Topre Group

ESG Databook 2026

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Editorial policy

After celebrating the 90th anniversary of the founding of Topre Corporation in April 2025, we are now taking the first step toward further leaps forward in 2026. We would like to express our gratitude to our customers, business partners, and all other stakeholders who have supported Topre Corporation's efforts to date. At the same time, we will endeavor to contribute further through the technical expertise we have accumulated and new initiatives that will serve future generations. In addition, together with the Integrated Report the Topre Group has published since 2024, the group also publishes an "ESG Databook" aimed at having all stakeholders understand its sustainability and ESG initiatives, and will continue to make efforts to enhance its content.

Period subject to the report

Fiscal year 2025 (April 1, 2025 to March 31, 2026)
(Some information from April 2026 on is also included.)

Organizations subject to the report

Topre Corporation and 13 consolidated subsidiaries
(5 subsidiaries in Japan and 8 overseas subsidiaries)

Time of issue July 2026

Issue frequency Issued once per year

Guidelines referenced

Ministry of the Environment "Environmental Reporting Guidelines" (2018 edition)
"GRI Sustainability Reporting Standards" (GRI Standards)
We have published an index for GRI-related content on the website below.
https://www.topre.co.jp/en/sustainability/gri/
"Task Force on Climate-related Financial Disclosures" (TCFD)

Contact point for inquiries

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TEL: 03-3271-0711 (switchboard) FAX: 03-3271-7045

Financial information

Please refer to the IR Information top page of the Topre website.
https://www.topre.co.jp/en/ir/

Disclaimer

The information presented in this ESG Databook includes forecasts related to the future business environment, plans related to sustainability, and other such information based on past facts concerning the Topre Group. These statements are based on information available at the time of writing, and may differ from actual results in the future owing to changes in various conditions. Readers are requested to maintain an understanding of this point.

Corporate information

Company overview

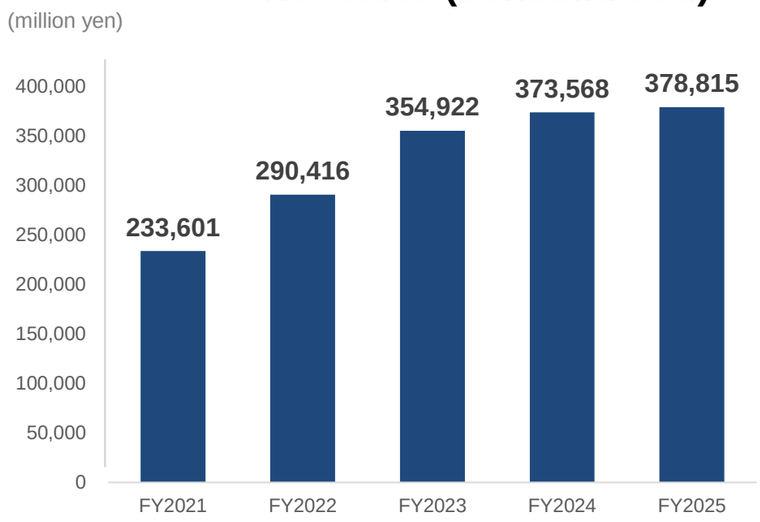
Bases

High-level concepts of the Topre Group

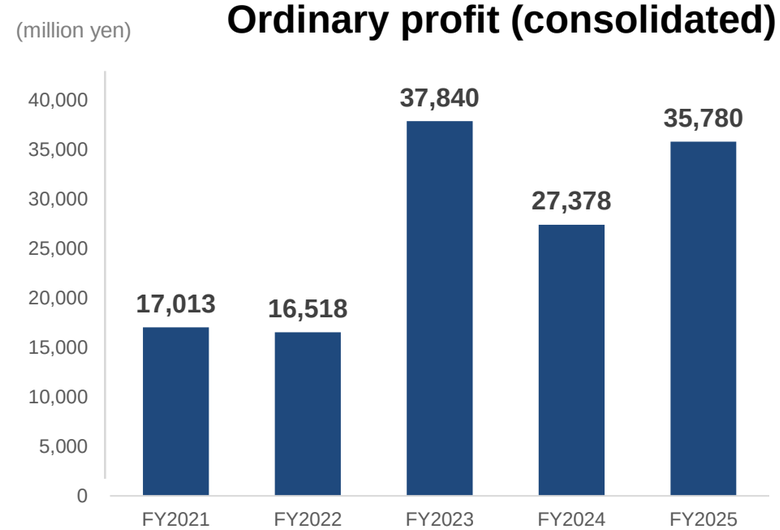
Company overview

- **Company name:** Topre Corporation
- **Established:** April 30, 1935
- **Head office location:** Asahi Building, 12 2 Nihonbashi 3 chome, Chuo ku Tokyo, Japan
- **Main businesses**
  1. Press-related products
  2. Temperature controlled logistics-related products
  3. Air conditioning equipment-related products
  4. Electronic equipment-related products
- **Capital:** 5.61 billion yen (as of March 31, 2026)
- **Net sales:** 378,815 million yen (consolidated) (FY3/2026)
- **Number of employees:** 6,860 (consolidated) (FY3/2026)
- **Consolidated subsidiaries:** 13
- **Bases** Head office, Sagamihara Plant, Tochigi Plant, Hiroshima Plant, Gifu Plant, Saitama Plant
- **Stock exchange:** Tokyo Stock Exchange Prime Market (securities code: 5975)

Net sales (consolidated)



Ordinary profit (consolidated)



Bases

Guangzhou Mitsuike Corporation



Guangdong, China

Topre (Xiangyang) Autoparts Corporation



Hubei, China

Topre (Foshan) Autoparts Corporation



Guangdong, China

Topre India Pvt. Ltd.



Gujarat, India

TOPRE (THAILAND) CO., LTD.



Samut Prakan, Thailand

PT. TOPRE REFRIGERATOR INDONESIA



Banten, Indonesia

Topre America Corporation (Alabama)



Alabama, US

Topre America Corporation (Ohio)



Ohio, US

Topre America Corporation (Tennessee)



Tennessee, US

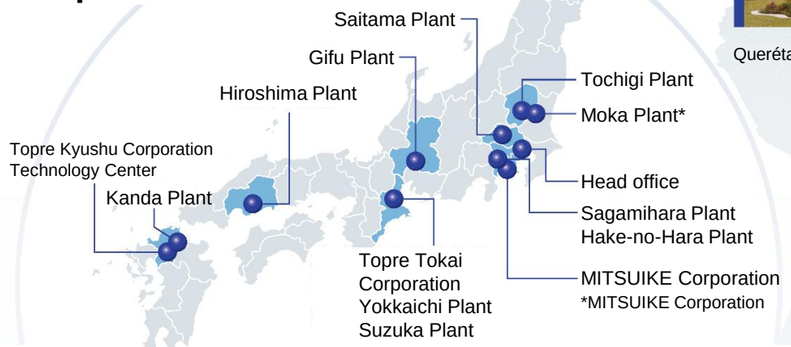


Topre Autoparts Mexico, S.A. de C.V.



Querétaro, Mexico

The Topre network, spreading around the world from Japan



Sagamihara Plant



Chuo ku, Sagamihara, Kanagawa
*Tokyo Metal Pack Co., Ltd.
*Tokyo Multifastener Co. Ltd.

Saitama Plant



Tokigawa, Hiki, Saitama

Hake-no-Hara Plant

Midori, Sagamihara, Kanagawa

Tochigi Plant



Kaminokawa, Kawachi, Tochigi
*Tokyo Kinzoku Co. Ltd.

Gifu Plant



Kawabe, Kamo, Gifu

Hiroshima Plant



Higashihiroshima, Hiroshima

Topre Tokai Corporation



Toin, Inabe, Mie

Yokkaichi Plant



Yokkaichi, Mie

Suzuka Plant



Suzuka, Mie

Topre Kyushu Corporation



Kurume, Fukuoka

Technology Center



Kurume, Fukuoka

Kanda Plant



Kanda, Miyako, Fukuoka

MITSUIKE Corporation



Totsuka, Yokohama, Kanagawa

Moka Plant

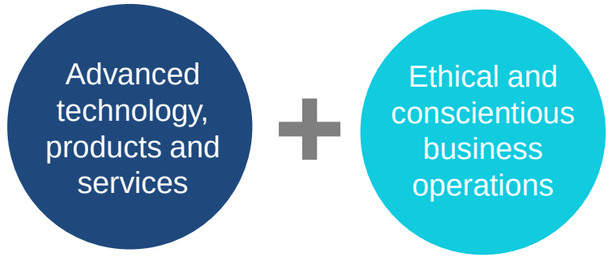


Moka, Tochigi

High-level concepts of the Topre Group

Basic Philosophy

The Topre Group's mission is to create products and services by maximizing its technical expertise in order to contribute positively to the societies in which it conducts business.
The group will not only pursue excellence in its economic performance, but also carry out business activities as a group of international companies with the highest ethical standards and common sense, which will promote a Topre Group image that will be acknowledged and respected.
This philosophy will guide The Topre Group's domestic and international business actions, while also continuously seeking to enhance the group's long term prosperity and making positive contributions to the societies in which it is engaged.



To contribute to society and seek to enhance the Group's long term prosperity

Code of Conduct

1. Compliance with law, internal regulations and social morality
- We comply with all laws and regulations applicable to the company's activities.
- We establish and comply with internal regulations for the implementation of fair and transparent corporate activities.
- We observe morals and norms as a member of society.
- We have established an internal reporting window, respond appropriately to violations and prevent and correct them.
- Managers establish a corporate culture with high ethical standards.
- Managers establish internal systems preventing situations that would violate the Code of Conduct.

2. Contributions to society
- We provide products and services that make society safer, more convenient and more comfortable.
- We respect the culture and customs of surrounding communities, engage in activities and contribute to their development.

3. Fair and equitable relationships
- We build fair, equitable, and moderate relationships with stakeholders.
- We maintain transparency in our transactions and do not provide entertainment or exchange gifts that deviate from common sense.
- We have no relationships whatsoever with antisocial forces and respond resolutely and systematically to unreasonable demands.
- We disclose corporate information on the details of management and business activities in a timely and appropriate manner.
- We do not engage in wrongful conduct or acts that lack fairness and impartiality with regard to political and government officials.

4. Respect for human rights and diversity
- We respect human rights and do not tolerate discrimination or any kind of harassment, etc. based on race, creed, gender, nationality, physical characteristics or any other reason in any case.

5. Environmental protection
- The Topre Group as a whole is working on the protection of the global environment.
- We strive for resource savings by promoting the 3Rs of reduce, reuse and recycle.
- We work positively on the reduction of greenhouse gas emissions.

6. Safety and health
- We give top priority to ensuring the safety and health of employees.
- We eliminate industrial accidents and create safe and healthy work environments.

7. Company assets
- We prohibit the private diversion of company assets and their use for anything other than business purposes.
- We do not leak or use corporate information or assets illegally.
- We acquire, use and dispose of assets by legitimate procedures and not for the interests of any specific person.

8. Information security
- We establish and comply with regulations, etc., on the management and protection of personal and confidential information.

Sustainability

- Sustainability management
- Stakeholder engagement
- Materiality

Sustainability management

Basic CSR Policy

Basic CSR Policy of the Topre Group

< Basic way of thinking >

The Topre Group contributes to society through honest and fair business activities that give top priority to the provision of safe and high-quality products and services that reduce environmental impacts.
In the promotion of CSR, this policy is shared with and applied to all officers and employees and all stakeholders, including business partners of the Topre Group, and we request their understanding and commitment. We build relationships of trust with business partners and roll out initiatives towards the development of a sustainable society.
The responsibility for the formulation of this policy lies with the CSR Promotion Department & Climate Change Measures Department of the Administrative Headquarters. The policy shall be reviewed at least once every five years and revised in line with the changing times or as otherwise necessary.

1. As a company and as individuals, we strive for fairness and transparency by complying thoroughly with ethical standards and the relevant laws and regulations of each country and region, and by thoroughly respecting international standards of conduct. We work to prevent all forms of corruption and to maintain sound and normal relationships with our stakeholders.
2. We promote corporate activities that fulfill our social responsibilities through social contribution activities and initiatives for sustainability.
3. In addition to eliminating forced labor and child labor, we respect the human rights of all people and the basic rights of workers. We also prohibit all forms of discrimination and respect diversity.
4. The entire company is actively working on initiatives to create a recycling-based society, including measures to address environmental issues, environmental conservation, and the use of sustainable resources. In particular, we emphasize efforts to combat climate change (GHG emission reductions).
5. We enhance and develop technologies to provide products and services useful to society through customer satisfaction.
6. We provide safe and healthy work environments for all employees and promote human resource development through proper management.
7. We promote CSR activities cooperatively through communication with stakeholders.
8. We actively disclose the results and issues of our CSR activities to realize highly transparent management.
9. We recognize the importance of personal information and confidential information, strive to prevent information leakage, and maintain and promote information security.

Established: June 28, 2022
Revised: June 10, 2026

Contributions to the SDGs

The Sustainable Development Goals (SDGs), adopted by the United Nations in 2015, are global achievement goals for 2030 addressing social issues such as poverty, employment and the environment. The group will engage with various issues facing the world and contribute to the realization of a sustainable society, namely the achievement of the SDGs, through its business activities.



The Topre Group is striving to raise awareness of initiatives both inside and outside the company, such as distributing SDGs badges.



CSR education

We have issued “Topre CSR Information” periodically since October 2022 to provide basic education on sustainability and send out updated information to all employees. We are working to raise awareness of CSR initiatives by having everybody feel initiatives related to CSR and climate change closely.
We are also implementing specialized CSR education in an e-learning format for selected participants in each division. By producing educational materials internally, we are able to keep educational content up-to-date, and we will use this knowledge and information in the improvement of understanding of initiatives aimed at CSR and climate change measures and in dialogue with customers from now on. In fiscal year 2025, 174 people received this education across the group as a whole.

The sharing of the CSR spirit

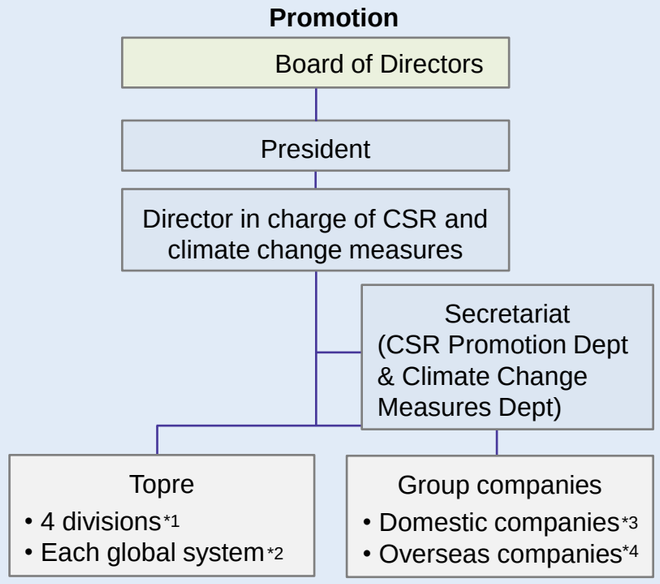
To strengthen activities with a common awareness of CSR, we distribute these portable cards with the Topre Group’s Basic Principles and Code of Conduct to all group employees. These are the high-level concepts of the Topre Group and fundamental to our CSR initiatives. We also prepare and distribute these cards translated into local languages at overseas bases.



Sustainability management

The CSR promotion system and climate change measures system

The Topre Group has established the promotion of CSR and climate change measures under the same system with the Board of Directors at the top. The Board of Directors is composed of all Directors, including External Directors, with the President assuming the role of chair. The secretariat reports to the Board of Directors under the direction of the Director in charge of CSR and climate change measures. The results of and plans for sustainability initiatives are reported at Topre Group CSR Meetings held regularly twice a year, and the results of Topre Group CSR Meetings are reported to the Board of Directors. In addition, the Board of Directors conducts reviews through the Director in charge of CSR and climate change measures when important issues related to sustainability initiatives occur.



*1: Automotive Equipment, Refrigeration Equipment, Air Conditioning Equipment, Electronic Equipment
*2: Topre global systems: Internal Control Committee; Administrative Headquarters; Purchasing Headquarters; Quality Headquarters; ISO 14001 (Environment) Secretariat; Safety and Health Committee
*3: Domestic companies: Toho Transportation, Toprec, Topre Kyushu, Topre Tokai, Mitsuike
*4: Overseas companies: USA, China, Thailand, Mexico, India

Topre Group CSR Meetings

The Topre Group holds Topre Group CSR Meetings twice a year. By reporting on and confirming CSR and the climate change measures taken in each division, activities are being promoted with common awareness of the initiatives taken within the group as a whole, both in Japan and overseas, and we are aiming to connect this to more enhanced initiatives in each division.



Web-based CSR Meeting in January 2026

External sustainability assessment

In June 2025, Topre was selected as a constituent of the “FTSE JPX Blossom Japan Index” and the “FTSE JPX Blossom Japan Sector Relative Index,” which are ESG investment indices created by FTSE Russell.

We believe our inclusion in these indices indicates a high level of recognition for the fact that Topre positions measures to address climate change and environmental conservation initiatives as important management issues for the achievement of a sustainable society, as well as our sincere attitude toward our social responsibility to respect human rights, accept diversity, and create safe and comfortable workplaces. Going forward, Topre will continue contributing to society through our outstanding technologies and sincere corporate activities.

FTSE JPX Blossom Japan Index

FTSE JPX Blossom Japan Sector Relative Index

FTSE Russell (a registered trademark of FTSE International Limited and Frank Russell Company) certify that, based on the results of a third-party survey, Topre Corporation satisfied the conditions for inclusion in the FTSE JPX Blossom Japan Index and became a constituent of this index. The FTSE JPX Blossom Japan Index was created by FTSE Russell, a global index provider, and was designed to measure the performance of Japanese companies with specific initiatives related to the environment, society, and governance (ESG). The FTSE JPX Blossom Japan Index is widely used for the creation and assessment of sustainable investment funds and other financial products.

FTSE Russell (a registered trademark of FTSE International Limited and Frank Russell Company) certify that, based on the results of a third-party survey, Topre Corporation satisfied the conditions for inclusion in the FTSE JPX Blossom Japan Sector Relative Index and became a constituent of this index. The FTSE JPX Blossom Japan Sector Relative Index is widely used for the creation and assessment of sustainable investment funds and other financial products.

Stakeholder engagement

Dialogue with stakeholders

We ensure transparency by disclosing corporate information appropriately to stakeholders, and strive for mutual dialogue and cooperation.

Stakeholders	Main opportunities for dialogue	
Customers	By providing customers with superior products and services, and valuing communication with them, we strive to meet their trust and expectations.	• Daily sales activities • Maintenance • Plant tours • Topre website • Exhibitions
Business partners	Our business partners are important for us to produce high-quality products stably, and we believe the establishment of cooperative systems is important. We strive to build relationships of trust with business partners and for understanding and cooperation towards the realization of a sustainable society.	• Daily purchasing activities • Supplier conference • QC competition presentation • Topre website
Shareholders and investors	The company raises management transparency by disclosing accurate and fair information in a timely manner, and strives to build relationships of trust with shareholders and investors through constructive dialogue that leads to understanding of Topre’s business activities.	• General meetings of shareholders • Financial results briefings • IR website • Individual interviews with institutional investors
Employees	We respect human rights based on the high-level concepts of the Topre Group, and aim to create an environment in which each and every employee can demonstrate their abilities to the maximum.	• Plant tours by the president • Labor-management council • Establishment of consultation desks • Industrial physician interviews • Various training and programs • Company newsletter • Intranet
Local society	We are working positively on social contribution activities and environmental conservation in each country and region.	• Educational support for the next generation • Support for the promotion of sport • Plant tours • Cleanup activities • Regional exchanges

Materiality

The process of identifying important CSR issues and associating them with the SDGs

In March 2022, the Topre Group identified the CSR materialities to work on in accordance with the following process, and associated them with important SDGs.

Grasping of current state of CSR issues
Evaluate and make a list of the social impacts of development, procurement, production and sales with reference to the review items of the GRI standards and SRI evaluations.

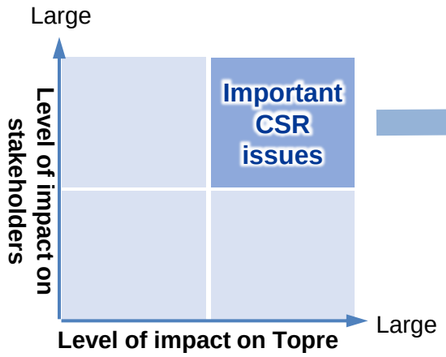
Prioritization of issues
Prioritize social issues based on their level of impact on Topre and their level of impact on stakeholders, and evaluate their importance.

Evaluation of validity
Evaluate the validity of issues through discussions with related parties in each division and information gathering to scrutinize whether or not issues conform with changes in global conditions and the environment.

Setting of important CSR issues
Reconsider prioritization from the company and stakeholder perspectives, deliberate upon the issues at a meeting of the CSR Formulation Committee meeting headed by the President, and confirm.

October 2021 Start of process

We set the issues in March 2022



Association of the important CSR issues identified with the SDGs (Yellow)

Placing of SDGs logo on related pages

CSR Materiality

	Items	Main initiatives	Related SDGs	Page
Environment	Reduction of GHG emissions*1	• Reduction of GHG emissions in production activities	13	P26-34
	Establishment and operation of environmental management	• Acquisition of ISO 14001 certification: All domestic and overseas bases • Integrated acquisition of ISO 14001 certification: Domestic bases	–	P16-17
	Thorough implementation of chemical substance management	• Establishment and operation of internal management rules	12	P21
	Development of environmentally-considerate products and technologies	• Development of renewable energy-related equipment • Proposal of technologies that connect to environmental conservation	9, 12, 13	P18-20
	Cooperation with suppliers	• Promotion of green procurement	12	P39-41
Society	Respect for human rights	• Education on human rights and diversity • Implementation of human rights due diligence	5, 10, 16	P43-45
	Establishment and operation of quality management	• Acquisition of IATF 16949 certification: Automotive related • Acquisition of ISO 9001 certification: Product-related	–	P37-38
	Cooperation with suppliers	• Promotion of CSR procurement	16	P39-41
Governance	Strengthening of corporate governance	• Building of group governance	–	P63-65
	IR activities for investors	• Publication of integrated reports • Publication of ESG Databook • Enhancement of disclosed information	–	P73
	Strengthening of information security	• Establishment of an information management system across the group	–	P69
	Strengthening of risk management	• Review of BCP	11	P66-71

*1: Among the CSR materialities, the “reduction of GHG emissions” is the most important issue

Materiality

CSR-related initiative results and targets (Environment)

Blue: CSR materialities / Yellow: SDGs-related Issues, *1: Most important issue

Theme		Items to work on	Main initiatives	**Fiscal year 2025 results**	Main targets and measures for fiscal year 2026 (The last fiscal year of the 16th medium-term management plan)	Main targets and measures for fiscal year 2030 (Long-term targets)	Related SDGs
E	Environment	Reduction of **GHG emissions** *1	• Reduction of GHG emissions in production activities	• Refer to pages related to the environment (pages 31, 33, 34)	• Ascertain measures for achievement of fiscal year 2030 targets and determine plans	• 46% reduction compared to fiscal year 2020 level (Scope1, 2) (Target revised from “30 → 46%” in July 2025)	13
		Establishment and operation of environmental management	• Acquisition of ISO 14001 certification: All domestic and overseas bases • Integrated acquisition of ISO 14001 certification: Domestic bases	• Acquisition of ISO 14001 certification: Head Office/Tokai • Efforts to acquire ISO14001 certification in August 2026 : Toho Transportation/Toprec/Mitsuike	• Acquisition of ISO 14001 certification: Head Office, Tokai, Toho Transportation, Toprec • Integration of ISO 14001 certification: Head Office, Tokai, Toho Transportation, Toprec, Mitsuike	• Acquisition of ISO 14001 certification: Head Office, Toho Transportation, Toprec, Tokai, India • Promotion of the integrated acquisition of ISO 14001 certification: Domestic	-
		Thorough implementation of chemical substance management	• Establishment and operation of internal management rules	• Continuing consideration of internal management rules	• Establishment and operation of internal management rules	• Continuous operation of management rules, and elimination of the use of PRTR specified substances (class I designated chemical substances)	12
		Development of environmentally-considerate products and technologies	• Development of renewable energy-related equipment • Proposal of technologies that connect to environmental conservation	• Development: Completed verification of actual vehicle running for a refrigeration vehicle equipped with solar panels and pursued high-efficiency fan shape by applying optimization methods • Automobiles: One order received for multi-material structural parts, three proposals implemented for a body structure for vehicle body weight reduction • Refrigerators: Completed basic evaluation of new electric refrigeration equipment, implemented prototyping and performance assessments for high-performance insulated containers • Air conditioning: One low-GWP air dryer model is being evaluated by a customer, one product using an inverter for the blower to reduce energy consumption was delivered • Electronics: Changed the packing boxes for aircraft container power supply units and FAN units from disposable corrugated cardboard to returnable boxes to reduce the use of packing materials	• Development: Development of environmentally-considerate new products • Automobiles: Establishment of multi-material technology • Refrigerators: Mass production of energy-saving models of electric refrigeration equipment, and implementation of market evaluation for the introduction of low-GWP refrigerants • Air conditioning: Promotion of the switch to heat pump products with low-GWP refrigerants • Electronics: Development of products using environmentally friendly parts	• Automobiles: Proposal of body structures conscious of LCA • Refrigerators: Development of electric refrigeration equipment lineup including hot gas heating and heat pump products, and introduction of low-GWP refrigerants • Air conditioning: Expansion of products with improved energy saving through the use of inverters • Electronics: Reduction of packaging materials (use of recycled paper / abolition of outer boxes)	9 12 13
		Biodiversity initiatives	• At least one activity a year at each plant	• Planting activities at each base and participation in regional environmental events (implemented at 40% of subject bases)	• Implementation of activities at 80% of subject bases or more, disclosure of information in line with the TNFD	-	-
		Reduction of water resource consumption	• Use of rainwater / reclaimed water	• Conducted assessments to identify water-stressed areas	• Concrete planning of initiatives	• Use at domestic bases (plants / daily life)	-
		Reduction of waste generation	• Suppression and reuse of waste generated	• Submission of “waste emission reduction plans” by all group companies (20 bases)	• Continuation of activities at all bases (10% reduction)	• Waste reduction: 20% reduction compared to fiscal year 2020	-
		Compliance with environmental laws and regulations	• Confirmation of legal compliance: Domestic bases subject to laws and regulations	• Subjects: Implemented confirmation of legal compliance at 19 bases in Japan	• All bases: At least once a year, compliance rate: 100%	-	-
		Cooperation with suppliers	• Promotion of green procurement	(1) Supplier conference held: July 11, 2025 114 companies participated (2) Tochigi Plant Tour held: November 7, 2025 80 companies participated	• Review of evaluation of green procurement and building of support rules	-	12

Materiality

CSR-related initiative results and targets (Society)

