

Technology to Empower the Future

TECHNOPRO

COMPANY PROFILE



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GP001-E1

Technology to Empower the Future



The TechnoPro Group is a gathering place for engineers who are dedicated to creating a better society. We strive to make our country and the world a more wonderful place through the possibilities of technology. Today and in the future, we will continue to evolve towards the realization of a prosperous future.

Corporate Philosophy

Our Purpose

Driving the Power of Technology and Talent to Co-create Value Together with our Customers for a Sustainable Society



Message from CEO

The TechnoPro Group, which boasts the largest pool of engineers and researchers in Japan, leverages its strong technical capabilities in a wide range of fields including machinery, electrical/electronics, IT applications, IT infrastructure, AI/data analysis, chemistry, bio, pharmaceuticals, and construction/civil engineering to provide technology-focused services to blue chip companies, research institutions, public organizations, and other customers.

Our mission is to closely support our customers, who continue to evolve with technology, and to swiftly provide them with optimal technical services. To fulfill this role, we strive to maximize the potential of all the talent working within the Group and continuously hone our expertise in cutting-edge technologies. We continue working to enhance the power of our technology and talent.

The TechnoPro Group is committed to providing an attractive place for engineers and researchers to thrive, becoming the most trusted partner for our customers, as well as an indispensable presence in society. We will continue our unwavering efforts to achieve these goals.

A handwritten signature in black ink, appearing to read "Takeshi Yagi".

Takeshi Yagi
President, Representative Director and CEO
TechnoPro Holdings, Inc.

Note: Unless otherwise specified, the figures in this brochure are as of June 30, 2024. Figures are rounded to the second decimal place, so composition ratios may not add up to 100%.

Why TechnoPro?

The TechnoPro Group provides solutions that address the technical challenges customers face. We leverage the abundant knowledge of Japan's largest talent pool of engineers and researchers, as well as our advanced technological expertise and know-how in both the digital and engineering fields, which we have cultivated over many years.

Diverse Engineers and Researchers with Advanced Technical Skills

Engineering and Research Talent on Overwhelming Scale

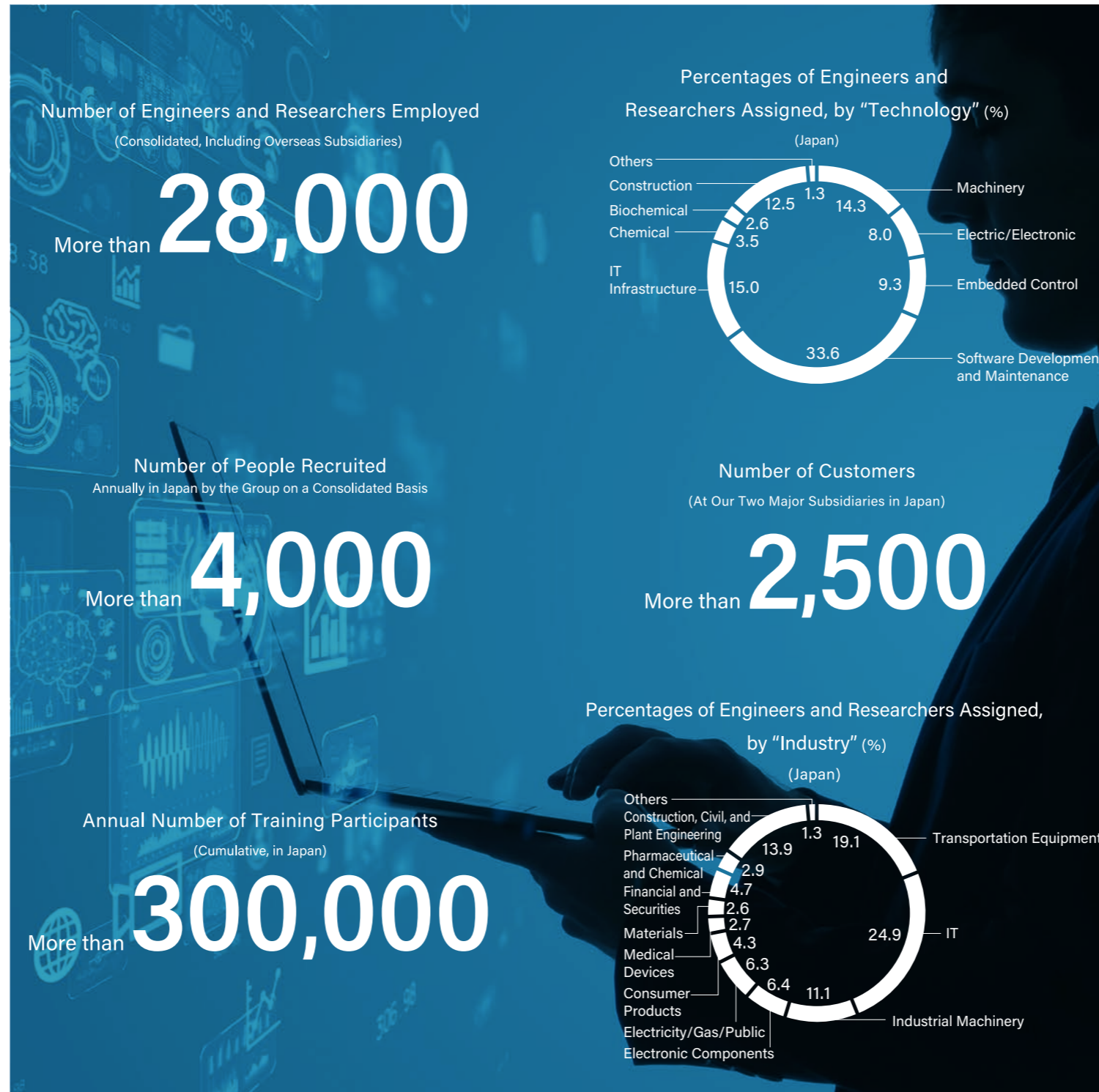
We are one of Japan's largest companies in the engineering professional services sector, in terms of the number of engineers and researchers we employ. We are able to meet various needs through our nationwide network of locations in Japan, as well as our overseas network, which spans Asia, as well as the United States and other countries.

