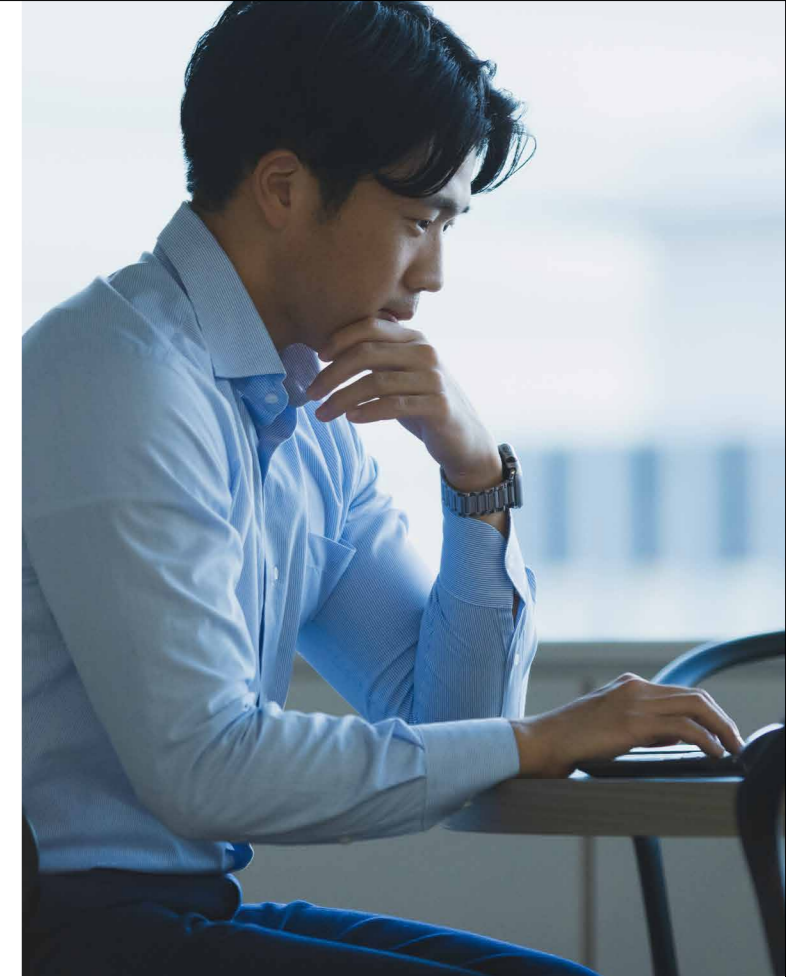
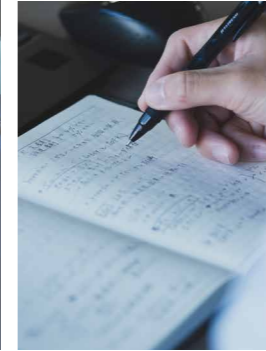


# Ease of working and job satisfaction.

What is the secret  
to attaining both?

*How do you work at TC?*

*Why are the people  
at TC shining?*



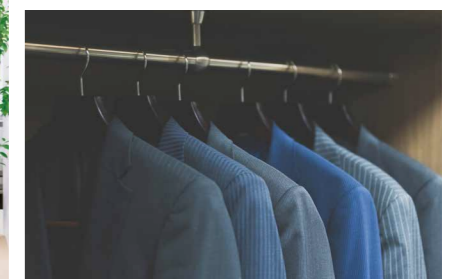
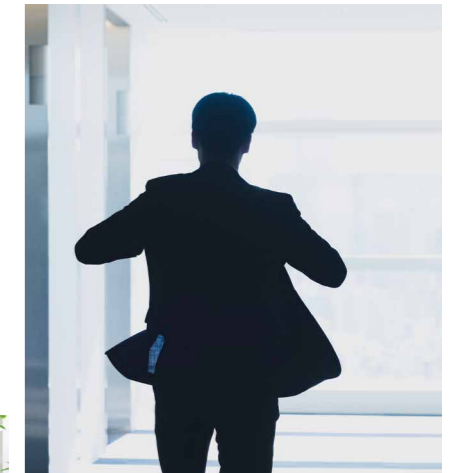
Tokyo

Century



21

What kind of company is Tokyo Century?  
 Why is everyone full of life?  
 The secret lies in  
 our diverse array of environments and systems  
 with employees utilizing them and  
 the atmosphere that allows their use.  
 That's why anyone can also  
 demonstrate their full capabilities  
 thereby allowing them to  
 attain even greater abilities than before.  
 Work is satisfying, and there is a sense of attainment.  
 Working is fun.





# Cross Talk

## Working at Tokyo Century

### So...what's the attraction?

President Baba and the Diversity Promotion Office Manager talk about diversity including how it is fun to work at Tokyo Century, job satisfaction, and the ideal relationship between the company and employees.



President & CEO

### Koichi Baba

Joined the company in 2014 and in 2018 became Director and Senior Managing Executive Officer, President, Corporate Planning Unit, and Chairman of the Sustainability Committee to promote the company's sustainability management. Has held his current position since April, 2022.

thought is to support our customers' pursuits. The second thought is to promote the pursuits of our employees. If these two are attained, our "pursuits as a company" will also move forward as a result. The theme of our medium-term management plan which we began in 2023 is transforming ourselves and creating change. Not only do we want our company to transform/change, but we also want to experience the joy of transforming and growing individually through our work.

**Kato** Yes. That's correct. Personally, I also strongly believe that. In recent years, the breadth of our business has been expanding steadily. As our changes accelerate, we must continue to grow. If you are bold in your new endeavors and have an unyielding mindset even when you fail, we will be motivated to work with you.

**Baba** Our company conducts surveys of our employees' awareness of the company, and we have a system and culture that cherish the opinions of our employees. I would like to continue to cherish this point in the future. We live in a world where we can't predict what tomorrow will bring. I always keep in mind that what may be true today may not be

Personnel Division,  
Diversity Promotion Office Manager

### Chika Kato

Joined the company in 2006. After working in sales at the Medical & Healthcare Division, she transferred to the environmental infrastructure business area. Has been in charge of project finance, and the like; has held her current position since April, 2023.

true tomorrow. I always advocate that we will become a company that creates change rather than being one that simply responds to change.

