

CSR Activity Action Plan

The Toyal Group set five material issues (key CSR challenges), and has been working on them with the Toyal Group Sustainability Vision in mind, which was established toward 2031, the year of our 100th anniversary. The results of activities in fiscal 2023 are shown in the table below.

The following pages provide specific details regarding our efforts for each material issue. We will continue our activities this year to achieve our long-term goal for fiscal 2031.

Material Issues (Key CSR Challenges)		Relations with the Main SDGs	Main Activities	Activity Results of Fiscal 2023	Long-Term Targets (Fiscal 2031)
1	 Innovation to Shape the Future		<p>Existing business: Increase the proceeds of products that contribute to SDG 3, 7, 9, 11, and 12</p> <p>New business: Create the 4th pillar (business)</p>	<p>Proceeds of products that contribute to the SDGs increased 7.7% from fiscal 2019</p> <p>Building up a track record with one commercialization project underway</p>	<p>Triple the proceeds of products that contribute to SDGs 3, 7, 9, 11, and 12 (compared to fiscal 2019)</p> <p>Commercialization of two items</p>
2	 Environmental Protection		<p>Reduce CO₂ emissions from business activities (compared to fiscal 2013)</p> <p>Establishment of a system to recycle solar cells</p> <p>Establish a system to recycle aluminum</p> <p>Establish a system to recycle paper containers</p> <p>Reduce industrial waste from business activities</p>	<p>23.9% reduction compared to fiscal 2013</p> <p>Survey of trends in the solar cell recycling industry and study of recycling business models</p> <p>Reclamation of surplus materials for a portion of customers Developing technology to extract aluminum from processing waste</p> <p>After repeated prototype testing, the installation of a dedicated repulping pilot facility will be completed by the end of March 2024 In the future, we aim to make raw paper from waste products and commercialize them</p> <p>12.6% reduction compared to the previous fiscal year</p>	<p>40% reduction (compared to fiscal 2013)</p> <p>Establish a system to recycle solar cells and start the recycling</p> <p>Generalize aluminum recycling (with the established system)</p> <p>Generalize paper container recycling (with the established system)</p> <p>Zero industrial waste sent to a landfill (All recycling is zero emission)</p>
3	 Active Roles of Diverse Human Capital		<p>Increase the rate of women in hiring</p> <p>Active roles for senior human capital</p> <p>Active roles for autonomous human capital</p> <p>Promotion of healthy management</p>	<p>Rate of women in new hires: 60%</p> <p>Considering a gradual increase in the retirement age Considering review of treatment after rehiring</p> <p>Expansion to line job evaluation under the new personnel system</p> <p>Implementation of health events by each site</p>	<p>Rate of women in new hires: 30%</p> <p>Complete organizing a system centered on the mandatory retirement age of 70</p> <p>Constructively continue autonomous human capital development</p> <p>Constructively continue health management</p>
4	 Quality and Safety		<p>Reduce the number of serious quality complaints</p> <p>Reduce lost-time injuries, non-lost-time injuries, and fire accidents</p>	<p>Number of serious quality complaints: 0</p> <p>Lost-time injuries: 3, non-lost-time injuries: 6, fire accidents: 5 Minor injuries: 15 (-6.25% compared to the previous fiscal year)</p>	<p>Zero serious quality complaints</p> <p>Zero lost-time injuries, zero non-lost-time injuries, zero fire accidents, and 50% reduction of minor injuries (compared to the previous fiscal year)</p> <p>Priority initiatives: Strengthen measures against accidents related to rotating objects, delivery equipment, and on-site tip-over accidents</p>
5	 Collaboration with Stakeholders		<p>Improve reliability and satisfaction through dialogues with various stakeholders (regions, customers, employees, etc.)</p>	<p>One dialogue with an expert held Focus on dissemination of information through media and online, and internal communications based around employee participation</p>	<p>Build good relationships with various stakeholders and play a part in resolving issues</p>



In order to respond to social challenges, potential problems, and changes in the market environment that have become apparent, the Advanced Technology Division and the New Business Creation Division have classified the target markets into the following three categories: “existing market,” “new market,” and “next-generation market,” and are devoting resources to research & development and commercialization for each category. When it is difficult to find solutions on our own, we actively promote open innovation through alliances with venture companies, universities, research institutes, and other organizations, both in Japan and overseas. We incorporate the concept of “Creating Shared Value (CSV),” deepen communication with our stakeholders, and work on development that can realize the creation of shared value between the Toyol Group and society. We also aim to lead the world with new ideas, being based on aluminum, but not limited to it.