Blue: CSR materialities / Yellow: SDGs-related Issues, *1: Most important issue

Theme		Items to work on	Main initiatives	Fiscal year 2025 results	Main targets and measures for fiscal year 2026 (The last fiscal year of the 16th medium-term management plan)	Main targets and measures for fiscal year 2030 (Long-term targets)	Related SDGs
S	Safety and health	Safety in the workplace	• Promotion of the reduction of occupational accidents	• Number of occupational accidents (consolidated): 79 (accompanied by lost worktime 28 cases, not accompanied by lost worktime 51 cases) • Safety and health education (consolidated) 148 persons (130 at the time of acceptance, 18 overseas) • Qualification education 84 persons (44 external and 40 in-house)	• Achievement of targets for accidents not accompanied by lost worktime, accidents accompanied by lost worktime: 0, implementation of education at each base	-	-
		Implementation of special medical examinations	• Promotion of environmental improvements in hazardous workplaces	• Implementation rate 100% (Subjects: 701 persons in Group in Japan)	• Continuation of activities	-	-
		Implementation of stress checks	• Follow-up of workplace mental health measures	• Implementation rate 100% (Subjects: 2,576 persons in Group in Japan)	• Continuation of activities	-	-
		Promotion of health management	• Excellent Health Management Corporation certification and maintenance	• Comprehensive score: 54.7 Continue priority measures such as lowering smoking rates and reducing working hours	• Implementing initiatives for White 500 Certification	• Continuation of White 500 certification	-
	Human rights and labor	Respect for human rights	• Education on human rights and diversity	• Consideration of human rights education programs • Training implemented for managers (122 participants) • Training implemented for section managers (132 participants)	• Establishment and implementation of human rights and diversity education programs (non-consolidated)	• Completion of Group rollout of human rights and diversity education programs	5, 10, 16
			• Implementation of human rights due diligence	• Identification of human rights risks within the company (ongoing) • Development of human rights due diligence implementation plan	• Establishment of risk management system (non-consolidated) • Building of mechanism to implement human rights due diligence regularly	• Completion of Group rollout of risk management system	
		Activities of diverse human resources	• Creation of accepting and diverse workplaces	• Ratio of female managers: 1.6% • Ratio of female employees: 7.6% • Referral and alumni recruitment: 14 persons/fiscal year	• Ratio of female managers of at least 3% (non-consolidated) • Ratio of female employees of at least 10% (non-consolidated) • Operation of the Job Return system	• Ratio of female managers of at least 10% (non-consolidated) • Ratio of female employees of at least 20% (non-consolidated) • Ratio of non-Japanese (without Japanese citizenship) managers of at least 1% • Operation of the alumni recruitment system • Compliance with the statutory employment rate for people with disabilities	-
			• Creation of an organization that allows flexible work styles	• [Hataraku Yell 2026 Excellence in Employee Welfare] Certification • Company-wide engagement score: 3.38 • Overtime hours 28.6 hours - 1% reduction (compared to fiscal year 2023) • Rate of taking of childcare leave by male employees 66.0% • Rate of taking of childcare leave by female employees 100%	• Expansion of divisions using variable work hours • Reduction in overtime hours of 10% (compared to fiscal year 2023) • Rate of taking of childcare leave by male employees 100%	• Operation of the work style selection system (non-consolidated) • Reduction in overtime hours of 30% (compared to fiscal year 2023) • Rate of taking of childcare leave by male employees 100% • Rate of taking of childcare leave by female employees 100%	-
			• Human resource development tailored to each individual	• Overhaul of hierarchical educational programs and company-wide implementation • Training for managers (122 participants) • Next-generation human resource development training (21 courses, 125 participants)	• Completion of building of talent management system (non-consolidated) • Operation of human resource development system (non-consolidated)	• Completion of domestic group rollout of talent management system • Completion of domestic group rollout of human resources development system	-
	Social contributions	Exchanges with and contributions to local society	• At least one activity a year at each plant	• Participation in regional events at each base and donations	• Implementation of activities at 100% of subject bases	-	-
	Quality	Establishment and operation of quality management	• Acquisition of IATF 16949 certification: Automotive related • Acquisition of ISO 9001 certification: Product-related	• Sagamihara: Received IATF 16949 renewal review. Maintained certification. • Kyushu: Preparation for IATF 16949 review in October 2026 • Tokai: Preparation for IATF 16949 certification acquisition in October 2028	• Acquisition/integration of IATF 16949 certification: Kyushu	• Acquisition of IATF 16949 certification: Kyushu, Tokai, Mitsuike, USA • Acquisition of ISO 9001 certification: Toho Transportation, Toprec, India	-
		Cooperation with suppliers	• Promotion of CSR procurement	(1) Supplier conference held: July 11, 2025 114 companies participated (2) Tochigi Plant Tour held: November 7, 2025 80 companies participated	• Review of evaluation of CSR procurement and building of support rules	-	16

Materiality

CSR-related initiative results and targets (Governance)

Blue: CSR materialities / Yellow: SDGs-related Issues, *1: Most important issue

Theme		Items to work on	Main initiatives	**Fiscal year 2025 results**	Main targets and measures for fiscal year 2026 (The last fiscal year of the 16th medium-term management plan)	Main targets and measures for fiscal year 2030 (Long-term targets)	Related SDGs
G	Governance	Strengthening of corporate governance	• Building of group governance	• Zero cases of misconduct • Implementation of regular internal audits by Audit Department • Implementation of regular executive meetings including group companies	• Continuation of regular internal audits by Audit Department • Continuation of regular executive meetings including group companies	• Zero cases of misconduct • Zero cases of legal or bribery violations	-
	IR activities	IR activities for investors	• Publication of integrated reports • Publication of ESG Databook • Enhancement of disclosed information	• Publication of ESG Databook 2025 and Integrated Report 2025 • Financial results briefings held twice (May 29 and December 1, 2025) • One plant tour for investors (March 18, 2026) • Individual interviews with institutional investors 53 cases	• Enhancement of disclosure of long-term vision and medium-term management plan • Disclosure and IR including non-financial information such as sustainability • Ongoing dialogue with institutional investors, etc.	• 100% completion of response to CG code • Enhancement of dialogue with investors by expansion of meetings with institutional investors and events (financial results briefings and IR events for individual investors) • Continuous improvement of information disclosure in IR materials (financial results briefing materials, audio distribution of financial results briefings, etc.)	-
	Information management	Strengthening of information security	• Establishment of an information management system across the group	• Implementation of targeted attack email training (domestic group) • Regular reviews of confidential information management ledgers and strengthening of PC security measures • Preparation of the BCP "Cyber attack edition" emergency response system	• Viewing of information security education videos by all employees • Implementation of targeted attack email training • Regular reviews of confidential information management ledgers and continuation of technical security measures	• Zero serious information security incidents	-
	Risk management	Strengthening of risk management	• Review of BCP	• Implementation of facility earthquake resistance strengthening and measures to prevent falling from shelves, etc., at each base • Implementation of disaster prevention activities at each base (once per year) • Implemented feedback on BCP improvement issues to each plan and revision to the latest contents	• Regular identification of risks at each base and implementation of countermeasures	• Maintenance and updating of BCP	

Environment

- Environmental management
- Development of environmentally-considerate products
- Reduction of environmentally hazardous substances
- Conservation of biodiversity
- Carbon neutrality

Environmental management

Environmental policy

In preventing environmental pollution caused in relation to our business activities, products and services, and implementing continuous improvements to our environmental preservation activities for the reduction of waste and pollutants, we share and implement the following policy throughout the Topre Group. In addition, we are working on environmental activities with all-employee participation through the enhancement of awareness of all employees involved in ordering, design, development, production and delivery.

Topre Group Environmental policy

< Basic way of thinking >

We promote our business activities while recognizing that conservation of the global environment is the most important issue for all humankind.
We aim to be an environmentally friendly company, promote the 3Rs of reduce, reuse, and recycle, and work to save resources and eliminate waste, while also working positively on the reduction of greenhouse gas emissions and prevention of environmental pollution.
In efforts by the Topre Group for the preservation of the global environment, this policy is shared with and applied to all officers and employees and all stakeholders, including business partners of the Topre Group, and we request their understanding and commitment.
We build relationships of trust with business partners and roll out initiatives towards the development of a sustainable society.
The responsibility for the formulation of this policy lies with the Quality Headquarters. The policy shall be reviewed at least once every five years and revised in line with the changing times or as otherwise necessary.

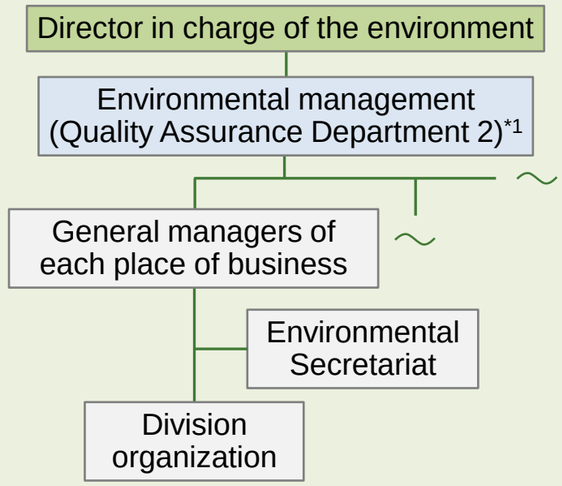
1. We have established an environmental management system and each and every employee carries out environmental activities.
2. We promote the development and purchasing of environmentally-friendly technologies and products aimed at the reduction of environmental impacts.
3. We make an effort to conserve resources and reduce greenhouse gas emissions by suppressing the use of energy such as electricity and fuel, or by making that use more efficient, and by efficiently using raw materials.
4. In order to create a circular economy, we work to save resources through the efficient use and reuse of resources, and we work to reduce waste materials through business activities and product design that consider recyclability after use.
5. We comply with laws, regulations and other requirements and manage chemical substances appropriately, while also working to prevent environmental pollution.
6. We work to prevent environmental pollution and protect the environment by managing and reducing the use and discharge of hazardous chemical substances.
7. We work to conserve biodiversity through local contribution activities.
8. We work to prevent air pollution due to emissions such as dust, noise, and offensive odors, and due to traffic congestion, etc.
9. In addition to reducing water consumption, we promote the elimination of hazardous substances in wastewater.

Established: June 28, 2022
Revised: June 10, 2026

Environmental management system

In order to operate our environmental activities properly, we have acquired ISO 14001 certification for each place of business of production bases and have established an environmental management system.

< The Topre Group system >



*1: Climate Change Measures Department is in charge of measures to reduce GHG emissions.

Compliance with environmental laws and regulations

We identify and comply thoroughly with applicable environmental laws and regulations. In implementing our environmental management systems, we obtain information on laws and regulations and other requirements related to our business activities and products, identify applicable laws and regulations, and communicate them to related divisions.
If laws and regulations are established or revised, if there is a change in the business environment such as the introduction of new equipment due to the launch of new products, or a request from a stakeholder, we review our systems each time.
In addition, we also conduct internal audits on compliance with laws and regulations.

Environmental management

Environmental management system

Each place of business is continuing to implement environmental activities based on the environmental management system.

We are planning to acquire ISO 14001 certification in succession at bases that have not yet done so by fiscal year 2026.

In addition, we will promote the sequential integration of “environmental management systems” that have acquired certification at each base in Japan.

< Status of acquisition of ISO 14001 certification > As of March 2026

Topre Group certification acquisition rate: 89% (16/18 bases)

Japan	Overseas
Head office *1	Topre America
Sagamihara Plant	Topre Mexico
Hiroshima Plant	Topre (Foshan)
Tochigi Plant	Topre (Xiangyang)
Gifu Plant	Guangzhou Mitsuike
Saitama Plant	Topre Thailand
Topre Kyushu	Topre India
Topre Tokai	
Mitsuike	
Toho Transportation *1 (Scheduled for acquisition in fiscal year 2026)	
Toprec *1 (Scheduled for acquisition in fiscal year 2026)	

*1 Head Office, Toho Transportation and Toprec are non-production facilities

Environmental education

We think that we need to provide all employees with appropriate environmental education in order to operate environmental management systems effectively, and are planning environmental education in each division.

Environmental education is divided into three categories: “self-awareness education” in which all employees learn about the deterioration of the global environment and environmental management systems; “education on environmental impacts and work” for employees who have an impact on environmental performance and compliance obligations; and “qualification education” for employees who do work that requires qualifications.

We work on education planning after considering the details of business, our environmental policy and objectives, and clarifying our environmental education needs.

Environmental audits

We are striving to prevent environmental pollution in our business activities, products and services, and to enable the continuous implementation of environmental conservation activities.

We confirm from an objective standpoint based on internal and external audits whether or not the environmental management plans established in each division conform with the environmental management system and whether environmental management systems are functioning in the operations of each division, and we make continuous environmental improvement while implementing the PDCA cycle.

Topre Group environmental policy

In order to reduce environmental risks, each division extracts environmental risks related to its business activities once a year.

In order to prevent or mitigate environmental accidents and emergencies that may occur, or the environmental impacts that may occur along with accidents or emergencies, we have established procedures and make efforts to train employees and maintain those procedures.

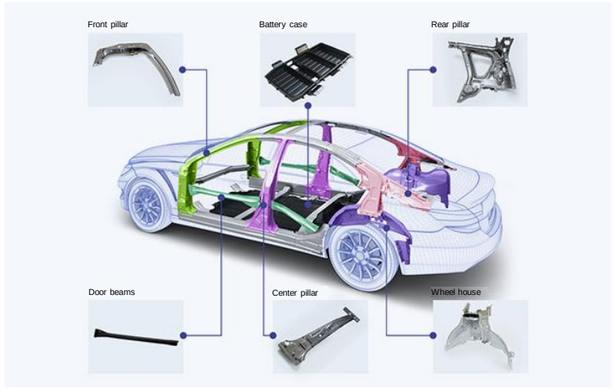
Development of environmentally-considerate products

Environmentally-considerate products

● Press-related products

One of the Topre Group's major strengths is its high-tensile steel plate processing technology. The Topre Group makes products from high-tensile steel, which is particularly strong and extremely difficult to mold, with its advanced technological capabilities.

To support the reduction of GHG emissions while ensuring automobile safety, we will pursue further weight reductions and greater strength for each part and provide technologies for the global environment and a new automotive society.



*GHG emissions reduction effect 15,455 t-CO_2eq / year
[Gross product weight (980, 1180 MPa high tensile)
× weight reduction rate (compared with 590 MPa high tensile)
× fuel efficiency improvement rate (gasoline reduction)
× gasoline CO_2 emission factor]

• Expansion of application of cold-formed 1,470 MPa material to press parts

We are advancing the development of technology for cold-formed 1,470 MPa press parts, which have the same strength as the hot stamp method with little GHG generated compared to the hot stamp method, which generates a large amount of GHG.

• Development and manufacture of battery cases for electric vehicles

With battery cases for electric vehicles, it is important to ensure characteristics such as water-tightness, battery storage capacity and strength, and we are developing technologies that lead to high quality and low cost by making full use of our production technology know-how and structural analysis.

● Temperature controlled logistics-related products

• GBS

GBS, one of the major products of our temperature controlled logistics-related products business, is a refrigeration system equipped with a generator. This enables the refrigerated and frozen vehicles to stop idling, which was previously not possible, and contributes to the reduction of GHG emissions by not idling during cargo handling.



*GHG emissions reduction effect 4,871 t-CO_2eq / year
[Number of units operating in the GBS market
× fuel reduction effect (diesel)
× diesel CO_2 emission coefficient]

• Adoption of low global warming potential refrigerants

We have led the industry in adopting R452A refrigerants (for low temperatures) and R513A refrigerants (for medium temperatures) in refrigerated vehicles. These are replacement refrigerants with a low environmental impact at about half the impact conventional refrigerants have on global warming.



* Global warming potential
R452A 46% reduction (compared with conventional refrigerant: R404A)
R513A 56% reduction (compared with conventional refrigerant: R134a)

Development of environmentally-considerate products

Environmentally-considerate products

● Air conditioning equipment-related products

• DesiTop desiccant humidity control ventilator for buildings

As part of Japan's energy-saving policies, the government aims to reduce greenhouse gas emissions in the commercial sector by 51% compared to fiscal year 2013 by 2030. Equipment for greater energy saving will be essential due to the promulgation of the Act on the Improvement of Energy Consumption Performance of Buildings and the future ZEB target.

The Topre Group used the technology it has previously accumulated in "heating and cooling," "ventilation," and "air blowing" to commercialize and sell the "DesiTop" outdoor air processing unit, which has energy-saving effects. "DesiTop" is a heat pump type that does not require a heat source (cold / hot water, outdoor unit). A total heat exchanger, heat pump and desiccant rotor are built in to control indoor humidity in three stages. It saves energy of air conditioning systems, of course, and can also realize a "comfortable" indoor environment. This is also the optimal humidity control ventilator for facilities that want to maintain a stable level of humidity.

It saves energy of air conditioning systems, of course, and also realizes a comfortable indoor preserving stable humidity. This desiccant system saves about 30% of energy annually compared to conventional systems.



* GHG emissions reduction effect (per system) 1.7 t-CO_2eq / year
  [Power saving (compared with conventional air conditioning system) × power CO_2 emission factor]

● Electronic equipment-related products

• Non-contact electrostatic capacitive keyboards

Topre's ergonomically-considerate keyboards realize quiet typing and exceptional key touch.

In addition, because they minimize fatigue for users, even with extended use, and are highly durable, they are used by various customers as specialized input devices in a range of commercial settings such as financial institutions, data entry at data processing centers, logistics, transportation, medicine, ATMs in convenience stores and broadcasting environments.

The REALFORCE series of keyboards for general sale use the same non-contact electrostatic capacitive type system as the business keyboards, which have gained high acclaim in OEM production.

They have also been adopted as Sagamihara City hometown tax return gifts, and they are at the top of the popularity rankings as people regard their good durability highly.

<REALFORCE series keyboards >



Model No.: R4HA11



Model No.: C1HJ11

* GHG emissions reduction effect 433 t-CO_2eq / year
  [High durability (comparison with general keyboards) x Number of units produced x CO_2 emission coefficient of plastic waste]

Development of environmentally-considerate products

Environmentally-considerate products

● Strengthening core technologies that balance environmental friendliness and value creation

• Low-temperature logistics GX technology

We are aiming to realize decarbonization in the low-temperature logistics sector and are working in partnership with PXP Corporation to develop low-temperature logistics vehicles that utilize solar power generation.

Low-temperature logistics vehicles require more energy than normal transportation because they use chillers to keep the cargo at a constant temperature. Topre is aiming to reduce fuel consumption and CO_2 emissions by installing thin and lightweight solar panels on a vehicle and using the electricity generated as an auxiliary power source for the chillers.

In fiscal year 2025, we worked with PXP to manufacture a prototype low-temperature logistics vehicle equipped with chalcopyrite solar panels. This was part of a research and development project contributing to the fiscal year 2025 Kanagawa Prefecture project for the realization of a decarbonized society by 2050. We started test runs of the actual vehicle in January 2026 and are proceeding with verification of the power generated during travel and while stopping, the effect of supplying electricity to the chillers, and the reduction effect for fuel consumption.



Prototype low-temperature logistics vehicle equipped with chalcopyrite solar panels

• Joint development of environmentally friendly next-generation energy-saving fans

We are utilizing the blower and air-conditioning technologies we have cultivated to date to work on the development of next-generation fans with the aim of further improving energy-saving performance.

In fiscal year 2025, we utilized the framework of the Sagamihara Innovation Gate open innovation program in Sagamihara City that we participated in during fiscal 2024 and collaborated with AIZOTH Inc. to continue promoting the joint development of new high-performance blower technology for the realization of next-generation energy-saving devices. In this initiative, we use the Multi-Sigma® AI analysis platform to optimize fan design. This is achieved by utilizing our design and analysis know-how for deep learning to build a surrogate model and by performing AI chain analysis.

In addition to conventional design methods based on experience and intuition, we are also utilizing multi-objective optimization using AI and aiming to enhance our design process to simultaneously achieve multiple performance requirements at a high level, such as air blowing performance, energy conservation, and low noise.



Concept image of environmentally friendly next-generation energy-saving fan

We leverage Topre's ventilation technology and digital experimentation based on AIZOTH's AI analysis to design high-performance and optimal models

Reduction of environmentally hazardous substances

Chemical substance management

Initiatives to reduce environmentally hazardous substances

We are working on the management and reduction of chemical substances that lead to environmental impacts in products designed by Topre. We are promoting initiatives aimed mainly at the reduction of chemical substances subject to the PRTR Act and the management of chemical substances contained in products.

• Press-related products

Chemical substances for automotive parts are controlled using the automotive industry's IMDS system*1. We have stipulated chemical substance management rules based on ISO 14001 for our various purchased items, and are implementing chemical substance management. We have also stipulated a "List of Controlled Chemical Substances," a management standard, and ask business partners to manage the chemical substances in the products they deliver with that and to deliver products managed under the same thinking as that of Topre.
(Included in the "Topre Group Green Procurement Guidelines")

• Temperature controlled logistics-related products

We are advancing initiatives to reduce the use of toluene, xylene, and methylbenzene, which are chemical substances with high emissions in manufacturing processes.

In particular, we are transitioning from conventional paints to alternative paints aimed at reducing use of the chemical substances listed in the PRTR law.

• Air conditioning equipment-related products

The paints used in the blower product production process were subject to the PRTR Act, but after testing and evaluation, we obtained customer approval and switched to paints that did not fall under the PRTR Act. Due to this initiative, we were able to consider the health of workers and management became easier too as we were able to unify three kinds of paint into one.

• Electronic equipment-related products

We have introduced a dedicated management system for information on chemical substances contained in products and parts. Due to this initiative, we have become able to handle survey requests from customers and the work of providing answers smoothly, as well as searches specifying laws and regulations based on information on contained substances tabulated at the product, intermediate material and part levels.
By managing information on chemical substances contained in products positively, it becomes possible to obtain good evaluations from customers.
With purchased electronic products, we manage chemical substances using chemSHERPA*2.



List of Controlled Chemical Substances

*1 IMDS:
A supply chain environmental information transmission system developed by the Verband der Automobilindustrie (VDA) of Germany with the ELV Directive in mind.

*2 chemSHERPA:
A data creation support tool led by the Ministry of Economy, Trade and Industry for the proper management of information on chemical substances contained in products throughout the supply chain, from upstream companies to downstream companies

Reduction of environmentally hazardous substances

Waste management

Waste generated from each place of business is thoroughly sorted to ensure appropriate treatment, environmental preservation and the improvement of public health. In this way, we are working to turn waste into resources and reduce its volume.

● Waste management initiatives at the Topre Sagamihara Plant

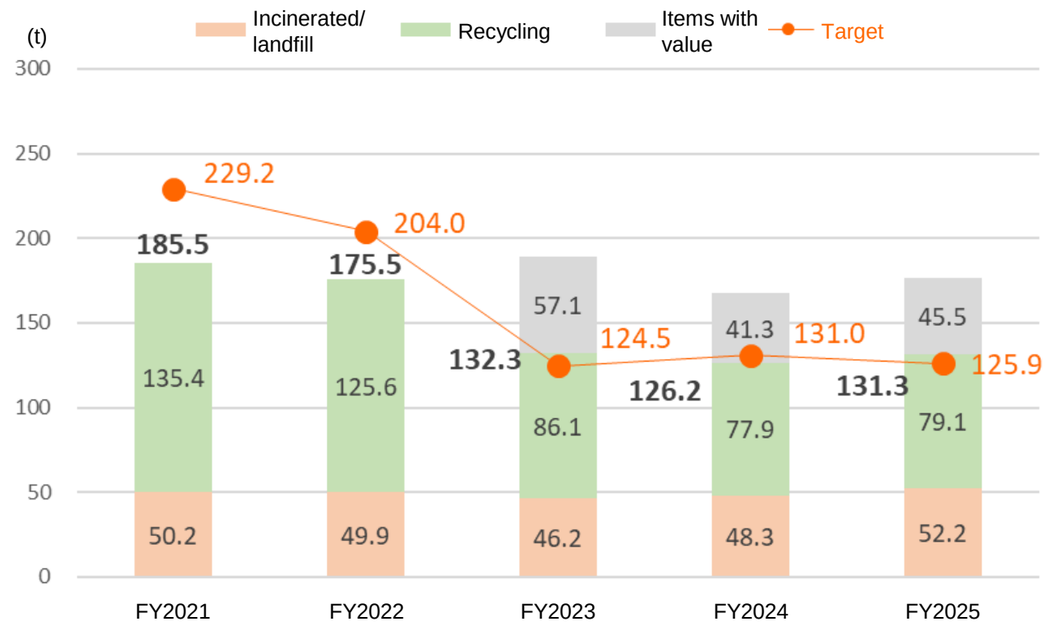
At our Sagamihara Plant, we conduct activities based on targets that we set for the reduction of waste to be generated every year, as part of our environmental management system. We are working on reducing waste by sorting refuse generated in business activities, excluding items with value such as scrap iron generated in pressing processes, into refuse to be incinerated and put into a landfill and recyclable refuse. Since fiscal year 2023, we have been working to further reduce recycling waste by further sorting items with value that contain recyclable resources as items with value.

We manage waste that includes hazardous substances in accordance with standards that are stricter than usual waste as “hazardous waste,” based on the Act on Waste Management and Public Cleaning. At the Sagamihara Plant, this includes waste PCBs, waste mercury, and other items generated when replacing transformers and lighting fixtures.

	FY2021	FY2022	FY2023	FY2024	FY2025
Amount of hazardous waste generated (t)	0.5	10.0	12.1	8.9	5.4

*Hazardous waste: Designated hazardous industrial waste

*Excludes the Saitama Plant



Waste generation targets and results at Sagamihara Plant

At the Sagamihara Plant, as an effort to reduce the waste generated, the target for fiscal year 2025 was set as a "5% reduction from the previous fiscal year" and initiatives were promoted to achieve this target. However, both the incinerated/landfill waste and recycled waste increased from the previous fiscal year, so the target was not achieved.

Going forward, the plant will work to reduce the amount of waste generated by analyzing the causes of waste generation and by promoting measures such as more thorough sorting of waste and a reduction of waste plastics.

Reduction of environmentally hazardous substances

Effective use of resources

Waste generated from each place of business is sorted fully to ensure appropriate treatment, environmental preservation and the improvement of public health. We sort generated waste into different materials as far as possible to turn waste into resources and reduce its volume. In addition, to make effective use of resources, we improve yield rates during production and reuse detergents.

● Initiatives at Sagamihara Plant

The amount of waste emitted from Sagamihara Plant had been tending to increase from around 2020.
Therefore, the plant separated plastic to be disposed of thoroughly and started collecting waste plastic aimed at recycling from October 2021.
As a result, the plant was able to convert waste plastic into resources of value and achieved a reduction in waste of about 6 tons per year.
In addition, the plant started an initiative to recycle the collected waste plastic by commissioning a recycling company to recycle it into 45 l and 90 l garbage bags for reuse as recycled garbage bags at the plant starting from February 2024.
We are planning in future to roll this out to other bases and group companies in addition to Sagamihara Plant.



Recycled garbage bags

● Initiatives at Tochigi Plant and Hiroshima Plant

At Tochigi Plant and Hiroshima Plant, compressing waste insulation material produced in the manufacture of refrigerated truck containers to less than 1/20th its original volume using a volume reduction machine enables the reduction of GHG emissions when transporting waste and use of the waste material as fuel.



Volume reducing machine



Compressed waste material

● Initiatives at Toho Transportation

Toho Transportation is promoting the adoption of work and office clothing made of recycled polyester fiber (60% or more recycled PET fiber) recycled from PET bottles and other materials.
Comfort, durability, etc., are virtually the same as conventional polyester materials, and with employees wearing Eco Mark-certified work and office uniforms, they are contributing to the reduction of our environmental impact.



Conservation of biodiversity

Initiatives at each base

As raised in the group's CSR activities, the Topre Group recognizes that the conservation of biodiversity is essential, and we will plan and implement biodiversity initiatives that are a premise of our business activities.
The following are activities picked up based on the results of implementation in fiscal year 2025.

< Japan >

- **Topre Sagamihara Plant**

The Sagamihara Plant participates in local environmental conservation activities as a member of the Sagamihara Environmental Improvement Association, which has a secretariat in the Sagamihara City Zero Carbon Promotion Division.

The river biota survey conducted by the association investigates the types and populations of aquatic organisms living in the rivers of Sagamihara City and checks the water quality of the rivers. During fiscal year 2025, we participated in the survey conducted on September 30th and cooperated with efforts to conserve the local water environment and maintain biodiversity.

As a member of the local community, we will continue our environmental conservation activities in cooperation with the authorities and the other member companies.



Sagamihara Plant: Survey of aquatic life in a river

- **Topre Tokai**

By raising donations for the Green Fund in Mie Prefecture, we are contributing to the creation of forests, greening, and the development of human resources to cooperate in the three areas of "forest development," "the promotion of greening" and "international cooperation related to the promotion of forest development or greening" in Mie Prefecture.

Conservation of biodiversity

Initiatives at each base

< Overseas >

● Topre Mexico

On November 29, 2025, we planted trees at the Alfredo V. Bonfil Community School in Paso de Mata as part of our biodiversity conservation activities in cooperation with the local community. 60 employees participated on the day and planted 30 saplings. Through this greening of the school grounds, we worked to preserve the natural environment of the local area and to create an environment where the children can come into close contact with nature.