**The important thing is "the ability to be receptive to others." Creating new value from irregular chemical reactions.**

**Kato** Mr. Baba, what do you think about diversity?

**Baba** Tokyo Century has a wide range of businesses and the needs of our customers are diverse. In order to meet these needs and realize the company's sustainable growth, it is essential to ensure diversity. That is why we aim for a flat organizational culture where employees with diverse capabilities and personalities can demonstrate flexible ideas and the ability to act. Since setting up the Diversity Promotion Office in the Personnel Division in 2015, we have been working on various measures based on our own "Diversity Basic Policy."

**Kato** Currently, the Diversity Promotion Office is implementing measures in four basic policies. They are: "fostering a corporate culture;" "promoting the active development of diverse human resources;" "supporting career development and capacity development;" and "enhancing support for attaining a work-life balance." In addition to conducting training with the goal of deepening our employees' understanding of diversity, we also implement a variety of initiatives such as training at various levels, career design training, promotion of women's empowerment toward quantitative goals, and promotion of work-life balance.

**Baba** I believe that in order to overcome the gaps between gender, age, race, and ethnicity, and to recognize diversity, "the ability to be receptive to others" is very important. It is natural that there are differences in opinions and ways of thinking. Rather than rashly denying or forcibly trying to fit in when there are disagreements, I want you to think about why the other party thinks the way that they do, and what are their circumstances and what is the background. If chemical reactions arising from irregularity can be aggregated to a higher dimension, we can create new value there and the company will be revitalized. I never want to forget the feeling of respecting others.

**We maintain 100% male childcare leave rate, and our company and employees have an equal standing.**

**Kato** Various activities have brought great results, and the atmosphere of accepting diverse ways of working has become more pervasive every year. We have maintained 100% male childcare leave rate for six consecutive years since fiscal 2017. By using systems such as hourly paid leave and staggered working hours, and leaving the company on time during summer, the sight of fathers picking up and dropping off their children and participating in school events is accepted without sense of awkwardness. The number of female managers and foreign employees has also been increasing. It is fun to be exposed to the various values.

**Baba** It is also very important to hold internal exchange meetings "TC-Mee +" and "Family Day" so that senior employees, management, and younger employees can frankly exchange opinions together. After Family Day was held, I was very impressed by the many letters that included my portrait that I received from the children. As long as time permits, I will also offer more opportunities to listen to the opinions of younger employees, such as by popping in to training being given to our younger employees.

**Kato** Our company President speaks frankly, so our younger employees are also feel free to express their opinions.

**Baba** Ideally, our company will foster a culture in which both the company and our employees will maintain an equal relationship. I want to make our company one that leads to a sense of well-being, while removing barriers and building deep, trusting relationships, and where all of our employees will feel happy.



CEO'S TOPICS

**Currently studying Chinese. Learning about different cultures and thereby attaining an enriched life.**

I have been studying Chinese in my private life for nearly 10 years. When you learn about different cultures, you make so many new discoveries such as how others view the world, and how other cultures share our own views. It is extremely interesting to learn about different values and to expand your horizons. I especially like Zhu Ziqing's prose "My Father's Back," which I was exposed to in our learning material.



# Life Story

It's enjoyable to work to the fullest

while being true to myself.

0/ Corporate Business Division II  
Ayumi Osawa



## There are people who are looking at my working so hard

I don't have many boundaries between my working life and my private life. I am able to express myself openly in our company. I often talk with my supervisor about things outside of work. I also enjoy hanging out with senior colleagues if the plan sounds fun. I'm also the manager of our [baseball club](#).

When I was a student, I had a vague desire to earn an income that would allow me to become independent. I was in the Faculty of Economics, and all I was looking for in a job was to find one in finance. Nevertheless, I narrowed my focus down to companies that had relatively few hires

because I thought it would be better not to simply be one of the many other people. I think that Tokyo Century is just perfect for me. I think that your success or failure in finding a good job is not a matter of being right or wrong, but simply whether it fits you or not.

When I first joined Tokyo Century, I was assigned to the leasing sales division. There, I began to work on the frontline of sales where there were still few women at that time. It was in my third or fourth year that I hit a wall. Although I was in a position to make new proposals and conclude them, I was unable easily to meet demands, and I had a rather difficult period. However, my bosses and senior employees are eager and gentle, so they were kind enough to ask me what I wanted to do. They always helped me while communicating with me. I was happy that they appreciated my hard work as well as my results.