C S R
Key Challenge 1

Innovation to Shape the Future

Contributing to society by developing products that help protect the environment

Hayashi: Helping to solve social challenges such as environmental conservation is the most important theme of the Advanced Technology Division. The R & D theme I am working on is the development of new products aimed at reducing CFPs and VOCs during the automobile manufacturing process. Our approach to environmental conservation is quite broad, and requires research and development that is closely attuned to social trends and the wishes of our customers. To this end, we place importance on sharing information with sales and other divisions.

Kino: The Intellectual Property Team is in charge of managing the protection and utilization of intellectual property rights, such as patents, and contributes to society by assisting in the conclusion of technology agreements with other companies and organizations. This is necessary when developing and marketing products that lead to sustainability, for example, by reducing CO₂ emissions. In recent years, I

have had the impression that there has been an increase in the number of patents for paper-based packaging materials with the aim of moving away from plastics. Since patent research is one way for us to grasp social trends, we share these research results with R & D and sales members to support product development.

Hisataka: My mission is to solve social issues. In the compound business that I am in charge of, we add various functionality to resins to develop resins that are easy to recycle and biodegradable, as well as pest repellent products for agriculture, thereby contributing to reducing the environmental impact and healthy living. As Mr. Hayashi mentioned, there are a diverse range of approaches to reducing environmental impact, even just in the compound business, including biodegradability, recycling, and biomass. We are committed to proposing environmentally friendly products that solve social issues and meet customer needs.



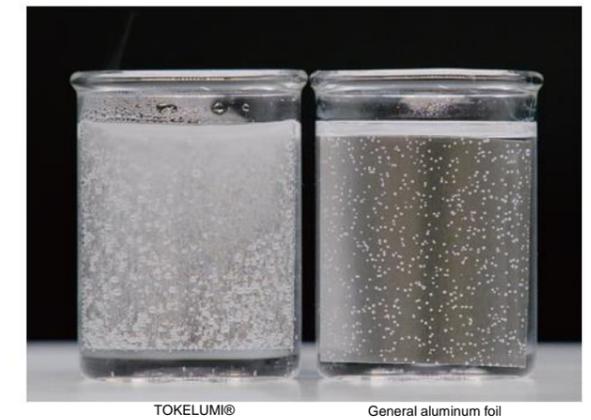
Foil Headquarters
Foil Converting Sales Unit
West Japan Team
Riku Hisataka

Advanced Technology Division
R & D Supporting Unit
Intellectual Property Team
Miho Kino

Powder & Paste Headquarters
R & D Unit
Research Team
Yuya Hayashi

Dissolvable aluminum foil / TOKELUMI®

TOKELUMI® was developed based on the concept of “environmentally friendly aluminum foil.” It can be dissolved in aqueous solutions with a low environmental impact, such as salt and acetic acid, and we are currently exploring applications that take advantage of this characteristic. The photos on the right show the result of immersing aluminum foil in a mixed solution of salt and acetic acid at 40°C. While there is no change in the generic aluminum foil, TOKELUMI® can be seen vigorously bubbling and dissolving 60 minutes after immersion.



Recycling Technology / W Cycle

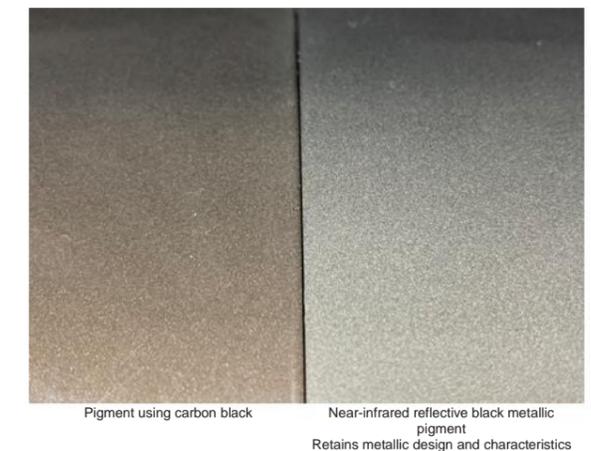
Aluminum and resin laminated foils used for packaging and other applications are difficult to peel off, and much of it is disposed of as combustible trash. We see this situation as a challenge and are working to develop a peeling technology that will make recycling possible. We have already succeeded in separating them at the laboratory level. We will continue our research to further improve the technology while resolving issues one by one with the aim of practical application.



