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. 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 in the Middle Ages in Europe. 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. The word “profess” which means to declare oneself before God.

TAC's New Social Contribution

Contributing to society by developing professionals

Successful Results of TAC services for practitioners

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. 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. The word “profess” which means to declare oneself before God.

Corporate profile

Corporations and businesses in Japan have been under great pressure since the bubble economy burst in 1990. In order to remain competitive, they have had to change the way they operate. TAC has been a leader in this change. TAC is a company that creates professionals. The essence of education lies in its support of people in leading the lives they really want to live. TAC is a company which achieves this essence. The essence of education lies in its support of people in leading the lives they really want to live. TAC is a company which achieves this essence.

Message

In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics.

Successful Results of TAC services for practitioners

In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics.

Contents

1. Corporate mission
2. Message from the CEO
3. Special Features
4. TAC's New Social Contribution
5. History
6. National network
7. Data file
8. License courses
9. To the other side of the passing:
10. Providing content and services for practitioners
11. Segment overview
12. Corporate education segment
13. Professional education segment
14. Successful results of TAC
15. Corporate training segment
16. Palodirect training
17. Manpower segment
18. Network of distributors / Corporate customers / Corporate governance
19. Corporate profile

Profile

President and CEO TAC Co., Ltd.
Hiroaki Saito

Date of birth: March 8, 1951
Brief personal history:

In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics.

Debut in May 1978, graduated from Tohoku University, Department of Economics. April 1980, established TAC and became the president and representative director. April 2003, assumed the position of the Deputy Chairman of the Japan Association of Corporate Executives.

Major works: "Memory of Wind", "Chasing Wind", "Meeting Wind", "License Exams and the Concept of Passing Exams", "Duet in the Wind" and "Business Strategy". An essay titled "Competing with a Passenger Bus" included in "Meeting Wind" was selected as the best essay by Bungei Shunju in 1999.

Message

In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics. In my university days, I did not know what I wanted to do in the future, so I decided to study economics.
The logo of the Association and its the philosophy

This logo means nurturing human resources who have not only qualifications but also four essential qualities (dignity, sense, enlightenment, personality). In other words, it symbolizes the spirit of co-creation which means “human resources who can contribute to the society while giving consideration to others and striving to create a future in the organization bound by strong ties”.

Iron navy color Dignity (anyielding and strong mindedness)
Deep scarlet color Sense (service-minded, persist toward achieving the goal)
Color of steamed chestnut Enlightenment (warm and friendly, high tolerance)
White green Personality (intelligence / wisdom, foresight)

Mission of Japan Finance Professional Development Association

“Encourage enlightenment of society through knowledge of finance and corporate management and nurture financial personnel with practical knowledge and ability in advanced finance and corporate management.”

History of Establishment

In the more complex financial industry, a flexible attitude that does not depend on collateral or guarantee is required by financial institutions, appropriately evaluating business performance of the borrower.

TAC, in the changing times of this age, believes that it is important to contribute to the revitalization of regional economies and regional creation. For this purpose, we decided to contribute to the development of the entire Japanese economy through pursuit of appropriate finance and corporate management, enlightenment for people all over the country, and development of human resources with skills for advanced financial knowledge and corporate management.

Based on this idea, Japan Finance Professional Development Association was established. Through this establishment, TAC aims to contribute to society through the creation of new professionals that the times call for. This is our corporate philosophy.

Outline of Finance Professional / Business Management Advisor test

<table>
<thead>
<tr>
<th>Test contents</th>
<th>(1)Examination of knowledge (150 minutes)</th>
<th>(2)Examination of practical skills (90 minutes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>◆Corporate Finance</td>
<td>Breakeven point analysis, management accounting, calculation of capital investment, stock price, corporate value, optional capital structure, cash flow statements, management analysis, local benchmarks</td>
<td>Financing based on evaluation of business viability</td>
</tr>
<tr>
<td>◆Corporate Legal Affairs</td>
<td>Civil code, corporate law, organizational restructuring, law relating to intellectual property rights</td>
<td>Intellectual assets</td>
</tr>
<tr>
<td>◆Corporate management</td>
<td>Management strategy, organizational structure, organizational behavioral psychology, human resources management, marketing</td>
<td>External environmental analysis for evaluation of business viability</td>
</tr>
<tr>
<td>◆Corporate support</td>
<td>Support measures (SWOT)</td>
<td>Quantitative analysis</td>
</tr>
<tr>
<td>◆Production control</td>
<td>Outline of production system, response to line production, execution of production control, management of production process, management of quality and technology</td>
<td>Internal Environmental Analysis</td>
</tr>
<tr>
<td>◆Business plan</td>
<td></td>
<td>SWOT analysis and management strategy</td>
</tr>
</tbody>
</table>

Certification system and status of accreditation

By passing the 2 subject exam and completing “Communication Skill Improvement Training” accredited by Japan Finance Professional Development Association, successful applicants will be certified as “Finance Professional / Business Management Advisor” and will be given this title.

In the first examination, 24 of the 28 successful applicants who passed the 2 subjects of the examination completed “Communication Skill Improvement Training” and were certified as “Finance Professional / Business Management Advisor”.

The role of TAC

TAC has a role as an educational institution (“accredited educational institution”) accredited by the Japan Financial Human Resources Development Association. TAC provides courses for certification exams (courses to pass the exams) and Communication Skill Improvement Training (courses required to be certified as Finance Professional / Business Management advisor).
### License Courses

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1980~</strong></td>
<td></td>
</tr>
<tr>
<td>'80/12</td>
<td>Started Certified Public Accountant course.</td>
</tr>
<tr>
<td>'80/12</td>
<td>Started Certified Tax Accountant course.</td>
</tr>
<tr>
<td>'80/12</td>
<td>Started Bookkeeping course.</td>
</tr>
<tr>
<td>'81/04</td>
<td>Started IT specialists course.</td>
</tr>
<tr>
<td>'86/04</td>
<td>Started Real Estate Notary course.</td>
</tr>
<tr>
<td>'86/11</td>
<td>Started Certified Social Insurance Labor Consultant course.</td>
</tr>
<tr>
<td>'87/06</td>
<td>Started Administrative Scrivener course.</td>
</tr>
<tr>
<td>'88/08</td>
<td>Started U.S. Accounting course.</td>
</tr>
<tr>
<td>'89/03</td>
<td>Started Small and Medium Enterprise Management Consultant course.</td>
</tr>
<tr>
<td>'89/06</td>
<td>Started U.S. Certified Public Accountant course.</td>
</tr>
<tr>
<td>'90/09</td>
<td>Started Securities Analyst course.</td>
</tr>
<tr>
<td>'91/06</td>
<td>Started Real Estate Appraiser course.</td>
</tr>
<tr>
<td>'92/05</td>
<td>Started Financial Planner course.</td>
</tr>
<tr>
<td>'93/12</td>
<td>Partnered with Becker, USA for the U.S. CPA course.</td>
</tr>
<tr>
<td>'96/07</td>
<td>Started PC course.</td>
</tr>
<tr>
<td>'96/11</td>
<td>Started Construction Industry Accountant course.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1998~</strong></td>
<td></td>
</tr>
<tr>
<td>'00/10</td>
<td>Established IT engineer school.</td>
</tr>
<tr>
<td>'00/10</td>
<td>Partnered with the University of Nevada, Reno.</td>
</tr>
<tr>
<td>'01/03</td>
<td>Started CompTIA course.</td>
</tr>
<tr>
<td>'01/09</td>
<td>Started Web-based courses.</td>
</tr>
<tr>
<td>'01/10</td>
<td>Started Condominium Management Consultant and Registered Condominium Administration Manager courses.</td>
</tr>
<tr>
<td>'02/09</td>
<td>Started Chartered Financial Analyst® course.</td>
</tr>
<tr>
<td>'03/08</td>
<td>Started The Japan business law Examination course.</td>
</tr>
<tr>
<td>'05/09</td>
<td>Started Securities Broker Representative course.</td>
</tr>
<tr>
<td>'05/11</td>
<td>Opened Hiroyoshi satellite school.</td>
</tr>
<tr>
<td>'06/10</td>
<td>Opened TPH Umeda office.</td>
</tr>
<tr>
<td>'07/06</td>
<td>Opened Takashima school.</td>
</tr>
<tr>
<td>'07/08</td>
<td>Established Life Underwriter Academy Co., Ltd.</td>
</tr>
<tr>
<td>'07/09</td>
<td>Established Technology Education School.</td>
</tr>
<tr>
<td>'08/07</td>
<td>Opened TPH Nagoya office.</td>
</tr>
<tr>
<td>'08/10</td>
<td>Opened Waseda school.</td>
</tr>
<tr>
<td>'09/07</td>
<td>Opened Tatara school.</td>
</tr>
<tr>
<td>'09/09</td>
<td>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.</td>
</tr>
<tr>
<td>'09/10</td>
<td>Takashima School transferred.</td>
</tr>
<tr>
<td>'09/11</td>
<td>Chubu-ekimae School transferred.</td>
</tr>
<tr>
<td><strong>2000~</strong></td>
<td></td>
</tr>
<tr>
<td>'07/09</td>
<td>Started CIA(Certified Internal Auditor) course.</td>
</tr>
<tr>
<td>'08/01</td>
<td>Started Certification Test for Business Accounting® course.</td>
</tr>
<tr>
<td>'08/02</td>
<td>Started Registered Custom Specialist course.</td>
</tr>
<tr>
<td>'08/05</td>
<td>Started Intellectual Property Management Skills® course.</td>
</tr>
<tr>
<td>'08/09</td>
<td>Started BATIC (Bookkeeping and Accounting Test for International Communication® course.</td>
</tr>
<tr>
<td>'08/11</td>
<td>Started IPO Practical Skill Examination course.</td>
</tr>
<tr>
<td>'09/07</td>
<td>Started Financial Manager course.</td>
</tr>
<tr>
<td>'09/09</td>
<td>W Seminar and business unification.</td>
</tr>
<tr>
<td>'09/11</td>
<td>Started Bar examination course.</td>
</tr>
<tr>
<td>'09/12</td>
<td>Started Judicial Scrivener course.</td>
</tr>
<tr>
<td>'10/03</td>
<td>Started TOEIC® L&amp;R TEST course.</td>
</tr>
</tbody>
</table>