Recruitment Capabilities Backed by Expertise in Attracting Human Resources

We actively promote the recruitment of engineers and researchers, leveraging our expertise in recruiting outstanding talent from a vast pool of applicants. Our market-leading recruiting capabilities enable us to attract a diverse range of talent.

Training System That Elicits Advanced Technical Skills

We cultivate numerous engineers and researchers through various programs, including training in cutting-edge skills, project management, leadership programs, and certification support systems. Our extensive training system nurtures advanced technical capabilities.



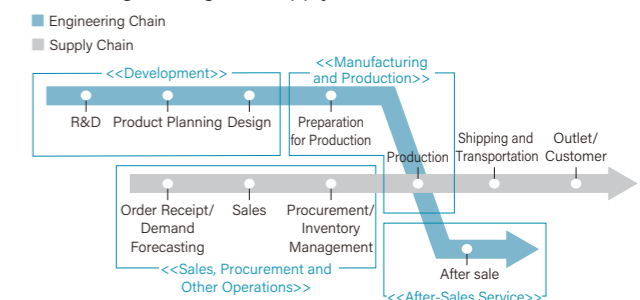
Technological Expertise to Integrate Conventional and Digital Technologies

Technical Areas Covering Host of Industries

We cover a wide range of technical areas required in various industries, including machinery, electrical/electronics, IT/communications, AI/data analysis, chemistry, biotechnology, pharmaceuticals, and construction. We apply our technical expertise to support our customers' research and development activities.

Total Support Across Engineering and Supply Chains

We provide a comprehensive range of services, from planning and proposing solutions based on challenges identified at the customer's site to designing, developing, and implementing them, as well as providing ongoing operational and maintenance support. We offer comprehensive upstream to downstream support across entire engineering and supply chains.



Solid and Extensive Customer Base both in Japan and Overseas

Providing Services to Diverse Customers, Including Corporations, Research Institutions, and Public Organizations

We offer services to diverse customers including listed companies, major corporations, research institutions in various fields, and local governments. The expertise we have gained from handling numerous projects enables us to meet a wide range of needs.

Meeting Technological Needs in Myriad Areas

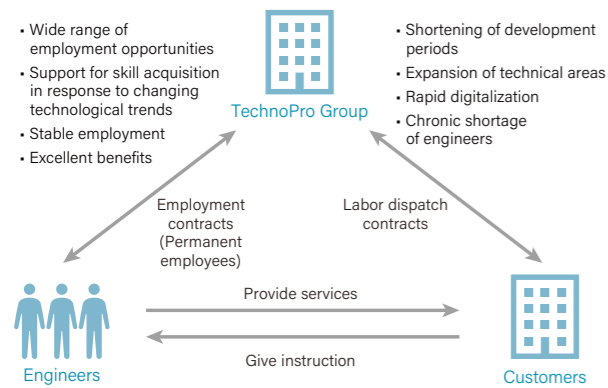
Leveraging Japan's largest talent pool of engineers and researchers with extensive technical capability, we respond to over 40,000 technical queries from various industries each year.

