

Contributing to society by developing professionals

TAC's principle business is to develop professionals. The English word "profession" is derived from the word "profess" which means to declare oneself before God. In the Middle Ages in Europe, specialists such as priests, lawyers, accountants, doctors, teachers and engineers declared themselves before God in order to perform their professions. People who became professionals by the grace of God had to bear a great responsibility towards society and have the best of morals.

TAC is aiming not only to enhance the skills of existing professionals, but also to contribute to Japanese society "as a company that creates professionals" by raising the new professionals needed in this new era.

2023-2024



CORPORATE PROFILE

Name of the corporation	TAC Co., Ltd.
Listed market	Tokyo Stock Exchange Standard Market (Securities code number: 4319)
Incorporation	December 10, 1980
Head office	3-2-18 Kanda-Misaki-cho, Chiyoda-ku, Tokyo TEL:03-5276-8911
Capital	¥940.2 million
Turnover	¥19,711 million (consolidated net sales for the FY2022 (Apr.1 2022-Mar.31 2023))
Affiliated companies	<p>Domestic</p> <p>TAC General Property Management Co., Ltd. Online School Co., Ltd. LUAC Co., Ltd. Waseda Management Publishing Co., Ltd. Profession Network Co., Ltd. TAC Profession Bank Co., Ltd. Medical Office Staffing Kansai Co., Ltd.</p> <p>Overseas</p> <p>TAC INFORMATION TECHNOLOGY (DALIAN) CO., LTD.</p>
Number of employees	Consolidated: 568 Non-consolidated: 527 As of March, 2023
Officers	<p>President and CEO: Toshio Tada Executive Vice President: Atsushi Kondo Executive Director: Koji Kanai Executive Director: Tatsuki Ino Director: Yasuo Higata Director: Taichi Yokoyama Director: Yutaka Takahashi Director: Takami Kawano Director: Shoji Nonaka Director: Tomoki Saito Outside Director: Shigeo Abe* Outside Director: Gen Ikegami* Outside Director: Ken Haraguchi (Audit and Supervisory Committee) Outside Director : Kotaro Niwa* (Audit and Supervisory Committee) Outside Director: Hiroka Machida (Audit and Supervisory Committee)</p> <p><small>*Independent board member filed with TSE</small> As of June 27, 2023</p>
Correspondent banks	The Chiba Bank, Ltd., Kiraboshi Bank, Ltd., MUFG Bank, Ltd., The 77 Bank, Ltd., The Nanto Bank, Ltd., Mizuho Bank, Ltd., Sumitomo Mitsui Trust Bank, Limited, THE SHIGA BANK, LTD.
URL	HP: https://www.tac-school.co.jp/ e-mail: ir-info@tac-school.co.jp
Shareholder special benefit plan	10% discount coupon of tuition fee (list price) Discount special benefit plan coupon for shareholders are distributed to shareholders and deemed shareholders as of March 31 and September 30 biannually according to the criteria below:100 shares (1 unit) or more but below 1,000 shares : 1 coupon. 1,000 shares or more: 2 coupons.

***Forward-looking statements**
Statements in this corporate profile with respect to the Company's plans, forecasts and strategies that are not historical facts are forward-looking statements that are based on management's assumptions and beliefs based on information currently available. Accordingly, readers are asked to refrain from relying solely on these statements. Company's actual results may differ materially from any projections presented in this report due to various important factors. Factors that could cause actual results to differ materially from such statements include, without limitation, (1) qualifications covered by TAC, pass rates and employment situations of successful candidates, etc., (2) continuation / termination of and changes in governmental tuition assistance program, and (3) business results and beliefs affecting corporate training, human resources business, etc.



