

## Material Issue

# 3

## Active Roles of Diverse Human Capital

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.



Ishikawa and Mashimo at work

### Acquisition of two-star “Eruboshi” certification

At Toyo Aluminium Ekco Products Co., Ltd., we acquired “Eruboshi certification (two stars)” pursuant to the Act on the Promotion of Women’s Active Engagement in Professional Life, on February 18, 2025.

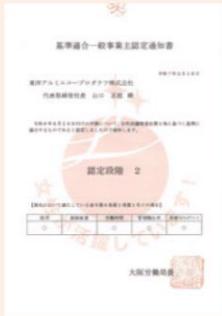
One of our important themes is the “creation of a comfortable workplace for everyone.” As part of these efforts, we interviewed employees when formulating an action plan based on the Act on the Promotion of Women’s Active Engagement in Professional Life, with the aim of acquiring Eruboshi certification.

In these interviews, we listened directly to actual feedback from frontline employees, not just numerical data. As a result, we learned about issues and points for improvement that are difficult to discover with systems alone.

Going forward, we will continue our efforts, with the aim of creating a workplace environment where all employees, not just women, can work with verve.



Eruboshi (two star) mark



Notification of Approval as General Employer that Conforms to Standards

### Active participation by non-Japanese employees

In fiscal 2020, two Vietnamese employees joined the Company at our Yao Works, followed by another Vietnamese employee in the Manufacturing Facilities Team at our Gumma Works in fiscal 2024.

#### Comment from supervisor (Manufacturing Facilities Team Leader Iwata)

For the first six months, he engaged in hands-on learning with Vietnamese employees at the Yao Works, and learned the foundations of safety. He was worried about day-to-day life in Japan, but he had adapted better than we expected. I hope he will utilize his high motivation to grow into someone capable of leading the Manufacturing Facilities Team as a whole.

#### Comment from employee (Mai Tuan Anh)

Facilities work involves many specialist terms, and I have struggled greatly to remember them all, but it is very interesting work. I will do my best, while placing the utmost priority on safety, to become the first Vietnamese Team Leader in the future.



Mai at work

### Expanding opportunities for the active participation of women Taking on new challenges one after the other

**Ishikawa** I was given a position as dispatch staff in 2014, and joined Toyal three years later in an assistant staff position. My work in product packaging remains unchanged, but in 2020, I changed to a line worker position, and this year I became a Line Manager. I have heard that I am the first female Line Manager in Toyal. I recently took maternity and childcare leave on two occasions. As opportunities for the active participation of women grow, I would like to proactively take on new challenges, while also turning my attention to perspectives that went unnoticed before. As Line Manager, I aim to actively communicate with people inside and outside my team, and create a comfortable frontline working environment for everyone.



Satomi Ishikawa

Logistics Line Manager  
Production Control &  
Logistics Team  
Kambara Works  
Foil Headquarters

Natsuki Mashimo  
Manufacturing Facilities Team  
Gumma Works  
Foil Headquarters

### Promotion of health and productivity management

At Toyo Aluminium K.K., we believe that the promotion of employee health will have broad-ranging effects, including boosting productivity and cutting medical expenses, and contribute to enhancing corporate value. As a health and productivity management initiative, at our Tokyo Office, we offer sports events that employees can **easily** participate in and have fun doing so, including stretching sessions and walking events. We also provide ongoing support for amateur sports clubs, and were certified by the Japan Sports Agency in January 2025 following our application to be a “Sports Yell Company 2025,” under a system that recognizes companies promoting measures to improve employees’ health through sport activities.



Sports Yell Company Certificate

We also aimed to improve lifestyle habits through our health events, in which a total of 218 employees participated. At these events, we set challenges covering seven themes, including a joint non-smoking challenge across six business sites and at least 30 minutes of exercise per day. At our Osaka Office, we also held a health seminar for employees, with guest speaker Masumi Yagi (YOSHIMOTO KOGYO CO., LTD.) of comedy duo Savanna, on September 12, 2024. We enhanced employee awareness of health through this health seminar, with non-stop laughter that enabled employees to focus on health maintenance in a fun way.



Health Seminar at Osaka Office

The Gumma Works is a workplace where diverse range human capital is active, including female line workers, of course, as well as non-Japanese nationals and senior citizens. An environment is in place where it is easy for employees to take on new challenges and aim to acquire qualifications with their own aspirations. Accordingly, I myself have obtained qualifications, including my forklift license, second-class electrician, and sling work qualification. I have just returned to work from maternity and childcare leave, but I intend to utilize the workplace support systems while expanding the scope of my work, and acquiring new qualifications to further enhance my skills.