### Affiliated schools

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>'98/08</td>
<td>Kumamoto school.</td>
</tr>
<tr>
<td>'99/08</td>
<td>Maebashi school.</td>
</tr>
<tr>
<td>'99/09</td>
<td>Kagoshima school.</td>
</tr>
<tr>
<td>'00/03</td>
<td>Takamatsu school.</td>
</tr>
<tr>
<td>'00/03</td>
<td>Fukuoka school.</td>
</tr>
<tr>
<td>'00/03</td>
<td>Tokyo school.</td>
</tr>
<tr>
<td>'01/04</td>
<td>Kumamoto school.</td>
</tr>
<tr>
<td>'01/08</td>
<td>Okayama school.</td>
</tr>
<tr>
<td>'01/10</td>
<td>Okayama school.</td>
</tr>
<tr>
<td>'02/08</td>
<td>Hiroshima school.</td>
</tr>
<tr>
<td>'03/07</td>
<td>Toyama school.</td>
</tr>
<tr>
<td>'04/03</td>
<td>Miyazaki school.</td>
</tr>
<tr>
<td>'04/03</td>
<td>Matsumoto school.</td>
</tr>
<tr>
<td>'11/08</td>
<td>Started CCSA (Certification in Control Self-Assessment) course.</td>
</tr>
<tr>
<td>'11/09</td>
<td>Started Public Officer courses for science oriented students (engineering area).</td>
</tr>
<tr>
<td>'11/09</td>
<td>Started Ampsty Adviser course.</td>
</tr>
<tr>
<td>'12/07</td>
<td>Started Enrolled Agent (EA) course.</td>
</tr>
<tr>
<td>'12/08</td>
<td>Started Privacy Information Protection Test course.</td>
</tr>
<tr>
<td>'12/10</td>
<td>Started The Profficiency Test in Trading Business®.</td>
</tr>
<tr>
<td>'12/10</td>
<td>Started Certified Management Accountant (US CMA) course.</td>
</tr>
<tr>
<td>'12/11</td>
<td>Started Architect and Building Engineers course.</td>
</tr>
<tr>
<td>'13/11</td>
<td>Started Teacher Employment Exam course.</td>
</tr>
<tr>
<td>'15/01</td>
<td>Started Medical Billing course.</td>
</tr>
<tr>
<td>'15/01</td>
<td>Started Succession Adviser course.</td>
</tr>
<tr>
<td>'15/03</td>
<td>Started the Social Security and Tax Number System Test course.</td>
</tr>
<tr>
<td>'17/05</td>
<td>Started Finance Professional / Business Management Adviser course.</td>
</tr>
<tr>
<td>'17/09</td>
<td>Started Property Manager course.</td>
</tr>
</tbody>
</table>

### Important Establishment

- **1980** TAC Co., Ltd., established.
- **1980** Opened Tokyo head school, Osaka school and Nagoya classroom.
- **1980** Nagoya classroom renamed to Nagoya school.
- **1980** Opened Yokohama school.
- **1980** Opened Takashima school.
- **1981** Opened Sendai school.
- **1992** Opened Sapporo school.
- **1992** Opened Fukuoka school.
- **1992** Opened Iizuka school.
- **1992** Opened Takadanobaba school.
- **1992** Opened Tokyo head school, Osaka school and Nagoya classroom.
- **1992** Tokyo head school relocated due to business expansion.
- **1993** Opened Sapporo school.
- **1993** Opened Tokyo head school.
- **1993** Opened Shibuya school.
- **1993** Opened Hiyoshi satellite school.
- **1993** Opened Tokyo head school.
- **1999** Opened Omika school.
- **1999** Opened Takashima school.
- **1999** Opened Namba school.
- **1999** Opened Umeda school.
- **2000** Additional investment to Technological and Commercial Modern Education (DALIAN) Co., Ltd., to make it a subsidiary.
- **2000** Closed Takashima School.
- **2000** Established TAC INFORMATION TECHNOLOGY (DALIAN) Co., Ltd.
- **2001** Established Profession Network Co., Ltd.
- **2001** Started the Social Security and Tax Number System Test course.
One of the most important factors contributing to TAC's business success is its network. TAC has 22 branches mainly in urban areas and 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 471 university co-op bookstores and shops at 318 major universities, 59 bookstores and 151 stores.
## OVERVIEW

**TAC's Nationwide Network**

- **Kagoshima School**: 19-32 Higashino-cho, Kagoshima City 890-0843, Phone: 099-238-6533
- **Kumamoto School**: 3-10-7 Takatsukahara-ku-kanami, Kumamoto City 860-8675, Phone: 096-415-5048
- **Ohita School**: 2-27 Tatsuta-cho, Ohita City 860-8812, Phone: 0960-30-0841
- **Matsumoto School**: 3-5-1 Yagisa-machi, Matsumoto City 390-6875, Phone: 0263-50-9511
- **Tokushima School**: 1-8-5 Kanaike-Minami, Imizu City 939-0341, Phone: 0888-64-2670
- **Okayama School**: 30-1 Sannomaru-cho, Okayama City 700-0901, Phone: 086-245-7605
- **Tokyo School**: 9-7-4 Yurakucho, Chiyoda-ku, Tokyo City 100-8222, Phone: 03-3277-5191
- **Sendai School**: 1-8-14 Namiki-chuo, Sendai City 980-8585, Phone: 022-781-1211
- **Kamakura School**: 14-15 Nakamachi-cho, Kamakura City 249-0852, Phone: 0467-20-3213
- **Matsumoto School**: 3-10-7 Takatsukahara-ku-kanami, Takamatsu City 770-8670, Phone: 088-653-4148
- **Saitama School**: 36-1 Minami-shiokaze, Saitama City 332-0013, Phone: 048-672-4585

## Business Overview

**Management Information System**

- **Bookkeeping, CPA and LTA**: 33-1222, 8-40-48, 19-311, 718-846, 213-853, 530-668, 158-968, 93.7%
- **Construction Industry Accountant**: 30,033, 28,771, 27,308, 26,009, 25,114, 24,049, 23,217, 22,577, 21,908, 21,324, 20,824, 94.7%
- **Construction Test for Accountant**: 6,002, 6,288, 7,337, 6,478, 6,373, 7,247, 6,426, 7,078, 6,974, 7,324, 6,926, 52.3%
- **Public Works Accountant**: 7,304, 6,212, 7,324, 6,515, 7,124, 6,125, 11,432, 6,799, 7,124, 6,192, 6,812, 55.1%
- **Electrician**: 406, 353, 272, 238, 202, 161, 167, 257, 242, 251, 235, 208, 51.2%
- **LTA**: 6,019, 6,320, 6,295, 6,241, 5,975, 5,873, 5,707, 5,618, 5,506, 5,332, 5,237, 5,176, 14.1%
- **Licensed Tax Accountant**: 43,959, 44,598, 45,957, 46,132, 46,421, 46,632, 46,632, 46,632, 46,632, 46,632, 46,632, 68.3%
- **Real Estate Appraiser**: 3,682, 2,435, 2,407, 2,421, 2,421, 2,421, 2,421, 2,421, 2,421, 2,421, 2,421, 3.73%
- **Architectural and Building Engineer**: 111,036, 108,110, 113,413, 110,630, 110,630, 110,630, 110,630, 110,630, 110,630, 110,630, 110,630, 62.8%
- **Construction Management Consultant**: 22,662, 21,233, 20,598, 19,794, 18,986, 18,179, 17,370, 16,560, 15,749, 14,938, 14,132, 16.2%
- **Regional Emission Management Supervisor**: 23,816, 24,890, 24,529, 24,247, 23,845, 23,452, 22,995, 22,555, 22,132, 21,715, 21,293, 84.3%
- **Insurance Broker**: 17,479, 17,514, 17,475, 17,475, 17,475, 17,475, 17,475, 17,475, 17,475, 17,475, 17,475, 100.4%
- **Insurance Agent**: 19,997, 21,775, 18,027, 17,566

### Financial Data File

**Number of applicants for exams**

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026</th>
<th>2027</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>2,756,157</td>
<td>2,991,847</td>
<td>3,165,339</td>
<td>3,131,657</td>
<td>2,617,095</td>
<td>2,911,324</td>
<td>2,515,122</td>
<td>2,515,122</td>
<td>2,515,122</td>
<td>2,515,122</td>
</tr>
</tbody>
</table>

### Number of candidates in our flagship qualifications

- **Banking/Credit, CPA and LTA (in thousands)**
  - 2018: 275.0
  - 2019: 278.3
  - 2020: 273.1
  - 2021: 273.1
  - 2022: 273.1
  - 2023: 273.1
  - 2024: 273.1
  - 2025: 273.1
  - 2026: 273.1
  - 2027: 273.1

The number of applicants for the license examinations over the past 10 years showed a remarkable increase particularly in and after 2016 and hit a record of 2.59 million in 2018. The number then declined to 2.6 million in 2019 and the average number of applicants during the 10 years from 2008 to 2017 was approximately 2.72 million.

