# とりしま Company Magazine TORISHIMA 2024 NOV No. 230

# **COO MESSAGE**

Embracing Agility:



Visiting End Users 210

# **Reliable Reverse Pump Turbine Supporting a Power Plant**

Shiokawa No. 2 Power Plant, Power Generation Control Center Management Facility, Yamanashi Prefecture Enterprise Bureau

# Project Highlights

07





Torishima's Manhole Cover is Completed



1 1 TORISHIMA NEWS Showcasing Pumps for Liquid Ammonia/Hydrogen in Gastech 2024, USA



Kumamoto Agricultural Products Fair



5 On-Site Training in India

失敗を専ひ 失敗に学ぶ CEO 原田耕太郎

Respect Failure and Learn From It

Kotaro Harada Representative Director, CEO



Torishima is pursuing initiatives to ensure all of us are in the learning zone (autonomous growth workplace), where people and the organization grow vigorously side by side, learning and helping each other achieve lofty goals every day. Psychological safety, the horizontal axis of the diagram below, plays an important role in these efforts. It is the degree to which people feel safe expressing their thoughts and feelings to anyone, with a shared sense of security that their comments and remarks will not damage their relationships.



(Created based on the diagram on page 23 of *The Strength to Enjoy Adversity* by Masayuki Iwade, Nikkei BP)

In September of this year, Mr. Iwao Hakamata was found not guilty. He was arrested 58 years ago and had been pleading his innocence. I was shocked by the final verdict that the evidence was fabricated by the investigative agency, and by the fact that it took 58 long years to resolve the case. I believe that many people involved in the investigation must have felt that something was wrong. However, the great pressure to dispel the public's fears as quickly as possible caused the organization to lose its psychological safety. It seems to me that this is an example of a case where the goal was to protect the judicial organization rather than to reveal the truth, and mistakes were made and allowed to stand. We can learn a lot from this incident.

We need to develop technologies and services to contribute to the world through our pump business, and we need to reform our business processes to create the time necessary to do so. This is a high hurdle, and mistakes and failures are inevitable. It is important that we are able to maintain a positive attitude even in difficult situations, and share mistakes and failures with everyone as learning experiences for the organization, without being embarrassed. So yes, I think psychological safety is key. Since we are taking on the challenge of high goals, failures are to be expected. Is the organization respectful of failure, viewing it not as something to be ashamed of, but as a chance for everyone to learn? Drawing a lesson from the Hakamata Incident, I want to keep this firmly in mind.

The unusually long and hot summer is over. This year is sure to be the hottest year on record. Abnormal weather conditions continue around the world, and people's lives are threatened by unprecedented heavy rains and droughts. The vital work of Torishima is spreading around the world to minimize damage from heavy rains and droughts, to promote energy efficiency and CO2 emissions reduction, and to promote the early spread of next-generation energy sources such as ammonia and hydrogen. With an ever-increasing number of challenging tasks, how can we transform our way of working to focus on what we really need to do? This is a high hurdle we must overcome in order to contribute to the world. And it's because the hurdle is so high that we can all remain undaunted and aim to become an organization that respects failure, learns from it, and takes on new challenges.

### **COO MESSAGE**

# Embracing Agility: Our Path Forward in FY 2024

### Alister Flett Director, COO

Dear Team Torishima,

As we move into the second half of 2024, I'm reminded of the remarkable journey we've shared since I joined Torishima in 2003. What continues to set us apart is our unique ability to blend global expertise with Japanese engineering excellence, creating something truly special in the pump industry.

Before looking ahead, I want to express my sincere gratitude to each of you for your exceptional dedication during the first half of 2024. Your commitment has driven remarkable achievements — from successful deliveries of major projects in Algeria and Egypt to groundbreaking developments in hydrogen pump technology. Your hard work has positioned us perfectly for the challenges and opportunities that lie ahead.

Our commitment to becoming "No.1 in the Markets we participate in" remains unwavering. While we've achieved significant milestones in the first half of 2024 — from groundbreaking developments in hydrogen pump technology to expanding our presence in seawater desalination—today, I want to focus on how we're transforming the way we work to meet tomorrow's challenges.

### The Agile Revolution at Torishima

We've recently introduced Agile methodology across our organization, and the results have been inspiring. Our pilot programs have already trained 53 team members, with more joining every month. But what does being "Agile" really mean for Torishima?

