

Initiatives towards Ensuring Product Safety (Quality Assurance)

Basic Approach

Topia is never satisfied with the status quo and constantly strives to improve its technological capabilities and manufacturing operations. We aim to provide safe, high-quality products that satisfy our customers, and promote our efforts on a daily basis under common, quality awareness. As part of our efforts, we strive to become a company trusted by all stakeholders through continuously renewing our quality management system certifications.

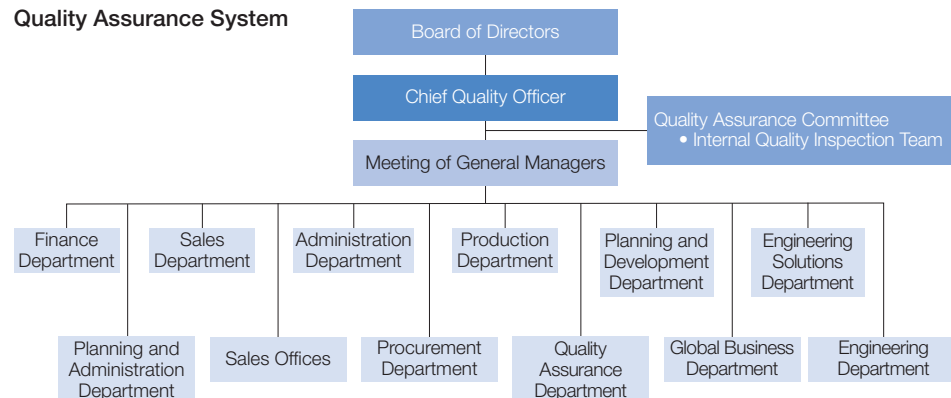
Establishment and Maintenance of our Quality Management System

For the purpose of improving both product and service safety and quality, Topia has obtained the following certifications: ISO9001 (Quality Management System) in 2009 and JIS Q 9100 (Aerospace and Defense Quality Management System) in 2011.

In order to continually operate these quality management systems, we maintain our certifications and promote improvement through periodic internal and external inspections.



Quality Assurance System



Creating a System to Support Continuous Quality Improvement

- **Quality Patrol Centered around Organizational Quality Improvement Initiatives**
Quality control is conducted at each manufacturing process, and the Quality Department regularly conducts patrols to check work procedures, the 5S, work environments, and changes at each site. Once the patrol is completed, the Quality Department shares examples of potential quality improvements throughout the company. Data relating to non-conformities is also analyzed to prevent relapse or even the chance from anything happening.

- **Creating a System for Quality Assurance**

In order to thoroughly implement quality assurance for each manufacturing process, we use a management system at our offices and utilize procedures that are standardized and clarified. We aim to achieve stable product quality, so one procedure is that we minimize discrepancies through the visualization of management items. We also strive to continuously improve and verify our system's validity through periodic audits. We hope that through quality education and our in-house, quality slogan competition, each employee can gain more awareness and improve Topia's quality.

Message



Mineyuki Deguchi

Quality Assurance
Department
Executive Officer

An Approach to Global Quality Assurance

With the purpose of delivering high-quality, safe products, we are building both a domestic and international quality assurance system. In order to meet customer requirements, we are strengthening cooperation between departments, implementing proactive discussions with sites and bases and understanding the process and quality concerns through measurements.

Between our experience in overseas quality and utilizing our product changes and characteristics, we will improve quality precision and pursue higher-quality manufacturing.

Developing High-Value-Products

Basic Approach

Product Development through Collaborations with Stakeholders

Topia reflects on opinions starting with our customers to various stakeholders in order to innovate and improve quality. By deepening mutual understanding and collaboration with stakeholders, we will continue to address social issues, develop high-value products for customers, and create value.

Diverse Equipment

From One-Of-A-Kind to Small-lot Products

Building a stable production system requires not only skilled staff, but also investment in state-of-the-art equipment. By having an integrated in-house production line that assembles not only small parts but also a single vehicle, and having equipment capable of small-lot mass production, we are able to expand the possibilities of manufacturing and solve problems. Amid intensifying global development competition, we will strengthen facilities to maintain our competitive advantage.



Joining line

Development of a New Integrated Molding Method that Reduces Both Process Implementation Time and Weight

Contribute to a Decarbonized Society by Meeting New Demands and Needs

By using an integrated press process, we have established an integrated system from die manufacturing to the completion of a single vehicle, contributing to decarbonization through this new approach which is the first of its kind in Japan.

Based on analytical simulations, we are striving to reduce overall CO₂ emissions by using a number of joining technologies other than welding high-tension materials, which lead to shorter processing times and light weight.



BIW (Body in White)

Proposing Cost-Effective Weight Reduction

Proposing Weight Reduction for a Wide Variety of Products

Demand for lighter weight and smaller size is not limited to the automobile industry. We train designers and engineers who are familiar with all types of materials and propose optimization solutions to customers. In addition to in-house simulation of production and inspection equipment, we also work to achieve high-quality, low-cost manufacturing through simultaneous die and jig design and collaboration with materials and equipment manufacturers.

