

Topics

We have become the sponsor of a team competing in the Dakar Rally!



Have you heard about the Dakar Rally? The rally is a race that is held in Saudi Arabia, and it is known in Japan as the “toughest race in the world” because it requires driving 10,000 km under high temperatures over two weeks.

HEXEL Works sponsored the FN Speed Team, which competed in the race held from January 1 to 14 this year. Now you can see our name on racing machines!

We ran into some trouble, such as the vehicle tipping over, but we were

able to reach the goal safely. We plan on continuing our sponsorship going forward, and are looking forward to next year’s race.



New member

Hello! This spring I was assigned to the Global Management Department.

From the Japanese office, I am in charge of assistant work for HEXEL TECH ENGINEERING Corp. I monitor and coordinate the progress of local work to ensure that we meet without fail the delivery deadlines for orders received from customers. I actually worked as an intern for HEXEL TECH ENGINEERING in 2015 and 2016 (at

the time, the office was located near San Francisco), and I am grateful to be working with the same colleagues again. I am extremely interested in international exchange and love solo travel. My hobby is yoga, and before the pandemic I went to train at a yoga dojo in India for a week. Going forward, I would like to broaden my global horizons through my work.



Yoshiko Odake
Administrative Assistant

Editorial Note

Hello. It’s been a while. This is Nagae, the editor.

I visited the Hokkaido Branch for the main article in this issue.

As you can see from our YouTube video, the streets of Sapporo were covered in snow. This is to be expected given that I visited the branch in January, the month of the year with the most snowfall. Naturally, as someone who grew up in Tokyo, where it doesn’t snow much, I struggled to walk in the snow. I understand that there is a technique for walking in the snow, but I have yet to learn it.

But I digress. My impression of the Hokkaido Branch was that it’s a branch that stands out for the great way in which its employees get along. In fact, through the photo shoots and interviews, they never stopped talking and joking with one another. I also felt that the distance between the branch manager and younger employees is quite close.

So, in my mind, this is the overall “color” of the Hokkaido Branch. We will continue to visit other branches to convey the unique “color” of each. Please stay tuned for the next issue!



The Innovator

2022

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CONTENTS

Our Current Status	P1
Feature 1	P2
Feature 2	P4
Feature 3	P6
Topics	P8

Our Current Status

The COVID-19 crisis is finally quietening down in Japan. The number of people infected with the virus who become seriously ill is decreasing, and people are beginning to regain some peace of mind. Starting in June, procedures for entry into Japan at airports will be simplified, and the number of tourists from overseas is expected to increase. However, it may come as a surprise to some that prior to the pandemic, inbound tourism accounted for just 17% of the nation’s tourism industry, which is not very high. Japanese people are extremely active domestic travelers, and Japan has many amazing tourist destinations. With that said, please come visit Japan. We’d love for you to discover the charm of Japan and grow even fonder of our country.



Concerning our business, we continue to receive orders for U.S. military construction projects, which account for roughly 10% of our sales every year. U.S. military construction is a strategic sector for

our company, and we aim to grow it further. However, there is ultimately a limit to the scope of U.S. military construction work in Japan alone, and so we are working to expand U.S. military construction and related material procurement operations around the world.

is indispensable for the growth of our company, and we will strive to further expand global recruitment and secure excellent engineers.

To further strengthen our growth engine, we became an ORIX Group company on June 30, 2022. ORIX Corporation is a large company with sales of ¥2.5 trillion (approx. US\$25 billion) and operating income of ¥300 billion (approx. US\$3 billion), with an extensive network of bases and affiliated companies around the world. As a member of the ORIX Group, we will have access to various group resources. We look forward to your continued support as we pursue further growth.



