

Sustainability Initiatives | Social

## Acknowledging Changes in People's Lifestyles and Social Situations Offering a Good Work Environment and Job Satisfaction

### Striving to create a work environment that enables everyone to focus on their work

As we state in our key strategy, “SDG and People” to achieve our purpose, we at the GALILEI Group value people, and encourage everyone from diverse backgrounds to fulfill their potential. The key themes of the strategy are a positive work environment and job satisfaction. Japan has been experiencing a decline in its workforce, and it is becoming extremely difficult to recruit staff. Women's empowerment in the workplace has been promoted for a long time, but there is a structural problem: the lack of women in STEM fields in Japan. The GALILEI Group has set a goal

of increasing female liberal arts graduates hired for career track positions to at least 50% of graduate hires each year, and we have made steady efforts to achieve this goal. It is important to redefine managerial staff and train and develop highly skilled professionals, and we also believe it is crucial to evaluate how women can take on leading roles in the workplace. Furthermore, lifestyles have diversified, particularly among younger staff. If you have a young child, you and your spouse or partner may have to decide who should do the cooking, or who should take the child to and from the day care center. You and your spouse or partner may arrive at work and leave work at different times depending on your family circumstances. The GALILEI Group is well aware of its employees' family responsibilities. To provide a positive workplace, it is essential to lay the foundation for a worry-free environment where everyone can concentrate on their work. A workplace where people can concentrate on work is directly linked with job satisfaction. The GALILEI Group is doing its utmost to create an environment that makes everyone feel happy to be at work and allows them to meet their goals, regardless of working hours or work patterns. Teamwork is also all-important. When employees can achieve personal growth alongside the company's growth, our retention rate will improve, and our company will be a sought-after employer that attracts many job applicants.

### Expansion of staff training and improvement of employee engagement

We are stepping up efforts to expand staff training programs by regularly providing level-specific training for a wide range of

staff, from new hires to mid-career and managerial staff. We believe that staff training is one of the most important staff benefits and welfare measures, and has a highly positive impact on job satisfaction and a good work environment. Everyone should be given regular opportunities to be stimulated to learn, regardless of their job position or department. We offer a specialist training program at the GALILEI Academy, where students spend one and a half months intensively learning about maintenance and installation work. They not only acquire necessary technical skills, but also form strong bonds with their fellow students, and they tend to stay with the company for longer. We also have a variety of other training programs, such as the Sales Academy and the GALILEI Juku, and we plan to continuously conduct specialist training programs in a wider range of fields. One of our top priorities with regard to staff training is awareness of how managerial staff should manage their staff and their work. These days, young people are increasingly hesitant to pursue managerial roles due to perceptions of high demands, so we plan to provide training for our staff that helps them perform their management duties in a structured way. This is crucial, as it is closely associated with improved employee engagement. We have introduced an employee engagement score system and set a specific target for 2030, and we are keenly aware of the importance of quantifying this target. One benefit of having this indicator is that our business base and departmental staff can implement specific action plans based on their respective scores. For example, if it becomes clear that there is room for improvement in staff communication in a department, the employee engagement score system is designed to prompt them to work together to formulate an improvement plan and take specific actions. If you meet or even exceed an employee engagement score target, you will understand how you can contribute to achieving the GALILEI Group's purpose. You will develop a sense of ownership, enabling you to perform your duties effectively. You will be able to achieve personal growth and fulfill your potential in the workplace, and working for the GALILEI Group will be highly rewarding. I am sure of it.



Tatsuo Hino

Senior Executive Officer,  
General Manager of Administrative Headquarters

# Human Resources Development

## Human resources development policy

The GALILEI Group aims to enhance its training programs and framework, as well as boost employee engagement, to develop individuals who will shape a future of food and life.

## Expansion of the Company-wide Training Program

We are expanding our company-wide training program to develop people who will shape a future of food and life. In 2022, we inaugurated the GALILEI Academy as a training facility, designed to provide professional development opportunities for our staff. This initiative enables them to quickly acquire and apply new skills in the workplace. Following this, in 2023, we launched the Sales Academy. We offer a broad spectrum of training programs, including level-specific training, aimed at enhancing our company-wide training framework.

