Moriroku Group
CSR Procurement Guidelines

Moriroku Company, Ltd.

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Table of Contents

Introduction 4
Position of These Guidelines 5
Moriroku Group: Management Principles, Code of Conduct, Core Values 5
Moriroku Group Human Rights Policy 6
Moriroku Group: Sustainability Policy 10
Moriroku Group：Purchasing Policy 10
Operation of These Guidelines 11
Moriroku Group CSR Procurement Guidelines 12
1. Compliance & Corporate Ethics 12
1.1 Compliance 12
1.2 Prevention of Corruption 12
1.3 Ensure Fair Competition 12
1.4 Protection and Respect for Intellectual Property Rights 12
1.5 Management and Protection of Personal and Confidential Information 13
1.6 Prohibition of Insider Trading 13
1.7 Responsible Mineral Procurement 13
1.8 Establishment of Whistleblowing/Consultation System and Prohibition of Retaliation 13
2. Human Rights and Workers' Rights 14
2.1 Respect for Internationally-Recognized Human Rights and Labor Standards 14
2.2 Prohibition of Discrimination 14
2.3 Prohibition of Harassment 14
2.4 Freedom of Association and Right to Collective Bargaining 14
2.5 Prohibition of Forced Labor 14
2.6 Prohibition of Child Labor 14
2.7 Responsible Recruitment and Employment 14
2.8 Wages and Benefits 14
2.9 Prohibition of Long Working Hours 14
3. Occupational Safety and Health 15
3.1 Ensuring Workplace Safety 15
3.2 Preparedness for Emergencies 15
3.3 Prevention of Occupational Accidents and Illnesses 15
3.4 Industrial Hygiene 15
3.5 Physically Demanding Work 15
3.6 Safety and Health Communication 15

3.7 Ensuring an Environment with Appropriate Sanitation, Fo od, and Housing .. 16
3.8 Promoting the Health of Workers 16
4. Environment 16
4.1 Compliance with Environmental Laws and Regulations 16
4.2 Construction of Environmental Management System 16
4.3 Response to Climate Change 16
4.4 Efficient and Cyclical Use of Resources 16
4.5 Prevention of Pollution 16
4.6 Chemical Substance Management 17
4.7 Appropriate Use of Water 17
4.8 Conservation of Biodiversity 17
5. Safety and Quality 17
5.1 Construction of Quality Management System 17
5.2 Ensuring the Safety of Products and Services 17
5.3 Providing Accurate Information on Products and Services 17
6. Business Continuity Plan (BCP) 18
6.1 Formulating and Preparing a Business Continuity Plan (BCP) 18
7. Contribution to Regional Society 18
7.1 Contribution to Regional Society 18
8. Management System for Promotion of These Guidelines 18
8.1 Construction of Management System for Promotion of These Guidelines 18
Appendix: References 19

Introduction

I would like to express my sincere gratitude for your special understanding and support toward the business activities of the Moriroku Group.

Our Group's corporate philosophy is to "co-create high value with its future-oriented creativity and advanced technologies, while contributing to timeless global society." We have been operating our business for a long period of over 350 years since 1663, centering on the chemical business and the resin processed product business.

As we aim to become a "400-year company," we have established the Sustainability Policy of the Moriroku Group in order to fulfill our corporate social responsibility. We are working to solve human rights issues, worsening environmental destruction, and climate change issues.

In order to resolve these important issues, similar activities are essential not only within the Moriroku Group but also throughout our entire supply chain. Therefore, we have established the Moriroku Group CSR Procurement Guidelines with the aim of fulfilling our social responsibility throughout the supply chain together with our business affiliates.

Promoting CSR procurement based on these guidelines not only avoids and reduces risks associated with human rights, labor, and the environment in the supply chain, but also strengthens the supply chain to stably provide valuable products and services. I believe that this will serve as a foundation for mutual prosperity between our business affiliates and the Group.

I would like to ask all of our business affiliates for their understanding toward these Guidelines and for their cooperation with our Group in promoting socially responsible business activities.

