Opens the century of knowledge.



"Opens the century of knowledge" means that TAC is pioneering a knowledge-based society in Japan.

The company logo incorporates a tree growing higher and higher.

The shape of the tree indicates the strength of life going upwards.

Strong trees grow strong roots.

We will set great targets and grow deep roots.

The tree is singing a song of freedom, happiness and life all in perfect harmony.

Red is the color of the beginning of life and indicates the beginning of growth.

Newborn babies and shoots of trees are red.

Red also suggests strength and passion.

The corporate color of TAC is red to present the image of growth, passion and strength.









President and CEO TAC Co., Ltd.

## **Toshio Tada**

#### PROFII

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

## CORPORATE MISSION MESSAGE Contributing to society by developing professionals Appropriately judge "now" and continue to fullfill 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 TAC's principle business is to develop professionals. The English word "profession" information technology. And now Japan is trying to achieve further economic development is derived from the word "profess" which means to declare oneself before God. by creating products and services optimized for each sector and responding to complicated In the Middle Ages in Europe, specialists such as priests, lawyers, accountants, and diversified needs. doctors, teachers and engineers declared themselves before God in order to per 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". form their professions. People who became professionals by the grace of God had to The content of the specialized knowledge required will, of course, change according to bear a great responsibility towards society and have the best of morals. the change of the times, but the existence of "professions" with specialized knowledge TAC is aiming not only to enhance the skills of existing professionals, but also to 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 contribute to Japanese society "as a company that creates professionals" by raising the accounting and taxation area, it now extends to the legal, real estate, financial services, the new professionals needed in this new era. public officers and labor, IT, medical, and science areas. We want to contribute to the development of society by fostering the diverse "professions" Contents needed in the current times while keeping a close watch on the changes of the times. 1 Corporate mission 9 Data file 19 Corporate customers Message from the CEO 11 Personal Education segment 20 Network of distributers Personal Corporate **Publishing** Manpower 3 Special Feature 21 Corporate governance 13 Corporate Training segment Education Training 5 Corporate profile / History 15 Publishing segment 22 Affiated companies Segment Segment Segment Segment Nationwide network 17 Manpower segment

# Launched a course for technical qual ifications with high future potential

TAC launched a new educational course of "Licensed electrical engineer-class 3" in October 2018. It is a national qualification that oversees the use of electrical facilities. Electricity is essential as a social infrastructure that is closely related to our daily life, including not only general

construction, maintenance and operation of electrical facilities in commercial buildings and factories. It also plays a very important social role to facilitate sat households but also commercial buildings, factories, and railways. Licensed electrical engineer is a qualification with high future potential.

## What is Licensed electrical engineer-class 3?

The official name of Licensed electrical engineer-class 3 is "Test for Licensed electrical engineer-class 3". It is a national qualification which is classified into class 3 to class 1. It is a qualification required to perform maintenance and supervision of electrical equipment installed in power plants, substations, factories and buildings.

The safety supervisor of the electrical installation is the "exclusive operation" of the Licensed electrical engineer. If you do not operate your electrical equipment in a proper manner, your own building may cause power outages in the surrounding area. Accordingly, the law requires that the Licensed electrical engineer, who has passed the national examination, properly operate the electrical equipment.



## Rising needs and stable income regardless of age are the biggest attraction! Three benefits of acquiring Licensed electrical engineer-class 3

Licensed electrical engineer-class 3 is a qualification that brings stability through increased income and an opportunity of continuing job after retirement.

In some companies, an allowance will be paid by being appointed as a Licensed electrical engineer. In addition, securing Licensed electrical engineer is indispensable in building maintenance and power generation business. The demand for the qualified holders is very high, many of whom are active even after retirement. Accordingly, the qualification of Licensed electrical engineer-class 3 gives you an advantage in finding jobs in this industry.

## Gives you opportunity to start an independent business!

As a Licensed electrical engineer, you will be able to conduct a self-employed business (a contractor entrusted with the management of electrical equipment from owners of buildings), after a certain period of practical experience and after meeting the requirements of the law.

If you become a sole proprietor and start self-employed business, you will be able to continue working as long as health permits.

#### Qualification with great prospects

Electricity is used in various facilities, such as factories and buildings, as an infrastructure for power, lighting and information communication. In recent years, all-electric home has become widespread, and power generation facilities for renewable energy (mega solar power, etc.) have also expanded greatly. Along with an increase in data center due to explosive growth in volume of information and communication, opportunities for active Licensed electrical engineers is increasing.

## Detailed description of operations of Licensed electrical engineer

#### Licensed electrical engineer = Specialist in electricity

The Licensed electrical engineer is a "national qualification" as defined in the Electricity Business Act.

It is a "specialist in electricity" for the maintenance and supervision of electric facilities installed in power stations, substations, factories and buildings.



## Difference between "Licensed electrical engineer" and "Electrical worker"

Qualifications related to electricity include Licensed electrical engineer and Electrical worker. While the learning content for the two qualifications overlap in part, the Licensed electrical engineer is a qualification for safety and supervision, and the Electrical worker is a qualification to carry out electrical work at construction sites. Since the test for the Electrical worker is less challenging than that for the Licensed electrical engineers, some people finish learning for the Licensed electrical engineers before starting preparation to take

Electrical worker tests.

#### Operations of Licensed electrical engineer

The Electricity Business Act stipulates that a Licensed electrical engineer must be appointed as a supervisor of safety for construction, maintenance, and operation of a business proprietor who has installed electric facilities for business use

The management of electrical equipment is an "exclusive operation" that cannot be undertaken without the qualification of a Licensed electrical engineer.

The electric facilities to be covered are different according to classes (Class 1 to Class 3). The Licensed electrical engineer-class 3 is a first step up the ladder of Licensed electrical engineers, with a wide exam coverage and a high degree of difficulty (pass rate in the past few years is less than 10%).



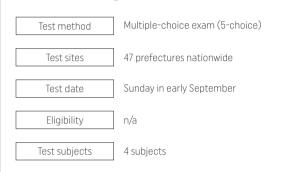
#### Licensed electrical engineer (Class 1 - Class 3)

Class 3 Electric facilities for business use with a voltage of less than 50,000 volts (excluding power stations with output of 5,000 kilowatts or more)

Class 2 Electric facilities for business use with a voltage of less than 170,000 volts

Class 1 All Electric facilities for business use

# Test overview of Licensed electrical engineer-class 3



#### Test Subjects and Scope

Theory	Theory of electricity, theory of electrons, electrical and electronic measurements
Electricity	Design and operation of electrical power stations and substations, design and operation of transmission lines and distribution lines (including indoor wiring) and electrical materials
Machine	Electric appliances, power electronics, motor application, lighting, electric heating, electrochemistry, electrical machining, automatic control, mechatronics and information transmission and processing of power systems
Regulation	Electrical regulations (limited to safety) and

#### Qualifying standard

The qualifying standard for the Licensed electrical engineer-class 3 test is published at the time of announcement of test result. Judgment of acceptance is given for each subject and if you pass all four subjects, you will pass Licensed electrical engineer-class 3 test. The qualifying standard is set at 60 points or more for each subject, but if the test is difficult, the passing score may be lowered.

management of electrical installation

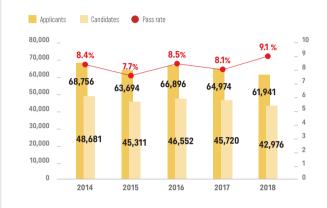
#### Testing system (subject passed)

Credit is granted for each subject passed. If you pass only some of the four subjects, you will be granted credit(s) for the subject(s) passed. Such credit(s) is (are) valid for 2 years, during which period you will be exempted from the exam(s) upon application.

# Number of candidates and pass rate of Licensed electrical engineer-class 3 test

#### Number of candidates and pass rate

Number of applicants, number of candidates, and pass rate are as follows.



#### Licensed electrical engineer-class 3 course provided by TAC

Despite a large number of candidates taking Licensed electrical engineer-class 3 test, there are many self-study learners as only few courses available that are specialized for this exam. Under these circumstances, TAC launched a course in October 2018. The features of the courses offered are as follows.

## Easy-to-understand learning materials which boast the top sales (\*)

In the TAC educational course, "Textbook that Everyone Has Long Wanted", reputable series published by TAC Publishing in March 2018, is used as learning material.



"Textbook that Everyone Has Long Wanted - First Step for Licensed electrical engineer-class 3" (2018.1.25 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook and exercise book for THEORY (2018.3.1 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook and exercise book for ELECTRICITY)" (2018.3.22 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook and exercise book for MACHINE)" (2018.3.22 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook and exercise book for MACHINE)" (2018.3.22 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook and exercise book for MACHINE)" (2018.3.22 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook and exercise book for MACHINE)" (2018.3.22 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook on the exercise book for MACHINE)" (2018.3.22 - 2019.4.11) 

"Textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone Has Long Wanted - Licensed electrical engineer-class 3 (textbook that Everyone

## TAC instructors who give understandable lectures based on their broad practical experience

In our course, instructors holding license of highergrade (Licensed electrical engineer class1, etc.) with broad practical experience and deep knowledge of Licensed electrical engineer-class 3 provide easy-to-understand lectures leading candidates to success.

## 3 Effective curriculum and follow-up system leading to success within a short period

TAC has strengths in providing educational courses to pass difficult qualification tests and has been producing many successful candidates to the society. TAC's efficient curriculum and follow-up system, full of know-how about the test, will lead the student to success.

We will exert the utmost effort to support students taking the Licensed electrical engineer-class 3 exam by evolving the contents of our educational course.