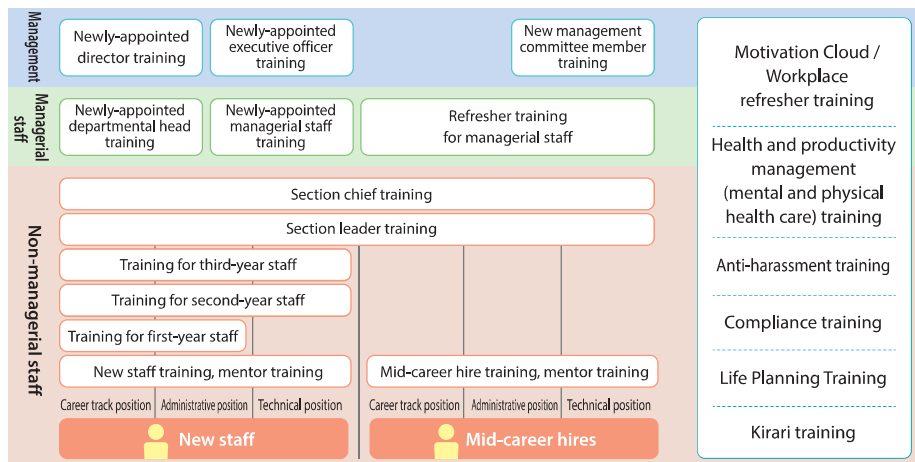
This approach enables staff to collaborate more effectively, shape the direction of their workplace, and boost engagement significantly.

### Training hours per employee



## Company-wide training and level-specific training

Develop people who will “shape a future of food and life”



## GALILEI Academy

At the GALILEI Academy, participants engage in a comprehensive one-and-a-half-month practical training program that includes both classroom learning and hands-on training. This program is designed to impart fundamental product knowledge, repair and maintenance skills, and installation techniques. In the second half of the curriculum, on-the-job training is provided. This enhances the participants understanding and response skills, ensuring they are fully prepared to enter the workforce. In FY2023, 59 students successfully completed the training program.



## What training participants and their supervisors say about the GALILEI Academy

A survey conducted at the end of the training program shows a 98% satisfaction rate among participants. Many training participants say it was a valuable opportunity, and that they acquired both knowledge and technical skills. They also say they made friends with other participants and that they aim to support each other through friendly rivalry, even while working in different locations after completing the GALILEI Academy program. Their workplace supervisors have high expectations for the training participants, and observe that they systematically learned the necessary fundamental knowledge and are visibly more motivated.

## Voice

## Sales Academy

In 2023, we inaugurated the Sales Academy, designed to provide job-specific training for new sales staff who joined us post-graduation. The purpose of the Academy is to enable these new sales staff to quickly adapt and demonstrate their skills in the workplace, ensuring they feel comfortable and prepared when assigned to their respective workplaces. In its second year, 13 people completed the training course. This sales training has been particularly beneficial for new staff with less experience, helping them establish a strong internal network within the GALILEI Group.

## GALILEI Human Resources and Technical Development Center

The construction of the GALILEI Human Resources and Technical Development Center is scheduled to be completed in the spring of 2027. This hub fosters growth in both people and technology, shaping a future of food and life. As part of our human resources development and training program aimed at fostering maintenance and installation engineers for the industry, we use this new technical development center to train and develop people who shape a future of food and life, and to establish a “cycle of people and knowledge” that links to future generations globally.



Image of exterior of completed GALILEI Human Resources and Technical Development Center

## Diversity and Inclusion

### Diversity and inclusion promotion policy

The GALILEI Group aims to create new value by developing a work environment where all employees recognize and respect each other's diversity, regardless of nationality, race, creed, gender, or disability, and can express their individuality while fulfilling their potential to tackle challenges.

### Promotion of Diversity

We have a department known as the Kirari Promotion Office, which promotes women's empowerment. The Kirari Promotion Office is specifically focused on hiring, retaining, and empowering women. The office has implemented a range of measures designed to create a positive working environment that helps women stay in the workforce and thrive in their roles.

### Recruitment of more female liberal arts graduate employees in career track positions

To boost the proportion of female employees in career track positions, we are proactively hiring female liberal arts graduates in these roles, aiming to ensure that they comprise 50% or more of such hires each year. After hiring, we offer dedicated support to these employees, including the organization of networking events for people from different industries.

### Promotion of female employees to managerial positions

We have set a target to increase female representation in management to 10% by 2030, and have taken a range of initiatives to achieve the target. In May 2024, we organized the Career Design Forum for Women and the Ikubosu Seminar in collaboration with other companies. Discussions with female leaders from other companies at the Career Design Forum for Women empowered participants to envision their future career paths.

The Ikubosu Seminar equipped managers with skills to support staff in balancing work and family care duties, enhancing both personal and professional growth. In 2016, we launched a job transfer program enabling female employees to move from administrative roles to career track positions. As of the end of March 2024, a total of 30 female employees used the scheme to transition to career track positions, and four of them have been promoted to managerial roles. These initiatives represent important progress toward fostering a diverse and inclusive workplace. As of April 2024, our progress is evident: 24 women hold key section manager and leader roles, placing them on a track for higher managerial positions.

