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「夢を追いかける」
小さくても変化を
継続することから
全てが始まります。

CEO 原田 耕太郎

Follow Your Dreams—

The smallest changes carried forward can shake the world.

Kotaro Harada

Representative Director, CEO

CEO MESSAGE

Today, we celebrate our 106th anniversary. I want to express my deepest gratitude to all our customers and partners who have supported us throughout this past year.

The summers of 2023 and 2024 were the hottest on record. And this year, 2025, the rainy season in the Kansai region ended unusually early in June, marking yet another summer of extreme heat and water shortages. Meanwhile, other parts of the world face different challenges,

such as the devastating floods in Texas this July that claimed more than 100 lives. In these difficult times, Torishima continues to pursue a bold vision: To Save the World with Pumps. Our mission is to protect people's lives from the threats of extreme heat, droughts, and floods. Reaching our targets of 100 billion yen in sales and 10 billion yen in operating income is not just about financial growth — it is an essential step toward fulfilling this dream.



At the same time, I recognize that the rapid pace of growth has created what we might call “growing pains.” Many of us feel less like we are chasing a dream and more like we are being chased by work. That is why, in 2025, we have made “Strengthening our engineering and manufacturing capabilities” our highest priority as a company.

This July, two new companies joined the Torishima Group — Juneung in South Korea and

KRG in the UK. These companies enhance our machining capabilities, helping us build the foundation for stronger engineering and manufacturing. At the same time, we are driving efficiency and systemization in our processes through “front-loading,” ensuring we strengthen our core capabilities even further. Ultimately, growth comes down to the willingness of each of us to adapt and change. As today’s guest speaker, Yumiko Ishiguro, and our COO, Alister, both reminded us, “Even the smallest changes, continued over time, will lead to the realization of big dreams.”

As we begin our 107th year, let us continue to embrace change and keep chasing our dreams, because when we do, I believe those dreams will always come true.

(Founder’s Day Ceremony, August 1, 2025)

The Miracle Dream Notebook

by Yumiko Ishiguro

The first time my editor proposed the title “The Miracle Dream Notebook,” I wasn’t too fond of it.

Nothing I wrote about in my “Dream Notebook” was a miracle to me. I simply worked so hard it felt like I gave my very blood. That is why my dreams came true.

But then my mother said, “The fact you believe it wasn’t a miracle — that itself is the miracle.”

The day before surgery, when doctors said there was a 99.9% chance my eyesight would never return,

Excerpt from p. 225

it suddenly came back. A piece of glass that had been lodged in my body had worked its way out through my nose. And during my hospital stay, by sheer coincidence, I discovered synchronized swimming through a TV drama. These miracles — great and small — gave me the faith to believe in even the biggest dreams. With my “Dream Notebook” as a source of strength, I endured both physical and emotional hardships, and in the end, I was able to compete in the Olympics. The realization struck me like scales falling from my eyes.

Celebrating Torishima's 106th Anniversary

On August 1st, we held our 106th Anniversary Celebration at our Head Office in Osaka, Japan. The event began with a special lecture by Yumiko Ishiguro, a former member of the Japan synchronized swimming (now artistic swimming) team at the 2008 Beijing Olympics.

Following the lecture, our COO, Alistair, gave a ceremonial address. The ceremony then recognized outstanding employees and those with long years of service. The day concluded with closing remarks from our CEO, Harada. The ceremony was a valuable opportunity for everyone to reflect on our history and renew our commitment to working together as one to build a new future.

Special Lecture

“Never Give Up on Your Dream”

Yumiko Ishiguro, a speaker at the event, suffered a near-fatal traffic accident when she was in second grade. Her heart stopped multiple times. It was a miracle she was still alive. She endured horrific injuries, including over 800 stitches on her head and neck alone, along with paralysis in her limbs, blindness, hearing loss, and memory loss.



During her hospital stay, she was captivated by a synchronized swimming performance she saw on television. She wrote in her dream notebook that she would “compete in the Olympics for synchronized swimming.” Battling her aftereffects,

Ms. Yumiko Ishiguro



she and her mother worked tirelessly, turning her dream into reality at the age of 24 by competing in the Beijing Olympics.

At the ceremony, Ms. Ishiguro shared powerful lessons from her mother: “As long as you’re alive, you can start over as many times as you want,” and that “family is a team.” Her words were a powerful reminder that serving others ultimately supports your own life.