The number of applicants in accounting-related qualifications in 2018 was approximately 990 thousand, which was more or less the same as in 2009, which was before a sharp rise on number of candidates. Accounting knowledge is recognized as a common language which is essential in the business field regardless of type of business.
In the year ended March 31, 2018, sales of our group remained strong backed by strong economy in Japan, marking sales growth for three consecutive years. The government tuition assistance (GTA) program is supervised by the Health, Labor and Welfare Ministry, which aims to support workers in the development of their individual ability in order to stabilize private employment or to promote their re-employment. Those who meet the qualification requirement for the assistance program through social insurance contributions pre-pay the total amount of tuition. Upon completion of their courses, they are reimbursed a certain percentage of the tuition by the unemployment program through social insurance contributions.

The government tuition assistance (GTA) program is changed once every few years. Under the current program, the qualification requirement for the program is three years of social insurance contributions, but only 1 year of social insurance contributions for first-time users. The amount of assistance will be 20% of tuition, with the maximum amount set at ¥ 100,000. GTA-related sales for FY2017 increased 2.2% over the previous year to ¥1,338 million. GTA-related sales for FY2017 increased 2.2% over the previous year to ¥1,338 million.

Classifying the students based on age between university students (under 25 yrs.) and students who are currently employed (25 yrs. and up), the latter was 102,355 in the March 2018 term. This is attributed to a collapse in Japanese-style management (lifetime employment, seniority system, etc.) due to the failure of a major securities company and regional banks in 1997, causing concerns among working people. The learning objectives of students have diversified to include not only the acquisition of further skill by working but also in the acquisition of knowledge required to start a business. Meanwhile, University student registrations increased 4.8% over the previous year to 34,011. It is attributed to sales growth in Public Officials (National Public Employees in the Regular Service and Senior officials of local governments) (+5.8%). For the number of corporate students, correspondence courses for corporate training programs increased +19.9%, in-university seminars increased +13.2%, affiliated schools decreased -10.9% and training programs/conducted by local governments decreased -10.8% over the previous year.
We have been proceeding with our business under a dual framework of “TAC Publishing” and Waseda Management Publishing’s “W Seminars”, which is our subsidiary (hereafter referred to as “W Publishing”). In the current fiscal year, TAC Publishing published 436 books (467 in the previous year) and W Publishing published 121 (128 in the previous year).

Despite net sales decline of travel guidebooks compared to the previous year when “Premium Travel for Adults”, our travel guidebook, remained solid, net sales marked growth backed by strong sales of books for qualification exams. Net sales of this segment marked ¥418 million, which is sales growth of 8 consecutive years. Operating profit marked ¥96 million due to an increase in operating expenses.

Net sales remained strong throughout the year mainly in manpower placement and manpower dispatching backed by strong personnel needs in the accounting industry, including audit corporations, tax accountancy corporations and private companies. Despite growth of operating expenses due to sales growth, non-consolidated operating profit of TAC Profession Bank marked a record high. As a result, net operating expenses due to sales growth, non-consolidated operating profit of TAC Profession Bank marked a record high. As a result, net operating income of TAC Profession Bank marked a record high. As a result, net sales after deducting internal transactions marked ¥755 million, Operating profit marked ¥596 million due to an increase in operating expenses.

Our manpower business is assumed by TAC Profession Bank, which is our subsidiary (hereafter referred to as “W Publishing”). In the current fiscal year, TAC Publishing published 436 books (467 in the previous year) and W Publishing published 121 (128 in the previous year).

Despite net sales decline of travel guidebooks compared to the previous year when “Premium Travel for Adults”, our travel guidebook, remained solid, net sales marked growth backed by strong sales of books for qualification exams. Net sales of this segment marked ¥418 million, which is sales growth of 8 consecutive years. Operating profit marked ¥96 million due to an increase in operating expenses.

Net sales remained strong throughout the year mainly in manpower placement and manpower dispatching backed by strong personnel needs in the accounting industry, including audit corporations, tax accountancy corporations and private companies. Despite growth of operating expenses due to sales growth, non-consolidated operating profit of TAC Profession Bank marked a record high. As a result, net sales (in constant basis) marked ¥735 million, Operating profit marked ¥104 million.

We have been proceeding with our business under a dual framework of “TAC Publishing” and Waseda Management Publishing’s “W Seminars”, which is our subsidiary (hereafter referred to as “W Publishing”). In the current fiscal year, TAC Publishing published 436 books (467 in the previous year) and W Publishing published 121 (128 in the previous year).

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**Management & Taxation**

**Licensed Tax Accountant**

As experts in tax and accounting, Licensed Tax Accountants perform tax-related work enabled by licensed tax accountants, who are qualified in preparing tax returns and assisting clients with tax-related issues. They help clients to minimize tax payments and ensure compliance with tax laws. The practice involves the preparation of tax returns, assisting clients in understanding the tax implications of their financial decisions, and advising them on tax-efficient strategies.

**Small and Medium Enterprise Management Consultant**

Small and Medium Enterprise Management Consultant (SMEMC) is the only management consultant qualification for small and medium-sized business in Japan. It is aimed at small and medium-sized enterprises (SMEs) in Japan, covering businesses with less than 20 employees. SMEMCs provide professional advice on various aspects of business management, including strategy development, organizational structure, and financial planning.

**IPO Practical Skill Examination**

IPO Practical Skill Examination is the only qualification to foster and certify practical skills required for a business person engaged in IPO operations. The standard exam is targeted at the administrative level and the advanced exam is targeted at the IPO managerial level. The exam covers a wide area as the practice related to IPO requires strict compliance with the corporate law and accounting standards. It includes criteria for listing according to the securities market, understanding of the players supporting IPOs, compliance systems including Companies Act, 50% - IPO, IPO scheduling, corporate governance, measures for internal control systems and internal control reporting systems, preparation of financial statements and listing application documents, understanding of financial accounting and capital policy, etc.

**Financial Services & Real Estate**

**Real Estate Appraiser**

Real Estate Appraisers are experts and carry the highest qualification related to real estate in Japan. They are responsible for providing an evaluation of properties for real estate transactions. They also provide advice on real estate investments and manage real estate transactions.

**Property Manager**

Property Manager is a profession with knowledge, skill, and often concerning management of rental accommodation, such as real estate agents and condominium associations. The role of Property Manager includes tasks such as preparing financial statements, handling complaints, and managing tenant relations.

**Financial Planner**

FPs design comprehensive financial plans for clients, helping them to achieve their financial goals. They work with clients to understand their current financial situation, set financial goals, and develop strategies to reach those goals.

**Securities Analyst**

A Securities Analyst is a financial expert in the field of securities investment. They analyze and evaluate securities, provide professional services for asset management and take part in the investment decision processes. This qualification has rapidly increased in its field of the financial industry due to the global financial crisis. The license is experiencing growing demands not only for securities firms but also brokers and banking firms, financial management firms, and consulting firms. Recently, their operations have shifted from real estate-related matters. The Points to Consider in Real Estate Appraisal Standard and its corresponding examination was revised in 2007, 2009 and 2014 and is being highlighted.

**Condominium Management Consultant**

This examination is aimed at creating an examination to examine the knowledge, skills, and competencies required for condominium management. Condominium management consultants are expected to provide professional advice and operate administrative agencies composed of owners of condominiums and individual members concerning administration management of the common property with residents. With these qualifications, they can help condominium management consultants to take on as an important position with business opportunity in the real estate market. The exam consists of 2 sections: "Consulting for Condominium Management Administration" and "Property Management Business." The examination was conducted in 2001 and 2007.

**Personal Financial Consultant**

Personal Financial Consultant (PFC) is the profession with knowledge, skill, and often concerning management of rental accommodation. They are responsible for providing professional advice and operating administrative agencies composed of owners of condominiums and individual members concerning administration management of the common property with residents.