Dinner with agents in the Philippines

Human resources are needed to expand our U.S. military construction and related businesses, but we are aware that the temperament and language skills of many Japanese are hurdles, and I personally feel the appeal of foreign talent, especially Filipino engineers. Securing and training human resources

Takayuki Sakamoto
Senior Executive Officer

Feature 1

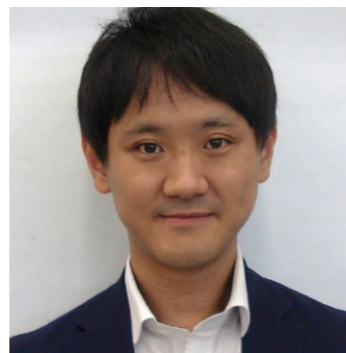
Special Feature on HEXEL TECH ENGINEERING

Seven years have passed since HEXEL TECH ENGINEERING Corp. was established in the United States, and in May of this year we completed our relocation to a bigger office.

Some of you may know about our company, but not many people know the story of why it was established and its roles.

For this issue, we asked CEO Kazuki Yamamoto to talk about the background of the company's establishment and about its intended roles.

This article also touches upon the products and services currently handled by HEXEL TECH ENGINEERING. Please take this opportunity to get better acquainted with our company.



Kazuki Yamamoto
Chief Executive Officer

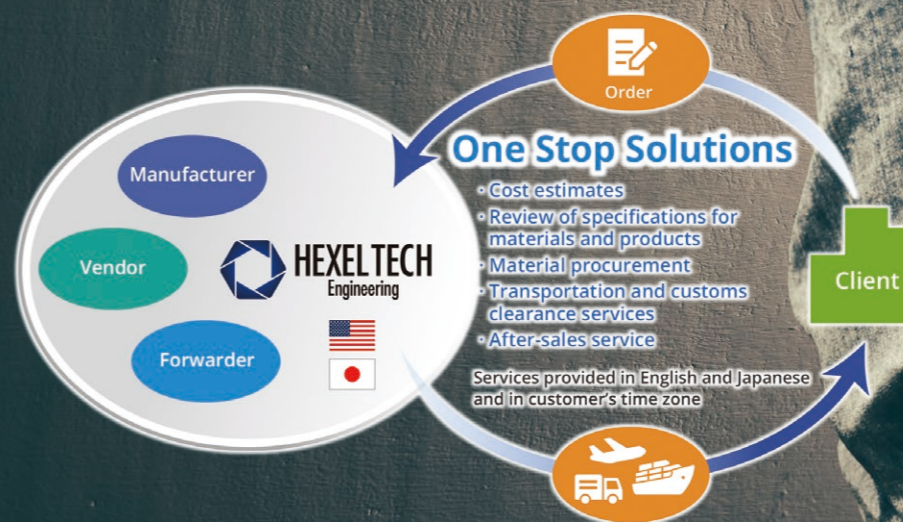
As there were few suppliers in Japan that handled U.S. materials, HEXEL TECH ENGINEERING was established in the United States in July 2015 with the aim of increasing HEXEL Works' competitiveness in terms of both cost and quality in the field of U.S. military base construction by managing everything from supplier development to procurement and transportation in-house.

HEXEL TECH ENGINEERING has connections with many suppliers and manufacturers and is able to procure all electrical materials needed for construction, including cables, generators, transformers, panel boards, lighting fixtures, and wiring devices. We can also dispatch testing personnel for building material start-ups and operation testing. We have built solid relationships with suppliers and manufacturers as a team, and because we have delivered many different items to date, we are able to offer competitive prices as well as good service, such as preparing materials to secure material approval from the U.S. military and handling defective products.

In the area of transportation, we have a system in place under which we work together with a forwarder and make batch deliveries to a warehouse of that forwarder near our office, which allows us to inspect the cargo for damage before it gets shipped on. Moreover, we are also able to handle any type of cargo, from small cargo to large special cargo that does not fit into containers, and we have introduced a system that allows us to track cargo after it is shipped off. In collaboration with our forwarder, we propose optimal transportation methods for each project, utilizing the experience and know-how we have accumulated up to now.

Leveraging our experience in procuring electrical materials, we have now put in place a system for the procurement of construction materials and equipment materials. We are gradually building up a stable of suppliers, and by expanding these businesses we aim to become a general distributor that can handle all materials for construction, equipment, and electrical work.