The audience was deeply moved by her message of unwavering belief and profound love, leaving a warm and lasting impression on everyone.

A Ceremonial Address by Alistair, COO

“Commitment to Change”



Alistair Flett, COO, began his address by stating, “Today’s anniversary ceremony is a celebration of colleagues who embrace change and continue to take on new challenges. Change is born from proactive daily actions, and continuous effort is essential for making our organization better.” He then explained the power of small, continuous changes by sharing the example of swimmer Mary T. Meagher.

Alistair, COO



Outstanding Employee Awards ★ Group Award



★ Team 7G

We used an Agile development approach to build and launch a new payment system that benefits both Torishima and our business partners. The team name “7G” has two meanings: it represents our desire to look beyond 5G and 6G into the future, and it also comes from the fact that there are seven members on the team.

★ Training Center Instructor Team, Service Management Department, Private-Sector Division



They have actively provided training for employees, including new hires, and offered guidance on pump maintenance techniques to domestic and international customers and partners.

Length-of-Service Awards

Eight employees were recognized for their 20 years of service.

The Evolution of Thermal Power Generation—Advancing CO₂ Reduction and Hydrogen Utilization

Himeji No. 2 Power Station, Kansai Electric Power Co. Inc. (KEPCO)

From LNG intake to power generation: One of Japan's largest integrated systems

Located in Himeji, Hyogo Prefecture, KEPCO's Himeji No. 2 Power Station is one of the largest thermal power plants in Japan in both generating capacity and site area. Covering land equivalent to about 19 baseball stadiums, the facility houses six combined-cycle generation units, each with an output of 486,500 kW, delivering a total capacity of 2,919 thousand kW.

With direct access to Himeji Port, the site also manages LNG imports for fuel use, making it a critical hub for ensuring stable power supply with processes ranging from LNG intake to power generation.

Commitment to lowering environmental impact

Since August 2013, the plant has been operating combined-cycle generation units that use both gas and steam turbines. This design captures and reuses exhaust heat, achieving efficiency levels of around 60% while reducing fuel use and CO₂ emissions.

In May 2025, a pilot facility for CO₂ separation and capture—developed in collaboration with Mitsubishi Heavy Industries—was also launched on-site. With its scale and reliability,

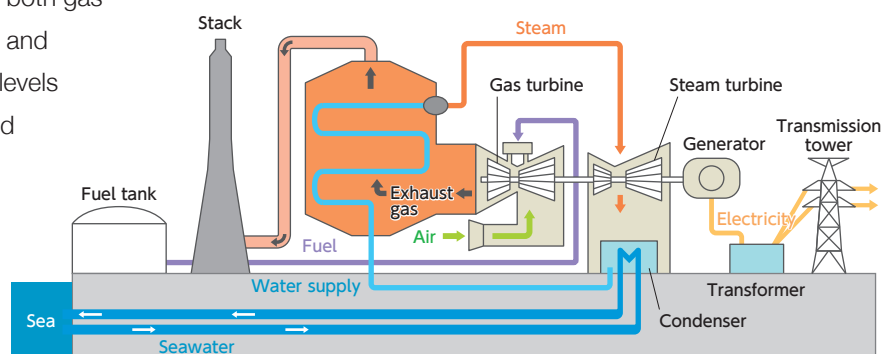


Photo courtesy of KEPCO

the power station serves as an ideal proving ground for such advanced technologies.

Supporting stable operations through maintenance

In this interview, we spoke with Mr. Inoue and Mr. Hirai of the Maintenance Division. The power station is organized into three divisions: Power Generation, Maintenance, and Planning.



How combined-cycle power generation works

Courtesy of KEPCO

The Maintenance Division is responsible for coordinating with equipment manufacturers and reviewing technical solutions for repairs. As Mr. Inoue and Mr. Hirai explained, “Our role is to ensure that all equipment continues to operate without trouble, and to carry out repairs if a failure occurs. We also conduct regular maintenance on the pumps, and the Torishima pumps here have been running smoothly.”

During peak demand in summer and winter, all six generation units run at full capacity. Because even a single unit going offline would affect the balance of power supply and demand, the stable operation of each facility is critically important.

