# Taikisha Group Mid-Term Business Plan FY2019 - FY2021

## Taikisha Philosophy Scheme

### Mission Statement "Customers First"

Customers are defined as Overall Society in a broad sense.

The spirit of "Customers First" is to win persistent trust from the customer.

To achieve this goal, we have to follow our conscience and make the utmost efforts in every doing based on the belief that the behavior of individuals or the company will bring benefit and happiness to one's counterpart.

### **Corporate Philosophy**

- 1 Establish a company which can continuously grow and contribute to the society
  - Establish an attractive company
- 1 We strive to grow continuously by enhancing our added values; thereby, bringing prosperity to our customers and business partners as well as to our employees.
- 2 We strive to create rich environment and evolve the industrial society through our engineering expertise that meets the needs of the society, in order to achieve our ultimate objective to contribute to the society.
- We aim to be a motivation-oriented company where the employees can demonstrate creativity and vitality through their work responsibilities.
- 2 We aim to be a company having the corporate culture in which all employees work in close cooperation to achieve the goals of the company, with the spirits of mutual trust, collaboration and rationality.
- 3 Through the expansion of our expertise in "Energy, Air, and Water", we aim to become a unique company in all aspects of corporate management, including engineering, marketing, and human resource development.

## Long-term Vision

"Aim to become a global corporate group that creates an optimal environment Through unique engineering"

Technology

Aim to become an engineering group that meets the diverse needs of clients through energy-, air- and water-based technology.

**Environment** 

Solve the clients' environmental issues with innovative solution technology and contribute to passing on the rich global environment to future generations.

**Human Resources** 

Respect the individual's creativity and diversity, and value the corporate culture which allows employees to experience one's growth and the joy of working.

# Basic Policy and Direction of the Mid-Term Business Plan / Strategy

### **Basic Policy**

# Solidify the Company's position in the global market

Increase competitiveness and profitability and aim to solidify the Company's position in Japan and overseas facility construction industry.

# Strengthen initiatives for the future

Look ahead to future changes in the market environment and promote the development of systems and structures that will turn those changes into business opportunities.

### Build an attractive company and establish a solid management base

Reinforce human resource strategies that will make the Company more attractive and the corporate governance structure which will raise the society's trust in the Company.

#### Direction

### Painforce the business ha

Reinforce the business base

Enhance competitiveness

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Improve profitability

**Expand business domains** 

**Environment response** 

Human resource strategies

Governance

### Strategy

- Build a well-balanced business portfolio: Respond to changes in the environment and economic fluctuations
- Secure stable suppliers and business partners
- Maintain a sound financial base
- Enhance added value: Energy-saving-, cost-saving- and environment-responsive technology and automation technology, etc.
- Upgrade and utilize laboratories: Reinforce technological development capabilities and strengthen proposal capabilities through the visualization of technology
- Utilize IoT/AI: Promote the development of new solutions
- Enhance the company's presence through stepped-up PR
- Make priority allocations of management resources into the growth markets.
- Enhance productivity: Improve and propagate onsite construction methods and business processes and utilize IT, etc.
- Reinforce the project management structure
- Deepen the existing major business domains
- Expand new businesses: The plant factory business and the paint finishing system business for large vehicles other than automobiles
- Expand business areas into new countries
- Promote alliance with overseas Group companies: Reinforce capabilities to respond to the needs of overseas clients
- Reinforce capabilities to solve clients' environmental issues: Reduction of greenhouse gas emissions and environmentally hazardous substances by leveraging the technological expertise cultivated in the HVAC business
- Respond to social needs such as SDGs- and ESG-related needs through business operations: Pursue these areas as new business opportunities
- Secure human resources: Measures to make the Company more attractive including the enhancement of systems to enable flexible work styles, improvement of benefits and reduction of working hours
- Firmly establish the Career Plan Scheme: Raise the capabilities and enhance the motivation of employees
- Reinforce human capital and organizational capabilities through the utilization of diverse human resources
- Secure employees in line with the situation of each overseas group company
- Reinforce corporate governance: Reinforcement of the management oversight functions of the Board of Directors and capital cost-conscious management
- Reinforce the internal control system both in Japan and overseas
- Improve the global risk management system: Legal risks, information security, compliance, etc.

## **Quantitative Management Targets**

### Quantitative targets for the FY 2021

Orders-received	2,650 hundred million yen
Net sales of completed construction contracts	2,600 hundred million yen
Ordinary income	160 hundred million yen
Profit attributable to owners of parent	100 hundred million yen
Return on equity (ROE)	8 % or higher
Investment Plan	200 hundred million yen

We will aim for return on equity (ROE) exceeding capital costs and strive to increase corporate value.