# CORPORATE PROFILE / History

Name of the corporation	TAC Co.,Ltd.					
Listed market	Tokyo Stock Exchange 1st section (Securities code number: 4319)					
Incorporation	December 10.1980					
Head office	3-2-18 Kanda-Misaki-cho, Chiyoda-ku, Tokyo 101-8383 TEL:03-5276-8911					
Capital	¥940.2 million					
Turnover	¥20,474 million (consolidated net sales for the FY2018(Apr.1 2018-Mar.31 2019))					
Affiliated companies	【Domestic】 ■ TAC General Property Management Co., Ltd.					
Number of employees Officers	■ Online School Co., Ltd. ■ LUAC., Ltd ■ Waseda Management Publication Co., Ltd. ■ Profession Network Co., Ltd. ■ TAC Publication Sales Co., Ltd. ■ TAC Profession Bank Co., Ltd. ■ TAC Profession Bank Co., Ltd. ■ Medical Office Staffing Kansai Co., Ltd. ■ Kubo Medical Office Support Co., Ltd. ■ Kubo Medical Office Support Co., Ltd. ■ (Overseas) ■ TAC INFORMATION TECHNOLOGY (DALIAN) CO., LTD. ■ Technological and Commercial Modern Education (DALIAN) Co., Ltd. ■ SKYARCH (DALIAN) CO., LTD.  Consolidated: 621 Non-consolidated: 546 (As of June 26, 2019)  President and CEO:Toshio Tada Executive Vice President: Atsushi Kondo Executive Director: Fumihiko Kobatake Executive Director: Koji Kanai Director:Norio Nagashima Director:Tatsuki Ino Outside Director: Shigeo Abe (Note) Outside Director: Gen Ikegami (Note) Auditor: Daijiro Hiraga Outside Auditor: Ken Haraguchi Outside Auditor: Kotaro Niwa (Note)					
Correspondent banks	(Note)Independent board member filed with TSE  Chiba Bank, Bank of Mitsubishi UFJ, Mizuho Bank, Kiraboshi Bank, Ltd.,					
	Sumitomo Mitsui Banking Corporation, Sumitomo Mitsui Trust Bank, Nagoya Bank, Bank of Kyoto, THE SHIZUOKA BANK, LTD., Shiga Bank.					
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 chargeds include without limitation. (I) publifications council by I/O. east rates.						

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  $governmental\ tuition\ assistance\ program, and\ (3)\ business\ results\ and\ beliefs\ affecting\ corporate\ training,$ 

numan resources business, etc. (As of March 31, 2019)

1980~ 2000~

2010~

	'80/12	Started CPA* course.	'00/10	Established IT engineer school.		'11/08	Started CCSA (Certification in Control Self-Assessment) course.		
	'80/12	Started Bookkeeping course.	'00/10	Partnered with the University of Nevada, Reno.		'11/09	Started Government officials (science).		
	'80/12	Started LTA* course.	'01/05	Started CompTIA course.		'11/09	Started Annuity Adviser course.		
	'85/05	Started IT specialists course.	'01/09	Started Web-based courses delivering moving images of lectures.		12/07	Started Enrolled Agent (EA) course.		
	'86/04	Started Real Estate Notary course.	'01/10	Started Condominium Management Consultant and Registered Condominium	ium Administration Manager courses.	12/07	Started Privacy Information Protection Test course.		
	'86/11	Started Certified SI&L Consultant* course.	'01/10	Established TAC Business School.		'12/08	Started The Proficiency Test in Trading Business®.		
	'87/06	Started Administrative Scrivener course.	'02/01	Started DC Planner course.		'12/08	Started Certified Management Accountant (US CMA) course.		
S	'88/08	Started U.S. Accounting course.	'03/04	_		'12/11	Started Architect and Building Engineers course.		
S	'89/03	Started S&M Enterprise Mgt. Consultant* course.	'03/08	Started The Japan Business Law Examination® course.		'13/10	Started Teacher Employment Exam course.		
<u>-</u>	'89/06	Started U.S. CPA*.	'05/09	Started Securities Broker Representative course.		'13/11	Started Mental Health Management® Exam course.		
n o	'90/09	Started Securities Analyst course.	'07/09	Started CIA (Certified Internal Auditor) course.		15/01	Started Medical Billing course.		
ပ်	'91/06	Started Real Estate Appraiser course.	'08/01			'15/01	Started Succession Adviser course.		
O	'92/05	Started Financial Planner course.	'08/02	-		16/03			
S	'94/06	Started Government officials (RS&LG)* course.	'08/05			17/05	•		
e	'95/12	Partnered with Becker, USA for the U.S. CPA.	'08/09	Started BATIC (Bookkeeping and Accounting Test for International Commu	unication) ® course.	17/09	Started Property Manager course.		
S	'96/07	Started PC courses.	'08/11	Started IPO Practical Skill Examination course.		'18/10	Licensed Electrical Engineer-class 3 course.		
-	'96/11	Started Construction Industry Accountant course.	'09/07	Started Financial Manager course.		10, 10			
_	, 0, 11	*Certified Public Accountant / *Licensed Tax Accountant / *Certified	'09/09	W Seminar and business unification					
		Social Insurance Labor Consultant / *Small and Medium Enterprise Management Consultant *Regular Service & Local Government	0,,0,	Started Bar examination course.					
		management consultant. Regular service a local dovernment		Started Judicial Scrivener course.					
				Started Patent Attorney course.					
				Started Government officials (MCT&MOFA)* course.					
			'10/01	Started Financial Reporting Skills Examination course.					
			10/03	Started TOEIC® L&R TEST course.					
			10,00	*Main Career Track & Ministry of Foreign Affairs of Japan					
	'80/12	TAC Co., Ltd., established.	'01/05	Established TAC Profession Bank Co., Ltd., (TPB) a wholly-owned subsidiary		'10/04	Hiyoshi school newly constructed and relocated.		
	'80/12	Opened Tokyo head school,		and started manpower staffing and manpower placement business.		'11/03	Waseda school newly constructed and relocated.		
		Osaka school and Nagoya classroom.	'01/10	pened Yaesu school.		'11/04	Established TAC Publication Sales Co., Ltd. (wholly owned subsidiary).		
	'86/08	Nagoya classroom renamed to Nagoya school.	'03/04	Opened Shinjuku school.			Additional investment to Technological and		
	'86/08	Opened Yokohama school.	'04/08	Closed Suidobashi-ekimae school.			Commercial Modern Education (DALIAN) Co., Ltd. to make it a subsidiary.		
	'89/01	Opened Suidobashi school.	'05/04	Opened Sendai school.			Closed Takadanobaba School.		
	'91/04	Opened Kyoto school.	'05/05	Opened Sapporo school.			Established TAC INFORMATION TECHNOLOGY (DALIAN) CO., LTD.		
<u>_</u>	'93/09	Tokyo Head school relocated due to business expansion.	'05/08	Closed Tokyo head school.		'12/05	Established Profession Network Co., Ltd.		
e	'93/09	Opened Fukuoka school.	'05/09	Opened Shibuya school.		'12/08	Established SKYARCH (DALIAN) CO., LTD.		
E	'94/09	Opened Ikebukuro school.	'05/11	Opened Hiyoshi satellite school.		'12/12	Established TAC General Property Management Co., Ltd.		
sh	'98/02	Opened Machida school.	'06/10	Opened TPB Umeda office.		'13/05	Established Online School Co., Ltd., TAC's wholly-owned subsidiary.		
-	'98/03	Opened Namba school. (Osaka school renamed to Umeda school.)	'07/06	Opened Tachikawa school.		'14/06	Acquired all shares of Medical Office Staffing Kansai Co., Ltd. And		
9	'99/06	Opened Omiya school.	'07/06	Hiyoshi satellite school renamed to Hiyoshi school.			Kubo Medical Office Support Co., Ltd. to make them subsidiaries of TAC.		
t a	'99/08	Opened Suidobashi-ekimae school.	'07/09	Hiroshima school came under direct control.		'15/07	Capital and business tie-up with TMMC Co., Ltd.		
S	'99/12	Opened Kobe school.	'08/03	Established Life Underwriter Academy Co., Ltd.		'17/09	Established Japan Finance Professional Development Association.		
ш			'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 qualifica	cations and publishing of W Seminar,				
				Waseda Management Publishing Co., Ltd., which is a wholly owned subsidiary,	, was established.				
			'09/09	Takadanobaba School transferred.					
			'09/09	Chudai-ekimae School transferred.					
ed S	'98/08 '99/08	Kumamoto school.  Maebashi school. (Currently Gunma School.)	'00/03 '00/03	Takamatsu school. '01/10 Okayama Fukuyama school. ('02/08 Hiroshima	a school. na school.)	'12/12	Oita school.		
Affiliate schools	99/08	Kagoshima school.	'00/03	Tokushima school. 103/07 Toyama s					
filia	77/07	nagonima outitui.	'01/04	Kanazawa school. '04/03 Miyazaki					
ffi			'01/08	Okinawa school. '09/04 Matsumo					
A "			01/00	OKINGHO SONOOL. U7/ U4 MALSUNIO	oto soliuui.				

# Nationwide network

One of the most important factors contributing to

TAC's business success is its network.

TAC has 22 branches mainly in urban areasand partners with 13 schools in major regional capitals.

TAC is operating all over Japan.

Applications for TAC's license courses operated under

the Personal Education segment can be made at

468 university co-op bookstores and shops at 315 major universities,

50 bookstores and 147 stores.



Sapporo55 3F, Nishi 5-7, Kita5jo, Chuo-ku, Sapporo City 060-0005 Tel: 011-242-4477



Meitetsu Bus Terminal Building 10F, 1-2-4 Meieki, Nakamura-ku, Nagoya City 450-0002 Tel:052-586-3191



**Kyoto School** 

Shijo-karasuma Center Building 4F. 159-1 Dojisha-cho, Ayanokoji-dori Karasuma-nishi-iru. Shimogyo-ku. Kyoto City 600-8421 Tel: 075-351-1122



AER 25F, 1-3-1 Chuo,

Aoba-ku Sendai City 980-6125 Tel: 022-266-7222

Omiya School

Sino Omiya South Wing 4F, 1-10-17 Sakuragi-cho, Omiya-ku,Saitama City 330-0854 Tel: 048-644-0676



Tsudanuma School

Morisia Tsudanuma Office 11F, 1-16-1 Yatsu. Narashino City Tel: 047-470-1831



Tokyo Suidobashi School

Tokvo Suidobashi School Orix Suidobashi Building, 2-10-8 Kanda-Misaki-cho. Chiyoda-ku, Tokyo 101-0061 Tel: 03-5276-0271



Meiho Building 9F, 1-21-1 Nishi-Shinjuku, hinjuku-ku,Tokyo 160-0023 Tel: 03-5322-1040





216-1 Higashi-Nakano, Hachioji,



Gunma School

3-14-1 Minami-cho. Maebashi City 371-0805 Tel: 027-226-1823

Matsumoto School

Tokushima School

Tokushima City 770-0832

Takamatsu School

14-10 Nishinomaru-cho, Takamatsu City 760-0021

Tel: 087-822-3313

Oita School

1-8-5 Kanaike-Minami

Oita City 870-0839

Tel: 097-546-5224

Mivazaki School 2-2-27 Takachiho-dori, Miyazaki City 880-0812

Tel: 0985-22-6881

Okinawa School

44-4 Asato, Naha Cityn 902-0067

Tel: 088-653-3588

3-12-7 Terashima-honcho-higashi,

1-7-1 Jvo-sei. Matsumoto City 390-0875 Tel: 0263-50-9511

Affiliated schools

\*13 Affiliated schools (As of July 2019)

576 Sanga, Imizu City 939-0341

Toyama School

Tel: 0766-55-5513

Kanazawa School

7-28-1 Yonaizumi-machi

Kanazawa City 921-8044 Tel: 076-245-7605

Okavama School

Tel: 086-236-0225

Fukuyama School

Fukuyama City 720-0066

30-1 Sannomaru-cho

Tel: 084-991-0250

Kumamoto School

9-29 Suido-cho, Chuo-ku,

Kagoshima School

19-32 Higashisenngoku-cho, Kagoshima City 892-0842 Tel: 099-239-9523

Kumamoto City 860-0844 Tel: 096-323-3622

1-8-18 Ekimae-machi, Kita-ku, Okayama City 700-0023

CHINA

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

●Technological and Commercial Modern Education

TPB (TAC Profession Bank Co., Ltd.)