Moriroku Company, Ltd.
Representative Director, President and CEO
Naoki Kurose

Position of These Guidelines

These Guidelines organize items for which we request cooperation from our business affiliates. In addition to the Group's management philosophy, conduct guidelines, and human rights policy, we referred to international norms and frameworks with wide global recognition such as the ILO Declaration on Fundamental Principles and Rights at Work, the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises when creating these Guidelines.

Moriroku Group: Management Principles, Code of Conduct, Core Values

As a global corporation, the Moriroku Group engages in business activities that are rooted in various communities around the world. Our Management Principles are at the heart of our daily activities.

Management Philosophy

The Moriroku Group will co-create high value with its future-oriented creativity and advanced technologies, while contributing to a timeless global society.

Code of Conduct

1. Compliance
   We will comply with domestic and foreign laws and regulations, and aim to become a trusted industrial group through fair and equitable corporate activities.
2. Respect for life and dignity
   Our corporate members will individually exercise their autonomy and creativity, and respect the personality and individuality of their colleagues.
3. Customer satisfaction
   We will provide our customers with valuable ideas, high quality services, and fine products to maintain their satisfaction.
4. Contribution to society
   As a good corporate citizen, we will contribute to society through environmental consciousness and community-oriented corporate activities.

Core Values

1. Progressive spirit

   We will make continued efforts to improve our corporate value, by anticipating future trends.

2. Total cooperation

   We aim to become a corporate group that puts a premium on teamwork and the pursuit of ideals.

Moriroku Group Human Rights Policy

Establishment of the Moriroku Group Human Rights Policy

The Moriroku Group (hereinafter referred to as "the Group") upholds "Respect for Life and Dignity" in its Management Philosophy and Code of Conduct. We are committed to fostering a workplace where each employee can demonstrate their autonomy and creativity while respecting the personality and individuality of their colleagues.

This "Moriroku Group Human Rights Policy" (hereinafter referred to as "this Policy") is consistent with our management philosophy and Code of Conduct, serving as the overarching policy for all standards, guidelines, and policies related to respect for human rights across our business activities.

Basic Concept

The Group is committed to respecting human rights across our global operations, fostering a workplace where diverse individuals value each other and work with vitality and peace of mind.

This Policy applies to Moriroku Company, Ltd. and its consolidated subsidiaries in Japan and overseas, and to all of their directors and employees (including full-time, contract, part-time, and temporary staff). We also encourage all business partners, including suppliers, to understand this Policy and promote efforts to respect human rights.

◆ Respect for Internationally-Recognized Human Rights and Labor Standards

The Group respects internationally recognized human rights, including the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We also commit to respecting human rights in

accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

◆Respect for Human Rights in Business Activities

The Group respects the human rights of all individuals affected by our business activities and strives to prevent any infringement on human rights. If we found that our business activities have cause or contribute to adverse human rights impacts, we will take appropriate corrective action and provide or cooperate in remediation. In addition, if adverse impacts are directly linked to our operations, products, or services through business relationships, we will appropriately exercise our influence to prevent and mitigate those impacts.

◆Responding to Human Rights Issues in Business Activities

<Prohibition of Discrimination>

The Group does not engage in any form of discriminate on the basis of nationality, race, ethnicity, religion, beliefs, gender, age, sexual orientation, gender identity, disability, or any other form of discrimination.

<Prohibition of Harassment>

The Group do not tolerate any form of harassment, including sexual harassment, workplace bullying, or abuse of authority. We also do not tolerate any conduct that harms individual dignity or the workplace through harassment or discriminatory behavior.

<Protection of Privacy and Personal Information>

The Group appropriately protects the personal information and privacy of employees, business partners, customers, and other stakeholders, while respecting individual dignity and properly managing and using information obtained through business activities.

<Freedom of Association and Right to Collective Bargaining>

The Group respects the freedom of association and the right to collective bargaining in accordance with applicable local laws and regulations, engage in sincere dialogue and consultation with employees.

<Prohibition of Forced Labor>

The Group eliminate and prevents all forms of forced labor. The Group do not tolerate any form of slave labor, including human trafficking.

<Prohibition of Child Labor>

The Group eliminate and prevents all forms of child labor.

<Recruitment and Employment>

The Group conducts recruitment based on ethical practices and ensures equal opportunity in employment and advancement.