**Real Estate Notary**

As experts of taxation and accounting, Licensed Tax Accountants and specialists in insurance, manage tax accounting and capital policy, etc. It is required to have knowledge of various laws and regulations. It is effective for the LTA.

**Architects and Building Engineers**

Architects assume a role of designing architectural structures based on requirements of the clients and are responsible for ensuring that the construction process is moving as planned in the drawing until the completion. They have a huge responsibility as they are the creators of the building. Architects are essential for the disclosure of the construction principles and exchange information. The scope of the exam, candidates can acquire practical knowledge.

"Understanding of disclosure form section" requires more detailed knowledge and skill of the "disclosure" part of "Compulsory practice examination section." This section covers the common architectural structural evaluation of each building construction. In addition, the examination covers the preparation procedure, (3) understanding of evaluation of green and (4) internal control of settlement / financial processing process. This examination consists of 2 sections: "Government and business-related disciplines" and "client-related disciplines.

**Management Advisor**

Management Advisor is the profession with knowledge, skill, and often concerning management of rental accommodation. They are responsible for providing professional advice and operating administrative agencies composed of owners of condominiums and individual members concerning administration management of the common property with residents. It is effective for the management of condominiums of clients to have more than one registered condominium management administration manager and this qualification is a required qualification for the requalification of the real estate environment.

**Real Estate Broker**

Real Estate Broker is a profession with knowledge, skill, and often concerning management of rental accommodation. They are responsible for providing professional advice and operating administrative agencies composed of owners of condominiums and individual members concerning administration management of the common property with residents. It is effective for the management of condominiums of clients to have more than one registered condominium management administration manager and this qualification is a required qualification for the requalification of the real estate environment.

**DC Planner**

DC Planner is the profession with knowledge, skill, and often concerning management of rental accommodation. They are responsible for providing professional advice and operating administrative agencies composed of owners of condominiums and individual members concerning administration management of the common property with residents. It is effective for the management of condominiums of clients to have more than one registered condominium management administration manager and this qualification is a required qualification for the requalification of the real estate environment.
Financial Services & Real Estate

Financial Services Manager

A money lender should assign a specified number of Financial Services Management students to the department, based on their financial management ability and the ability to enforce the interests of users (pension holding funds).

Financial Services Manager should also give the necessary advice or guidance to the money lender’s employees and other workers who engage in managing pension funding operations at the business office or other offices.

Examination Subjects: (1) Related regulations and basic knowledge, (2) Financial management and investment, (3) Financial planning and management, (4) Management of pension funding companies, (5) Pension service management, (6) Pension fund management, (7) Design and implementation of pension funding systems.

Law

Bar Examination

The revised bar exam judges whether candidates possess knowledge and practical ability required for the legal profession (judges, prosecutors, and attorneys) and specifically for the real estate business, and basic knowledge of low schools are qualified to take the Bar exam. In the "preliminary exam", held in 2011, "the preliminary exam" was replaced by the "Bar Exam". In the case of the revised bar exam, "preliminary exam" is for the "Bar Exam", after going through school law, or passing the preliminary exam. The importance of the legal profession is expected to increase in the changing social environment.


Judicial Scrivener

Legal services provided by Judicial Scriveners cover registration (real estate and commerce) as well as preparing various documents (contract, written acquisition, etc.) to be filled with events and the reports of related office and their experience. Legal advice, transaction, inheritance, formation of companies, tax, estate, etc. are included in the revised Judicial Scrivener's Act. In the case of Judicial Scriveners completing special training and passing the examination course of procedural attorney for small claims are employed as an attorney, as well as the Act. Judicial Scriveners are authorized to act as the guardian ship system. It is the most common to delegate the legal advice and business to the Judicial Scrivener who is even closer than Deloitte to relatives. Judicial Scriveners taking a role in the private guardianship system are drawing increased attention recently as personal financial support that people support everyone’s everyday.


Administrative Scrivener

Most of the work of administrative scriveners is related to presenting documents to public offices, providing various services to the public, and providing legal advice related to business and the public affairs. In the business environment, the ability to perform these services is essential, and this qualification is expected to grow in line with Japan’s administrative activities that are increasing.


Patent Attorney

A Patent Attorney is an expert in intellectual property who represents clients in obtaining rights and intellectual property. Subject to undergoing specific training and passing the examination, this attorney is authorized to act as a procedural attorney in infringement of patents and lawsuits jointly with an attorney in court. There are no regulations for the examination of the Patent Attorney exam and the exam is implemented in the form of MC exams, essay exams (required and select subjects) and oral exam. A candidate may be exempt from certain subjects if he/she meets certain conditions. As companies come to recognize the importance of intellectual property law, companies increasingly seek to make individuals who hold a Patent Attorney as an in-house attorney.

Examination Subjects: Multiple-choice questions (Civil law, administrative law, administrative law, civil and administrative law, general culture), Essay exam (Patent Attorney, Essay exam (Civil law and administrative law), civil and administrative law, administrative law, general culture).

Public & Labor

Certified Social Insurance Labor Consultant

The three pillars of the operations of Certified Social Insurance Labor Consultants include providing professional advice and guidance on personnel policies, providing consultation and advice on public offices on business, and providing business advice and guidance on advising clients. In Japan, the Business Law, Civil Law, Corporate Law, Labor Law, and Social Insurance Law are prevailing. The qualification is expected to be tailored to the labor market, in which it may occur in any corporate department. The Japanese Business law, Civil Law, Corporate Law, Labor Law, and Social Insurance Law are the key qualifications in the field of industrial property (Selected 1 subject selected from examines: Business Law, Commercial Law). Final exam: Interview exam: Common knowledge, social knowledge, social regulations.

The Japan Business Law Examination

It is an important issue to develop human resources capable to maintain steady wage policy which must occur in any corporate department. The Japanese Business Law, Civil Law, Corporate Law, Labor Law, and Social Insurance Law are prevailing. The qualification is expected to be tailored to the labor market, in which it may occur in any corporate department. The Japanese Business law, Civil Law, Corporate Law, Labor Law, and Social Insurance Law are the key qualifications in the field of industrial property (Selected 1 subject selected from examines: Business Law, Commercial Law). Final exam: Interview exam: Common knowledge, social knowledge, social regulations.

Intellectual Property Property Management Skills®

This qualification started in October 2007 under the initiative of Health, Labor and Welfare Ministry, Japan aims to be an intellectual property-oriented nation by promoting and utilizing research results and creative activities as “intellectual property” in a strategic manner to enhance industrial competitiveness.

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Registered Customs Specialist

A Registered Customs Specialist, which is the only national qualification related to the national industry, is able to advise and provide support services. Customs brokers (companies engaged in international logistics, warehousing, shipping, manufacturing) are required to take this specialist examination application forms prior to submission to a list. Registered Customs Specialist can also use their skills in the trading section of logistics companies, trading companies, hospitals, etc. The value of this qualification is expected to grow in line with Japan’s trading activities.

Examination Subjects: (1) Customs broker license, Customs Custom, Customs clearing, business clearing.

The Profitability Testing in Trading Business

This qualification measures and evaluates the financial situation and the profitability in the area of trade, including marketing, negotiations, contracts, payments, letters of credit, claims, as well as companies (trading companies and manufacturers), etc. It is required for the employees to acquire a certain grade in the qualification according to pass the exam.

Examination Subjects: The significance of intellectual property, utilitarian value, design, trademark, copyright, other (patent examination, business law, civil law, intellectual property rights, international law), etc.

Examination Subjects: Basic ability test, specialty test (essay exam: Law, economic policy, economics, political economy, international economy, management, international economy, etc.) are required to have this specialist examine credit in order to obtain special qualifications.

Examination Subjects: Business Law, Commercial Law, Corporate Law, Intellectual Property Law, Civil Procedure Law, Business Law, Partnership (Partnership Law, Copyright Act, etc.).

Financial Management Examination

In the workplace it is important to promote mental health disorder and to create a safe and healthy environment.

Mental Health Management Examination

This qualification is a comprehensive qualification for the evaluation of mental health management in the workplace. Nowadays a lot of people feel stress and anxiety, due to the increasing number of mental health troubles. The importance of the workplace environment is expected to grow in line with Japan’s trading activities.

Examination Subjects: (1) basic knowledge of mental health care and the role of supervisor, (2) knowledge of stress and mental health, (3) evaluation of workplaces and methods of improvement, (4) consideration of individual workers, (5) Methods of consultation by workers (how to listen to them, how to provide information and advice, etc.), (6) cooperation with internal and external resources, (7) methods of support to maintain mental health problems.

National Public Employees in the Main Career Track

National Public Employees in the Main Career Track are generally called "civil bureaucrats" who are employed to assume the essential role in the central government ministries. They will take the career track that is defined by the current government, and their value in various areas through frequent personnel transfers. The examination is for the purpose of selecting the people who are supposed to take the essential role in the central government ministries such as policy planning, doctoring civil official, and advising on managerial and financial matters. It is a multiple choice exam (Basic ability and specialist knowledge) in the first examination and a multiple choice exam (specialist area and policy) and interview test. These examinations are conducted by the MOFA, who are experts of a specific language, for the purpose of selecting experts who can enhance your job career including the consultation and how to retreads with mental health problems.