TAC Co., Ltd. 3-2-18 Kanda-Misaki-cho, Chiyoda-ku, Tokyo 101-8383
TEL.03-5276-8911
<https://www.tac-school.co.jp/>

TAC Website

● Educational courses

TAC Co., Ltd.
<https://www.tac-school.co.jp/>

W Seminar
<https://www.tac-school.co.jp/w-seminar.html>

● Corporate training programs

Corporate Training
<https://www.tac.biz/>

Courses for Business Professionals
<https://web.tac-school.co.jp/cfo/>

● Publications

TAC Publishing official site
<https://tacpub.jp/>

Cyber Book Store (Book sales site)
<https://bookstore.tac-school.co.jp/>

● Medical

Medical Office Staffing Kansai Co., Ltd.
<https://iryujimu-sk.com/>

● TPB

TAC Career Navi
<https://tacnavi.com/kyujin/>

TAC Career agent
<https://tacnavi.com/>

Dispatching service provided by TAC (specialized in accounting)
<https://tacnavi.com/haken/>

● Other websites of the business of our group

TAC General Property Management Co., Ltd.
<https://sougoukanri.tac-school.co.jp/>

Online School co.,Ltd.
<https://onsuku.jp/>

Profession Network co.,Ltd.
<https://profession-net.com/>

● Corporate website & IR

TAC Co., Ltd. Corporate site
<https://ir.tac-school.co.jp/>

Appropriately judge "now" and continue to fulfill our responsibility for the "future"

Japan has achieved rapid economic development focusing on the manufacturing industry, and in the modern age, it has made innovation by combining advanced knowledge and information technology. And now Japan is trying to achieve further economic development by creating products and services optimized for each sector and responding to complicated and diversified needs.

The people who are always needed by society in the process of economic development in any age are those with specialized knowledge in each field. They are called "professions". The content of the specialized knowledge required will, of course, change according to the change of the times, but the existence of "professions" with specialized knowledge is indispensable in the past, present and future. Since its establishment in 1980, TAC has nurtured and produced many "professions" that are needed from time to time. Starting from the accounting and taxation area, it now extends to the legal, real estate, financial services, public officers and labor, IT, medical, and science areas.

We want to contribute to the development of society by fostering the diverse "professions" needed in the current times while keeping a close watch on the changes of the times.

President and CEO
TAC Co., Ltd.

Toshio Tada

PROFILE

Date of birth: December 3, 1953
Brief personal history :
September 1975 Graduated from the Faculty of Law of KEIO University.
January 1984 Entered the Company
December 1990 Director
March 1998 Senior Executive Director
June 2007 Executive Vice President
October 2018 President and CEO



TAC LICENCE COURSES

Finance & Accounting

CPA* / Bookkeeping / Construction Industry Accountant / The Japan Accounting and Financial Analysis Examination

Management & Taxation

Certified Public Tax Accountant / S&M Enterprise Mgt. Consultant* / IPO Practical Skill Examination / Financial Reporting Practical Skill Examination

Financial Services & Real Estate

Real Estate Appraiser / Architects and Building Engineers / First-Class Building Operation and Management Engineer / Real Estate Transaction Agent / Licensed Strata Management Consultant · Licensed Representative of Condominium Management Company / Property Manager / Securities Analyst(including CFA®)*¹ / Securities Broker Representative / Financial Planner / DC Planner^{*2} / Souzoku Kentei / Business Management Advisor / Chiefs of Money Lending Operations / Courses for Business Professionals

Law

Bar Examination / Judicial Scrivener / Patent Attorney / Intellectual Property Management Skills Test / Certified Administrative Procedures Legal Specialist / The Japan Business Law Examination / Registered Customs Specialist / The Proficiency Test in Trading Business^{*3}

Public Officer & Labor

Labor and Social Security Attorney / Nenkin Kentei / Mental Health Management Exam / Government officials(MCT&MOFA)* / Government officials(RS&LG)* / Government officials(science) / Police officers & Fire dept. officials / Teacher's Employment Exam

IT & International

IT Specialist / USCPA* / EA* / USCMA* / CIA* / PC School / CompTIA^{*4} / TOEIC[®] L&R TEST^{*5}

Other

Licensed Electrical Engineer

¹ CFA®: Chartered Financial Analyst®
² DC: Defined Contribution
³ The Proficiency Test in Trading Business is registered trademarks of Maunharf Japan Co., Ltd.
⁴ CompTIA: CompTIA (Computing Technology Industry Association) is a non-profit organization established in 1982 with its headquarters located in Illinois, USA. CompTIA provides vendor-neutral IT certification and exams.
⁵ TOEIC is a registered trademark of ETS. This publication is not endorsed or approved by ETS.
* L&R means LISTENING AND READING.

