

JANUARY 2026

# ALPSINSIGHT

NEWSLETTER FOR EMPLOYEES | SEBRANICE | 1

## A WORD FROM THE PRESIDENT

Dear Employees,

Allow me to introduce to you the first issue of our company magazine, created with the aim of bringing you closer to what is happening within the company, sharing important information, and celebrating our shared success. We want the magazine to become a place where you will learn not only about news and projects, but also about the people who make up our company and the values that unite us.

The company magazine is a tool for open communication and inspiration, thanks to which we can get to know each other better across departments and jointly follow the direction in which our company is heading. I believe it will become a platform for sharing ideas, celebrating achievements, and supporting the team spirit that forms the foundation of our shared growth.

I would like to thank everyone who contributed to the creation of this magazine, and I believe it represents another positive change and a step forward for our company.

This year we will encounter more challenges, bringing new tasks as well as opportunities. However, I am confident that through cooperation, commitment, and mutual trust, we will overcome them together. Every challenge can move us forward if we approach it as a team.

Thank you all for your work, flexibility, and determination, through which you contribute to the continued development of our company.



## WHAT YOU WILL FIND OUT...

### 30 YEARS TOGETHER

Anniversary celebrations

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### CHRISTMAS GATHERING

Christmas punch and cookies

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### OFFICES THAT INSPIRE

Renovation and modernization

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### INTERVIEWS

Satoshi Furusawa

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### WHAT CAN YOU EXPECT

News and plans

# 30 YEARS OF OUR JOURNEY

## How we celebrated together

The year 2025 was defined by a major milestone for our company: we celebrated 30 years since its founding – three decades of dedication, challenges, innovation, and collective achievements.

### Summer ALPS party

The unofficial celebrations kicked off with the traditional summer ALPS party at Sudický Dvůr, where employees and their families enjoyed fun, good food, and drinks. The highlight of the evening was a performance of the Czech band Slza.



### Official anniversary celebrations of our company

#### Important visitors

In December, we celebrated this milestone at a formal gathering, which was not only a look back at the past years but also a thank-you to everyone who contributed to our success.

The extraordinary atmosphere was enhanced by the presence of important guests, including representatives of the municipality and region, as well as the company's top executives: CEO Mr. Izumi, Vice President Mr. Hashimoto, and leaders from other European plants. Their presence was a testament to the importance of our plant within the entire group and also an acknowledgment of the hard work of all our employees.



During the official part of the celebration, several speeches highlighted the company's history, key milestones, and the challenges we overcome. It was emphasized that the company's success lies primarily on its people – on the expertise, dedication, and loyalty of employees across all departments.



The company management also outlined their vision for the future, emphasizing the important role of further development, innovation and transformation.





The company management used this special occasion to express sincere gratitude to all employees and wished that the same spirit of collaboration would guide us in the years to come.

## Christmas party in Blansko

### The celebration continues...

The 30th-anniversary celebrations of our company continued with a Christmas party in Dělnický Dům in Blansko, bringing lots of fun and a wonderful atmosphere for all employees.

Guests enjoyed a magician, a dance-and-singing performance that perfectly complemented the evening program, and a raffle.



The evening was accompanied by moderator Michal Kavalčík. The atmosphere was enhanced by a live band, and later a DJ got everyone to the dance floor, ensuring that the guests enjoyed until the very last minute.

The Christmas party was a perfect way to close the year and a well-deserved chance to unwind – not only after the long preparations for the anniversary celebrations but also after the challenging tasks that accompanied us throughout the year.

## “CHRISTMAS GATHERING” – Christmas punch and cookies

### The beginning of a new tradition

In the last week of December, we organized a small gathering with Christmas punch and cookies in the new kitchen. The goal was to slow down for a moment, step away from the work pace, and enjoy a pleasant, informal atmosphere to chat with colleagues and get into the holiday spirit together.

Thanks to our skilled technicians, who custom-made a stamp using a 3D printer, we baked cookies with our company logo.

The feedback was very positive, which confirmed that we had laid the foundation for a new company tradition – one that we can look forward to in the next years.

**We thank everyone who participated, as well as those who helped organize the event or supported it in any way.**



# OFFICES THAT INSPIRE EVERY DAY

## Construction of new office area and renovation

People spend a significant part of their day at work, which is why the quality of the work environment plays a crucial role in both their satisfaction and performance. This was one of the main reasons for reconstruction and renovation of our office spaces - with the goal of creating a place that feels pleasant, modern, and motivating.

In 2024 and 2025, new spaces were built on the second floor, including an open office, a kitchen, and modern meeting rooms, which were named after Japanese cities.



At the same time, the original office spaces (the former main office) were renovated and equipped with modern office furniture. To create a more pleasant and lively atmosphere, plants were also added throughout the office.