<Occupational Health and Safety>

The Group provides a safe and healthy workplace, strives to prevent accidents while maintaining and promoting employees' physical and mental health. We continuously conduct education and awareness programs on health and safety to improve occupational health and safety standards.

<Working Hours and Wages>

The Group complies with applicable local laws and regulations regarding working hours, holidays, leave, and wages. We also comply with minimum wage requirements, consider living wage standards, and strive to ensure fair working conditions.

The Group works to curb excessive working hours by appropriately managing working hours, encouraging employees to take paid leave, maintain employee health, and improve work-life balance.

Furthermore, we monitor indicators related to working hours, health and safety, education, and other areas to drive continuous improvement.

◆Human Rights Due Diligence and Relief

The Group establishes and continuously implements a human rights due diligence framework to identify, prevent, or mitigate adverse human rights impacts, including potential impacts, related to our business activities.

The Group regularly evaluates the effectiveness of these efforts and disclose appropriate explanations and information transparently. If it becomes clear that the group have caused or contributed to adverse human rights impacts, we will work to provide remediation through appropriate means.

The Group receives human rights-related concerns through our reporting and consultation channels and respond to them in good faith.

◆Education and Training

The Group continuously conducts education and training necessary to disseminate and ensure compliance with this Policy, striving to improve understanding and raise awareness of human rights.

◆Growth

The Group fosters a workplace where employees take pride in their work, respect and acknowledge one another, and grow together by supporting each other to develop their abilities.

◆Governance/Management System

The Group clearly designates the officer/person responsible for implementing this Policy. The Board of Directors oversees compliance with this Policy and monitors our ongoing human rights initiatives.

Established on April 1, 2023
Revised on April 1, 2025
Revised on August 1, 2026
Moriroku Company, Ltd.
Representative Director, President and CEO
Naoki Kurose



Moriroku Group: Sustainability Policy

Moriroku Group: Sustainability Policy

Based on our management principles, we, the Moriroku Group, and our stakeholders will co-create the value required by the new age and contribute to the sustainable growth of society.

1. We will work to solve social issues beyond conventional business areas by leveraging the Group's functions and resources to the fullest.
2. We will aim for a sustainable mobility society through innovative manufacturing that contributes to carbon neutrality and the cyclical use of resources.
3. We will contribute to the achievement of an ecological, recycling-based society by providing green chemicals throughout the entire supply chain.
4. Based on a foundation that respects human rights, we will continue to create new value through an organization that pursues employee wellbeing and in which diverse personnel participate actively and work with satisfaction.
5. We will nurture mutual trust via highly transparent and honest business activities, understanding the expectations and requests of society through dialogue with stakeholders.

Moriroku Group:Purchasing Policy

We strive to strengthen partnerships with our business affiliates, who possess high-level products and technologies, by offering trading opportunities that are fair and open to all companies, and engage in socially responsible, sustainable procurement practices, in order to provide high-value products and services to our customers in a stable manner

1. Compliance with Laws, Regulations, and Social Norms

・We comply with the laws, regulations and social norms of each country, and promote transparency in our procurement practices.

2. Fairness and Equity

・We offer fair trading opportunities that are open to all companies.

・We select our business affiliates through fair and comprehensive evaluation of the following factors: quality, prices, delivery time, manufacturing capacity, supply stability, technological ability, environment performance,
and soundness of management , as well as their social responsibility practices, such as human rights and environmental conservation.

3. Implementation of Advanced Technologies

・We actively implement advanced, high-level technologies and materials, in order to realize the innovation of the coming era.

4. Strengthening of Partnerships

•We strive to strengthen partnerships with our business affiliates in consideration of products and services, in order to develop and provide high-value products and services.

5. Promotion of CSR Procurement Practices

・We strive to drive co-creation with our business affiliates, and promote socially responsible procurement practices that consider factors such as global environment conservation, respect for human rights, and the safety and health of workers in order to contribute to the sustainable development of society.

Operation of These Guidelines

These Guidelines apply to business affiliates involved in all products, materials, raw materials, and services procured by the Group. However, in order to fulfill our social responsibility and stably provide valuable products and services, efforts throughout the entire supply chain are essential. Therefore, we ask all business affiliates to share and operate these Guidelines, or your company’s policies and guidelines that include the contents of these Guidelines, with your contractors, subcontractors, and business affiliates (our secondary business affiliates).