*Certified Public Accountant / *Small and Medium Enterprise Management Consultant / *Main Career Track & Ministry of Foreign Affairs of Japan / *Regular Service & Local Government / *US Certified Public Accountant / *Enrolled Agent / *US Certified Management Accountant / *Certified Internal Auditor

HISTORY

License Courses

- '80/12 Started CPA* course
- '80/12 Started Bookkeeping course.
- '80/12 Started Certified Public Tax Accountant course.
- '85/05 Started IT specialist course
- '86/04 Started Real Estate Transaction Agent course.
- '86/11 Started Labor and Social Security Attorney course.
- '87/06 Started Certified Administrative Procedures Legal Specialist course.
- '88/08 Started U.S. Accounting course.
- '89/03 Started S&M Enterprise Mgt. Consultant* course.
- '89/06 Started U.S. CPA*.
- '90/09 Started Securities Analyst course.
- '91/06 Started Real Estate Appraiser course.
- '92/05 Started Financial Planner course.
- '94/06 Started Government officials (RS&LG)* course.
- '95/12 Partnered with Becker, USA for the U.S. CPA.
- '96/07 Started PC courses.
- '96/11 Started Construction Industry Accountant course.

* Certified Public Accountant / *Small and Medium Enterprise Management Consultant / *Regular Service & Local Government

License Courses

- '00/10 Established IT engineer school.
- '01/05 Started CompTIA course.
- '01/09 Started Web-based courses delivering moving images of lectures.
- '01/10 Started Licensed Strata Management Consultant and Licensed Representative of Condominium Management Company courses.
- '01/10 Established TAC Business School.
- '02/01 Started DC Planner course.
- '03/04 Started Chartered Financial Analyst[®] course.
- '03/08 Started The Japan Business Law Examination course.
- '05/09 Started Securities Boker Representative course
- '07/09 Started Certified Internal Auditor (CIA) course
- '08/01 Started The Japan Accounting and Financial Analysis Examination course.
- '08/02 Started Registered Customs Specialist course.
- '08/05 Started Intellectual Property Management Skills Test course.
- '08/11 Started IPO Practical Skill Examination course.
- '09/07 Started Chiefs of Money Lending Operations course.
- '09/09 W Seminar and business unification
 - Started Bar Examination course.
 - Started Judicial Scrivener course.
 - Started Patent Attorney course.
 - Started Government officials (MCT&MOFA)* course.
- '10/01 Started Financial Reporting Practical Skill Examination course.
- '10/03 Started TOEIC[®] L&R TEST course.

*Main Career Track & Ministry of Foreign Affairs of Japan

License Courses

- '11/09 Started Government officials (science).
- '12/07 Started Enrolled Agent (EA) course.
- '12/08 Started The Proficiency Test in Trading Business course.
- '12/08 Started US Certified Management Accountant (USCMA) course.
- '12/11 Started Architect and Building Engineers course.
- '13/10 Started Teacher's Employment Exam course.
- '13/11 Started Mental Health Management Exam course.
- '17/05 Started Business Management Advisor course.
- '17/09 Started Property Manager course.
- '18/10 Started Licensed Electrical Engineer-class 3 course.
- '19/07 Started Souzoku Kentei course.
- '19/07 Started Nenkin Kentei course.
- '20/11 Started Licensed Electrical Engineer-class 2 course.
- '21/02 Started Licensed First-Class Building Operation and Management Engineer course.

1980

2000

2010

Establishment

- '80/12 TAC Co., Ltd., established.
- '80/12 Opened Tokyo head school, Osaka school (Currently Umeda school.) and Nagoya classroom. (Currently Nagoya school.)
- '86/08 Opened Yokohama school.
- '89/01 Opened Suidobashi school.
- '91/04 Opened Kyoto school.
- '93/09 Tokyo Head school relocated due to business expansion.
- '93/09 Opened Fukuoka school.
- '94/09 Opened Ikebukuro school.
- '98/02 Opened Machida school.
- '98/03 Opened Namba school.
- '99/06 Opened Omiya school.
- '99/12 Opened Kobe school.

Affiliated schools

- '98/08 Kumamoto school.
- '99/08 Maebashi school. (Currently Gunma School.)
- '99/09 Kagoshima school.