Near-infrared reflective black metallic pigment

Near-infrared reflective black metallic pigments are black metallic pigments that reflect near-infrared rays by not using carbon black, a fine carbon particle found in dark paints. All materials generate heat by absorbing solar energy, but carbon black absorbs the entire spectrum of light, which reduces the efficiency of air conditioning and makes it inapplicable for autonomous driving technology that uses infrared light.

Near-infrared reflective black metallic pigments are expected to contribute to solving these problems because they do not use carbon black, and they are also expected to contribute to solving social problems such as improving the environment and automobile safety.



We are working on environmental protection from the perspective of reducing the environmental loads of our business activities as well as contributing to the environment through our products. In our business activities, we are making efforts to reduce energy use and use renewable energy in each process in manufacturing, and promote the 3Rs* related to waste. In addition, 15 of our offices (mainly production bases) have the ISO 14001 certification. Through the effective operation of the environmental management system, we will prevent environmental troubles, comply with laws and regulations of each kind, reduce environmental loads, and promote management activities that are sustainable and in harmony with the global environment.

*3Rs: Reduce, Reuse, and Recycle



C S R
Key Challenge **2**

Environmental Protection

All sites working together to reduce CO₂ emissions

Matsuba: The Yao Works has been engaged in energy conservation activities for many years, and in fiscal 2023, we continued to promote energy conservation through measures such as reviewing the operation of annealing furnaces and deodorization equipment. However, new measures are continuously needed to achieve the Toyal Group's CO₂ emissions reduction target of a 40% reduction in fiscal 2031 (compared to fiscal 2013). Energy conservation activities are not only a contribution to the children of the future, but can also contribute to the Company's profits by reducing energy costs. Those are our major motivations. Through OKR-sharing meetings and cross-facility activities that transcend the boundaries of each manufacturing site, equipment and manufacturing staff at each site work closely together, sharing ideas and helping each other to reduce CO₂ emissions and costs. Mr. Yamamoto and I joined the company at the same time, so it's easy to talk to him and we often discuss energy conservation activities.

Yamamoto: Immediately after being transferred to the Chigasaki Works in April 2023, we conducted patrols of the site and implemented energy conservation measures such as shutting down air conditioning and ventilation equipment during non-essential hours. As a result, we were able to reduce CO₂ emissions by approximately 600 tons per year. Of the two plants at the Chigasaki Works, energy conservation activities have been carried out at the Yahata Plant so far, and will be expanded to the Hagizono Plant from fiscal 2024. In addition, we will work on optimizing the intake and exhaust ventilation of drying ovens for printing presses, which had a significant energy saving effect at the Gumma Works where I previously worked. Due to changes in the composition of its production mix, the Chigasaki Works must reduce its CO₂ emissions by 40% over the next eight years. It is quite the hurdle, but instead of giving up, the entire manufacturing site will take on the challenge as one, saying, "We're all going to create a new history together."



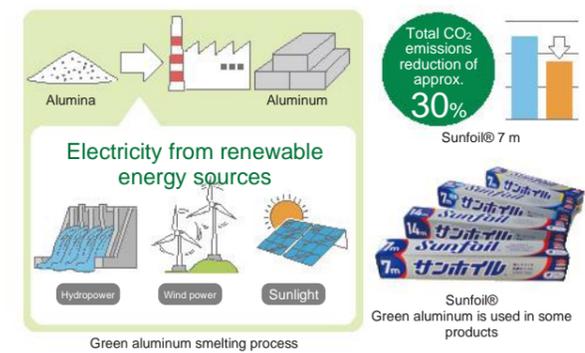
Foil Headquarters
Yao Works Unit
Manufacturing Facilities Team Leader
Makoto Matsuba



Foil Headquarters
Chigasaki Works Unit
Manufacturing Facilities Team Leader
Daisuke Yamamoto

First in Japan! Sunfoil®: Aluminum foil using green aluminum

Toyo Aluminum Ekco Products Co., Ltd. began using "green aluminum," an aluminum raw material produced using renewable energy, in its Sunfoil® brand from October 2023. This reduces CO₂ emissions throughout a series of processes, from raw material procurement to manufacturing, compared to conventional products. The Sunfoil® brand will continue to focus on ease of use, quality, and the environment as a standard brand that can be used comfortably anytime, anywhere, and by anyone.