At this power station, Torishima high- and medium-pressure feedwater pumps, condensate pumps, and internal cooling water pumps are in use. These pumps are designed to handle large volumes and high pressures. “Each of them is indispensable to the operation of the generation units. In particular, before demand reaches its peak, we pay close attention to pump conditions and vibration checks to ensure reliable operation,” emphasized Mr. Inoue and Mr. Hirai.

The high- and medium-pressure feedwater pumps serve as the core equipment of each unit, and spare pumps have also been installed. A rotation system is used in which the spare is swapped in during maintenance. This approach enables both quicker recovery in emergencies and more efficient regular servicing.



Interviewees Mr. Hirai (left) and General Machinery Section Manager Inoue (right)

When asked for their impressions of Torishima, both interviewees highlighted the ease of maintenance and high controllability. “What stands out is the speed at which engineers are dispatched when trouble occurs, as well as their courteous support,” noted Mr. Inoue. To which Mr. Hirai added, “They take a proactive approach even when problems arise. For example, during a vibration issue, they handled everything from identifying the cause to proposing countermeasures, and after those measures were implemented, the vibrations subsided.”

Working toward next-generation power generation with hydrogen

In recent years, hydrogen fuel—which does not emit CO₂ when burned—has attracted attention as a next-generation energy source. At this power station, a pioneering step has been taken with Japan’s first

large-scale commercial demonstration test, in which hydrogen is co-fired with natural gas at a ratio of 30%. Part of the electricity generated from this hydrogen co-firing is being supplied to the World Exposition being held in Osaka, drawing significant attention to these advanced efforts in the field of hydrogen power. Torishima, too, is looking ahead to the coming hydrogen society by moving forward with the development of liquid hydrogen pumps, and expectations for further collaboration in the future are high.

Finally, we would like to take this opportunity to extend our sincere gratitude to Mr. Inoue, Mr. Hirai, and all those involved, for kindly sharing their time with us despite their busy schedules.



High- and medium-pressure feedwater pump (Boiler feedwater pump)



Photo support provided by KEPCO

Project Highlights

01

Mission to Protect Local Agriculture —Renovating the Sunagawa Drainage Pumping Station

Received an order from Kumamoto Prefecture for Sunagawa rural area disaster prevention and mitigation project No. 2

The Sunagawa Drainage Pumping Station, located in the western part of Ogawa-machi, Uki City, Kumamoto Prefecture, is situated at the mouth of the Sunagawa River where it flows into the Yatsushiro Sea.

Rice farming is the main agricultural activity in this area, along with greenhouse horticulture such as strawberries. Maintaining the drainage pumping station is essential for the continued farming operations and the stability of agricultural businesses.

This pumping station was constructed in 1973 to protect the people and farmland in the Sunagawa and Hachikengawa river basins from flood damage and has contributed to disaster prevention in the region for over 50 years. However, the equipment is aging and its functionality has degraded, so concerns were raised about the risk of flood damage. Renovation and maintenance works were commissioned with the aim of restoring drainage functionality and creating a disaster-resilient rural community.

This bidding process was conducted using a comprehensive evaluation bidding system, and Torishima's construction plan that considered local characteristics as well as technical proposals prioritizing quality and safety was highly evaluated. Design and manufacturing of the equipment is currently underway, with completion scheduled for July 2028.

Pump Application	Main Pump
Type & Size	SP1500
Quantity	3 units
Motor Output	250 kW

02

Preventing Flood Damage Through Drainage Pumping Station Equipment Renewal

Received an order from Tochigi Prefecture for main pump equipment renewal at Ishikawa Drainage Pumping Station

Fujioka-machi, Tochigi City, where the Ishikawa Drainage Pumping Station is located, is home to diverse agricultural operations, combining rice farming with vegetables such as soybeans, green onions, and garlic chives. While rising rice prices due to supply shortages are a current topic of concern, overall demand for staple rice is declining, so the region is exploring high-profit agricultural operations through the introduction of high-yield crops. This area has been designated as having future agricultural growth potential in Tochigi City's Agricultural Promotion Area Development Plan, and development of agricultural infrastructure to support stable farming operations is an important issue.

