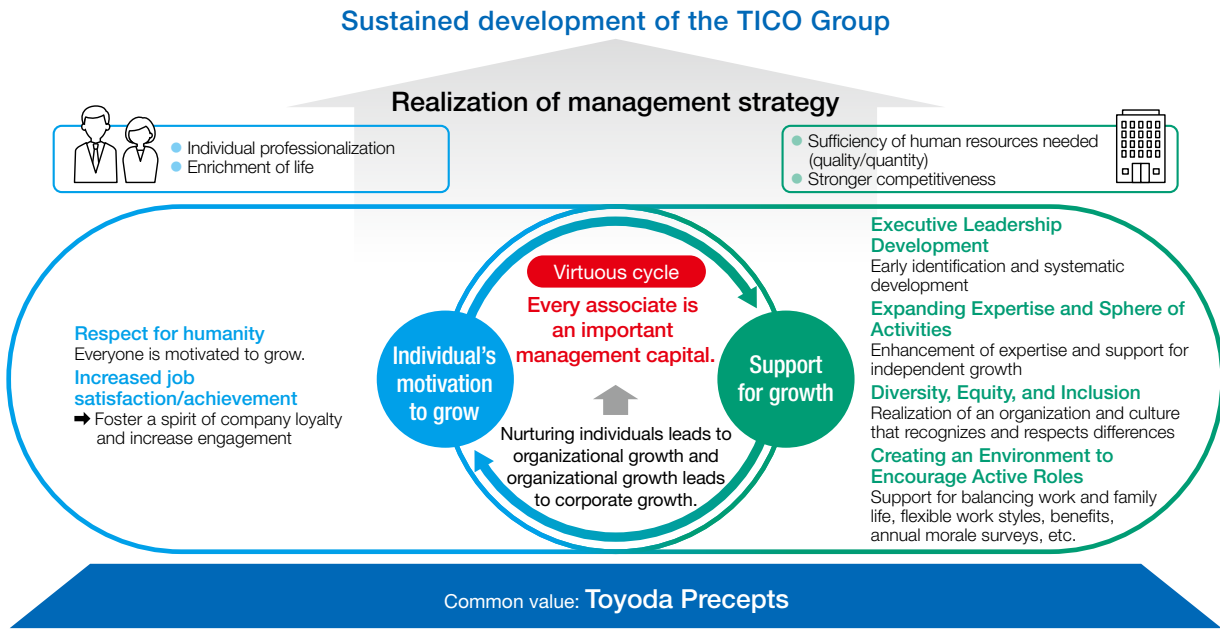


Basic Perspective on Human Resources Strategy

We are committed to building a relationship of sincere trust between the Company and its associates in which both parties fulfill their respective responsibilities to achieve the shared goal of sustained corporate growth. Guided by the belief that nurturing individuals leads to organizational growth and organizational growth leads to corporate growth, we aim to become a company where every associate can thrive. To this end, we strive to maximize each associate’s potential and support their motivation to grow. Based on this vision, we are implementing initiatives in human resources development and workplace enhancement under a human resources strategy centered on the following four themes.



Executive Leadership Development

As our business continues to diversify, developing a diverse range of management leaders is essential for operating globally. We are identifying at an early stage the next generation of leaders who can anticipate social needs and changes and deliver new value through strong execution and systematically nurturing them.

Expanding Expertise and Sphere of Activities

We respect the proactive intentions of associates who want to grow further and contribute more, providing support in realizing those goals. In addition, we are strengthening the development of human resources who take the initiative to deepen their respective areas of expertise, broaden the scope of their roles, drive change, and embrace transformation.

Diversity, Equity, and Inclusion

In a business environment where uncertainty prevails and the pace of change is accelerating, it is crucial to leverage diverse values, experiences, and expertise to continuously spawn innovation. We are creating an environment where diverse human resources can fully demonstrate their abilities and generate rich ideas while also enhancing support systems.

Creating an Environment to Encourage Active Roles

We are focusing on building an environment where each associate can maximize their capabilities and thrive. Through attentive support and well-designed systems, we are promoting initiatives to accelerate the creation of new value and balance the TICO Group’s sustained growth with associate well-being.

Through appropriate investment in human capital and the steady execution of our human resources strategy, we will link the resulting outcomes to enhanced corporate value and continue pursuing even greater customer satisfaction.