Supporting Small-Lot Production

Establishment of a Production System that Can Handle Small-Lot Production

We have introduced a number of state-of-the-art equipment in Japan and overseas to achieve multi-product, small-lot production. We use our equipment in a planned and efficient manner and flexibly secure workplaces for emergency situations. In addition to focusing on training machining technicians in each process, we have also trained a number of CAD/CAM specialists, and have achieved low cost and short delivery times through an integrated in-house system.

Engineer Training

Providing “Topia Brand” Products Built on Proven Technology

We are focusing on technical training programs, support for obtaining official qualifications necessary for work, use of external educational institutions, and on-the-job training to develop our engineers. For more difficult jobs, we are working to overcome physical and technical challenges by training skilled workers to provide high value “Topia Brand” products.



Creating a Workplace that Enables Employees to Achieve Personal Growth (Human Capital Management)

Basic Approach

The Topia Group respects the fundamental human rights of all employees and stakeholders and complies with international human rights standards. We also strive to maintain and improve the working environment and to provide equal opportunities and fair treatment. By eliminating child labor and forced labor, implementing ethical hiring practices, preventing discrimination and harassment, and promoting diversity and inclusion, we aim to create a working environment in which employees can enjoy a richer and more secure work environment, leading to growth.

[Main Initiatives in Human Capital Management]

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| (1) Respect for human rights | (4) Develop global human resources |
| (2) Create an environment where each employee can experience growth | (5) Promote occupational health and safety management |
| (3) Create a workplace where diverse, capable employees can flourish | |

Efforts towards Respecting Human Rights

Topia considers respect for human rights to be one of the most important responsibilities of a company. We have established the Topia Group Sustainability Guidelines, and the directors and employees work together to implement them. These guidelines clearly define policies regarding respect for human rights and a fair work environment. As an enterprise with global operations, the guidelines are based on internationally recognized human right norms such as the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights. The guidelines stipulate the prohibition of child labor, payment of appropriate wages in accordance with relevant laws and regulations, the observance of legal working hours, fair hiring, evaluation, the prohibition of discrimination and harassment, and respect for diversity.

Creating an Environment Where Each Employee Can Experience Growth (Personnel Development)

Topia promotes the development of skilled workers with diverse personalities, skills, and experiences in order to address social issues. We focus on creating a work environment in which employees can experience a genuine feeling of self-growth through a variety of opportunities, including daily operations, education and training programs.

	Education by level	Basic to applied skills	Education by theme	Company-wide common training (including subsidiaries on a global basis)	External	OJT
Senior management	New general manager training New manager training	Occupational safety and health training Environmental protection promotion training Quality manufacturing management training	Sustainability training Human rights and harassment training Disaster prevention and crisis management training	Safety and health training Mental health training Compliance risk management training Information security training	Public qualification system Technical training	Daily guidance by superiors and senior employees
Mid-level management	Leader training Mid-level employee training					
General employees	Subordinate training					
New employees	Business etiquette training Follow-up training					

• Skill Training

We set goals for each employee, so that they can grow every year. By holding regular meetings with department managers to confirm and support their progress, we encourage them to improve their operations, increase engagement and achieve growth.

• Human Rights and Harassment Prevention Training

Topia continuously conducts human rights and harassment training from external instructors to help employees acquire correct knowledge and practice considerate behavior. We will continue to work to create a workplace culture where employees can work with peace of mind, raise awareness and establish a strong working culture.

• Information Security Training

Topia has established a security management system under the guidance of the Information Security Committee, distributes handbooks and conducts education for all employees on an ongoing basis. We are also strengthening our management system to reduce the risk of cyber attacks and data leaks.

Create a Workplace that Achieves Growth (Human Capital Management)

Fostering a Diverse and Inclusive Workplace

Topia is promoting various initiatives to foster a corporate culture in which diverse employees can play an active role. This includes active participation by women, employing people with disabilities, active participation from foreign employees, and having a better understanding of the LGBTQ+ community. We are working to foster a corporate culture in which employees respect each other's personality and individuality, and where there is no discrimination based on race, religion, nationality, gender, age, or disability.

• Promoting Women's Participation

Topia considers participation from women to be one of its key measures, and aims to create a workplace and company where all employees can continue to work with an ambitious attitude. We plan to increase the ratio of women in managerial positions to 20% by 2030.

Acquisition Rate for
Childcare Leave

	Male	Female
FY2021	42.9%	100.0%
FY2022	66.7%	100.0%
FY2023	38.5%	100.0%
FY2024	63.6%	100.0%

• Disability Employment Promotion

Topia strives to create a rewarding work environment in which people with disabilities can work with peace of mind while also making use of external support. We intend to increase the employment rate of people with disabilities above the legal employment rate, and actively promote cooperation with employment support organizations and Hello Work.