Examination Subjects: Basic ability test, specialist exam (MC examination, policy exam, essay, interview).

Mental Health Management Examination

This qualification is a comprehensive qualification for the evaluation of mental health management in the workplace. Nowadays a lot of people feel stress and anxiety, due to the increasing number of mental health troubles. The importance of the workplace environment is expected to grow in line with Japan’s trading activities.

Examination Subjects: Mental Health Management Examination

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Examination Subjects: Basic ability test, specialist test (essay exam), mental health management, essay exam, current affairs examination.

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Examination Subjects: Basic ability test, specialist test (essay exam), mental health management, essay exam, current affairs examination.
National Public Officer (career)

Officials in the engineering area refer to those, whether national public employees or local government employees, employed as commissioned officers of various areas (such as civil engineering, construction, IT, etc.). Main employees are national inactive or their agencies' (the national police force, fire department, etc.) local government- or city-organized employees. Construction with development of local areas in cooperation with citizens such as enhancement of school and hospital, maintenance / management of public facilities. Exam subjects include liberal arts which is common to all fields, and additional topics in specialist skills depending on job category.

Exam Subjects: liberal arts, specialist exams, essay exams, interview, etc.

Teacher Exam

Exam for Senior officials of local government generally refers to the employment exams for prefectures and city governments for university graduate. Candidates passing the exams are employed as Public Exam for National Public Officers in the Regular Service (for university graduate) and is one of the most popular exams for national public employees. Those passing the exam are required to take a supporting role and execution of policy planning in the central ministries and at central government regional offices. Both exams have become very popular recently as they are related to state employ not only recent graduates but also those who already graduated and working people. Exam科目: liberal arts (fundamental skills), specialist exams, essay exams, interview, etc.

Police Exam

Police officers and firefighters are public officers who protect public safety such as people’s lives and properties. Employment exam of Police Officers are implemented by prefectural governments. And the exams of firefighters are implemented by municipal governments excluding Tokyo where Tokyo Fire Department recruits their own staff. In the exam, other than liberal arts, essay and interview, physical training and job sheet are implemented to measure physical strength. Candidates passing the exam undertake training programs at police school or fire academy for about 6 months. Minimum requirements for the exam are required to compete with increasing with a growing number of candidates having a strong sense of duty.

Exam Subjects: liberal arts, essay exams, interview, physical test, etc.

IT & International

IT Special Exam

The IT Specialist Exam is the only IT-related national qualification certified by the Ministry of Economy, Trade and Industry and approved by the IT industry, approximately 600,000 people taking this exam per year. The accumulated number of candidates is over 3 million until the end of 2017 over 2.5 million. With the rapid dissemination of IT into every industry and social economic activities are being increased in the information technology, human resource equipped with highly sophisticated IT skills capable of utilizing IT in a strategic manner are required in both IT Industries and IT units. Under these circumstances, IT Specialist and “Regional Information Security Specialist” (established in 2017), has been attracting attention widely as an accumulation of qualifications in these exams. Exam categories include IT passport, information security management, fundamental information examiner (JIE), network specialist, database specialist, embedded system specialist, graduate in computer science, project manager, IT service manager, system audit engineer, information processing security assurance consultant.

U.S. Certified Public Accountant

The internationalization of accounting standards has been gaining traction due to the acceleration of business on a global scale. Ministry of accounting in English and having knowledge related to US accounting standards have become prerequisites due to the great influence that the US standard has over the evolving international accounting standard. Successful candidates on the US CPA exam, who have extensive knowledge of English, US tax law and US business laws are expected to play a significant role not only in accounting and tax-related operations, but also in financial-related matters, covering auditing and support operation for M&As, evaluation of corporate value and support for introducing international accounting standards. US CPA has four exam subjects. Candidates are allowed to take the exam up to four times per year and are allowed temporary credit for each subject passed. So, it is possible for candidates to prepare for the exam while also pursuing their career. The exam started to be offered in Japanese in 2010 (Tokyo and Osaka) then attracting further attention.


Certification in Control Self-Assessment (CISA)

Certification in Control Self-Audits (CISA) is an international qualification certified by Institute of Internal Auditors (IIA) as well as Certified Internal Auditors (CIA), which requires knowledge and skill to implement CAs (Control Self-Audits). CISA is a list of attestation of business person worldwide as an effective tool to evaluate business processes and internal controls and to inform and disseminate business objectives and internal controls within the organization. The scope of the exam of CISA and CIA has much in common. This exam can be taken in Japanese which imposes less of a burden.

Exams Subjects: CIA, identification and evaluation of risk, theory and application of control, etc.

Certification in Information Security 

One must pass two separate examinations to achieve the Certified Information System Security Professional (CISSP) certification. The CISSP examination is divided into two parts and is administered on a computer. The CISSP exam consists of 250 questions and lasts approximately three hours. The test is divided into six domains: access control, risk management, security assessments, IT governance, software development and information management. The test is designed to measure a candidate’s knowledge and application of information security principles and practices.

Exams Subjects: security, risk management, application of information security principles and practices.

CompTIA

With the growing potential of IT specialist, required skills are diversifying. TAC, aiming to provide educational resources for CompTIA (Computing Technology Industry Association) certification programs, which are recognized as an international standard for IT specialists for the first time in Japan. CompTIA categories included by TAC are: A+ (ability to establish environment for PC hardware and software), Network+ (standard network technology), and Project+ (standard project management skills). These certifications are provided by independent organizations such as CompTIA and its partners, which are recognized as an international standard for IT specialists for the first time in Japan.

Exam Subjects: A+ (ability to establish environment for PC hardware and software), Network+ (standard network technology), and Project+ (standard project management skills). These certifications are provided by independent organizations such as CompTIA and its partners, which are recognized as an international standard for IT specialists for the first time in Japan.
OVERVIEW

IT & International

BATIC

take the US CPA exam in the future. Studied Japanese accounting and those who plan to

language. The exam is held twice a year (July and

accounting in English which is the global business

brings about a valuable opportunity to master

Taking BATIC will substantially increase due to

business. It is expected that the number of candidates

standards and who serve as a bridge in international

1,000 points.

Total score: 1,000 points.

Exam Subjects » English accounting (Subject 1: 400 points), international accounting theory (Subject 2: 600 points) Total score: 1,000 points.

BUSINESS

Useful for IT users which are increasingly adapted to improve IT literacy at companies and schools. In

entire process of a project. CompTIA is steadily

management of cloud environment ), Project+

recently attracting attention), Cloud+ (prove the skills

skill acquisition to successfully introduce clouds is

necessary for implementation, operation and

requirement, and Cloud Essentials provides guidance not

only for technicians but also for all people involved

in IT, from school to management training as it is adapted widely.

Cloud Certification

(IT Certified or International Certification)

With progress of Japanese accounting standards toward internationalization into the international accounting standards, it is the aim of BATIC to foster human resources who have thorough knowledge in both standards and who serve as a bridge in international business. It is expected that the number of candidates taking BATIC will substantially increase due to change of testing system which will adapt to IFRS (International Financial Reporting Standards). This brings about a valuable opportunity to master accounting in English which is the global business language. The exam is held twice a year (July and December) and it is recommended to those who have studied Japanese accounting and those who plan to take the US CPA exam in the future.

Exam Subjects » English accounting (Subject 1: 400 points), international accounting theory (Subject 2: 600 points) Total score: 1,000 points.

Medical & Welfare

Medical Billing

Qualification of medical billing is not national test design specifically to measure the everyday English skills of people working in an international environment. It is widely recognized with the number of candidates exceeding 2,000 times per year in Japan. Many companies are adopting scoring for a wide range of purposes such as recruitment and promotion, and as globalization progresses, English ability is expected to become more necessary than ever before.

Exam Subjects » Listening exam: 5-495 points. Reading exam: 5-495 points. Total score: 1,000 points.

TOEIC® L&R TEST

TOEIC® L&R TEST is a universal English language test designed specifically to measure the everyday English skills of people working in an international environment. It is widely recognized with the number of candidates exceeding 2,000 times per year in Japan. Many companies are adopting scoring for a wide range of purposes such as recruitment and promotion, and as globalization progresses, English ability is expected to become more necessary than ever before.

Exam Subjects » Listening exam: 5-495 points. Reading exam: 5-495 points. Total score: 1,000 points.
Offering only the best educational service is the source of TAC’s competitive advantage

- Educational services which are always new and a system which produces top quality teachers

TAC’s basic business strategy is to increase the percentage of TAC students within the overall number of successful candidates in any respective license with an aim toward gaining first or second position in the relevant license by offering the best educational service and excellent teachers. There are two aspects to TAC’s system which competitors entering the educational market cannot follow. First, TAC dares to drastically revise educational materials every year, not only to reflect legal changes or test revisions, but also in pursuit of even better quality without sticking to what TAC has already created. Secondly, TAC has established a cycle for choosing, based on excellence, students who are fit to be teachers. We train them to be excellent teachers through on-the-job training provided by senior teachers. The source of TAC’s competitive edge is educational service of the best quality provided by teachers of the best quality, which is supported by an effective program structure and a well-developed service system for students. TAC has a thorough system for students to acquire licenses in the most efficient manner.