On the upper floor, a new training room was created, equipped with stations for practical demonstrations of production operations.



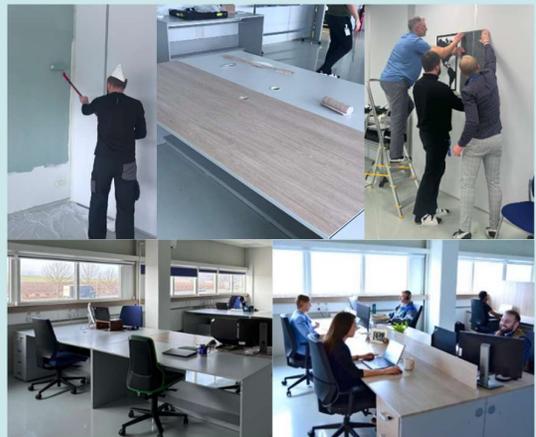
We believe these changes will contribute to a more efficient working environment and support our shared success.

The improvements are taking place not only in the office areas but also in the production spaces. Following the expansion of the production area and the relocation of several workstations, a new relaxation zone – an oasis – will be created and renovated in the production area.

The next step will be the modernization of the reception area and the surrounding meeting rooms, so that these spaces also create a nice first impression for both employees and visitors. In the spring, we will begin revitalizing the area in front of the reception, adding plants and shrubs.

## ECO-friendly renovation

To support an eco-friendly approach and prevent unnecessary waste, we decided to keep the original desks and containers in the Customer Quality department and give them a fresh new look. We also used the office renovation as a team-building activity. Together, we painted a wall, covered the desks with decorative film, and made additional adjustments to create a more practical and pleasant working environment.



# INTERVIEW WITH MR. VICEPRESIDENT

## Contribution of his role and his next steps...

After years of serving in the management of our company, the current Vice President, Mr. Satoshi Furusawa, is bidding farewell.

On this occasion, we decided to look back with him on our shared journey, recalling key moments, achievements, and challenges that marked his tenure, and to give him the opportunity to share his perspective on Czech work culture as well as a personal message to colleagues.

This interview is both – expressing gratitude for his contributions and a source of inspiration for the next chapter – for him personally and for our company.



### When you look back, what do you consider your greatest professional achievement during your time at ALPS ALPINE?

Putting aside whether it was “good” purely from a business perspective, I would say my greatest achievements were the transfers of modular products (CIP/CDP/CSP/CCP) at ALCOM in the 1990s, along with the launch of new products to the market and their subsequent expansion, as well as the transfer of modular products (CSP) at ALDL in the early 2000s, again including the introduction of new products and the expansion of operations.

### What do you consider the greatest challenges you faced as Vice President of ALCZ?

The launch of the Smartbar product was the most demanding experience of my entire career at ALPS ALPINE. However, thanks to the tremendous support and collaboration of everyone involved, we have now reached a stage that can be described as nearly stable mass production.

Another significant challenge was sharing various business issues with ALAP, gaining their understanding, and ensuring their cooperation in keeping them regularly informed about the current situation.

### What would you highlight about the Czech Republic—whether it's the people, culture, or way of working and living?

At first glance, Czechs may seem reserved, but once you get to know them better, they are very kind and friendly. In this regard, they remind me a bit of the Japanese.

Contrasting with this reserved behaviour, I was surprised at how fast everyone drives—sometimes I experienced cars following me very closely or overtaking aggressively.

I also felt that people place great importance on family and



actively enjoy life. It's easy to understand why the Czech Republic ranks highly in the World Happiness Report.

From a work perspective, I greatly appreciate their rational approach, their effort to eliminate low-value activities as much as possible, and their strong focus on cost control—qualities that, in my opinion, we could learn from.

Thanks to the large number of World Heritage sites, I really enjoyed traveling and exploring on weekends.

Golf is one of my hobbies, and the Czech golf courses are well-maintained and set in beautiful landscapes, making them a true pleasure to play.

Motorcycle trips were also amazing—the stunning scenery and the friendliness of fellow riders made the experience even more enjoyable.

### Is there a memory or moment that has stayed with you and that you like to look back on?

The Yakisoba at the summer parties was extremely popular and well worth the effort to prepare.

At the Hanami Party, I drank so much that I lost my memory halfway through...

At the summer and Christmas parties, I danced until I was sore all over the next day.

**What will you miss the most after your departure?**

The beautiful rolling hills, flowers and greens of the Moravian region,

Czech beer, and above all, the colleagues with whom I shared so many challenges and hardships.

**What are your next plans after leaving ALCZ?**

Outside of work, I have spent many years away from my family, so I would like to prioritize and cherish the time I spend with them from now on. My father is also getting older, and I want to support him as much as possible.

