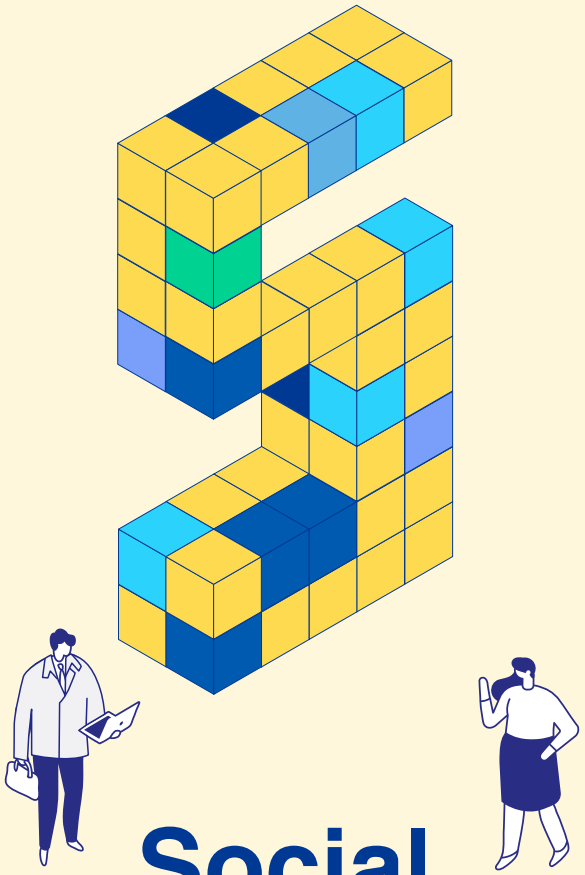


Social

Topia Group recognizes its social responsibility as a member of local communities. We actively engage with these local communities through our business activities and social contribution activities. In this way, we are working to revitalize communities and create a richer living environment for everyone. Our goal is toward sustainable and broad social contributions by collaborating with diverse stakeholders.

Initiatives towards Ensuring Product Safety (Quality Assurance)

Topia Group constantly strives to improve its technological capabilities and manufacturing operations. To provide safe, high-quality products that satisfy our customers, we work daily under common, quality awareness. In particular, ensuring safety is our top priority and something we are working on collectively as a company. As part of our efforts, we strive to become a company trusted by all stakeholders through continuously renewing our quality management system certifications.



ISO 9001 Certificate

Conducting Regular Quality Patrols

The Quality Assurance Department takes the lead in quality management of each manufacturing process. They regularly conduct patrols to check work procedures, the 5S, work environments, and changes at each site. In turn, examples of potential quality improvements are shared throughout the company. Data relating to non-conformities is also analyzed to prevent relapse and even the chance from anything happening. This allows us to further improve quality.



Quality patrol

Creating a System for Quality Assurance

In order to thoroughly implement quality assurance for each manufacturing process, we utilize quality 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 verify our system's validity through periodic audits and promote improvement activities. The entire company is committed to continuous improvement.