However, the area is a low-lying plain surrounded by the Uzuma River to the northwest, the old Uzuma River to the east, and the Watarase Floodplain to the south. When rainfall causes the water level in the Watarase Floodplain to rise, natural drainage becomes difficult. In particular, during the Kanto/Tohoku heavy rains in September 2015, farmland was extensively flooded, causing significant damage. The existing pumping station has been in operation for over 40 years, and the deterioration of equipment such as pumps has become increasingly evident. If the equipment were to malfunction and interrupt the drainage functions, it could have a serious impact on farming operations in the region.

In this project, the existing equipment (two 500 mm double-suction volute pumps, 0.97 m³/s) will be dismantled, and new equipment (two 600 mm mixed-flow pumps, 1.3 m³/s) will be constructed to enhance drainage performance and mitigate flooding damage.

Bidding for this work used the comprehensive evaluation bidding system, with the theme “Construction-related technical issues requiring particular attention and their identification.” Torishima proposed an accurate and specific construction plan in response, which received high evaluations and won the contract. Construction is scheduled for completion by the end of FY2026, with the entire project slated for completion by FY2027.



Pump Application	Main Pump
Type & Size	SP600
Quantity	2 units
Motor Output	45 kW

03 Contributing to Energy Efficiency in Water Treatment Facilities

Received orders for two Super Eco-Pumps from Nippon Steel Corporation for Yamaguchi Works

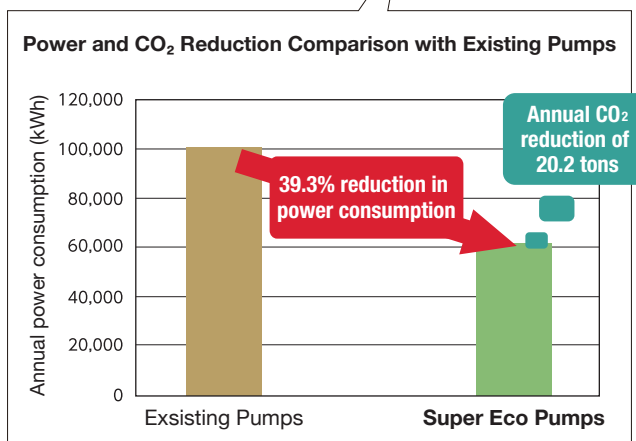
Nippon Steel Corporation's Yamaguchi Works is equipped with an electric furnace used to manufacture a wide variety of stainless steel products. In particular, it offers a lineup of high value-added products in the carbon steel and alloy steel fields that cannot be obtained from general-purpose steel products.

Torishima made an energy efficiency proposal for water treatment equipment pumps and received an order for Super Eco-Pumps. Rather than simply proposing an upgrade to high-efficiency pumps, we accurately assessed the operating conditions of the existing pumps and selected pumps optimized for those conditions, thereby maximizing energy efficiency, a point that was highly evaluated. The pre-installation predicted power reduction rate of the Super Eco-Pump was 34.7%, but the actual power reduction rate after installation was 39.3%, exceeding initial expectations.

Nippon Steel Corporation has set an intermediate target of reducing greenhouse gas emissions by more than 30% by 2030 toward achieving carbon neutrality by 2050. While energy efficiency of pumps is only a small part of the overall picture, these steady efforts are indispensable for achieving carbon neutrality. We will continue to promote proposals for Super Eco-Pumps

tailored to the actual operational conditions of our customers' equipment.

Pump Application	CAR50-200E
Quantity	2 units
Motor Output	11 kW
Power Reduction Rate (compared to existing pumps)	39.3%
CO ₂ Emission Reduction (compared to existing pumps)	20.2t-CO ₂ /year



04

Scale Pit Pump Replacement Based on Energy Efficiency Proposal

Received an order for a scale pit pump for Tokyo Steel Tahara Factory

Tokyo Steel has a long-term environmental vision, Tokyo Steel EcoVision 2050, aimed at achieving carbon neutrality by 2050. CO₂ emissions intensity in Scope 1 and 2 has already been reduced by 35% as of FY2022, using FY2013 as the baseline. The company aims to further reduce emissions intensity by 60% by FY2030 while keeping total emissions at the same level as FY2013.

As part of this environmental vision, the company is actively engaged in energy efficiency equipment upgrades. In this context, Torishima has secured an order to replace one vertical mixed-flow pump for the rolling scale pit at the Tahara Factory, following a proposal focused on energy efficiency.