Having lived abroad for a long time, there are still many places in Japan I haven't visited. I hope to travel across the country and eventually visit all prefectures.

When I'm a bit older, I would like to work as a sightseeing taxi driver in my hometown of Nagano. If any of you ever visit Nagano, Japan, I would be happy to give you a ride and show you around.

**Is there anything you would like to say to the ALCZ employees?**

During my time at ALCZ, I received tremendous support and cooperation from all of you, and I am truly grateful. The time I spent with you is one of the most valuable and unforgettable experiences of my life.

As I leave ALCZ, I would like to share a belief that has been important to me.

I strongly believe that continuous improvement is the driving force behind growth, and that there is always room to improve. With this mindset, I have always tried to act proactively as a "Proactive Professional."

I also believe that one of ALCZ's greatest strengths is the ability for individuals and the organization to act proactively, work as a team, and grow together while tackling challenges.

I sincerely wish ALCZ continued success and great achievements in the future. Thank you very much for everything..



## SIGNIFICANT EVENTS

### Milestone work anniversaries of our colleagues

In 2025, many of our employees reached significant work anniversaries. We thank them for their many years of service, experience, and contributions to our company. Below is an overview of employees who have been with us for 15 years or more.

**15 YEARS**

Josef Nevrlý

**20 YEARS**

Jaroslav Bureš  
Lenka Ducháčková  
Lucie Fojtková  
Josef Hepp  
Dagmar Janečková  
Ana Kačunićová  
Atanas Kozuharov  
Lucia Malinová  
Stanislav Menšík  
Petra Musilová

Lýdia Olšanová  
Jan Podloucký  
Michaela Švancarová  
Miloslava Vlachová  
Pavel Vybíhal

**25 YEARS**

Kateřina Bednářová  
Petr Biberle  
Hana Biberlová  
Vladislava Biermann  
Hana Doleželová  
Jaroslav Fojtík  
Václav Hájek  
David Halas

Mária Holá  
Kamil Klouda  
Pavel Kučera  
Miroslav Langer  
Tomáš Leder  
Tomáš Musil  
Alena Najmanová  
Martin Němeček  
Jitka Ocetková  
Bohumil Ondra  
Michal Opatřil  
Markéta Přikrylová  
Pavel Sedlák  
Zuzana Ševčíková  
Bohumila Šimečková

# ALPS IN YEAR 2025

Each of us knows the annual water, gas, and electricity consumption in our own homes. Let's take a look together at the figures for the company as a whole.

## WATER

**6 083 000 liters**

The annual water consumption is equivalent to that of 40–50 households for an entire year.



## ELECTRICITY

**5 820 807 kWh**

The company's annual electricity consumption could power approximately 1.450 electric cars, each driving 20.000 km per year.



## GAS

**756 261 kWh**

The energy consumed in the form of gas is equivalent to burning approximately 190 tons of dry wood, or about 20 hectares of forest.



## WASTE

**648,4 tons**

The company produces an annual amount of waste equivalent to 65 fully loaded trucks or the waste generated by more than 1,600 households.



## DID YOU KNOW, THAT...

At our company, we are constantly striving to reduce our energy and water consumption and to find smart solutions that are also environmentally friendly. One such step was the installation of a special heat exchanger that can capture waste energy that would otherwise escape into the air.

This exchanger captures waste heat from the compressed air compressor and then uses it to heat utility water and provide space heating.

Thanks to this solution, we are able to reduce gas consumption while also contributing to a lower environmental footprint for the company. Simply said, the energy we previously "wasted" now works for us.

# WHAT TO LOOK FORWARD TO IN 2026...

## SPORT & CHALLENGES

**STEP BY STEP**

Every step counts. The total number of steps will determine the amount ALPS donates to charity.



**BOSKOVICE RUN**

Join the team and take a run with us



**SOCCER GAME**

Let's kick the ball in ALPS colors.



## CULTURE & FUN

**MAY**

**HANAMI**



**AUGUST**

**ALPS SUMMER PARTY**



**DECEMBER**

**CHRISTMAS PARTY**



## COMPANY EVENTS

**JANUARY/FEBRUARY**

Change in Vice President Position: Departure of Mr. S. Furusawa and appointment of Mr. M. Yamazaki

**FEBRUARY**

Launch of new product DCU (Door Control Unit) for Volvo

**APRIL**

Launch of new product SID 2.0 (Smart Island Door) for BMW

**JANUARY - JUNE**

Renovation of reception area and conference rooms

\*\*\* Detailed information about all planned events and other important updates will be shared on "Monthly Speech" or directly from the HR department on the Intranet. \*\*\*