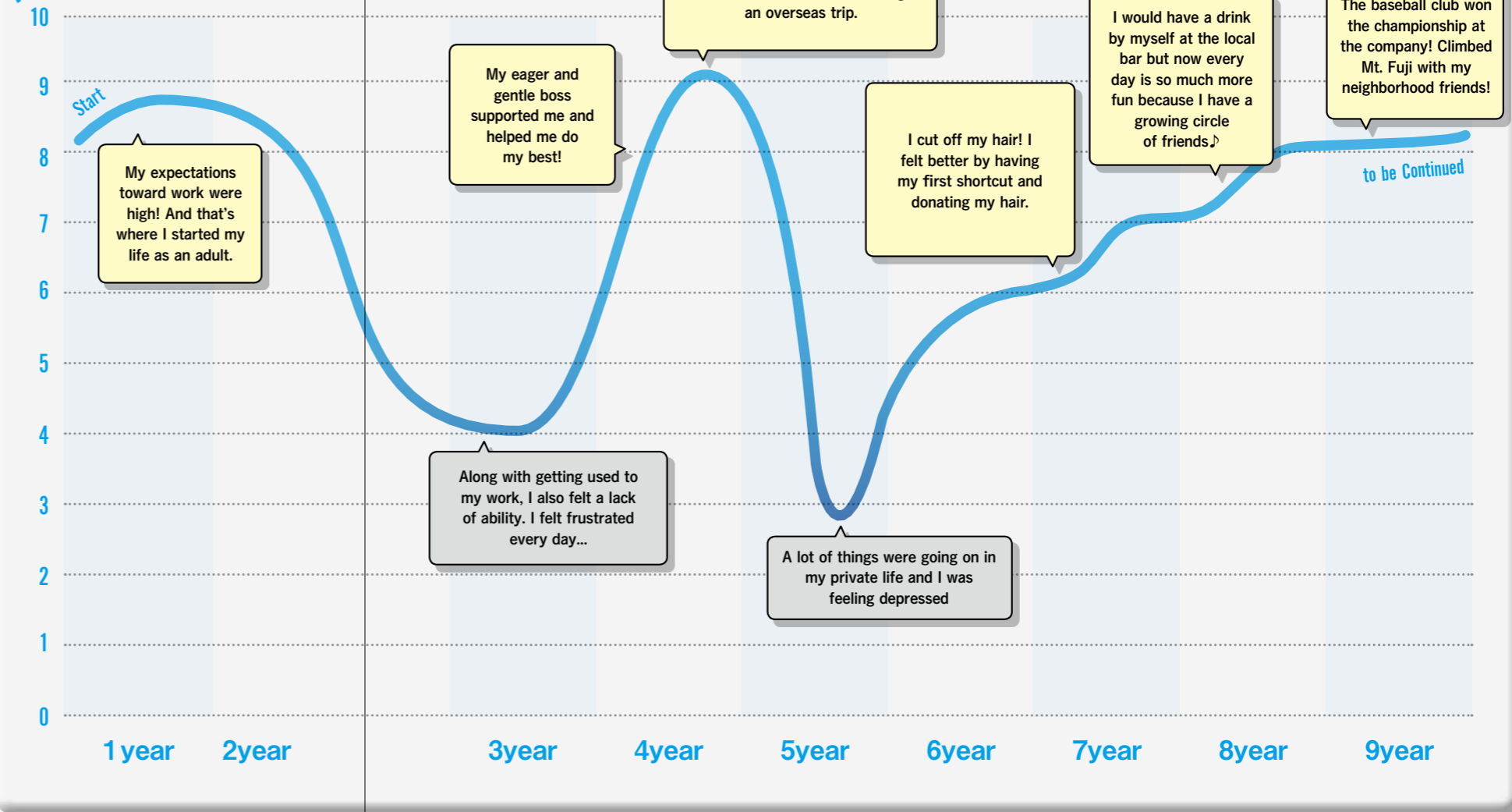


Tokyo Century's baseball club is a strong team with a history of winning championships. Also won the Soft Baseball Competition for 2023 at the Leasing Business Association! Club activities include soccer, tennis, fishing, and a mountain club. There is even greater attraction because my circle of acquaintances goes beyond departments and ages, thanks to our club activities.



After the pandemic subsided, I made friends with people my age at whom I became acquainted with at a nearby bar where I often stopped by alone. Now, we are great friends and we are all going to take a holiday at a southern island together. We all have different jobs, and only those who are free and feel like it get together casually. I enjoy this relaxed atmosphere among adults.

# Biorhythm



From my sixth year, I was transferred to the Corporate Business Division. When I was transferred to a new department, I could see the breadth of Tokyo Century's business. It was as though I had moved to another company. It had a completely different culture. Currently, I am assigned where I have been seconded, and I am able to work in a different landscape.

## A big family that supports each other

I am single now and sometimes I can use my time freely, but sometimes I work too much. Work is not something you do alone, it's a team effort. Everyone has ups and downs, and the unexpected can always happen. We hold each other up. Recently, my beloved grandmother had major

surgery and I found myself feeling quite blue because of that. However, my supervisor said "If you can go, you should go to the hospital right away" and sent me on my way to be with her. Like a family, Tokyo Century is a company where we work and make efforts always to support each other.

I have also enjoyed a full life in the past few years. I live in my favorite city using the rental subsidy system that allows me to treat the property I found like it were company housing, and my circle of neighborhood friends has grown after I went out for dinner alone at a nearby bar. All my relationships that a world away from my work are a great source of personal joy!

# Life Story

It's a stress-free workplace.

In the future, I want to do business with my homeland!

02 Global Business Division I  
Htet Aung Shine



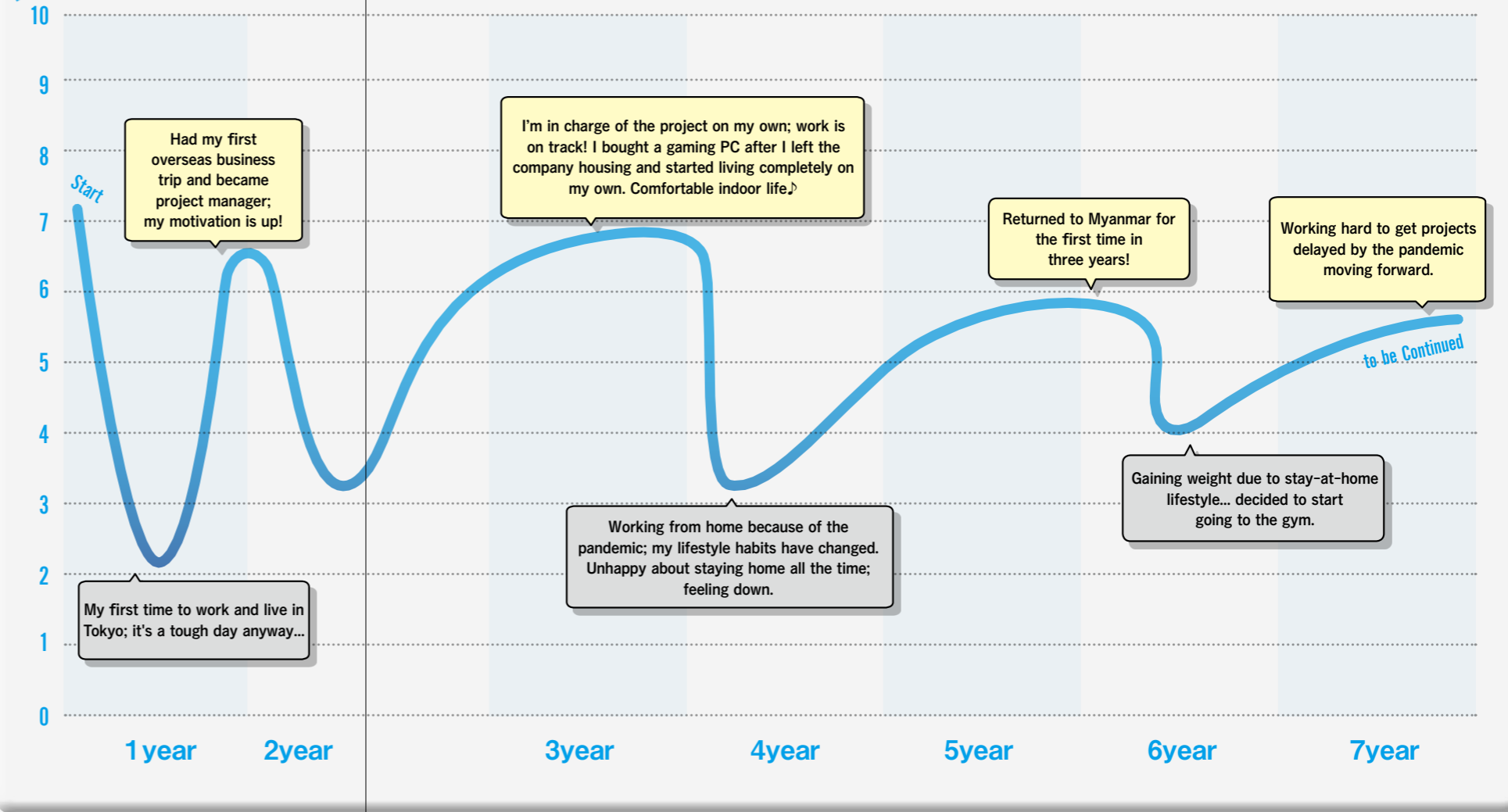
## In charge of environmental projects by leveraging English skills