The term “employees” in these Guidelines refers to directly employed workers such as full-time employees, contract employees, short-time workers, and part-time workers. The term “workers” includes indirect employment such as dispatched workers and contractors in addition to directly employed workers.

The status of compliance with these Guidelines may be confirmed by monitoring surveys (self-assessment questionnaires, on-site surveys, third-party audits, etc.) that the Group will conduct in the future. Monitoring surveys are conducted not only to identify potential risks, but also to enhance the sustainability of the entire supply chain through continuous dialogue and collaboration, such as sharing of exemplary efforts.

We request that all of our business affiliates prepare documents and implementation records that prove the status of their activities, and store them appropriately. Furthermore, as part of monitoring, please cooperate if the Group and/or a third party appointed by the Group discloses or shares those documents and records, conducts on-site inspections of facilities, or interviews workers.

Moriroku Group CSR Procurement Guidelines

1. Compliance & Corporate Ethics

1.1 Compliance

Comply with the laws, rules and regulations of your country and the countries and regions where you conduct business.

1.2 Prevention of Corruption

Do not engage in any form of corruption such as bribery, embezzlement, or money laundering. Furthermore, do not be complicit in such corrupt practices.

1.3 Ensure Fair Competition

Comply with competition laws and subcontracting laws, and promote free and fair competition without abusing superior bargaining positions in order to impose unilateral terms and conditions on business partners or engaging in agreements that limit competition (cartels, etc.).

1.4 Protection and Respect for Intellectual Property Rights

Protect the intellectual property rights (patent rights, copyrights, design rights, etc.) belonging to your company from infringement by third parties, and do not infringe on the intellectual property of third parties.

1.5 Management and Protection of Personal and Confidential Information

Protect personal information, privacy information, confidential information, and other information handled in the course of business, and develop and operate an appropriate management system to prevent information leaks. Also, prevent information leaks and the occurrence/spread of damage by taking appropriate measures against cyber risks in computers and information networks.

1.6 Prohibition of Insider Trading

Do not buy or sell stocks, etc., of a corporation based on important undisclosed information about customers or other business partners that you have learned in the course of business. Also, do not provide undisclosed information or solicit trading to third parties.

1.7 Responsible Mineral Procurement

Confirm that mineral resources such as tantalum, tin, tungsten, and gold contained in products do not have a negative impact on human rights or the environment in conflict areas.

1.8 Establishment of Whistleblowing/Consultation System and Prohibition of Retaliation

Establish a whistleblowing and consultation system that can be used by stakeholders (including workers and suppliers) in order to prevent misconduct within your company and your supply chain, and to promptly respond if such misconduct occurs. In addition to maintaining confidentiality for information of individuals who have submitted a whistleblowing report or consultation, take appropriate measures to protect those individuals so that they do not suffer retaliation or other disadvantages due to their report or consultation. Respond promptly and appropriately to the contents of reports and consultations in accordance with laws and regulations, as well as your company’s code of conduct and conduct guidelines.

2. Human Rights and Workers' Rights

2.1 Respect for Internationally-Recognized Human Rights and Labor Standards

Support and respect internationally-recognized human rights and labor standards, including the International Bill of Human Rights and the ILO Core Labor Standards.

2.2 Prohibition of Discrimination

Prohibit and eliminate discriminatory acts based on nationality, race, ethnicity, religion, beliefs, gender, age, sexual orientation/gender identity, and existence of any disabilities. Also do not impair equal opportunity, etc., in hiring and employment.

2.3 Prohibition of Harassment

We prohibit all forms of harassment for individuals in the workplace, including sexual harassment and power harassment, and do not tolerate such remarks or actions.

2.4 Freedom of Association and Right to Collective Bargaining

Based on laws and regulations, respect the rights to freedom of association and collective bargaining, and engage in sincere discussions and dialogue with employees.

2.5 Prohibition of Forced Labor

Eliminate and prevent all forms of forced labor.

2.6 Prohibition of Child Labor

Eliminate and prevent all forms of child labor.