Our Businesses

We have evolved our capabilities in one of Japan's largest and most experienced engineer staffing business. TechnoPro offers leading-edge solutions that integrate conventional technologies and the latest digital technologies, and leverages its extensive knowledge to assist in attracting and training human resources. We provide services in Japan and overseas by maximizing the power of technology and talent.

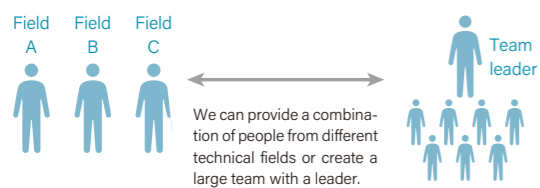
Engineer Staffing Business (Core Business)

The TechnoPro Group's permanent employee engineers perform research and development tasks under the customer's instructions. Our highly skilled talent enables customers to confidently entrust research and development projects to us from a long-term perspective.



Flexible Service Delivery

We will assign the best talent from a wide range of technical fields to fit customers' R&D needs. We can provide flexible services, such as building large teams or teams with experts from different fields.

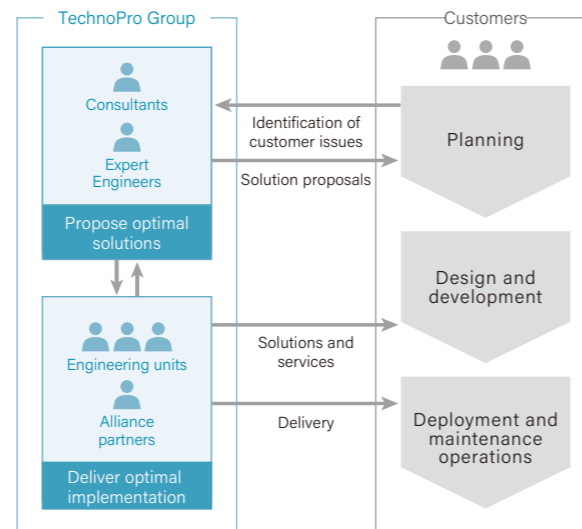


Engineer Training Business

We streamline engineer training with our training know-how and unique content established through vast amounts of data. Our comprehensive training solutions, including the Learning Management System (LMS), will support the cultivation of talent with a high level of expertise.

Solution Business

We offer services ranging from planning and conceptual design to implementation, testing, maintenance, and operation by leveraging the latest digital technology and expertise we have cultivated through our extensive project track record. With our core capabilities underpinned by a wide range of solution offerings and digital technologies, we help customers resolve their technological challenges.



Overseas Business

We provide solutions that incorporate the world's most advanced technologies by leveraging the Group's global network across India, China, Southeast Asia, the United States, and other countries.

Professional Recruitment Business

Leveraging the Group's proprietary hiring expertise, we offer recruitment solutions to help our customers attract talented engineers.