At its core, **Agile is about building small and growing big** — **just like our own success story.** It's about breaking down complex challenges into manageable pieces and continuously delivering value to our customers. We're applying this philosophy through our 5 C's framework:

Customer	Keeping our clients at the heart of every decision
Commitment	Delivering on our promises, no exceptions
Cooperation	Working seamlessly across departments and borders
Challenge	Embracing new ways of thinking and working
Change	Adapting swiftly to market demands

### Key Focus for Second Half of FY 2024

As we look ahead, I want each of you to consider how you can contribute to our shared success through these essential focus areas:

### **Quality Excellence (QX)**

- Remember that customers see Torishima as one entity
- Every action you take shapes customers experience
- Focus on execution, not excuses

### **Digital Transformation (DX)**

- Embrace our new cloud-based systems
- Contribute to our expanding live reporting capabilities
- Support the rollout of our global learning management system

### Human Capital (HX)

- Share your knowledge with at least one colleague
- Participate in our expanded Agile training programs
- Embrace mentorship opportunities

### **Innovation (IX)**

- Contribute ideas for energy efficiency
- Think beyond your immediate role
- Stay curious about new technologies

As your COO, I'm excited about the transformation I see happening across our organization. Our Agile journey is just beginning, but it's already changing how we think, work, and deliver value to our customers. Whether you're in engineering, production, sales, or support functions, you play a crucial role in our success. The question I pose to each of you is simple: "How can you contribute to our goals in the next 6 months?"

Let's continue challenging ourselves while maintaining what makes us unique—our unwavering commitment to excellence and innovation. Together, we're building the future of Torishima. Looking forward to our shared success in the months ahead.



# アジャイル思考で未来を切り拓く:2024年度、私たちの進む道

## 取締役共同COO Alister Flett

トリシマに入社して以来これまで、皆さんと歩んできた素晴らしい道 のりを実感しています。トリシマが際立っているのは、グローバルな専 門知識と日本の優れたエンジニアリングを融合させ、ポンプ業界で他 に類を見ない製品・サービスを生み出すという独自の能力です。

まずは2024年度前半の皆さんの並々ならぬ努力に感謝の意を表 したいと思います。一人ひとりの献身的な努力により、アルジェリアやエ ジプトにおける大型プロジェクトの成功から、水素ポンプ技術における 画期的な開発まで、目覚ましい成果を上げることができました。皆さん の努力により、私たちは今後の「Challenge & Opportunity (チャ レンジとチャンス)」に万全の体制で臨むことができます。

「参入する市場でNo.1になる」というコミットメントは確固たるもの です。2024年度前半には、水素ポンプの開発から海水淡水化マー ケットにおける存在感の拡大に至るまで、布石を打つことができました が、ここでは、今後の課題に対応するためにトリシマが業務のやり方 をどのように変えているかに焦点を当てたいと思います。

### トリシマにおけるアジャイル革命

私たちは最近、アジャイル手法を組織全体に導入し、素晴らしい成 果を上げています。パイロットプログラムではすでに53名の社員が研 修を受け、毎月多くの社員が参加しています。しかし、アジャイルがトリ シマにとって本当に意味することは何なのでしょうか?

アジャイルの本質は、小さく始めて大きく育てることで、それはトリ シマのサクセスストーリーそのものです。複雑な課題を管理可能な 部分に分割し、お客様に継続的に価値を提供することです。トリシマ は、この哲学を5つのCの枠組みを通じて実践しています。

Customer (顧客)	すべての意思決定において お客様を最優先する
Commitment (コミットメント)	約束を守る、例外はなし
Cooperation (協力)	部門や国境を越えて シームレスに連携する
Challenge (挑戦)	新しい考え方や働き方を 積極的に取り入れる
Change (変化)	市場の需要に迅速に対応する

### 2024年度下期の重点項目

将来を見据え、以下の重点分野を通じて、皆さんがトリシマの成功 にどのように貢献できるでしょうか。

#### 品質の卓越性(QX)

- •お客様はトリシマを一つの企業として見ている
- ・皆さんの行動が、顧客体験(顧客満足度)に影響する
- 言い訳ではなく、実行に集中する

### デジタル変革(DX)

- 新しいクラウドベースのシステムを活用する
- ライブレポート機能を拡張する
- グローバルな学習管理システムの展開をサポートする

#### 人的資本(HX)

- ・ 少なくとも1人の同僚と知識を共有する
- 拡張されたアジャイルトレーニングプログラムに参加する
- メンターシップの機会を活用する

#### イノベーション(IX)

- •エネルギー効率化のためのアイデアを提案する
- 自分の役割にとらわれず考える
- 新しいテクノロジーに興味を持ち続ける

私はCOOとして、トリシマの組織全体で起こっている変革にワクワ クしています。トリシマのアジャイルへの取り組みは始まったばかりです が、すでに私たちの考え方、働き方、そしてお客様への価値の提供の 仕方を変えつつあります。エンジニアリング、製造、営業、サポートな ど、どの部門に所属していても、トリシマの成功には皆さんの重要な役 割が欠かせません。