- Synergy in educational services to quickly respond to new licenses

In a society which is becoming increasingly complex, new qualifications are being created for a variety of reasons. TAC, which covers almost all the fields of social sciences, having a mutual synergistic effect, can quickly respond to new licenses and design appropriate educational programs by taking advantage of a variety of educational materials and teachers used for similar subjects in other license courses.

The Personal Education segment deals with operating preparatory courses for individuals challenging various license exams. The Corporate Training segment provides training programs for acquisition of qualifications, work training for acquisition of specialized knowledge and skills, as well as various educational materials to corporations, universities, colleges, accounting firms and other organizations. The Publishing segment promotes publishing of textbooks for license qualifications under a dual framework of “TAC Publishing” and Waseda University Publishing’s “W Seminar”. Our manpower business which covers manpower dispatching, manpower placement and job advertisement is assumed by TAC Profession Bank, TAC Medical Office Staffing Kansai Co., Ltd. and Kobe Medical Office Support Co., Ltd.

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

In total, net sales of this segment marked ¥3,416 million, which is sales growth of 6 consecutive years.

<table>
<thead>
<tr>
<th>Ratio By Segments</th>
<th>2014/3</th>
<th>2015/3</th>
<th>2016/3</th>
<th>2017/3</th>
<th>2018/3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Education</td>
<td>66.4%</td>
<td>64.0%</td>
<td>61.9%</td>
<td>60.1%</td>
<td>59.6%</td>
</tr>
<tr>
<td>Corporate Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Publishing</td>
<td>20.6%</td>
<td>21.6%</td>
<td>22.1%</td>
<td>20.1%</td>
<td>20.5%</td>
</tr>
<tr>
<td>Manpower</td>
<td>10.9%</td>
<td>11.9%</td>
<td>13.8%</td>
<td>16.3%</td>
<td>16.3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sales trend of Personal Education Business (accrual basis)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014/3</td>
</tr>
<tr>
<td>2015/3</td>
</tr>
<tr>
<td>2016/3</td>
</tr>
<tr>
<td>2017/3</td>
</tr>
<tr>
<td>2018/3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sales trend of Corporate Training Business (accrual basis)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014/3</td>
</tr>
<tr>
<td>2015/3</td>
</tr>
<tr>
<td>2016/3</td>
</tr>
<tr>
<td>2017/3</td>
</tr>
<tr>
<td>2018/3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sales trend of Publishing Business</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014/3</td>
</tr>
<tr>
<td>2015/3</td>
</tr>
<tr>
<td>2016/3</td>
</tr>
<tr>
<td>2017/3</td>
</tr>
<tr>
<td>2018/3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sales trend of Manpower Business (accrual basis)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014/3</td>
</tr>
<tr>
<td>2015/3</td>
</tr>
<tr>
<td>2016/3</td>
</tr>
<tr>
<td>2017/3</td>
</tr>
<tr>
<td>2018/3</td>
</tr>
</tbody>
</table>

- Personal Education

Net sales on a cash basis remained unchanged backed by a favorable employment situation.

- Corporate Training

Solid performance of corporate training programs and university seminars contributed to sales and profit growth.

- Publishing

Operating loss marked despite sales growth for six consecutive years.

We have been proceeding with our business under a dual framework of “TAC Publishing” and Waseda University Publishing’s “W Seminar”, which is our subsidiary (hereafter referred to as “W Publishing”). As TAC Publishing, despite net sales decline of travel guidebooks compared to the previous year when “Premium Travel for Adults”, our travel guidebook, remained solid, net sales marked growth backed by strong sales of books for qualification exams. As to W Publishing, books for Judicial Scrivener, its leading lineup, marked slight growth over the previous year despite weak sales of the Bar Exam, resulting in total sales of ¥907 million, which is sales growth of 6 consecutive years. Operating profit marked ¥396 million due to an increase in operating expenses.

- Manpower

Weakness in personnel services in the medical area offset by growth in personnel business in accounting industry.

As to our manpower business assumed by TAC Profession Bank, our subsidiary, net sales remained strong throughout the year mainly in manpower placement and manpower dispatching backed by strong personnel needs in the accounting industry, and nonconsolidated operating profit of TAC Profession Bank marked a record high. As to personnel services in the medical area, Medical Office Staffing Kansai Co., Ltd. marked a sales decline over the previous year. TAC Medical service Co., Ltd., for which sourcing manpower was not so critical, continued to improve, as announced as of March 31, 2018. As a result, net sales (accrual basis) marked ¥755 million, Operating profit marked (accrual basis) ¥194 million.
TAC offers efficient programs using study materials prepared by professional instructors. By taking into consideration the features of examinations and student lifestyles, TAC helps students to effectively achieve their goals. In addition to the traditional classroom courses and distance learning courses using study material, we developed “media mixed educational system” getting the most out of the latest learning media, such as DVDs, course web sites, and downloadable correspondence courses, etc. Our educational contents of high quality and various learning media will guide students to success.

TAC’s study materials, which are revised every year, are prepared after thoroughly analyzing the latest trend question. They offer just right amount of information required to pass the exam in visually understandable manner, which allows students to learn effectively and efficiently.

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

**Personal Education Segment**

### Classroom Courses

- **Study at any TAC branch nationwide**
  - Students can ask teachers questions at any time during classes and solve problems quickly. It is also very effective for students who want to sustain motivation to attend lectures with many other various students. It also serves to create a network which is necessary after passing the exam.
  - The number of courses which provide video download service to facilitate follow-up for missed classes is increasing.

- **Correspondence Courses**
  - Allows busy students to study anytime anywhere.
  - Video lectures are same as actual classroom lectures and video delivery schedule is arranged adapting to the exam.
  - Using smartphone, tablet and PC, students can attend lectures which are as vivid as actual classroom lectures. It provides convenient services including borrowing methods of lectures, doubling speed playback system, inquiry system, advising busy students to study efficiently.

### Individual DVD Courses

- **Learning in an independent booth tailored to your own schedule**
  - You can watch the lecture of your preferred instructors recorded on DVD in an independent booth at TAC schools.
  - All you have to do is reserve the date and time and watch the video. You can get printed material (what is written on the blackboard and notes of the lecture) for the lecture to advance or to refer to when you concentrate on learning.

### Web-based Broadband Courses

- **A secure way of learning without the need of the Internet**
  - Students study at home using DVD and follow a study program that is the same as classroom courses. Learners can listen to lectures as many times as they like and review lecture notes. The scalability including double speed playback and fast restart is also excellent, allowing learners to learn efficiently.

### Audio Data Download Courses

- **We propose a new learning style achieved through technological evolution**
  - With DL, you can download livelier classroom lectures and learn anytime, anywhere and in as many times as you wish.
  - You can also download the necessary material (notes of the lecture, etc.) in the Internet.

### Material Courses

- **Eliminates the immense of studying at home by providing appropriate instructions**
  - We deliver TAC’s learning materials which is full of our know-how to your home address. You can study with the original textbook and workbook actually used in the classroom lectures to make steady study program through repeated learning. You can get advice from teachers using a Question Card system and through mobile email.
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 training programs, social skill programs and language programs for corporate clients.

Our original training programs for practical skills and license qualifications

Strength in TAC corporate training programs resides in “providing a wide range of training programs like one-stop service”. Our lineup includes “training programs for practical skills”, “training programs for license qualifications” and “Program for social skill”. Training programs of English language are also available including English skills that can be used in the field of business. TAC provides training programs carefully tailored to the needs of individual companies including the job positions of those taking the course.

Training programs for practical skills

TAC provides education to foster human resources to play important roles in various business. Training programs covers wide range of areas including finance and accounting; management accounting; law; real estate; and languages.

Training programs for license qualifications

TAC provides education for various purposes to improve corporate competence. TAC offers tailored-made training programs that fit to customers’ needs delivering them high degree of satisfaction.

Social skill-related programs

In the past, most of the programs were provided as “taught programs”. TAC provides tailor-made training programs for our corporate clients ranging from real estate area (Real Estate Notary (Takken), IT Specialist, CompTIA) to finance area (Securities Analyst, Financial Planner, etc.)

Language Study

TAC provides effective language training programs based on a concept of “acquire a positive outcome in the shortest time and in the fastest manner”, which covers; communication, for business settings and for fostering global human resources.

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 request 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. The results in more effective learning.

Group training program

There are two types of staff training services that TAC offers. One is group training for which TAC deploys a teacher. The other is an “open seminar” style where students attend classroom lectures. Optimum training programs are designed (group lecture + e-learning / correspondence courses, etc.) which fit customer needs. Please feel free to consult with us. Consultation is free of charge.