CHINA • DALIAN

(DALIAN) Co., Ltd.

SKYARCH (DALIAN)CO., LTD.

TPB Tokyo office

Tokyo Park Tower 2F.

**TPB Umeda office** 

Osaka City 530-0013 Tel: 06-6371-5851

Kansai Co., Ltd.

Yoshida chaya-machi Building 5F, 6-20 Chaya-machi, Kita-ku,

Medical Office Staffing

Orix Kobe Sannomiya Building 4F

6-1-10 Goko-dori, Chuo-ku. Kobe City 651-0087 Tel: 078-891-7141 Kubo Medical

Office Support Co., Ltd.

Harima-cho, Kako-gun, Hyogo

Tel: 078-943-1878

Al Building 2-3F. 3-6-32 Higashi-nozoe

Tokyo 101-0051

Sohei Building 2F, 6-16-8 Hara-Machida



Fukuoka School

Ayasugi Building 2F,

Tel: 092-724-6161

1-15-6 Teniin, Chuo-ku Fukuoka City 810-0001







Building 4F. 11-10 Motomachi. Naka-ku, Hiroshima City 730-0011 Tel: 082-224-3355





Orix Kobe Sannomiya Building 1F 6-1-10 Goko-dori, Chuo-ku. Kobe City 651-0087 Tel: 078-241-4895





Osaka Namba School Midohsuji Grand Building 13F, 2-2-3 Namba, Chuo-ku, Osaka City 542-0076 Tel: 06-6211-1422



Umeda Center Building 4F. 2-4-12 Nakazaki-Nishi, Kita-ku, Osaka City 531-0015 Tel: 06-6371-5781



Sky Building, 2-19-12 Takashima,Nishi-ku, Yokohama City 220-0011 Tel: 045-451-6420



Hivoshi School 1-5-21 Hiyoshi-Honcho Kohoku-ku,Yokohama City 223-0062 Tel: 045-560-6166



Tokyo Ikebukuro School Orix Ikebukuro Building 6F, 1-19-6 Ikebukuro, Toshima-ku, Tokyo 171-0022 Tel: 03-5992-2850



Shibuya Sakuragaoka Square, 31-15 Sakuragaoka-cho. Shibuya-ku, Tokyo 150-0031 Tel: 03-3462-0901



Tokyo Yaesu School KPP Yaesu Building 4F, 1-10-7 Kyobashi, Chiyoda-ku, Tokyo 104-0031 Tel: 03-6228-8501



Tokyo Tachikawa School Building, 1-14-10 Akebono-cho, Tel: 042-528-8898



Tokyo 192-0351



Tokyo Waseda School

Shinjuku-ku, Tokyo 169-0071

1-101-16 Totsuka-machi

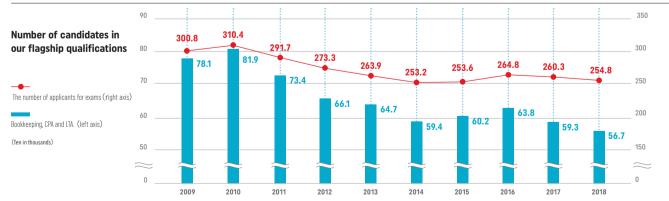
Tel: 03-5287-4940

Tokyo Machida School Machida City, Tokyo 194-0013 Tel: 042-721-2202

# TAC Data file

## Number of applicants for exams

	Name of qualification exams	2009	2010	2011	2012	2013	2014	2015	2016	2017年	2018	(Number of people)  Increase from '09
	Bookkeeping	696,977	731,134	651,832	585,003	578,666	534,208	545,431	583,800	540,984	517,415	74.2%
as E	Construction Industry Accountant	28,753	28,308	20,800	25,124	24,090	24,482	27,317	28,398	28,924	27,956	97.2%
Finance & Accounting	Certification Exam for Business Accounting®	6,304	7,376	8,470	8,420	9,147	9,369	10,945	12,075	13,258	13,298	210.9%
	CPA*	21,255	25,648	23,151	17,894	13,224	10,870	10,180	10,256	11,032	11,742	55.2%
	Sub-total	753,289	792,466	704,253	636,441	625,127	578,929	593,873	634,529	594,198	570,411	75.7%
= =												
danagement & Taxation	LTA*	62,830	62,995	59,975	58,453	55,332	49,876	47,145	44,044	41,242	38,525	61.3%
danagemen & Taxation	S&M Enterprise Mgt. Consultant	20,054	21,309	21,145	20,210	20,005	19,538	18,361	19,444	20,118	20,116	100.3%
Σ~	Sub-total	82,884	84,304	81,120	78,663	75,337	69,414	65,506	63,488	61,360	58,641	70.8%
	Real Estate Appraiser	2,835	2,600	2,171	2,003	1,827	1,527	1,473	1,568	1,613	1,751	61.8%
	Architects and Building Engineers	100,743	90,338	80,446	72,798	67,067	66,118	64,508	66,775	66,340	65,606	65.1%
	Real Estate Notary	241,943	228,214	231,596	236,350	234,588	238,343	243,199	245,742	258,511	265,444	109.7%
rices rte	Condominium Management Consultant	21,935	20,348	19,754	18,894	17,700	17,449	16,466	16,006	15,102	14,227	64.9%
ncial Servic Real Estate	Registered Condominium Administration Manag	er 24,890	24,129	24,376	22,887	22,052	20,899	20,317	20,255	20,098	19,177	77.0%
inancial Services & Real Estate	Securities Analyst(including CFA®)	19,714	17,673	15,009	13,231	12,835	13,357	13,824	14,476	14,805	14,208	72.1%
E &	Financial Planner	397,007	432,397	386,806	384,877	368,277	349,410	356,811	389,853	406,224	386,093	97.3%
	Succession Advisor	-	-	-	-	-	19,897	21,775	18,327	17,508	16,238	_
	DC Planner	5,164	4,905	4,237	3,911	3,716	3,550	3,898	5,241	4,607	4,006	77.6%
	Sub-total	814,231	820,604	764,395	754,951	728,062	730,550	742,271	778,243	804,808	786,750	96.6%
там	Bar Exam	18,661	16,088	abolition	-	-	-	-	-	-	-	-
	Bar Exam (New)	9,734	11,127	11,891	11,265	10,315	9,255	9,072	7,730	6,716	5,811	59.7%
	Law School	10,282	8,650	7,829	6,457	5,377	4,407	3,928	3,535	3,322	not complied with	-
	Preliminary exam	-	-	8,971	9,118	11,255	12,622	12,543	12,767	13,178	13,746	-
	Judicial Scrivener	32,558	33,166	31,228	29,379	27,400	24,538	21,754	20,360	18,831	17,668	54.3%
	Patent Attorney	10,384	9,950	8,735	7,930	7,528	6,216	5,340	4,679	4,352	3,977	38.3%
_=	Administrative Scrivener	83,819	88,651	83,543	75,817	70,896	62,172	56,965	53,456	52,214	50,926	60.8%
	The Japan Business Law Examination®	43,698	43,469	39,946	40,426	40,950	40,853	43,971	44,666	44,841	41,071	94.0%
	Registered Custom Specialist	13,159	12,087	11,760	11,544	11,340	10,138	10,018	9,285	8,627	8,491	64.5%
	The Proficiency Test in Trading Business®	11,176	10,930	11,644	13,536	13,102	13,178	13,333	13,461	12,019	10,458	93.6%
	Intellectual Property Management Skills test®	20,716	13,957	17,847	16,796	17,375	16,308	16,580	17,592	15,835	16,223	78.3%
	Sub-total	254,187	248,075	233,394	222,268	215,538	199,687	193,504	187,531	179,935	168,371	66.2%
	Certified SI&L Consultant*	67,745	70,648	67,662	66,800	63,640	57,199	52,612	51,953	49,902	49,582	73.2%
	Annuity advisor	10,426	11,962	39,378	35,577	28,003	26,131	27,362	23,223	20,651	19,077	183.0%
2	Government officials(MCT&RS)	85,140	102,839	103,517	90,261	80,601	80,449	83,225	79,822	74,088	72,720	85.4%
Public & Labor	Government officials(LG)	74,927	90,619	93,506	92,825	92,734	88,443	84,012	80,738	77,826	71,490	95.4%
lic &	Police Officers	75,980	75,775	75,855	72,397	65,863	53,475	52,211	51,234	48,249	45,490	59.9%
ag.	Government officials (Science)	11,030	10,655	10,443	9,307	8,968	8,770	9,073	8,379	8,350	7,166	65.0%
	Teacher's Employment Exam	158,874	166,747	178,380	180,238	180,902	177,280	174,976	187,104	166,068	160,667	101.1%
	Sub-total	484,122	529,245	568,741	547,405	520,711	492,287	483,471	482,453	445,134	426,192	88.0%
	IT Specialist	613,848	623,596	559,275	488,879	469,446	456,876	453,858	499,062	515,460	534,518	87.1%
ation:	BATIC®						430,870			3,097	3,732	58.2%
ige i	Sub-total	620,265	6,568	6,342	5,330	5,125		3,635	3,428 502,490		538,250	86.8%
=				565,617	494,209	474,571	461,173	457,493	-	518,557	-	
	Total	3,008,978	3,104,858	2,917,520	2,733,937	2,639,346	2,532,040	2,536,118	2,648,734	2,603,992	2,548,615	84.7%



The number of applicants for license examinations over the past 10 years showed a remarkable increase particularly in and after 2008 and hit a record of 3.08 million in 2010. The number then declined to 2.6 million in 2018 and the average number of applicants during the 10 years from 2009 to 2018 was approximately 2.72 million.