皆さんに問いかけたいことはシンプルです。「2024年度下半期、ト リシマの目標にどのように貢献できますか?」

トリシマの独自性を維持しながら、挑戦を続けていきましょう。トリシ マの独自性とは、卓越性と革新性に対する確固たるコミットメントで す。一緒に、私たちの未来を築いていきましょう。近い将来、皆さんと 成功を分かち合えることを楽しみにしています。

# Reliable Reverse Pump Turbine Supporting a Power Plant

Shiokawa No. 2 Power Plant, Power Generation Control Center Management Facility, Yamanashi Prefecture Enterprise Bureau

### History of Shiokawa No. 2 Power Plant Construction

Shiokawa No. 2 Power Plant is a small-scale hydroelectric power plant in Hokuto City, Yamanashi Prefecture. In 2009, Yamanashi Prefecture formulated the Yamanashi Green New Deal Plan, which aims to combat global warming by taking advantage of the prefecture's rich natural environment and promoting the spread of clean energy. As part of this effort, the Shiokawa No. 2 Power Plant, Yamanashi Prefecture's first small-scale hydroelectric power generation model facility, was constructed in 2010. Fourteen years after its start of operation, it is still operating as an important facility that symbolizes small-scale hydroelectric power generation.



Power Generation Control Center Management Facility, Yamanashi Prefecture Enterprise Bureau

### **Attractions of Hokuto City**

Hokuto City is home to many scenic spots with spectacular views of Mt. Fuji. Surrounded by several

famous mountains, the city offers a sense of natural grandeur that cannot be experienced in big cities. It is also the production center of Minami-Alps Natural Mineral Water, found in supermarkets and convenience stores in Japan, and a center of industries that make use of this famous mineral-rich and delicious water. In addition, Hokuto City's Hakushu Hot Springs are loved by many people as a place to relax after a long day, attracting visitors from both the local area and across Japan. The author often uses Hakushu Hot Springs, and it is one of the pleasures of a business trip.

### **Reliable Reverse Pump Turbine**

At the Shiokawa No. 2 Power Plant, the reverse pump turbine developed by Torishima based on the technology it has cultivated over many years of pump manufacturing is in active use. A small-scale hydroelectric power generation system using a reverse pump turbine generates electricity by directing the water flow caused by the difference in elevation of the terrain to a pump, which then reverses the pump to turn a generator.

The Shiokawa No. 2 Power Plant is a small-scale hydroelectric power generation facility that uses water facilities, so thorough water quality control is required. Torishima's reverse pump turbines have a proven track record as water supply pumps, and no lubricating oil is used in the internal parts of the turbine, making them safe and reliable for water quality applications. Mr. Kawasaki, the assistant manager of the Power Generation Control Center Management Facility, who cooperated with our interview, said, "I have great



Max. output	82 kW
Power generation type	water channel
Water turbine type	reverse pump
Max. water use	0.20 m³/s
Effective head	63.6 m



Experienced engineers use a stethoscope to determine the condition of bearing lubrication by subtle differences in sound, which requires many years of experience.

confidence in Torishima's reverse pump turbines because they have never had any malfunctions or failures."

Small-scale hydroelectric power generation using water facilities that maintain a relatively constant water flow has the advantage of stable power generation and not being affected by weather conditions or seasons. In addition, hydroelectric power generation emits very little greenhouse gas (CO<sub>2</sub>), reduces environmental impact, and contributes to climate change countermeasures, and is therefore attracting attention from around the world where water resources are abundant.