Topre Mexico: Tree-planting activities

● Topre Thailand

We have been continuing mangrove planting activities for many years and have planted more than 2,000 trees in total. On November 15, 2025, 83 employees participated and planted 700 saplings. Mangrove forest ecosystems support the habitats of a diverse range of organisms and also play an important role in the conservation of coastal areas. We will continue contributing to efforts to conserve the local natural environment and maintain biodiversity.

Number of mangrove trees

Fiscal year	2019	2020	2021	2022	2023	2024	2025
Number of trees planted	325	350	330	500	500	650	700



Topre Thailand: Mangrove planting

● Topre India

On June 5, 2025, we conducted tree-planting activities on the plant grounds for World Environment Day. The aim was to promote greening and raise awareness of environmental conservation, and 35 employees, including management, participated and planted about 700 saplings. We will continue environmental conservation activities that are rooted in the communities in which we operate in order to create an environment that is rich with greenery and to conserve biodiversity.



Topre India: Tree planting for World Environment Day

Carbon neutrality

Responses to climate change

The Topre Group established a Climate Change Measures Department in December 2021 to grasp the current state of GHG emissions throughout the group and to manage action plans aimed at the reduction of GHG emissions. Aiming for carbon neutrality by 2050, we built a climate change measures system consisting of top management, and are working on this.

Responses to climate change, a global-scale issue, are now a necessity. As an initiative towards the achievement of carbon neutrality, the Topre Group has grasped GHG emissions in its production activities and set long-term targets for their reduction. The Topre Group as a whole, both in Japan and overseas, will advance reductions step-by-step to achieve “a 46% reduction in GHG emissions in fiscal year 2030*” and “carbon neutrality in fiscal year 2050,” based on improvements in energy saving, the installation of solar panels, purchasing of renewable electricity, and the trading of CO_2 emissions credits.

*In July 2025, the target for the reduction of GHG emissions by fiscal year 2030 was changed from a “reduction of 30%” to a “reduction of 46%.”

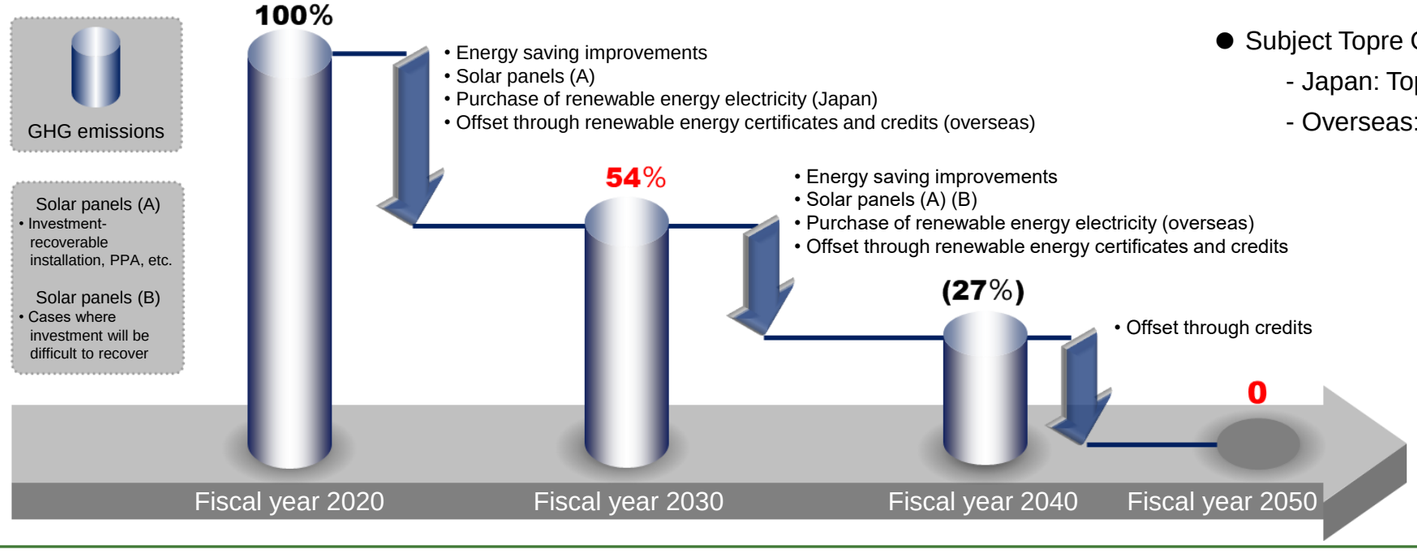
In addition, the Topre Group has confirmed that our climate change policies are aligned with those of the Japan Auto-Body Industries Association Inc. (JABIA), of which we are a member, and we have clear policies for responding appropriately in the event that any differences arise, as necessary. Specifically, original targets have been set by JABIA, based on the Paris Agreement, and subcommittees have been launched, while seminars are also frequently held for member companies. We examine whether these activities are aligned with the Topre Group’s climate change policies, and whether they deviate significantly from our approach and direction, and we will consider a response in the event of significant deviation.

At each of our bases in Japan and overseas, the Topre Group supports laws and regulations related to climate change, the reduction of energy consumption, etc. (in Japan, this includes the “Act on Promotion of Global Warming Countermeasures (Global Warming Act)” and the “Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Energy Efficiency Act),” as well as related measures, etc. By responding appropriately to these laws, regulations, measures, etc., we will fulfill our social responsibility as we work to realize a sustainable society.

● GHG emissions reduction targets

We set the target values using fiscal year 2020 as the base year.

- GHG emissions in production activities [FY2030: 46% reduction in emissions
  FY2050: Carbon neutrality



Base year: fiscal year 2020	Fiscal year 2030	Fiscal year 2050	
Long-term reduction target	46%	(Fiscal year 2040: 73%)	Fiscal year 2050: 100%

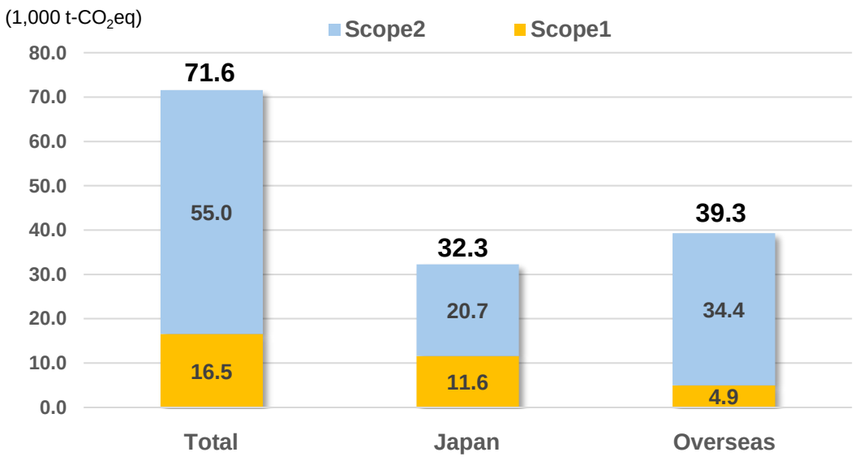
- Subject Topre Group companies:
  - Japan: Topre, Toho Transportation, Toprec, Topre Kyushu, Topre Tokai, Mitsuike
  - Overseas: USA, China, Mexico, Thailand, India

Carbon neutrality

Responses to climate change

GHG emissions based on the Topre Group base fiscal year

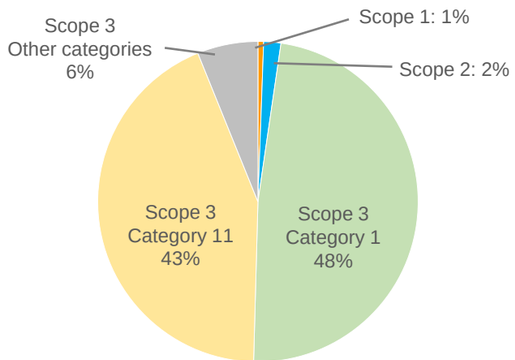
The Topre Group's GHG emissions associated with fuel consumption and power consumption were about 71,600 tons in the base year, fiscal year 2020. We have retrospectively revised GHG emissions for the base year, fiscal year 2020, as a result of the addition of Guangzhou Mitsuike.



Fiscal year 2020 (base year)

Grasping of Scope 3 emissions

Scope 3 emissions are those by other companies aside from GHG emissions in production activities. The Topre Group's biggest sources of Scope 3 emissions are in "Category 1 Purchased products and services (48%)" and "Category 11 Use of products sold (43%)."



Breakdown of supply chain emissions
(fiscal year 2025 results)

Scope 3 reduction targets

The Topre Group recognizes that the reduction of Scope 3 emissions is also an important issue, and has set targets for efforts in categories where there are high GHG emissions and the suppression of GHG emissions can be expected.

Subject category	Subject sector	2030 target (Compared to fiscal year 2020)	2050 target (Compared to fiscal year 2020)
1	Automotive Equipment Division	30% reduction	100% reduction
11	Product Division	25% reduction	75% reduction
7	Domestic group companies		

We will consider the selection and purchase of low-CO_2 materials and parts to reduce Category 1 emissions.
With regard to Category 11 reductions, we will develop a lineup of refrigerated vehicles equipped with electric refrigeration equipment and promote replacement with low-GWP refrigerants.
We are promoting subsidies for the purchase of electric vehicles with regard to the reduction of commuting by Category 7 employees.

Release of CDP answers

The CDP (formerly the Carbon Disclosure Project) is an international non-profit organization that calls on companies, municipalities, and regional and national governments to disclose environmental information related to climate change, water resources, and forest resources. It provides a framework for companies and public bodies to disclose their impact on the environment and promote sustainable initiatives.
Topre has been responding to the CDP questionnaire since 2017, and we are currently publishing the answers and evaluation results.

Carbon neutrality

Response to TCFD recommendations

The Topre Group recognizes that climate change problems are an important issue in the environmental area of corporate sustainability. In March 2022, the Topre Group set targets for GHG emissions reductions for fiscal years 2030 and 2050. In response to the growing momentum to reduce GHG emissions in recent years, we revised our fiscal year 2030 target for GHG emissions reduction upward in 2025 and are making steady efforts to achieve our targets.
In addition, the Topre Group has expressed its support for TCFD as an indication of its positive response to climate change.
In the major Topre Group business areas of press related products business and temperature controlled logistics related business, we will analyze scenarios of the risks and opportunities presented by climate change, and promote the disclosure of climate-related information in line with the TCFD framework.

Governance

The Topre Group has built a framework for action on climate change headed by the Board of Directors. The Board of Directors is composed of all Directors, including External Directors, with the President assuming the role of chair. The secretariat reports to the Board of Directors under the direction of the Director in charge of CSR and climate change measures.
Topre uses similar frameworks for action on climate change and CSR initiatives, and the results of Topre Group CSR Meetings, including the details of action on climate change, which are held regularly twice a year, are reported to the Board of Directors. In addition, the Board of Directors conducts reviews through the Director in charge of CSR and climate change measures when important issues related to action on climate change occur.

Strategy

The Topre Group analyzed two scenarios in regard to the impact of climate change on Topre's press-related products business and temperature controlled logistics-related business, one with a global average temperature rise of four degrees Celsius and one with a global average temperature rise of 1.5 degrees Celsius, and identified the "transition" and "physical" risks and opportunities in consideration of the size of their impacts.
The tables are disclosed separately as there is a difference in business structure between press-related products business and temperature controlled logistics-related business. The Topre Group will promote its response so that we can minimize the risks and create opportunities.

In press-related products business, in addition to the further development of hot stamp processing technologies, we are continuously developing technologies such as cold ultra high tensile plates processing technology, which will be effective in the reduction of GHG emissions by reducing fuel and weight during production, as an alternative technology to hot stamp processing. We are working to contribute to the future reduction of GHG emissions.

In temperature controlled logistics-related business, we are developing highly efficient, lightweight products and their production facilities in anticipation of the conversion of refrigerated trucks to BEVs and FCEVs, continuing to develop products compatible with new refrigerants in relation to the Fluorocarbon Emissions Control Act, and working to contribute to future GHG emission reductions.

Carbon neutrality

Response to TCFD recommendations

● Assumed scenarios

1.5°C scenario

This is a scenario based on the premise that the rise in temperature will be limited to 1.5°C, and assumes that energy use without GHG emissions will be implemented sufficiently to achieve that, and that the process will be able to circulate.

< Reference material >

- IPCC (Intergovernmental Panel on Climate Change) SSP1-1.9
- IEA (International Energy Agency)
  NZE (Net-Zero Emissions by 2050 Scenario)

4°C scenario

This is a scenario under which average temperatures will continue to rise as decarbonization policies are not strengthened, and natural disasters will become more frequent and more severe. It assumes that energy use without GHG emissions will not be implemented sufficiently.

< Reference material >

- IPCC (Intergovernmental Panel on Climate Change) SSP5-8.5
- IEA (International Energy Agency)
  STEPS (Stated Policies Scenario)

Risk management

The Topre Group analyzes in detail corporate risks, including sustainability risks, in each division. Reevaluation is carried out once a year in each division and the results are reported to the Risk Management Subcommittee. Risks judged to be of high importance are listed and managed by the Risk Management Subcommittee. New risks that are judged to require the formulation of new plans or existing risks that are judged to require a review are considered and dealt with in each division without restrictions on the timing of the reevaluation of risk. The results are reflected in the reevaluation of risk.

The Risk Management Subcommittee asks each base to implement BCP initiatives with regard to risks on the list concerning all bases as required to enhance the BCP. Even if climate-related risks are not related to all bases, the Risk Management Subcommittee requests BCP initiatives as required based on the regional and geographical conditions of each base, and plans to manage them in relation to the risk management at each base.

In addition, Climate Change Countermeasures Department is promoting the Topre Group’s reduction of GHG emissions, but a dedicated department in charge of the promotion of carbon neutrality activities has been established separately in the large Automotive Equipment Division. In line with the TCFD framework, climate-related risks are evaluated and reviewed once a year by the dedicated department and related parties who grasp the latest information on the automotive industry, and the results are reported to the Board of Directors.

Indicators and targets

The Topre Group has engaged in the full-fledged rollout of GHG emissions reduction measures (energy-saving measures, installation of solar panels, etc.) at each base in Japan since fiscal year 2022, and overseas since fiscal year 2023. These measures have gradually had a greater impact in terms of reducing GHG emissions, as a result of solar panels, since fiscal year 2023. In addition, some bases achieved carbon neutrality ahead of schedule in fiscal year 2024 by “switching to renewable energy-derived electricity” and “purchasing non-fossil certificates with tracking.” The Topre Group will actively promote measures to achieve our GHG emissions reduction targets. The results for the Topre Group’s Scope 1 and 2 and Scope 3 GHG emissions are as shown under “ESG data.”

Carbon neutrality

Response to TCFD recommendations

Major risks and opportunities

Financial impact : Large (10 billion yen or more), Medium (1 billion to less than 10 billion yen), Small (less than 1 billion yen)

Time horizon : Short (to 2026), Mid (to 2030), Long (to 2050)

[Press-related products business]

Major classification	Middle classification	Minor classification	Time horizon	Scenario 4°C	Scenario 1.5°C	Risks	Opportunities	Response	Financial impact
Transition	Policies and regulations	Introduction of carbon tax	Mid to long-term	-	O	Deterioration of profit and loss in association with increases in procurement costs, production costs and tax burden	Avoidance of additional taxation and acquisition of preferential tax treatment by achieving GHG emissions reductions	Promotion and partial acceleration of GHG emission reduction measures	Small
		Regulations on gasoline vehicle sales	Mid to long-term	-	O	Decrease in unit sales → decrease in sales	Increase in orders for hydrogen, FCV and EV parts for non-gasoline vehicles	Proposal of methods considerate of GHG emissions reductions	Small
	Market	Shift to EVs	Mid to long-term	-	O	Decrease in orders due to changes in body structure	Expansion of opportunities for orders of new portions due to structural changes	Technology proposals using new materials and technologies	Large
	Technology	Demand for lower carbon in hot stamping	Mid to long-term	-	O	Increase in carbon lowering costs	Expansion of cold ultra-high tensile parts to replace hot stamp parts	Development of processing technology, etc., for cold ultra-high tensile parts	Small
	Reputation	GHG emissions reduction targets	Mid to long-term	-	O	Exclusion from scope of investment	Recognition from investors due to the achievement of GHG emissions reductions	Promotion and partial acceleration of GHG emission reduction measures	Large
Physical	Chronic	Average temperature rise (Occurrence of abnormal weather)	Short, mid, long-term	O	-	Suspension or shutdown of plant production capacity due to restrictions on power use	Strengthening of BCP through installation of solar panels, storage batteries, etc.	Continuous BCP review	Medium
	Acute	Greater frequency of flooding and flood damage	Mid to long-term	O	-	Suspension of plant operations and suspension of employee attendance	Build disaster-resistant factories and establish BCP	Continuous BCP review	Large

[Temperature controlled logistics-related business]

Major classification	Middle classification	Minor classification	Time horizon	Scenario 4°C	Scenario 1.5°C	Risks	Opportunities	Response	Financial impact
Transition	Policies and regulations	Revised Energy Conservation Act	Mid to long-term	-	O	Decrease in demand for existing products in association with decrease in diesel trucks	Increase in demand due to conversion to BEVs and FCEVs	Development of BEV and FCEV compatible products and support for production facilities	Small
		Fluorocarbon Emissions Control Act	Mid to long-term	-	O	Deterioration in availability of current refrigerants, increased repair costs	Increase in orders received due to introduction of new refrigerants	Development of products compatible with new refrigerants	Large
	Market	Shift to EVs	Mid to long-term	-	O	Decrease in orders due to non-handling or delayed handling of weight reductions, electric refrigeration systems, etc.	Increase in orders due to conversion to BEVs and FCEVs	Development of BEV and FCEV compatible products and support for production facilities	Small
		Conversion from fossil fuel equipment to electrified equipment	Short, mid, long-term	-	O	Increase in equipment installation costs	Use ICP to promote capital investment	Promotion of low-carbon investment and measures	Medium
		Changes in costs associated with increased electricity prices	Short, mid, long-term	-	O	Increase in burden of renewable energy procurement costs	Expansion of use of internal power generation (clean energy)	Promotion and partial acceleration of GHG emission reduction measures	Medium
Physical	Chronic	Average temperature rise (Impact on products)	Mid to long-term	O	-	Decrease in orders received due to non-handling or delay in handling of increased cold retention and cooling performance	Increase in orders received due to strengthening of container and refrigeration equipment specifications matched to the environment	Development of refrigerated vehicles matched to the environment	Large
	Acute	Handling when more intensive disasters occur	Short, mid, long-term	O	-	Suspension of production and supply chain	Build disaster-resistant factories and establish BCP	Continuous BCP review	Medium

Carbon neutrality

GHG emissions reduction activities

Energy saving and GHG emissions reduction initiatives

In Japan, we began the installation of solar panels, the main part of our GHG emissions reduction measures, in earnest from fiscal year 2022, and our GHG emission reductions have increased. Energy conservation measures are also advancing systematically in parallel, and the reduction results have increased.
Overseas too, like Japan, we are implementing surveys and making plans. We started energy saving measures and the installation of solar panels from fiscal year 2023, and the reduction results are increasing gradually.

ICP settings

Because production volumes have risen in association with the expansion of sales in recent years, we must accelerate GHG emissions reductions further if the GHG emissions reduction target is taken as an absolute amount.
To accelerate investment in GHG emissions reductions, the Topre Group set internal carbon pricing (ICP) in Japan from fiscal year 2023.
We will review ICP once a year in light of the situation in general and at Topre.
“Fiscal year 2025: 10,000 (yen / t-CO_2eq)”
To achieve its GHG emissions reduction target for fiscal year 2030, the Topre Group is strengthening GHG emissions reductions by investing in energy-saving equipment in stages at domestic bases based on the news release issued in November 2022.

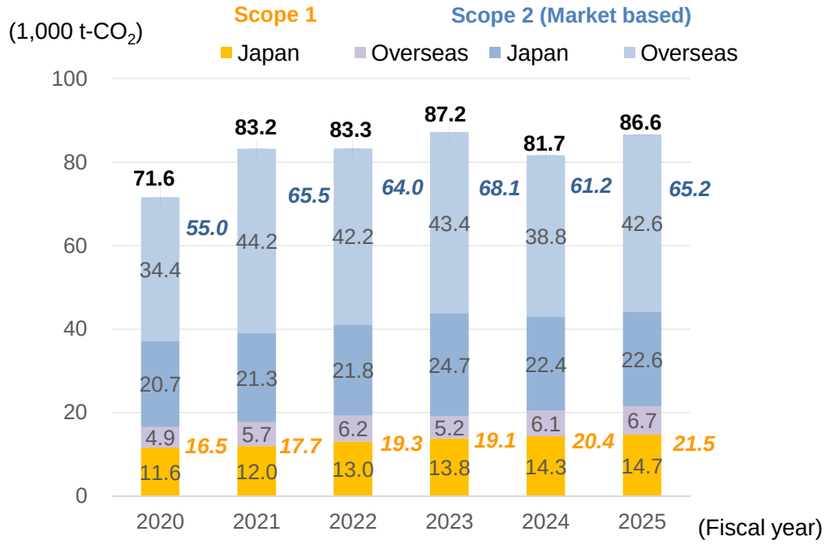
Overview of the plan for the reduction of GHG emissions

We are considering the introduction of energy-saving equipment and solar panels, and measures for lower carbon energy at bases in Japan and overseas, and accumulating results in GHG emissions reductions.

Greenhouse gas emissions

Greenhouse gas emissions [Scope 1 + 2] (global)

Global greenhouse gas emissions have increased in line with the increase in production since the base year, fiscal year 2020, but the installation of solar panels and energy-saving activities have made a contribution.



*From fiscal year 2023, we have calculated greenhouse gas emissions other than CO_2 from energy, and recorded them in Scope 1.

Actual status of carbon neutral plants

Initiatives at the Saitama Plant

From fiscal year 2024, we have achieved carbon neutrality at our Saitama Plant through offsetting by purchasing J-Credits for Scope 1, and switching to power generated from renewable energy for purchased electric power for Scope 2.

Initiatives at Gifu Plant

From fiscal year 2024, we have achieved carbon neutrality at our Gifu Plant, through offsetting by purchasing J-Credits for Scope 1, and using renewable energy generated from local biomass power plants for Scope 2, thereby also contributing to the local community through the “local production and local consumption of electric power.”

Carbon neutrality

Third-party verification

Third-party verification of GHG emissions data

In order to ensure the accuracy and reliability of the information disclosed by the Topre Group, the results data for GHG emissions in fiscal year 2025 has been verified by a third-party organization.

- Scope of verification : Topre Corporation and consolidated subsidiary* data for Scope 1 total volume (CO_2 from energy, CH_4 and N_2O from energy, CO_2 not from energy), Scope 2 total volume (location based and market based), and Scope 3 categories 1 and 4
- Verification period : April 2025 to March 2026
- Verification standard : ISO 14064-3:2019, following the procedure used by the verification institution
- Level of assurance : Limited assurance
- Verification institution : SOCOTEC Certification Japan Co., Ltd.

*Toprec Corporation, Toho Transportation Co., Ltd., Topre Kyushu Corporation, Topre Tokai Corporation, MITSUIKE Corporation, Topre America Corporation, Topre Autoparts Mexico, S.A. de C.V., Topre (Foshan) Autoparts Corporation, Topre (Xiangyang) Autoparts Corporation, Topre (Wuhan) Autoparts Corporation, Guangzhou Mitsuike Corporation, TOPRE (THAILAND) CO., LTD., Topre India Pvt. Ltd.

The independent assurance report can be checked from the link below.

Independent third-party assurance report
https://www.topre.co.jp/en/sustainability/pdf/independent_assurance_report.pdf



CERTIFICATION INTERNATIONAL
SOCOTEC

Independent Assurance Report

Mr. Yutaka Yamamoto
Representative Director, President, Executive Officer
Topre Corporation

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from Topre Corporation (hereafter the "Company"), in order to provide an opinion as to whether the subject matter information ("FY2025 Greenhouse Gas Emissions Calculation Report" (period: 1 April 2025 to 31 March 2026)) of the Company meets the criteria in all material respects.

1 Subject Matter Information and Criteria

The subject matter information for our assurance is a report on "greenhouse gas emissions (Scope 1, Scope 2 (location-based and market-based)) and other indirect greenhouse gas emissions that occur in the Company's value chain (Scope 3 (Categories: 1 and 4))" covering the operations and activities at the Company and its consolidated companies in Japan and overseas (five domestic subsidiaries and eight overseas subsidiaries) described in the "FY2025 Greenhouse Gas Emissions Calculation Report" (period: 1 April 2025 to 31 March 2026).

The criteria for preparing subject matter information is the "Greenhouse Gas (GHG) Emission Calculation Procedures (CSR-101-04)".

Subject matter information period: 1 April 2025 to 31 March 2026			
GHG emissions			Other indirect GHG emissions that occur in the Company's value chain
Scope 1:	21,456	t-CO2e	Scope 3: 1,882,310 t-CO2e
Scope 2: location-based	70,896	t-CO2e	Breakdown (t-CO2e)
market-based	65,156	t-CO2e	Category 1: 1,808,601 Category 4: 73,709

2 Management Responsibility

The"FY2025 Greenhouse Gas Emissions Calculation Report" (period: 1 April 2025 to 31 March 2026) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.

The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that the "FY2025 Greenhouse Gas Emissions Calculation Report" (period: 1 April 2025 to 31 March 2026) is free from material misstatement whether intentional or negligent.

3 Assurance Practitioner's Responsibility

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.

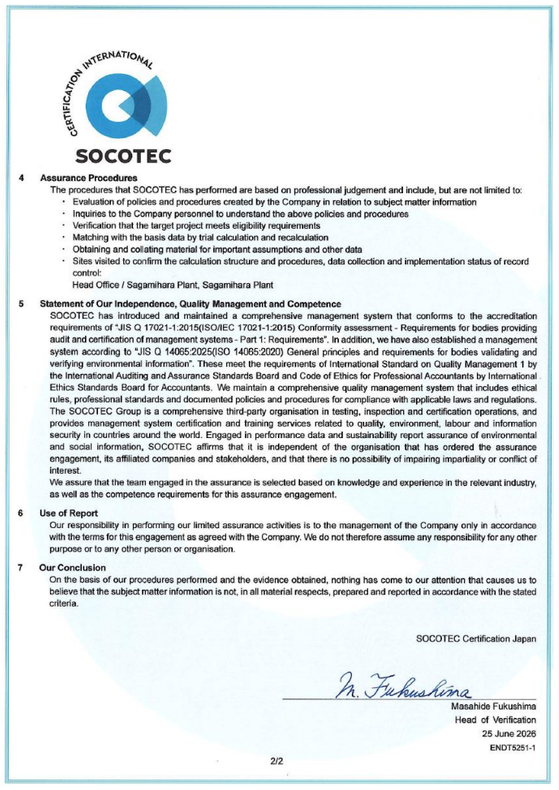
We have performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO 14064-3:2019) Specification with guidance for the verification and validation of greenhouse gas statements".

The procedures performed in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures performed in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.

Our procedures performed depend on the assurance professional practitioner's judgement, including an assessment of the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls.

We believe that we have obtained the evidence to provide a basis for our limited assurance conclusions.

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CERTIFICATION INTERNATIONAL
SOCOTEC

4 Assurance Procedures

The procedures that SOCOTEC has performed are based on professional judgement and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Inquiries to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- Sites visited to confirm the calculation structure and procedures, data collection and implementation status of record control:
  Head Office / Sagamihara Plant, Sagamihara Plant

5 Statement of Our Independence, Quality Management and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "JIS Q 17021-1:2015(ISO/IEC 17021-1:2015) Conformity assessment - Requirements for bodies providing audit and certification of management systems - Part 1: Requirements". In addition, we have also established a management system according to "JIS Q 14065:2025(ISO 14065:2020) General principles and requirements for bodies validating and verifying environmental information". These meet the requirements of International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality management system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations.

The SOCOTEC Group is a comprehensive third-party organisation in testing, inspection and certification operations, and provides management system certification and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge and experience in the relevant industry, as well as the competence requirements for this assurance engagement.