2.7 Responsible Recruitment and Employment

Comply with relevant laws and regulations, and conduct hiring based on ethical practices. When using a recruitment agency, use an agency that is appropriately licensed and complies with workers' rights.

2.8 Wages and Benefits

Comply with relevant laws and regulations, pay employees at least the minimum wage, and avoid unfair wage deductions.

2.9 Prohibition of Long Working Hours

Comply with laws, regulations, and any applicable labor-management agreements,

properly manage working hours so as not to exceed legal limits, and prevent illegal long working hours.

3. Occupational Safety and Health

3.1 Ensuring Workplace Safety

Identify and assess risks related to occupational safety in the workplace. Ensure safety through appropriate design, technology, and management measures. Evaluate the safety risks of machinery and equipment used in operations, and take appropriate safety measures.

3.2 Preparedness for Emergencies

In preparation for fires, earthquakes, tornadoes, and other emergencies that threaten the safety of human life and physical safety, create action procedures and implement safety measures necessary to avoid or minimize damage, and thoroughly raise workplace awareness for those procedures/measures.

3.3 Prevention of Occupational Accidents and Illnesses

In order to prevent the occurrence of occupational accidents and occupational illness, if an accident, trouble, etc., occurs, identify, evaluate, record, and report on the situation of occurrence, and take appropriate countermeasures and corrective actions.

3.4 Industrial Hygiene

Identify and appropriately manage situations involving contact with chemical substances, living organisms, noise, odors, etc., that may have a harmful effect on the human body.

3.5 Physically Demanding Work

Identify physically demanding work and work that may damage health, and implement appropriate management to prevent occupational accidents and illnesses.

3.6 Safety and Health Communication

Provide opportunities for education and training in languages that workers can understand to enable learning about occupational hazards that may affect the safety and health of workers, as well as related protective measures. Also, establish

mechanisms for workers to express their concerns and opinions regarding workplace safety.

3.7 Ensuring an Environment with Appropriate Sanitation, Food, and Housing

Provide workers with clean restrooms and drinking water. Maintain a safe and healthy environment when providing food and housing.

3.8 Promoting the Health of Workers

Perform appropriate management to ensure the physical/mental health of workers and to prevent health disorders.

4. Environment

4.1 Compliance with Environmental Laws and Regulations

Comply with environmental laws and regulations, obtain and maintain necessary permits and licenses related to environmental conservation, and comply with requests regarding related operation and reporting.

4.2 Construction of Environmental Management System

Construct and operate a company-wide management system for environmental conservation, and continuously reduce environmental impact.

4.3 Response to Climate Change

In order to contribute to the resolution of climate change issues, in addition to your business activities, minimize the amount of energy consumed and the amount of GHG emissions by promoting the efficient use of energy and the expanded use of renewable energy throughout the life cycle of your products and services.

4.4 Efficient and Cyclical Use of Resources

In addition to complying with laws and regulations related to the appropriate processing, recycling, etc., of waste, reduce the amount of waste generated in your business activities and promote the efficient and cyclical use of resources.

4.5 Prevention of Pollution

In accordance with laws and regulations, appropriately manage emissions into the

air, water, and soil, prevent or reduce the emission of pollutants, and reduce raw materials that cause emission of pollutants.

4.6 Chemical Substance Management

Based on laws and regulations, identify and appropriately manage chemical substances and other hazardous substances that adversely affect the human body, other living organisms, and the environment. Clearly indicate any such substances that are contained in your product, and safely handle the substances throughout the entire life cycle, including manufacturing, transport, storage, use, recycling, reuse, and disposal.

4.7 Appropriate Use of Water

Conserve water resources used in your business activities and the production of raw materials through appropriate management and efficient use of water resources.

4.8 Conservation of Biodiversity

Understand the impact of business activities on biodiversity and reduce the negative impact of those activities. Also, work to create positive impact when possible.

5. Safety and Quality

5.1 Construction of Quality Management System

Construct and continuously operate/improve company-wide management mechanisms for securing and improving quality.

5.2 Ensuring the Safety of Products and Services

Comply with laws and regulations related to the safety of products and services, and ensure the safety and health of users.