### **Promoting IT and AI**

Mr. Kawasaki is engaged in the maintenance of small-scale hydroelectric power plants and educational activities for clean energy projects. In this interview, he shared his strong desire to promote the use of IT and AI in the field of maintenance and management, where the declining birthrate is becoming an issue. In recent years, the unstoppable decline in the birthrate has resulted in an aging workforce of maintenance and management engineers, and the shortage of engineers for the next generation is rapidly worsening. When we visit infrastructure facilities, we often hear the earnest sentiments such as "We want to train young maintenance and management engineers, but it is not easy to attract job applicants," and we have internalized how serious the problem truly is. Given this situation, it is an important issue for the future to replace decisions that have been based on the senses of experienced engineers to more objective and effective decisions through data analysis by employing IT and AI. We were impressed by Mr. Kawasaki's passion for the issue, and at the same time, we reaffirmed that Torishima's mission is to contribute to the maintenance and management of facilities through IT and AI-based products such as TR-COM (rotating equipment monitoring system).

Finally, we would like to thank Mr. Kawasaki for taking time out of his busy daily work schedule.

(Reported by Wataru Tanida, Tokyo office)



Left: Mr. Kawasaki, assistant manager, who cooperated in the interview Right: The author

# Project Highlights

01

## **Stable Supply of Agricultural Water Improves Productivity**

### Abashiri Development and Construction Department of the Hokkaido Regional Development Bureau placed an order for the Bihoro Pumping Station in the Abashiri River Central District

Bihoro Pumping Station is located in Bihoro of Abashiri District in Hokkaido, the northernmost region of Japan, which is a major producer of wheat, beans, potatoes, sugar beets, and vegetables such as onions. However, field crops in this region are dependent on rainfall, and the combination of low rainfall and poor soil conditions for water retention makes agricultural productivity unstable.

The Abashiri River Central District National Irrigation and Drainage Project was launched in 2017 to ensure a stable supply of agricultural water, improve agricultural productivity, and stabilize agricultural management in the 2,289 ha agricultural area in Bihoro and the adjacent town of Ozora, and this work is part of that project. Construction of a new pumping station and restructuring of existing water rights will provide a stable supply of water for field irrigation (sprinkler irrigation, etc.).

Torishima completed work for a previous phase of the Bihoro Pumping Station construction project in March

2023. In this phase, Torishima will manufacture and install three water transfer pumps, two pressure pumps, and power receiving/control equipment to supply the Nozaki-Toyohoro main line system. The order was placed using a comprehensive evaluation bidding method, and Torishima's proposal, which considered safety measures during equipment installation, was highly evaluated and awarded the contract.

Design and manufacturing of the equipment is underway, with completion scheduled for August 2025. Completion of this project is expected to improve agricultural productivity through the stable supply of agricultural water.

Pump Application	Water Transfer Pumps	Pressure Pumps
Type & Size	MMK200/3	MMK-E100/3
Quantity	3 units	2 units
Motor Output	220 kW	75 kW

## Received Order for Construction Work Related to Disaster Prevention Enhancement Project on the Chitose River

### Sapporo Development and Construction Department of the Hokkaido Regional Development Bureau placed an order for the fabrication and installation of Oji Pumping Station equipment

This work is part of the Chitose River's incidental river works based on the river plan, and will renovate the existing Oji Pumping Station, which is an obstacle to levee maintenance in the Ebetsu urban area.

The Chitose River has a trunk river channel extension of 108 km, and is one of the most famous salmon rivers in Japan. The Chitose River passes through the Chitose urban area, flows through vast farmlands, and joins the Ishikari River in the Ebetsu urban area. Its watershed is home to around 370,000 people. In addition to primary industries such as rice paddies and field crops, secondary industries such as food manufacturing including beer and dairy products are thriving in this area. Recently, the area has been rapidly developing with the expansion of the airport industrial park centering on the New Chitose Airport and the entry of the semiconductor industry.

The Chitose River is characterized by a vast low-lying area in the lower middle section of the river, which is easily affected by the water level of the Ishikari River, the main river, for long periods during flooding. This makes it prone to internal flooding, and in August 1981, the river recorded its highest postwar water level, resulting in an unprecedented flood. Based on this history, levee maintenance is currently underway to ensure that river water can safely flow below the planned water level. The ordered reconstruction work was required for the Oji Pumping Sluice, Oji Irrigation Sluice, and Oji Pumping Station (managed by the Ebetsu Mill of Oji F-Tex Co., Ltd.), due to the river construction.

The bidding for this work used the comprehensive evaluation bidding system, and we received high marks for our proposals that considered quality assurance during installation and safety measures for installation work in narrow areas, leading to our winning the contract. Design and fabrication of pumps, electrical equipment, etc., and planning of construction work are in full swing, with the aim of completing construction in September 2026.