Reducing hazardous waste generation by changing containers

In recent years, China's environmental protection policies have become more stringent, and the requirements for hazardous waste disposal have been raised. Therefore, for Toyal Zhaoqing Co., Ltd., glass bottles (500 ml/bottle) of raw material additive used for silica-treated aluminum paste products must be treated as hazardous waste when disposed of after use. However, by switching to reusable plastic containers (25 kg/container), we were able to reduce the amount of hazardous waste generated to 8.12 kg/t in fiscal 2023, well below the annual target of 12.2 kg/t.



Before improvement: Disposable glass bottles

After improvement: Reusable plastic containers

Competitive team power saving event

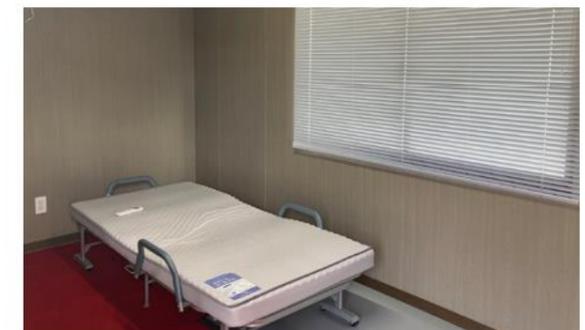
With the aim of raising the energy conservation awareness of each and every employee, the Hino Works held a power-saving event in a team competition format in which all employees could casually participate. At the event, participants competed by earning points for energy-saving proposals, finding air and nitrogen leaks, etc., and awards were given at the end of the event. Through the event, we sought to raise each employee's awareness of energy conservation activities and to dispel the perception that energy conservation is "difficult" or "troublesome" by giving them a sense of accomplishment in knowing that their activities contribute to the reduction of CO₂ emissions.



Nitrogen generator with reduced power usage as part of a power-saving event

CO₂ emissions reduction activities with transportation companies

The transportation company to which we outsource our operations owns a long-haul route that departs from Osaka, makes stops at several of our sites in the Kanto area, and then returns to Osaka. While operating these routes, we found that CO₂ emissions due to idling, such as when drivers take breaks, amounted to 2.5 tons/month. To reduce idling, we have prepared driver rest areas at each of our locations, of which use began on March 1, 2024. Through these efforts, we aim to reduce CO₂ emissions by approximately 30 tons per year.



Gumma Works Rest Area

As a Group that values people, we respect the diversity, personality, and individuality of our employees and aim for “active roles of diverse human capital.” Amid a business environment undergoing rapid globalization, we are promoting the recruitment of overseas human capital, and developing global human capital through various educational programs including long-term and short-term study abroad programs. In response to the decline in labor force due to the declining birthrate and aging population in Japan, we are working to create an environment where employees can exercise their abilities regardless of gender or disability, making efforts such as enhancing the systems for childcare leave, shorter working hours for childcare, and considerations toward making workplaces barrier-free. We are also providing career support for women to promote their shift to professional positions. In addition, to reform work styles, we are focusing on the introduction of a remote working system, a selective working hour system, and a reduction of the total number of working hours per year by reducing and streamlining meetings, as well as revitalizing communication through the use of new IT systems. We will continue to create an environment in which each and every employee can achieve a life-work balance and diverse human capital can exert their abilities to the fullest with enthusiasm.

C S R
Key Challenge **3**

Active Roles of Diverse Human Capital

Toward the creation of an environment where diverse human capital can work vigorously

Kurahashi: We are seeing steady progress in promoting the participation of women and recruiting global human capital, with the number of female graduate school and university graduates hired in 2024 exceeding that of men for the first time. The revision of the personnel system, aimed at promoting active roles for autonomous human capital, is now in its third year and is showing results such as the early promotion of young and mid-career employees. On the other hand, there are still issues to be addressed in terms of promoting active roles for senior human capital and the employment of people with disabilities, and we will continue our efforts to make improvements in fiscal 2024. In addition, we will work together with the Systems Division to provide reskilling in IT literacy and implement a new personnel management system that focuses on individuals' characteristics and qualities in order to further improve the environment so that everyone can work comfortably and full of energy.