Quality slogan award ceremony

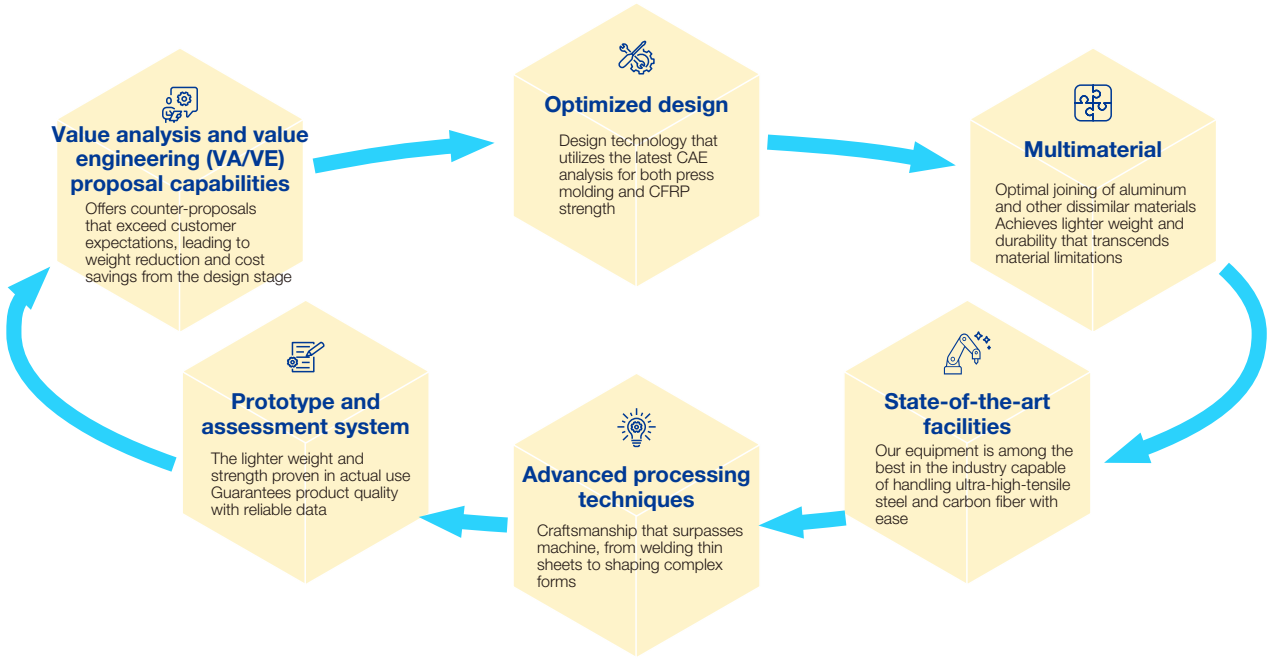
Developing High-Value-Products

The Spirit of Challenge—Creating the Future without Fear of Failure

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 proactively encourage continuous efforts toward the creation of greater value.

Developing Diverse Engineers

We are focusing on technical training programs, support for obtaining official qualifications, 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 further training our engineers in Japan and overseas to provide high value "Topia Brand" products.



Kameyama Plant Commences Operations

We opened a new plant focused on mass production of semiconductor-related equipment in Kameyama City, Mie Prefecture. The plant features state-of-the-art equipment specialized for mass production and complies with our customers' quality guidelines. Furthermore, the new plant is equipped with a system that can accommodate future increases in standards and stricter regulations. All products are strictly managed according to mass production-specific procedures, and a system is in place to control the entire process, from material issuance to manufacturing, quality control, and storage of finished products. Topia's capabilities as a line builder, providing comprehensive support from production startup, mass production, in addition to prototype manufacturing, have been fully utilized in the launch of this new plant.