5.3 Providing Accurate Information on Products and Services

When providing information on products and services, in order to contribute to the rational selection of final consumers and users, comply with relevant laws and regulations, do not omit or misrepresent information that is important to final consumers and users, and provide factual, unbiased, and comparable information.

6. Business Continuity Plan (BCP)

6.1 Formulating and Preparing a Business Continuity Plan (BCP)

In preparation for emergencies such as disasters, establish measures for business continuity and a business continuity plan (BCP).

7. Contribution to Regional Society

7.1 Contribution to Regional Society

While broadly contributing to society through our business activities, we will respect local traditions, cultures, customs, etc., and implement activities that meet the demands and expectations of local communities.

8. Management System for Promotion of These Guidelines

8.1 Construction of Management System for Promotion of These Guidelines

When making efforts to address the requests described in sections 1. to 7. of these guidelines, construct and operate systems and mechanisms to identify issues and steadily implement responses.

Appendix: References

We referred to the following materials when formulating these Guidelines.

- Universal Declaration of Human Rights
  https://www.ohchr.org/en/universal-declaration-of-human-rights
- International Covenants on Human Rights (International Covenant on Economic, Social and Cultural Rights; International Covenant on Civil and Political Rights)
  https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights
  https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights
- United Nations Guiding Principles on Business and Human Rights
  https://www.ungpreporting.org/
- United Nations Global Compact
  https://www.unglobalcompact.org/
- United Nations Office on Drugs and Crime　Anti-Corruption Ethics and Compliance Programmed for Business: A Practical Guide
  https://www.unodc.org/documents/corruption/Publications/2013/13-84498_Ebook.pdf
- The OECD Guidelines for Multinational Enterprises
  https://mneguidelines.oecd.org/mneguidelines/
- Transparency International　Business Principles for Countering Bribery
  https://www.transparency.org/en/publications/business-principles-for-countering-bribery
- ETI (Ethical Trading Initiative) Base Code
  https://www.ethicaltrade.org/eti-base-code
- ILO Declaration on Fundamental Principles and Rights at Work
  https://www.ilo.org/tokyo/about-ilo/WCMS_246572/lang--ja/index.htm
- ILO Guidelines on Occupational Safety and Health Management Systems
  https://www.ilo.org/safework/info/standards-and-instruments/WCMS_107727/lang--en/index.htm
- ILO “general principles and operational guidelines for fair recruitment and the definition of recruitment fees and related costs”
  https://www.ilo.org/tokyo/information/publications/WCMS_736226/lang--ja/index.htm
- ILO’s International Labour Standards
  https://www.ilo.org/tokyo/standards/lang--ja/index.htm
  No. 1: Hours of Work (Industry) Convention, 1919
  No. 14: Weekly Rest (Industry) Convention, 1921

No. 29: Forced Labour Convention, 1930
No. 30: Hours of Work (Commerce and Offices) Convention, 1930
No. 87: Freedom of Association and Protection of the Right to Organise Convention, 1948
No. 95: Protection of Wages Convention, 1949
No. 98: Right to Organise and Collective Bargaining Convention, 1949
No. 100: Equal Remuneration Convention, 1951
No. 105: Abolition of Forced Labour Convention, 1957
No. 111: Discrimination (Employment and Occupation) Convention, 1958
No. 120: Hygiene (Commerce and Offices) Convention, 1964
No. 131: Minimum Wage Fixing Convention, 1970
No. 138: Minimum Age Convention, 1973
No. 155: Occupational Safety and Health Convention, 1981
No. 170: Chemicals Convention, 1990
No. 182: Worst Forms of Child Labour Convention, 1999
No. 183: Maternity Protection Convention, 2000
No. 181: Private Employment Agencies Convention, 1997
No. 190: Violence and Harassment Convention, 2019
No. 196: Weekly Rest (Commerce and Offices) Convention, 1957

- Tokyo 2020 Olympic and Paralympic Games

  Sustainable Sourcing Code (3rd Edition)
  https://www.2020games.metro.tokyo.lg.jp/special/watching/tokyo2020/games/sustainability/sus-code/
- SA8000 Standard
  https://sa-intl.org/programs/sa8000/
- RBA (Responsible Business Alliance) Code of Conduct v7.0
  https://www.responsiblebusiness.org/code-of-conduct/

(End)

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