### Percentage of female managerial staff



2023  
2.8% ▶ 2030 target  
10.0%

### Encouraging male employees to take paternity leave

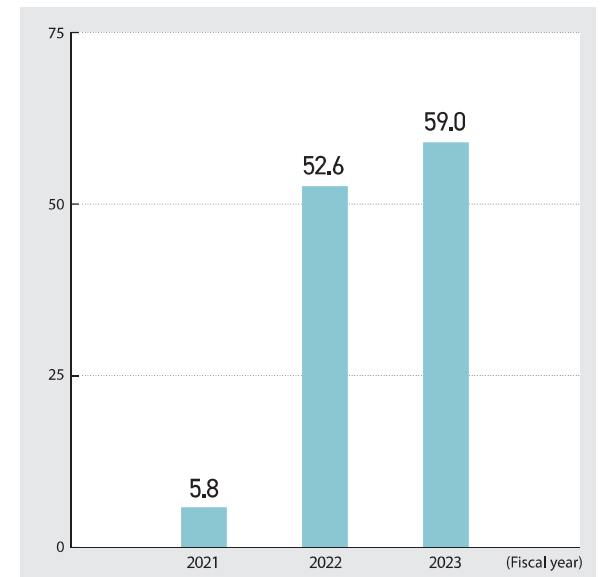
We aim to foster a corporate culture where male employees feel comfortable taking paternity leave, aiming to increase its uptake. Since April 2022, we have encouraged this by offering five days of paid special leave to those who take paternity leave. Additionally, we internally acknowledge male employees who utilize this benefit.

### Male employee paternity leave uptake rate



2023  
59.0% ▶ 2030 target  
100%

### Changes in male employee paternity leave uptake rate (%)



## Improvement of the Work Environment

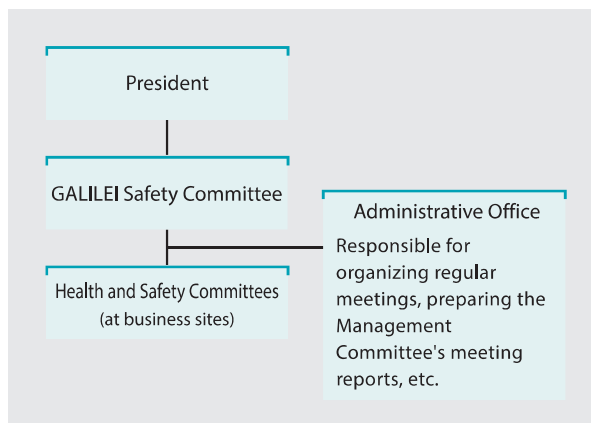
### Work environment improvement policy

One of the GALILEI Group's missions is to pursue both material and spiritual happiness for its employees. We aim to foster a positive work environment to ensure that each and every employee feels safe and satisfied.

### Health and Safety in the Workplace

In April 2023, the GALILEI Group established the GALILEI Safety Committee to prevent workplace accidents. It aims to ensure a work environment free from accidents, including traffic incidents and health issues. It is superior to Health and Safety Committees that have been set up for business sites. In addition to implementing group-wide measures, the GALILEI Safety Committee holds a monthly meeting with the Health and Safety Committees to share information about workplace accidents and details of interviews with those who work longer hours and guidance given to them. Committee members also conduct safety patrols to prevent workplace accidents.

### Health and Safety Promotion Structure



### GALILEI Safety Convention

The GALILEI Group held its first GALILEI Safety Convention at the Shiga (Minakuchi) Factory in December 2023. Committee members made safety patrols, conducted safety assessments of various parts of the factory, and reported best practices to prevent workplace accidents as well as corrective actions for past incidents. A speaker was invited to give a talk on safety issues, and awards were presented to accident-free business sites. We aim for the Convention to serve as a key platform for sharing information on priority measures, near-miss incidents, and workplace accident prevention.



### Topics

### Initiatives to Improve Employee Engagement

In September 2022, we initiated a pilot engagement survey and workplace improvement activities in selected areas, which significantly increased engagement. In June 2024, these initiatives were extended to all business sites in Japan. After a survey is completed, we share overall survey results with managers, who then share with their peers the strengths and challenges of their workplaces, the improvement actions they are taking, and advice for one another. This will help reform our framework and strengthen our corporate culture. We are committed to qualitatively evaluating and monitoring our work environment to ensure that every employee feels safe and satisfied.

### Group-wide mean deviation of employee engagement



\* FUKUSHIMA GALILEI Head Office, FUKUSHIMA GALILEI East Japan Branch Office (Asakusabashi Office and Nihonbashi Office), and Kanto Service Center only.

