

Governance

Topia Group will faithfully comply with laws and regulations and other social norms to build a transparent and sound management system. We aim to enhance corporate value by continuously promoting efforts to strengthen and improve our governance system, which underpins sustainable growth, in an effort to live up to the trust of all stakeholders.

Corporate Governance

Topia Group believes that its management principles are the backbone of its corporate ethics and the foundation that supports its corporate governance. Based on this belief, and recognizing that the essence of corporate governance lies in maintaining sound management, improving management efficiency, and ensuring transparency in management to achieve the first two, we formulated Topia corporate governance. Topia believes it is important to enhance the overall presence of the company while maintaining a balance between economic and social value, in order to prevent situations that damage corporate value, such as legal violations, fraud, and scandals, through the realization of effective corporate governance, and in order to enhance corporate value over the long term and in a stable manner, which is positioned as a top priority for management. We recognize that these actions contribute to fulfilling our corporate mission and are in the best interest of all Topia's stakeholders. We will promote initiatives to further strengthen our corporate governance and strive for continuous improvement to make it even stronger.

Strengthening Financial Governance and Enhancing Sustainable Corporate Value

The finance department recognizes that important challenges include stepping up interdepartmental collaboration and information sharing across the Group, further enhancing internal control operations, improving disclosure including non-financial information, as well as improving the decision-making process for capital investments and increasing the accuracy of cost management. In response, we are promoting improvements towards reliability of financial information, the establishment of a rapid disclosure system, enhanced effectiveness of internal controls including J-SOX, strengthened investment decisions and monitoring of capital expenditures and cost controls, and further advancements in risk management. Going forward, we will strive to further enhance transparency and accountability, while also working to strengthen our governance system to achieve both economic and societal value, thereby contributing to the sustainable improvement of corporate value.



Yoichi Shinogi
Executive Officer
Finance Division

Compliance

Topia aims to achieve maximum corporate value through the implementation of its management philosophy, building good relationships with all stakeholders, and pursuing long-term, stable growth and development. We have also established the Topia Group compliance basic policy to promote fair and transparent management as a company trusted by the international community. We regard compliance as an important issue that underpins management. All directors and employees within the Group are aware of not just legal compliance, but their corporate social responsibilities, and take the initiative to conduct themselves in accordance with ethics. In addition, we are committed to preventing fraud and misconduct, respecting intellectual property rights, strictly managing customer information, and taking decisive action against anti-social forces, while also striving to ensure respect for human rights and a safe and comfortable working environment.

Anti-Corruption Initiatives

Topia strictly enforces rules against bribery, illegal political donations, intimidation, coercion, embezzlement, money laundering, illegal international remittances, funding anti-social forces, or any other illegal or unjust provision of benefits. We comply with anticorruption laws and regulations in all countries and regions where we conduct business.

Risk Management

In order to minimize various risks, Topia is working to strengthen its risk management as part of its internal controls. We will precisely identify and manage risks relating to our business activities. If a risk were to materialize, we will minimize human, economic, and social damage quickly and appropriately, while strongly pursuing efforts to maintain and improve corporate value as well as ensure the trust of society.

Strengthening Information Security

Topia has established an information security policy and thoroughly manages risks by striving to promptly investigate the cause, prevent recurrence, and implement preventive measures in the event of any incidents.

We have also obtained certification (TISAX — Trusted Information Security Assessment Exchange) based on the information security evaluation standards established by the German Association of the Automotive Industry, maintaining a high level of information security internationally. We are also working to continuously educate and raise awareness among employees and to strengthen our information security management across the entire Topia Group.

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Strengthening Initiatives Relating to the Business Continuity Plan (BCP)

Topia has established disaster response standards and a business continuity plan, prioritizing the continuity of its business activities along with the safety of employees' physical and mental well-being, even in the event of a disaster. We have built a system of policies, procedures, and operational structures that enable early response to the continuation and restoration of critical operations. Every year, we conduct regular reviews, disaster preparedness drills, and first-aid training to ensure that all employees can respond seamlessly in the event of a contingency.

Introduction of the Safety Confirmation System

As part of our BCP, we have introduced a safety confirmation system. In the event of a contingency, we have established a system that allows us to quickly ascertain the safety and status of our employees and their families, and to provide necessary support and instructions.

緊急連絡網・安否確認システム オクレンジャー Safety Confirmation System Ocrenger