In spite of the declining trend, accounting-related qualifications have been attracting over 500 thousand of candidates steadily. Becauce of their useful knowledges regardless of type of business, they are regarded as common languages essential to actual business.

## **TAC License courses**



\*Certified Public Accountant / \*Licensed Tax Accountant / \*Small and Medium Enterprise Management Consultant / \*Certified Social Insurance Labor 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 / \*Certification in Control Self-Assessment

★1 DC Planner is a qualification authorized by The Japan Association of Personal Ability Development (JAD) organized by the Ministry of Health, Labor and Welfare. He exam is implemented by The Japan Association for Education and Development of Defined Contribution Plan which is a member of JAD. DC Planner is a qualification authorized by KINZAI Institute for Financial Affairs, Inc.

\*\*2 CompTIA: CompTIA (Computing Technology Industry Association) is a nonprofit organization established in 1982 with its headquarters located in Illinois, USA. CompTIA provides vendor-neutral IT certification and exams. It has 10 branches mainly in the US and in Europe and has more than 4,000 member organization from 118 countries (As of January, 2011).

※3 TOEIC is a registered trademark of Educational Testing Service(ETS). This publication is not endorsed or approved by ETS.

\* I&R means LISTENING AND READING

## Sales Trend TAC Co., Ltd. (Consolidated Sales for the fiscal year ending March 2018)

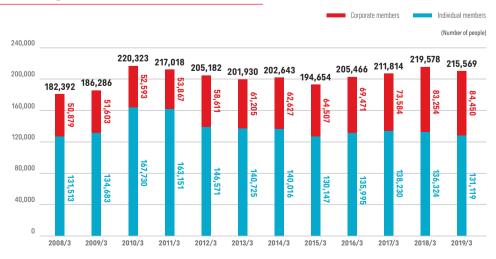


# TAC has four business segments: Personal Education, Corporate Training, Publishing and Manpower Business

TAC provides a broad lineup of products which covers license qualifications that show sales growth under a strong economy as well as a stagnant one and are therefore immune to economic ebbs and flows. As a result, we continued to expand our business and achieved consecutive sales growth since foundation in 1980.

In the current period, net sales recorded a decline for the first time in 4 years, due to weakness of Public Officer courses, our flagship in the Personal Education segment.

## Change in number of students



In the current period, the number of students decreased 1.8% year on year to 215,569 including individual members of 131,119 (-3.8% y-o-y, or -5,205) and corporate members of 84,450 (+1.4% y-o-y, or +1,196). Regarding the number of individual and corporate members combined, Bookkeeping (+2.0%), Architects and Building Engineers (+25.5%), Financial Planner (+11.7%), and CompTIA (+14.5%) increased. Meanwhile, LTA\* (-6.9%), S&M Enterprise Mgt. Consultant (-6.2%), Judicial Scrivener (-15.4%) and Government officials (RS&LG)\* (-6.1%) declined. As to the number of corporate members, correspondence courses for corporate training programs were unchanged year on year. In-university seminars increased 5.6% year on year. Affiliated schools declined 12.6% while consigned training programs grew 9.5% year on year.

\*Licensed Tax Accountant/ \*Small and Medium Enterprise Management /\* Regular Service & Local Government \*% indicates change y-o-y

.....g- , - ,

#### PERSONAL EDUCATION

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

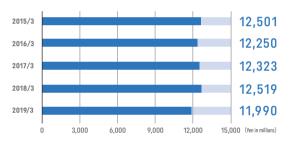
TAC's study materials, which are revised every year, are prepared after thoroughly analyzing the latest question trend which allows students to learn effectively and efficiently.

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.

## Net sales on a cash basis decreased due to weakness of Government officials courses

In the Personal Education Segment, overall business remained weak throughout the 1st guarter through the 4th guarter. Net sales of Public Officer, our flagship, declined year on year due to a favorable employment situation in the private sector. Licensed Tax Accountant also fell year on year due to the continued decline in the overall number of candidates. In total, net sales of this segment on a cash basis decreased 5.9% year on year to ¥11.794 million and operating loss on a cash basis of ¥545 million was recorded (operating profit of ¥162 million posted in the previous year).

## Sales trend of Personal Education Business (accrual basis)



## assroom ourses ö $\Box$

courses

espondence

Corre

## [Media1] Classroom Courses

#### Study at any TAC branch nationwide

It is a learning style in which students attend dynamic live classroom lectures provided by excellent instructors in accordance with a schedule. They can also receive follow-up support through various learning media, in case they cannot attend the classes

## [Media2] Individual DVD Courses

#### Learning in an independent booth tailored to your own schedule

You can watch actual lecture of our popular instructors recorded on  $\ensuremath{\mathsf{DVD}}$ in an independent booth at TAC schools. You can get printed material (what is written on the blackboard and notes of the lecture) for the lecture in advance so that you can concentrate on learning

## [Media3] Web-based Broadband Courses Allows busy students to study anytime anywhere

Video lectures are same as actual classroom lectures. Using smartphone tablet and PC, students can attend lectures which are as vivid as actual classroom lectures. It provides convenient services including a doublespeed playback system, allowing busy users to study efficiently

#### [Media5] Audio Data Download Courses

#### We propose a new learning style achieved through technological evolution

## [Media4] DVD Courses

#### A secure way of learning without the need of the Internet.

Students study at home using DVD. They can participate in the class any time as many times they want without being influenced by the

#### [Media6] Material Courses

#### Eliminates the unease of studying at home by providing appropriate instructions

You can study with the original textbooks and workbooks actually used in the classroom lectures to make steady study progress through repeated learning. You can also get advice from instructors using a Question Card system and through e-mail.

## **Government officials**

In 2018, total number of successful candidates taking our regular courses was

- \*1 Students taking TAC's Government officials courses refer to those taking all subjects required for the Government officials exam for the target year in TAC's preparatory courses including lectures, exam practice, measures for essay and interview, etc. in one package (students target year in tack preparatory courses incuming lectures, exam practice, interaction for expair an interview, etc. in one package (soutients of regular courses and other courses). Students taking single courses only or open trial exam only are excluded.

  \*2 If one person passed in more than two exam categories, he/she is counted as a successful candidate of each of the categories he/she
- passed. (Actual number of successful candidates is 3.468.)

2018 Government officials (MCT\*1) Government officials courses Total number of final successful candidates was

Legal official...109 / Economic official...52/ Politics & International officials...26 / Culture official...31 / Administration officials(graduate-school graduates's exam)...11 / Other...17

- %1 Students taking TAC's Government officials courses refer to those taking all subjects required for the Public Officer exam for the target year in TAC's preparatory courses including lectures, exam practice, measures for essay and interview, etc. in one package (students of regular
- to prepare to yourses). Students taking single courses only or open trial exam only are excluded.

  The above number includes 29 people who passed the 2019 target final phase of Government officials exam, as well as those who passed. the 2018 target final phase of Public Officer exam.

## CPA\*1

Accumulated number of students taking our regular courses passing essay exam from 2006 to 2018 was

(633 in 2006 1320 in 2007 1170 in 2008 806 in 2009 885 in 2010 554 in 2011 550 in 2012, 458 in 2013, 415 in 2014, 372 in 2015, 385 in 2016, 352 in 2017

Certified SI&L Consultant\*1

regular courses passing Certified SI&L

(595 in 2011, 572 in 2012, 425 in 2013, 758 in 2014, 160 in 2015,

Consultant exam from 2011 to 2017 was

Accumulated number of students taking our



Celebration party for 2018 Certified SI&L Consultant exam

- ※2 Successful candidates taking TAC's regula
- subjects required for the exam for the target yea committee, act amendment in one package) and passed the final exam. Successful candidates in subject passed in the past exam are included in the successful candidates if (i) they took all subject and (ii) they passed the exam in the same year that
- regular courses included those known as of

※2 Students taking our regular courses refer to those

etc. in one package. It is virtually impossible for

those students to take regular courses of other schools due to vast amount of learning load

Number of successful candidates included those

All of the successful candidates to be included

in the TAC undergraduates who pass each year

undergraduates of the appropriate target year

registration. (Successful applicants of each year

is the TAC Certified SI&L Consultant co

known as of March 5, 2019.

corresponding target fiscal year.)

#### 246 1,081 Level-I official ofTokyo Metropolitan 3 783 Expert Personnel of Ministry of Defense 34 National Tax Official Type of job I specialized in a staff of 1 Metropolitan Police Department 1 Police officer (univ. graduate) 238 71 Air traffic controller Labor standards inspector 44 Professional staff of Ministry of Justice 2 Food Sanitation Inspecto 281

2018 Government officials (MOFA\*1) Proportion of our students over entire successful candidates

Tokyo Met Gov. (T-A.B)

Out of total number of final successful candidates(49), 44 taking courses by W Seminar\*\*3

Court Official in the Regular Service 378

- \*\*2 Proportion of students over entire successful candidate is obtained by dividing "total number of students taking MOFA" courses of W Seminar (※1) by "total number of final successful candidates of MOFA\* examination
- \*3 Students taking regular preparatory courses refer to those taking courses for the target year which include lectures, exam practice, measures for sessay and interview, etc. in one package, Students taking single courses only or open trial exam only are excluded. It is virtually impossible for those students to take regular courses of other schools due to vast amount of learning load.
- Number of successful candidates includes those known as of November 13, 2018.