Pump Application	No.1 - 3 River	Water Pumps
Type & Size	CDM500×450	CDM600×500
Quantity	Total 3	3 units
Motor Output	120 kW	170 kW

# Replacement with Super Eco-Pumps Reduced Power Consumption and CO<sub>2</sub> Emissions

#### Orders of three units received for Komaki Plant of Sumitomo Riko Company Limited

Sumitomo Riko Company Limited has formulated the 2029 Sumitomo Riko Group Vision (2029V) for its 100th anniversary in 2029, and is promoting efforts to reduce CO<sub>2</sub> emissions by 30% in Scope 1 + 2 and 15% in Scope 3 compared to fiscal 2018.

This company has participated in a Go Green with Pumps seminar held by Torishima. At that time, we learned that they were using many pumps to circulate cooling water in the cooling tower at their Komaki Plant. After repeated energy efficiency proposals, they decided to replace three of their existing pumps made by another company with Torishima pumps. These Super Eco-Pumps offer higher efficiency than conventional Eco-Pumps, achieving MEI  $\geq$ 0.70, the highest grade in Europe. For two of the three pumps being renewed in this project, we reviewed the three existing pumps (two 11 kW and one 18.5 kW) at the Technical Center and replaced them with two 15 kW pumps. This reduced power consumption by approximately



26%, and CO<sub>2</sub> emissions are expected to be reduced by 33.4 t-CO<sub>2</sub> per year.

We were able to actually measure the power consumption and flow rate of the pumps before and after renewal. This allowed us to make the renewal proposal based on actual operation rather than specifications. In addition, Torishima's energy efficiency proposal activities were highly evaluated at the debriefing session after the renewal.

We will continue to contribute to our customers' needs to reduce power consumption and CO<sub>2</sub> emissions by expanding our energy efficiency proposal activities for pumps.

Pump Application	Cooling Water Pump for a Plant	Cooling Water Pumps for Technical Center
Type & Size	CAL80-240E	CAL100-245E
Quantity	1 unit	2 units
Motor Output	11 kW	15 kW



This area is intentionally left blank on the website. Thank you for your understanding.

# Pump order received for desalination plant at shale gas extraction project

# Tecton Oil & Gas Equipment Trading LLC orders 16 pumps including high pressure pumps for a seawater desalination plant in Saudi Arabia.

Tecton Oil & Gas Equipment Trading LLC (Tecton Group) has placed an order for a total of eight SWRO highpressure pumps and eight booster pumps for energy recovery devices (ERDs) for a desalination plant to be built as part of a shale gas extraction project.

The desalination plant has a desalination capacity of 80,000 m<sup>3</sup> per day using reverse osmosis (RO), the leading method used in modern facilities. The water produced is slated for use in drilling, ground-forming hydraulic fracturing, oilfield fire prevention, heating installations, and power generation plants.

The plant is owned by Saudi Arabian Oil Company (Aramco), the state-owned oil company of Saudi Arabia. Construction and 20-year conservation and water sales contracts have been signed by the Future Technologies for Water Desalination Company. The pumps to be used in the plant must be highly efficient and reliable to reduce the long-term maintenance burden.

This is Torishima's fourth desalination order from the Tecton Group, having previously received an order for RO seawater desalination pumps for the Tanajib project in 2022. In addition to desalination projects, the Tecton Group is also involved in a wide range of projects in the Middle East, particularly in the GCC countries, and they have placed many orders with Torishima in recent years, including main pumps for a water transmission plant for Transco in the UAE in 2023. These orders are the result of the relationship of trust that Torishima has built with the group over more than 15 years.

Construction of the plant is currently underway, with a projected completion date in 2025. Torishima will not only meet the need for high efficiency, reliability, and short delivery times for the pumps at the heart of the plant, but will also continue to provide optimum products and services and build further enhance the trust of our customers.

Pump Application	SWRO High Pressure Pumps	ERD Booster Pumps
Type & Size	MHA150/4	CBR250-380
Quantity	8 units	8 units
Motor Output	1,900 kW	280 kW

# Lump-sum order for major pumps for three projects in Saudi Arabia's water supply plant

# Mapa Insaat ve Ticaret Anonim Sirketi orders 59 main pumps for a water supply plant in Saudi Arabia.

This order originates with Mapa Insaat ve Ticaret Anonim Sirketi (Mapa), a multinational company headquartered in Turkey with a wide range of operations in the Middle East including construction and energy as well as aviation, tourism and finance. The end users of the water transmission plant are Water Transmission and Technologies Company (WTTCO), a group company of the Saudi Water Authority (SWA, formerly SWCC), which has extensive experience in the Middle East, and Saudi Water Partnership Company (SWPC), another group company of SWA, which has many successful projects across the Middle East.