The scale pit pump to be replaced plays an important role in the rolling process by pumping water containing a high concentration of scale, such as iron particles, from the pit to the water treatment facility for reuse. Due to the harsh operating conditions, pumps in

this role are prone to performance degradation caused by wear and tear, and require exceptional durability and efficiency.

In this energy efficiency proposal, the pump efficiency is expected to improve from 78% to 84.8%, an efficiency improvement of approximately 6.8 percentage points. Since this pump has a large motor capacity, the reduction in power consumption will be significant, contributing greatly to the reduction of CO₂ emissions.

Pump Application	Rolling Scale Pit Pump
Type & Size	SPV700
Quantity	1 unit
Motor Output	570 kW

05

Rainwater Pumps with Vortex Prevention Mechanisms for a New Pumping Station in Hong Kong

Received an order for eight rainwater pumps for the Hong Kong Government Drainage Services Department

Torishima (Hong Kong) Limited, a consolidated subsidiary of Torishima, has received an order from the Drainage Services Department (DSD), which is responsible for the overall management of rivers and sewers in Hong Kong. The order is for eight rainwater pumps for a new rainwater pumping station to be constructed in the Sha Tau Kok area of Shenzhen, Guangdong Province.

The background to this project is the massive flooding damage caused by the super typhoon that struck Hong Kong in September 2018. In response to the extensive damage that occurred in the Sha Tau Kok area and beyond, the DSD is proceeding with the construction of this pumping station with the aim of strengthening

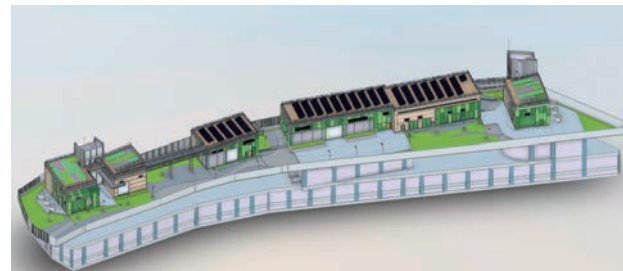
drainage infrastructure in preparation for future climate change.

The pumping station is a large-scale facility equipped with a 4 km rainwater drainage channel, a 1.9 km seawall, and a 10,000 m³ underground storage tank. Torishima will supply a total of eight pumps for this pumping station, including five high-flow pumps and three medium-flow pumps. This will create a system with a drainage capacity of 9.1 m³ per second.

In this project, Torishima's patented vortex control technology—specifically the double-suction bellmouth and vortex preventing ring—was key to the proposal, winning the contract thanks to the ability to provide safe and stable pump operation. This technology effectively

minimizes submerged vortices and surface vortices that occur during low-water-level operation or high-volume drainage, and it has been highly evaluated and increasingly adopted in Japan as well. This marks the first adoption of this technology in Hong Kong, demonstrating the international recognition of Torishima's technological capabilities.

Pump Application	High Flow Storm water Pump	Medium Flow Storm water Pump
Type & Size	SPV900	SPV700
Quantity	5 units	3 units
Motor Output	355 kW	250 kW



Conceptual view of the completed pumping station

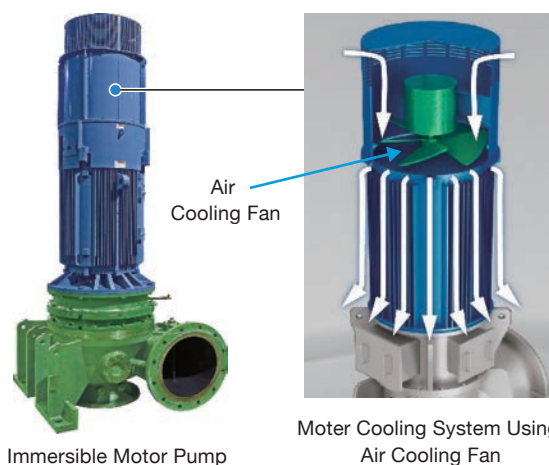
TORISHIMA NEWS | May. - Aug. 2025

Second Year of the WOW TO JAPAN Project in Pakistan

The WOW TO JAPAN Project, which stands for Wonder Of Wastewater Technology Of Japan, is an initiative by Japan's Ministry of Land, Infrastructure, Transport and Tourism (MLIT) to promote the overseas expansion of Japanese sewerage technology. The project aims to confirm the suitability and effectiveness of Japanese technology for the needs of other countries, foster understanding among local officials, and promote the wider use of Japanese sewerage technology.