## Real Estate Notary

Accumulated number of students taking our regular courses passing Takken exam from 2016 to 2018 was

(1.216 in 2016, 1.256 in 2017, 1.255 in 2018)

include lectures, exam practice, open trial exam, etc. in one package. 3 Number of TAC successful candidates included



## S&M Enterprise Mgt. Consultant\*

Number of successful candidates taking our regular courses for 2018 S&M Enterprise Mgt. Consultant exam (2nd stage) was



ration party for 2018 S&M Enterprise Mgt. Consultant exa

- the target year which include lectures, candidates is based on "survey of test ID number" conducted on TAC studen taking our regular courses.
- **\*3** Number of successful candidates

11

# Corporate Training segment

#### CORPORATE TRAINING

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

# Corporate Training

## 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, Takken, IT Specialist etc.

## Social skill-related programs

Learn to build human relations required to run business smoothly.

## Language Study

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



Provide universities seminars to acquire license qualifications

School seminars

Dispatching of instructors

School training

Provide education to acquire practical skills to improve corporate competence

**Courses for business** professionals

Provide total support to address issues confronted by educational institutions

**Provision of educational** contents

Develop human resources for Japanese companies in China **Provision of contents to**  Form partnerships with major schools in regional capitals

**Affiliated schools** 

Educational contents Textbooks

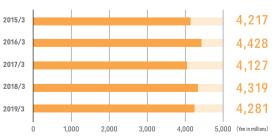
Introduce de-facto IT standards Introduction and diffusion of IT license education

Microsoft Office Specialist CompTIA IT School

## Demand for corporate training programs slowed down slightly

In our corporate training business, the need for training programs for employees in companies started to show some signs of slowing down. As to in-university seminars, sales increased slightly under favorable employment conditions. In total, net sales of this segment on a cash basis decreased 1.4% to ¥4,256 million and operating profit on a cash basis decreased 12.9% to ¥988 million. \*% indicates change y-o-y

## Sales trend of Corporate Training Business (accrual basis)



## Group training program (Practical business, license qualification and social skill related)

There are two types of staff training services that TAC offers. One is group training for which TAC dispatches a teacher. The other is an "onen seminar style" where trainees attend classroom lectures. Ontimum training programs are designed (group lecture + e-learning / correspondence courses etc.) which fit customer needs

#### Dispatch of instructors

Instructors of TAC go to the venue of customers to deliver training programs (lectures) at training room, conference room of the client company. We have a variety of specialists and able to respond to broad needs of our customers. We provide educational programs that are tailored to the needs and business strategy of the client companies in close consultation with them

#### Open seminars

TAC organizes "open-seminar" training programs (for practice and for acquisition of qualifications). Because lectures are offered at TAC, companies do not need to gather a large number of attendees. Students are motivated through interaction with other attendees from other companies who have similar objectives. This results in more effective learning.

## Distance Learning (Self-development programs)

TAC supports "self-development systems" implemented by companies through our effective lineup. We provide over 150 correspondence courses in the 6 areas including "finance and accounting", "law and real estate", "information processing", "Language" and "business skill". We provide a variety of learning styles including learning textbooks to Web-courses.

## In-university seminars

Support job search and career development activities of university students by providing preparatory courses for the Government officials exam, and other qualifications and

students to find employment and to acquire license qualifications. TAC provides a wide range of effective programs such as the Government official exams, Bookkeeping, Real Estate Notary etc. TAC also launched various remedial courses to maintain and improve

## **Provision of Educational Materials**

#### Extensive support for problems experienced by educational institutions

TAC provides its own educational materials, mainly bookkeeping-related, to colleges specializing in IT and Government official exams in order to support their programs aimed at developing capable professionals. In addition, we also provide educational materials to incorporated associations, incorporated foundations and an Independent administrative institution

career seminars, etc. implemented at university facilities

Universities continue to exert efforts in providing educational courses to support basic academic ability of students in response to the needs of many universities.

## **Courses for Business Professionals**

## Education of business practices for business people provided by business people

"TAC Business Professional Training School" was launched, combining various know-hows including training programs, seminars and consulting service that we implemented in the past in the Corporate Training segment (Business Management Advisor, Finance & Accounting Skill Standard "FASS", Assistant Turnaround Professionals (ATP) etc.).

## IT License education

#### Introducing de facto IT standards in Japan

TAC currently covers all certification exams implemented by the Ministry of Economy. Trade and Industry in the field of information processing engineering and major IT certifications overseas, and has become a major player in informationrelated certifications

#### CompTIA exams

CompTIA programs are vender neutral programs which are TAC supports the concept of CompTIA, which is a license adopted by many IT companies in the US as a part of their qualification focused on practical skill. TAC has been corporate training programs. They are also attracting appointed as one of only 2 CompTIA Authorized Platinum attention of many IT companies and Universities in Japan. Partners and promotes development of IT engineers which CompTIA certification is a hands-on exam that allows are in shortage in Japan. candidates to develop IT skills that meet needs of customers

#### TAC is a "CompTIA Authorized Platinum Partner"

## Affiliated schools

## Form partnership with major educational institutions in regional capitals nationwide

TAC's affiliated schools are operated in 13 locations throughout the country. TAC has established partnerships with major educational institutions all around the country including major colleges etc. that agree with our business policy. We aim at being the best school in the region combining TAC's educational know-how and the originality of each educational institution.

## Providing educational services in China

## TAC Launched a school in Dalian (China) to foster IT specialists capable of conducting business in Japanese

TAC established a school in Dalian which is active in attracting Japanese companies conducting business including software development projects, call centers and data entry. TAC Dalian provides educational courses to students and working people who are seeking employment in Japanese companies in Dalian The city of Dalian is active in attracting Japanese companies and currently many Japanese companies opened offices in Dalian in pursuit of various business objectives.

# Publishing segment

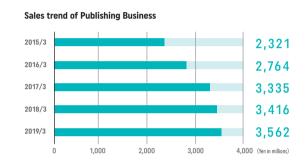
#### **PUBLISHING**

## **Publishing business spreads information** related to licenses and business education

TAC has been publishing books to share an accumulation of knowledge gained in Personal Education segment and the Corporate Training segment under the name of TAC Publishing. The brand name of "Waseda Management Publishing" was added due to business integration and currently many books are being published under the two brand names. Publications cover textbooks for license qualifications and also a wide range of categories including self-development, business books ad general books.

#### et sales increased for seven consecutive years

As to TAC Publishing, sales of books for qualification exams including Financial Planner, Law related licenses etc. were strong throughout the year. Books related to Licensed electrical engineer-class3, for which educational courses were launched and "Premium Travel for Adults '19-'20", a travel guidebook which contents were renewed after 2 years since first publication, also made substantial contribution resulting in sales to grow year on year. As a result, net sales of this segment increased 4.3% to ¥3,562 million, marking growth for 7 consecutive years.



#### Books sold by publishing segment in FY2018 (at the end of March, 2019)

Area	Number of TAC publishing	books available Waseda Management Publishing		
Finance and Accounting	155	0		
Management and Taxation	108	0		
Financial Services and Real Estate	113	6		
Law	25	207		
Public & Labor	172	7		
IT and International	52	0		
Others	374	19		
Total	999	239		

A	Number of books published				
Area	TAC publishing	Waseda Management Publishing			
Finance and Accounting	93	0			
Management and Taxation	96	0			
Financial Services and Real Estate	97	6			
Law	18	116			
Public & Labor	66	2			
IT and International	25	0			
Others	85	2			
Total	480	126			

## One of the largest publishing companies specializing in license qualifications

888

851

Rank	Publishing companie	Sales FY2018 (Yen in millions)
license qu	alifications.	
	es spe cializii	ng in
	he largest publi	9
major pub	lishing compan	nies. It
Seminar)	ranks 14th ar	nong
	ing section	
Manage	ment Publis	hing
Publish	ing and Was	seda
ine sai	es total of	140

DIAMOND, Inc.

90	inonic i abiisi	11119			
ish	ing section o	of W <b>154</b>	Waseda	Management Publish	ing <b>70</b>
	ranks 14th am	_		п	
of t	lishing compani he largest publis	shing 14	TOTAL fo	r TAC publishing busir	1855 <b>48</b> (
	es spe cializir	ng in			
e qu	alifications.				
	Publishing companie	Sales FY2018 (Yen in millions)	Rank	Publishing companie	Sales FY2018 (Yen in millions)
	Kodansha	2,815	13	Kawade shobo shinsh	na 490
	KADOKAWA	2,643			
	Shueisha	1,584	14	SB creative	480
	Shogakukan	1,509	15	Obunsha	480

427

410

## The purchase of books is possible 24 hours a day! via the Cyber Book Store

TAC operates a Cyber Book Store on the Internet where users can purchase booksby 10% discount and free shipping. Please check Cyber Book Store for event information and downloading books, follow-up for "Self-study DOJO", etc

Cyber Book Store URL https://bookstore.tac-school.co.jp/



## **Publications and Various media**

## Reference books for qualifications exams

Based on know-how TAC accumulated for many years, we produce many textbooks and exam practice hooks We support students learning at our school network as well as those on self-study. We are strengthening its presence as one of the few "Successful publishers" in the publishing industry, under the depressed book sales of recent years.









#### Business books • Travel guide • Study guides etc.

We publish various business books for various purposes other than acquisition of license qualification, our specialty area. We have published books of jobsearching activities, liberal arts, travel guide, learning book for elementary school students, translated business books and novels, and entertainment, etc.





#### Various media

For those selecting to study by themselves, we provide learning contents including voice data of the lecture given in accordance with the textbooks which are delivered through CD, DVD and voice downloading on internet. We also provide service through various media including e-books apps for iPhone®.





## Sales promotion jointly with bookstores

## Holding book fairs and sales promotion events

We have been holding "TAC Group License Qualification Fair", a large-scale book fair to activate sales of book in the category of license qualification at Kinokuniya, Sanseido, all major national bookstore chains. During the event, books of TAC Publishing are featured to encourage those considering to start learning for license qualifications.





## Support bookstores to increase sales through "TAC Regular Update"

We deliver "TAC Regular Update", monthly publication delivered to our client bookstores. It contains useful information on the books published or expected to sell well in the relevant month as well as information on the qualification exams, effective tool to be used for sale promotion at bookstores

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

TAC developed this "DOJO" series for many qualifications including Bookkeeping, Certified Social Insurance and Labor Consultant, Real Estate Notary, 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.