# Health and Productivity Management

## Health and productivity management policy

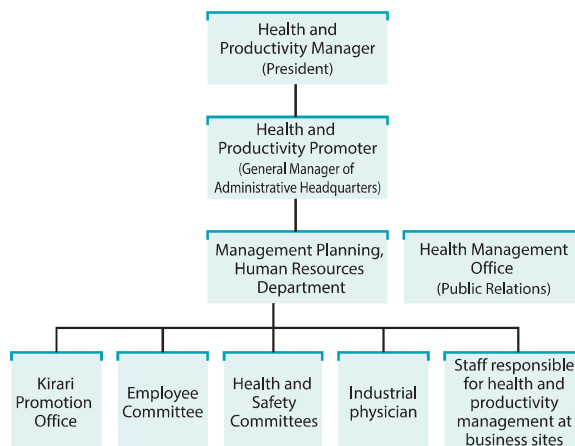
### 1. Health declaration

At the GALILEI Group, we declare that we seek to be a Happiness Creation Company, promote good mental and physical health, create a pleasant and energetic workplace, and support consumers in maintaining good health through our operations in the food industry.

### 2. Health and productivity management policy

- 1) We provide active support for our employees in their autonomous efforts to maintain and improve their health.
- 2) We encourage early detection and prevention of illnesses and provide comprehensive support.
- 3) We ensure a work-life balance for our employees and promote flexible work styles that accommodate family responsibilities, such as childcare and elderly care, as well as individual health needs and other personal circumstances.

## Health and productivity management organizational structure



## Main Initiatives

In 2020, we issued a Health Declaration to explicitly state that actively supporting our employees in maintaining and promoting good health is an integral part of our business management policy. Subsequently, in 2021, we identified health issues concerning our employees. We established the Health and Productivity Management Committee, commonly known as Aoharu Team. The committee is tasked with setting activity policies and goals, as well as planning, developing, implementing, and verifying the effectiveness of health management measures. To further enhance employee engagement and awareness of health issues, the Aoharu Team regularly disseminates information and organizes health workshops.

### Maintain and promote good physical health

We organize cancer screenings in addition to the statutory medical checkups, emphasizing the importance of disease prevention and early detection, including lifestyle-related diseases. Additionally, we actively encourage our employees to undergo re-tests or further tests and follow-up medical checkups, if required, along with providing specific health guidance.

### Maintain and promote good mental health

We conduct an annual stress test for all employees, offering an opportunity for self-care. We encourage all employees to take the test, aiming for a 100% attendance rate.

We also conduct Line Care Training for managerial staff to ensure that mental health issues are identified and prevented at an early stage.

#### Stress test attendance rate

2023 98.9% ▶ 2025 target 100%

### Support for smokers and those who want to quit

On June 30, 2022, we issued a non-smoking declaration to encourage employees to quit smoking and to provide support for those who want to stop smoking. We implement a variety of initiatives to prevent health risks associated with passive smoking and to promote good health through non-smoking. The initiatives include designating the 22nd of each month as a non-smoking day, banning smoking during working hours, banning smoking in the head office building and on the Okayama Factory premises, and partially covering the cost of outpatient smoking cessation services to provide support for those who want to stop smoking.

### Promotion of work-life balance

We are committed to managing and reducing excessively long working hours through the implementation of several initiatives, including the No Overtime Day, Work from Home, and Interval schemes, as well as requiring advance requests for overtime work. We ensure that all employees plan their paid annual leave at the start of each year, encouraging them to take leave as scheduled.

#### Average overtime hours worked

2023 22.4 hours ▶ 2025 target 15.0 hours

#### Paid annual leave take-up rate

2023 63.6% ▶ 2025 target 70.0%

## Topics

### Improvement of health literacy

In FY2023, we began holding health workshops for all employees twice a year, offering opportunities for increased health awareness. In addition to classroom lectures, participants practice stretches they can do at work or in everyday life.

Approximately 90% of all session attendees (88% of first session participants and 91% of second session participants) found the workshop useful.



# Respect for Human Rights

## Human rights policy

Human rights are fundamental rights of all people. The GALILEI Group fulfills our responsibility to respect human rights in every aspect of our business activities.

### 1. Respect for human rights

#### 1) Discrimination

We do not unfairly discriminate against anyone on the grounds of nationality, race, creed, gender, or disability in terms of employment, treatment, or performance evaluation. We aim to build an equitable and inclusive society that encourages participation of people from diverse backgrounds.

#### 2) Harassment

We do not tolerate sexual harassment, power harassment, or any other behavior that may tarnish the reputations of others or cause fear or discomfort.

#### 3) Child labor and forced labor

We have a zero-tolerance policy for child labor or forced labor, and we also urge our business partners to do the same.

#### 4) Safe and pleasant work environment

We implement workplace health and safety practices and prevent workplace accidents. We provide support for our employees in maintaining and improving good mental and physical health, and strive to create a safe, healthy, and pleasant work environment for all.

### 2. Human rights due diligence

We conduct human rights due diligence in accordance with this policy in order to fulfill our responsibility to respect human rights.

We identify any impacts that our activities may have on human rights, prevent or mitigate any negative impacts that we may cause, and take any other appropriate actions.