6 Use of Report

Our responsibility in performing our limited assurance activities is to the management of the Company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

7 Our Conclusion

On the basis of our procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

M. Fukushima

Masahide Fukushima
Head of Verification
25 June 2026
END75251-1

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Carbon neutrality

Results of GHG emissions reduction activities

[Domestic bases]

Bases		Results of initiatives in fiscal year 2025
Topre	Sagamihara Plant	• Conversion to LED lighting (Office building, cafeteria, cation plant): Reduction effect 13.5 t-CO_2eq / year • Upgrading of substation transformer to high-efficiency type: Reduction effect 8.6 t-CO_2eq / year • Installation of standard EV charging facilities (6 units) for employees
	Saitama Plant	• Achievement of carbon neutrality through switch to electric power generated from renewable energy
	Tochigi Plant	• Installation of energy-saving, high-efficiency air compressor: Reduction effect 47 t-CO_2eq / year • Performance testing method improvement: Reduction effect 10.48 t-CO_2eq / year
	Hiroshima Plant	• Switching of company vehicles to hybrid vehicles: Reduction effect 2.3 t-CO_2eq / year • Conversion of kerosene heaters to electrical heaters: Reduction effect 4.8 t-CO_2eq / year
	Gifu Plant	• Achievement of carbon neutrality through switch to electric power generated from renewable energy • Upgrading of compressors: Reduction effect 2.4 t-CO_2eq / year • Introduction of window light-shielding and heat-shielding sheets: Reduction effect 0.1 t-CO_2eq / year
Toho Transportation		• Introduction of eco tires (1,057 tires): Reduction effect 404.8 t-CO_2eq / year • Replacement with low carbon trucks (17 vehicles updated): Reduction effect 67.8 t-CO_2eq / year • Switching of company vehicles to hybrid vehicles (4 vehicles switched): Reduction effect 5.08 t-CO_2eq / year
Toprec		• Switching of company vehicles to hybrid vehicles (17 vehicles switched): Reduction effect 21.6 t-CO_2eq / year • Conversion to LED lighting and switching of air conditioners at Sendai SC: Reduction effect 11.8 t-CO_2eq / year
Topre Kyushu		• Installation of solar panels Installation of solar panels on the Kanda Plant (Phase 2): Reduction effect 243.1 t-CO_2eq / year Installation of solar panels on the Kanda Plant (Phase 3): Reduction effect 243.1 t-CO_2eq / year Installation of solar panels on the Kurume Plant (Phase 3): Reduction effect 170.8 t-CO_2eq / year
Topre Tokai		• Upgrading of main motor at Yokkaichi Plant from DC to AC: Reduction effect 19.5 t-CO_2eq / year • Switch to electric forklifts at the Toin Plant (5 units): Reduction effect 20.45 t-CO_2eq / year • Conversion to LED lighting at the Yokkaichi Plant (60 locations): Reduction effect 3.1 t-CO_2eq / year
Mitsuike		• Visualization of electric power at the Moka Plant (introduction of demand monitoring equipment) • Conversion to LED lighting at the Totsuka Plant: Reduction effect 18.928 t-CO_2eq / year

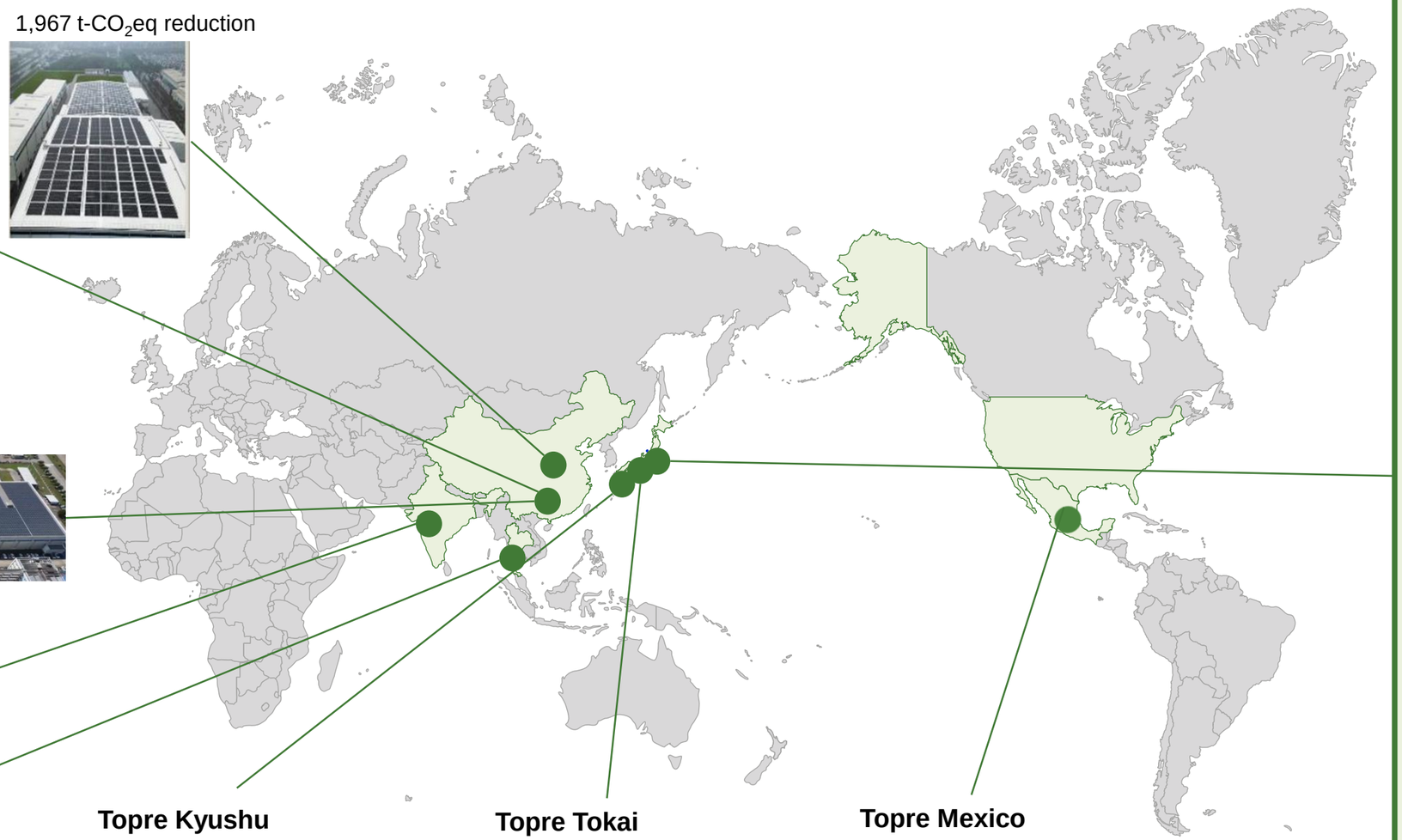
[Overseas bases]

Bases	Results of initiatives in fiscal year 2025
Topre America	• Elimination of external warehouses and shift to closer warehouses
Topre Mexico	• Solar panel installation (expansion): Installation planning ongoing* *Pending government approval for expansion
Topre (Foshan)	• Conversion of company vehicles to EVs: Reduction effect 3.8 t-CO_2eq / year
Topre (Xiangyang)	• Introduction of 1,000 ton alignment machine: Reduction effect 28,260 t-CO_2eq / year
Guangzhou Mitsuike	• Addition of storage tank to air source for 1,000 t-TDM robot: Reduction effect 38.8 t-CO_2eq / year
Topre Thailand	• Conversion of two fan blades from metal fans to fiber fans Reduction effect 7.27 t-CO_2eq / year • Conversion of automatic drain from a drain float type to a drain trap type (17 locations) Reduction effect 11.2 t-CO_2eq / year
Topre India	• Power factor improvement: Reduction effect 66.8 t-CO_2eq / year • Installation of solar panels (completed in March 2026)

Carbon neutrality

State of installation of solar panels

The Topre Group is advancing the installation of solar panels at each base in Japan and overseas as an effort towards the achievement of carbon neutrality by fiscal year 2050. The reductions listed for each base are the estimated annual CO_2 emissions reductions calculated by using the estimated annual power generation of the solar panels to find the reduction in purchased electricity and convert that reduction effect to CO_2 emissions.



Guangzhou Mitsuike

1,309 t-CO_2eq reduction



Topre (Xiangyang)

1,967 t-CO_2eq reduction

Topre (Foshan)

1,939 t-CO_2eq reduction



Topre India

Start of power generation planned for fiscal year 2026

Topre Thailand

459 t-CO_2eq reduction



Topre Kyushu

424 t-CO_2eq reduction



Topre Tokai

481 t-CO_2eq reduction



Topre Mexico

450 t-CO_2eq reduction



Topre

Sagamihara Plant

251 t-CO_2eq reduction



Hiroshima Plant

79 t-CO_2eq reduction



Tochigi Plant

401 t-CO_2eq reduction



Gifu Plant

167 t-CO_2eq reduction



Saitama Plant

214 t-CO_2eq reduction



Social

- Multi-Stakeholder
- Products and services
- Supply chain management
- Human capital management
- Respect for human rights
- Diversity in human resources
- Work styles and education
- Safety and health
- Social contribution activities

Multi-Stakeholder

Multi-Stakeholder Policy

“Multi-Stakeholder Policy”

In our corporate management, Topre will utilize a diverse range of technologies to offer various products and contribute to society. We will appropriately collaborate with multiple diverse stakeholders, including business partners, customers, employees, shareholders and investors, and local communities.
In doing so, we consider returns to employees and consideration for business partners to be of the utmost importance, based on the perspective that the appropriate distribution of earnings and results generated from value creation and productivity improvements between multiple stakeholders will contribute to maintaining the momentum of wage increases and sustainable economic development. Accordingly, we will promote the following initiatives.

1. Returns to employees

Topre will work to achieve sustainable growth and productivity improvements, and focus on maximizing added value, through such measures as prioritizing the allocation of management resources to growth areas and employee skill development and enhancement.
In doing so, based on the profits and results we generate, we will use appropriate methods based on circumstances at Topre to increase wages, in accordance with the “fundamental principle of wage determination,” while also actively investing in human resources, mainly through education, training, etc., to contribute to enhancing employee engagement and further productivity enhancements as another aspect of our comprehensive treatment of employees, as part of our aim to ensure sustainable returns to employees.

(Individual items)

Specifically, with regard to wage increases, while taking into consideration global economic trends, social trends, the status of the Company’s management, and other factors, we will endeavor to appropriately distribute profits by improving our treatment of employees through appropriate dialogue with labor unions.
Additionally, concerning education, training, etc., in line with our Human resource development policy: “Increasing competitive human resources ~ Supporting people who take on challenges and rewarding people who achieve results ~,” we will actively invest in human resources from a medium- to long-term perspective and work to sustainably enhance the value of each and every employee, through measures such as: ① an organization that uses diversity and the improvement of people management abilities; ② support for career autonomy; and ③ embodying human resource development frameworks and implementation of education and training that prioritizes the systematic development of next-generation human resources.
We will hire a diverse range of people, regardless of race, creed, gender, nationality, physical characteristics, or other characteristics, and work to create an environment in which each and every one of these people can work vigorously and actively, demonstrating their own abilities to the maximum.

2. Consideration for business partners

We will continue to comply with the content of the Declaration of Partnership Building.
Furthermore, in the event that the posting of the Declaration of Partnership Building on the portal website is suspended, we will voluntarily withdraw our Multi-Stakeholder Policy.

• Declaration of Partnership Building URL

[https://www.biz-partnership.jp/declaration/134415-05-16-tokyo.pdf]

In addition, we will work to build appropriate relationships when engaging in transactional relationships with business operators exempt from consumption tax, while referring to the national government’s views on business operators exempt from consumption tax and approach to the invoice system for their business partners, and other materials.

We will steadily promote initiatives related to these items, while confirming the status of our initiatives.

December 27, 2024
Updated due to change of Declaration of Partnership Building URL on April 14, 2026

Topre Corporation	Representative Director, President, Executive Officer, Yutaka Yamamoto
Company name	Position, name (with representative authority)

Products and services

Quality Policy

At the Topre Group, we are conscious of our quality assurance philosophy at all bases and in all processes, and in order to unify and improve the Topre brand, we have formulated the Group Quality Policy to be worked on and have rolled it out across the company.
In addition, every year, each plant and related division prepares a Quality Activity Plan based on the Medium-Term Management Plan, the Quality Policy, and the Quality Management Policy, and engages in quality activities.

Topre Group Quality Policy

< Basic way of thinking >
We provide products and services of a quality that can make all customers feel at ease to establish the “Topre quality” that our customers recognize.

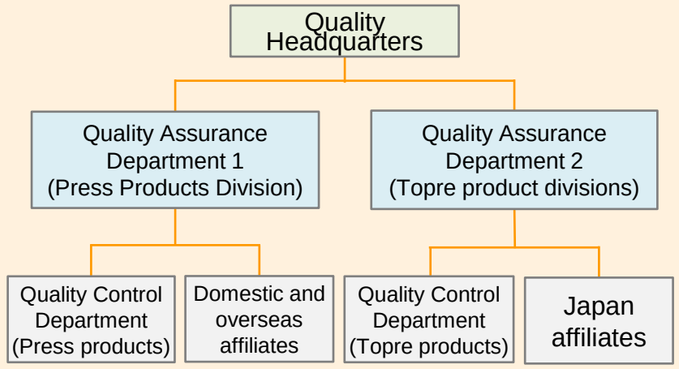
1. We have established a quality management system and each and every employee carries out quality assurance activities.
2. We take on the challenge of improving quality in work at all times, from development to production and sales.
3. We identify market needs and trends accurately, and provide customers with optimal products, services and information.
4. We develop human resources through education and training in order to maintain quality activities.
5. We strive to ensure quality and safety while complying with customer requirements and laws and regulations.
6. We follow the PDCA cycle at all times to make continuous improvements.
7. We maintain good relations with cooperating manufacturers and strive to improve quality.

Established June 28, 2022

Quality management system

Topre’s plants, global subsidiaries and suppliers have standardized their quality assurance systems based on the standard requirements of ISO 9001 or IATF 16949[*1], customer requirements and legal requirements, and built quality management systems that they now operate and manage.
The Topre Group has built a global system with Quality Headquarters positioned at the top of the organization.
In addition, Quality Assurance Department 1 is responsible for maintaining and managing the quality system for press-related products produced at the Topre Group and suppliers, and Quality Assurance Department 2 is responsible for maintaining and managing the quality system for company products related to temperature controlled logistics, air conditioning equipment, and electronic equipment.

Quality control system



< State of acquisition of quality management system certification >
Topre Group production base acquisition rate 89% (17/19 bases)

Press Products Division		
Topre	Sagamihara Plant	IATF 16949[*1]
	Saitama Plant	IATF 16949[*1]
Topre Kyushu		ISO 9001
Topre Tokai		ISO 9001
Mitsuike		ISO 9001
Topre America	Alabama Plant Mississippi Plant	ISO 9001
	Ohio Plant Tennessee Plant	ISO 9001 (Scheduled for acquisition in 2026)
Topre Mexico		IATF 16949[*1]

Press Products Division	
Topre (Foshan)	IATF 16949[*1]
Topre (Xiangyang)	IATF 16949[*1]
Guangzhou Mitsuike	IATF 16949[*1]
Topre Thailand	IATF 16949[*1]/ ISO 9001
Topre India	ISO 9001

Topre product divisions		
Temperature controlled logistics	Hiroshima Plant	ISO 9001
	Tochigi Plant	ISO 9001
Air conditioning equipment	Gifu Plant	ISO 9001
Electronic equipment	Sagamihara Plant	ISO 9001

*1: IATF 16949: A QMS based on the international standard ISO 9001 with additional requirements specific to the automotive industry

Products and services

Quality assurance at the planning and development stages

At the initial stage of product planning and development, the Topre Group designs the standards, regulations and laws that apply to products from the perspective of environmental considerations and lifecycle, and conducts design verification through analysis, verification of safety using prototypes and testing assuming various environments of use to ensure product quality.

Initiatives for QC activities

Continuing since 1970, Topre has held a total of 69 QC competitions as of 2025. These QC competitions are held with QC circles at domestic bases, and also with QC circles invited from overseas bases. This year was the eighth time we held a competition also including overseas bases, named the TQCC Global Competition. At the TQCC Global Competition for 2025, there were approximately 230 participants, including business partners. By moving the venue to Kyushu, we were able to expect participation from the various bases and this led to a revitalization of QC activities.
A total of 16 circles participated from Japan, the US, Mexico, China, Thailand, and India, giving presentations about their day-to-day initiatives. The details of all of the activities were well received, and we were able to deepen friendships with members with whom we usually have little opportunity to interact. We will continue to work on improvements through small group activities and QC circle activities.



8th TQCC Global Competition

In addition, apart from the QC competitions, we have systems that allow the proposal of improvements in quality, health and safety, environmental conservation, and work efficiency. The content of proposals is judged in terms of ingenuity, applicability, effectiveness, etc., and we give prizes and awards in accordance with the points received.

Consistent quality control

The Topre Group is striving to create products that can satisfy customers by strengthening product development and technologies from a customer perspective in order to respond to diversifying needs.
Further, in cooperation with affiliated companies, we are making efforts to improve customer satisfaction by feeding back information on customer needs and problems to products quickly.

Information provision and quality labeling

Topre is striving to provide appropriate information on how to use its products in order for customers to use the company's products safely for a long period of time.
We have prepared product labels and instruction manuals so that customers can operate products, carry out daily maintenance and handle errors safely.

Initiatives for the improvement of maintenance quality

We have established a dedicated department and a system for staff with product knowledge to respond quickly to customer inquiries about product explanations, repairs and replacements.
In addition, we have established a service system that can be deployed nationwide through a system of cooperation with other companies. By sharing maintenance and service information, we maintain uniform maintenance quality nationwide.
In general, with products of high quality, maintenance is easy to understand and consideration is also given to making it easy and safe. We are advancing efforts to improve product quality in newly developed product designs by giving feedback on points for improvement obtained from customers to Design Division and reflecting that in designs, thereby improving the future quality of maintenance.
We provide customers with highly marketable products and easy-to-understand instruction manuals and maintenance explanations. Internally, for staff and service personnel, we will enhance product education and maintenance manuals that are easy-to-understand through the use of photos and videos.
In addition, we will also work on the further improvement of maintenance quality by establishing a system that enables us to respond quickly and correctly to newly developed products as well.

Supply chain management

Purchasing policy

Topre Group Purchasing Policy

< Basic way of thinking >

The Topre Group applies and shares the following policy with the Topre Group as a whole for the procurement of materials. We build relationships of trust with business partners, promote procurement emphasizing CSR and environmental conservation, and roll out initiatives towards the development of a sustainable society.
The responsibility for the formulation of this policy lies with the Purchasing Headquarters. The policy shall be reviewed at least once every five years and revised in line with the changing times or as otherwise necessary.

1. Compliance with law, regulations and social morality
   We promote fair and transparent purchasing activities in compliance with related laws and regulations as well as social morality and norms.
2. Environmental protection
   We implement purchasing activities that lead to environmental conservation based on our environmental policy, and promote “green procurement activities.”
3. Fair and equitable transactions
   We provide open, fair and equitable entry opportunities regardless of nationality, company size or whether or not we have a track record of business.
4. Selection of business partners
   We select based on comprehensive consideration of quality, cost, technology, delivery time and other capabilities, as well as management attitudes and systems.
   In addition, we strengthen cooperation among each division, domestic and overseas bases and related company to ensure the optimal procurement of materials by using the mass benefits of centralized purchasing.
5. Building of relationships of trust
   We establish relationships of trust with business partners through fair and transparent transactions, and promote mutual development. By strengthening trust with suppliers, we realize flexible and timely parts provision to customers.
6. Information protection
   We manage confidential information properly and do not disclose it without mutual approval.
7. Responsible mineral procurement
   We will take measures to ensure that we do not use or avoid the use of conflict minerals or minerals that may contribute to human rights’ violations and environmental pollution, and will promote responsible mineral procurement.

Established: June 28, 2022
Revised: June 10, 2026

Strengthening of supplier partnerships

Our business partners are important for us to produce high-quality products, and we believe the building of cooperative systems is important.
The Topre Group holds a supplier conference once a year to explain the Topre Group’s current situation, strategies, purchasing policy and Topre initiatives.
In fiscal year 2025, we invited around 120 suppliers for the supplier conference, which was held on July 11, 2025.
At this event, we requested that suppliers act in accordance with the “Topre Group Supplier CSR Guidelines” and the “Topre Group Green Procurement Guidelines,” and also requested their cooperation with “supplier CSR surveys” to check each supplier’s CSR initiatives, as well as “CO_2 emissions reductions.”
We will promote procurement that emphasizes CSR and the environment, strive to build relationships of trust with business partners throughout the group, and aim to contribute to the realization of a sustainable society.
At the company’s QC Circle Competitions, we share information on quality and manufacturing processes and consider issues. We also ask business partners to present examples of their quality improvements and work with them to raise awareness of quality.
Apart from that, the company’s Parts Acceptance Division visits suppliers regularly to conduct on-site audits of manufacturing processes, provide advice on improvements, and propose improvements to the work environment.



Fiscal year 2025 supplier conference

Supply chain management

Declaration of Partnership Building

In order to build new partnerships by promoting collaboration, coexistence, and co-prosperity with business partners throughout the entire supply chain and business operators working to create value, Topre has formulated and announced a “Declaration of Partnership Building.”

“Declaration of Partnership Building”

In order to build new partnerships by promoting collaboration, coexistence, and co-prosperity with business partners throughout the supply chain and business operators working to create value, Topre hereby declares that it will prioritize the following matters.

1. Coexistence and co-prosperity across the supply chain as a whole and new collaboration beyond the boundaries of scale, affiliates, etc.

By reaching out not only to direct business partners, but also to business partners in deeper levels of the supply chain, we will work to increase added value throughout the supply chain as a whole, while at the same time collaborating beyond the scope of existing business relationships, corporate scale, etc., as part of our aim to ensure coexistence and build co-prosperity with business partners.

(Individual items)
We provide advice and support for cybersecurity measures.

2. Compliance with “promotion standards”

We will comply with desirable practices for transactions between entrusting business operators and small and medium-sized entrusted business operators (“promotion standards,” based on the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises), and actively work to rectify business and commercial practices that prevent the building of partnerships with business partners, including through the improvement of ordering methods, improvement of price determination methods, improvement of fee payment methods, improvement of transaction conditions concerning molds, etc., protection of intellectual property, and optimization of transactions, etc.

December 25, 2024
(Updated April 14, 2026)

This declaration is made after understanding the content of the "Promotion Standards" based on the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises.

Topre Corporation	Yutaka Yamamoto, Representative Director, President, Executive Officer
Company name	Position, name (person with representative authority)

Business partner sustainability initiatives

We will ensure an understanding of sustainability among our business partners through the “Topre Group CSR Guidelines” and the “Topre Group Green Procurement Guidelines.”
In fiscal year 2025, we conducted a questionnaire survey of 62 suppliers regarding our ESG Databook.

Tour of Topre Tochigi Plant by Topre Cooperative Association

Following on from the fiscal year 2024 tour of the Topre Kyushu Plant, in fiscal year 2025, we invited 80 business partner companies on a tour of the Tochigi Plant on November 7, 2025, as a tour of Topre refrigerated vehicle production.
While promoting communication with our business partners, we are also pursuing initiatives to increase their understanding of Topre as part of our efforts to build partnerships.
We will make similar plans in fiscal year 2026.


Tour of the Topre Tochigi Plant




Reception

Supply chain management

CSR procurement

The Topre Group has established the “Topre Group Supplier CSR Guidelines” for the further promotion of CSR procurement, and under the Basic Philosophy “to create products and services by maximizing its technical expertise in order to contribute positively to the societies in which it conducts business” clarifies its approach to CSR as well as requirements for business partners concerning human rights, labor, health and safety, anti-corruption measures and consideration for the environment, and promotes CSR initiatives across the supply chain together with business partners.

● Initiatives for the promotion of CSR procurement

Through the “Topre Group Supplier CSR Guidelines” issued by Topre, we will have existing business partners understand CSR activities centered on quality, human rights, the environment and compliance with laws and regulations, and request the diffusion and spread of CSR initiatives.
In addition, we will work on the promotion of sustainable procurement in cooperation with business partners by asking them to fill out a “Confirmation of Agreement,” including matters such as cooperation with each guideline.

Supplier CSR Guidelines



Supplier CSR Guidelines
https://www.topre.co.jp/en/sustainability/social/files/en_csr_guideline.pdf

● Surveys on business partner CSR activities

In each division in Japan, the Topre Group conducts annual supplier CSR surveys of business partners selected in consideration of highly important components and transaction amounts.
We survey matters such as “general aspects of CSR, safety and quality of products and services, human rights and labor, environment, and compliance,” then score and assess the results, enabling us to identify business partners with high potential risk in CSR activities.
We work to enhance business partners’ CSR initiatives, including requesting that business partners that we have identified as having high risk make voluntary improvements.

Promotion of green procurement

The Topre Group has established the “Topre Group Green Procurement Guidelines” as its basic way of thinking on consideration for the environment in procurement activities, including Topre’s way of thinking on carbon neutrality and a request to business partners to reduce GHG emissions. In addition, as an initiative at the procurement stage, we promote “green procurement,” by which we procure from business partners who are positive about environmental improvement activities, such as materials, parts and units considerate of the environment.

Green Procurement Guidelines



Business partner hotline

In order to maintain fair, impartial, and highly transparent transactions with related business partners, the Topre Group has established a contact point for business partners to report.
We promise to protect reporters so that there is no disadvantageous treatment or deterioration of the trading environment due to reporting, and handle personal information based on Topre’s protection of personal information.
This contact point has been established in a division independent of Purchasing Division, and the manager in charge of compliance investigates the details reported and takes appropriate action.

Purchasing personnel

The Topre Group provides education to employees towards the thorough implementation of fair and transparent transactions and the promotion of CSR throughout the supply chain, and provides regular education and training for purchasing personnel. In recent years, these efforts have led to an increase in the skills and knowledge of personnel regarding the Act on Ensuring Proper Transactions Involving Specified Entrusted Business Operators, compliance, CSR procurement and other areas of particular importance.
In addition, we also provide education and guidance on their attitude as employees and buyers.

Human capital management

Human capital management initiatives

Basic policy on human capital management

The Topre Group's human resource policy is to "cultivate human resources who are independent in everything, always have a bird's-eye view of the situation, and work logically." As economic activities become more globalized and the birthrate in Japan declines and the population ages, we are aiming to become "a group that grasps the situation objectively and acts logically towards the achievement of goals." In addition, we raised "We strive to develop human resources and create an environment that is easy to work in, and expand opportunities for people with awareness of diversity to play active roles. We will continue to be a company that is responsible to the employees who will lead the next generation" as one of our basic policies in the 16th Medium-Term Management Plan, which started in fiscal year 2024.

Key themes / ideal situation

1. Respect for human rights
   - Understanding and penetration through the continuous implementation of education on human rights and diversity
   - Reduction of governance risk by implementing human rights due diligence
2. Activities of diverse human resources
   - Creation of accepting and diverse workplaces
   - Creation of an organization that allows flexible work styles
   - Training and guidance tailored to the individuality of each employee

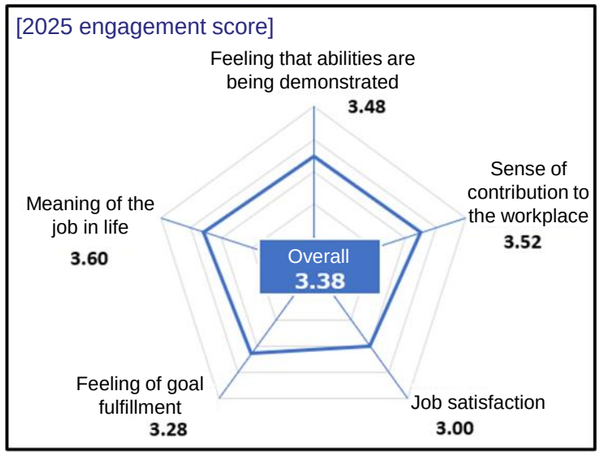
Engagement surveys

At Topre, since fiscal year 2023, we have conducted "engagement surveys" aimed at grasping the current situation and extracting issues for future development. In the most recent fiscal year 2025 survey results, the overall score was 3.38, which was almost unchanged (+0.01 points) from the previous fiscal year.
Although there was not much change seen in the numerical values, detailed analysis confirmed the following changes.