Solution Business Domain

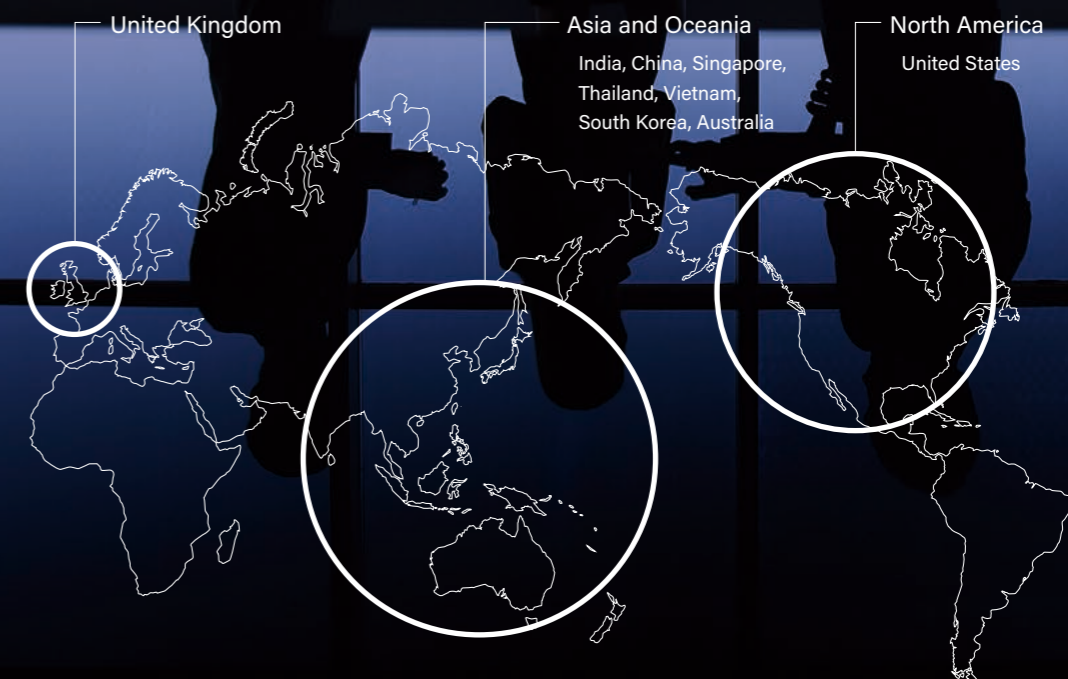
<Solution Offerings>

- Development Efficiency
- Cloud/Network
- ERP
- BPO
- Production Efficiency
- Materials Informatics
- Security
- IoT Platform
- AI/Data Analysis
- Bioinformatics
- Local Authority Business Consulting
- Surveying/Measuring
- IoT/System Development
- i-Construction
- Operational Efficiency
- Automotive Transformation

<Digital Technologies>

- AI/Machine Learning
- Cloud Services
- FPGA (HDL Design)
- Analysis (CAE)
- Microcomputer Embedded Control Software
- BIM/CIM
- Data Science
- Cybersecurity
- Sensor Sensing
- Advanced Manufacturing Technology
- RPA
- Sensor Fusion
- Blockchain
- Semiconductor Design
- ERP
- Model-Based Development/HILS
- Edge Computing
- 5G/6G Network
- Mechanical Design
- UI/UX

Global Network



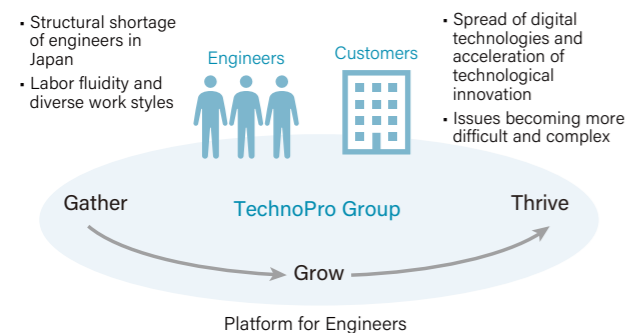
Human Capital Management

Human capital, which directly connected to our business strategy, represents our most vital management resource. The TechnoPro Group aims to create economic and social value through the promotion of human capital management.

Our Human Capital Management

The TechnoPro Group's human capital consists of engineers who provide services and solutions to customers, as well as non-engineers involved in sales, recruiting, training, and other operations to support these activities.

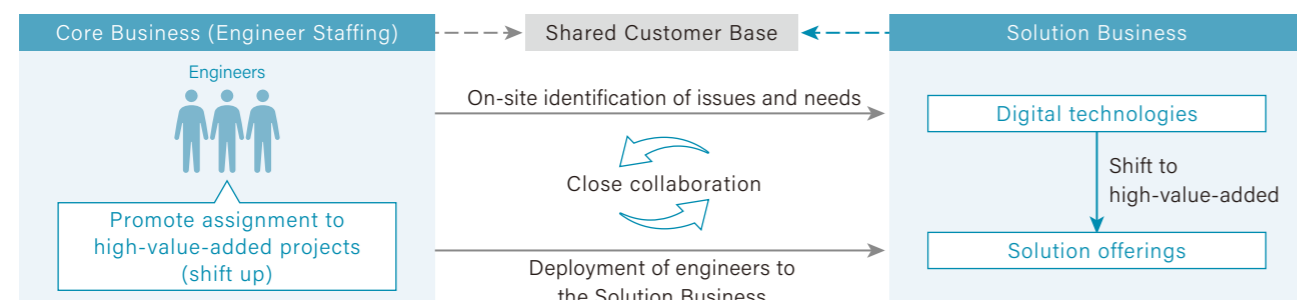
The TechnoPro Group is committed to promoting a human capital strategy that furthers its aim to be a "platform where engineers gather, grow, and thrive."