Establishment

- '01/05 Established TAC Profession Bank Co., Ltd., (TPB) a wholly-owned subsidiary and started manpower staffing and manpower placement business.
- '01/10 Opened Yaesu school.
- '03/04 Opened Shinjuku school.
- '05/04 Opened Sendai school.
- '05/05 Opened Sapporo school.
- '05/09 Opened Shibuya school.
- '05/11 Opened Hiyoshi satellite school. (Currently Hiyoshi School.)
- '06/10 Opened TPB Umeda office.
- '07/06 Opened Tachikawa school.
- '07/09 Hiroshima school came under direct control.
- '08/03 Established LUAC Co., Ltd.
- '08/07 Opened TPB Nagoya office.
- '08/10 Opened Waseda school.
- '09/07 Opened Tsudanuma school.
- '09/09 Upon integration of the business of supporting acquisition of license qualifications and publishing of W Seminar, Waseda Management Publishing Co., Ltd., which is a wholly owned subsidiary, was established.
- '09/09 Chudai-ekimae School transferred.

Affiliated schools

- '00/03 Takamatsu school.
- '00/03 Fukuyama school.
- '00/03 Tokushima school.
- '01/04 Kanazawa school.
- '01/08 Okinawa school.
- '01/10 Okayama school.
- '02/08 Hiroshima school.)
- '03/07 Toyama school.
- '04/03 Miyazaki school.

Establishment

- '10/04 Hiyoshi school newly constructed and relocated.
- '11/03 Waseda school newly constructed and relocated.
- '11/08 Established TAC INFORMATION TECHNOLOGY (DALIAN) CO., LTD.
- '12/05 Established Profession Network Co., Ltd.
- '12/12 Established TAC General Property Management Co., Ltd.
- '13/05 Established Online School Co., Ltd., TAC's wholly-owned subsidiary.
- '14/06 Acquired all shares of Medical Office Staffing Kansai Co., Ltd. to make it a subsidiary of TAC.
- '15/07 Capital and business tie-up with TMMC Co., Ltd.
- '17/09 Established Japan Finance Professional Development Association.

Affiliated schools

- '12/12 Oita school.

4 SEGMENTS

Personal Education

Educational contents leading students directly to success and various learning media which fits to lifestyle

TAC's study materials, which are revised every year, are prepared after thoroughly analyzing the latest question trend which allows students to learn effectively and efficiently. In addition to the traditional classroom courses and the Internet web courses, etc. Our educational contents of various learning media will guide students to success.



Celebration party for 2022 Certified Public Accountant exam successful candidates in Tokyo at Tokyo Marriott Hotel

Classroom courses

Media 1 Classroom Courses Study at any TAC branch nationwide	Media 2 Video Booth Courses Learning in an independent booth tailored to your own schedule
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Correspondence courses

Media 3 Web-based Broadband Courses Allows busy students to study anytime anywhere	Media 4 DVD Courses Study at home by DVD
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Media 5 Material Courses
Eliminates the unease of studying at home by providing appropriate instructions

Corporate Training

TAC contributes to the growth of our clients through education in developing human resources

TAC has a wealth of educational contents and know-how including excellent instructors, educational material, training programs, etc. accumulated over the years through our educational business targeting our individual customers. Utilizing such educational know-how and contents in the area of Certified Public Accountant, IT Specialist, etc. TAC provides broad range of educational services as one-stop service which covers planning to implementation of the program including practical training programs, social skill programs and language programs for corporate clients.



Training programs for practical skill

Acquire basic knowledge in accounting, finance, law, IT and languages.

Training programs for license qualifications

Measures for license qualifications including Bookkeeping, Real Estate Transaction Agent, IT Specialist, etc.



Language Study

Enhance English-language skills for communication and for business settings.

Social skill-related programs

Learn to build human relations required to run business smoothly.

Provide universities seminars to acquire license qualifications School seminars ● Dispatching of instructors ● School training	TAC accepts various forms of test administration TAC Test business ● Accept various examinations, including CBT, IBT, and PBT ● Operate CBT test center ● Assist in creating questions for employment exams, internal certification exams, etc.	Provide total support to address issues confronted by educational institutions Provision of educational contents
Form partnerships with major schools in regional capitals Affiliated schools ● Educational contents ● Textbooks	Introduce de-facto IT standards Introduction and diffusion of IT license education ● Microsoft Office Specialist ● CompTIA ● IT School	Provide education to acquire practical skills to improve corporate competence Courses for business professionals

Publishing

Publishing business spreads information related to licenses and business education

In our publishing business, we publish many books under the brands of "TAC Publishing" and "Waseda Management Publishing", making use of the know-how cultivated by TAC in its personal education and corporate training businesses. Our publications cover a wide range of categories, including books for preparation for qualifications and certification exams, business books, travel guides, study guides, and novels.