< Factors increasing the score >
- There was an improved level of satisfaction with our stance on personnel hiring and our hiring results
- There was an improved level of satisfaction with our provision of education and training opportunities

< Factors lowering the score >
- There had been a decline in the sense of satisfaction with the individual work goals, and in the drive to achieve them
- There had been a decline in the speed and degree of penetration of the communication of intention and information from superiors to subordinates

Based on these results, the Human Resources Division and each division are currently working together to consider solutions for the issues in individual organizations. Going forward, we plan to promote an annual improvement cycle that runs from the identification of issues to the implementation of countermeasures, verification, and the decision on the next steps to be taken.
We will continue fixed point observation of the state of engagement and maintain an accurate awareness of issues, points of change, and strengths, to lead to the execution of measures aimed at further development and the measurement of their effectiveness.



*Scores for each item: From maximum value of 5.00 to minimum value of 1.00

Respect for human rights

Basic policy on respect for human rights

Topre Group basic policy on respect for human rights

< Basic way of thinking >
In conducting business activities, we fulfill our responsibility to respect human rights, which are fundamental human rights.
We raise “respect for human rights and diversity” in the Topre Group Code of Conduct, which is the standard for employee behavior, and are implementing initiatives related to respect for human rights having clarified in the Code of Conduct that “We respect human rights and do not tolerate discrimination or any kind of harassment, etc. based on race, creed, gender, nationality, physical characteristics or any other reason in any case.”
Through this policy, we will build a system for the respect of human rights and handle this appropriately. This policy applies to all officers, employees, and all stakeholders including business partners of the Topre Group, and we request their understanding and commitment.
The responsibility for the formulation of this policy lies with the Administrative Headquarters Human Resources Division. The policy shall be reviewed at least once every five years and revised in line with the changing times or as otherwise necessary.

1. Respect for human rights
   - In order to respect human rights and accept diversity, we respect the diverse abilities, individuality and sense of value of each and every employee.
   - We do not tolerate discrimination based on race, creed, gender, nationality, physical characteristics or any other reason, or any harassment that harms human rights or somebody’s personality.
   - We do not tolerate child labor, forced labor or human trafficking.
   - We pursue constructive dialogue with employees to deepen mutual understanding and build good labor-management relations.
2. Responses to human rights risks
   We apprehend human rights violations as a human rights risk and build and manage appropriately processes to identify, mitigate and prevent human rights risks.
3. Protection and relief of human rights
   We will strive for the protection and relief of human rights if a human rights violation is made clear.
4. Notification to stakeholders
   We communicate our human rights expectations to our employees and all stakeholders, including our business partners and customers.
5. Appropriate labor management
   We comply with laws and regulations concerning labor that are applicable in each country and region to ensure the health and livelihood of our employees.
   We provide and manage appropriate work environments for employees, strive to reduce long working hours, and pay wages that exceed the minimum wage.
6. Education and enlightenment
   We implement appropriate education and enlightenment activities regarding respect for human rights for all officers and employees.
7. Information disclosure
   We disclose the state of implementation of our initiatives for the respect of human rights to the general public.

Established: June 28, 2022
Revised: June 10, 2026

Initiatives for the improvement of awareness of human rights

The Topre Group advocates “respect for human rights and diversity” in our Code of Conduct, which applies to all employees, and has declared in the Code of Conduct that “We respect human rights and do not tolerate discrimination or any kind of harassment, etc. based on race, creed, gender, nationality, physical characteristics or any other reason in any case.”
Based on this policy, we endeavor to increase awareness of human rights among employees, including the prohibition of discrimination and prevention of harassment in day-to-day activities. In particular, we implement the following measures as specific initiatives to prevent harassment.

1. Enforcement of anti-harassment regulations
   We have established and are enforcing company-wide regulations and rules to prevent and eliminate workplace harassment, especially power harassment, sexual harassment, and maternity harassment.
   These rules clarify prohibited behavior in the workplace and who manages and supervises it, as well as clearly stating who can be contacted in the event of harassment, protection of the personal information of those who come to the consultation, prohibition of unfavorable treatment, and disciplinary action against those who commit harassment.

2. Regular harassment education
   We provide harassment education to employees, including those of domestic group companies. Specifically, we conduct management training for the presidents and managers of domestic affiliated companies, including the acquisition of basic knowledge such as “the current situation and examples of workplace harassment” and “key points for preventing harassment,” as well as “how to deal with harassment when it occurs” and “how to reprimand (not scold) subordinates.” Going forward, we plan to continue providing regular training, primarily for management-level employees.

Respect for human rights

Consultation on human rights

We have established a formal consultation and reporting system that is available to internal and external stakeholders regarding human rights issues, and we strictly guarantee the anonymity of those who make a report.
The methods for consultation are by email, telephone or letter, and matters are accepted even if anonymous.
If we discover that we have caused or contributed to a negative impact on human rights, we will endeavor to correct or remedy the situation by appropriate measures.
Consultations regarding human rights, including harassment, are handled by the Human Resources Department.
After being consulted, we investigate the actual situation promptly, and if there is evidence of a human rights violation or harassment, we consider and implement the measures that should be taken while giving full consideration to second harassment.

Responses to human rights risks

The Topre Group has established items concerning respect for human rights in the “Topre Group Supplier CSR Guidelines” based on the international principles of the “Guiding Principles on Business and Human Rights” and “Children's Rights and Business Principles.”
We are promoting compliance initiatives together with suppliers aimed at the thorough implementation of respect for human rights throughout our supply chain.

Respect for the rights of the child

The Topre Group gives donations to pediatric cancer facilities and orphanages to support the promotion of children’s health and the development of their educational environment.

Promotion of proper labor practices at bases overseas

The Topre Group respects the human rights of each individual employee at bases in Japan and overseas and works to create safe and secure workplace environments. In addition to complying with the labor-related laws and regulations in the countries and regions in which we operate, we are also striving to create comfortable working environments for our employees, including by ensuring appropriate working conditions, improving occupational health and safety, and enhancing welfare programs.

On June 25, 2025, Topre Thailand was certified as a company implementing Good Labour Practices (GLP) by the Thai Department of Labour Protection and Welfare. GLP is an initiative to promote the establishment of good labor practices in companies. It emphasizes the elimination of child labor and forced labor, proper management of employment, appropriate working conditions such as working hours and wages, occupational health and safety, welfare, and good communication with employees. On August 21, 2025, Topre Thailand obtained certification in the "White Factory" project as a drug-free workplace, and is working to create a healthy working environment that considers the health and safety of employees.

The Topre Group will continue to promote the establishment of proper labor practices based on respect for human rights throughout the Group, including at bases overseas, and will strive to create workplaces where employees can demonstrate their abilities with peace of mind.


The Department of Labour Protection and Welfare

presents this certificate to

Topre (Thailand) Co., Ltd.

111 Moo 3, Khlong Suan, Bang Bo, Samut Prakan, Thailand

In recognition of the implementation of Good Labour Practices: GLP

and the use of GLP logo for administration and management in the enterprise

The use of the logo is valid from 25th June 2025 to 24th June 2027.

Given on 25th June 2025

Lieutenant Saroch Komkay

(Saroch Komkay)

Director - General

Department of Labour Protection and Welfare





Certificate and certification ceremony

Respect for human rights

Response to customer harassment

Topre Group has established the “Customer Harassment Policy” to ensure that harassment is not tolerated, that employees and others are respected and their human rights are protected, and that they can perform their duties with peace of mind.

Topre Group Customer Harassment Policy

■ Introduction

Under our basic philosophy “to create products and services by maximizing its technical expertise in order to contribute positively to the societies in which it conducts business”, the Topre Group aims to meet the expectations and trust of all stakeholders, realize sustainable enhancement of corporate value, and provide happiness and joy through our business activities.
The Topre Group appreciates your warm support, encouragement, and sometimes critical feedback in relation to our products and services, which we take into consideration.
Unfortunately, however, there are some cases that go beyond the bounds of normal to constitute “customer harassment” and this forms a human rights issue that affects the dignity of all Topre Group employees and related parties, including employees of partner companies (hereinafter collectively referred to as “Topre Group employees, etc.”) and causes the workplace environment to deteriorate.
Topre Group has established the following “Customer Harassment Policy” to ensure that harassment is never tolerated and that employees, etc. are respected and their human rights are protected, so that they can perform their duties without duress.

■ Definition of customer harassment

Complaints or actions by customers or third parties (including business partners, etc.), where the content of the request is not deemed reasonable, or where the means or manner of achieving the request is socially unjustifiable in light of its reasonableness, and the working environment for Topre Group employees, etc. may be harmed by the means or manner of achieving the request.

■ Examples of customer harassment

- Acts of violence or physical aggression
- Intimidation, threats, menacing behavior, or other intimidating or extremely abusive language or behavior
- Insulting, character-denigrating, or otherwise abusive language
- Words or deeds that are defamatory, or that damage economic credibility
- Discriminatory or sexual language or behavior
- Any act that violates the privacy of Topre Group employees, etc.
- Requests for support that go beyond the scope of the warranty, or other requests for services that are socially unacceptably excessive or unrelated to the products and services provided by the Topre Group
- Demanding an apology, demanding compensation in the form of money or other compensation, or demanding the punishment of Topre Group employees, etc. in a manner without reasonable cause
- Keeping a Topre Group employee occupied for a prolonged period or repeatedly reproaching them in connection with the same request or complaint
- Acts that cause severe mental stress or fear to individual employees of the Topre Group, such as bullying, unnecessary harassment, persistent aggression, stalking, and ambushing, etc.
- Acts that cause severe mental stress or pressure on individual employees of the Topre Group, etc., by repeatedly saying or engaging in actions that promote suicide or self-harm
- Words or actions that induce or promote suicide or self-harm by Topre Group employees, etc. or third parties
- Any act that causes severe mental stress or fear or any act that we deem will cause an unacceptable degree of hindrance from the viewpoint of protecting Topre Group employees, etc. from harm or distress
- Posting or disseminating slander and false information on social networking services and the Internet or sending false information to the Topre Group
- Unilateral and excessive communication to the Topre Group’s official website
- Any act of photographing or recording Topre Group employees, etc. or recording audio without consent. In addition, the act of using or spreading images, videos, or sounds that include an individual’s face or voice in a manner that is uncomfortable for or offensive to the individual
- Other acts the Topre Group deems highly malicious from the viewpoint of protecting Topre Group employees, etc.

The above definitions and examples of conduct that Topre Group considers to be beyond the scope of socially accepted norms are provided as illustrative examples only, and do not constitute all forms of customer harassment.

■ Our response to customer harassment

If Topre Group determines that a customer has engaged in conduct that exceeds the scope of socially accepted norms towards a Topre Group Employee, etc., we may refuse or suspend a transaction, the provision of customer service, or part or all of other services.
Furthermore, if we determine that the behavior is malicious, we will take appropriate action, including legal action and criminal proceedings, after contacting lawyers, the police, and other parties associated with the individual concerned, as necessary.

Date of enactment: February 1, 2025
Topre Corporation
Representative Director, President, Executive Officer, Yutaka Yamamoto

Diversity in human resources

Promotion of diversity

We aim to create an environment in which each and every employee, regardless of race, creed, gender, nationality, age, LGBTQ, religion or disability, can work actively, demonstrating their abilities to the maximum.

Recruitment of diverse human resources

While we carry out human resource recruitment activities continuously, we are working positively on the recruitment of women as well as foreign nationals and people with disabilities. As part of our recruitment of women and foreign nationals, when hiring new graduates and mid-career employees, we actively increase motivation among applicants through corporate PR and explanations of the work, resulting in yearly increases in the number of entrants in line with our fair and appropriate selection processes and standards. As a result, the opportunities for their active participation have also expanded, and a virtuous cycle is being created of hiring → development → active participation → increase in headcount through recruitment → hiring.

Referral and alumni recruitment

In light of the intensification of competition to procure human resources due to the decline in the working population, as well as the increasingly active job change market and growing mobility of human resources, the Topre Group implements the “referral and alumni” system as a measure to acquire the human resources the Group is looking for stably, and this has resulted in the acquisition of more than 10 persons each year.

Rehiring of seniors

Currently, the Topre Group has introduced a continuous employment system based on the Act on Employment Security of Elderly Persons. In addition, we also continue to employ senior workers of the age of 65 or above by providing them with appropriate jobs and work environments based on their wishes and aptitudes.
Moreover, in anticipation of the obligatory raising of the mandatory retirement age in the future, we are striving to improve the treatment of employees by raising wage levels, establishing work systems considerate of individual circumstances, such as nursing care.

Employment of people with disabilities

We recognize that the employment of people with disabilities is a responsibility that companies should fulfill and view it as an important issue for the creation of new value based on the realization of diversity. For the maintenance and expansion of recruitment, we are conducting internal education and awareness raising activities on consideration and safety measures at the workplace level tailored to individual circumstances, and promoting the building and maintenance of an environment in which people with disabilities can work with peace of mind. At the same time, there has also been an impact from our continuous recruitment of new human resources, resulting in a proportion of disabled workers of 2.8% in Topre (as of March 31, 2026), above the statutory proportion of workers. As an ongoing initiative since January 2022, we are using a farm that is part of a social farm.
In addition, we provide the general managers of each division regular opportunities to attend briefings and tour workplaces to promote understanding of the employment of people with disabilities and expand the number of divisions that accept them. In future, we will continue to maintain and expand a work environment in which people with disabilities can play active roles, and will promote the employment of people with disabilities positively.



Working on a farm



Division general manager training at the farm

Hiring of foreign employees

In the Topre Group’s recruitment activities for foreign national employees, we conduct fair screening of all applicants, and this also applies to foreign nationals. We hire people in accordance with their skills and experience, regardless of race, nationality, etc.
If hiring foreign nationals in particular, we assist the acquisition of work visas, provide a residence, and support various procedures. In addition, we also accept foreign technical trainees positively, which leads to the invigoration of the company through diversity.

Diversity in human resources

Promotion of diversity

Promotion of female participation

As a group of manufacturing companies, the Topre Group has many employees engaged in technical and engineering roles, but the proportion of women doing such work is small, and applicants to our recruitment efforts have been few in the past. As a result, the proportion of female employees is low. To improve this situation, we are actively recruiting women, both in regular (new graduate) recruitment and year-round (mid-career) recruitment.

There are currently three female managers, but this number is expected to increase in stages in the future. In addition to the positive recruitment of women, as mentioned, this is also due to the impact of carrying out fair personnel evaluations and human resources development regardless of gender, nationality, etc., which we have done for some time.

The take-up rate for childcare leave and return to work rate among female employees are both 100%. In recent years, we have also been promoting the taking of childcare leave by male employees, resulting in a take-up rate of 66.0% in fiscal year 2025, which was up 18.6 percentage points from the previous year.

In addition, in fiscal year 2025, we newly established a working group for the promotion of female participation. The group consists of 13 female employees and has started its activities. Specifically, under the supervision of an external facilitator, the members held a frank dialogue on topics such as things they have felt in their daily work, their sense of satisfaction with working, and the current issues. As a result of this dialogue, we recognized that there is still a feeling of insufficiency regarding our efforts to create an environment where people can speak up with peace of mind. Going forward, our policy is to position this as one of the issues related to engagement improvement and we will consider solutions.

General Employer Action Plan based on Act on Promotion of Women's Participation and Advancement in the Workplace

(April 1, 2021 to March 31, 2027)

Goal (Provide opportunities for working life to female workers)

Ensure the proportion of female managers is at least 3% by March 31, 2027

< Details of initiatives >

From April 2024

- Internal sharing and dissemination of goals
- Expansion of mid-career hiring of female managerial candidates
- Implementation of management training for managerial roles

From April 2025

- Implementation of career training for female employees
- Promotion of awareness of various systems such as prenatal and postnatal leave, childcare leave, and childcare leave benefits

From April 2026

- Implementation of training to strengthen leadership for female managerial candidates
- Introduction of mentor system

[Publication of information related to the current status of the above goals]

Proportion of female managers ... 1.5% (as of March 31, 2024)

Work styles and education

Work-life balance

The Topre Group is striving to enhance leave systems and welfare programs so that each and every employee can enjoy their daily work and life comfortably.

Support for flexible work styles

The Topre Group is promoting the establishment of an environment so that employees can work flexibly tailored to individual work characteristics, workloads, etc., including a flexible work hours system, working from home depending on the details of work, and staggered work hours. Additionally, in order to contribute to increasing operational quality and boosting speed by facilitating variation in workstyles, we recommend and promote the planned taking of annual paid leave at all workplaces, while also granting “special leave (refresh leave)” in accordance with years of service.
Furthermore, we have been enhancing welfare benefits each year, including beginning the provision of “welfare services” that employees and their families can select from a range of content numbering about 3.5 million in fiscal year 2024, and introducing a defined contribution (DC) pension plan in fiscal year 2025.
As a result of efforts such as these, in March 2026 we were certified as a company with Excellence in Employee Welfare in the Hataraku Yell 2026 commendations of corporations that make efforts to enhance and utilize welfare programs.
We will continue to consider and implement various initiatives to aim to realize an environment in which each and every employee can lead a fulfilling life and stay healthy both physically and mentally, while also enabling them to continue working vigorously with high motivation.

Balancing support systems

• Balancing of work and childcare

Based on the Act on Advancement of Measures to Support Raising Next-Generation Children, the Topre Group formulated and is implementing an action plan to build an environment in which all employees can work vigorously, demonstrating their abilities to the full, and balance work and the raising of children.

• Balancing of work and nursing care

We have a system under which employees can use nursing care leave up to three times within a total of 93 days for each family member who needs nursing care, and a shorter work hours system for employees to provide nursing care for family members.

General Employer Action Plan based on the Act on Advancement of Measures to Support Raising Next Generation Children
(April 1, 2021 to March 31, 2027)

Goals (Development of an employment environment that contributes to the balancing of working life and home life)
Reduce average monthly overtime hours per employee by at least 10% compared with actual data for fiscal year 2023

< Details of initiatives >

From April 2024
- Identification of current company-wide status of overtime hours and issues
- Strengthen human capital through mid-career hiring
- Creation of “no overtime days” and company-wide roll-out

From April 2025
- Share messages from management aimed at reducing overtime hours
- Set and manage goals for the reduction of overtime hours for each division
- Promotion of the utilization of flextime and teleworking systems

From April 2026
- Consideration and implementation of measures to increase labor efficiency through the development of information infrastructure
- Share examples of reducing overtime and roll out horizontally

[Publication of information related to the current status of the above goals]
Average monthly overtime hours per employee ... 28.8 hours/month (actual data for fiscal year 2023)

Work styles and education

Labor practices

Initiatives for overtime work

Based on the enforcement of the revised Labor Standards Act, the Topre Group emphasizes the “understanding of actual work hours,” the major premise in the management of overtime.
The eyes of all of society are currently turned towards “overtime cap regulations,” but working towards work style reforms without taking stock of workloads and work methods, and eliminating unreasonable, wasteful and redundant work may also conversely increase unpaid overtime and other compliance risks.
Because of this, the Topre Group has a common understanding that “work style reform cannot be realized overnight,” and is working firstly to grasp the current situation, gather opinions, and reform the awareness of each and every employee.

• Addressing long work hours

Long work hours can cause chronic lack of sleep and fatigue, which can reduce productivity and increase the risk of unforeseen accidents. To address this issue, the Topre Group concludes “36 labor agreements” through labor-management discussions and has employees undertake interviews with industrial physicians.
Managers thoroughly manage labor, based on agreements between labor and management, such as “no more than 45 hours of overtime work per month, with a maximum of 75 hours per month or 720 hours per year.”
In addition, to encourage employees to take their annual paid leave, we have set a target for employees to take at least nine days of annual paid leave, and are striving for the realization of an environment that is easy to work in.

• Premium wage rate

Under the Labor Standards Act, the premium wage rate for overtime work is at least 25 percent, but Topre’s premium wage rate is 30 percent. Similarly, we have also set premium wage rates above the statutory rates for holiday work at 40% (above the statutory rate of 35%) and late-night work at 30% (above the statutory 25%).

Leave systems

• Annual paid leave

Under the Labor Standards Act, if an employee’s attendance rate is 80% or more six months after joining the company, the company must grant them 10 days of annual paid leave, but the Topre Group grants 12 days of annual paid leave from the time of joining the company. Moreover, we have set the maximum number of days of annual paid leave granted at 23 days, which is above the statutory 20 days.
In addition, although legally, unused annual paid leave expires after two years, the Topre Group has established a “conserved annual paid leave” system that allows employees to accumulate up to 50 days of expired annual paid leave.

• Refresh leave

For employees who have been reached 10, 20, 30 or 40 years of service, we grant two days of special leave known as “refresh leave,” and give them 100,000 yen as funds to refresh.

Good relations with the labor union

The company and the Topre Labor Union strive for the maintenance and strengthening of sound labor-management relations by engaging in thorough communication at all times. Specifically, we hold labor-management meetings twice a year overall and at plants to discuss issues in matters such as working conditions and production activities, and to communicate with each other.

Work styles and education

Human resource development

Human resource development policy

Human resource development policy

“Increasing competitive human resources”
~ Supporting people who take on challenges and rewarding people who achieve results ~

To realize continuous business growth and success, being an organization that can continue to provide value to customers is essential.

We think it is important to shape employees towards new leaps forward by allowing them to evolve field, technological and product capabilities based on free and flexible ideas.

We will continue to pursue this kind of dynamic organization where we advance towards our goals while everybody enjoys and is excited about change.

Established June 28, 2022

Internal environment development policy

Internal environment development policy

For further growth in the future, Topre will support the potential of people who take on challenges and appropriately reward people who achieve results.

1. Desired human resource image
   Go beyond your limits: Enjoy the challenge of breaking the mold! This will lead to new leaps forward by allowing the evolution of field, technological and product capabilities. These include evolution as a person, the evolution of manufacturing and the evolution of the company based on free and flexible ideas.
2. Support
   It is up to individuals to take on challenges and grasp opportunities, and to use them for their own growth. Take on challenges one after the other without fear of failure. We will continue to provide opportunities for diverse people with individuality to gather and grow through friendly competition.
3. Compensation
   We reward people who take on challenges and achieve results.
   Regardless of age, gender, nationality or educational background, if you have ability and motivation, there are endless opportunities to flourish. If you take on challenges and do well, the company will reward you for your achievements.

Established June 28, 2022

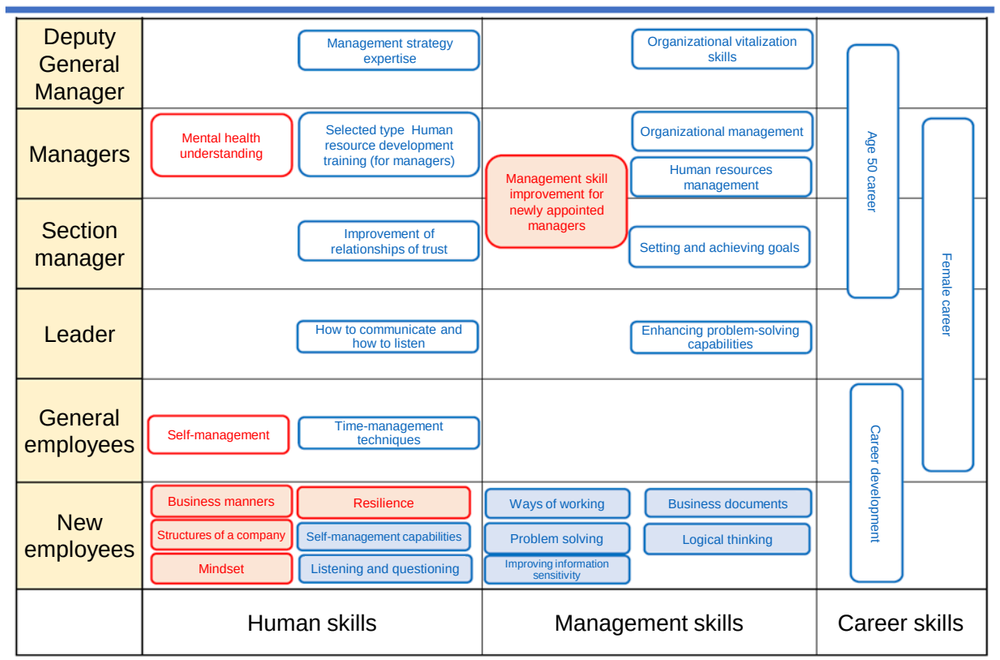
Work styles and education

Human resource development

● Establishment of a hierarchical education system

The Topre Group is working to expand our hierarchical education program, the root of our education and training system, based on the following priority themes: 1) an organization that uses diversity and the improvement of people management abilities; 2) support for career autonomy; and 3) the systematic development of the next-generation of core human resources. The theme given the greatest priority is “an organization that uses diversity and the improvement of people management abilities,” and we provide opportunities for human resources that will lead organizations to correctly recognize the differences in values and thinking styles in a diverse group of human resources, and refine their human skills centered on communication ability.
In addition, for “Support for employee career autonomy,” we provide training opportunities by age for new employees in their 20s, mid-career employees in their 30s, and veteran employees in their 40s and 50s, and have prepared a system for people to think about their careers in life from various perspectives, which enhances their independence and leads to the improvement of work performance.

Hierarchical education system diagram



● Development of global human resources

The Topre Group implements overseas training mainly for young employees. By experiencing and learning practical business in a global business environment, participants develop a broad perspective, the ability to think freely, an international outlook and leadership skills. Such training is aimed at developing systematically the human resources who will become the core of the Topre Group in the near future.

● Next generation production human resources development program

The “Next generation production human resources development program” is a measure designed to nurture future core human resources in a long-term and systematic manner. It provides courses to acquire the unique ways of thinking and methods of the company in topics such as press technology, welding technology, development design, materials and cost. The program is open to all employees regardless of organizational division. Employees in each specialized department serve as the lecturers, so the courses provide an opportunity for growth not only for the employees who are taught, but also for the employees who teach. On the other hand, there are also programs that are taught by executive officers, and because anybody can participate regardless of affiliation, qualifications, or responsibilities, etc., it also produces the effects of raising skill levels company-wide, and promoting the sharing of information and functional collaboration across divisions.
After the establishment and first opening of the new courses in fiscal year 2022, we gained an understanding of the educational needs and revised the courses accordingly each fiscal year. We now have an established operational structure and are currently considering measures to further expand the number of students. We also plan to further enhance the courses we hold so that they can be used not only to acquire knowledge, but also as a venue for interaction between human resources from different organizations.

● Development of employees who have acquired skills

We are making efforts towards the continuous development of employees who have acquired skills through the implementation of education on the “Topre way of manufacturing” for the certain transfer of manufacturing knowledge and skills to occur, “superior education for section managers, plant managers and leaders by rank” and “education on practical improvement methods” aimed at the improvement of productivity.

Safety and health

Occupational Health and Safety Policy

Occupational Health and Safety Policy

< Basic way of thinking >

When conducting our business activities, we fulfill our responsibility to promote safety and health activities as an effort to create safe and comfortable workplaces.

We raise “Safety and health” in the Topre Group Code of Conduct, which is the standard for employee behavior, and we are implementing initiatives related to occupational safety and health. Through this policy, we will build a system for occupational safety and health and handle this appropriately. This policy applies to all officers and employees of all companies of the Topre Group, and all stakeholders including business partners of the Group, and we request their understanding and commitment.

The responsibility for the formulation of this policy lies with the person in charge of the Occupational Health and Safety Management System as defined in "2.2 Responsibilities and Authority." The policy shall be reviewed at least once every five years and revised in line with the changing times or as otherwise necessary.

< Basic Philosophy on Health and Safety >

Our philosophy of respect for people is to “prioritize safety in everything” and to create safe, healthy, and comfortable workplaces through the participation of all employees.

< Policy >

Prioritize the health and safety of employees above all else.