We procure electrical equipment, architecture equipment and mechanical equipment in the U.S., which we export to and sell in markets outside that country.



HEXEL TECH ENGINEERING's principal business is procurement for U.S. military bases in Japan, and we operate sales offices in the U.S. and Japan. Moreover, we provide the services that best meet our customers' needs, from proposing materials to arranging logistics, while capitalizing on our network of manufacturers, distributors, and logistics companies.

HEXEL TECH ENGINEERING Products



Corporate Profile

Company Name	HEXEL TECH ENGINEERING Corp.
Established	July 15, 2015
Location	3625 Del Amo Blvd., Suite 130, Torrance, CA 90503, U.S.A.
Phone	+1-310-380-5500
Fax	+1-310-380-5511
Website	https://www.hexeltech-eng.com/

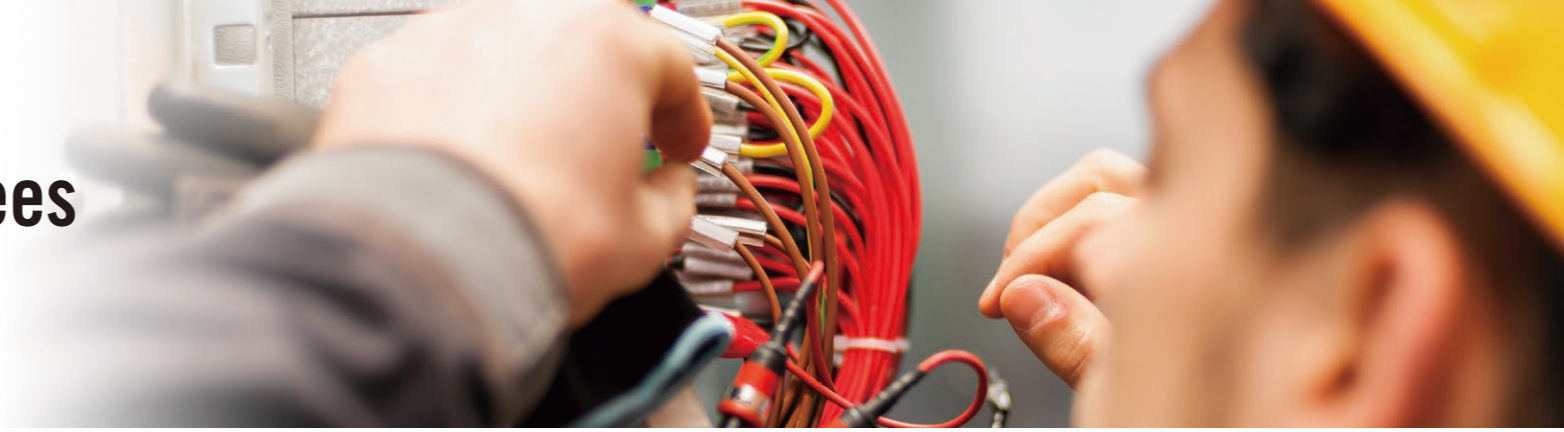


HEXEL TECH

Engineering

Feature 2

Growth of Our Filipino Employees



Our Filipino employees are growing to new heights.

In this section, we interview Rafael and Kenneth, who obtained qualification as a Class 1 Electrical Construction Management Engineer and qualification as a Japanese 1st Class Electrician, respectively, to learn about their motivation for obtaining these qualifications and how they plan to make use of them.

We also asked Lucas, who is now in his third year with us, about how his approach to work in the field has changed and his future goals.

Everyone is making fast growth. Be sure to check out this section.

Class 1 Electrical Construction Management Engineer



Yambot Rafael Marte Perez
Global Management Department

Q What made you decide to obtain qualification as a Class 1 Electrical Construction Management Engineer? And could you tell us how you studied for the exam, as well as what you found to be the most difficult part?