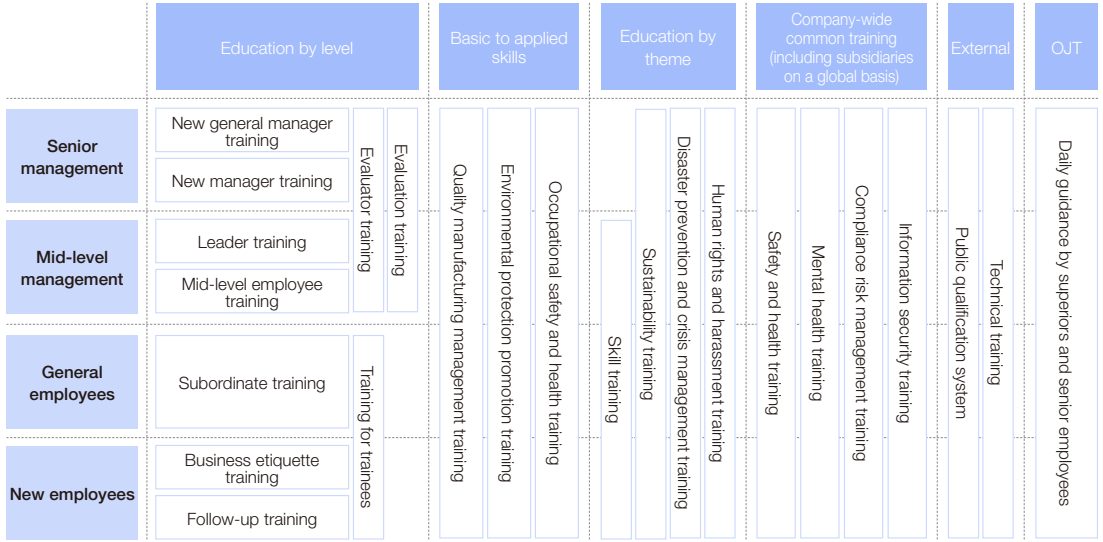


Creating a Workplace That Enables Employees to Achieve Personal Growth (Human Capital Management)

Creating an Environment Where Each Employee Can Experience Growth

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 diverse opportunities, including daily operations, education and training programs.

We support the growth of each individual through regular meetings with department managers and goal setting, and are enhancing training programs and career support. Our goal is to foster a sense of growth among employees and improve organizational engagement.



Create an Environment Where Each Employee Can Experience Growth



Tatsuhiro Kobayashi
Senior Managing Director
Finance Division
Planning and
Administration Division

Topia will continue to challenge various changes and demands to accomplish a prosperous future. Under this purpose, we place people at the forefront and actively promote human capital management as a crucial form of capital for creating the future.

We firmly believe that the growth of each and every employee is directly linked to the development of the company, and for this reason, we invest in our people.

In today's rapidly changing world, there are increasingly more situations where conventional wisdom no longer applies. Therefore, to create an environment where employees can truly feel their growth, we established an Education Department in April 2026, which is promoting individual development through training and skill building activities.

Our founding management principles—Spirit of the Wild Pigeon, Responsibility of an Emergency Hospital, and Spirit of Challenge—are unwavering guidelines for employees to act proactively and foster teamwork. To embody these principles, we aim to become an organization that is resilient to change and creates new value through people development.

With a strong sense of responsibility as one of companies driving regional growth, we will help create a better community by focusing on human resources development.

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

Respect for Human Rights

Topia considers respect for human rights to be an important responsibility. We have established the Topia Group Sustainability Guidelines, which the directors and employees work together to comply with. These guidelines clearly define policies regarding respect for human rights and a fair work environment, with the entire company working to implement them.

As an enterprise with global operations, the guidelines were formulated and are implemented based on internationally recognized human right norms such as the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights. We prevent child labor, pay fair wages, comply with legal working hours, ensure fair hiring and evaluation, respect diversity, and eradicate discrimination and harassment. We regularly conduct training and awareness programs to help each employee foster a greater awareness of human rights, thereby contributing to the realization of a sustainable society.



Promotion of Diversity

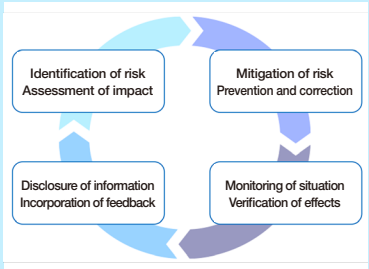
Topia is promoting various initiatives to foster a corporate culture in which diverse employees can play an active role. This includes active participation by women, employing people with disabilities, active participation from foreign employees, and having a better understanding of the LGBTQ+ community. 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.

Occupational Health and Safety Management

To safeguard the safety and health of all employees and the local community, Topia Group is striving to create a work environment in which employees can work with peace of mind. With regard to equipment requiring legal qualifications, we promote measures to prevent drops and falls during transportation, as well as strengthening the risk assessment system by external organizations. We believe that mental and physical well-being is crucial for improving work performance. Therefore, we are implementing stress checks, measures to address long working hours, and health promotion initiatives.

Human Rights Due Diligence

Based on the assessment conducted in fiscal 2024, we established and improved human rights regulations in order to reduce human rights risks within the Group.



