Message from the President



Fearless challenges pave the way for our future

The societal environment is changing at an extraordinary pace, while the role expected of companies is also evolving day by day. I strongly believe that contributing to a sustainable future, from addressing global issues to the needs of local communities, now counts as fundamental to our corporate activities.

Embrace change and forge ahead

Amid significant changes in the global situation, we see inflation and rapid exchange rate fluctuations as major challenges in the current market environment. While exchange rate volatility can offset weaknesses in import/export businesses, it can significantly impact the profitability of businesses where procurement, manufacturing, and sales are completed domestically, as the current situation remains challenging. Anticipating that these environmental changes will persist, we will take decisive measures to address them from a medium- to long-term perspective.

In this environment, in addition to our core automotive business, we have aggressively invested in the precision equipment sector underpinning next-generation industries, and in areas that address social issues using advanced technologies such as drones and AI. This reflects our philosophy of dedicating our technology and passion to sectors where we can contribute to resolving social issues in Japan, including labor shortages.

We aim to achieve sustainable growth for the entire Group by strengthening the foundation of our existing businesses and expanding into new business domains. Our decision to add a new plant in Kameyama City, Mie Prefecture in 2025 is also part of this growth strategy. I am confident that this is an important step in further strengthening our competitiveness for the next generation and one that leads to the creation of new value with a view to the future. We will continue to embrace change and take on challenges to forge a path for the future.

Human resources development policy centered on the spirit of challenge

At Topia, based on the firm belief that people will shape our future, we consider human resources development to be one of the top priorities of management. We encourage each employee to first establish a specific goal: "What do I want to achieve?" I believe that thoroughly considering why we work and what kind of life we want to lead is what results in personal growth and the joy of working. One of our Management Principles is the spirit of challenge. For example, when an employee proposes a new idea or a challenge, I generally don't say no. It's important to first try it out. Embracing new challenges is an integral part of our corporate culture. Even if we fail, we can just change our approach. What is important is taking that first step and learning from it. Encouraging new challenges fosters new ideas among young employees, which in turn strengthens them as individuals as well as our organizations and the company as a whole. When I helped establish our plant in China, I faced a lot of opposition due to financial and market risks, but I was determined to take on the challenge with an eye to the future. This culture that encourages such challenges has been passed down for over half a century, based on our Management Principles. By providing an environment where every employee can proactively take on new challenges and grow, we will continue to maximize the potential of our people and create the future.

Working toward a sustainable future

Achieving a sustainable society represents both our social responsibility and a great opportunity for creating new value.

Based on this understanding, we emphasize each aspect of ESG and promote sustainability management with the attitude of steadily and honestly building upon what we can do.

In terms of environmental, our basic policy is the efficient use of resources and the reduction of waste. We value the idea of eliminating waste in our daily operations.

In terms of social, we prioritize collaboration with partner companies that share our values, and we are committed to building relationships that allow us to grow together.

In terms of governance, we are also focusing on strengthening internal controls in order to earn the trust of society as a sustainable company. Our vision for the Group in 10 years is one where we supply our products worldwide and contribute to the advancement of society. Toward this end and guided by our core purpose–Topia will continue to challenge various changes and demands to accomplish a prosperous future–, we will continue striving for manufacturing that contributes to the future of people and the planet, together with the younger generation and newcomers.