Disability Employment Rate

	Statutory Employment Rate	Results
FY2020	2.0%	2.1%
FY2021	2.1%	2.1%
FY2022	2.2%	2.2%
FY2023	2.3%	2.3%
FY2024	2.5%	2.5%

• Promoting Participation from Foreign Employees

We are working on developing employees by utilizing the Technical Intern Training System, which is an opportunity for employees from overseas and local subsidiaries to learn Japanese and Topia management techniques while working at our business sites in Japan. We are also working on developing employees overseas by utilizing the Specified Skilled Worker System in anticipation of an increase in demand for employees in the manufacturing sector.

Efforts for Occupational Health and Safety Management

To protect the safety and health of all employees and the local community, Topia is striving to create a work environment in which employees can work with peace of mind. The diverse range of implementations include equipment that require legal qualifications. In addition, we work to prevent accidents caused by falling or tripping while transporting products and materials, and to strengthen the risk assessment system through external guidance.

TOPICS

OSHMS International Certification Obtained

We have acquired a variety of certifications as of December, 2024 including ISO45001 for the occupational health and safety management system (OSHMS), ISO9001 for the quality management system and ISO14001 for the environmental management system. These certifications enabled Topia to establish a management system for occupational health and safety. We put effort into protecting the safety and health of our employees and creating a safer, more comfortable, and healthier work environment by identifying work accident risks and implementing appropriate measures.

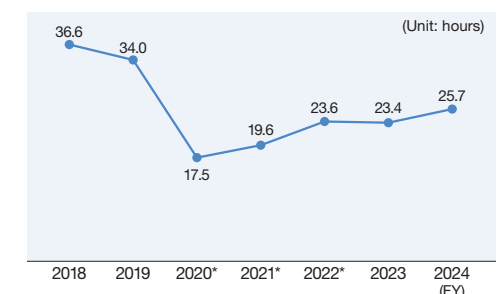


ISO45001 certificate

Promoting Health Management

We believe that the mental and physical health of each and every employee is important for the business performance and sustainable growth of the company. Therefore, we conduct stress checks based on laws and regulations, take measures to combat long working hours, and actively promote a wide range of health promotion measures.

Average Overtime Working Hours (per employee)



* During the three-year period from FY2020 to FY2022, overtime work hours temporarily decreased due to the COVID-19 pandemic.

Social Contribution Activities

Basic Approach

Since its establishment in 1973, Topia has grown with the support of local communities from our business bases and group companies. We will continue to contribute to a sustainable society that enriches both people and society through close communication and active participation in various activities involving environmental conservation, disaster assistance, employee development, and community contribution.

Vaccine Support through Recycling

Since 2023, PET plastic bottle cap collection boxes have been installed at the head office, domestic offices, and sales offices. Approximately 800 caps are enough to pay for 1 dose of polio vaccine in developing countries, protecting children's lives.



PET plastic bottle cap collection box

Donation certificate

Sponsoring Sports Teams

Topia sponsors various sports teams in Mie Prefecture and actively supports their activities. Since 2021, we have supported local teams such as Atletico Suzuka Club, Iga FC Kunoichi Mie, and Mie Violet Iris, as well as motor sports teams such as SUBARU BRZ GT300. Topia organizes hands-on sports activities and other events aimed at children, in hopes of nurturing children and revitalizing sports.



Football match day



SUBARU BRZ GT300

Initiatives for Regional Development

To contribute to the local community, we work with universities, high schools, and

local governments in Mie Prefecture. As an employment promotion committee member of Suzuka City, we conduct education and employment support activities every year for local students and adults. We also cosponsor athlete support organizations and support the development of local athletes and children.

• Cultural Promotion

When students from universities located near our U.S. subsidiary visited Japan, we offered them the opportunity to learn about Mie Prefecture's traditional culture.



• Fireworks Festival

Since 2014, we have supported the Suzuka Genki Fireworks Festival, which is held every year in Suzuka City, Mie Prefecture.



• Tokowaka Athletes

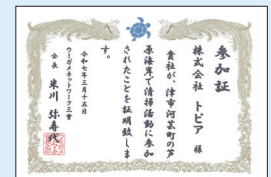
Topia supports budding athletes in Mie, in a program supported by Mie Prefecture and the Mie Prefectural Sports Association since 2014.



TOPICS

Coastal Cleanup to Protect Sea Turtles

In March 2025, we participated in a coastal cleanup activity at Marina Kawage in Tsu City, Mie Prefecture. The coast of Ise Bay is known as a spawning ground for sea turtles, and conservation activities have continued here for many years. It is a small step, but we realized the importance of preserving the natural environment and having a relationship with the community through environmental protection and loyalty towards our prefecture. We will continue these activities to create a sustainable future.



Cleanup participation certificate