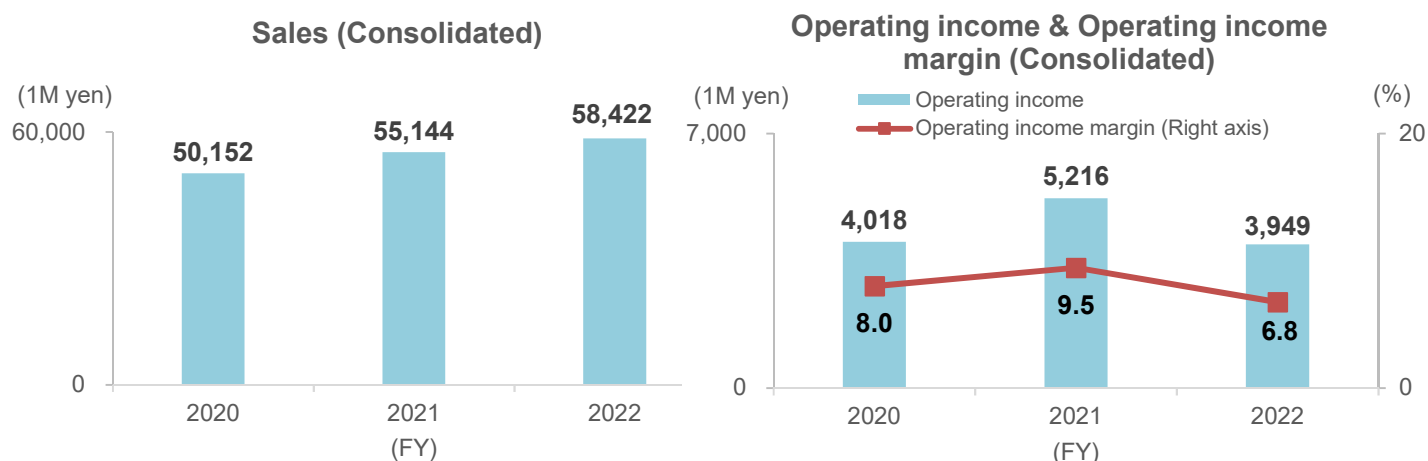


## 【Company Information】 (As of March 31, 2023)

<b>Company name</b>	PIOLAX, INC.
<b>Establishment</b>	September 1939
<b>Description of business</b>	Manufacturing and sales of coil springs, flat springs, wire forms, metal and plastic fasteners, and unit mechanism parts
<b>Capital</b>	2,960.97 million yen
<b>Sales</b>	58,422 million yen (Consolidated) (FY2022 ended in March 2023)
<b>No. of employees</b>	2,824 people (Consolidated)
<b>Head office</b>	Yokohama Hanasaki Bldg. 7F 6-145 Hanasaki-cho, Nishi-ku, Yokohama, Kanagawa 220-0022, Japan
<b>Major customers</b>	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
<b>Member organization</b>	Japan Auto Parts Industries Association Japan Spring Manufacturers Association
<b>Listed exchange</b>	Prime Market of the Tokyo Stock Exchange (Securities code: 5988)
<b>No. of shares outstanding</b>	38,054,100 shares
<b>No. of shareholders</b>	13,672 people



## 【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

- ① 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)
- ⑦ PIOLAX (CHINA) CO., LTD., Head Office and Shanghai Branch (Shanghai, China)
- ⑧ PIOLAX (CHINA) CO., LTD., Tianjin Sales Office (Tianjin, China)
- ⑨ PIOLAX (CHINA) CO., LTD., Wuhan Sales Office (Wuhan, China)
- ⑩ PIOLAX (CHINA) CO., LTD., Guangzhou Branch (Guangzhou, China)
- ⑪ PIOLAX (THAILAND) LTD. (Rayong, Thailand)
- ⑫ PT. PIOLAX INDONESIA (West Java, Indonesia)
- ⑬ PIOLAX LTD. (Lancashire, U.K.)
- ⑭ PIOLAX INDIA PRIVATE LTD. (Andhra Pradesh, India)
- ⑮ PIOLAX INDIA PRIVATE LTD., North India Sales Office (Haryana, India)
- ⑯ PIOLAX INDIA PRIVATE LTD., Pune Sales Office (Maharashtra, India)
- ⑰ Dusseldorf Representative Office (Dusseldorf, Germany)

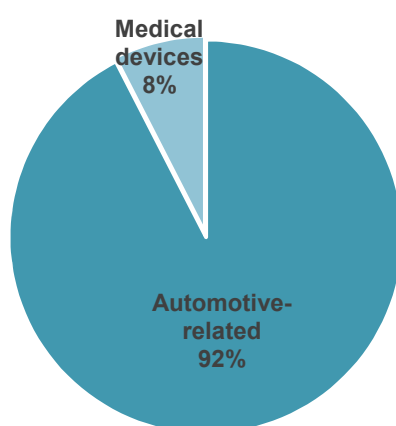
### 2. Bases in Japan

- ① 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)
- ⑤ Nagoya Branch (Aichi)
- ⑥ Nishi-Nihon Branch (Hiroshima)
- ⑦ Shonan Logistics Center (Kanagawa)
- ⑧ Nishi-Nihon Logistics Center (Fukuoka)

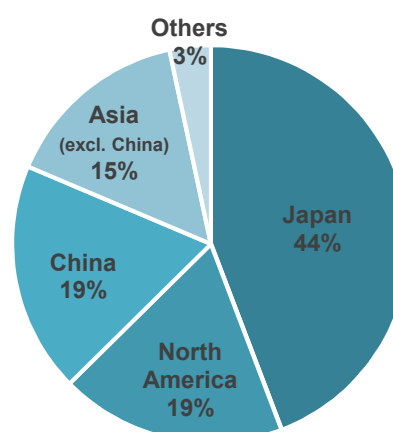
### 3. Subsidiaries in Japan

- 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)
- ⑦ 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	<Legend> ●: Registered base ○: Applicable base —: N/A
Head Office	○	●	
Yokohama Technical Center Yokohama Branch	○	●	
Moka Plant	●	●	
Moka Branch	○	●	
Fuji Plant	●	●	
Fuji Branch	○	●	
Shonan Logistics Center	○	●	
Nishi-Nihon Logistics Center (Hiroshima)	○	●	
Nagoya Branch	○	○	
Nishi-Nihon Branch (Hiroshima)	○	○	
Higashitotsuka Office	○	○	

#### 2. Subsidiaries in Japan

Business bases	ISO9001:2015	ISO14001:2015	ISO13485:2016
PIOLAX KYUSHU CO., LTD.	●	○	—
PIOLAX H.F.S. INC.	●	○	—
P.N.S. INC.	●	○	—
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)

		Unit	FY2020	FY2021	FY2022
Number of employees		People	575	592	586
	Male		471	480	475
	Female		104	112	111
Average age		Age	40.9	40.9	40.9
	Male		40.7	40.7	40.7
	Female		41.7	41.9	42.0
Average length of service		Year	15.6	15.9	15.9
	Male		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		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		People	10	12	13
	Male		6	8	9
	Female		4	4	4
New graduate hires		People	24	22	22
	Male		16	16	17
	Female		8	6	5
Mid-career hires		People	14	8	6
	Male		11	4	5
	Female		3	4	1
Female ratio in hired employees		%	28.9	33.3	24.5
Female ratio in employees		%	18.1	18.8	19.6
Number of consolidated employees		People	2,952	2,852	2,824
	Japan		937	953	941
	Overseas		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).