Publications and Various media

- Reference books for qualifications exams
 - Business books ● Travel guide ● Study guides etc.
- Based on the know-how and essence cultivated through years of teaching experience for examinations, we produce and edit many reference books and exercise books.
- We publish various business books for various purposes other than acquisition of license qualification, our specialty area. We have published books for job-search activities, liberal arts, travel guides, learning books for elementary school students, translated business books, novels, and entertainment, etc.



"DOJO(training center)" to support self-study

TAC developed this "DOJO" series for many qualifications including Bookkeeping, Labor and Social Security Attorney, Real Estate Transaction Agent, Financial Planner, etc. It combines the best parts of textbooks and learning media with original follow-up support added, and is extremely popular among self-taught learners.



Manpower

Three Pillars of TAC Profession Bank

TAC has been providing license education for over 40 years and we have nurtured and produced many "professionals" for the business world each year. To make use of their knowledge cultivated in TAC, TAC Profession Bank mediates between candidates and corporations.

At the moment, we provide three core business pillars based on job advertisement, manpower placement and manpower dispatching.



Job Advertisement	Manpower Placement	Manpower Dispatching
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We operate the job information website "TAC Career Navi", which is engaged in publishing job information magazines for the accounting industry and producing corporate promotional videos.

We provide manpower placement services for regular employees focusing on accounting, taxation, finance, and labor.

We dispatch the most suitable staff (short term or long term, 2-3 days a week or 5 days a week, short time or full time, etc.)

Challenges in medical area

Personnel services in the medical area

Responding to requests from those seeking or changing job in medical area, we have been expanding manpower dispatching business, contracting business and manpower placement business. We strive to improve our service (expansion of job openings and enhancement of job recruitment) to respond to manpower needs in medical industry.



NATIONWIDE NETWORK

Branches

Branches 22 schools(As of June, 2023)

