

Special Feature

REAL TALK—Everyone's Voice Open Communication from All Angles



President Ohya took the baton from the former president to lead REAL TALK

The 5th REAL TALK, with his first participation in the livestream, was held at Tokyo Head Office

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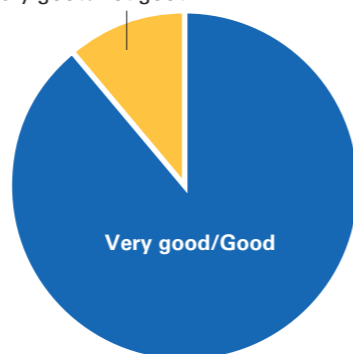
We have livestreamed “REAL TALK—Everyone’s Voice” since January 2023 as an opportunity to promote open two-way communication between management and employees with the aim of fostering a corporate culture that enables everyone to be freer, more open, and further demonstrate a pioneering spirit. Started by former President Akihiro Nikkaku, President Mitsuo Ohya has continued this initiative, answering questions from employees.

Employee questions are wide-ranging, from serious workplace inquiries such as “What do you think about the fact that we sometimes have to spend an inordinate amount of time preparing documents to respond to random comments from upper management, making it difficult to concentrate on our main duties?,” “How do you plan to address aging production facilities?,” “What are your measures to deal with personnel shortages?” to everyday queries like “How does the president spend his days off?” and “What is the president’s daily schedule?” The president also answers questions received via the live chat on the day of the livestream.

REAL TALK livestreams were held twice in FY 2022 and are scheduled to be held a total of six times in FY 2023, including at our factories. REAL TALK provides a valuable opportunity for employees to interact with President. REAL TALK has been well received by many employees, with positive comments including: “I felt closer to the president,” “I got a glimpse of the president’s thoughts and personality,” “The atmosphere felt free and open,” “These sessions will likely improve communication skills Group-wide,” and “The president expressed his frank opinions about workplace issues.” In post-livestream surveys, 90% of employees responded that the program was “very good” or “good.”

Post-livestream survey results (average of previous 6 surveys)

Fair/Not very good/Not good



As for his impressions of the livestream, President Ohya said: “I listen to the opinions of all employees, including younger ones, very closely. I want to use such opportunities to have many discussions with employees globally.”

[The 6th REAL TALK from the Nagoya Plant]



President Ohya

Employee from Plastics Technical Department serving as moderator

President Ohya and participating employees exchanged opinions about the everyday challenges and good points of the Nagoya Plant based on opinions of those working there, providing a 40-minute session full of realism that only a live talk session can create.



Comment from REAL TALK Management Staff Representative



Takayuki Minami
Corporate Communication
Planning & Administration
Group, General Administration
& Communications Division

REAL TALK has been planned not with the goal of reaching conclusions, but rather to provide a forum where employee voices can be conveyed to management, employees can hear management thoughts directly, and each individual can have the opportunity to think and take action.

At first, I was worried about how employees would react to the event, but post-session surveys revealed increasingly supportive comments with each livestream, with more people saying “It’s a good project, so keep up the good work!” Some departments watch REAL TALK at monthly meetings and discuss their impressions and opinions, so we feel that internal communication is gradually changing.

The 7th REAL TALK to be held at the Ishikawa Plant



Using the large conference room at the Tokyo head office as a studio for the inhouse livestream



Employee answering a question



Employee from Personnel Department serving as moderator

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