We eliminate occupational accidents and create safe and healthy work environments. (From Code of Conduct Section 6)

1. Effectively promote health and safety activities and continuously improve health and safety standards through the appropriate implementation and operation of the Occupational Health and Safety Management System.
2. Comply with all laws and regulations involving health and safety, and establish any necessary voluntary standards in an effort to maintain and improve the management level.
3. Respect agreements with workers (employees) and their representatives, based on the understanding that health and safety are achieved through good communication.
4. Establish an organizational structure that enables the promotion of health and safety activities, and clarify where responsibilities lie.
5. Thoroughly conduct risk assessments (prior evaluation of dangers and hazards) in all aspects of business activities to prevent accidents.
6. Provide all workers with a sufficient level of education and training necessary to ensure health and safety.
7. Enhance health management to prevent health problems caused by overwork and mental health issues in an effort to maintain and promote the health of workers.

Established July 30, 2007
Revised June 10, 2026

Health and safety initiatives

Basic way of thinking on safety and health

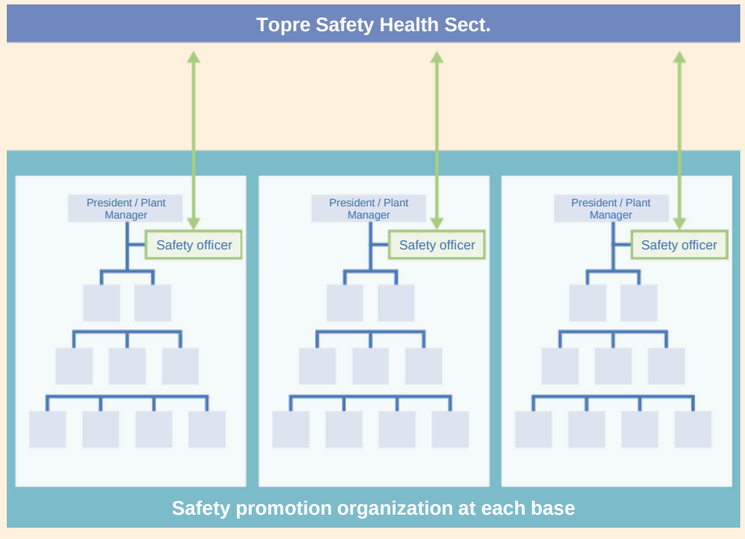
The Topre Group has enacted Safety and Health Management Regulations, establishes the matters required for safety and health management, and carries out continuous occupational safety and health management independently to reduce the potential danger of occupational accidents, promote the health of all employees, promote comfortable work environments and improve the level of safety and health at all plants.

In addition, the Topre Group's occupational safety and health management system has been established, with the General Manager of the Administrative Headquarters, who is also a Director, Senior Executive Officer, as the person in charge. The system promotes occupational safety and health activities in cooperation with all stakeholders, including employees, temporary workers, and contractors throughout the Topre Group.

• Formulation of safety standard systems

The Topre Group has formulated a group-wide safety standard system to promote and implement intrinsic safety based on the principle of respect for people - “prioritize safety in everything.” Based on this safety standard system, we promote safety activities and establish safety rules to protect the safety of employees. We are aiming for the realization of zero hazards from zero accidents.

Safety and health systems



Safety and health

Health and safety initiatives

Initiatives for the creation of safe workplaces

The Topre Group's employees definitely receive safety training when entering the company, and the company distributes safety guidance to all employees, has established and uses a safety experience room where employees can experience simulations of the dangers of equipment, etc., and conducts risk assessments aimed at the creation of workplaces where employees can work with peace of mind. In addition, we also install easy-to-understand stickers on sidewalks to raise awareness of safety.



Safety experience room

Handling when occupational accidents and incidents occur

We have established guidelines for dealing with accidents when they occur that apply to the occurrence of accidents at the Topre Group, stating clearly how to handle accident victims, including moving them, emergency treatment and methods of transportation.
In addition, the safety manager at the workplace where an accident occurs will grasp the state of the accident and prepare an accident report aimed at the prevention of similar accidents. Reports are rolled out horizontally throughout the group as safety bulletins through Safety Health Sect.
In recent years, there have been no serious accidents* resulting in permanent physical disabilities, but serious accidents are positioned as a priority issue for each business location, and many of the serious accidents in the past have been accidents resulting from fingers getting caught during production equipment malfunctions.
Measures to prevent the recurrence of all workplace accidents, including serious accidents, include making sure that "standards are reviewed, stopped, and corrected when production equipment malfunctions or undergoes maintenance!" as well as strengthening safety checks of equipment when it is installed, providing relevant workers with skill improvement education and establishing solid foundations for the skills, and preparing and using manuals, as well as providing regular education to prevent workplace accidents.
Furthermore, during the period of our 16th Medium-Term Management Plan, from fiscal year 2024 to fiscal year 2026, we aim to maintain the number of serious occupational accidents at zero.

*Serious accidents: Work-related accidents involving death, physical disabilities, three or more injuries, explosions, fires, ruptures, collapses, or large-scale leakage of hazardous materials.

Occupational safety and health management system

At some of our production bases, occupational safety and health activities are conducted based on an occupational safety and health management system developed through the acquisition of ISO 45001 certification.

< Status of acquisition of ISO 45001 certification > As of March 2026
Production base certification acquisition rate 6% (1/18 bases)
Certified base: Topre India

Implementation of meetings of Safety and Health Committees

The Topre Group has established a Safety and Health Committee at all plants, regardless of the number of employees, and they hold meetings once a month. The committees implement surveys and hold deliberations on matters related to safety and health management, report on the safety and health of employees, and consider and implement specific measures to address the problems raised.

Risk assessment for newly introduced equipment and chemical substances

Topre Group conducts risk assessments in advance for new equipment and only introduces equipment that is intrinsically safe.
In addition, for newly introduced chemical substances, we take safety measures, including purchasing permission, after considering factors such as the usage situation.
In addition, apart from the introduction of new equipment and the use of chemical substances, we aim to create a workplace where people can work with peace of mind by conducting risk assessment activities on a daily basis, as stated in our efforts to create a safe workplace.

Safety and health

Health and safety initiatives

● Holding of lifesaving training sessions

AEDs (automated external defibrillators) are installed in workplaces and Fire Department personnel visit once a year to hold training sessions for employees to learn about cardiopulmonary resuscitation and how to use AEDs aimed at providing appropriate first aid and minimizing employee health damage when responding to an accident or emergency in the workplace.



Sagamihara Plant:
Lifesaving training session



Head Office: Lifesaving training session

● Safety and health education

At each business site, we provide safety and health education to new employees, mid-career employees, and temporary employees when they are hired, as well as to managers such as plant leaders and other supervisors, older workers, and those who require specialized skills and knowledge, in order to improve employee safety awareness.

• Initiatives at Topre Sagamihara Plant

	Units	2021	2022	2023	2024	2025
Internal education	People	200	274	358	513	430
External education	People	52	53	35	59	43

*The value for each year is the number of people taking education courses from January 1 to December 31.
*In 2021, due to the impact of the COVID-19 pandemic, face-to-face educational opportunities have decreased and the number of participants has also decreased

In addition to the above, we also provide all employees with KYT in each department, safety training for each task, and road safety training using videos.

● Measures to prevent repetitive strain injury (RSI)

At our Gifu Plant, we produce approximately 230,000 ventilation fan hubs per year. Cleaning and inspection processes were previously done by hand, but we have automated them by introducing double-arm robots, 3D cameras, laser sensors, etc. These measures have contributed to improving the labor environment for workers, as well as product quality enhancements.



Double-arm robot that was introduced



Hub cleaning process work

● Measurement of the physical fitness of older workers

Based on the Ministry of Health, Labour and Welfare's Age-Friendly Guidelines, we conducted physical fitness testing and training for employees aged 55 and older.
Based on national policy, and in light of the fact that the physical condition of people tends to diverge more after a certain age, the purpose of this program is to objectively check the current physical condition of the employees and to use that information to create a safe and secure working environment.





Measurement of the physical fitness of older workers

Safety and health

Health management and promotion initiatives

In order to create safe and secure work environments, the Topre Group promotes better health through the cooperation of the company, labor union, health insurance union, employees and their families.

● Implementation of medical examinations

We are focusing on initiatives towards the health of each and every employee based on the regular implementation of medical examinations and special medical examinations. Industrial physicians and public health nurses hold meetings with employees at health risk and provide health guidance, such as recommending medical examinations and reviews of lifestyle habits, to promote health improvements.

● Responding to global health issues

As a company with overseas bases, Topre Group recognizes the importance of responding to global health issues such as the world's three major infectious diseases (HIV, tuberculosis, and malaria), and is actively working to address them. To prevent all infectious diseases, including the world's three major infectious diseases (HIV, tuberculosis, and malaria), we provide health checkups for employees assigned overseas and their accompanying families, support through interviews before assignment, thorough vaccinations, and comprehensive medical support at the local site.

● No smoking awareness activities

The World Health Organization (WHO) has pointed out that smoking causes disease and health problems. The Topre Group works on the prevention of passive smoking, and has limited and reduced the number of smoking areas internally.
Moreover, we have established the week including World No Tobacco Day as “No Smoking Week,” during which we refrain from selling cigarettes and call on all employees to stop smoking. Furthermore, in association with the “No Smoking Day” established by the Tobacco Control Medical-Dental Research Network, we promote no smoking internally on the 22nd of each month (or the day before if it falls on a holiday) as a no smoking day.

● Improvements to the workplace environment based on the results of stress checks

Based on the results of organizational stress check analyses, we hold interviews in divisions with high stress levels, as part of efforts to improve the workplace environment, with the aim of building a better workplace environment.

● Implementation of health consultation services for the “mind” and “body” (health/medical telephone consultation service)

1. 24-hour telephone health and medical consultation *Employees and their families
   Consultation staff such as experienced doctors, public health nurses, and nurses will provide advice on matters such as health, medical care, nursing care, childcare, and mental health.
2. Mental health counseling service (free) *For employees only
   Psychological counselors such as clinical psychologists provide telephone and face-to-face counseling.

● Certified by the Ministry of Health, Labour and Welfare as an “Excellent Health Management Corporation 2026” (large corporations section)

The Topre Group is developing health management measures through a specialist organization that the President is responsible for. In addition, “health management promoters” have been appointed at each place of business to promote measures and confirm the situation at each place of business and workplace.
In recent years, we have been implementing the following items in particular as priority measures, and have been able to obtain a certain degree of effectiveness.

- The strengthening of smoking rules aimed at the reduction of smoking rates (expansion of restrictions on smoking hours and locations, establishment of no smoking days, etc.)
- Regular implementation of internal education on “employee health and mental health” and “the balancing of work and childcare,” etc.
- Promotion of the shortening of work hours (effective use of flex-time and working from home, planned taking of annual paid leave, etc.)

As a result of these initiatives, we were certified as an “Excellent Health Management Corporation 2026 (large corporations section)” as selected by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi.

[Topre Group certification status]

- Large corporations section: Topre Corporation (3 consecutive years), Topre Tokai Corporation

2026 健康経営優良法人 KENKO Investment for Health 大規模法人部門

Social contribution activities

Basic way of thinking on social contribution activities

Social contribution areas

Topre Group has set the following areas, which are highly compatible with its management strategy, as its focus areas for social contribution through community investment.

• The spread of keyboard typing

In the Electronic Equipment Department, we are working to promote the spread of keyboard typing through our product "REALFORCE", a computer keyboard, thereby improving ICT skills and promoting postures that reduce fatigue when working on a computer.

• Contributions to local society

The Topre Group has established “We respect the culture and customs of surrounding communities, engage in activities and contribute to their development” in its Code of Conduct, and aims for long term coexistence and mutual development by implementing social contribution activities that contribute to local society and contributing to development. Specifically, we donate to and support local sports and traffic safety associations, greening projects, and local elementary schools in the areas where our bases are located. These activities meet the needs of the community, contribute to the development of society as a whole, and lead to the sustainable growth of the company.

Basic principles of local hiring and procurement

Through our business around the world, the Topre Group aims to promote local hiring and procurement for the invigoration and sustainable development of local communities. In this way, we will pursue coexistence and co-prosperity with local communities.

Supporting the development of next-generation human resources through internships

The Topre Group provides internship opportunities for technical college students, university students, and graduate students so they can experience various work in actual workplaces.
We also cooperate with educational programs by providing the necessary opportunities for practical training and research for graduation theses and accepting long-term internships.
To contribute to the development of the next generation of human resources, we continually improve the skills of the employees who provide support and enhance the practical training environment, and strive to provide effective work experiences and appropriate support.

ICT education support and local contribution through the spread of keyboard typing

The Topre Group is working to spread keyboard typing and support ICT education through the "REALFORCE" computer keyboard. ICT education is education to acquire digital skills through the use of information and communication technology. Our company helps people from a wide range of generations to develop ICT skills through our cooperation in related events and sponsorship of education-related projects.

Sponsorship of the Mainichi PC Input Contest

Topre sponsors the nationwide Mainichi PC Input Contest to help elementary, junior high, and high school students improve their keyboard typing skills. By sponsoring this contest, we support the acquisition of accurate and efficient character input skills, which is a foundation for ICT education.

Sponsorship of the Sagamihara Keyboard Festival 2025

In fiscal 2025, we cooperated with the Sagamihara Keyboard Festival 2025 held by Sagamihara City.
This event included a typing competition for elementary and junior high school students, a workshop using Minecraft Education, keyboard displays and trial typing, and an e-sports-related event.



By cooperating in regional events, Topre contributes to the promotion of ICT education and increased recognition of local industries.

Provision of products as Sagamihara City hometown tax return gifts

Since February 2020, Topre’s “REALFORCE” keyboards have been adopted as hometown tax return gifts from Sagamihara City, which is where the manufacturing base of the Electronic Equipment Department is located. Through the locally produced product, we are contributing to increased awareness of manufacturing industry in Sagamihara and the communication of the local brand.

Social contribution activities

Contributions to local society

Local cleanup activities

As part of our workplace environment improvements and local contribution activities, we carry out cleanup activities in the area around each base.

• Sagamihara Plant

About 30 employees participate in cleanup activities from Minami-Hashimoto Station to the area around the plant twice a year, in May and December.



• Hiroshima Plant

About 50 employees participate in cleanup activities around the plant once a month.



• Gifu Plant

On the 6th, 16th, and 26th of each month, about 15 people are divided into three groups and rotate to clean up the neighborhood.



• Toho Transportation

Company employees clean around the plant on Monday and Friday each week.



• Topre Kyushu

Company employees clean the area around the plant every day. (Except on days when it rains)



Plant tours

We are implementing plant tours for local residents and students at the production bases of the Topre Group. Through plant tours, we are deepening the understanding by local residents of the Topre Group's manufacturing and we are also making efforts as part of our support for the education of the children who will lead the future. We hope that by continuing to do so, visitors will deepen their understanding of Topre's manufacturing and plant tours will contribute to the building of relationships of trust.

Blood donation activities

While the number of blood donation participants has decreased, we are cooperating positively with the Red Cross Blood Center to eliminate blood shortages. Tochigi Plant holds blood donation activities three times a year, and about 60 employees participate each time.

Support for sport

Sagamihara Plant and Toprec sponsor the J.League's SC Sagamihara, which is based in Sagamihara City, aimed at invigorating local society. Topre is co-sponsoring the Stage 7 (Sagamihara) section of the Tour of Japan 2026 bicycle road race.
As part of its contribution to the local community, Topre Kyushu supports the LeRIRO Fukuoka adult rugby team. As an effort for the revitalization of the local area, Topre Tokai is sponsoring Veertien Mie, a JFL soccer team.

Donation to the Japan Traffic Safety Association

Toho Transportation Co., Ltd., and Toprec Corporation made donations to the Japan Traffic Safety Association, which carries out activities aimed at the "realization of a safe and secure community with no traffic accidents." Toho Transportation also received a letter of thanks from Kyoto Prefecture Traffic Safety Association for many years of donations.


感謝状

東邦興産株式会社
代表取締役 佐々木 敬 殿

貴社は交通安全活動への深いご理解のもと令和七年三月当協会に多額の寄附をされましたここに深く感謝の意を表します

令和七年四月十五日

一般財団法人京都府交通安全協会
会長 山仲 修矢





Toho Transportation: Receipt of letter of thanks from Kyoto Prefecture Traffic Safety Association

Social contribution activities

Efforts at each base (Domestic group companies)

Initiative at Topre Kyushu [Support for sport]

The LeRIRO Fukuoka adult rugby team was established in 2022 in Ukiha City, Fukuoka Prefecture, with the aim of getting into Japan Rugby League One, Japan's top rugby league. Topre Kyushu shares the mission and vision of LeRIRO Fukuoka, as well as the spirit of challenge from the local community, and has established an environment that will allow the team to continue its activities balancing work and rugby. Currently, four members of LeRIRO Fukuoka are working hard to balance work and rugby each day.



Commemorating victory in the championship-deciding match in the 2022 Kyushu League Championship

Initiative at Topre Kyushu [Flood control volunteers]

On August 9, 2025, employees participated in the flood control volunteer activities led by Kurume City Hall. Two people participated from Topre Kyushu and were among the total of 120 people who participated on the day from 32 companies, local government, and administrative agencies. The purpose of these activities is to control and reduce flood damage in the neighboring areas and the participants cleaned up drainage ditches and rivers in cooperation with the various other companies and the authorities. We also received a letter of thanks from Kurume City for our cooperation in these activities.







Initiative at Topre Kyushu [Support for reconstruction festival]

To support the reconstruction of the Tanushimarumachi Takeno area, which was damaged by record heavy rain in July 2023, Topre Kyushu cosponsors the Reconstruction Festival held in this area. Following on from the previous year, Topre Kyushu again provided support in fiscal 2025 with co-sponsorship of the 3rd Reconstruction Festival, which was held on August 23rd.



Initiative at Topre Tokai - Support for environmental conservation and greening activities through the Green Fund

To support local environmental conservation and greening activities, Topre Tokai continues to make donations to the Green Fund that is run by the Mie Prefecture Greening Promotion Association.

The Green Fund is used for activities such as forest maintenance, local greening activities, forest volunteer activities, forest education for youth, and awareness raising regarding forests and greening. It is also used to purchase the seedlings needed for forest maintenance.

Topre Tokai has made donations to the Green Fund every year since fiscal 2023, to help protect the environment in Mie Prefecture. On June 25, 2025, we received a letter of thanks from the Mie Prefecture Greening Promotion Association for the donations made to date.

Also, in March 2026, we donated 500,000 yen to the association. At the presentation ceremony held on April 21st, Topre Tokai presented a certificate of the donation to the Mie Prefecture Greening Promotion Association and communicated its support for local environmental conservation and greening activities.



Presentation of letter of thanks



Donation presentation ceremony (From left: Chairman Kawakita, President Hioki of Topre Tokai)

Initiative at Topre Tokai - Donation activities for the local community

Topre Tokai prioritizes coexistence with the local community and continues to make donations to Toin Town in Inabe-gun, Mie Prefecture, where its business base is located. In March 2026, it donated 500,000 yen to Toin Town. This donation was for use in initiatives to support the learning of the children who will lead the next generation, such as through enrichment of the local educational environment and the improvement of school facilities.

Social contribution activities

Efforts at each base (Overseas group companies)

Initiatives at Topre Mexico

Topre Mexico values cooperation with local communities and is engaged in social contribution activities that are rooted in the local area, including donating to orphanages, supporting educational institutions, and accepting people on factory tours. These activities are implemented through the voluntary participation of employees and cooperation with local organizations. They contribute to improved welfare and the nurturing of next-generation human resources in the local communities.
As part of our support for education, we donate equipment to local elementary schools and educational institutions to help improve the learning environment. We also provide factory tours for students and young people as an opportunity for them to deepen their understanding of Topre Mexico's manufacturing and the manufacturing of automotive parts.




Provision of donations



Factory tour

Topre Mexico is also continuously expanding its social responsibility initiatives. As part of those efforts, we acquired Talento Sin Barreras certification and participated in a committee on good practices for inclusive companies as a way to promote the creation of workplaces where diverse human resources can play an active role regardless of their disabilities.

Topre Mexico initiatives for ESR certification

In Mexico, there is an ESR certification system that provides annual certification of "socially responsible companies" that carry out CSR activities. This system evaluates efforts to improve the working environment, corporate ethics, contributions to the local communities, consideration for the environment, and environmental protection.

Topre Mexico has continued implementing CSR activities such as efforts for contribution to the local communities and consideration for the environment. We acquired ESR certification for the first time in fiscal year 2020 and plan to be certified again in fiscal year 2026.

Initiatives at Topre Thailand

Topre Thailand is engaged in social contribution activities that are rooted in the local area, such as donations to temples, the provision of stationery and bicycles to schools, and blood donation activities. The donation of goods to schools supports the learning environment for children, and donations to temples are an activity to respect the local culture and customs. We also contribute to medical care in the region through blood donation activities.



Donation to a temple



Donation of goods to a school




Blood donation activities

Initiatives at Topre India

At Topre India, we value our ties with the local community and engage in social contribution activities through initiatives such as cleanup activities, school support, and blood donation activities. On August 18, 2025, we implemented cleanup activities in the area around the plant and more than 20 employees participated. Employees have also visited a nearby elementary school to donate essential items such as school bags, lunch boxes and stationery, and to provide education on health, hygiene, and safety. Through these activities, we are improving the learning environment for the children and supporting the improvement of safety awareness. Furthermore, we are also contributing to local medical care by cooperating with the Kalol Branch of the Indian Red Cross Society to hold a blood donation campaign on the plant premises.



Cleanup activities



Activities in an elementary school



Blood donation campaign

Social contribution activities

List of social contribution activities

List of social contribution activities

Bases		Results of initiatives in fiscal year 2025
Topre	Sagamihara Plant	• **Local cleanup activities:** At Sagamihara Plant, we carried out cleanup activities around the plant on May 19, 2025, and December 15, 2025. We are planning to continue doing these cleanups twice a year (May and December). In addition, at Saitama Plant, we carry out cleanups around the plant once a month in the name of beautification activities. • **Participation in summer festival:** The fiscal year 2025 Summer Festival was held on July 19, 2025 and, as in the previous year, the local residents again participated. • **Sagamihara City hometown tax return gifts:** REALFORCE keyboards have been adopted as Sagamihara City hometown tax return gifts since February 2020. • **Support for sport:** We support SC Sagamihara as a club sponsor aimed at the regional activation of Sagamihara, the plant's hometown. Topre co-sponsored the Stage 7 (Sagamihara) section of the Tour of Japan international bicycle road race, which was held on May 24, 2025.
	Hiroshima Plant	• **Plant tours:** We hold plant tours for high school students. (as needed) We hold plant tours as training for the new employees of business partners. (around April/irregular) • **Local cleanup activities:** About 50 employees participate in cleanup activities in the area around the plant once a month.
	Tochigi Plant	• **Plant tours:** A plant tour was held in August 2025 for a social welfare service corporation. Plant tours were held in November 2025 for nearby elementary school students. • **Blood donation activities:** As part of our social welfare activities, we had a blood donation bus come from the Tochigi Red Cross Blood Center and employees actively donated blood. (Held three times a year, with 30 participants donating blood each time.)
	Gifu Plant	• **Local cleanup activities:** As part of our 6S activities, we clean the neighborhood three times each month (on the 6th, 16th and 26th). • **Fund-raising activities:** We sponsor the Kawabe-cho Fireworks Festival. We donate to the Gifu Prefecture Greening Promotion Committee through the Kawabe-cho Industrial Environment Section. (Green fund-raising)

Social contribution activities

List of social contribution activities

List of social contribution activities (domestic group)

* Content introduced in “Conservation of biodiversity” also listed.

Bases	Results of initiatives in fiscal year 2025
Toho Transportation	• **Local cleanup activities:** Every Monday and Friday, we clean the sidewalks on the south and west sides facing Toho Transportation’s Head Office for about 200 meters. • **Fund-raising activities:** We donate to the Japan Traffic Safety Association as support for the realization of a safe and secure community with no traffic accidents.
Toprec	• **Local cooperation activities:** We participate in mass cleanups and summer festivals sponsored by the Regional Promotion Association around Atsugi Service Center (Isehara City). • **Local cleanup activities:** We conduct cleanup activities around each service center. • **Support for sport:** Aimed at the local invigoration of Sagamihara, a place familiar to the Topre Group, we have agreed a contract with the J.League’s SC Sagamihara as a pitch signboard sponsor.
Topre Kyushu	• **Plant tours:** We hold plant tours whenever necessary, to build relationships of trust with the general public (local residents, high school students, parents and guardians, teachers, etc.). • **Plant inspections:** We deepened engagement with personnel from local governments (Kurume City, Kanda Town Council, etc.) with overview explanations of our business and inspections of our production plant and mold plant. • **Local cleanup activities:** On August 9, 2025, we participated in cleanup activities that had 120 participants from 32 companies, local government, and administrative agencies. Under the leadership of the Kurume City Hall, volunteers worked with the various companies and administrative agencies to clean up drainage ditches and rivers in an effort to control and reduce flood damage in the neighboring areas. • **Support for sport:** We employ four members of the local adult rugby team LeRIRO Fukuoka as our employees.
Topre Tokai	• **Fund-raising activities:** In March 2026, we made a donation to Toin Town. (Enhancement of educational facilities and schools) In March 2026, we donated to fund-raising for the Mie Prefecture Greening Promotion Association. (Green fund-raising) • **Support for sport:** We support the local JFL soccer team Veertien Mie as a sponsor.

List of social contribution activities (overseas group)

* Content introduced in “Conservation of biodiversity” also listed.

Bases	Results of initiatives in fiscal year 2025
Topre America	• **Social contributions:** We provided Community Support (donations) and Scholarships.
Topre Mexico	• **Fund-raising activities:** We made donations to orphanages. We also donated goods to an organization that supports women with disabilities. • **Tree-planting activity:** We conducted tree planting and regeneration activities in neighborhood schools. • **Plant tours:** We held plant tours for students.
Topre Thailand	• **Tree-planting activity:** On August 8, 2025, we participated in a sustainable community forest restoration project at a municipal public health center in cooperation with the Industrial Estate Authority of Thailand (IEAT). On November 15, 2025, we planted mangrove trees. 700 trees (cumulative total: over 2,000 trees) • **Training support for the next generation:** On December 23, 2025, we donated stationery and bicycles to a school. • **Fund-raising activities:** On June 10, 2025, we donated to a temple. • **Blood donation activities:** On March 5, 2026, we conducted blood donations.
Topre India	• **Tree-planting activity:** On June 5, 2025, we planted trees for World Environment Day. • **Donation of goods to a school and education provision:** Employees visited an elementary school near the plant to donate essential items such as lunch boxes and stationery, and to educate the students on health, hygiene, and safety. • **Local cleanup activities:** On August 18, 2025, we implemented cleanup activities in the area around the plant and more than 20 employees actively participated. • **Blood donation activities:** We held a blood donation campaign on the plant premises in cooperation with the Kalol Branch of the Indian Red Cross Society.

Governance

- Corporate governance
- Internal control activities
- Intellectual property activities
- Responsibility to shareholders and investors

Corporate governance

Policy on corporate governance

Basic way of thinking

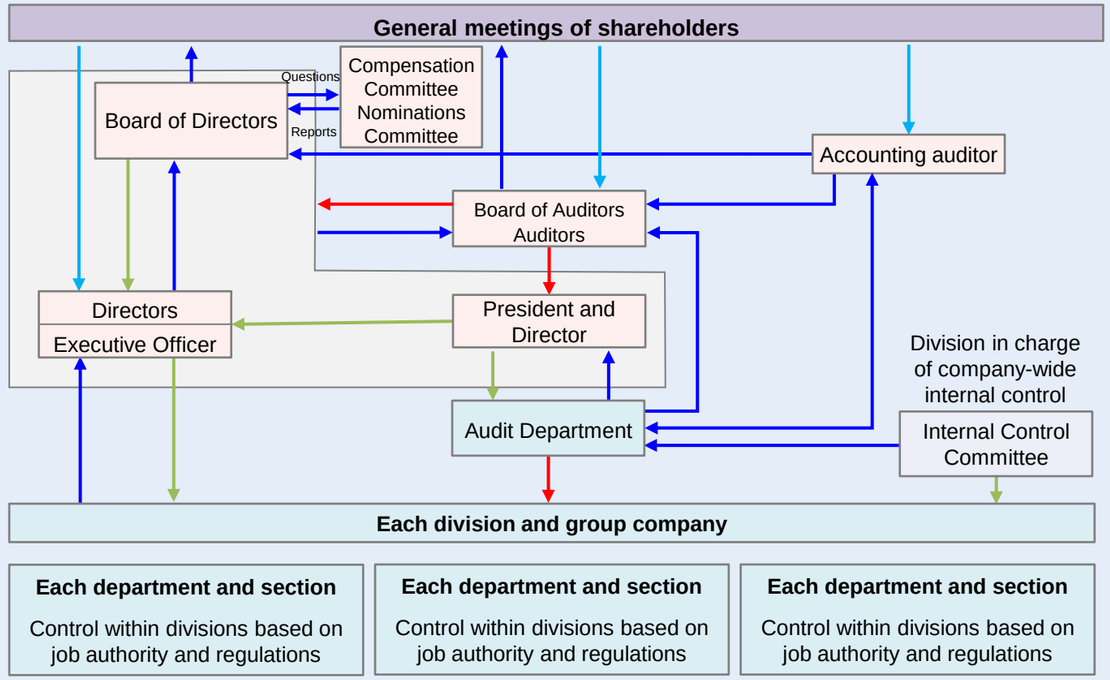
The Topre Group's mission is to create products and services by maximizing its technical expertise in order to contribute positively to the societies in which it conducts business. The Group will not only pursue excellence in its economic performance, but also carry out business activities as a group of international companies with the highest ethical standards and common sense, which will promote a Topre Group image that will be acknowledged and respected.