Sapporo School Sapporo55 3F, 5-7 Nishi, Kita 5-jo, Chuo-ku, Sapporo City 060-0005 Tel: 011-242-4477	(After October 27, 2023) URBAN SAPPORO BLDG. 2F, 4-8-2 Nishi, Minami 3-jo, Chuo-ku, Sapporo City 060-0063	Sendai School AER 25F, 1-3-1 Chuo, Aoba-ku, Sendai City 980-6125 Tel: 022-266-7222	Tokyo Suidobashi School Orix Suidobashi Building, 2-10-8 Kanda-Misaki-cho, Chiyoda-ku, Tokyo 101-0061 Tel: 03-5276-0271
Tokyo Shinjuku School Meiho Building 9F, 1-21-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo 160-0023 Tel: 03-5322-1040	Tokyo Waseda School 1-101-16 Totsuka-machi, Shinjuku-ku, Tokyo 169-0071 Tel: 03-5287-4940	Tokyo Ikebukuro School Orix Ikebukuro Building 6F, 1-19-6 Minami-Ikebukuro, Toshima-ku, Tokyo 171-0022 Tel: 03-5992-2850	Tokyo Shibuya School JMF-Bldg. Shibuya 02 5F, 31-15 Sakuragaoka-cho, Shibuya-ku, Tokyo 150-0031 Tel: 03-3462-0901
Tokyo Yaesu School Sumitomo Seimei Yaesu Higashi Building 1F, 1-12-2 Kyobashi, Chuo-ku, Tokyo 104-0031 Tel: 03-6228-8501	Tokyo Tachikawa School Imon Tachikawa Akebono-cho Building, 1-14-10 Akebono-cho, Tachikawa City, Tokyo 190-0012 Tel: 042-528-8898	Tokyo Chudai-ekimae School 216-1 Higashi-Nakano, Hachioji City, Tokyo 192-0351 Tel: 042-678-7210	Tokyo Machida School Seiyu Machida Store 6F, 1-14-17 Morino, Machida City, Tokyo 194-0022 Tel: 042-721-2202
Yokohama School Sky Building 25F, 2-19-12 Takashima, Nishi-ku, Yokohama City 220-0011 Tel: 045-451-6420	Hiyoshi School 1-5-21 Hiyoshi-Honcho, Kohoku-ku, Yokohama City 223-0062 Tel: 045-560-6166	Omiya School Sino Omiya South Wing 4F, 1-10-17 Sakuragi-cho, Omiya-ku, Saitama City 330-0854 Tel: 048-644-6766	Tsudanuma School AEON MALL Tsudanuma 3F, 1-23-1 Tsudanuma, Narashino City 275-0016 Tel: 047-470-1831
Nagoya School NEWNO Nagoya-eki Nishi 7F, 1-1-7 Noritake, Nakamura-ku, Nagoya City 453-0014 Tel: 052-559-5555	Kyoto School JRE Shijo-karasuma Center Building 3F, 159-1 Dojisha-cho, Ayanokoji-dori, Karasuma-nishi-ku, Shimogyo-ku, Kyoto City 600-8421 Tel: 075-351-1122	Osaka Umeda School Umeda Center Building 4F, 2-4-12 Nakazaki-Nishi, Kita-ku, Osaka City 530-0015 Tel: 06-6371-5781	Osaka Namba School Taiyo Seimei Namba Building 2F, 2-1-2 Namba, Chuo-ku, Osaka City 542-0076 Tel: 06-6211-1422
Kobe School Orix Kobe Sannomiya Building 2F, 6-1-10 Goko-dori, Chuo-ku, Kobe City 651-0087 Tel: 078-241-4895	Hiroshima School Gojinsha Hiroshima Kamiyacho Building 4F, 11-10 Moto-machi, Naka-ku, Hiroshima City 730-0011 Tel: 082-224-3355	Fukuoka School Ayasugi Building 2F, 1-15-6 Tenjin, Chuo-ku, Fukuoka City 810-0001 Tel: 092-724-6161	

Affiliated schools

12 Affiliated schools (As of June, 2023)

Gunma School 3-14-1 Minami-cho, Maebashi City 371-0805 Tel: 027-226-1823	Toyama School 576 Sanga, Imizu City 939-0341 Tel: 0766-55-5513	Kanazawa School 7-28-1 Yonaizumi-machi, Kanazawa City 921-8044 Tel: 076-245-7605	Okayama School 1-8-18 Ekimae-cho, Kita-ku, Okayama City 700-0023 Tel: 086-236-0225
Fukuyama School 30-1 Sannomaru-cho, Fukuyama City 720-0066 Tel: 084-991-0250	Takamatsu School 14-10 Nishinomaru-cho, Takamatsu City 760-0021 Tel: 087-822-3313	Tokushima School 3-12-7 Terashima-Honcho-Higashi, Tokushima City 770-0832 Tel: 088-653-3588	Oita School 1-8-5 Kanaike-Minami, Oita City 870-0839 Tel: 097-546-5224
Kumamoto School 9-29 Suido-cho, Chuo-ku, Kumamoto City 880-0844 Tel: 096-323-3622	Miyazaki School 2-2-27 Takachiho-dori, Miyazaki City 880-0812 Tel: 0985-22-6881	Kagoshima School 19-32 Higashisengoku-cho, Kagoshima City 892-0842 Tel: 099-239-9523	Okinawa School 44-4 Asato, Naha City 902-0067 Tel: 098-864-2670

TPB (TAC Profession Bank Co., Ltd.)