Overview of Initiatives

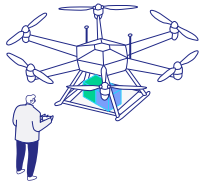
Toward the Introduction of a Health Management System

To advance diverse working styles for employees, we have updated our childcare and family care policies. We are committed to continuous improvement for work-life balance and to support career development for employees with young children. We will maintain and enhance a comfortable work environment.

In addition to reducing overtime hours, we are also actively providing opportunities for employees to talk with a public health nurse, as part of our efforts to manage employee health.



Members (from left)
1. Hirofumi Kurotaki, Engineering Solutions Division, Engineering Department (Project Management Advisor)
2. Shingo Yoshida, Technical Development (Project Leader), Production Engineering Division, Engineering Department
3. Koto Itaya, Engineering Solutions Division (Engineer), Engineering Department
4. Shoji Honda, Deputy Manager, Engineering Solutions Division, Engineering Department



Special Feature

Taking on a Challenge into the Unknown Developing Japan-Made Drone

Taking on an all new challenge

Kurotaki The driving-force for developing a Japan-Made drone came from the executive officer in charge of the Engineering Sales Offices Department who wanted to do something completely new and different. That's when the idea came up to use the carbon fiber made at our Kanagawa Business Office to create a Japan-Made drone. As discussions moved forward, the decision to create the largest drone ever made in Japan became the first step in a major challenge. The development team was recruited from various departments, and the project started off with a trial-and-error approach.

Honda It was suggested that the person who had previously led the EV concept car production project lead this project. However, from the perspective of talent development, we focused on a different person this time. Eventually, Mr. Yoshida was chosen. Do you remember how you were appointed as project leader?

Yoshida Yes. It all started when the executive officer in charge approached me directly. My experience working in a carbon fiber manufacturing facility, combined with my sales experience, led to my selection as project leader.

Kurotaki I heard this is your first time as a project leader. Were you nervous about the role?

Yoshida I would say so. At first, I was unsure about exactly where to begin. Yet, I was fortunate to have an open and communicative team where it was easy to talk to supervisors and colleagues. In particular, I was able to consult with my seniors on various matters, which allowed me to move the project forward smoothly.

Honda After Mr. Yoshida was chosen as the leader, Mr. Kurotaki joined as the project's advisor. Since we also needed to get the plant at head office running, we brought in a representative from the head office, and further solidified the team with members from each department, including production management, procurement, and manufacturing. Mr. Yoshida, what was it like actually running the project?

Yoshida By bringing together individuals who are active in their respective fields and focusing on allowing each person to fully utilize their strengths, I came to realize the importance of solidarity in working towards a common goal, as well as the difficulty of leading such.

Persevering despite difficult challenges

Yoshida Since drones were a first for Topia, gathering detailed information for the manufacturing process was daunting. In my regular work, I'm often involved in the production of racing parts for two-wheeled and four-wheeled vehicles, so I was able to utilize my experience in areas such as strength and weight reduction. However, the biggest obstacle was our complete lack of knowledge about "propellers," which are necessary for flying, rather than driving. Therefore, with the help of the experts at Drone Technology Institute Co. Ltd., who study flying objects, we all went through a process of trial and error within a short period of time.

Honda Since we had already decided to exhibit at Japan Drone 2025, we only had five months to develop our drone, so we were all working frantically, building it by trial and error, and even taking the propellers to the test flight field to do tests. This was a first-time experience where we absorbed a lot and felt a sense of growth professionally.

Kurotaki The testing was fast-paced, starting immediately after drawing the blueprints and creating parts, all while being assisted

by the staff at Drone Technology Institute. Analysis software and calculations can make some predictions, but they don't always reflect reality. We aimed to create the drone by repeatedly making improvements after each failed flight test. The efforts of those on site and the accurate advice and proper testing environment provided by Drone Technology Institute were aided by a bit of luck. I think all these elements came together nicely.

Honda The tests were tough, but there were actually a number of other major challenges as well, weren't there? Initially, we had outsourced the assembly of the drone. Then, about two months before the scheduled start date, they declined, forcing us to hastily handle the assembly in-house. We were in complete disarray due to the unexpected situation. Yet, everyone was able to approach it positively thanks to Topia's Management Principle of the "Spirit of Challenge."