In the first year (fiscal year 2024), Torishima's proposal for a "Demonstration Project for Air-cooled Immersible Motor Pumps in Tropical Regions" was selected. The pump was installed and measurements were prepared in March 2025 in Multan, Punjab, Pakistan. The full-scale demonstration test began in April 2025. Additionally, a remote monitoring and maintenance system using DX/IoT technology was also attached. The pumps have been operating smoothly, even in temperatures exceeding 40 degrees Celsius during the monsoon season.

Going forward, Torishima will verify the technology's effectiveness and promote its adoption in Pakistan and other tropical regions.



Immersible Motor Pump

Moter Cooling System Using Air Cooling Fan



On-Site Pump Drainage Operation

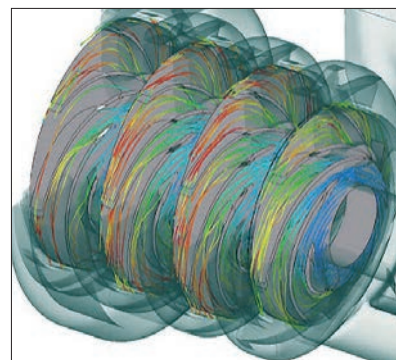
Torishima Developed a High-Efficiency LNG Pump

We've successfully developed an LNG (liquefied natural gas) pump, marking our full-scale entry into the LNG transportation and supply sector. By applying our pump technology to the LNG field, we'll provide products that are both highly efficient and environmentally friendly.

Features

Energy-Efficient Design Lowers OPEX

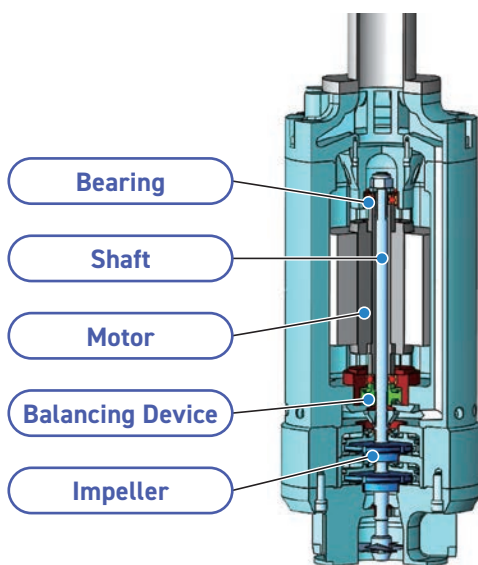
Based on the knowledge and technology we've gained from developing multi-stage pumps for desalination and power plants, we've optimized our fluid design. We achieved an industry-leading level of pump efficiency by designing the impeller using Computational Fluid Dynamics (CFD) analysis. This design helps lower Operating Expenses (OPEX) by reducing energy consumption.



CFD analysis

LNG Pump Structure

This pump features an integrated pump-and-motor structure, allowing for a seal-less design. The entire motor is in contact with the fluid, which provides excellent cooling performance.



LNG Pump Cross-Sectional View



LNG Pump Exterior



LNG Pump Operational Test

Development Background

The Japanese government is pushing for a shift in energy policy to achieve carbon neutrality by 2050. As a clean energy source that emits less CO₂ and fewer air pollutants than coal, LNG is seen as a key transitional energy source. It's expected to bridge the gap to renewable energy, hydrogen, and ammonia. Therefore, there's a strong demand for highly energy-efficient pumps to ensure a stable supply of LNG to power plants and industrial sectors.

Our Path Forward

Moving forward, we'll widely expand our diverse range of pump products and solutions, including LNG pumps, to the domestic and international energy and industrial sectors. Through technological innovation, we will contribute to creating a sustainable society.

Torishima is constantly taking on new challenges to meet the times!



Torishima Acquires Korean Machining Specialist, Juneung Co., Ltd.