The qualification of Class 1 Electrical Construction Management Engineer is the minimum qualification required by law in Japan for a person to manage an electrical construction project with a scale of ¥40 million or more. HEXEL Works recommends that all of its young project managers, including myself, take and pass the exam in order to be able to handle larger responsibilities. The Main Tokyo Headquarters' Construction Work Division periodically provides homework, lectures, and exam strategies to the examinees to help with preparation. I find it difficult to study properly and effectively by myself, so the homework and lectures gave me the necessary push to allot time outside of work and to take the exam seriously. Personally, I found this to be the hardest exam I have ever taken as it required sentence writing composition in Japanese.

Q How will you use the qualification you have obtained in your work?

During studying and preparing for the exam, I learned things that I had not yet experienced in the field and my knowledge broadened. I understand more about the other minute aspects of construction management compared to before, and I am doing my best to improve every day.

Japanese 1st Class Electrician



Rosales Kenneth Rae Esturas
Setouchi Branch

Q What made you decide to obtain qualification as a Japanese 1st Class Electrician? And could you tell us about any difficulties you had in studying for and taking the exam, as well as any support you received from others around you to deal with those difficulties?

After receiving qualification as a Japanese 2nd Class Electrician, my next immediate goal was to acquire the license for 1st Class. Acquiring the 1st Class license serves as a huge advantage in my work because it allows me to engage in a broader scope of work, such as buildings and factories with maximum power less than 500 kW. However, since it mainly covers high-voltage installations, I had to refresh my knowledge about substations and transformers in Japanese for the exam, which I felt was probably the most challenging part. The qualification requires a written and practical exam, so not only did I have to understand the equipment and principles but I also had to familiarize myself with them. It required a strenuous amount of effort on my part to prepare for the exam, but I was extremely motivated as I received an amazing amount of support from the Company, which provided me with the appropriate training and materials for the exam. Furthermore, I was able to study interactively with my coworkers throughout the process, which made it more fun.

Q How will you use the qualification you have obtained in your work?

Since I was able to acquire the 1st Class license, I want to experience more work that requires understanding of high-voltage equipment, such as substations and transformer installations, and their protective equipment, such as relays.



Lucas Niegel Reodica Cabading
Tohoku Branch

Q How did you develop a relationship with craftsmen when working at sites?

The best way to earn the trust of workers on sites is to not only proactively listen to their concerns but also act upon them with utmost effort. I always make it a point to ask the electricians if they have any trouble with their work and if there is anything I can do, however minor it may be, to make their work go smoother. I then try my best to fulfill any requests. Part of a project manager's job is to facilitate a smooth working environment for everyone, and if the electricians' work is smooth, so is the project manager's work.

Q Did the way you go about your work change between your first and second years?

Compared to my first year in the Company, I now have more influence on day-to-day site management. As the man on the ground, I know the current state of the site and with the knowledge acquired during my first year, take the necessary steps to ensure site progress. Ordering materials, work scheduling, site checks, drawing electrical plans, and attending construction meetings are among my current responsibilities. In the grand scheme of things, these responsibilities barely scratch the surface of what it means to be a project manager, however, they are an important part of it.

Q Are there any qualifications you would like to obtain as a future goal?

Even before entering the Company, it has been my goal to get a PE license. However, that is still some ways off in the future. The licenses which I am qualified to take are the Japanese 1st Class Electrician and 3rd Class Electrical Engineering License. The knowledge associated with these licenses will prove useful at work.



View of Ginzan Onsen (Photo by Lucas)

Feature 3

Introduction to Our Business Offices —Hokkaido Branch—



Outline

Our office tour feature began with Vol. 7. This issue introduces the Hokkaido Branch, which reopened on February 1, 2022 following renovations.

Our first impression of the Hokkaido Branch's new office was its stylish atmosphere.

Mr. Ryuta Morikawa, who just joined the Company, was the person in charge of the design. He was given a big job right after joining the Company!

