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May 30, 2025

Company name: PIOLAX, INC.
Name of representative: Satoshi Yamada,
Representative Director and President
(Code No. 5988; TSE Prime)
Inquiries: Toshihiro Fukuda, General Manager,
Business administration Department
(Telephone: +81-45-577-3880)

Notice Concerning Organizational Changes and Personnel Changes

PIOLAX, INC. (the "Company") hereby announces that it has resolved, at the meeting of the Board of Directors held on May 30, 2025, the following organizational changes and personnel changes

1. Effective date: July 1, 2025 (scheduled)

2. Purpose of the organizational changes

(i) Establishment of Sales Strategy Office

To swiftly respond to changes in the environment surrounding the automobile industry, which the Company does business mainly with, and to proactively plan and promote domestic and global initiatives to achieve sales and earnings targets of its group, the Company will newly establish the Sales Strategy Office and reorganize the current Sales Department into the Sales Division, which oversees the Sales Management Group and individual branch offices in addition to the Sales Strategy Office.

While the automobile industry is said to be amid a once-in-a-century major transformation, the Company is determined to accelerate its continued efforts to develop and receive orders for, products for CASE, thereby promoting its diversification and strengthening sales expansion.

(ii) Consolidation of domestic branches

The Fuji Branch will be consolidated into the Yokohama Branch in consideration of customer trends. We will continue to promote sales expansion through ever stronger efforts to make the most of our sales resources.

3. Personnel changes

(Effective July 1, 2025)

Name	New title	Former title
Etsuko Sugai	- Executive Officer - Senior General Manager, Sales Division	- Executive Officer - General Manager, Sales Department - Yokohama Branch Manager , Sales Department
Toshihisa Kimura	- General Manager, Human Resources Department - General Manager, Global IT Management Department	- General Manager, Human Resources Department - Deputy General Manager, Global IT Management Department
Yasuhiko Togashi	- Assistant to Business Development Department (positioned equivalent to General Manager)	- General Manager, Global IT Management Department
Hiroyuki Okabe	- Deputy Senior General Manager, Sales Division - Yokohama Branch Manager, Sales Division	- Deputy General Manager, Sales Department
Hironori Honda	- General Manager, Sales Strategy Office, Sales Division	- Nagoya Branch Manager, Sales Department
Yoshihiro Kimura	- Nagoya Branch Manager, Sales Division	-Deputy General Manager assisting Director in charge of Administration
Toshiya Ohira	- Deputy Yokohama Branch Manager, Sales Division	- Fuji Branch Manager, Sales Department

4. Impact on financial results

The impact of these organizational changes on financial results for the current fiscal year is minimal.