The employees of the Topre Group working around the world share this philosophy and strive to enhance the system of corporate governance aimed at contributing to society and the permanent prosperity of the company.

Basic policy on corporate governance

1. We strive to ensure the rights and equality of shareholders.
2. We strive for appropriate cooperation with stakeholders other than shareholders.
3. We strive to ensure appropriate information disclosure and transparency.
4. We make transparent, fair, prompt and decisive decisions, fulfill our management responsibilities and responsibilities to make decisions on and supervise the execution of business as the duties and roles of the Board of Directors.
5. We strive for constructive dialogue with shareholders.

Corporate governance system



Audit Department is given the functions of accounting audits and work audits as an organization under the direct control of the president.
In addition, we have established an Internal Control Committee consisting of a **Compliance Subcommittee, Risk Management Subcommittee and Financial Reporting Control Subcommittee** as the division in charge of company-wide internal control. Audit Department receives reports regularly from each of these subcommittees and evaluates whether internal control are being put into practice.

Corporate governance report
https://www.topre.co.jp/en/sustainability/pdf/sustainability-co_governance-governance.pdf

Corporate governance

Corporate governance system

Corporate governance system

Board of Directors

The system at Topre sees the Board of Directors cooperate to assume responsibility for management and business execution. At meetings of the Board of Directors held each month, basic management policies are determined and deliberations on business execution and specific plans take place.

In addition to meetings of the Board of Directors, we hold monthly meetings to determine and have intensive discussions on themes for each division. Positive deliberations and considerations take place at these meetings, and we have a management system that enables quick and accurate decision-making, and flexible and effective management.

Board of Auditors

We have adopted an auditor system as our corporate management monitoring system. The Board of Auditors is comprised of three people in total, one full- time Auditor, and one legal expert and one accounting expert as External Auditors. The Board of Auditors attends important meetings such as meetings of the Board of Directors so we have a system that fully monitors the execution of business by the Board of Directors.

In addition, while maintaining its independence, the Board of Auditors meets regularly with the accounting auditor to further enhance the effectiveness of audits, and confirms the audit policy, accounting system and other key matters that reflect changes. Moreover, it also exchanges opinions positively on the results of audits and strengthens its management monitoring function.

Internal audits

We established Internal Audit Department as an organization under the direct control of the President to implement accounting and work audits and report to the President and the Board of Auditors.

Accounting audits

The company appoints an external auditing firm as its accounting auditor and enters into an audit contract for audits based on the Companies Act and the Financial Instruments and Exchange Act.
In addition, the assistants in accounting audits number fifteen people including three certified public accountants.

Nominations Committee

The company established the Nominations Committee to ensure fairness, transparency and objectivity in the procedures related to the nomination of directors. It is comprised of three or more members, including the President and Director and External Directors.
The Nominations Committee deliberates on matters related to the nomination policy, such as the duties and qualifications required of the Director and President and Directors, and matters related to the appointment and dismissal of the Director and President and Directors, and submits its findings to the Board of Directors.

Executive officers (delegate-type)

Topre introduced a delegated executive officer system on June 26, 2024 and strengthened the functions of the Board of Directors to speed up decision-making and improve the efficiency of business execution. The Board of Directors determines the election and dismissal of executive officers after deliberation by the Nominations Committee. Their term of office is one year.

External Directors and External Auditors

We make efforts so that External Directors and External Auditors grasp the details of business in full through the Board of Directors and the Board of Auditors. In addition, the full-time Auditors also communicate directly with the External Auditors as required to communicate information and provide materials.

Corporate governance

Executive compensation

Executive compensation

Topre has established the following policies regarding the determination of the amounts of compensation for officers.

1) A compensation system that motivates directors to perform their duties

2) A compensation system linked to business results

3) A compensation system suitable for the roles and responsibilities of directors

Based on these policies, the compensation system for directors consists of basic compensation, short-term results-linked compensation and medium to long-term results-linked compensation. The Board of Directors delegates matters concerning compensation for directors to the Compensation Committee aimed at improving objectivity and appropriateness.

Compensation Committee

The Compensation Committee is an optional decision-making body comprised of the President and Director and Directors appointed by the President and Director, with External Directors occupying a majority of positions.

The Compensation Committee establishes the amount of monthly compensation and bonuses for each Director based on the regulations within the total amount of compensation approved by the General Meeting of Shareholders, excluding stock compensation.

Compensation system

- Basic compensation
  Monthly compensation is determined for each Director based on the discussions of the Compensation Committee.
- Short-term results-linked compensation
  Bonuses linked to results for a single fiscal year are determined based on the discussions of the Compensation Committee taking into consideration each Director’s contribution to results.
- Medium to long-term results-linked compensation
  The company provides its own shares, etc., based on the cumulative number of points granted in accordance with the degree of achievement of management indicators for each fiscal year.

The compensation system for Auditors includes only basic compensation.

Evaluation of the effectiveness of the Board of Directors

Topre implements annual questionnaires on evaluations of the effectiveness of the Board of Directors to improve the functions of the Board of Directors and enhance the corporate governance system further. The results are compiled and analyzed, and an overview of the results and directions for improvement are reported to the directors.
Based on the results of the most recent questionnaire on evaluations of the effectiveness of the Board of Directors, we have evaluated that there are no problems with the effectiveness of the Board of Directors overall.

Internal control activities

Internal Control Committee

The obligation of management to establish an internal control system to prevent legal violations and losses was clarified by the Companies Act. Based on the “Basic Philosophy,” the Internal Control Committee, which includes the representatives of each group company, has established “Code of Conduct” that each individual must keep in mind so that everybody can understand the direction that the Topre Group is aiming for. We have established regulations, manuals, etc., to embody the Code of Conduct so that we can promote work efficiently.

Internal control system

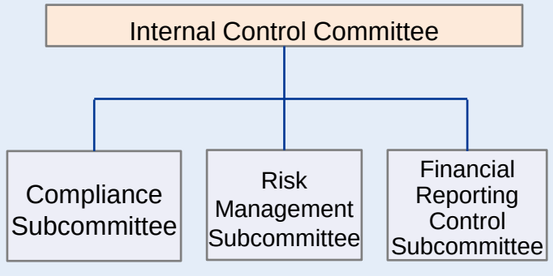
The internal control system ensures

- The effectiveness and efficiency of business
- The reliability of financial reporting
- Compliance with laws and regulations concerning business activities

The processes that are incorporated into work and executed by all employees in order to ensure the above constitute the internal control system. In order to promote work efficiently and comply with laws and regulations, the activities involve establishing a “corporate culture that does not violate laws and regulations,” “a system that does not violate laws and regulations” and “a system for preparing correct accounting documents,” and evaluating and correcting the current situation continuously.

Topre established an Internal Control Committee and the following three subcommittees in order to develop and promote this internal control system.

Internal control system



Compliance Subcommittee

For the strengthening of compliance management throughout the Topre Group, we hold meetings of the Compliance Subcommittee to diffuse awareness of compliance further among officers and employees.

● Compliance education

The company implements compliance education and raises awareness through regularly held hierarchical education. We are working to improve awareness and knowledge of compliance by issuing “Topre Compliance Communication” to all employees. In addition, with “Topre Contract Communication,” we are working to notify employees about matters such as the points of caution when concluding contracts.

● Establishment of an internal reporting system

We have established an internal reporting system and consultation desks (internally and at lawyers’ offices) for each Topre Group company. We have set rules for internal reporting and if we receive a report about a violation of the law, regulations or rules, such as bribery or bid rigging, an investigation is carried out and we take corrective action and measures to prevent reoccurrence. The anonymity of the reporter is maintained and they are protected in accordance with the rules. In addition, we are making efforts to familiarize employees with the internal reporting system and to establish the environment for its use.

Internal control activities

Compliance Subcommittee

● Initiatives for the protection of personal information

From the perspective of respect for human rights, we think that personal information should be handled with care, and are striving to ensure the proper handling of the personal information held by the Topre Group.

Topre Group's personal information protection policy
(Privacy policy)

Topre Corporation (hereinafter referred to as "company") recognizes the importance of personal information, considers it our social responsibility to handle personal information appropriately and strives for the protection of personal information based on the following policy.

1. Compliance with laws and regulations
In the handling of personal information, we comply with the Act on the Protection of Personal Information and related laws, regulations, guidelines, etc.

2. Collection and use of personal information
The company collects personal information after obtaining consent from the person it concerns and uses personal information within the scope of the purposes of use* described below.

3. Provision of personal information to third parties
We do not provide personal information to third parties unless we obtain consent in advance, outsource work or otherwise have a legitimate reason.

4. Joint use of personal information
When sharing personal information with a group company, we disclose the details of sharing in advance and collect personal information after obtaining consent.

5. Safety management measures
We take appropriate information security measures to maintain the accuracy of personal information and to prevent the loss, falsification or leakage of, or unauthorized access, etc., to personal information.

6. Continuous improvement of personal information protection systems
In order to protect personal information, we develop the necessary systems, provide education to employees on the appropriate handling of personal information and make improvements continuously.

7. Procedures for disclosure, etc., of personal information
The company's Personal Information Protection Consultation Office is in charge of inquiries, disclosures, corrections, etc., relating to personal information.

* Purposes of use

(1) Personal information of people who use public relations, IR and other customer consultation services
- Provision of the company's public relations and IR materials, etc.
- Guidance and communication on the company's public relations and IR events (briefings, etc.)
- Consideration, investigation and handling of the content of consultations, communications, etc.
- Communication and provision of information to product manufacturers, importers, sellers, etc.
- Notification and reporting to government agencies and organizations we participate in

(2) Personal information of business partners and users of company products
- Negotiation, communication, consultation, settlement and handling of transactions
- Performance of contractual responsibilities with business partners
- Improvement and development of products and services
- Provision of useful information on products and services
- Notification and reporting to government agencies and organizations we participate in

(3) Personal information of shareholders
- Performance of obligations based on the Companies Act and handling of the exercise of shareholder rights.
- Implementation of various measures to facilitate relationships with shareholders.
- Shareholder management including the preparation of shareholder data in accordance with prescribed standards based on various laws and regulations

(4) Personal information of applicants for employment
- Provision and communication of corporate information, employment information, hiring decisions and other information
- Hiring decisions and planning of hiring strategies

(5) Personal information of directors, employees, employees' family members and former employees
- Labor management such as attendance management, salary payments, personnel assignments, evaluation, skill development, welfare, and health and safety, and performance of obligations established by related laws and regulations
- Communication and provision of information to labor unions, health insurance unions, the director shareholding association, the employee shareholding association, subsidiaries and affiliates
- Publication in internal and external public relations publications and on websites
- Sending of internal newsletters and other handouts, and emergency communication
- Communication in social activities such as OB and OG meetings
- Notification and reporting to government agencies and organizations we participate in

*We may review the purposes of use above as appropriate and may change the purposes of use to the extent established by law.

Established June 28, 2022

Internal control activities

Compliance Subcommittee

● Corruption prevention initiatives

The Topre Group has established “Basic Philosophy” and a “Code of Conduct,” etc., and strives for the comprehensive prevention of corruption, including bribery through political contributions and charitable activities, conflicts of interest, insider trading, money laundering, obstruction of justice, contact with antisocial forces, etc. To ensure that all employees are aware of and comply with the principles and code, apart from e-learning and DVD training, the group issues internal newsletters regularly to provide information on laws and regulations related to business, and compliance, and aims for the thorough prevention of corruption.

Basic policy of the Topre Group on the prevention of corruption

< Basic way of thinking >
When conducting our business activities, in addition to complying with the laws and regulations and international rules applied in the regions where we conduct business, we also act with high ethical standards and social common sense and strive to prevent all acts of corruption.
Through this policy, we will build a system for the prevention of corruption and handle this appropriately. This policy applies to all officers, employees, and all stakeholders including business partners of the Topre Group, and we request their understanding and commitment.
The responsibility for the formulation of this policy lies with the Administrative Headquarters General Affairs Department. The policy shall be reviewed at least once every five years and revised in line with the changing times or as otherwise necessary.

1. Aimed at preserving fair and sound relationships with all stakeholders in the conduct of business activities, we strive for the prevention of any act of corruption, including bribery through political donations as well as entertainment and gifts with business partners, conflicts of interest, insider trading, money laundering, obstruction of justice, and contact with anti-social forces, and establish action guidelines and internal regulations as actions that will prevent corruption.
2. All employees are aware of the prevention of corruption in the execution of their duties and strive to promote it. At the same time, all employees comply with related laws and regulations and act in accordance with company rules.
3. In the event of a violation by an employee, the company will handle it promptly, correct the violation, revise the Code of Conduct and internal regulations as required, and strive to prevent reoccurrence. In addition, we act in accordance with our internal business rules and the work regulations and labor agreements to take strict and prompt disciplinary action against employees who commit violations.

Established: June 28, 2022
Revised: June 10, 2026

Risk Management Subcommittee

The Risk Management Subcommittee holds meetings to investigate natural disaster risks, accident and disaster risks, and risks at each overseas base, and to review the management system for such risks.
Each company in the Topre Group re-extracts and re-evaluates the possible risks for each division and formulates countermeasures against them.

● Risk identification process

Each Topre Group company and division reevaluates corporate risks, including sustainability risks, once a year and formulates countermeasures.

New risks that are judged to require the formulation of new plans or existing risks that are judged to require a review are considered and dealt with in each division without restrictions on the timing of the reevaluation of risk, and the results are reflected when reevaluating risks. The level of impact of risks is evaluated based on the two points of “magnitude of impact” and “frequency of occurrence” and summarized on a risk map. Risks that should be addressed with priority are selected and measures established for risk avoidance or mitigation.

Internal control activities

Risk Management Subcommittee

Topre Group information security policy

< Basic way of thinking >
We strive to build and improve information security systems to manage and protect appropriately information assets obtained through business activities.

1. Information security measures
   We understand the risks associated with information security, take appropriate technical, physical and human measures, and manage and store information assets so that no issues such as unauthorized intrusions, leakages, alterations or losses occur.
2. Legal compliance and the establishment of internal rules
   We establish internal rules on information security and comply with legal and contractual security obligations.
   We take preventive and corrective measures against violations of these rules and acts of information leakage.
3. Implementation of information security education
   The company implements regular education on information security to employees working at the Topre Group to make them aware of the importance of information security and to ensure that they use information assets appropriately.
4. Handling of information security incidents and accidents
   If a problem occurs in information security, we investigate the cause, minimize the damage and strive for the prevention of reoccurrence. In addition, we share risk information such as cases of information leakage within the group and reflect them in the security rules.

Established June 28, 2022

● Information security drills

As part of the strengthening of information security, the Topre Group conducts annual “targeted attack email drills” assuming cyber attacks. In fiscal year 2025, we ran the drills from October 2025 to March 2026 with 1,980 randomly sampled e-mail address holders in the Topre Group in Japan. The Topre Group will continue to work on information security education for the strengthening of information security.

● Information security management system

The Topre Group has established the Topre Group Information Security Policy to manage and protect information assets acquired in business activities appropriately, has built an information security system and strives for the continuous strengthening of security.

• Organizational safety management measures

The Topre Group complies with laws, regulations and guidelines on the protection of personal information, and strives to protect specific personal information through all of its business activities. Departments that handle personal information appoint a responsible person who manages and supervises that information and provides education and training on its handling.

• Technical safety management measures

We are making efforts to strengthen information security by managing PCs that can connect to internal networks, introducing systems that prevent unauthorized intrusion, keeping records of emails sent and received, and keeping records of access and operations, including external media, for each PC.

• Physical safety management measures

We are striving to prevent information leaks by limiting the number of employees who can enter server rooms and by managing records of entry based on electronic locking.

• Human safety management measures

In order to prevent information leaks, we are striving to raise awareness of information security by disseminating information security policies and rules, and providing education on information management and the prevention of leaks.

• Management of information security incidents

We have established a system to mitigate damage and prevent reoccurrence if an incident related to information security occurs, such as an information leak, unauthorized access or virus infection.

• Strengthening of information security BCP

In response to the recent rise in cyber risks, we reviewed and strengthened our BCP for information security.

Internal control activities

Risk Management Subcommittee

Handling of BCP

The Topre Group has formulated a business continuity plan (BCP) with the highest priorities of “protecting and rescuing human life” and “restoring and maintaining production and services” in response to “major risks that have a particularly large impact on the company” and is working on the handling of emergencies.

With regard to the major risks for each division, we have prepared a “Prevention of assumed risks and countermeasures table” and are striving to take countermeasures. The Risk Management Subcommittee asks each base to implement BCP initiatives as required with regard to risks concerning all bases to enhance BCP.

The Risk Management Subcommittee will ask for BCP initiatives concerning climate-related risks as required based on the regional and geographical conditions of each base, and will manage them in relation to the risk management at each base.

Topre Group basic policy on BCP

< Basic way of thinking >
If a management crisis occurs, all employees, from the president down, will work together quickly and calmly to minimize the impact on business partners and society, and aim for business continuity and an early recovery.
In addition, the company will handle the following matters with priority.

1. Protection, rescue and securing of the safety of human life
   - We will protect the lives of employees and their families with the highest priority.
   - We will cooperate and collaborate with local communities as far as possible for the early recovery of affected areas.

2. Recovery or continued maintenance of production and services
   - We will preserve the company’s facilities, aim for the early recovery of work activities and resume operations promptly.
   - We will strive to minimize the impact on business partners and communicate necessary information to them promptly.

Established June 28, 2022

Internal control activities

Financial Reporting Control Subcommittee

The Financial Reporting Control Subcommittee conducts regular evaluations of the asset management and accounting of the Topre Group as a whole to ensure the appropriateness of financial affairs.
The Topre Group holds Accounting Division global training sessions to ensure the accuracy and consistency of work related to accounting, costs and finance of the group as a whole.

● Efforts to pay appropriate taxes

Topre Group Tax Policy

< Approach to Tax Payments >
The Topre Group complies with the laws and regulations that apply to our domestic and overseas business activities in accordance with the Topre Group Code of Conduct. With respect to taxation, the Topre Group follows the tax laws, rules and regulations, and underlying spirit behind them in each country and region where Group companies engage in business activities, and pays taxes accordingly.
Under this tax policy, the Topre Group promotes the proper fulfillment of tax obligations throughout the Group, maximizes shareholder value, and ensures full compliance.

< Basic Tax Policy >
Tax Compliance
The Topre Group complies with the laws and regulations related to taxation in all countries and regions in which we operate, and contributes to society through appropriate tax payments in accordance with the OECD Guidelines, the BEPS Project, and other relevant international standards.
In addition, the Group does not engage in intentional acts of tax evasion, including the use of tax havens and the like.

Tax Governance
When faced with tax issues, the Topre Group works with our domestic and overseas subsidiaries to address them.
Issues deemed to be of high importance are brought to the Board of Directors for a decision, and are reported to the corporate auditors on a regular basis.

Transfer Pricing Taxation System
The Topre Group conducts international transactions using the Arm's Length Price in accordance with the OECD Transfer Pricing Guidelines.
We also prepare appropriate transfer pricing documentation in accordance with the transfer pricing taxation systems of each country and, if necessary, utilize Advance Pricing Arrangements with tax authorities to ensure appropriate tax payments.

Relationship with Tax Authorities
The Topre Group strives to establish and maintain sound and normal relationships with the tax authorities of each country and region in which we operate by appropriately providing information and offering sincere, fact-based explanations in response to their requests, and by engaging with them in good faith.

Elimination and Prevention of Double Taxation
The Group strives to realize appropriate profit sharing based on the Arm's Length Price in an effort to eliminate double taxation.
In the event of double taxation, the Group strives to prevent such through mutual agreement under tax treaties and by utilizing the relief systems of each country.

Established October 29, 2024

Intellectual property activities

Intellectual property activities

Basic way of thinking

The Topre Group promotes the creation of intellectual property in Japan and overseas and the acquisition of intellectual property rights and uses them effectively in business. At the same time, the company conducts activities to avoid patent disputes and other risks, and to contribute to the strengthening of its development and sales capabilities.

Activities that contribute to business

Intellectual Property Division participates regularly in meetings of divisions related to intellectual property, such as Development Division and Technology Division, to discuss invention-finding activities and application strategies to promote business superiority. It also conducts intellectual property activities linked with business activities.

In addition, to create effective patents at an early stage, the division uses patent maps that digitize and visualize patent information to understand the state of applications and development directions in specific fields and create patent strategies. The division lists patents related to business regularly and shares information with related departments to consider applications for intellectual property rights (patent rights, utility model rights, design rights, trademarks, etc.) and their effective use.

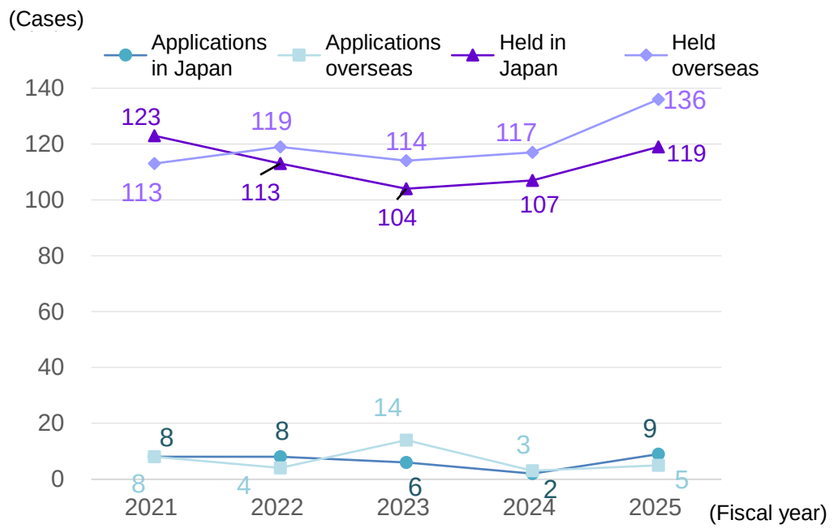
Development of human resources for intellectual property

There are many situations in which knowledge of intellectual property rights is required in corporate activities, and we provide education as part of compliance education, as well as education for Development Division and Technology Division to increase their basic knowledge of intellectual property and awareness of applications.

For Intellectual Property Division, we are striving for human resource development in accordance with each stage in order to enhance expertise in areas such as human resource development by external organizations, support for the creation of intellectual property and the planning of intellectual property strategies.

In addition, in order to encourage inventors to produce inventions, etc., we have enhanced our employee invention incentive system, which provides incentive payments to inventors in accordance with their applications, registrations and results for inventions, etc., as an encouragement for inventions, etc., worthy of future application.

Numbers of patent, utility model and design applications, and rights held



Responsibility to shareholders and investors

Thinking on information disclosure and dialogue (Disclosure policy)

Topre's corporate information is concentrated in General Affairs Department, the department responsible for the handling of information. General Affairs Department judges the necessity of information disclosure. When it does so, it judges the appropriateness of disclosure not only in accordance with the Timely Disclosure Rules of the Tokyo Stock Exchange, but also from the perspective of building and maintaining relationships of trust with the stakeholders surrounding the company.

1. Information on decisions and financial reports

The Board of Directors discusses important facts about Topre and its decisions are communicated promptly to General Affairs Department (the department responsible for the handling of information) via the Secretary's Office, the secretariat of the Board of Directors. In addition, information on financial reports is communicated to General Affairs Department by Accounting Department.

2. Information on the facts of occurrence

Each division sends information to General Affairs Department.

3. Strengthening of disclosure systems at subsidiaries

We are explaining the timely disclosure of corporate information relating to subsidiaries again to each subsidiary in order to promote understanding of the Timely Disclosure Rules in regard to important facts, and Topre is also involved positively in information collection.

General meetings of shareholders

Topre holds an ordinary annual general meeting of shareholders in June each year. We believe that general meetings of shareholders are a valuable forum for dialogue with shareholders and are making efforts to invigorate general meetings of shareholders and facilitate the exercise of voting rights. Examples of our main initiatives are as follows.

- Setting of general meetings of shareholders avoiding days when such meetings are concentrated
- Exercise of voting rights by electromagnetic means
- Provision of an English version of the Notice of Convocation (summary)

General meetings of shareholders
https://www.topre.co.jp/en/ir/meeting.html

Dialogue with shareholders and investors

● Relationships with individual investors

We are making efforts to have Topre known among individual investors.
Twice a year, we issue shareholder newsletters so that shareholders can deepen their understanding of Topre. Shareholder newsletters can be viewed on Topre's website.

● Relationships with institutional investors

We hold financial results briefings twice a year for institutional investors and securities analysts, giving them overviews of results, and explaining business reports and our future prospects. In addition, we also hold individual interviews and teleconferences throughout the year and make efforts to promote understanding of Topre among institutional investors.



Financial results briefings

● Information disclosure on the website

We have set up dedicated pages on Topre's website for shareholders and investors that provide the latest information such as information on financial reports and press releases. The company discloses materials concerning quarterly financial reports, shareholder newsletters and other materials, and carries out activities aimed at promoting understanding of Topre.

● Shareholder returns

We recognize that profit distribution is an important mission for companies to fulfill and our basic policy is to realize stable dividends continuously. The company will also make investments using retained earnings in readiness for future business development and the strengthening of our management structure, such as capital investment in accordance with technological innovation in related industries and R&D investment to increase future corporate value.
Topre's basic policy is to pay dividends from surplus funds twice a year, an interim dividend and year-end dividend.
We have set the dividend payout ratio as a medium- to long-term management indicator, and while maintaining a benchmark dividend payout ratio of 30%, we will consider share buybacks on an ongoing basis, as we work to enhance shareholder returns.

ESG Data

- Environmental data
- Social data
- Governance data

Environmental data

<Scope>
Topre non-consolidated : Topre Corporation
Domestic group : Topre Corporation, Toprec Corporation, Toho Transportation Co., Ltd., Topre Kyushu Corporation, Topre Tokai Corporation, MITSUIKE Corporation
Overseas group : Topre America Corporation, Topre Autoparts Mexico, S.A. de C.V., Topre (Foshan) Autoparts Corporation, Topre (Xiangyang) Autoparts Corporation, Topre (Wuhan) Autoparts Corporation*1, Guangzhou Mitsuike Corporation, TOPRE (THAILAND) CO., LTD., Topre India Pvt. Ltd.
Consolidated group : Companies consolidated by the above domestic group and overseas group
*1: Topre (Wuhan) Autoparts Corporation is in the process of liquidation

Environment

Supply chain emissions

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Supply chain emissions (Scope 1, 2 and 3) (Scope 2: Market based)		1,000 t-CO_2eq	Consolidated group	3,477.6	3,465.9	3,982.3	4,016.4	3,758.0
Breakdown	Scope 1	1,000 t-CO_2eq	Consolidated group	17.7	19.3	19.1	20.4	21.5
	Scope 2 (Location based)	1,000 t-CO_2eq	Consolidated group	65.4	64.4	69.3	68.4	70.9
	Scope 2 (Market based)	1,000 t-CO_2eq	Consolidated group	65.5	64.0	68.1	61.2	65.2
	Scope 3	1,000 t-CO_2eq	Consolidated group	3,394.3	3,382.6	3,895.1	3,934.8	3,671.3

*There was an error in the GHG emissions figures for fiscal year 2024, so the figures have been corrected.
<< Reference CO_2 emissions intensity >>
Scope 1: Ministry of the Environment, “List of Calculation Methods and Emission Factors for Calculation, Reporting, and Publication Systems”
Scope 2: Domestic: Ministry of the Environment, “Emission Factor by Electric Utility Operator” Overseas: Factors published by local governments, IGES List, etc.
Scope 3: IDEA v2.3, Ministry of the Environment Emissions Intensity Database, and National Institute for Environmental Studies purchaser price-based consolidated group environmental impact unit.