To achieve our FY2029 goals of “JPY 100 billion in sales, an operating income margin of over 10%, and an ROE of over 10%,” Torishima has set “strengthening our manufacturing capabilities” as a key challenge for FY2025. As part of this effort, we acquired Juneung Co., Ltd., a Korean machining company we have previously outsourced work to, on July 1st. Since its establishment in 1992, Juneung has been a leading specialist in providing high-level machining services for the pump and rotating equipment industries. Bringing Juneung into the Torishima Group will allow us to internalize some previously outsourced machining processes. This will not only improve our profitability but also enhance our global manufacturing and technological capabilities.



TSSE Acquires UK's KRG Specialist Engineering Services Ltd.

Torishima's European subsidiary, Torishima Service Solutions Europe Ltd. (TSSE), has acquired KRG Specialist Engineering Services Ltd. (KRG), which is based in Coatbridge, Scotland. Since its establishment in 1978, KRG has leveraged its strength in high-quality precision machining and grown significantly through specialized sub-contract machining for the oil and gas, defense, power generation, and general industrial sectors. The company has earned a strong reputation for its



high-quality machining technology and reliable services. For both TSSE and Torishima, this acquisition will lead to the expansion of additional machining capabilities and engineering resources. Since TSSE and KRG have complementary engineering expertise, their collaboration will provide their customer base with a wider range of advanced services.

Awarded for Excellence in Rural Development Projects in Kumamoto

Torishima's “Bairin District Water Facilities Preservation and Enhancement Project, Construction No. 2,” which was carried out from February 2022 to July 2024, was recognized by the Kumamoto Prefecture Federation of Rural Development



Technology.

The project was honored for its outstanding performance and for serving as an excellent model for other projects, thanks to our superior technology and dedicated effort.

Participating in the Plant Maintenance Show

We exhibited at the Plant Maintenance Show, which was part of "Maintenance & Resilience TOKYO 2026" in Tokyo from July 23-25. At the Smart Security Promotion Exhibition, we introduced our "TR-COM (Rotating Equipment Monitoring System)". TR-COM provides an effective solution for common manufacturing challenges like production facility maintenance, smart security, a lack of skilled workers, and an aging workforce. By installing wireless sensors on rotating machinery, TR-COM can detect early signs of damage by measuring high-frequency vibrations. A gateway automatically collects data, enabling remote maintenance and management.

The high level of interest from attendees who had already conducted pilot tests was a clear sign of growing awareness and trust in TR-COM. This exhibition showed that customers are moving from simply gathering information to more concrete planning for implementing machine condition monitoring.



First-Ever Dealer Meeting Held for Domestic Public Sector

On July 11, Torishima's head office hosted its first-ever dealer meeting for the public sector. The purpose of this meeting was to promote our unique technical and sales proposals more than ever before, with the help of our partners from dealers nationwide, as we aim to contribute to a secure and safe society in the face of climate change.

During the meeting, we introduced the latest pump technology in the public works sector, along with case studies on the use of DX and AI technology. Each branch and dealer also gave presentations on their sales initiatives. The meeting provided a valuable opportunity for active discussion and information exchange among the dealers, with many attendees requesting that we hold the event again next year. This marked a significant step forward in strengthening our sales collaboration.



Exhibiting at INCHEM TOKYO

Dates: September 17-19



Venue: Tokyo Big Sight, East Hall 5

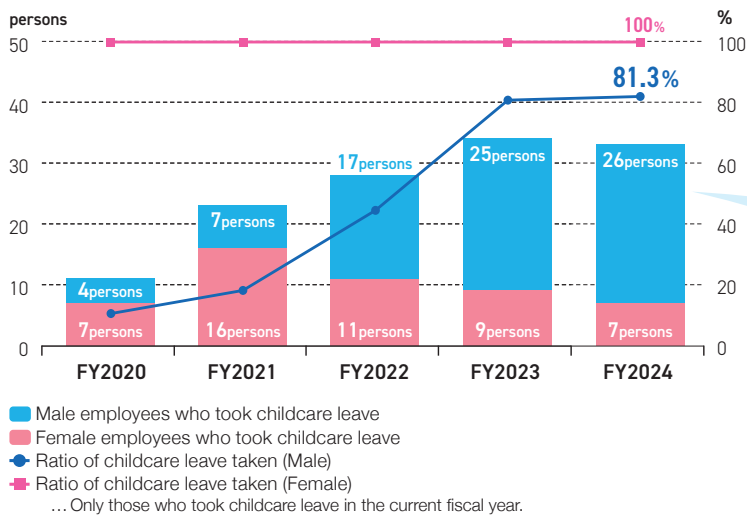
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Exhibits: We will be showcasing a wide range of products, focusing on our standard pump, the "Super Eco Pump," which achieves world-class pump efficiency. Other exhibits will include TR-COM (Rotating Equipment Monitoring System), liquid ammonia and liquid hydrogen pumps for a carbon-neutral society, and "AES SEAL," a product from AES Engineering Ltd., one of the world's largest mechanical seal manufacturers. Please be sure to stop by our booth.