### 3. Training

We provide staff training on a regular basis to ensure employee awareness of this policy.

In addition, we urge our business partners to familiarize themselves with the policy and to apply it in their business operations.

### 4. Information disclosure

We regularly disclose our efforts to respect human rights on our website and by other methods.

## Human Rights Due Diligence

The GALILEI Group identifies, prevents, and deals with any possible negative impacts on human rights in order to ensure that all our stakeholders respect human rights in their business activities, in line with our human rights policy.

### Initiatives involving suppliers

The GALILEI Group has established the GALILEI Group Sustainable Procurement Guidelines, which are aimed at promoting and implementing sustainable procurement. We conduct a survey based on the Guidelines to examine how our suppliers implement sustainable procurement and manage risks that may affect human rights. Introduced in FY2023, the survey was conducted in December 2023 with suppliers from the GALILEI Supplier Hub and Contractor Hub participating. We plan to expand the scope of the survey to include more suppliers, and conduct it on a regular basis.

### Initiatives involving employees

We conducted an anonymous survey of all employees of FUKUSHIMA GALILEI in July 2024 to identify any potential human rights violations by the company. We asked the survey participants about harassment, gender, child labor, forced labor, and workplace health and safety issues based on our human rights policy, and approximately 1,500 employees participated in the survey, achieving a 75% response rate. We will address and deal with the survey findings accordingly and conduct similar surveys of our group company employees as well.

## Respect for Human Rights

### Staff training

Following the establishment of the human rights policy, we organized an e-learning workshop for all employees of the GALILEI Group. Business and human rights was the main theme of the workshop, and the participants learned about the social context of human rights, potential human rights violations, and the GALILEI Group's human rights initiatives. The workshop strongly emphasized the crucial importance of respecting human rights. We will continue to provide human rights training in the future.

### Promotion of sustainable procurement

When we start doing business with new suppliers, we make sure to provide them with the GALILEI Group Sustainable Procurement Guidelines, which describe our approach to social issues such as human rights and the environment. We also ask them to submit a letter of consent to confirm their agreement to our initiatives stated in the Guidelines. In this way, we ensure that, together with our suppliers, we fulfill our social responsibility across our entire supply chain.

## Achieve a Sustainable Supply Chain

By achieving a sustainable supply chain, we aim to maintain a lifeline for food and health even in times of calamity or under extreme circumstances.

### Stronger Relationships with Business Partners

#### GALILEI Supplier Hub

We held a GALILEI Supplier Hub in July 2024 for the purpose of building stronger relationships of trust with our suppliers. We also organized the same event last year. The GALILEI Supplier Hub initiative aims to share the GALILEI Group's policies, meet supply obligations, and collaborate on new technologies with our business partners. 250 people from 172 companies attended the event this year. Specifically, we are working to calculate the carbon footprint (CFP) of products and parts in order to achieve a carbon-free society, which is one of our material issues, and to develop new parts in preparation for 10-year refrigerant gas leak warranties, which will go into full effect in April 2025. We will create new value through development of stronger relationships with stakeholders, fulfillment of supplier obligations, and co-creation with stakeholders.



#### GALILEI Contractor Hub

In October 2024, we held a GALILEI Contractor Hub in two locations, Okayama Prefecture and Tokyo, to strengthen our partnerships with installation and service contractors. The GALILEI Group announced its commitment to reduce refrigerant leaks to zero by 2035 in the "Prevent refrigerant gas leaks" section of the Environment Action 2030 initiative, and 10-year refrigerant gas leak warranties will go into full effect in April 2025. The purpose of the event was to build even stronger partnerships with contractors and boost the quality of their installation work in order to achieve the target. The total number of attendees at both the Okayama Prefecture and Tokyo events was 67 people from 67 companies.



#### GALILEI Group Sustainable Procurement Guidelines

In November 2023, we established the GALILEI Group Sustainable Procurement Guidelines in order to promote and implement sustainable procurement. The Guidelines serve as a tool for communicating our initiatives to business partners, and contain the GALILEI Group's corporate philosophy, sustainability policy, and expectations our business partners.

##### Sustainable Procurement Guidelines

[https://www.galilei.co.jp/wp/wp-content/uploads/2023/11/supply\\_guideline.pdf](https://www.galilei.co.jp/wp/wp-content/uploads/2023/11/supply_guideline.pdf)



#### Declaration of Partnership Building

We joined the initiative known as the Declaration of Partnership Building in February 2024, and have been making every effort to comply with the Declaration. The purpose of the initiative is to forge new partnerships with supply chain companies and value-creating businesses through collaboration, co-existence, and shared prosperity.



## Improve Consumers' Lives

By pursuing food innovation, we are dedicated to creating new food ingredients, cooking methods, menu ideas, and ways of eating. Our goal is to share the joy and excitement of delicious food with people and to enhance their lives.

