V.	•	_	_
PIOLAX CO., LTD. (Korea)	•	_	•
DONGGUAN PIOLAX CO., LTD. (China)	•	•	•
WUHAN PIOLAX CO., LTD. (China)	•	•	•
PIOLAX (THAILAND) LTD.	•	•	•
PT. PIOLAX INDONESIA	•	_	•
PIOLAX INDIA PRIVATE LTD.	•	_	•

[Employee Data]

(As of March 31, 2023)

Number of employees Male People FY2020 FY2021 FY2022 Male Male 471 480 475 Female 104 1112 111 Average age 40.9 40.9 40.9 Average length of service 41.7 41.9 42.0 Average length of service 7 15.6 15.9 15.0 Male Year 15.1 15.6 15.2 Female 7 40.7 40.7 40.7 Average length of service 7 15.1 15.6 15.9 15.2 Female 7 41.7 41.9 42.0 42.0 15.1 15.6 15.2 15.2 15.2 15.2 15.0 15.2 15.0 15.2 15.0 15.2 15.0 15.2 15.0 17.6 17.6 17.6 17.6 17.6 17.6 17.6 17.6 17.6 15.1 15.0 17.0 17.6 17.6 17.6 <					(7 10 01 1010101	
Male Female People A71			Unit	FY2020		
Nate Female Nate Nate	Number of employees			575	592	586
Average age Male Female Age 40.9 40.9 40.7 Female Female Age 40.7 40.7 Female Ade 41.7 41.9 42.0 Average length of service 15.6 15.9 15.9 Male Female 15.1 15.6 15.2 Female 17.6 17.6 17.6 Retention rate (3rd year new graduates) % 80.0 60.9 70.8 Average annual salary 1,000 yen 5,484 5,894 5,881 Employment of disabled people % 2.00 2.24 2.37 Employees taking childcare leave People 5 12 17 Male People 0 2 10 % 0 18.2 55.0 Female People 5 10 7 % 100 100 100 Employees taking maternity leave People 3 5 0 Average overtime People 451 462 482 Female managers People 4 5 5 Ratio % 2.8 3.5 3.8 Female directors People 1 1 2 Ratio % 11.1 11.1 20.0 Foreign employees 10 12 13 Male People 6 8 9 Female People 6 8 9 Female People 6 8 9 Female People 6 6 6 5 Male People 6 6 6 6 Female Female 6 6 6 Female Female 6 6 6 Female 6 6 Female 6 6		Male	People	471	480	475
Male Female Age 40.7 40.7 40.7 40.7 40.7 40.7 40.7 40.7 40.7 40.7 40.9 42.0 40.7 40.7 40.9 42.0 40.7 40.7 40.9 42.0 40.7 40.7 40.9 42.0 40.7 40.7 40.9 42.0 40.7		Female		104	112	111
Name Female Male Female Male Female Male Female Male Female Male Female Ma	Average age			40.9	40.9	40.9
Female		Male	Age	40.7	40.7	40.7
New graduate hires People People		Female			41.9	42.0
Male Female Year 15.1 15.6 15.2 17.6 17.	Average length of service	L			15.9	15.9
Female 17.6 17.6 17.6 17.6 17.6 Retention rate (3rd year new graduates) % 80.0 60.9 70.8 80.0 70.8 70.0 7		Male	Year		15.6	15.2
Retention rate (3rd year new graduates)						
Average annual salary	Retention rate (3rd year new graduat		%			
People						
People						
Female			People	5	12	17
Female		Male	People	0	2	10
Male People Male Male People Male Male People Male Male Male People Male Ma						55.0
Employees taking maternity leave People 3 5 0 Average overtime h/month 6.3 12.9 13.0 Union members People 451 462 482 Female managers People 4 5 5 Ratio % 2.8 3.5 3.8 Female directors People 1 1 2 Ratio % 11.1 11.1 20.0 Foreign employees Male People 6 8 9 Female 4 4 4 4 New graduate hires Male People 16 16 17 Female Male People 16 16 17 Female 8 6 5 Mid-career hires 14 8 6		Female				
New graduate hires Nemonth New graduate hires New graduate hires						100
Union members People 451 462 482 Female managers People 4 5 5 Ratio % 2.8 3.5 3.8 Female directors People 1 1 2 Ratio % 11.1 11.1 20.0 Foreign employees 10 12 13 Male People 6 8 9 Female 4 4 4 4 New graduate hires 24 22 22 Male People 16 16 17 Female 8 6 5 Mid-career hires 14 8 6						7
Female managers People 4 5 5 Ratio % 2.8 3.5 3.8 Female directors People 1 1 2 Ratio % 11.1 11.1 20.0 Foreign employees 10 12 13 Male People 6 8 9 Female 4 4 4 4 New graduate hires 24 22 22 Male People 16 16 17 Female 8 6 5 Mid-career hires 14 8 6						
Ratio % 2.8 3.5 3.8						
People	Female managers	D. "				
Ratio W 11.1 11.1 20.0		Ratio				
Male People 6 8 9	Female directors			•	-	
Male Female People Female 6 8 9 New graduate hires 4 4 4 4 Male Female People People 16 16 17 Female 8 6 5 Mid-career hires 14 8 6		Ratio	%			
New graduate hires Female 4 22 22 22 Mid-care 16 16 17 17 17 18 6 5 Mid-career hires 14 8 6 6 5 6	Foreign employees					
New graduate hires 24 22 22 Male People 16 16 17 Female 8 6 5 Mid-career hires 14 8 6		Male	People	-	-	
Male People 16 16 17 Female 8 6 5 Mid-career hires 14 8 6		Female		4		
Female 8 6 5 Mid-career hires 14 8 6	New graduate hires					
Mid-career hires 14 8 6			People	_		
		Female		8	6	5
	Mid-career hires					
MalePeople1145		Male	People		4	5
Female 3 4 1		Female		3	4	1
Female ratio in hired employees % 28.9 33.3 24.5	Female ratio in hired employees		%	28.9	33.3	24.5
Female ratio in employees % 18.1 18.8 19.6	Female ratio in employees		%	18.1	18.8	19.6
Number of consolidated employees 2,952 2,852 2,824	Number of consolidated employees			2,952	2,852	2,824
Japan People 937 953 941	· ,	Japan	People			
Overseas 2,017 1,899 1,883		_ '		2,017	1,899	1,883

^{*1.} Data except for the number of consolidated employees are data of PIOLAX, INC. on a non-consolidated basis.

^{*2.} The number of employees is the number of people gainfully employed (excluding officers, advisors and loaned employees from the company to the outside and including loaned employees from the outside to the company) and does not include temporary employees (contract employees, employees on a short-term contract and part-timers).

^{*3.} Average annual salary includes bonuses and extra wages.

^{*4.} The number of employees on a consolidated basis is the number of people gainfully employed (excluding loaned employees from the Piolax Group to the outside and including loaned employees from the outside to the Piolax Group) and does not include temporary employees (contract employees, employees on a short-term contract and part-timers).