## Lineup of "DOJO" for self-taught learners

Certified SI&L Consultant\*, Real Estate Notary, Administrative Scrivener, Bookkeeping, Construction Industry Accountant, FP. Financial Service Manager, Condominium Management Consultant, Registered Condominium Administration Manager. LTA\*(Bookkeeping, Financial statement accounting, Consumption Tax Law) \*Certified Social Insurance Labor Consultant /\*Licensed Tax Accountant

# Manpower segment

#### MANPOWER

## Three Pillars of TAC Profession Bank

TAC has been providing license education for about 40 years and we have nurtured and produced over 200,000 "professions" into the business world. To make use of their knowledge cultivated in TAC, it is a role to mediate between candidates and cooperate. At the moment, We provide three business core pillars based on manpower placement business, manpower dispatching business and operating websites of job applicants.

## **Job Advertisement**

We provide employment offer information on our website, "TAC Career Navi". This site is used not only by our students but also by those seeking employment utilizing their professional skills. We made full-fledged renewal of our website in FY2016, making browsing with smartphones easier, which also made it possible to manage the progress of each job applicant. The job information posted on the website is also posted or filed in TAC schools and managed appropriately. This is a strength not found in other recruitment sites.

## TAC Profession Bank URL https://tacnavi.com

会計業界就職情報サイトTACプロフェッションバング /25 TAC新宿校 19:00~21:00

**Manpower Placement** We provide manpower placement service for regular employees mainly in the area of accounting, taxation and labor, Our services cover not only skilled people who are work-ready to young potential people. Our consultants conduct an interview with our customers (companies and accounting firms, etc. considering employment)

in advance, identify the contents of work and the image of human

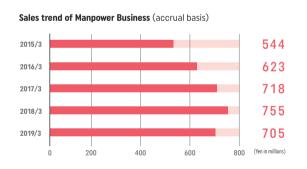
**Manpower Dispatching** 

We dispatch professional staff tailored to the diversified needs of companies and accounting firms, including: (i) temporary dispatching to cover manpower shortages in busy periods, (ii) dispatching of temporary staff to support permanent employees concentrating on primary operations, (iii) replenishment of manpower shortages due to child-care leave, (iv) dispatching for long or short term. (v) dispatching for 5 days /2 - 3 days service per week (vi) short-time or full-time employees, etc.

## Manpower business in the accounting industry slightly slows down while personnel services in the medical area continues to struggle

resources needed, and then recommend candidates.

Meanwhile the manpower placement business in the accounting industry grew year on year, the manpower dispatching sales decreased due to revision of Worker Dispatch Law. As to personnel services in the medical area continues to struggle due to the overall cost rose, mainly in labor costs. In total, net sales of this segment decreased 6.6% to ¥705 million and operating profit increased 0.9% to ¥105 million



## Production of promotion videos for corporations

TPB have been receiving orders to produce promotion videos from audit corporation, tax accountant corporations and private companies since 2015. Promotion videos produced by TPB are used by our clients on their websites and company information seminars as well as on TPB's Website.









## Data of registrants (Number of registrants)

passing all 5 subjects or

a portion of the subjects)

CPA\* (Includes junior CPA's)

I ΤΔ\* (Successful candidates Bookkeeping (1st grade - 3rd grade) U.S. CPA\* Certified SI&L Consultant\*/ Administrative Scrivener / Judicial Scrivener

(Includes junior RFA's) / Real Estate Notary

Real Estate Appraiser Others

13.870

44,481

## Data of customers (Number of customers)

- ■Companies in private industry ...2,263
- ■Accounting firms (including tax corporation, audit corporation, consulting corporation) ...3,489
- Other firms ...434

(As of March 31, 2019)

## Corporate overview of TAC Profession Bank

- ■Incorporation: May 2001 ■Capital: ¥ 30 million Shareholder: TAC Co, Ltd. (100%)
- ■Officers Chairman: Toshio Tada Representative director: Norio Nagashima Director: Masahiko Ogaki / Osamu Kato Auditor: Daijiro Hiraga
- Description of Business: Fee-based job placement service 13-2-010678 General labor dispatch business (派)13-010932 (including temp-to-perm)
- Job advertisement business (job advertisement site, job advertisement magazine, job promotion event)
- Office: Tokyo(Jimbo-cho), Osaka(Umeda)

## Information magazine

We publish a job information magazine specialized in the accounting industry every year which provides support for our students of LTA\* courses and many others toward finding employment.









## **Employment** explanatory seminars

For many years TAC has been holding job fair for candidates of CPA\* in August and job fair for candidates of Bookkeeping and LTA\* in August and in December. In 2018, more than 200 firms ran booths with the participation of 800 job seekers. These career fairs are featured as one of the biggest job-related events in the accounting industry and attract attention from accounting firms and candidates.

## 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.

# Operates manpower business and

# **TAC Group** Operates business to check statement of medical expenses

## Company profile and description of business

Medical Office Staffing Kansai Co., Ltd.

- ■Established in December 2005 Capital: ¥ 20 million Shareholder: TAC Co., Ltd. (100%)
- Description of business: Human resource services business in medical area (mainly procedure related to medical billing) / General worker dispatch business / Charged employment placement services -General contracting business related to medical fee

Kubo Medical Office Support Co., Ltd.

- ■Established in October 1972 ■Capital: ¥10 million ■Shareholder: TAC Co., Ltd. (100%)
- Description of business: Operates business to check statement of medical expenses (National Health Insurance, health insurance societies, etc.)

excellent staff



**Network of distributors** 

Objibiro University of Agriculture and Veterinary Medicin

## **Corporate customers**

## **Forestry and fisheries**

Asahi Kasei Homes Cornoratio KATIMA CORPORATION Kumagai Gumi Co., Ltd. SEKISUIHOUSE 1td DAIKYO INCORPORATED

Daito Trust Construction Co., Ltd Takenaka Cornoration TOKYLL CONSTRUCTION CO. LTD. TODA CORPORATION NIHON HOUSE HOLDINGS Co., Ltd MITSUIHOME CO. LTD.

TAISEI CORPORATION

Kirin Brewery Company, LTI Coca-Cola Bottlers Japan SAPPORO HOLDINGS LTD Nicehin Spifun Group II Japan Tobacco Inc.

## Chemicals

SHOWA DENKO K K Mitsui Chemicals, Inc

Coal / oil

Ninnon Koshuha Steel Co. 1td

## Non-ferrous metal

Machinery

EBARA CORPORATION JANOME SEWING MACHINE CO., LTD

## Oki Electric Industry Co., Ltd

JVC KENWOOD Corporatio TOSHIBA CORPORATION NIPPON SIGNAL CO., LTC NEC Corporation Futaba Corporation HOSHIZAKI ELECTRIC CO., LTD. Mitsubishi Electric Corporati

#### portation eq

Mitsuhishi Electric Engineerin

Meidensha Corporation

NISSAN MOTOR CO. LTD Otis Elevator Company Yamaha Motor Co., Ltd.

#### **Precision mach**

HOYA CORPORATION

19

ZEBRA CO. LTD. Tosho Printing Company, Limited IISK Co. Itd

#### Wholesale trade ITOCHU Cornoration

Nice Corporation Aini Nissay Dowa Insurance Co. Ltd HANWA CO., LTD. Aflac Life Insurance Japan Ltd. MITSUI & CO., LTD. Mitsuhishi Cornoratio STIMULUM THE INSTIBUTION COMPANY Ricoh Japan Corporation Sompo Japan Nipponkoa Insurance TAILLLIEF INCURANCE COMPANY LIMITED

## Retail trade

Anzora Bank Itd

SHIGA BANK, Itd.

AFON Co. Ltd. Ito-Yokado Co., Ltd. DAIKLOD ITD MIKIMOTO & CO. ITO

SMBC Trust Bank Ltd. The Rank of Okinawa Lt Kawasaki Shinkin Banl Kirahoshi Bank 1td The Keivn Bank 1td The Saitamaken Shinkin Bank Shinkin Central Bank Shinsei Bank, Limited THE TAIKO BANK, ITD The Daishi Bank Ltd The Chiba Bank, Ltd.

THE BANK OF NAGOYA, LTD. Japan Finance Corporatio Development Bank of Japan Ir The Hachijuni Bank, Ltd. THE HYAKUGO BANK ITD The HOKKOKU Bank. Mizuho Trust & Banking Co., Ltd. Sumitomo Mitsui Trust Bank, Limited. The Rank of Mitsuhishi HEL Ltd Mitsubishi UFJ Trust and Banking Corporati THE YAMAGUCHI BANK 11d

#### Bank of The Ryukyus Financial services SMBC Consumer Financ

SMBC Mobit Co..Ltd. MITSUBISHI JISHO PROPETY MANAGEMENT Co., Ltd. Mitsuhishi Real Estate Services Co. Ltd. EPOS Card Co., Ltd. Mitsubishi Jisho Retail Property Management Co. MITSURISHI JISHO RESIDENCE CO. LTD. Mitsubishi UFJ Real Estate Sales Co., Ltd. ORIX Credit Corporation Land transportation JACCS CO., LTD. SHOWA LEASING CO., Ltd. Sumitomo Mitsui Auto Service Century Tokyo Corporation Japan Exchange Group, Inc. Viewcard Co., Ltd. Sumitomo Mitsui Trust Panasonic Finance Co., Ltd Mitsubishi UFJ NICOS Co., Ltd.

#### Securities / Futures

SMBC Nikko Securities Inc.

Okasan Securities Co., Ltd.

Kvokuto Securities Co., Ltd.

JPMorgan Securities Japan Co., Ltd.

Daiwa Asset Management Co. Ltd

Nikko Asset Management Co., Ltd

Nomura Asset Management Co., Ltc

Iwai Cosmo Securities Co., Ltd Nippon Yusen Kabushiki Kaisha

#### Air transportation Nippon Cargo Airlines Co., Ltd.

Marusan Securities Co., Ltd. Mizuho Securities Co., Ltd. Mitsubishi UFJ Morgan Stanley Mita Securities Merrill Lynch Japan Securitie

Morgan Stanley MUEG Securitie

The Kvoei Fire & Marine Insurance Co., Ltd

Corporate customers

DAI-ICHI LIFE INSURANCE COMPANY, LIMITED. DAIDO LIFE INSURANCE COMPANY Tokin Marine & Nichido Fire Insurance Co. Ltd. Fukoku Mutual Life Insurance Company Meiii Yasuda Life Insurance Company

#### **Real Property** NTT FACILITIES, INC.

House Mate Partners Co., Ltd.