I am from Yangon, Myanmar. When I was a junior high school student, I had the great experience of studying in Japan for about three years and I went to high school in my country. Thereafter, I came back to Japan to study at a university in Kyushu and then started looking for employment in Japan. I did not particularly focus on any one industry. I looked for companies where I could work globally using English anyway. My wish came true, and I am currently working on environmental products in the International Business Unit, Asia team. In fact, in the middle of my job hunting activities when I was at the

very end of being selected, I requested to visit headquarters. They were very receptive to my request. I asked a lot of questions and was told a lot about working at the International Business Unit right there. Tokyo Century is a company that also responds to the actions of students like me.

I had never worked a part-time job while I was studying, so it was my first time to work at a company. Because of that, I thought it was difficult to work in my first year (laughs). Business documents are different from university reports. Using honorifics and business writing in emails are difficult. I have learned my job thanks to having senior workers check every word to see if I have made mistakes. In my second year, I also had chances to go on overseas business trips. In my third year, the company was also assigned projects. We are now in charge of several projects of

## Biorhythm



It is an annual tradition to return to Myanmar during the New Year holidays to coincide with Christmas. Due to the impact of the pandemic, I wasn't able to do that for three years from 2020, but I was able to spend the end of 2023 and the beginning of 2024 together with my family for the first time in a long time!



My hobby is playing games! I'm fully an indoor type; and concentrate on games during time off. I purchased a dedicated PC and headset for playing games after I left company housing. However, the equipment quickly evolves, so it becomes old quickly.

Joint Crediting Mechanism (JCM), which aims to reduce CO2 emissions on a global scale. I also feel a sense of accomplishment in achieving my work goals one at a time. I feel that I am able to develop my career as I had imagined.

## Working while taking care of my mental and physical health

I am the type of person who wants to completely switch on and off. Although work is important, I also believe that my mental and physical health should be my top priority. Tokyo Century is perfect for me because I can attain the career I want and I can also take a good rest when I need one. I can maintain a comfortable work-life balance while playing

plenty of my favorite games. It is also convenient to be able to work with our staggered working hours of up to 2 hours in 15-minute increments. It is important not to allow stress to build up for the sake of your mental health. Tokyo Century is a company where everyone is kind. It is truly stress-free for me. All of the people who joined the company at the same time as me get along great. It is very pleasant to be together. It is fun to gather with foreign employees regardless of the year.



# Life Story

Anyone is encouraged to

try out new business ventures.

## 03 Corporate Planning Division Hiroki Tanimoto



### Four months of childcare leave was a good reset for my working life.

I want to enjoy both work and life, rather than "work or life". I also want to enjoy life without missing the timing and good fortune. I am the father of two children. I took 4 months of childcare leave to coincide with the birth of our second child. Thanks to that, I was able to spend a lot of time together with the cute little one. At the same time, I learned firsthand how hard it is to raise a child, which keeps me up day and night. Once again, my desire to work has increased, and it has also been a good reset for my working life. In the company, people call me "sturgeon man" (laughs). That's because

our plan was adopted in the new business proposal system called "TC Biz Challenge," and we took on the challenge of business using a circulating-type composite aquaculture system (Aquaponics) that combines fish farming and pesticide-free vegetable hydroponics. We verified whether it could be a full-fledged business for the company while running trials for one year. As a result, it did not progress to commercialization, but I had a valuable experience that you may not think possible as a company employee. In a world different from the one where I used to work in an office, I went to work in a plastic greenhouse every day to produce and ship vegetables. Its business partners are nearby supermarkets and restaurants. Every day we were planning our business and deciding by ourselves. It was such a rare and valuable opportunity for me to pursue new business ventures, similar to running a startup, while still being part