Enhancing Value of Talent through Business

The TechnoPro Group has established a process of providing high-value-added, problem-solving solutions through collaboration between its Core Business of engineer staffing and the Solution Business.

By deploying engineers with diversified industry and field experience from the Core Business to the Solution Business, we offer solutions that address essential challenges and needs identified at customer sites using cutting-edge digital technologies.



Creating Environment Where Diverse Talent Can Thrive

The TechnoPro Group is committed to establish an environment where a wide range of individuals can thrive. Toward this end, we promote the implementation of initiatives to support the advancement of women, working parents, and seniors, as well as the utilization of foreign-national employees and the promotion of employment for individuals with disabilities.

We strive to foster a corporate culture where everyone can realize his/her full potential regardless of gender, nationality, or background. To achieve this, we implement and promote various support systems, benefits, community-building activities, and initiatives for raising awareness and fostering a mindset shift.

Supporting Balance Between Work and Child-Rearing



We support work-life balance by implementing measures to help reduce the economic burden on households with childcare responsibilities, such as the introduction of a "parental childcare support allowance" and "babysitter discount coupons" as well as encouraging male employees to take childcare leave.

Employing People with Disabilities



TechnoPro Smile, Inc., a special subsidiary, promotes the employment of people with disabilities in line with its corporate philosophy of "Creating a society where everyone can work and grow with smiles, transcending disabilities."

Training & Education/Career Building

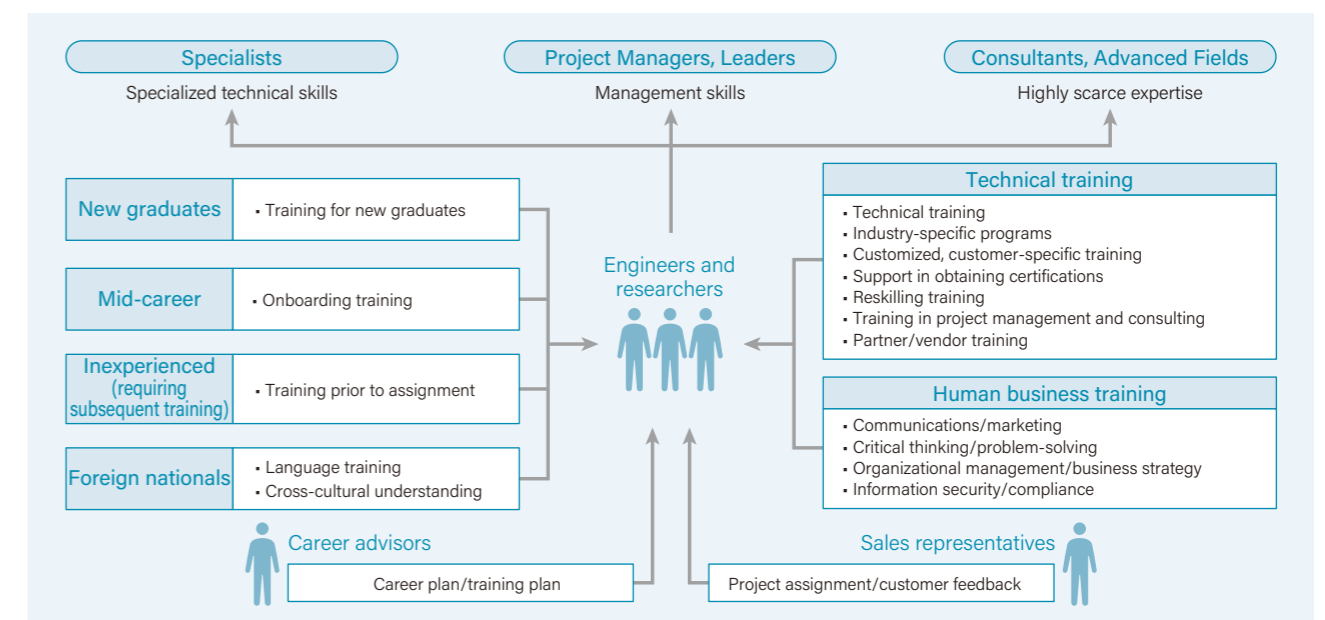
We have created an environment where all employees can reach their full potential and thrive through education programs that equip them with the latest technologies and skills that are in high demand, as well as offering a wide range of career choices.