Pressance Jyuhan Co., Ltd.

MISAWA HOMES CO., LTD.

Mitsui Fudosan Co., Ltd

Misawa Homes Real Estate

MITSULFUDOSAN REALTY CO. LTD.

Mitsui Fudosan Residential Co., Ltd

Mitsubishi Estate Community Co., Ltd

MITSUI FUDOSAN BUILDING MANAGEMENT CO., Ltd.

Okura. Co., Ltd. COSMOS INTIA Co. Ltd. Sunshine City Cornoration SANSEI LANDIC, INC. Sun Frontier Fudousan Co., Ltd Seven & i Create link Co., Ltd DAIKYO ASTAGE INCORPORATE DAIKYO ANABUKI REAL ESTATE INCORPORATED TOKYU LIVABLE, INC. Tokyo Midtown Management Co. 1td

NIPPON STEEL KOWA REAL ESTATE COLLTD Ninnon Tochi-Tatemono Co. Ltd.

The Asahi Shimbun Comnan ASO EDUCATION SERVICE CO., LTD. ABeam Consulting Ltd. Nomura Real Estate Development Co., Ltd. INFOCOM CORPORATION WILL Corporation ANA Systems Co., Ltd. HTM Corporation SAP Japan Mitsui Fudosan Residential Service Co. Ltd NRI Cyber Patent N & F Techno Service

Odakyu Electric Railway Co., Ltd. Keisei Electric Railway Co., Ltd Central Japan Railway Company okyo Metro Co., Ltd. Jagova Railmad Co. 1td FUJIKYUKO. CO., LTD.

## Marine transportation

## Warehouse and transportation

YUSEN LOGISTICS CO., LTD.

ICS Co., Ltd. SB C&S Corp. Kvoto Information Processing service co., Ito OUALICA Inc. CLIS Co., Ltd

NRI Secure Technologies NRI Data i -Toch NEC Solution Innovetors 1t KODI CORPORATION DAIKO DENSHI TSUSHIN. LTD Tokio Marine & Nichido Systems Tohoku Information Systems Company, Incorporated NIPPON TELEGRAPH AND TELEPHONE WEST CORPORATION ITS BENEFIT SERVICE INC Nihon Unysis, Ltd.

Hitachi Document Solutions Co. Ltd. System Brain Co., Ltd. Sharp Marketing Japan Co MITSUBISHI ELECTRIC INFORMATION SYSTEMS CORPORATION MITSUBISHI ELECTRIC INFORMATION NETWORK CORPORATION IANOMECREDIA COL LTD Meiji Yasuda System Technology Co., Ltd.

Power and gas OSAKA GAS CO. ITD CHUBU Electric Power Co., Inc. TOKYO GAS CO., LTD. Tokyo Electric Power Company holdings, Inc

HIROSHIMA GAS Co., Ltd. Service business Avanti Staff Cornoration Asahi Kasei Amidas Corporatio ITOCHU Techno-Solutions Corporatio NEC Aerospace Systems, Ltd. NEC Networks & System Integratio NEC Management Partner, Ltd NTT ADVANCED TECHNOLOGY CORPORATION NTT Communications NTT Com Solutions

NTT DATA CORPORATION NTT DATA WAVE CORPORATION NTT DATA Global Solutions Corporation NTT DATA FRONTIER CORPORATIO NTT DATA UNIVERSITY CORPORATION NTT LEARNING SYSTEMS CORPORATION MS & AD Systems Company, Limite MKI Technologies Co., Ltd. IA OSAKA DENSAN I†d OTSUKA CORPORATION

OBIC Co., LTD. Optima Co., Ltd. OMRON SOFTWARE Co., Ltd. Kao Group Customer Marketing Co., Ltd Canon IT Solutions Inc. Canon System & Suppor Hitachi high-tech solutions corporati

Kochi Computing Center Co. Ltd. International Systems Development Co., Lt. CAC Corporation CTC TECHNOLOGY Corporatio CITY COMPUTER Co., Ltd. IIEC Co. Itd IFF ComService Co. Ltd. JBCC Corporation

Showa System Engineering Cor STAFF SERVICE SECOM CO. Ltd. SOMPOsystems Co., Ltd. The Dai-ichi Life Information Systems Co. Ltd.

Daiwa Institute of Research Holdings Ltd. CHUO SYSTEM CORPORATION T&D INFORMATION SYSTEM Ltd. Imperial Hotel, Ltd. DTS CORPORATION DATALINKS CORPORATION RAILWAY INFORMATION SYSTEMS CO. LTD.

Deloitte Tohmatsu Consulting Co., Ltd. Information Services International - Dentsu, Ltd. TOKYLI COMMUNITY CORP TOKYO GAS I NET CORP TOSHIBA IT-SERVICE CORPORATION TOSHIBA INFORMATION SYSTEMS (IAPAN) CORPORATION Toyo Business Engineering Corporatio TOPPAN FORMS OPERATION CO., LTD.

TOYOTA ACCOUNTING SERVICE CO. TOYOTSU SYSCOM CORPORATION Nikkei Information systems Co. Ltd. Nikko Business Systems Co., Ltd. Nisshin IT Field Service Co., Ltd. NISSAY INFORMATION TECHNOLOGY CO., LTD Nippon Steel Community Service Co. Its Oracle Corporation Japan NIPPON SYSTEMWARE CO., LTD.

Organization for Small & Medium Enterprises and Regional Innovation, JAPAN Tokyo Small and Medium Business Investmen TOKYO METROPOLITAN GOVERNMENT NARITA INTERNATIONAL AIRPORT CORPORATION Nippon Information and Communicat IAPAN EXTERNAL TRADE ORGANIZATION JAPAN POSTAL GROUP UNION HYDGO TAKKEN KYOKAI lanan Information Processing Service Co., Ltd Japan Ministry of Defense Nihon Housing Co., Ltd. IA Mie Shinren Noevir Co. Ltd. Yamanashi Prefecture PERSOL TEMPSTAFF CO., LTD. Yokohama District Public Prosecutors' Office

Pasona Inc. Panasonic Solution Technologies Co., Ltd Panasonic Information Systems Co., Ltd. HAMAGOMII AICOM INC Hitachi Academy Co., Ltd Hitachi Engineering Co., Ltd. Hitachi Industry & Control Solutions, Ltd. Hitachi Systems Engineering Service, Hitachi Solutions, Ltd.

Hitachi Power Solutions Hitachi Mito Engineering Co., Ltd.

Hitachi Building Systems Co., Ltd. Fuii Xerny Co. 1td FUJI XEROX LEARNING INSTITUTE INC. FULLTSU FIP CORPORATION FULLTSU SOCIAL SCIENCE LABORATORY LIMITED FUJITSU BROAD SOLUTION & CONSULTING Inc. Fuiitsu Marketing Limited FUJITSU LEARNING MEDIA LIMITED Future Architect, Inc THE MAINICHI NEWSPAPERS MARLIBENLIT SOLUTIONS INC.

Mizuho Information & Research Institute Inc MITSUI KNOWLEDGE INDUSTRY CO., LTD MITSUBISHI FLECTRIC BUSINESS SYSTEMS CORPORATION Mitsubishi Electric Micro-Computer Application Software Co., Ltd Mitsuhishi UFJ Information Technology, Ltd. MIRUCA CORPORATION MORETRUST Co. 1td. USOL HOLDINGS Co., Ltd

RECRUIT CO. LTD. RESORT SOLUTION CO. LTD. YKK Corporation

## Public offices, etc.

National Federation of Fisheries Co-operative Association

Ministry of Internal Affairs and Communication

**Accounting firms and** 

audit corporations

Godoh Accounting Co., Ltd.

Ernst & Young ShinNihon LLC

Deloitte Tohmatsu Tax Co.

YUSEI Audit & Co.

Deloitte Touche Tohmatsu LL MEINAN CONSULTING NETWORK

CHUO RESEARCH INSTITUTE NAGOYA

KPMG AZSA LLC

IA-7ENCHII

ZEN-NOH

bs COMMERCE AND INDUSTRY 0 Foundation of Saitama Prefecture Kanto area Anvama Gakuin University Osaka Prefectural Governmen Azabu Gakuen University Kanto Bureau of Economy, Trade and Industry Kantoshinetsu Regional Taxation Bureau Ashikaga Institute of Technolog Kyoto Federation of Societies of Commerce and Industr Atomi University Financial Service Agency, Japan a Ibaraki University Ministry of Economy, Trade and Industry National Police Academy Utsunomiva University Obirin University NATIONAL TAX AGENCY JAPAN ederation National Public Service Personr Gakushuin Women's College Ministry of Finance Japan Gakushuin University

The Institute of Space and Astronautical Science Kanto Gakuin University KYORITSU WOMEN'S UNIVERSITY Gunma Universit Keiai University Konakuin University Kokugakuin University Kokushikan University Saitama University Jissen Women's Educational Institut Shibaura Institute of Technology Jumonji University Shukutoku University

Tokvo Metropolitan Universi

Josai University

NIPPON INSTITUTE OF TECHNOLOGY Japan College of Social Work Nippon Sport Science University Nihon University (Ohmon shobou Hitntsuhashi University Hosei University Musashi Universit MUSASHINO UNIVERSITY Meiii Gakuin Universit Meiii University Yokohama National Universit Yokohama College of Commerci Yokohama City University Rissho University Reitaku University

Seiin University Senshu University Daito Bunka University Takasaki City University of I Takachiho University Takushoku University

Shirauma Gakuan Collan

Shiravuri College

Seikei Gakuen

Chiba University

Chun University

Teikvn University

Tokai University

University of Tsukuba

Teikyo Heisei University

Tokyo Medical and Dental University

Tokyo University of Foreign Studies

Tokyo Gakugei University

Tokyo University of the Arts

Tokyo Institute of Technology

TOKYO POLYTECHNIC LINIVERSIT

Tokyo International University

Tokyo Keizai University

Tokyo University of Marine Science and Technology

Surugadai University

Chiba Keizai University Chiha University of Commerce

## Tohoku area

Hokkaido area

Kitami Institute of Technology

Sannoro Gakuin University

Hokusei Gakuen Universit

Hokkai-dakuen University

Hokkaido University of Educatio

Muroran Institute of Technolog

Rakuno Gakuen University

Kushira Public University of Feanamic

Akita University Iwate Prefectural University Shokoi Gakuin University Tohoku Gakuin