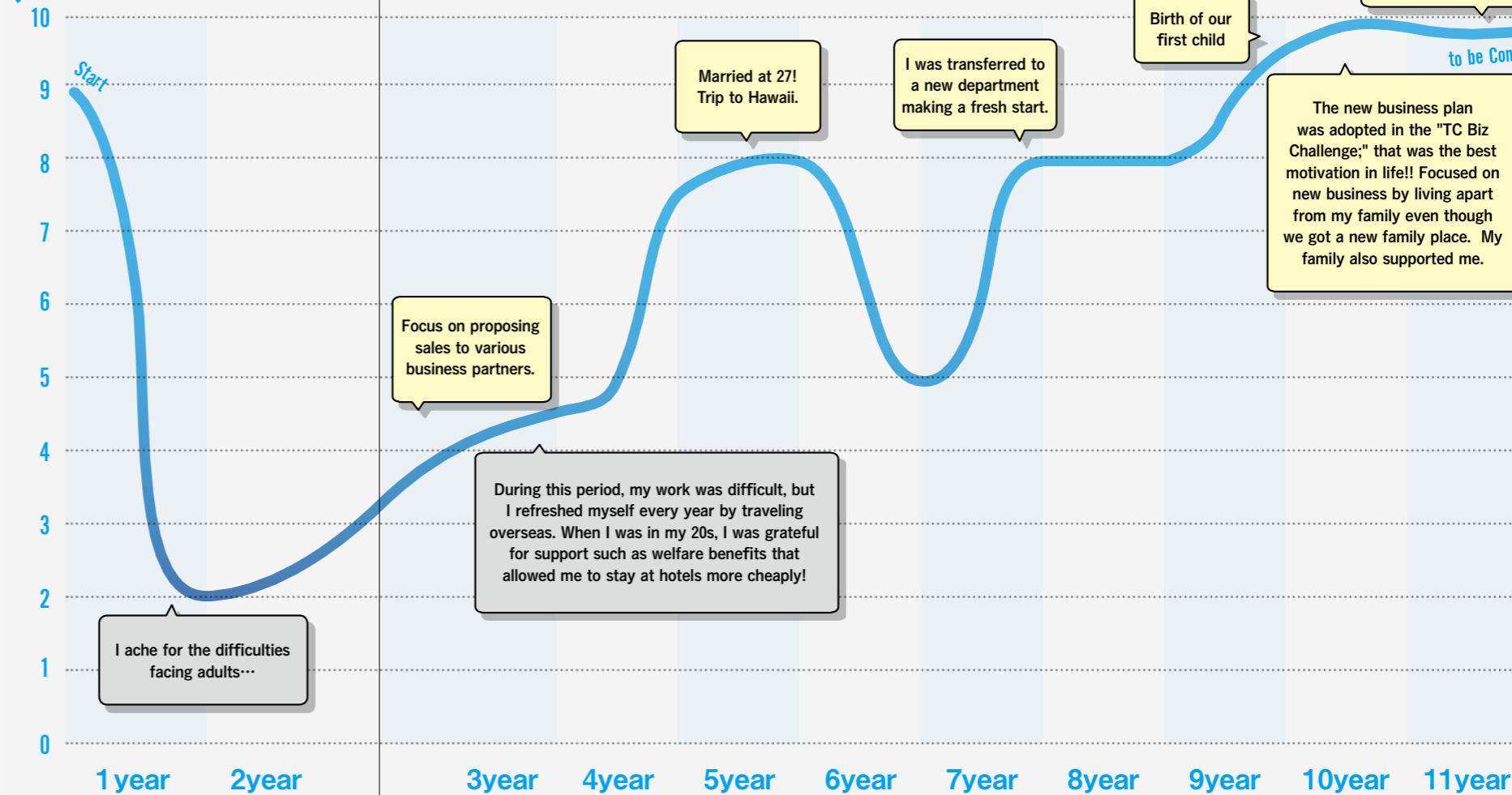


Our new business plan of Aquaponics was selected from a large number of entries in the "TC Biz Challenge." It was a challenge to create something from zero to one, such as finding a site and building a plastic greenhouse. The president also came to see how things were going, and there were more opportunities to engage with management.



I took 4 months of childcare leave after the birth of our second child, with the support of my supervisors. I was able to fully experience the joys and difficulties of raising children. My wife was also happy to have me giving her support. I really enjoyed my time with my family, including being able to participate in my oldest child's school events!

## Biorhythm



of the company.

I was proud of Tokyo Century because my friends when I was a student said, "It would never happen at my company" and "you got a good chance."

### A robust system that is the envy of my friends who work at other companies

I think the charm of this company is that there are various systems. I am also happy with the cafeteria benefit plan, a welfare system that allows us freely to use a wide range of benefits such as hotel discounts. Fathers who are raising children gather at the internal exchange called "Papa Mama Lunch Community," and at the "360-degree evaluation."

workers evaluate their managers and assistant managers making for good communication. The company also considers the health of our employees. In the summer, we aim to "leave the company on time every day" which also conserves energy. The good character of everybody is also attractive. I want to continue to take on new challenge in the future. Eventually, if the opportunity and timing are right, I will also look to the world if I get the opportunity to take my family overseas for a new assignment. I really appreciate that there are places where we can take on challenges in environments where we can enjoy our work!

# Life Story

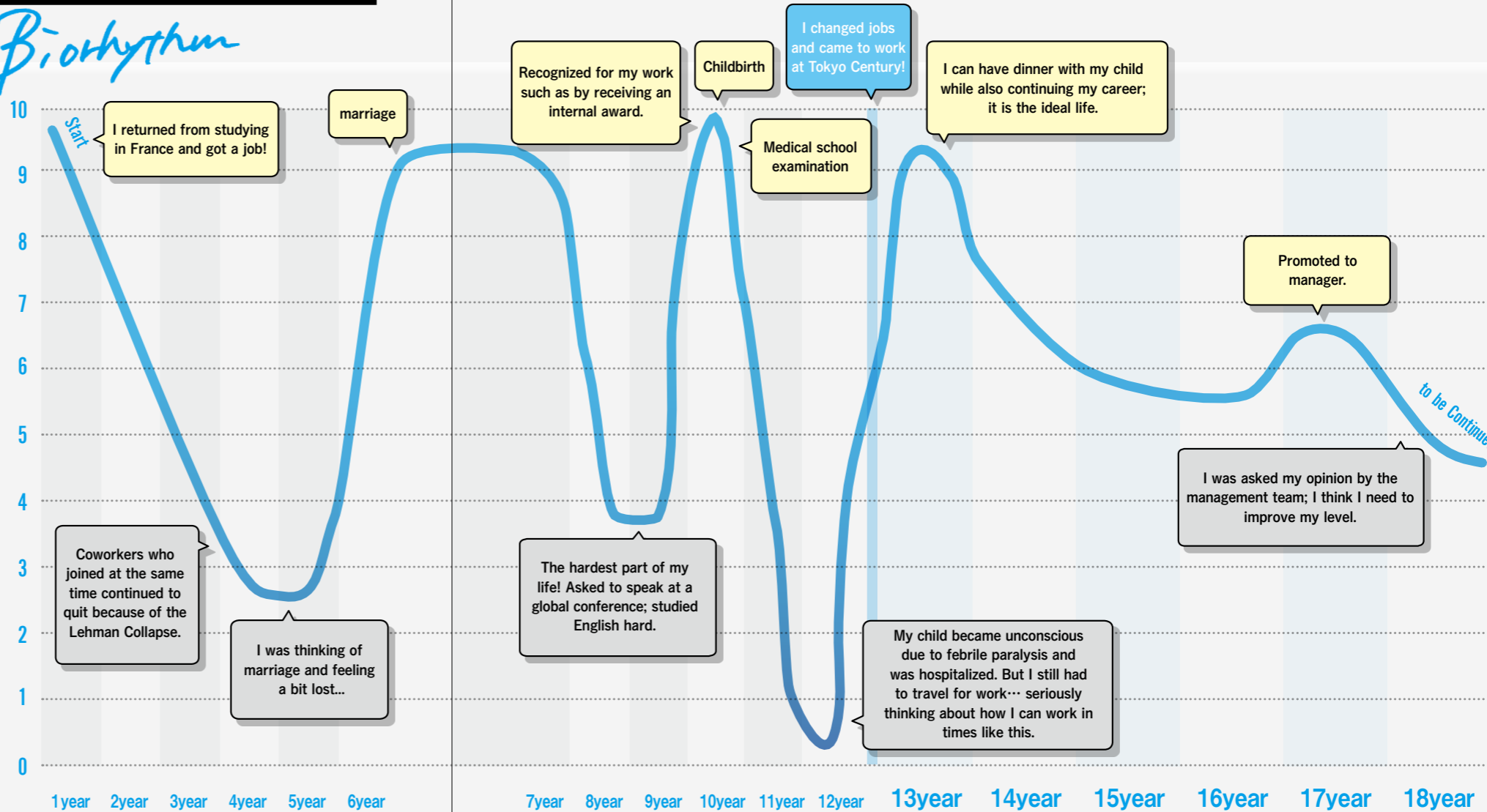
## Realizing a great balance for each employee

