

Creating First-Rate Fluidity

While taking pride in our entrepreneurial spirit of boldly taking on challenges and in our sense of purpose in supporting a safer society, since our founding, PILLAR Corporation has carved out a global niche as a leader in fluid control.

Even as we celebrate our 100th anniversary, we continue to innovate and we will contribute to a sustainable, prosperous future without forgetting our pioneer spirit.

We will utilize our technologies to create first-rate fluidity, becoming even more sustainable and even more global.

Now, having overcome the many adversities of such turbulent times, in this Integrated Report, we will explain the purpose of PILLAR Corporation, based on our new company name and in pursuit of new value.

Quality First

Cooperation and
Harmony

Steady Research

Motto

Purpose

Creating a future that supports society

CLEAN

SAFETY

FRONTIER

PILLAR CORE VALUES

Integrity	To maintain integrity and uphold high ethical standards in your professional conduct.
Innovation	To embrace the challenge of innovation to help create a better future society.
Progress	To pursue continuous improvement and reform to drive real evolution.
Human Resources	To use business activities to develop individuals who possess high levels of expertise, leadership, as well as social skills.
Team	To build a team where the wisdom and abilities of diverse colleagues generate synergy.

Group Code of Conduct

The Group Code of Conduct of PILLAR Corporation and its Group companies stipulates important action guidelines to which officers and company employees shall adhere in the conduct of their daily business activities.

Employees have the essential obligation to take the initiative in adhering to this Code of Conduct.

Please refer to our website for details of the Group Code of Conduct
<https://www.pillar.co.jp/en/about/philosophy/>



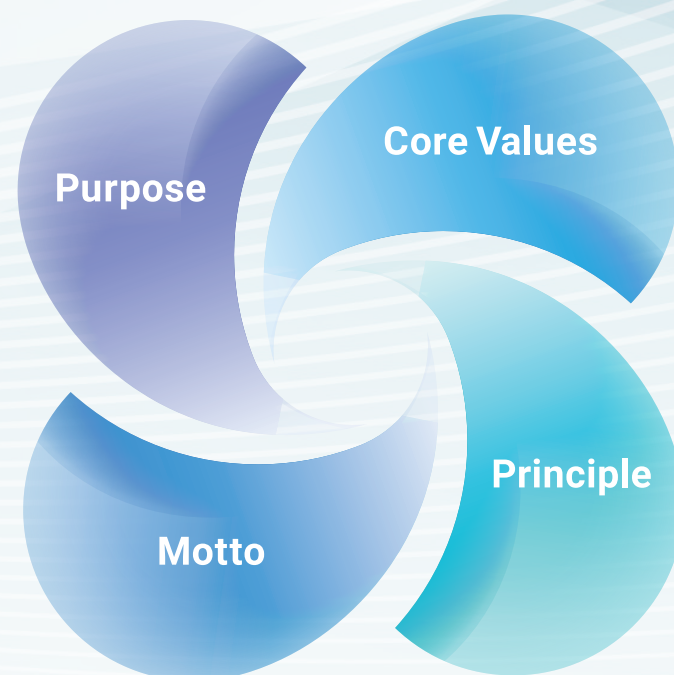
Formulating PILLAR CORE VALUES on Our 100th Anniversary

At the significant milestone of our 100th anniversary, we have newly formulated our PILLAR CORE VALUES as a company philosophy for all PILLAR GROUP employees to hold dear.

In place of the management philosophy that existed until now, these represent the connection between the Company's approach and the values and conduct of each of our employees.

By linking our Motto, Purpose, PILLAR CORE VALUES, and Group Code of Conduct, we will generate value that contributes to the realization of a sustainable society.

An Evolving Approach for the Next 100 Years



A Philosophy Inherited from the Past 100 Years

Integrated Report 2024 Key Points

Our editorial concept is that of creating fluidity for the next 100 years. As such, this report will refer to the "strengths" and "achievement potential" of the Group, which aims for even greater growth and a sustainable society.

Specifically, the content of this report has been planned in relation to the following key points: PILLAR Corporation's 100-year history, the real voices of management, enhancing our value creation story, and laying the groundwork for the next 100 years.



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Integrated Report 2024 covers fiscal 2023 (April 2023 to March 2024). Some information postdating April 2024 is also included. The report introduces the Group's environmental and social initiatives, governance and other non-financial areas while also providing some information on its medium- and long-term strategy and financial performance. This report is intended to enhance our communication with stakeholders and further improve the Group's initiatives. This report was edited with reference to the International Integrated Reporting Framework published by the Value Reporting Foundation (VRF) and the Guidance for Collaborative Value Creation formulated by the Ministry of Economy, Trade and Industry in May 2017.

Reporting period:

April 1, 2023 through March 31, 2024

Note: Also includes some information outside of the reporting period.

Reporting scope: PILLAR Corporation and its Group companies