Distance Learning

(Tac development programs)

TAC supports “self-development systems” implemented by companies through our strong course lineup. We have over 150 correspondence courses in the 6 areas including “finance and accounting”, “management and taxation”, “law and real estate”, “information processing”, “PC and IT”, “Language” and “business skill”. We provide a variety of learning styles including textbook-oriented to Web-courses. In some courses including Web courses, very convenient function is provided for the clients in charge of education of human resources. “Progress management function” can identify status of learning progress of students. “Report recall” function can identify status of submission of reports and scores of students, which can be downloaded as needed.

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 public officer 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 institutions. In response to heightening needs of human resources education, many educational institutions are striving for originality in their educational systems by establishing new courses where students can prepare for examinations for various qualifications as well as implementing flexibility into courses to attract students. TAC continuously strives to develop and improve the quality of its educational materials which meet the needs of educational institutions and provides their feedback obtained through regular seminars and corporate training related to the types of personnel that are wanted by companies. TAC contributes to improving the appeal of educational institutions so to attract students and to develop the ability of the students.

Courses for Business Professionals

To develop CFO’s that play a vital role in strategic managerial finance

In this course, we aim at fostering professionals who can actively participate in real world business as ”business people armed with theories”. With actual business people, who have thorough knowledge about real business as instructors, we provide “education of management and finance by actual business people for actual business people”. Many companies adopt this educational course as their corporate training program, which is available to be tailored to different management policies and personnel needs. Courses for Business Professionals also provide the following learning courses which are oriented to practical business that are shown below.

Finance Professional / Business Management Advisor

The qualification is aimed at improving the skills to communicate with and ask questions to management. It certifies that you have acquired knowledge, etc. about corporate management and business performance evaluation, which is necessary to support management improvement and business performance evaluation.

Finance & Accounting Skill Standard “FASS”

This is a qualification to measure practical skill in the area of finance and accounting. It conforms to “Finance and Accounting Finance Skills Standard (Framework) established by MCI.

Assistant Turnaround Professionals (ATP)

The certificate requires the examinee to earn several business-related credits in research, analysis, planning and proposal to assist Turnaround Professionals.
**IT License education**

Introducing de facto IT standards in Japan:

De facto standards of IT-related certifications are already established in the United States. One of TAC's basic strategies is “to fill the gap between the US and Japan in the field of IT education.” The international department of TAC actively promotes diffusion of IT certifications which have become global standards. As a result, 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 information-related certifications.

**CompTIA exams**

CompTIA exams are sponsored by CompTIA (Computing Technology Industry Association) which includes various types of certifications, including Cloud Essentials, A+, Network+, Security+, etc. These certification programs are vendor-neutral programs which are adopted by many IT companies in the US as a part of corporate training programs. Recently, rapidly growing Asian countries led by China and African countries have been using these exams. CompTIA programs are also attracting the attention of IT companies in Japan, many of which have started official implementation of CompTIA programs as a part of their corporate training programs. There is also a move among universities and colleges to encourage students to take CompTIA exams in order for them to develop their ability to meet the immediate needs of companies. CompTIA also actively supports such trends through CompTIA Authorized Academy programs.

**CompTIA Authorized Platinum Partner**

TAC supports the concept of CompTIA, which is a license qualification focused on practical skills. TAC has been appointed as one of only 2 CompTIA Authorized Platinum Partners and promotes development of IT engineers which is in shortage in Japan.

**Necessity to implement Japanese standard education programs**

We carried out a questionnaire on 771 ITD and BTO companies and colleges to ask whether it is necessary to provide educational services for exams to evaluate bookkeeping skills and IT skills. 98% of the respondents were interested in the standard education implemented in Japan and 83% wanted their employees/students to get such education or to take the exam. It is worth noting that companies are interested in Japanese education as they focus on “redaction of manpower required to do the job for Japanese companies, maintaining motivation of workers and reduction of job separation rates”. Colleges also noted that they regard acquisition of such public license qualifications and implementation of education as an effective tool to differentiate their position from others to promote employment of their students in Japanese companies. So far, the only evaluation standard to appeal the capability of their students was “Japanese language skill.” As a result of the questionnaire, it was shown that both companies and colleges felt the need for more professional education.

**School seminars**

Preparatory courses for the Public Officer exam, employment and other qualifications implemented at university facilities to support job search activities for students and career progress.

Although employment situation for university students has been improving recently, universities are active in providing educational courses to support their students to find employment and to acquire license qualifications. In response to such needs, TAC developed many effective programs for students and has been receiving orders from universities nationwide. We have a strong lineup which covers the Public Officer exam (National Public Employees in the Main Career Track, National Public Employees in the Regular Service, Specialist Personnel of the MOPA, Senior officials of local government, Municipal Office, Police Officer, Firefighter, Teacher Employment Exam etc.), accounting (Bookkeeping, Certified Public Accountant, Licensed Tax Accountant, etc.) and legal (Judicial Scrivener, Certified Social Insurance and Labor Consultant, Administrative Scrivener, Real Estate Notary (Takam). etc.). We also got a contract to provide educational courses for Teacher Employment Exam as a part of school seminars. We will enhance the high quality of our educational service in order to serve the diversifying needs of our customers.

**Affiliated schools**

Form partnership with major educational institutions in regional capitals nationwide to support education for working people.

TAC has established partnerships with major educational institutions all around the country including major colleges etc. that agree with our business policy. Schools under our direct control, in collaboration with these educational institutions, aim to develop school network on a nationwide scale. As of March 2018, TAC’s affiliated schools are operated in 15 locations throughout the country.

Despite some differences in learning environment according to regions, we use the same educational contents, including textbooks and answer practices, etc. and students can enjoy our quality educational service at any of our affiliated schools. We also provide original educational service considering regional characteristics. 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:

In January, 2005, TAC established “Technological and Commercial Modern Education (Dalian) Co., Ltd.” (TAC Dalian) in Dalian, China to foster Chinese IT specialists capable of conducting IT-related business in Japan. 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. These include software development projects, call centers and data entry facilities. Within these companies, there is great demand for personnel capable of conducting IT-related operations in Japanese while also having an understanding of the Japanese way of business. TAC Dalian provides educational courses to students and working people who are seeking employment in Japanese companies in Dalian. In the near future, we will increase the variety of courses in programs where students can learn using learning material based on Japanese standards so as to respond to heightening needs of human resources at Japanese companies in China. (TAC investment ratio: 57.8%)
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. In FY2009, the brand name of “Waseda Management Publishing” was added due to business integration and currently many books are being published under the brand names of “TAC Publishing” and “Waseda Management Publishing”. Publications cover textbooks for license qualifications and also a wide range of categories including self-development, business books ad general books. As of March 31, 2018, we had 1,200 books available for sale, which are sold at bookstores, university co-ops nationwide, our schools nationwide, and “Cyber Book Store”, for online purchases. It is the mission for TAC Group to offer the ideal environment for learning to our customers and thus we take it for granted that contents of books should reflect the latest exam trends and latest information on legal revision. Accordingly, most of the textbooks for license qualifications of TAC Publishing and Waseda Management Publishing are revised at least once a year. Other books also undergo revisions at relatively short intervals. It is also our unique strength that many of these books are written by our instructors who actually give classes to students and know every detail of them. Taking advantage of such strength, we have been publishing books that are totally different from other publishers with excellent learning effects. Moreover, in addition to our regular lineup, we are planning to meet increasingly diverse needs, by developing e-books and refining “Self-Study Dojo” which incorporates “book + CD / DVD / Web + classroom lectures” for users of correspondence courses.

Books sold by publishing segment in FY2017 (as of March 31, 2018)

<table>
<thead>
<tr>
<th>Area</th>
<th>Number of books available to customers</th>
<th>Number of books (last year's sales)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specializing in license qualifications</td>
<td>200</td>
<td>150</td>
</tr>
<tr>
<td>Classifying textbooks</td>
<td>600</td>
<td>600</td>
</tr>
<tr>
<td>Technical books</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>Business books</td>
<td>300</td>
<td>300</td>
</tr>
<tr>
<td>Mixed category</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td>Total</td>
<td>1,800</td>
<td>1,800</td>
</tr>
</tbody>
</table>

Sales of Textbooks in FY2017

<table>
<thead>
<tr>
<th>Book category</th>
<th>Sales (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law</td>
<td>500</td>
</tr>
<tr>
<td>Science and engineering</td>
<td>400</td>
</tr>
<tr>
<td>Business</td>
<td>300</td>
</tr>
<tr>
<td>Finance and Accounting</td>
<td>200</td>
</tr>
<tr>
<td>Total sales</td>
<td>1,400</td>
</tr>
</tbody>
</table>

Sales of Textbooks in FY2016

<table>
<thead>
<tr>
<th>Book category</th>
<th>Sales (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law</td>
<td>600</td>
</tr>
<tr>
<td>Science and engineering</td>
<td>500</td>
</tr>
<tr>
<td>Business</td>
<td>400</td>
</tr>
<tr>
<td>Finance and Accounting</td>
<td>300</td>
</tr>
<tr>
<td>Total sales</td>
<td>1,800</td>
</tr>
</tbody>
</table>

Sales of Textbooks in FY2015

<table>
<thead>
<tr>
<th>Book category</th>
<th>Sales (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law</td>
<td>700</td>
</tr>
<tr>
<td>Science and engineering</td>
<td>600</td>
</tr>
<tr>
<td>Business</td>
<td>500</td>
</tr>
<tr>
<td>Finance and Accounting</td>
<td>400</td>
</tr>
<tr>
<td>Total sales</td>
<td>2,200</td>
</tr>
</tbody>
</table>

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 qualifications, exam format to be used and self-study promotions at bookstores.