### Where new food is created

We have refurbished and improved MILAB for the first time in four years, making it more user-friendly. The MILAB Store and the Food Laboratory / Product Testing Laboratory on the first floor have been extended and fully equipped. The Food Factory Laboratory has also been extensively refurbished, and now features the Blast Chiller Type 40 and Type 80, prefabricated blast chillers, and sock ducts, which were displayed at the food processing exhibition FOOMA Japan 2024. Utilizing MILAB effectively accelerates our efforts to advance food innovation.



### Number of MILAB users

2023 **3,014** users per year  2025 target **10,000** users per year

### Support for food startups

At the end of November 2023, we invested in Future Food Fund II, a corporate venture capital (CVC) fund that invests in food technology companies. This investment aims to foster innovation by supporting food startups in developing freezing, defrosting, and other food technologies, collaborating with them while helping them grow their businesses. We also aim to work with limited partnerships (LP) to explore new business opportunities. Through our support for and collaboration with food startups, we are dedicated to addressing food-related issues.

### Number of startups given support

2023 **13** companies in cumulative total  2030 target **30** companies in cumulative total, **2** listed companies

### Startups given support

 Canbright	 DAHALAND Co., Ltd.
 Ajitsuke Advisor Association	 MiRAijiN Lab.
 Future Food Fund (7 companies)	 Sydecas Inc.
	 Nihon Agri. Inc.

### Food Science Center

Inaugurated in 2022, the GALILEI Food Science Center is a state-of-the-art facility dedicated to conducting a wide range of tests, inspections, and analyses in collaboration with customers. Our primary goal is to scientifically assess food hygiene and quality, contributing to creation of new value in product development.

### Supporting menu development for MILAB office tenants

We are currently partnering with Sydecas Inc. to collect quality data for a new product under development in the MILAB Kitchen. We conduct hygiene inspections and sensory evaluations to ensure that the product is both safe and flavorful.



## Topics

### A letter of appreciation for sponsorship

#### from the Japan Association for the 2025 World Exposition

We received a letter of appreciation from the Japan Association for the 2025 World Exposition in June 2024. The GALILEI Group sponsors EARTH MART\* as a bronze partner. It is a project produced by Kundo Koyama as part of the thematic project "Signature Pavilion." At EARTH MART, the potential of Japanese food culture, cultivated over generations, is explored while tackling environmental and hunger issues and showcasing the evolution of food through technological innovations. EARTH MART aims to explore a "new way of eating" that contributes to a better future. The GALILEI Group will make a significant contribution to this thematic project "Signature Pavilion" through its expertise in refrigeration, freezing, and food storage technologies.



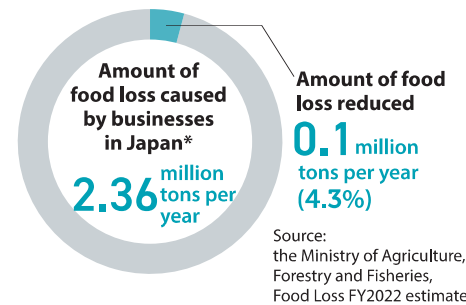
\* The theme of this pavilion is "carry on the cycle of life." It is produced by Kundo Koyama and designed by Kengo Kuma.

## Reduce Food Loss



By enhancing the efficiency of food supply and innovation in food preservation techniques, we aim to reduce food loss and make it possible for everyone in the world to enjoy an abundant supply of food at anytime, anywhere, and for many years to come.

### Amount of food loss reduced (FY2022)



## Keeping Food Fresh in Cold Storage Chains

### Developing technologies that contribute to food loss reduction

Our group companies collaborate to develop products, systems, and services that minimize food loss and advance freezing technology.

### Amount of food loss reduced



How the amount of food loss reduced is calculated

When food ingredients are frozen using cooling equipment, their shelf life is extended beyond what it would be if merely refrigerated. The amount of food loss reduced is calculated based on the quantity of food ingredients that have been frozen.

### Semi-outdoor refrigerated takeout food lockers

These lockers can be installed outside under a roof. If they are installed outdoors because of a lack of indoor space, customers can pick up orders from an outdoor locker with no face-to-face contact. These lockers enable 24/7 order collection, even when a store is closed, helping to reduce waste generated from unsold products and minimize food loss.



### Takeout food lockers for mobile orders, friendly to both customers and store staff

We supplied a refrigerated takeout food locker exclusively used for mobile orders to Pan no Tora, a bakery chain operating in Aichi Prefecture. Customers can pick up bread they ordered online from the locker installed at the store around the clock, even after the store is closed, without needing to wait for their orders to be prepared. The arrangement has been very well-received by both customers and store staff.