Work-Life Balance Report



1 Male Employee Childcare Leave Reaches Record High



In fiscal year 2024, 26 male employees took childcare leave, bringing the usage rate to 81.3%. Our goal is to achieve a 100% childcare leave rate for both men and women by the end of March 2030. Female employees have consistently achieved a 100% childcare leave rate every year, with an average of 301 days taken in FY2024.

The average childcare leave for male employees in FY2024 increased by 13 days to **90 days!**

■ Non-financial information



Non-financial information, such as the rate of childcare leave taken, is also available on Torishima's website.

www.torishima.co.jp/en/ir/results/esg/

2 Introducing Online Care with Industrial Doctors and Public Health Nurses

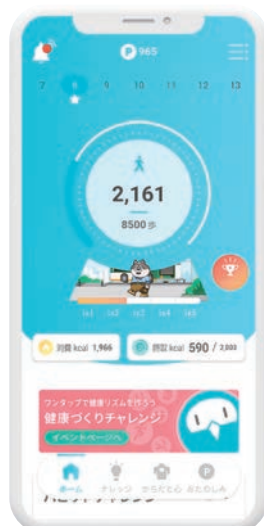
To support our employees' mental and physical well-being, we have enhanced our consultation and counseling services with industrial doctors and public health nurses. By introducing the "Mental Cloud Service," employees can now book and consult with professionals online, providing a more flexible and secure option in addition to traditional in-person meetings.

This system was implemented to strengthen our employee mental health support and aligns with the Ministry of Health, Labour and Welfare's "Four Mental Healthcare System," which aims to support employees from prevention to recurrence.



3 Supporting Daily Health Management with QOLism

To support employees' health awareness and daily well-being, we have introduced QOLism, a health promotion app. QOLism is designed to help users naturally develop healthy lifestyle habits by providing various healthcare content, including meal and exercise tracking and waist measurement.



We have also started offering online seminars to raise awareness about the prevention of lifestyle diseases. When employees actively use these for their health management, it contributes to the company's sustainable health management.

NEW!

Torishima's Agile Revolution

Innovating How We Work

Part 1

Using Diverse Feedback to Drive Development



We spoke with Mr. Ida from the Procurement Department, who represented the team that developed the **Purchase Statement System**.

What is the system's biggest benefit?

The system has made our work more efficient, but the biggest win for me is evening out the workload in Procurement. We used to manually check every invoice, which was stressful and made taking time off difficult. Now, we send our suppliers a purchase statement for them to confirm, which has reduced the workload for everyone involved.

What did Agile teach you?

The main benefit of Agile is that it lets us get feedback early and often, so we can correct course quickly if needed.

Initially, I was worried about receiving criticism. However, our Agile coach, Amano-san from ESI, taught me about **assertiveness**, and my mindset shifted to a **"no-is-okay" mindset**.

We involved many people—our COO Alistair, colleagues, and even suppliers—to get their feedback during development. After the system was released, one supplier told us, "This system feels like it was made with love," which gave me the confidence to embrace this new work style.



Members of Purchase Statement System Development

Tell me, Mr. Ii!



What exactly is "Agile"?

Agile, as a business term, started in the manufacturing industry in the early 1990s as a management approach to respond "agilely" to market changes. It later spread to the IT sector, and many companies now use its principles and methods to run their businesses.

The core of agile, regardless of the industry, is to **"start small and grow big."** By staying small, you can move quickly and reduce the impact of failure, allowing you to take on many more challenges.

Interested in Agile? Contact me! I'd love to hear from people both inside and outside the company.

I'll answer that!



Hideki Ii

Section Manager
Information System Department



Torishima Pump Mfg. Co., Ltd.

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