GHG emissions [Scope 1, Scope 2]

			Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Scope 1 + 2 (Market based)			1,000 t-CO_2eq	Consolidated group	83.2	83.3	87.2	81.7	86.6
Breakdown	Scope 1	Total	1,000 t-CO_2eq	Consolidated group	17.7	19.3	19.1	★ 20.4	★ 21.5
		Japan	1,000 t-CO_2eq	Domestic group companies	12.0	13.0	13.8	14.3	14.7
		Overseas	1,000 t-CO_2eq	Overseas group companies	5.7	6.2	5.2	6.1	6.7
	Scope 2 (Location based)	Total	1,000 t-CO_2eq	Consolidated group	65.4	64.4	69.3	★ 68.4	★ 70.9
		Japan	1,000 t-CO_2eq	Domestic group companies	20.9	22.4	25.7	24.6	24.0
		Overseas	1,000 t-CO_2eq	Overseas group companies	44.5	42.0	43.6	43.8	46.9
	Scope 2 (Market based)	Total	1,000 t-CO_2eq	Consolidated group	65.5	64.0	68.1	★ 61.2	★ 65.2
		Japan	1,000 t-CO_2eq	Domestic group companies	21.3	21.8	24.7	22.4	22.6
		Overseas	1,000 t-CO_2eq	Overseas group companies	44.2	42.2	43.4	38.8	42.6

★ Obtained third-party verification by SOCOTEC Certification Japan Co., Ltd. (Scope: Topre Corporation and consolidated subsidiaries in Japan and overseas)
*From fiscal year 2023, we have calculated greenhouse gas emissions other than CO2 from energy, and recorded them in Scope 1.
*Values from fiscal year 2020 onward have been retrospectively revised in line with the addition of consolidated subsidiary Guangzhou Mitsuike.
*There was an error in the GHG emissions figures for fiscal year 2024, so the figures have been corrected.

GHG emissions per unit of sales [Scope 1 + Scope 2]

	Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
GHG emissions per unit of sales	t-CO_2eq / million yen	Consolidated group	0.36	0.29	0.25	0.22	0.23

Third-party verification of GHG emissions

In order to ensure the accuracy and reliability of the information disclosed by the Topre Group, the results data marked with ★ for fiscal years 2024 and 2025 has been verified by a third-party organization.

GHG emissions [Scope 3]

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Scope 3 overall		1,000 t-CO_2eq	Consolidated group	3,394.3	3,382.6	3,895.1	3,934.8	3,671.3
Scope 3 upstream total (Categories 1 to 8)		1,000 t-CO_2eq	Consolidated group	1,951.1	2,054.8	2,428.8	2,266.4	2,003.6
Scope 3 downstream total (Categories 9 to 15)		1,000 t-CO_2eq	Consolidated group	1,443.3	1,327.8	1,466.2	1,668.4	1,667.7
Breakdown	Category 1 Purchased goods and services	1,000 t-CO_2eq	Consolidated group	1,779.6	1,885.0	2,258.2	★2,064.8	★1,808.6
	Category 2 Capital goods	1,000 t-CO_2eq	Consolidated group	68.0	59.0	70.8	82.0	96.5
	Category 3 Fuel- and energy-related activities (not included in scope 1 or scope 2)	1,000 t-CO_2eq	Consolidated group	12.0	12.2	13.2	13.9	14.3
	Category 4 Upstream transportation and distribution	1,000 t-CO_2eq	Consolidated group	82.6	90.2	77.9	★ 95.8	★ 73.7
	Category 5 Waste generated in operations	1,000 t-CO_2eq	Consolidated group	2.3	1.8	2.1	1.9	1.7
	Category 6 Business travel	1,000 t-CO_2eq	Consolidated group	0.8	0.8	0.9	0.9	0.9
	Category 7 Employee commuting	1,000 t-CO_2eq	Consolidated group	5.8	5.7	5.8	7.0	7.9
	Category 8 Upstream leased assets	1,000 t-CO_2eq	Consolidated group	Excluded (Recorded under Scope 1 and 2)				
	Category 9 Downstream transportation and distribution	1,000 t-CO_2eq	Consolidated group	Excluded from calculation (Reasonable calculation is not possible)				
	Category 10 Processing of sold products	1,000 t-CO_2eq	Consolidated group	Excluded from calculation (Reasonable calculation is not possible)				
	Category 11 Use of sold products*	1,000 t-CO_2eq	Consolidated group	1,412.9	1,295.4	1,431.8	1,633.1	1,632.7
	Category 12 End-of-life treatment of sold products	1,000 t-CO_2eq	Consolidated group	14.0	14.0	16.1	18.9	17.7
	Category 13 Downstream leased assets	1,000 t-CO_2eq	Consolidated group	Excluded (There is no external leasing of assets)				
	Category 14 Franchises	1,000 t-CO_2eq	Consolidated group	Excluded (There is no franchising)				
	Category 15 Investment	1,000 t-CO_2eq	Consolidated group	16.4	18.5	18.2	16.3	17.4

★ Obtained third-party verification by SOCOTEC Certification Japan Co., Ltd. (Scope: Topre Corporation and consolidated subsidiaries in Japan and overseas)
*Values for fiscal year 2021 have been revised in line with the addition of overseas bases.
*Category 11 calculation is only internal products (products designed internally).
*There was an error in the GHG emissions figures for fiscal year 2024, so the figures have been corrected.

Energy consumption

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Energy consumption	Total	TJ	Consolidated group	773	802	840	870	916
	Power consumption	TJ	Consolidated group	477	481	531	545	570
	Other fuel	TJ	Consolidated group	297	322	309	325	346
Renewable energy consumption		TJ	Consolidated group	0	1	15	49	60
Ratio of renewable energy introduction*1		%	Consolidated group	0.0	0.2	2.8	8.9	10.5

*There was an error in the figures for fiscal year 2024, so the figures have been corrected.
*1 Ratio of renewable energy introduction: Ratio of power consumption derived from renewable energy to total power consumption

Breakdown of greenhouse gases other than CO_2 from energy

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Greenhouse gases other than CO_2 from energy		t-CO_2eq	Consolidated group	-	-	216	190	222
Breakdown	Carbon dioxide gas	t-CO_2eq	Consolidated group	-	-	137	128	157
	Freon gas	t-CO_2eq	Consolidated group	-	-	28	4	1
	CH_4	t-CO_2eq	Consolidated group	-	-	7	7	16
	N_2O	t-CO_2eq	Consolidated group	-	-	44	52	48

<< Reference GHG emissions intensity >>
Ministry of the Environment, “List of Calculation Methods and Emission Factors for Calculation, Reporting, and Publication Systems”
*There was an error in the figures for fiscal year 2024, so the figures have been corrected.

Environmental data

<Scope>
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Environment

Power consumption

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Power consumption	Power consumption total	MWh	Consolidated group	132,459	133,485	147,511	151,437	158,278
	Renewable energy power total	MWh	Consolidated group	0	259	4,183	13,540	16,624
	Renewable energy power (Private power generation)	MWh	Consolidated group	0	113	2,468	5,150	7,547
	Renewable energy power (PPA)	MWh	Consolidated group	0	146	1,547	4,335	5,033
	Renewable energy power switchover	MWh	Consolidated group	0	0	97	3,805	3,794
	Non-fossil certificates	MWh	Consolidated group	0	0	70	249	249
	Ratio of renewable energy power	%	Consolidated group	0.0	0.2	2.8	8.9	10.5
	Non-renewable energy power	MWh	Consolidated group	132,459	133,226	143,329	137,897	141,655

*There was an error in the power consumption figures for fiscal year 2024, so the figures have been corrected.

Fuel consumption

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Fuel consumption	Total	TJ	Consolidated group	297	322	309	325	346
	City gas	TJ	Consolidated group	125	138	123	138	136
	Liquefied petroleum gas	TJ	Consolidated group	17	16	21	22	22
	Fuel oil A	TJ	Consolidated group	6	7	7	6	5
	Gasoline	TJ	Consolidated group	18	19	18	12	11
	Diesel oil	TJ	Consolidated group	121	130	128	136	159
	Kerosene	TJ	Consolidated group	9	11	12	11	13

Raw material consumption

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Raw material consumption	Total	ton	Consolidated group	524,068	671,688	732,131	760,937	628,576
	Iron	ton	Consolidated group	515,053	665,408	715,921	750,107	617,426
	Aluminum	ton	Consolidated group	9,015	6,280	16,210	10,831	11,150

Amount of waste discharged

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Amount of hazardous waste discharged	Total	ton	Consolidated group	-	-	-	8.8	5.4
	Japan	ton	Domestic group companies	-	-	-	8.8	5.4
	Overseas	ton	Overseas group companies	-	-	-	-	-
Amount of non-hazardous waste discharged *1 Excluding items with value	Total	ton	Consolidated group	3,355	2,644	3,264	3,119	2,906
	Japan	ton	Domestic group companies	1,357	1,258	1,540	1,377	1,774
	Overseas	ton	Overseas group companies	1,998	1,386	1,724	1,741	1,132
Recycling of waste materials *1 Excluding items with value	Amount recycled *2	ton	Consolidated group	1,086	971	1,336	1,109	1,373
	Recycling ratio	%	Consolidated group	32.4	36.7	40.9	35.5	47.2
	Amount not recycled	ton	Consolidated group	2,269	1,673	1,928	2,010	1,533
	Non-recycling ratio	%	Consolidated group	67.6	63.3	59.1	64.5	52.8

*1 The figures for fiscal years 2021 to 2023 have been revised to exclude items with value.
*2 Includes thermal recycling

Amount of air pollutants discharged

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
NOx (nitrogen oxide) emissions*1	Total	ton	Consolidated group	2.6	2.9	3.0	3.1	3.1
SOx (sulfur oxide) emissions*1	Total	ton	Consolidated group	1.6	1.8	1.8	1.9	1.9
VOC atmospheric emissions	Total	ton	Consolidated group	-	-	4.5	4.5	5.5

*1 Subject: Fixed facilities
<< Reference GHG emissions intensity >> National Institute for Environmental Studies “Fixed Source NOx, SOx, PM Emissions Factor Database”

Water resource consumption

			Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Water withdrawal		Total	m³	Consolidated group	173,780	185,085	189,266	192,886	170,705
		Japan	m³	Domestic group companies	51,484	62,878	70,533	70,454	67,780
		Overseas	m³	Overseas group companies	122,296	122,207	118,733	122,432	102,925
Wastewater discharge		Total	m³	Consolidated group	-	-	-	171,602	147,103
		Japan	m³	Domestic group companies	-	-	-	66,316	61,573
		Overseas	m³	Overseas group companies	-	-	-	105,286	85,530
Water consumption*1		Total	m³	Consolidated group	-	-	-	21,284	23,602
		Japan	m³	Domestic group companies	-	-	-	4,138	6,207
		Overseas	m³	Overseas group companies	-	-	-	17,146	17,395
Water withdrawal source		Tap water supply	m³	Consolidated group	-	-	174,255	178,490	148,912
		Industrial water supply	m³	Consolidated group	-	-	0	0	8,570
		Groundwater	m³	Consolidated group	-	-	15,011	14,396	13,223
		River intake	m³	Consolidated group	-	-	0	0	0
Wastewater discharge destination		Sewerage (Domestic system)	m³	Consolidated group	-	-	-	163,539	139,220
		Sewerage (Industrial system)	m³	Consolidated group	-	-	-	20	53
		Groundwater infiltration	m³	Consolidated group	-	-	-	0	0
		River discharge	m³	Consolidated group	-	-	-	8,043	7,830
Water quality	BOD discharge*2	Total	ton	Consolidated group	-	-	0.2	0.9	2.9
		Japan	ton	Domestic group companies	-	-	0.0	0.3	0.1
		Overseas	ton	Overseas group companies	-	-	0.2	0.6	2.7
	COD discharge*2	Total	ton	Consolidated group	-	-	3.6	4.4	12.6
		Japan	ton	Domestic group companies	-	-	0.0	0.1	0.1
		Overseas	ton	Overseas group companies	-	-	3.6	4.3	12.5

*1 Water consumption = Water withdrawal - Wastewater discharge
*2 Total of bases that require measurement (from fiscal year 2023)

Chemical substance emissions

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Quantity of substances subject to PRTR Act handled	Japan	ton	Domestic group companies	27	26	24	28	28

Environmental fines

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Environmental fines and penalties	Total	1,000 yen	Consolidated group	-	-	0	1,354	0
	Japan	1,000 yen	Domestic group companies	-	-	0	0	0
	Overseas	1,000 yen	Overseas group companies	-	-	0	1,354	0

Social data

<Scope>
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Consolidated group : Companies consolidated by the above domestic group and overseas group
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Human resources

Employee data (consolidated group)

			Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Consolidated employees		Total	People	Consolidated group	5,959	6,402	6,834	6,938	6,860
		Female	People	Consolidated group	-	-	676*	740*	709*
		Female ratio	%	Consolidated group	-	-	14.9*	15.8*	15.2*
Breakdown	Employees in Japan	Total	People	Consolidated group	2,691	2,795	2,714	2,780	2,856
		Male	People	Consolidated group	-	-	2,497	2,544	2,592
		Female	People	Consolidated group	-	-	217	236	264
		Female ratio	%	Consolidated group	-	-	8.0	8.5	9.2
	Employees overseas	Total	People	Consolidated group	3,268	3,607	4,120	4,158	4,004
		Female	People	Consolidated group	-	-	459*	504*	445*
		Female ratio	%	Consolidated group	-	-	25.0*	26.4*	24.6*
Management positions	Number of management positions	Total	People	Consolidated group	-	-	489	473	524
		Male	People	Consolidated group	-	-	452	435	486
		Female	People	Consolidated group	-	-	37*	38*	38*
	Ratio of female managers		%	Consolidated group	-	-	9.0*	9.9*	8.7*

*Added the breakdown between men and women and the proportion of women from fiscal year 2023. (U.S. bases excluded from figures for number of women and female ratio because gender is not grasped from the perspective of gender equality)

Employee data (consolidated group)

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Topre	All workers	%	Topre non-consolidated	-	64.3	65.0	66.7	69.8
	Full-time employees	%	Topre non-consolidated	-	76.8	77.9	77.2	78.8
	Contract employees, etc.	%	Topre non-consolidated	-	46.5	40.0	45.7	53.1
Topre Kyushu	All workers	%	Topre Kyushu	-	69.6	52.5	55.7	53.7
	Full-time employees	%	Topre Kyushu	-	76.6	79.7	85.3	83.2
	Contract employees, etc.	%	Topre Kyushu	-	74.7	11.4	2.4	-
Topre Tokai	All workers	%	Topre Tokai	-	73.5	77.8	65.4	69.7
	Full-time employees	%	Topre Tokai	-	74.7	77.9	61.6	71.6
	Contract employees, etc.	%	Topre Tokai	-	62.8	43.5	67.1	67.2

Employee data (domestic group)

			Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Full-time employees	Number of full-time employees	Total	People	Domestic group companies	2,691	2,795	2,714	2,780	2,856
		Male	People	Domestic group companies	-	-	2,497	2,544	2,592
		Female	People	Domestic group companies	-	-	217	236	264
	Female ratio		%	Domestic group companies	-	-	8.0	8.5	9.2
Quasi employees, contract employees	Number of quasi employees, contract employees		People	Domestic group companies	-	-	471	419	503
	Temporary employee ratio		%	Domestic group companies	-	-	14.8	13.1	15.0
Management positions	Number of management positions	Total	People	Domestic group companies	-	-	344	318	357
		Male	People	Domestic group companies	-	-	341	315	354
		Female	People	Domestic group companies	-	-	3	3	3
	Ratio of female managers		%	Domestic group companies	-	-	0.9	0.9	0.8
New graduate hires	Number of new graduate hires		People	Domestic group companies	-	-	68	82	88
Employees who resigned for personal reasons	Number of employees who resigned for personal reasons		People	Domestic group companies	-	-	210	174	172
	Turnover rate for personal reasons		%	Domestic group companies	-	-	7.7	6.3	6.0
Childcare leave	Number of employees subject to childcare leave		People	Domestic group companies	-	-	70	72	96
	Number of employees taking childcare leave		People	Domestic group companies	-	-	29	35	52
	Rate of taking of childcare leave		%	Domestic group companies	-	-	41.4	48.6	54.2
Employment of people with disabilities	Number of people with disabilities employed		People	Domestic group companies	-	-	51	60	65
Rehiring of seniors	Number of retirees		People	Domestic group companies	-	-	43	67	44
	Number of people using the rehiring system		People	Domestic group companies	-	-	38*	51*	38
	Rate of use of the rehiring system		%	Domestic group companies	-	-	88.4	76.1	86.4

Social data

<Scope>
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Consolidated group : Companies consolidated by the above domestic group and overseas group
*1: Topre (Wuhan) Autoparts Corporation is in the process of liquidation

Human resources

Employee data (Topre non-consolidated)

			Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Full-time employees	Number of full-time employees	Total	People		1,563	1,508	1,504	1,544	1,575
		Male	People		1,461	1,406	1,399	1,429	1,447
		Female	People		102	102	105	115	128
	Female ratio		%		6.5	6.8	7.0	7.4	8.1
	Years of service	Overall	Year	Topre non-consolidated	14.9	15.5	15.6	15.1	15.0
		Male	Year	Topre non-consolidated	15.3	15.9	15.9	15.4	15.4
		Female	Year	Topre non-consolidated	9.6	10.5	11	10.7	10.4
	Average age	Overall	Age	Topre non-consolidated	38.6	39.1	39.5	39.3	39.4
		Male	Age	Topre non-consolidated	38.8	39.3	39.6	39.5	39.6
		Female	Age	Topre non-consolidated	35.2	36.5	37.4	36.9	37.1
Quasi employees, contract employees	Number of quasi employees, contract employees		People	Topre non-consolidated	175	188	245	280	304
	Temporary employee ratio		%	Topre non-consolidated	10.1	11.1	14.0	15.4	16.2
Management positions	Number of management positions	Total	People	Topre non-consolidated	194	183	196	188	192
		Male	People	Topre non-consolidated	192	181	193	185	189
		Female	People	Topre non-consolidated	2	2	3	3	3
	Ratio of female managers		%	Topre non-consolidated	1.0	1.1	1.5	1.6	1.6
New graduate hires	Number of hires	Total	People	Topre non-consolidated	41	37	32	57	56
		Male	People	Topre non-consolidated	35	31	28	47	49
		Female	People	Topre non-consolidated	6	6	4	10	7
	Ratio of female hires		%	Topre non-consolidated	14.6	16.2	12.5	17.5	12.5
Employees who resigned for personal reasons	Number of employees who resigned for personal reasons		People	Topre non-consolidated	114	106	62	52	47
	Turnover rate for personal reasons		%	Topre non-consolidated	7.3	7.0	4.1	3.4	3.0
Childcare leave	Number of employees subject to childcare leave		People	Topre non-consolidated	-	45	45	42	51
	Number of people taking leave	Total	People	Topre non-consolidated	15	13	20	22	34
		Male	People	Topre non-consolidated	8	9	18	18	33
		Female	People	Topre non-consolidated	7	4	2	4	1
	Rate of taking leave	Total	%	Topre non-consolidated	-	28.9	44.4	52.4	66.7
		Male	%	Topre non-consolidated	-	20.0	41.9	47.4	66.0
		Female	%	Topre non-consolidated	100	80	100	100	100
	Rate of return	Total	%	Topre non-consolidated	-	-	-	100	100
		Male	%	Topre non-consolidated	-	-	-	100	100
		Female	%	Topre non-consolidated	100	100	100	100	100
Training	Training expenses		1 million yen	Topre non-consolidated	17.7	17.0	18.4	21.9	26.6
	Training expenses per employee		1,000 yen/person	Topre non-consolidated	11.3	11.3	12.2	14.2	17.0
	Training time		Hours/year	Topre non-consolidated	-	-	9,663	27,321	16,070
	Training time per employee		Hours/person	Topre non-consolidated	-	-	6.4	17.7	10.2
Rate of taking paid leave			%	Topre non-consolidated	61.3	61.7	64.5	59.8	66.1
Annual hours worked per regular employee			Hours/year	Topre non-consolidated	2,098	2,099	2,176	2,184	2,164
Labor union membership as a percentage of all employees			%	Topre non-consolidated	89.8	88.8	91.5	91.0	90.9

Diversity & Inclusion (Topre non-consolidated)

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Female managers	Number of female managers	People	Topre non-consolidated	2	2	3	3	3
	Ratio of female managers	%	Topre non-consolidated	1.0	1.1	1.5	1.6	1.6
Mid-career hires	Number of mid-career hires	People	Topre non-consolidated	23	25	63	71	48
	Mid-career hiring rate	%	Topre non-consolidated	35.9	40.3	66.3	55.5	46.2
	Number of mid-career hires in management positions (number of employees)	People	Topre non-consolidated	56	54	63	63	67
	Ratio of mid-career hires in management positions (ratio of employees)	%	Topre non-consolidated	28.9	29.5	32.1	33.5	34.9
Non-Japanese employment	Number of non-Japanese in management positions (number of employees)	People	Topre non-consolidated	1	1	1	1	1
	Ratio of non-Japanese in management positions (ratio of employees)	%	Topre non-consolidated	0.5	0.5	0.5	0.5	0.5
Employment of people with disabilities	Number of people with disabilities employed (Actual number)	People	Topre non-consolidated	31	31	36	41	43
	Number of people with disabilities employed (Count)	People	Topre non-consolidated	38	38	44	53	54
	Ratio of employment of people with disabilities	%	Topre non-consolidated	2.0	2.1	2.4	2.8	2.8
Rehiring of seniors	Number of retirees	People	Topre non-consolidated	29	27	26	38	30
	Number of people using the rehiring system	People	Topre non-consolidated	23	25	22	26	24
	Rate of use of the rehiring system	%	Topre non-consolidated	79.3	92.6	84.6	68.4	80.0

Employee engagement

	Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Employee engagement survey score	-	Topre non-consolidated	-	-	3.40	3.37	3.38

Social data

<Scope>
Topre non-consolidated : Topre Corporation
Domestic group : Topre Corporation, Toprec Corporation, Toho Transportation Co., Ltd., Topre Kyushu Corporation, Topre Tokai Corporation, MITSUIKE Corporation
Overseas group : Topre America Corporation, Topre Autoparts Mexico, S.A. de C.V., Topre (Foshan) Autoparts Corporation, Topre (Xiangyang) Autoparts Corporation, Topre (Wuhan) Autoparts Corporation*1, Guangzhou Mitsuike Corporation, TOPRE (THAILAND) CO., LTD., Topre India Pvt. Ltd.
Consolidated group : Companies consolidated by the above domestic group and overseas group
*1: Topre (Wuhan) Autoparts Corporation is in the process of liquidation

Safety and health

Accidents accompanied by lost worktime

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Number of accidents accompanied by lost worktime*1	Total of accidents accompanied by lost worktime	Cases	Consolidated group	18	21	21	20	28
	Breakdown of accidents accompanied by lost worktime	Cases	Topre non-consolidated	6	4	4	2	2
		Cases	Domestic group companies	8	9	6	7	6
		Cases	Overseas group companies	10	12	15	13	22
	Severe accidents*2	Cases	Topre non-consolidated	0	0	0	0	0
Lost worktime accident rate*1, *3, *5		-	Topre non-consolidated	1.49	1.11	1.04	0.48	0.49
		-	Domestic group companies	1.14	1.35	0.82	0.90	0.78
		-	All industries	2.09	2.06	2.14	2.10	2.01
		-	Manufacturing industry nationwide	1.31	1.25	1.29	1.30	1.33
		-	Metal products manufacturing industry	1.20	1.32	1.38	1.23	1.52
Lost worktime accident severity rate*4, *5		-	Topre non-consolidated	0.09	0.05	0.03	0.05	0.02
		-	Domestic group companies	0.05	0.06	0.02	0.05	0.03
		-	All industries	0.09	0.09	0.09	0.09	0.09
		-	Manufacturing industry nationwide	0.06	0.08	0.08	0.06	0.07
		-	Metal products manufacturing industry	0.08	0.08	0.04	0.04	0.12
Total number of work days lost		Days	Topre non-consolidated	363	195	133	219	76
		Days	Domestic group companies	370	375	148	402	193
Number of fatal accidents		Cases	Topre non-consolidated	0	0	0	0	0
		Cases	Domestic group companies	0	0	0	0	0

*The value for each year is the number of occurrences from January 1 to December 31
*1: Includes temporary and dispatch employees
*2: Serious accidents: Work-related accidents involving death, physical disabilities, three or more injuries, explosions, fires, ruptures, collapses, or large-scale leakage of hazardous materials.
*3: Accidents accompanied by lost worktime frequency rate = Number of persons affected by accidents accompanied by lost worktime owing to work-related accidents ÷ total actual work hours × 1 million
*4: Lost worktime accident severity rate = Total number of work days lost ÷ total actual work hours ×1,000
*5: Source: Cited from the Ministry of Health, Labour and Welfare's "Survey on Industrial Accidents (calendar year)"

Safety and health education

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Number of people taking safety and health education	Total	People	Domestic group companies	252	327	393	1,808	1,939
	Internal education	People	Domestic group companies	200	274	358	1,671	1,796
	External education	People	Domestic group companies	52	53	35	137	143

Social contribution activities

Social contribution activities

		Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Social contribution activity expenses	Total	1,000 yen	Consolidated group	14,166	10,817*	14,021	19,562	18,736
	Japan	1,000 yen	Domestic group companies	4,865	3,500*	6,960	4,930	4,750
	Overseas	1,000 yen	Overseas group companies	9,301	7,317	7,061	14,632	13,986

*Domestic expenses for fiscal year 2022 have been revised.

Governance data

<Scope>
Topre non-consolidated : Topre Corporation
Domestic group : Topre Corporation, Toprec Corporation, Toho Transportation Co., Ltd., Topre Kyushu Corporation, Topre Tokai Corporation, MITSUIKE Corporation
Overseas group : Topre America Corporation, Topre Autoparts Mexico, S.A. de C.V., Topre (Foshan) Autoparts Corporation, Topre (Xiangyang) Autoparts Corporation, Topre (Wuhan) Autoparts Corporation*1, Guangzhou Mitsuike Corporation, TOPRE (THAILAND) CO., LTD., Topre India Pvt. Ltd.
Consolidated group : Companies consolidated by the above domestic group and overseas group
*1: Topre (Wuhan) Autoparts Corporation is in the process of liquidation

Compliance

Compliance

	Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Number of cases of disciplinary treatment or firing related to corruption	Cases	Domestic group companies	0	0	0	0	0
Number of people subject to disciplinary treatment or firing related to corruption	People	Domestic group companies	0	0	0	0	0
Fine and settlement expenses related to corruption	1 million yen	Domestic group companies	0	0	0	0	0
Political donations	1 million yen	Domestic group companies	0	0	0	0	0
Total number of discriminatory incidents during the reporting period	Cases	Topre non-consolidated	-	0	0	0	0

Intellectual property activities

Intellectual property activities

			Units	Scope	FY2021	FY2022	FY2023	FY2024	FY2025
Numbers of patent, utility model and design applications, and rights held	Number of applications	Total	Cases	Consolidated group	16	12	20	5	14
		Japan	Cases	Domestic group companies	8	8	6	2	9
		Overseas	Cases	Overseas group companies	8	4	14	3	5
	Number held	Total	Cases	Consolidated group	236	232	218	224	255
		Japan	Cases	Domestic group companies	123	113	104	107	119
		Overseas	Cases	Overseas group companies	113	119	114	117	136