### Contributing to the development of cold storage chains in other Asian nations

We collaborate with GALILEI group companies, leveraging our collective experience and technologies to offer solutions to customers and to develop comprehensive cold storage chains across the entire food production stream. Our factory in Thailand began mass-producing plug-in type island showcases in May 2024. Serving as our primary production base in Asia, the Thai factory continually works to expand its production capacity and better meet the evolving needs of our customers. In October 2023, we began accepting orders for Blast Chillers developed for the Asian market. Leveraging the technical expertise that has earned us the largest share of the large blast chiller market in Japan, we aspire to be a leading company in the freezing technology sector in Asia.



AMC-6APGFJAO  
Plug-in type showcase



QXF-020SFKSA  
Blast Chiller

## Topics

### Refrigeration / fermentation room and freezing / defrosting room, both with humidification / dehumidification functions, supplied to A-1 Bakery

We supplied a refrigeration / fermentation room and a freezing / defrosting room, both equipped with humidification / dehumidification functions, to a new factory of A-1 Bakery Co., (HK) Ltd., which operates 115 stores in Hong Kong. There is an increasing need for manpower saving due to worker shortages in Hong Kong, and the customer was exploring possibilities for further improving the quality of frozen dough. They chose our temperature and humidity control technology for their freezing, defrosting, refrigerating, and fermenting processes under stringent conditions. They also installed our Blast Chiller Type 40 for freezing frozen dough. This is the first time that we have supplied a Blast Chiller in the Asian market.



## Support a Healthy Lifestyle

We aim to broaden our business domain, extending it from the food industry into the medical and healthcare sectors.  
Our goal is to ensure that all consumers, regardless of their lifestyle or life stage, can enjoy good health.

### Development of Products for Regenerative Medicine and Healthcare

Leveraging our expertise in food temperature control technology, we seek to expand our line of products line that address social issues in emerging business fields such as regenerative medicine and healthcare. In collaboration with GALILEI group companies, we continuously innovate to create new value in these fields.

#### Defrosting equipment with two-step defrosting functions employing CFC-free refrigerant

We have developed defrosting equipment with two-step defrosting functions employing a CFC-free refrigerant R1234yf (GWP: 1). Using a micro-channel condenser reduces refrigerant volume, enhances environmental friendliness, and lowers the risk of gas leaks by minimizing weld points.



QDD-08DDMDX  
Defrosting equipment with  
two-step defrosting functions

#### FMS-125GSX supplied to Saraya Nakanoshima Dental Clinic

Opened in May 2024 at Nakanoshima Cross, Saraya Nakanoshima Dental Clinic is a progressive facility offering advanced medical services, including periodontal regenerative therapy. We supplied the FMS-125GSX CFC-free medical refrigerator for the clinic to store drugs that require strict temperature control, including REGROTH, a periodontal tissue regenerative medicine, which requires storage at 2°C to 8°C.



### Contribution to the Medical and Healthcare Industries

We collaborate with our group companies, utilizing our collective experience and technological expertise in the design, installation, and operation of cold storage warehouses. Our goal is to offer comprehensive solutions to customers, and to develop robust cold storage chains tailored to the pharmaceutical and healthcare industries.

Number of products, systems, and services  
provided to the medical and healthcare industries

2023

9,265

products / systems /  
services per year

2030 target

20,000

products / systems /  
services per year

#### The GALILEI Group supports a pharmaceutical manufacturing factory with its combined technical capabilities

GALILEI PANEL CREATE supplied non-flammable thermal insulation panels to KYORIN Pharmaceutical Group Facilities Co., Ltd. We designed and installed the panels for a 6,300 m<sup>2</sup> clean room of the company's new factory in Takaoka City, Toyama Prefecture. The facility, the company's fourth production site, became operational in April 2024.



#### The GALILEI Group is a member of the cell mass production value chain development consortium

We are participating in the development consortium of a cell mass production system launched by Cuorips Inc., with research and development taking place at Nakanoshima Cross. We contribute to the development and practical application of regenerative medical products, focusing on an automated mass cell freezing system. The consortium aims to promote new applications and ensure continuous, sustainable progress, as well as introduce the system to cell cultivation and processing facilities and implement commercial demonstration of the system.



Photo courtesy of Nakanoshima Cross

## Topics

## Live in Harmony With Local Communities

As members of the global community, the GALILEI Group makes the happiness of those around us our top priority, and promotes global wellbeing by living in harmony with our community.

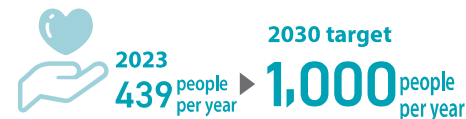
### Galilei 1% Club

In 2021, we established the Galilei 1% Club, which is funded by approximately 1 percent of our pre-tax profit, to continue our commitment to social contribution initiatives. All GALILEI group company employees actively take part in voluntary work and social contribution initiatives. Employees are encouraged to suggest potential activities, and participation is voluntary. We successfully conducted 48 activities in FY2023. Our primary area of focus has been the donation of refrigerators as well as voluntary work. In FY2023, we donated 68 refrigerators and freezers to 63 different organizations. Going forward, we will continue to encourage all GALILEI group company employees to contribute ideas for social contribution initiatives related to food and life. We are committed to taking proactive action based on these suggestions.