Tohoku Fukushi Unversity North Asia University Hirnsaki Gakuin University Hirnsaki University Fukushima University MIYAGI INTERCOLLEGE CO-OP Miyani Gakuin Miyagi University of Education Morioka University

Yamagata University

<u>–</u>

and

Tokyo Woman's Christian University TOKYO CITY UNIVERSITY Tokyo Denki University Tokyo University of Agriculture Tokyo University of Agriculture and Technology Tokyo University of Pharmacy and Life Science Toho University Toyo Eiwa University Dokkyo University Nishogakusha University

Nippon Veterinary and Life Science University

Waseda University

#### Koshinetsu area

Shinshu University SEISEN JOGAKUIN COLLEGE Niinata University University of Yamanash Yamanashi Gakuin Universi

Tokai area Aichi Gakuin University Aichi University of Education Aichi University Asahi University Gifu City Woman's College Gifu University Shizunka Universit Sugivama Ingakuer DAIDO UNIVERSITY Chuhu University NAGOYA GAKUIN UNIVERSITY Nannya Institute of Technology Nagova University of Commerce & Busines: Nagova City University Nanzan University (KINOKUNIYA COMPANY LTD.) Nanzan University (MARUZEN Co., Ltd.) Nihon Fukuchi University Mie University Tsu City College

#### Hokuriku area

Ishikawa National College of Technology Kanazawa University Tovama Prefectural Universit Tovama University Fukui University

Kansai area Otemon Gakuin University Osaka Gakuin University Osaka Kyoiku University Osaka University of Economic Osaka City University Osaka University Osaka Prefecture University Otemae University Kwansei Gakuin University Kyoto University of Education Kvoto Women's University

Kyoto Prefectural University of Medicine Kinki University Konan Women's University KORE CAKLIIN LINIVERSITY (Maruzon lunkudo Rookstoros Co. Ltd.) Kobe City University of Foreign Studies Kobe Shinwa Women's University Knhe University

Kobe Pharmaceutical University The University of Shiga Prefecture China University SONODA WOMEN'S UNIVERSITY SONODA WOMEN'S COLLEGE

Kvoto Tachibana University

Doshisha Women's College of Liberal Arts Doshisha University Nara Prefectural University Nara Women's University Hannan University Mukogawa Women's Universi

UNIVERSITY OF HYDGO Momovama Gakuin Universit Ritsumeikan University Ryukoku University Wakayama Medical Universi Wakayama University

## Chugoku and Shikoku area

Okavama University Kagawa University Knchi University SHIKOKU GAKUIN UNIVERSIT Shimane Universtiy Shimonoseki City Universi The University of Tokushima Tottori University Hiroshima Shudo Universi Hirnshima University Matsuyama University

#### Kvushu and Okinawa area

Oita University Okinawa University Kagoshima Prefectural Colleg The University of Kitakyush Kyushu Institute of Technology Kyushu International Unive Kvushu University Kumamoto University Seinan Gakuin University Nagasaki Prefectural University (SASEBO campus) Nagasaki Prefectural University (SIEBOLD campu Nagasaki University Fukuoka University of Education Fukuoka Prefectural Universit Fukunka Women's University

Fukuoka University

Miyazaki University

University of the Ryukyu

Ritsumeikan Asia Pacific Universit

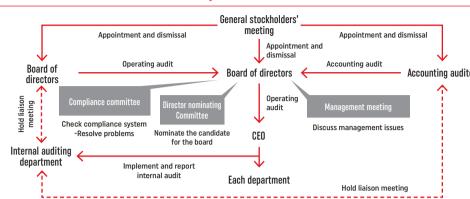
es> stol

ASAHIYA BOOK STORES KINOKUNIYA COMPANY LTD JUNKUDO Co., Ltd. HACHIMONIIYA Co. Ltd. Horie Ryobundo MARUZEN Co., Ltd. Book Store Kumazai

Sanseido Co., Ltd.

Books OGAKI Co., Ltd. ColCose Book Ston Shizuoka Yajimaya Books Hoshino Kyuyodo Book Store

## **Our Commitment in Corporate Governance**



It is our corporate principle to contribute to society through the fostering of professionals. To this end it is a prerequisite for TAC to consistently comply with social norms in order to deserve the confidence of customers stockholders and society TAC is actively involved in cornorate governance and deems it a ton management priority

Board of directors: Composed of 8 directors including

2 outside auditor\*

Board of auditors: Composed of 3 auditors including 2 nutside auditors\*

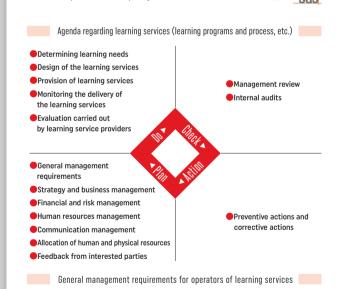
Accounting auditor: Grant Thornton Taiyo LLC.

## **Our Commitment in Quality Learning Services**

## **TAC obtained ISO 29990 Certification** in the Educational Sector

TAC obtained "ISO 29990:2010" Certification in the Educational Sector for its provision of education and training services in the area of finance and accounting, management and taxation, financial services and real estate, architect, law, public officers and labor, IT, international and Medical welfare areas. Since it obtained ISO 29990 in 2011, TAC has been maintaining PDCA cycle of management system of learning services in order to ensure that our clients are provided with "quality" and "secure" services.





## **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

Customer Satisfaction We accurately identify customers' needs as a way to enhance our educational contents. respond to customers' demands promptly and with integrity in order to improve the quality of our service.

Compliance / 2 Fair Competition

We comply with applicable laws and corporate ethics and aim at sound development of our business through pursuit of interests acquired through fair competition.

3 Public Disclosure

We make every effort to ensure relevant and reliable disclosure of our corporate

Considerations of Environment

We take an active approach toward global environmental issues.

Respect for **Human Rights**  We maintain an organization where each individual can maximize his or her ability. We strive to maintain a proper working environment where each individual can be engaged in creative work. We promote measures to prevent power harassment to respect the dignity of individuals.

Social Contribution We will be actively involved in activities that make a contribution to society and encourage our employees to participate in volunteer activities.

Sound Management

We recognize our responsibility as a member of society and promote transparent and sound husiness operations. All decisions are made based upon fairness

Exclusion of Anti-social Forces relationships.

We are strongly determined to exclude anti-social forces and to avoid any such

**Board Members** 

TAC Board members will strive to keep employees informed of this Charter as well as actively promote the realization of its spirit. We will assume this role and ensure compliance with corporate ethics by listening to opinions inside and outside of the company.

10 Governance by

 $\textbf{Practice of Corporate} \quad \text{In case of non-compliance with this Charter, board members will solve problems by identifying} \quad \\$ their cause and implementing preventive measures. We will promptly disclose to the public accurate information and punish those involved in the noncompliance, if necessary.

## Social Contribution of TAC

## **High School Students Learning Support Program**

TAC started "High School Students Learning Support Program" in April, 2015 in cooperation with JCCI. We provide lecture programs (basic level) free of charge to high schools. This way, we can support high school students nationwide to acquire skills of Bookkeeping. We also started to provide a lecture of Financial Planner from April, 2017. We also started to provide a lecture of Financial Planner from April, 2017.

## Accounting championship

TAC holds competitions for accounting skill twice a year (spring and autumn) in line with Bookkeeping exams. Test scores are rated and calculated on the same day and the prize is given to the national champion. It aims to enhance the accounting skill of high school and university students

## **Profession Network Co., Ltd**

Business managers expect experts and practitioners to provide advisory services such as offering information concerning business management operations in addition to knowledge required to solve issues for further expansion of husiness. Profession Network Co. Ltd. offers effective contents to these experts / practitioners so that they can respond to their clients' needs in an effective manner

#### Weekly Web magazine "Profession Journal"

Delivers the latest news such as the practical affairs related to taxation and accounting (legal revision, etc.) to the practitioners through PC, Smartphones and

## Holding practical seminars and workshops and releasing on-line seminars

We hold practical seminars and workshops as well as releasing on-line seminars which fit to diversified needs of practitioners. With our excellent and experienced instructors, we design training programs tailored to your various needs.

Web-based information service provided by Profession Network a joint venture of TAC and Seibunsha Co., Ltd.





## TAC and Z-KAI work partnership

TAC, whose main business is to develop professionals such as CPA\* and LTA\*, and Z-KAI, whose main business is to foster "real academic ability" leading many students to enter prestigious schools, formed a business partnership. It is expected that synergy effect will be created to maximize power to develop educational contents and services of each company, which will lead to provision of new and effective solution to our customers. TAC and Z-KAI are aiming to foster human resources combining high degree of professionalism, intelligence and sensibility to play essential roles in the next generation. \*Certified Public Accountant/\*Licensed Tax Accountant





## Online School Co., Ltd.

You can take various learning contents (movies of lectures and problem solving practice) as much you want at a fixed rate of ¥980 / month Besides Bookkeeping (3rd grade), the lineup covers various license qualifications which includes Financial Planner (3rd grade). The Japan Business Law Examination®(3rd grade) and Real Estate Notary.



#### "Onsuku Learning App" which supports students to learn using smartphone

We provide users a learning app which users can use as much as they want based on the concept of "Anyone can start anytime and anywhere". They can learn the app (questions practice covering the trend of the exam) as if they were playing a game, \*Contents of the service provided as of April 1, 2019.

## **TAC Website**

#### **Educational courses**

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

W Seminar

https://www.w-seminar.co.jp/

## **Corporate training** programs

**Corporate Training** https://www.tac.biz/

**Courses for Business Professionals** https://web.tac-school.co.ip/cfo/

#### **Publications**

TAC Publishing Portal site https://shuppan.tac-school.co.jp/

Cyber Book Store (Book sales site)

https://bookstore.tac-school.co.jp/

## Corporate website & IR

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

## Medical

#### Medical Office Staffing Kansai Co., Ltd.

https://www.irvouiimu-sk.com/

#### **TPB**

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

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

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/

Onsuku https://onsuku.jp/

> Profession Network https://profession-net.com/