Isomichi: Our personnel system for evaluating abilities is more advanced than other companies. Even young employees are able to actively speak up, and are entrusted with work if their suggestions are accepted. In my case, I proposed the creation of a new work experience system in the recruitment process and am working with the research and production engineering divisions to implement it. For the younger generation, diversity is a familiar issue, as many of them learned about it in class when they were students. Diverse values lead to a wide variety of ideas. I would like to promote diversity and realize an organization in which a diverse range of human capital can play active roles in their respective fields of expertise, and in which all members are complementary to each other.



Corporate Division
Human Resources Unit
Human Resources Team
Kokoro Isomichi



Corporate Division
Human Resources Unit
Human Resources Team Leader
Akira Kurahashi

Holding a working parents roundtable discussion

The Toyol Group is promoting various initiatives to create a workplace that is easy to work in for those raising children. In March 2024, a roundtable discussion was held with seven employees struggling to balance work and childcare, sharing their concerns and experiences in balancing work and childcare. The discussion was a warm and meaningful time filled with laughter and tears, as participants shared their feelings and encouraged each other, saying things like

“Yes! Exactly that! I know what you mean!” By also publishing the content of the discussion in the Company newsletter, we hope to dispel the concerns of employees who plan to take maternity or childcare leave, or who are in the process of taking such leave. Through these efforts, we aim to create a workplace environment where employees can work with peace of mind while raising children, and where each and every employee can shine.



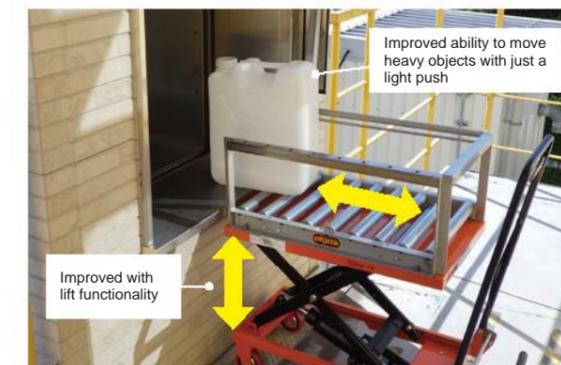
Working parents roundtable discussion



April issue of our internal newsletter "ALWAYS"

Toward the advancement of female employees

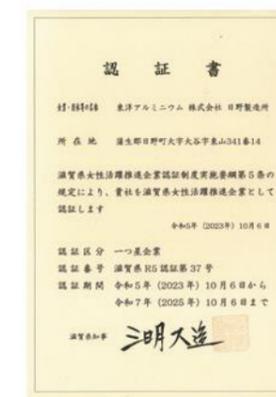
Male employees have been the majority on the production line at the manufacturing sites. However, with the promotion of women's activities, our Group is also working to expand opportunities for female employees to play an active role in the workplace by improving methods for transporting heavy items and improving restrooms, toilets, and changing areas to make it easier for women to work. Other efforts include the creation of video instructions and multilingual support, with the aim of creating an environment in which a diverse range of employees, including senior employees and foreign nationals, can play an active role.



Improved ability to lift heavy loads

Certified as a Shiga Prefecture company that promotes women's participation in the workforce

The Hino Works hired its first female line worker in 2023. This was an opportunity for us to apply for the “Shiga Prefecture system for certifying companies that promote women's participation in the workforce” with the determination to become a symbol of a company where women can work energetically and build up a fulfilling career, and we were certified as a one-star company. We will continue to strive to create a workplace where a diverse range of human capital, including women, can play an active role.



One-star company certification

We have been continually working on quality improvement, and 16 domestic and overseas companies of our Group have the ISO 9001 certification. For safety, a Safety and Health Secretariat is assigned to each production site and the Group Safety Management Team serves as the center of the management. This allows the Head Office and the production sites to work together to implement activities for occupational safety and health. In addition, in order to fulfill our responsibilities for the quality and safety of the contractors that support us, we actively support their quality patrols and on-site safety attendance for leased facilities, while still respecting their autonomy, working to prevent accidents and troubles outside the production sites of our Group. We will continue to comply with social norms and strive to further improve quality and safety, aiming to be a Group that is even more trusted by customers.