So, this time we asked not only about the office but also about the aim of Mr. Masami Kurokawa, the branch manager, in entrusting the design to a young person.

Be sure to check out this article!



Office Introduction

Reception Space

This space was designed around the concept of wood grain to create a stylish atmosphere that is not like an office. As a result, the warmth of wood can be felt in the office signs and meeting spaces. Along with this, the furniture and other furnishings are made of warm-colored materials.

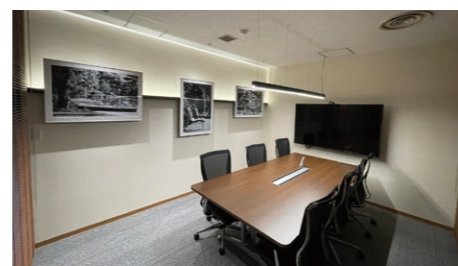


Reception Room

Indirect lighting is used in the reception room, producing an atmosphere much like the entrance of a hotel. The room is also decorated with photographs taken by President Yoichi Nagae, who is an avid photographer.

Another design choice was to illuminate the photographs with tape lights to make them stand out.

In addition, a cafeteria corner where employees can chat with each other was set up, and the latest equipment allowing lighting control with a smartphone was installed.



Ryuta Morikawa



We made a YouTube video of the Hokkaido Branch.

Please watch for a walk-through of the new office.



We did a project with the Hokkaido Branch staff outside in the snow.



Reason for Entrusting a Young Employee with the Design of the Hokkaido Branch's New Office



Masami Kurokawa
Hokkaido Branch Manager

We asked Mr. Kurokawa, as well as Mr. Morikawa, if there were any aimed for effects behind the decision to put a young employee in charge of designing the new office.

Mr. Kurokawa believed that putting Mr. Morikawa in charge of office design would have two effects.

The first effect would facilitate communication with other employees of the branch. Mr. Morikawa also found it easy to communicate with other employees in working out the design, by understanding their requests and using opportunities to disseminate design ideas within the branch.

The second effect aimed for was that Mr. Kurokawa hoped that by getting a young person to design the new office it would become an inviting workspace for the young people who will be the core of

the branch in the future. For this reason, a communication space was introduced for branch employees to communicate with one another, and a TV with a built-in PC was installed to facilitate web conferencing.

We came away from this interview feeling that the Hokkaido Branch has an atmosphere that allows young employees to easily express their opinions and that the branch is managed with an eye toward the future. We will continue to provide information about branches. Please stay tuned for Vol. 9!



Sapporo City Report

Once again, here I am giving you a guide to famous spots in Hokkaido in conjunction with my coverage of the Hokkaido Branch.

Nijo Market

Nijo Market is located to the east of the Nikka billboard, and it is here that Hokkaido seafood is sold. Adjacent restaurants serve *kaisen-don*, which are bowls of rice topped with the freshest seafood.

I had a seafood bowl with crab and salmon roe. Those rich flavors and textures couldn't be enjoyed anywhere else!



Nikka's landmark billboard

When Sapporo is introduced on television, the famous Nikka billboard is often shown. Nikka is a whisky manufacturer with a long history in Japan, and this billboard was put up in 1969.

Seeing this billboard makes me truly feel that I am in Hokkaido. When you land in Sapporo, you should go see it. It is located in Susukino, Hokkaido's largest entertainment district!



Hokkaido is famous for its sightseeing spots as well as its gourmet foods, so I hope you will find this information useful when you visit.



I also visited the Sapporo TV Tower.

Projects for the U.S. Military

1. Yokosuka E18 Repair Work, Kanagawa, Japan
2. B#600 Club Iwakuni Repair Work, Yamaguchi, Japan
3. Sasebo Hario Bldg. 5103 Generator Repair Work (Electrical Equipment), Nagasaki, Japan
4. Cortney Swimming Pool Renovation Electrical Equipment Construction, Okinawa, Japan
5. Kinser T-SPLICE Electrical Construction Repair Work, Okinawa, Japan