The pumps will be used for three projects: the RAK project, the RCSR project, and the Juranah ISWR project. The RAK and RCSR projects are part of the Vision 2030 plan in Saudi Arabia, which aims to develop sustainable infrastructure and optimize the use of resources. The RAK project is a water transmission project to transport water produced at the desalination plant in Ras Al Khair to Riyadh, and Torishima has supplied a number of pumps for the water transmission project between the desalination plant and the city. The RCSR project aims to improve the efficiency and stability of drinking water supply to cater for the rapidly growing population of Riyadh.

The Juranah ISWR project, which involves the construction of a 2 million m<sup>3</sup> reservoir, a 500,000 m<sup>3</sup> operational reservoir, a 3.5 km pipeline, and a pumping station, will play an important role in meeting peak demand for water, which increases rapidly during religious festivals.

Torishima was able to win these important projects at the same time thanks to its many years of delivery experience, as well as its efforts to strengthen its service system in Saudi Arabia. Torishima will continue to strengthen its relationships of trust with its customers through comprehensive support, including after-sales service, beyond being simply a provider of pumps.

#### Ras Al Khair – Riyadh Water Transmission System (RAK Project) End User: SWA - WTTCO

Pump Application	PS1 Booster Pumps	PS1 Main Pumps	PS2 Main Pumps	PS3 Main Pumps
Type & Size	CDM800×700	CDM700×600	CDM700×600	CDM700×600
Quantity	10 units	10 units	10 units	10 units
Motor Output	1,800 kW	9,100 kW	9,100 kW	7,750 kW

#### Riyadh City Southern Ring Water Transmission System (RCSR Project) End User: SWA - WTTCO

Pump Application	TGSE Station to TGWQ - Main Pumps	TGSE Station to TGSW & Uridah - Main Pumps	Qiddiya PS - Main Pumps
Type & Size	CDM700×600	CDM600×500	CDM600
Quantity	5 units	4 units	5 units
Motor Output	6,600 kW	2,100 kW	315 kW

#### Juranah ISWR Project End User: SWA - SWPC

Pump Application	Main Pumps
Type & Size	CDM700LA2
Quantity	5 units
Motor Output	970 kW

# Received Eastern Basin Sewerage Office Director's Award from Osaka Prefecture

Torishima received the Osaka Prefecture Eastern Basin Sewerage Office Director's Award by the Osaka Prefectural Government's Urban Development Department for our replacement of pumping facilities at the Kosaka Pumping Station (Higashiosaka City, Osaka Prefecture), which was carried out from October 2020 to May 2023. This award is given to particularly outstanding construction work in construction projects ordered by the Urban Development Department of the Osaka Prefectural Government.



		***** 1 9	
表	彰	状	and a
寝屋川流城下: 2号:	永道 小阪ボ 外雨水ボンブ	ンプ場 設備更新工事	ALC: N
株式会社百	島製作所	大阪支店 相	k R
頭書工事につ	いては創業	工夫を尽くし	1
ながらよく国	難を克服し	て所定の目的物	1
を優秀な成時	で完成され	ました	13
これは他の	巣範となる	ものですので	12
その栄誉を	増えここに	表彰します	
<b>今和6年8月</b>	298		1
大阪府東部英城下	水道华春州是	中西嘉则	242

## **Outstanding Employee Awards**



### From the Osaka Chamber of Commerce and Industry

Mr. Hiroyasu OBA was honored with the FY2024 Outstanding Business Employee Awards. This award is given to those who have outstanding knowledge and skills in their work; those who have contributed to the improvement of the business through originality, ingenuity, and improvement based on their rich experience; and those who have contributed to the improvement of business performance through their ability to provide leadership to younger employees.



### From Osaka Prefectural Manufacturing & Industrial Association

Mr. Tomoyuki MIZOKAMI was honored with the FY2024 Long-service Outstanding Employee Award. This award is given to those who excel in knowledge and skills in their work and are respected by other employees as role models; those who have contributed to product development, quality improvement, and technological enhancement through originality, ingenuity, devising, and research in their work; and those who have made efforts to mentor younger employees and promote the company's business.