C S R
Key Challenge 4

Quality and Safety

Promoting proactive safety measures to prevent risks before they occur

Saruwatari: Under the permanent theme of eradicating the risk of serious accidents and disasters that could seriously affect the Company's survival, in fiscal 2023 we focused on promoting safety activities by utilizing the leadership of top management at our business sites. In fiscal 2024, we have been focusing on risks arising from changes and modifications, and are working to further raise the safety awareness of team leaders and other middle-level employees at each workplace to create a system that will enable them to promote safety activities on their own. The Shiga Plant of Toyo Aluminium Ekco Products Co., Ltd. has been proactively working on safety measures led by Plant Manager Sato, and has achieved 3,000 days without a lost-time injury.

Sato: 3,000 days without a lost-time injury is just a milestone, and safety measures need to be continued. Press machines are one of the main pieces of equipment at the Shiga Plant, and they in particular could lead to a serious accident should a mishap occur. In addition, in recent years the production of paper products has increased compared to that of aluminum products, increasing the risk of fire during the heating process. We recognize that promoting the creation of a safe and secure workplace is a fundamental prerequisite for plant operation. Risks arising from changes and modifications, a key theme for fiscal 2024, also applies to changes in workers, changes in materials handled, and the degradation of equipment over time. We will continue to promote activities in cooperation with the Group Safety Management Team and other business sites, and promote "aggressive safety measures" to ensure that each and every employee is aware of risks and prevents accidents from occurring.

Group Safety Management Team Leader
Masataka Saruwatari



Toyo Aluminium Ekco Products Co., Ltd.
Production Unit, General Manager, Shiga Plant
Kei Sato



Safety Activities to prevent past serious disasters from being forgotten

The Group Safety Management Team, which reports directly to the President, focuses on reducing the risk of serious accidents, such as fatal accidents and occupational accidents that result in permanent disabilities such as blindness or an amputation. In the unfortunate event of a serious accident, all concerned parties in the workplace must work together immediately after the accident to formulate and implement various countermeasures with a strong determination to prevent the same accident from ever occurring again. However, over time, employees with direct knowledge of the accident may be replaced, and there is a risk that their preparedness and resolve will be forgotten, leaving the measures established after the accident a mere formality. Measures that become a mere formality may lead to the recurrence of a similar accident. As part of our efforts to prevent occupational accidents from being forgotten, we are creating videos to share examples of past serious accidents with all employees. In fiscal 2023, we created videos related to cases of being

caught in a press machine, full body burns, accidents caused by insufficient oxygen, and fires. In the videos, we interview employees who were familiar with the situation when the accident occurred, and asked them to describe the situation and their feelings at the time. Employees who watched the videos commented that they did not want to go through the pain of such an accident, nor have anyone else suffer such hardship, and also stated that they must make sure serious accidents such as those never happen again. The videos were a good opportunity to strengthen safety awareness. To ensure that safety awareness remains high, each business site also holds events to review past accidents and to confirm that post-accident measures are still being taken. In July 2024, the President personally visited the sites of accidents to express his condolences to the employees who lost their lives in the workplace and to pledge never to allow such tragic accidents to occur again. We will continue to work together as a company, each and every one of us with a strong desire to prevent serious accidents from occurring, to ensure safety.

Quality Safety and Quality are the Life of the Company

Under the slogan "Safety and Quality are the Life of the Company," we have been promoting business activities with the goal of zero serious quality accidents, and we were able to achieve this goal in fiscal 2023. We believe this is the result of our focus on change control, learning from past serious quality incidents and strengthening our efforts to prevent recurrence. To ensure change control, it is necessary to determine if there is a significant difference in quality before and after the change. Having human capital who can not only collect the necessary quality data but also statistically verify and analyze the information obtained is vital to the Company, and we have been systematically developing such employees. In fiscal 2024, we are expanding the number of eligible employees and continuing to strengthen the development of human capital who can understand statistical quality control methods. The key to

preventing recurrence is corrective action that identifies the true cause of the defect. To this end, we provide guidance and support to divisions where defects occur so that they can acquire the habit of grasping the facts based on the "three actuals;" the actual site, actual product, and actual situation, and analyzing factors based on principles and rules. Remembering that effective corrective action records are an asset to the Company, we will continue to improve the level of our corrective actions using *Gogen Shugi* (three actuals + principles and rules). It is the awareness of each and every employee, including executives, that protects the quality of products and the safety of employees, both of which are extremely important in the manufacturing industry. In order to deliver products that our customers can rely on, we will continue to work together to foster quality awareness and ensure compliance.

