

## 2022 New Year's Greetings

Mr. Koshiro Yokota, president of Toyotake Industry Co., Ltd.

Thank you for your ongoing support. We would also like to thank all of our clients, employees, their families, and everyone else in the region for their generous support this year.

Anyway, in 2021, our industry experienced the long-term effects of COVID-19 for the second year in a row, which resulted in reduced production by our company as well, but we took advantage of the downtime period as an opportunity to provide education and training, etc. Our situation remains difficult, and 2021 was a year in which I felt an even greater need for unceasing efforts to help ensure that we can adapt and remain necessary to society as a company.

That said, there was some good news this year as well. Firstly, our company's diverse work styles—with OPEN INABU as a prime example—as well as our creation of rewarding experiences through various activities were well-received, and we once again won a grand prize at the "Toyota City Employee-Friendly Office Awards," which we have won since the first year we applied. At the awards ceremony, the mayor of Toyota City directly introduced our business, and I am delighted that the local government holds us in such high regard. Secondly, we were selected as one of "300 Successful SMEs and Small Businesses"—a system used by the Ministry of Economy, Trade and Industry to recognize SMEs for taking on challenges to support the regional employment economy—in the human-resource development and manufacturing fields. Our company was specifically recognized for promoting diversity by taking steps to employ various kinds of people in the region as well as for our measures aimed at retaining employees and helping to improve their skills. It has been genuinely encouraging to receive the praise of both the national and local government for our company' initiatives, and we are committed to collectively continuing to pursue initiatives as we work toward the attainment of our vision.

(For details on the awards, please see our company's website: <http://www.toyotake-kogyo.co.jp>)

Inabu district, Toyota City—the home of our head office—faces a decreasing population and birthrate as well as population aging, and it is said to be a microcosm of Japan 50 years from now. Therefore, we will focus on corporate and regional resources as we strive to take on the challenges posed by our naturally abundant, advanced region—and the unique issues it faces—in order to survive, and we will further enhance our businesses to ensure that our company is still necessary in 2030 and to pursue efforts in line with the SDGs. To conclude, I would like to once again thank all of you for your generous support in 2021 and express how much I am looking forward to your ongoing support in 2022.

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