"I want to work hard!" and "I want to prioritize my family time!"

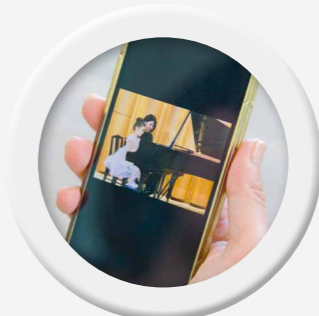
04 Legal Division  
Erika Kohama



### Biorhythm



Family Day is an annual event that invites employees' children and families to the company. My child was very excited about the headquarters building in Akihabara and was able to exchange business cards with the president. My child said "when I grow up, I want to work at Tokyo Century" (laughs).



I began to learn the piano with my child and we even played a duet at a recital. I have always studied musicology and wine for a change in my mood, and I have also studied English conversation and received my MBA because I felt I would need it in my work. I took a medical school examination during maternity leave. I plan to learn coaching now.

### The company really respects each person's idea of how they want to work, at each time.

My first impression of Tokyo Century when I joined as a mid-career employee was that it is well-organized as a company and that there are many good people. The working environment is really great with the atmosphere where everyone can work regardless of their age or their individual circumstances. After working for more than 6 years, I am grateful that I have a good balance between my work and my private life in a real sense, and that I can work with peace of mind. Originally, the reason for my thinking about changing my job was having a balance between childcare and work. My previous job was also blessed with good

colleagues and it was rewarding. However, I was uncomfortable with the environment where I had to travel even if my child was hospitalized, also, I was asked to work at a lower level after my childcare leave. Mentioning a balance between your private life and work, the balance and style you desire are each different. I think it depends on time, and circumstances, and people whether they want to save their work or do more. Tokyo Century draws on each person's idea of how they want to work from time to time. I want to work hard but have dinner with my children. I also want to support what my children want to do. For that reason, I work full-time four days a week and try as much as possible not to work overtime. I work from home one day a week to get my children to and from after school lessons. I use hourly paid leave for school events. Employees who are caring for their children are not the only ones who are special.

For example, everyone can take paid leave when they need it without hesitation, such as going to the hospital, traveling, or going to a sporting event.

### I can evolve with the company

After graduating from university, I studied in France, and then I began working in the legal department. In my previous job, I was involved in labor issues and overseas investment projects. The best part of working at Tokyo Century is being involved in a wide range of business areas including domestic leasing business, the automobility business, specialty business dealing with aircraft and the like, international business, and environmental infrastructure business. I would like to continue to evolve

as the company evolves. There are many people in the company who are committed to obtaining qualifications and studying, and they are a source of my own motivation.

When my child came to work on Family Day, my child said, "Mom, you look cool!" (laughs). Compatibility with childcare can be difficult, but I want to enjoy my work life like a games that can be enjoyed because of the restrictions.



Even though they work for the company, each employee has their own vision for the future

# What dreams do you have?

**My dream is to possess a specific skill set that is unique to me.**

That is because I think that having one outstanding skill will give you confidence and make it easier to take on various challenges.

Yokohama Branch  
**Yusuke Sakurai**



**My dream is that the businesses and services I am involved with will penetrate the world and become the core business of our company!**

Creating new businesses in the mobility area is my mission.

Next Generation Automobility Dartment  
**Ryou Koike**



**My dream is to become a finance professional.**

I want to make use of my knowledge of finance in a variety of businesses.

Global Business Division II  
**Takayuki Yagizawa**



**I want to be an all-rounder for everything.**

I'm in a specialized department responsible for both sales and management. I want to be an all-rounder who can handle any job while I experience both sales and management.

Environmental Infrastructure Business Division II  
**Junko Sato**



Business

Private

**I want to be a family where our children will get along well, and we can go have a drink casually together even when they have become adults.**

I want to continue to have a pleasant life with touch.

Real Estate Finance Division II  
**Ryuta Katsuyama**



**I want to climb the Northern Alps!**

I am improving my physical strength to be healthy! And I want to develop my tenacity!

Accounting Division  
**Miyu Yamamoto**



**I want to host international students studying in Japan.**

I want to give back to people who have taken care of me while I was living abroad

IT Equipment Business Division II  
**Rie Suzuki**



**I want to go on an African safari!**

That's because I want to experience the world of the real "Lion King." I like animals that live in savannas like camels and giraffes and the like.

Structured Finance Division  
**Miki Arai**



Tokyo Century

Famous Comments

Working is interesting because you can find comments like this.

Become some who can be depended on, not a dependent

It was a casual comment made by a manager at a meeting, but it was engraved as a "worker's policy" for me.

You can understand things with flat view.

When we worked on a fundamental review of our administrative work, we were happy to be evaluated in this way.

Bright, fun and energetic

Although it seems commonplace at first glance, it is really hit the target. I keep these words close to my heart every day.

Parenting experience is also an excellent know-how

I was very encouraged by this comment when I had to take a lot of emergency breaks because of my children.