Our excellent sales staff also give lectures to bookstores to share tips for effective sales promotions, which was featured in professional journal. Accept invitations for seminar lectures at various locations. This way, TAC Publishing has won confidence and a reputation of a publisher specialized in license qualifications.

“DOJO (training center)” to support self-study

“DOJO (training center)” series is our unique publication that no other competitor can follow. With the concept of “Best and shortest route for self-taught learners”, we developed this “DOJO” series which combines the best parts of textbooks and learning media. It even covers mock exams implemented by TAC and other optional courses.

Extremely popular among self-taught learners.

For those desiring to study by themselves, we provide learning contents to help their effective learning. Voice data of the lecture is given in accordance with the textbook which is delivered through CD, DVD and voice downloading on internet. We provide service through various media including e-books apps for iPhone.

Various media

For those desiring to study by themselves, we provide learning contents to help their effective learning. Voice data of the lecture is given in accordance with the textbook which is delivered through CD, DVD and voice downloading on internet. We provide service through various media including e-books apps for iPhone.

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 books published by TAC publishing and Waseda Management Publishing 24 hours a day, 365 days a year. If you register as a "Cyber member" (with no charge), you will get a 10% discount and free shipping. TAC sends useful information including exclusive service for members and recommendations, etc. Please check Cyber Book Store for event information and downloading books. Follow us for "Self-study DOJO", etc.

Cyber Book Store URL https://bookstore.tac-school.co.jp/
Three Pillars of TAC Profession Bank

TAC has been providing license education in accounting, law, real estate and IT, and supplying work-training programs for about 40 years. We entered the personal service business with approval from the Ministry of Health, Labor and Welfare in 2000. We aim to act as an agent between capable students who are looking for jobs in which they can demonstrate their abilities and companies whose requirements are diversifying and becoming increasingly specialized and dynamic.

In May 2001, we established “TAC Profession Bank Co., Ltd.” (formerly TAC Career Support Co., Ltd.), in order to launch a full-fledged operation in recruiting support, to which manpower staffing operations conducted previously by TAC were completely transferred. TAC Profession Bank Co., Ltd. obtained a license for manpower dispatching in June 2001 and began full operations soon after. Companies are gradually discarding their lifelong employment system and seniority system and adopting merit-based systems. We are sure that TAC will experience success in this area, in spite of late entry, by leveraging access to our more than 200 thousand students, who are valuable assets and were raised to be professionals through TAC’s educational courses.

Job Advertisements

We provide employment offer information on our website, “TAC Career Navi”. This site receives many hits daily from those seeking employment that utilizes 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.

Manpower Dispatching

We dispatch professional staff trained 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) reassignment of manpower shortages due to child-care leave, (iv) dispatching for long or short term, (v) dispatching for 5 days or 3-day service per week, (vi) short-time or full-time employees, etc. As a member of TAC Group, TPI has a wide range of experienced registrants who passed the LTA exam (including candidates passing 5 subjects of the LTA exam), Bookkeeping exam, and Certified Social Insurance Labor Consultant Exam, etc. Many students currently taking courses are also included in registrants.

Manpower Placement

Taking advantage of the unique strength of TPB, we provide manpower placement service for regular employees mainly in the area of accounting, taxation and treasury. We recommend active personnel from younger people with high potential to skilled people with professional skill, after having careful consultation with the client companies (companies, audit corporation, etc.) concerning desired personnel and job content. We recommend job seekers with whom we have interviewed in advance to our clients. We also provide service based on a contingency for system, where clients may avoid risk resulting from recruiting personnel on their own account.

Data of registrants (Number of registrants)

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Public Accountant (includes junior CPA’s)</td>
<td>3,047</td>
</tr>
<tr>
<td>Licensed Tax Accountant (Successful candidates passing all 5 subjects or a portion of the subjects)</td>
<td>17,888</td>
</tr>
<tr>
<td>Bookkeeping (1st grade—3rd grade)</td>
<td>43,239</td>
</tr>
<tr>
<td>U.S. Certified Public Accountant</td>
<td>948</td>
</tr>
<tr>
<td>Certified Social Insurance Labor Consultant / Administrative Scrivener / Judicial Scrivener</td>
<td>4,601</td>
</tr>
<tr>
<td>Real Estate Appraiser (includes junior REA’s) / Real Estate Notary</td>
<td>7,185</td>
</tr>
<tr>
<td>Others</td>
<td>13,096</td>
</tr>
</tbody>
</table>

Data of customers (Number of customers)

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Companies in private industry</td>
<td>21,410</td>
</tr>
<tr>
<td>Accounting firms (including tax corporations, audit corporation, consulting corporation)</td>
<td>1,373</td>
</tr>
<tr>
<td>Other firms</td>
<td>616</td>
</tr>
</tbody>
</table>

Corporate overview of TAC Profession Bank

- Incorporation: May 2001
- Capital: ¥30 million
- Shareholder: TAC Co., Ltd. (100%)
- Director: Hiroaki Saito
- Representative Director: Norio Nagashima
- Office: 1-8-12 Jimbocho, Chiyoda-ku, Tokyo
- Phone: 03-3281-1141
- Fax: 03-3281-1146
- URL: https://tacnavi.com

Information magazine

We publish a job information magazine specialized in the accounting industry twice a year which provides support for our students of LTA courses and many others toward finding employment.
Kubo Medical Office Support Co., Ltd.

Established in October 1972
Capital: ¥ 20 million

We started manpower business in medical area with Medical Office Staffing Kansai Co., Ltd. in 1975.

TAC started manpower business in medical area with Medical Office Staffing Kansai Co., Ltd. in 1975.

For many years TAC has been holding job fair for candidates of Certified Public Accountant exam immediately after the CPA exam (essay exam) in August and job fair for candidates of Bankruptcy and Licensed Tax Accountant exam immediately after the announcement of test results of L3A exam in August and in December. In 2017, more than 200 firms ran booths with the participation of 800 job seekers. These career fairs are featured in job information magazines as one of the biggest job-related events in the accounting industry and attract attention from accounting firms and candidates. These events play a significant role in boosting motivation for those aiming to acquire license qualifications. We will plan more job-related events.

Established in October 1972
Kubo Medical Office Support Co., Ltd.
Capital: ¥ 20 million

Personnel services in the medical area

TAC launched medical billing courses (medical / dental) in Kansai area in January, 2015.

Our clients
(medical institutions)

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checks of statement of medical
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Kubo Medical Office Support Co., Ltd.

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Our Commitment in Corporate Governance

Our corporate philosophy is 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 preserve the confidence of customers, shareholders and society. TAC is actively involved in corporate governance and devotes a top management priority.

Our Commitment in Quality Learning Services

Agenda regarding learning services (learning programs and process, etc.)
- Determining learning needs
- Design of the learning services
- Provision of learning services
- Monitoring the delivery of the learning services
- Evaluation carried out by learning service providers
- Management review
- Internal audit
- Remedial actions and corrective actions

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 areas of finance, accounting, management and taxation, financial services and real estate, architecture, law, public officers and labor, IT, international and Medical welfare areas. Since it obtained ISO 29990 in 2011, TAC has been maintaining PQA (Process Management Committee) for learning services in order to ensure that our clients are provided with “quality” and “secure” services. As a leading company in the area of educational and training software, we will further exert efforts in order to continue to win customers’ trust.

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Compliance System

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We make every effort to ensure relevant and reliable disclosure of our corporate information to enhance transparency.

We take an active approach toward global environmental issues.

We maintain an organization where each individual can maximize his or her ability. We strive to maintain a sustainable organization.

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

TAC Board members will strive to keep employees informed of this Charter as well as actively promote the practice of Corporate Governance by Board members.

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

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1. Customer Satisfaction

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

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

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

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

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 the role and ensure compliance with corporate ethics by following opinions inside and outside of the company.

In case of non-compliance with this Charter, board members will solve problems by identifying their cause and implementing preventive measures.

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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 of Financial Planner from April, 2017.

We also started to provide a lecture of Financial Planner from April, 2017.

This way, we can support high school students nationwide to acquire skills of Bookkeeping which will be useful for his/her entire life. We hope that our attempts will encourage these students to play important roles in the society as well as facilitate dissemination of JCCI Bookkeeping exam.

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

TAC will provide a lecture of Financial Planner to high school students.

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 results are announced at the same time. The Test results are rated and calculated on the same day and the results are announced at the same time.

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“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.