#### Number of GALILEI 1% Club activities performed



#### Total number of volunteers



### The GALILEI Group wins the Judging Committee Special Award in the 2024 Food Loss Reduction Promotion Awards

We won the Judging Committee Special Award in the 2024 Food Loss Reduction Promotion Awards, jointly organized by the Ministry of the Environment and the Consumer Affairs Agency. We were recognized for our contribution towards reducing food loss by donating a total of 240 commercial refrigerators and freezers to 188 food banks and children's cafeterias across Japan by the end of FY2023.



We donated refrigerators and freezers to a food pantry supplied by Halows Co., Ltd.

### Topics

### KidZania Koshien

**Kids learn the mechanism of cooling, experience repairing and servicing machines, and increase their interest in food along with their parents**

Since 2015, we have been hosting an exhibition at the "Refrigerator Support Center" pavilion in KidZania Koshien, located in Nishinomiya, Hyogo Prefecture. KidZania is a unique place where children can learn about work and society through hands-on experiences. At our exhibition, children have the opportunity to learn about the cooling systems used in supermarket and convenience store showcases, understand how we ensure the food they eat every day is kept safe, and get an insight into the processes of repairs and maintenance. They can also experience what it's like to monitor these systems. Our aim is to spark an interest in both food and the significance of work among the visiting children and their parents. We aim to highlight our often unseen but essential role in society by educating people about our products.



#### KidZania Koshien

##### Number of visitors to the pavilion in FY2023

**12,693** visitors per year

### Factory tours and work experience programs

We invite local residents on tours of our Okayama Factory to better connect with the local community. In December 2023, we organized a factory tour for 62 children from Katsumada Elementary School. In March 2023, we hosted three students from Tsuyama Commercial Senior High School for work experience, followed by three students from Shoo Junior High School in November 2023.



### Topics

## Corporate Women's Tennis Team

We established a corporate women's tennis team in April 2017 to encourage employees to serve as role models for work style reform by maintaining a good balance between sporting activities and work. In 2018, the team won the first division league, and three years later, it went on to be in the Japan League. The team successfully stayed in the Japan League, and in 2023 it reached the finals.

In November 2023, the team played friendly matches with members of a neighborhood association in Yanagibashi, Taito-ku, Tokyo, home to our East Japan Branch Office, as part of our community integration efforts.

We are committed to continuing this program as a means of contributing to the advancement of women's tennis, improving our environment, advancing the career design of the team members, improving working styles, and contributing to local communities.



The team plays tennis with members of the Yanagibashi Neighborhood Association

## Combating Intense Heat

### Loan of ice makers for summer inter-high school tournament (Kitakyushu High School Sports Tournament 2024)

The National High School Sports Tournament 2024, "Thank you for giving us strength: Kitakyushu High School Sports Tournament 2024" was held from July 21, 2024 to August 20, 2024 and a total of 30 events were played at the tournament. To combat intense heat, the GALILEI Group lent 20 ice makers for eight events held at 14 locations in Fukuoka, Nagasaki, and Oita prefectures. Ice made by the machines was used to combat intense heat (to prevent heat stroke), to give first aid, for icing, and to help the athletes cool down and lower their body temperature before, during, and after matches. Last year, 12 people were taken to the hospital for heat stroke, a relatively low number, as the tournament was held in the cooler climate of Hokkaido. However, despite the warmer climate of Kyushu and record-breaking heat this year, the number of people taken to the hospital was only 13, roughly the same as the previous year, and fortunately, no serious illnesses occurred. We were pleased to have helped the athletes to cope with extreme heat conditions.



### We participated in the Uniqlo Japan Junior Tennis Championships 2024 as corporate volunteers

As in the previous year, we took part as corporate volunteers in the Uniqlo Japan Junior Tennis Championships 2024, held in August 2024. A group of 33 employees, including members of our corporate women's tennis team, participated as championship supporters. This year, the Wheelchair Tennis Category was introduced, making it Japan's first junior tennis championship in Japan where athletes with or without disabilities could compete together. Like last year, we provided an ice bath to help players cool down and lower their core body temperature effectively. This ice bath was maintained at an optimal temperature using our ice maker. We also provided support for the players by rapidly freezing Lipovitan Ice Slurry for Sports in our refrigerant-powered rapid freezer. Members of our corporate women's tennis team played key roles in facilitating winners' interviews and the national coaching clinic. We are committed to continuing our support for local communities by combating intense heat and promoting and contributing to sporting events.