This is what my manager said after responding to a certain task.

That's great!

I think this job is suitable for you

A comment from my supervisor who was looking at how desperately my struggling so hard after having been transferred. I felt that my efforts had been recognized.

You can be more confident and move work forward the way you want

I'll leave it to you

In the final phase of a large project, I was told this when I was forced to make a choice for condition presentations.

Don't cry on credit, cry at rates

When consulting on a project, I realized that it is not the customer with whom we can trade, but the rate competition with competitors that should be regretted.

Every day when I return from childcare leave, I am full of anxiety both on and off work. A new job in a new department.

This something a senior employee said to me when I worried every day that I might be causing trouble for other people, and that

I don't know how to do my job even though I'm not a new employee.

It changes [変] greatly [大], so that's why it is difficult [大変]!!

I was given this comment when the environment changed greatly from when I was a student and then became an adult, and when it was necessary for me to change my attitude toward my work, and even up to my personal life.

I remember being strangely convinced that of course it's difficult!



Introducing almost all systems that can be used when you become an employee of Tokyo Century!

There are many systems that help to make working easier

and raise employee job satisfaction.

*in-Company System*

### System that support the ease of work!

#### ○ Staggered working hours system

Employees are allowed to shift working hours back and forth by up to 2 hours in 15-minute increments.

#### ○ Hourly paid leave system

Employees are allowed flexibly to take up to 40 hours of time off per year in 1-hour increments.

#### ○ Annual paid holidays

Employees are allowed to take up to 20 days off per year; the acquisition rate exceeds 70% per year.

#### ○ Anniversary leave

Employees are allowed to take a paid day off every year, either on your birthday or on your wedding anniversary.

#### ○ Volunteer leave

Employees are allowed to take up to 6 days to implement various volunteer activities.

#### ○ Refreshment breaks

Employees receive 5 days of leave and a subsidy of ¥100,000 for 15 years of service, and 10 days of leave and a subsidy of ¥150,000 for 25 years of service.

#### ○ Working from home

Employees are allowed to work from home from one day a week according to the department and type of work they do.

#### ○ Regular health checkup and stress checkup

The company has setup the "Basic Policy on Health Management." It is committed to maintaining the physical and mental health of its employees. Both the rate of regular health checkups and the rate of stress checkups are 100%. The company has introduced a complete medical checkup for people over 35 years of age and have prepared a full range of test items.

#### ○ Health consultation desk

Employees are allowed to consult an occupational physician, occupational health nurse, or other specialist about their mental and physical problems as many times as they want.

#### ○ Various types of childbirth support

In addition to the "health examination hospital visit leave" for which employees can take the required number of days, we offer "maternity leave" of 6 weeks before and 8 weeks after childbirth and a "special spouse maternity leave" that allows employees to give their partners support before and after childbirth.

#### ○ Various childcare support

The company supports childcare with "childcare leave" until the child is up to 2.5 years of age, "childcare leave after childbirth (post birth father leave)" for 4 weeks, "nursing leave," "shorter working hours," "advanced/postponed of start/end of working hours," and "exemption from overtime work" and the like.

#### ○ Various types of nursing care support

When family members need nursing care, the company will support them with "nursing care leave," "nursing care time off," "short-time work," "advanced/postponed start/end of working hours," and "exemption from overtime work."

#### ○ Family day

This is an annual event to which elementary school students of families are invited to visit the workplace to have a variety of experiences.

#### ○ Papa mama lunch community

This is an exchange meeting where male and female employees who are raising children can get together and exchange opinions using the lunch break.

#### ○ Club activities

These are company-approved club activities at which employees can gather and interact over common hobbies across departments and regardless of age. Baseball, tennis, soccer, fishing, and a mountain club are active.

#### ○ Compliance consultation desk

There is a dedicated point of contact for employees to consult and report violations related to compliance issues when they have become aware of something or when they have been harmed. Users are protected under the law.

### System that support job satisfaction!

#### ○ Career design officet

The company supports each person to take the lead in conceiving, designing, and realizing a career through their professional life.

#### ○ Career design training

Training and individual interviews are conducted for career milestones such as the third and tenth years of employment. The company will reflect on your career, grasp your strengths, weaknesses, and values, and think about what you want to achieve in the future. We also conduct TC Career Seminars to deepen your thinking about your career.

#### ○ All types of skill enhancement support

Grants and incentives are provided to those who are obtaining work-related qualifications or complete correspondence learning. In addition, there is a wide variety available, such as on-demand training.

#### ○ Support for various types of global human-resource training

The company offers support for developing global human resources, such as sending trainees to overseas subsidiaries, training with local subsidiaries, and subsidies for TOEIC exams.

#### ○ Course conversion system

Based on the employee's application, it is possible to convert a career track position A ↔ B and a career track position A and B ↔ administrative position by examination. Consider your career plan while looking it over. \* General position A: National work type (including overseas), General position B: Metropolitan area work type

#### ○ Hierarchical training

The company offers a wide range of training from the ones to create a foundation as a member of society, to training to develop professional skills for managers.

#### ○ Training for mid-career

This is training for mid-career employees with a variety of expertise to further raise their skill levels, and to interact. The company also offers lectures from management.

#### ○ Reemployment/comeback recruitment

If an employee with more than 3 years of service retires due to childcare, nursing care, relocation of spouse, or other reason, they are allowed to return to work within 3 years after retirement. Furthermore, in the comeback system, the company is looking for people who can play an active role in the company again even after changing jobs.

Pick Up!

System that support the ease of work!

### For all employees! Internal exchange meeting "TC-Mee +"

This is a company-wide exchange event "TC - Mee + (Meetas)" started in 2022 setup to stimulate communication among employees. It is held multiple times a year. Our employees get together to discuss issues such as what to do with the company in 10 years, and many other themes each time. Discussions are always frank and lively. The president may also join in.



System that support job satisfaction!