TPB Tokyo office Tokyo Park Tower 2F, 1-103 Kanda-Jimbo-cho, Chiyoda-ku, Tokyo 101-0051 Tel: 03-3518-6775	TPB Osaka office Yoshida Chaya-machi Building 5F, 6-20 Chaya-machi, Kita-ku, Osaka City 530-0013 Tel: 06-6371-5851
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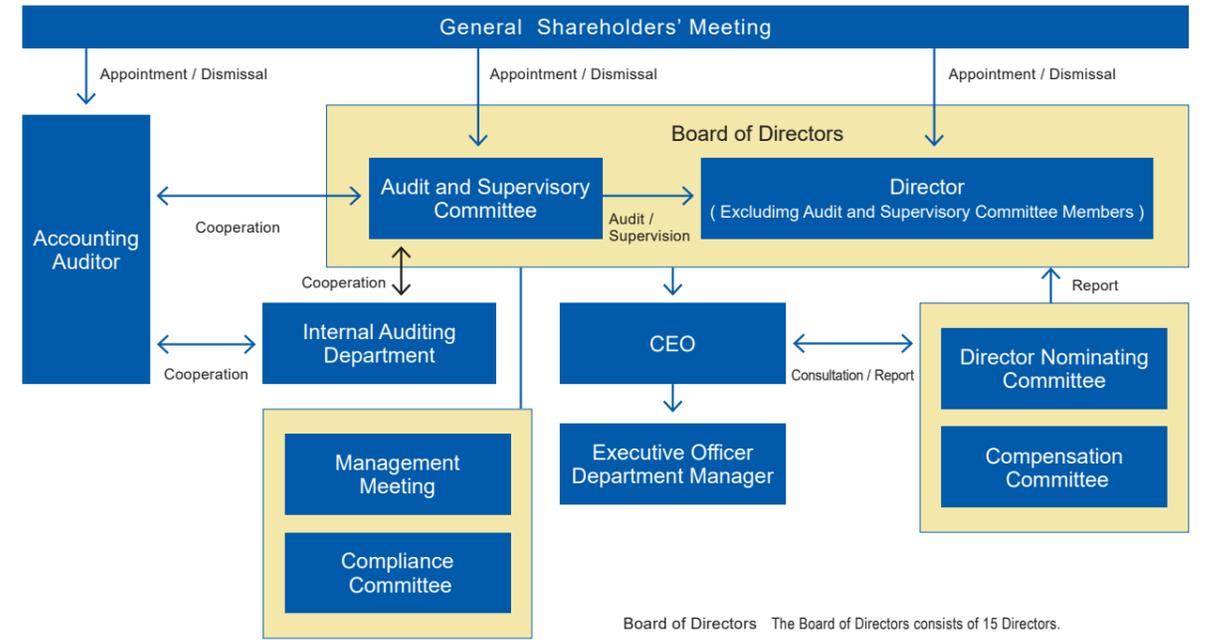
Medical Office Staffing Kansai Co., Ltd.
 Goko-dori Building 5F, 5-2-5 Goko-dori, Chuo-ku, Kobe City 651-0087
 Tel: 078-891-7141

CHINA/DALIAN

● TAC INFORMATION TECHNOLOGY (DALIAN) CO., LTD.

CORPORATE GOVERNANCE

Our Commitment in Corporate Governance



Board of Directors The Board of Directors consists of 15 Directors. The breakdown is as follows:
 12 Directors who are not Audit and Supervisory Committee Members (including 2 Outside Directors)
 3 Directors who are Audit and Supervisory Committee Members (including 3 Outside Directors)

Accounting Auditor Grant Thornton Taiyo LLC

TAC's corporate philosophy is to contribute to society by developing professionals. To this end, we must continue to be a company that is trustworthy to our customers, shareholders, and society, as well as complying with social norms. Regarding the design of the company's organization, we adopt an Audit and Supervisory Committee to further strengthen our governance.

Compliance System

In December 2005, we set up a "Compliance Committee" and established the "TAC Charter and Code of Conduct" which sets forth policies with which all board members and employees should comply.

TAC Charter and Code of Conduct

- 1 Customer Satisfaction
- 2 Compliance / Fair Competition
- 3 Public Disclosure
- 4 Considerations of Environment
- 5 Respect for Human Rights
- 6 Social Contribution
- 7 Sound Management
- 8 Exclusion of Anti-social Forces
- 9 Role of Board Members
- 10 Practice of Corporate Governance by Board Members

Social Contribution of TAC

Accounting Championship

A nationwide bookkeeping exam competition sponsored by TAC in which any student can participate. We believe that by promoting the acquisition of accounting literacy essential for business people, the competition will help each participant take the first step in their professional careers and contribute to the expansion of the accounting population.

Accounting Championship Website

<https://www.tac-school.co.jp/campaign/boki-champ.html>



TAC head office building