### From Takatsuki Chamber of Commerce and Industry

Mr. Hitoshi YAMAKI was honored with the FY2024 Outstanding Employee Award. This award is given to those who have been working for a business in Takatsuki for many years and have contributed to the improvement of the company's performance and development by striving to improve efficiency with a strong work ethic.

## Participated in Gastech 2024, a Trade Show in the US

From September 17 to 20, we participated in Gastech 2024, an exhibition held in Houston, Texas. This is one of the world's largest exhibitions in the fields of natural gas, LNG, hydrogen, climate technology, AI, energy production, and low-carbon solutions for the creation of a carbon-neutral society, with more than 800 companies participating.

Torishima displayed a cutaway model of a pump for liquefied ammonia from HERMETIC in Germany and a cutaway model of a pump for liquefied hydrogen, which was unveiled for the first time at the show. Employees from TSSMI (Torishima Service Solutions of Michigan LLC.) and TSSE (Torishima Service Solutions Europe Ltd.) were also present to explain the latest technologies and products.



## **Kumamoto Agricultural Products Fair**

The Kumamoto Agricultural Products Fair was held to support the increase in consumption of agricultural products from Kumamoto Prefecture. This event also served as an opportunity for employees to learn about the many Torishima pumps in operation across Kumamoto Prefecture and the contribution they make to the maintenance of agricultural land.

From November 11 to 15, the company cafeteria at Head Office & Works served meals made using ingredients produced in Kumamoto Prefecture. On November 16, an exhibition of Kumamoto products was held at the Head Office & Works building and was attended by about 300 people, including employees, their families, and friends. In addition to the sale of wild game meat, which was popular last year, this year's new initiative was the sale of vegetables produced in Kumamoto Prefecture, which made for an even more enjoyable shopping experience. Toripon, the mascot of Torishima, made an appearance along with Kumamon, the Sales and Happiness Manager of Kumamoto Prefecture, and performed a dance to promote Kumamoto Prefecture, making the event a great success.







© 2010 Kumamon, Kumamoto Prefecture, Supported by Kumamoto Prefecture Osaka Office

### **Summer Internships**

Summer internship programs were held from August 19 to 30 and September 9 to 13. In light of changes in the school system, a new 5-day course was established this year in addition to the previous 10-day course. A total of 19 students from 15 universities and technical colleges all over Japan participated in the course.

The students learned about pump fundamentals, fluid analysis, TR-COM, hydrogen and ammonia pumps, and eco-pump sales, as well as disassembling and assembling pumps using actual equipment during the factory training or at the training center.







They also visited two drainage pumping stations in Takatsuki to see the forefront of disaster countermeasures.

## Memorial Service for the Enshrinement of the Deceased at the Company Cemetery in the Sacred Site of Koyasan



On October 5, a memorial service for the deceased was held at the company's cemetery, which was built in 1967 at Okunoin, Koyasan, Wakayama Prefecture. The event was attended by 33 people, including CEO Harada, bereaved family members, directors, and executive officers. After the memorial service for the deceased was solemnly held at the main hall of Daimyoo-in, the family temple of Torishima, we prayed for the repose of the souls of the deceased and for blessings for the company's development at the company cemetery.

This memorial service has been held every five years since the first was held on the 50th anniversary of the company's founding in 1969, along with the collective enshrinement and consecration memorial service at the Koyasan company cemetery. In the intervening years, CEO Harada and members of the General Affairs Department have paid their respects.

The words of former Chairman Ryuhei Harada are inscribed on the gravestone: May our comrades who have devoted their lives to Torishima rest in peace and purity, and may the gods bless us as we protect Torishima and contribute to humanity.

The graveyard is located on the right about 150 m along the approach to the back (left) from the Ichinohashi bridge (first bridge) at the entrance to Koyasan Okunoin. Please pay your respects if you are visiting Koyasan.

# Torishima's Manhole Cover is Completed



In Takatsuki, where Torishima's Head Office is located, a new initiative to secure new financial resources for the city's sewerage system is underway: advertising is placed on manhole covers for a fee, and the revenue from the advertising



is used to pay for the maintenance and management of sewer facilities.

This project is the first of its kind in the northern part of Osaka, and Torishima produced a manhole cover featuring our mascot character, Toripon.