### It's fun to choose! Benefits in the "cafeteria plan"

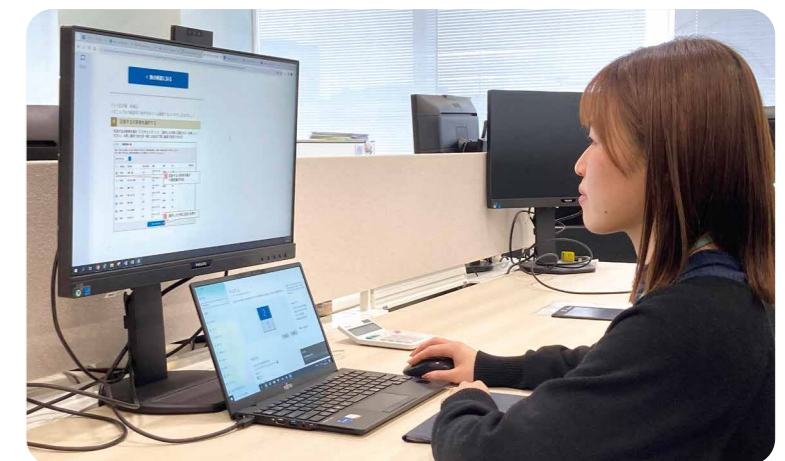
In the age of diversity, each employee seeks their own benefits. Therefore, the company has adopted a choice type of welfare system wherein employees can use it freely. It's called the "cafeteria plan." Points can be used in a variety of ways such as at hotels, for childcare, childrearing, and health care. From 2023, a dating app for marriage has also been added to the menu.



System that support the ease of work!

### Regular employees evaluate their supervisors!? "360 degree evaluation"

By having multiple people such as supervisors and regular employees respond in a multifaceted manner, it is possible to understand the subject's ability to perform their duties. We turn this to have new employees give the evaluation. Not only will it help create an environment that is easy to work in while maintaining objectivity and fairness in personnel evaluations, but it will also help each person learn about their strengths and weaknesses through various perspectives.



System that support job satisfaction!

### For all employees! Internal public recruitment "career challenge system"

A department that wants to recruit staff will disclose the type of person they are looking for to the entire company. This is internal open recruitment system in which all employees can apply. Starting in 2020, many employees are taking on the challenge of a new career every year. The company also conducts panel discussions with users of the career challenge system.





We asked our employees

about things that concern them!

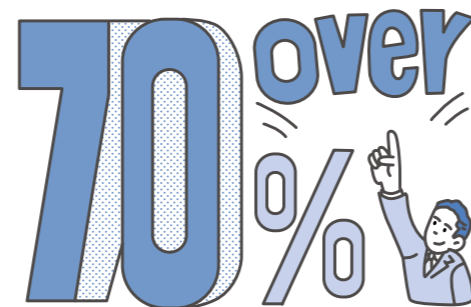


### Q.1 So what actually is diversity?



**A** This is an endeavor by Tokyo Century wherein people with a variety of personalities and experiences, such as their age, gender, nationality, whether they have a physical handicap, or they are new graduates and changing in mid-career, can actively participate in the company. In Pride Index 2023, which aims to create workplaces where it is easy for LGBTQ+ people to work, the company was awarded the Silver Award for the second consecutive year since 2022. The company is also active in mid-career recruitment. The company continues to move forward with diversity!

### Q.2 Is it easy to take a vacation?



**A** The company set a goal of a 70% or more paid leave acquisition rate and has achieved that goal every year. There are also "anniversary leave" where employees can take time off on their birthdays and wedding anniversaries, and "refreshment breaks" where employees who have worked for 15 or 25 years can take special extra time off.

### Q.3 Can employees work in their preferred areas?



**A** If the employee has a specific desired area they want to work in, we encourage them to let us know at the time of screening. In addition, the company offers a "career challenge system" where employees can take on the challenges of forming their own career!

### Q.4 What kind of benefits are available?



**A** Employees can use their favorite welfare services with the point-based "cafeteria plan." The company also has introduced a marriage app as part of welfare services. In addition, hotels managed by 100% as a TC subsidiary can also be used with preferential discounts to employees.

### Q.5 Is there an adequate support system for women?

**A** The company received Platinum Kurumin certification in 2017. Also, women have cancer more until their early 50s, so the company also participates in the promotion partner of the "Cancer Countermeasure Promotion Company Action" and the same organization's women's conference "Working ribbon."

### Q.7 Does the company also allow husbands to take time off for childcare?



**A** The rate of both men and women to take childcare leave is 100%! The number of men taking long-term childcare leave is also growing every year. The company also provides individual support so that it is easier to attain a good balance between work and childcare, regardless of gender. \* FY2023

### Q.8 Is there a lot of inter-communication within the company?



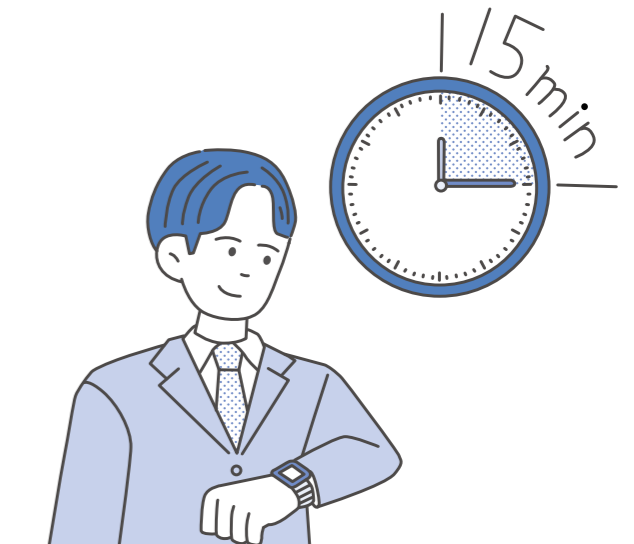
**A** There are plenty of opportunities for internal communication. For example, the company has employee union events and club activities, and "TC-Mee +," where our employees of all ages interact with each other and discuss a variety of subjects. The company also sponsors Family Day, when employees can bring their families to the workplace, and it also hosts a Papa Mama Lunch Community where employees can discuss parenting issues.

### Q.6 Are employees allowed to work remotely?



**A** The company offers a work-from-home system. Although the frequency varies depending on the employees assignment and the nature of their work, the company is striving to create a work environment where all executives and employees can work with motivation.

### Q.9 Does the company allow employees to have half-days off, or the like flexibly?



**A** In addition to "half-day leave," the company also offers a "staggered working hours system" which allows employees to select working hours that fit their schedules, by shifting their starting and quitting times by up to 2 hours in 15-minute increments. This is a very popular system among our employees. Employees have found that the company offers flexible ways of working by allowing them to combine the "hourly paid leave system" and the "work-from-home system."