Education and Training System to Unleash Full Potential of Talent

We have established a robust training and education system, including a curriculum developed based on insights gained from on-site R&D, as well as nationwide Win School courses and online training. In terms of career development, dedicated career advisors with hands-on experience in R&D provide support tailored to each individual's hopes and goals. This enables engineers to realize diverse career paths, including specialists who excel in their areas of technical expertise, managers who oversee projects, and consultants who bring deep knowledge and insights to bear in addressing challenges.

Training Program That Addresses Leading-Edge Technologies

In addition to skill development programs for IT and engineering, we have developed technology training programs that allow participants to acquire advanced skills in high-demand areas through close partnerships with global vendors and external alliance partners with cutting-edge technologies. We also offer customized training programs tailored to specific customer development processes and tools. Furthermore, we utilize the abundant on-the-job training opportunities available through numerous projects undertaken by the Group to cultivate a large number of highly skilled professionals who can contribute immediately.



Comprehensive IT School Business Win School

We support skill development by making available to employees our nationwide Win School, which offers various IT skill training programs. <<Details about Win School>> <https://www.winschool.jp/> (In Japanese)

| | |
|------------------------------------|-------------------------|
| Nationwide coverage | Online support |
| Individual lessons in small groups | More than 300 courses |
| Various IT certifications | Subsidies for companies |

Practical Online IT School Business Python Winner

We are cultivating advanced IT talent through Python Winner, our online school that specializes in AI and data science. <<Details about Python Winner>> <https://winner.winschool.jp/python/> (In Japanese)

| | |
|---------------------------------|---------------------------|
| Online learning | One-on-one lessons |
| Practical curriculum | Assignment-based learning |
| Reskilling course certification | Subsidies for companies |

Sustainability



To continue contributing to society through the growth of its business over the medium to long term, the TechnoPro Group has identified four material issues that it prioritizes and is actively addressing through various initiatives.

Material Issues (Materiality) from Management Perspective Aimed at Creating Shared Value with Stakeholders

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|--|---|
|  <p>Human Resources Raising Everyone's Potential</p> <ul style="list-style-type: none"> Proactive investment in human resource development Pursue rewarding work and employee satisfaction Maximize engineers' opportunities to flourish Achieve human resource diversity and equal opportunity Resolve shortage of engineering personnel and promote innovation |  <p>Technology Contributing to Society through the Power of Technology</p> <ul style="list-style-type: none"> Realize high-value-added solutions Use digital technologies to achieve business innovation Accelerate domestic and overseas business Solve problems of customer through technology Resolve social and environmental issues through business with customer |
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Our Purpose

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|  <p>Social Responsibility A Trusted Partner</p> <ul style="list-style-type: none"> Observe ethics and compliance Ensure health and safety of the working environment Thoroughly protect information security and privacy Respect human rights Minimize environmental impact |  <p>Governance A Sustainably Growing Company</p> <ul style="list-style-type: none"> Reinforce governance Engage in investor dialog and transparent disclosure Execute appropriate capital policy Enhance business continuity in times of emergency |
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Social Outcomes

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|  <p>4 QUALITY EDUCATION Eliminate the shortage of technical personnel</p> <p>Recruitment and training of inexperienced engineers We recruit inexperienced engineers in anticipation of project assignments.</p> <p>Promotion of the Engineer Training Business We help resolve shortages of engineering personnel through Group company Pc Assist Co., Ltd.</p> |  <p>8 DECENT WORK AND ECONOMIC GROWTH Maximize opportunities for engineers</p> <p>Promotion of reskilling and shift of engineers Through reskilling, we promote the shift of engineers across technologies and industries.</p> <p>Utilization of non-Japanese engineers We provide training and offer support on living arrangements to ensure that personnel of diverse nationalities can work without anxiety.</p> |  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Promote innovation and resolve social and environmental issues through customers</p> <p>Research and development of environment-related technologies We support the development of energy-saving products and research on new forms of energy, contributing to the resolution of environmental issues.</p> <p>Participation in cutting-edge projects We create social value by helping develop technologies such as next-generation mobility and production efficiency.</p> |
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Driving the Power of Technology and Talent to Co-create Value Together with our Customers for a Sustainable Society