### Participated in Takatsuki Industry Festival

On November 9, Takatsuki Industry Festival was held at Ama Site Park in Takatsuki. This festival is an event held to introduce the products, technologies, and attractions of businesses in Takatsuki to people of all ages through a variety of displays and hands-on experiences, and Torishima has exhibited at this event every year.

At the Torishima booth, a hand-cranked model of an eco-pump was on display, and a long line of visitors lined up to give it a try, which was a great success. Toripon made an appearance at the Character Roundup, where it was surrounded by many children and interacted with local residents.



### Torishima's First Full-Scale Global Leadership Training: Making A Difference October 2023



October 2023 - October 2024 in UK, UAE, Turkey, Japan



Torishima's first full-scale global leadership training program, Making A Difference (MAD training), which started in October 2023, was successfully completed this October. The MAD training program is a leadership development program customized to meet Torishima's needs by inviting a professional instructor from outside the company from the UK, and aims to train the next-generation leaders who will take charge of the future. 15 people participated from six sites around the world, including the head office.

The first training session was held in Glasgow, UK, the second in Dubai, UAE, the third in Istanbul, Turkey, and the final session was held at the Osaka head office in Japan. The training was developed using a variety of approaches, from basic concepts such as "the difference between a leader and a manager" and "qualities required of a leader" to practical techniques such as team building and coaching, as well as 360-degree evaluation, in which employees are evaluated by their superiors, subordinates, and peers. The participants were able to deepen their knowledge in every session. In the final session, each participant gave a presentation to CEO Harada and other members of management on what they had learned over the year and how it had changed them.







Each participant worked earnestly over the past year, while also performing their regular work duties. They learned together and had fun through this challenging but fulfilling time. Through the MAD training, not only did each member undergo significant changes, but it also connected members who had not previously interacted, resulting in a stronger global team at Torishima.

## FY2024 Prospective Employee Ceremony

On October 1, a Prospective Employee Ceremony was held to welcome those with job offers, where they received encouragement from CEO Harada and an explanation of the post-employment training program. This was followed by Paper Tower training for the purpose of team building. Using 30 sheets of paper, each team competed to see how high a tower they could make within a time limit. Although it is a simple task, it is intended to deepen interaction among prospective employees through trial and error. In addition, through roundtable discussions with senior employees, the participants were able to imagine what it would be like to work at the company and to renew their commitment to joining the company.





The purpose of this training tour, which heads overseas for 5 days and 3 nights, is to see how the company's products are used locally and to interact with local staff, ultimately to feel the rewards of their work. This year, ten selected employees visited Torishima's service plant, TPIPL (Torishima Pumps India Private Limited), in India. As in the previous year, this Next Generation Leader Training program is delivered in three stages, **Preparatory Training**, **On-Site Training**, and **In-House Debriefing**, to further reinforce the learning process.

### **Preparatory Training**

What is an ideal leader? What are your own strengths and weaknesses? Based on these questions, a specific list of action items to be performed during the on-site training was compiled.

### **On-Site Training**

Oct. 21 Oct. 21 Departure

22 Self-introduction and training at TPIPL (Learning about TPIPL)

### 23 **Visiting a customer**

The participants visited TK Halli Pumping Station located on the outskirts of Bengaluru.

- 24 Workshop with local staff
- <sup>25</sup> **Return to Japan**









#### **In-House Debriefing**

Based on accomplishment of the action list created in the preparatory training, the participants reported on the on-site training and presented **how they will change their daily actions going forward.** 

### Impressions of the on-site training

Meeting in person with people I had only known by e-mail helped me realize that although we are from different countries, we are engaged in the same work. This motivated me to keep doing my best alongside them. I am also very grateful to the local people who welcomed us warmly and to the accompanying members who helped us during the training tour. It helped me recognize again the importance of teamwork. We left the office in Japan and went to a water purification facility under construction in India. The first thing that caught my eye was the violet TORISHIMA company name plate. I immediately wanted to tell my colleagues in Japan, "The parts you provided are being put to use in India!" It really was a great experience. When I was selected as a tour member, I was more anxious about my lack of English speaking ability and overseas experience rather than looking forward to the tour. However, when I actually went, I was more stimulated and it was refreshing to see the pumps in action.



Torishima Pump Mfg. Co., Ltd. Head Office: 1-1-8 Miyata-cho, Takatsuki-shi, Osaka 569-8660, Japan www.torishima.co.jp/en Torishima is Bronze Partner of the Expo Site Development Participation in Expo 2025, Osaka, Kansai, Japan.



Company Magazine | 2024 | 11 | No. 230