TOPICS

The Toyol Group has created a Group-wide logo that incorporates the words "Safety and Quality are the Life of the Company," which reflects the thoughts of President Kusumoto. By expressing the President's thoughts on safety and quality in just a few short words and incorporating them into the logo, we made it easy to catch the attention of employees and to gain familiarity with the idea.



The Toyol Group has been contributing to local socioeconomic activities through production activities and employment. We are also making active efforts in collaboration with local communities, supporting and sponsoring cultural programs, engaging in environmental preservation activities, and giving cooperation and support for food bank activities through NPOs.

We are also making a strong effort to contribute to the development of the next generation by inviting junior and senior high school students to visit our companies. We work on various other activities as well, including volunteer cleanups by employees and support activities for areas affected by natural disasters. We will continue to promote active efforts through a variety of activities and contribute to a sustainable society, and thereby aim to further improve our corporate value.

C S R
Key Challenge 5



Collaboration with Stakeholders

Promoting dialogue with employees and customers through a variety of activities

Naka: We are focusing on internal communications and are continually working to improve our internal newsletter based on in-house surveys and external evaluations. For example, we are working to increase the appeal of the President's "Join Together for Quarterly Reports" live broadcasts by implementing various ideas, such as featuring younger employees and broadcasting from various business sites. For external communications, we have enriched our content by introducing the aluminum foil manufacturing process through animation, and we also actively accept junior high and high school students who wish to visit the Company. We plan to open an official account on X by the end of fiscal 2024 to communicate the appeal and initiatives of the Company. We will further increase the number of fans of the Toyol Group through a variety of PR activities.

Wada: Toyo Aluminium Ekco Products Co., Ltd. is in the daily necessities business and places importance on dialogue with consumers. The opinions and feedback received at our customer service center are used to improve existing products and develop new products. In the Marketing Team, we have set up a communication site for customers who really enjoy our products called "OTANOSHIMI CLUB™" and hold "fan meetings" for online dialogue. Wanting to know more about our customers, we capture the thoughts of the kinds of products they would like to have and then respond to those thoughts, working day in and day out to make those products a reality. Moving forward, I would like to apply the know-how and knowledge we have accumulated through dialogue with our customers to our internal communications as well.

Toyo Aluminium Ekco Products Co., Ltd.
Corporate Management Unit
General Affairs and Risk Management Team

Ayami Wada

Corporate Division
General Affairs Unit
Legal & Public Relations Team

Naka



Toyol Forest - Forest conservation activities -

Toyo Aluminium K.K. and Toyo Aluminium Ekco Products Co., Ltd. entered into the Lake Biwa forest making partnership agreement with Shiga Prefecture through the Watamuki Production and Forest Association, which manages forests mainly on Mt. Watamuki in Shiga Prefecture. Specifically, reforestation activities are conducted twice a year in a forest field named the "Lake Biwa Future Forest, Created by All Members of the Toyol Group." In fiscal 2023, a total of 49 employees participated in reforestation activities in July and November. Through these activities, we will contribute to environmental conservation as a company and raise the environmental awareness of our employees.



Reforestation activities

Free Study on Aluminum website updated

Since its launch in 2017, the free study website operated by Toyo Aluminium K.K. has attracted a high level of attention, mainly during the summer vacation period. In 2024, we further enhanced the content and released new content, such as an easy-to-understand explanation of the aluminum foil manufacturing process using animation. Our goal is to use the site as an opportunity for children to develop an interest in the properties of aluminum and the products around them, and to foster a sense of curiosity regarding science.



Animation explaining the rolling process

Accepting students of all ages for company visits

We host students of all ages for company visits at our manufacturing sites and offices. At the Yao Works, we introduce our environmental initiatives and technologies to local elementary and junior high school students and their parents, and give them the opportunity to experience the actual manufacturing process through a tour of the plant. The Hino Works cooperates with work experience programs for local junior high school students, offering them the opportunity to experience light manufacturing work at the manufacturing site. We also accept university students for practical training. In addition to an overview of the Company and an explanation of our technology, visitors to the Osaka Office were also able to experience our water-repellent packaging technology in an experimental setting. We hope that these experiences will help students consider their future career choices. We will continue to accept students of all ages to visit our Company and spread the appeal of manufacturing to the next generation.



Students visiting the Company