Yoshida When it came to the in-house assembly process, I felt less like it was not possible and more like we could actually do it. I think that sticking to that belief ultimately led to our success. It was precisely because Topia has a culture of "giving things a try" rather than focusing on whether we can or can't do it that we were able to work together and accomplish our goal as a team.



Circular environment of young employees taking on challenges and growing professionally

Honda Thankfully, our exhibit at Japan Drone 2025 generated more buzz than we had anticipated. At that time, we were also invited to exhibit in 2026, so we plan to exhibit again next time. With the goal of creating another hit exhibit, we have asked up-and-coming Ms. Itaya to take the lead, and preparations are steadily underway. By the way, what was your experience like working on the project, Ms. Itaya?

Itaya Since I was only in my first year at Topia, I often found myself overthinking things and worrying about them. Having my supervisor by my side so I could consult with them made me feel like I was being given the opportunity to take on a new challenge, which made me happy.

Honda Is there anything about the project that particularly stands out in your mind?

Itaya We ended up using a 3D printer that uses resin, and since I didn't know anything about it, I asked my supervisor all sorts of questions. However, it turned out that my supervisor wasn't very knowledgeable about 3D printers either, so we ended up researching it together. Also, Mr. Yoshida and Mr. Kurotaki have been very easy to talk to from the first time we met, and they answer questions and concerns in detail and thoroughly. It was a very comfortable working environment.



Everyone has a lot of experience and is constantly improving, so it's tough to keep up, but I'll do my best.

Honda I have high hopes for you. I would like Ms. Itaya to not only focus on preparing for the exhibit, but also, with the support of many senior colleagues, aim to create a versatile product using a variety of materials, including metal, carbon fiber, and resin. Let's take on this challenge together.

Itaya I feel like I've been entrusted with various responsibilities from an early stage. Since joining Topia, I've realized that I'm suited to jobs that require me to think and then act. I feel that this is an environment where the "Spirit of Challenge" is deeply rooted, just as stated in our Management Principles. Going forward, I want to approach my work with the mindset that no matter what it is, I'll give it a try!

Social Contribution Activities

Basic Policy

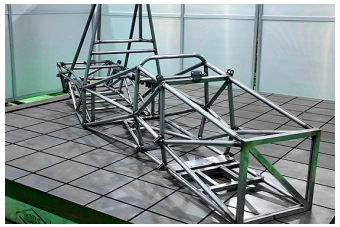
Since its establishment in 1973, Topia has grown with the support of local communities where our business bases and Group companies are located. To fulfill our social responsibilities, we will continue to contribute to a sustainable society that enriches both people and society through in-depth communication and active participation in various activities involving environmental conservation, disaster assistance, employee development, and community contribution.

Support for Student Formula Racing (Industry-Academia Collaboration)

The Formula SAE Japan involves each participating university forming a team, building a formula-style racing car, and taking part in various races. Over the course of one year, participants design and manufacture parts for a Formula car, competing comprehensively in terms of planning ability, technical skills, and power performance. Students can gain practical experience in manufacturing and the automobile development process. With the aim of nurturing human resources that will support the future of the automotive industry, we at Topia are sponsoring and providing technical support to Tokyo University of Technology.

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 will continue to hold activities that contribute to nurturing well-being and revitalization of sports through its organization of hands-on sports activities and other events aimed at children, the bearers of the next generation.



Students making formula-style race car chassis



Sports team sponsorship

Topics

Coastal Cleanup to Protect Sea Turtles

The Ise Bay coast, where Topia's head office is located, has long been known as a nesting ground for sea turtles. As part of our efforts to conserve the global environment and protect biodiversity, we have been regularly participating in volunteer beach cleanups since 2025. Last year, we conducted a total of five activities, with the cooperation of 163 employees and their families, and collected various types of plastic waste. We will continue to deepen our collaboration with local communities and engage in sustainable environmental conservation activities.

