



We will contribute to the realization of a sustainable society through our business activities based on the spirit of our corporate motto, “Mutual Respect And Cooperation.”

Pursuit of the corporate motto and philosophy

Since its establishment in 1954, TACHI-S has continued its journey as an integrated automobile seat manufacturer (from development to production). We have 53 facilities in 9 countries and provide products and services to many customers.

Underlying all our business activities is the spirit of “Mutual Respect and Cooperation” which is our company motto. “Mutual Respect and Cooperation” — meaning cherish the harmony among people in a spirit of mutual respect and support and approach things with a sense of mission and responsibility — is an attitude of contributing to society and company’s business by achieving high goals and objectives through organizational synergies. We have inherited this fundamental value since we started our business

Under the purpose of “Supporting People and the Earth through Seating Technology,” we have accumulated technical and manufacturing capabilities through the development and manufacturing of automotive seats that consistently pursue “seating”. By utilizing these capabilities, we strive to realize our group vision, “Live in harmony with individuals and society and bring smiles to people’s faces by continuously creating living spaces of comfort and enrichment.”, increase our corporate value, and become a Continuously Selected Company by our stakeholders.

Approach to Materiality and Realization of 2030 Vision

In formulating our medium-term management plan “TVE (Transformative Value Evolution) Wave 2 2027” for fiscal 2025 to fiscal 2027, which was announced in May 2025, we analyzed the business environment, risks, and opportunities, extracted key issues from the perspective of stakeholders, re-evaluated the connection between our business activities and the key issues, identified three material issues, and formulated our 2030 Vision.

<2030 Vision>

In line with our company motto of “mutual respect and cooperation”, we will transform value proposition through innovation for improvement in competitiveness and profitability and contribute to the realization of a sustainable society by addressing social issues.

<Material issues>

1)Address social issues through innovation and business operations (Value proposition)

• This reflects our desire to become a company that continues to be chosen by stakeholders for its capability to provide proposals exceeding customer expectations and achieve business competitiveness and profitability.

2)Sincerely run business operations to become a company that continues to be chosen based on trust for contributions to the realization of a sustainable society

• It represents our commitment to stakeholders to contribute to the creation of a sustainable society through our sincere business operations and stable management foundation, which will remain unchanged.

3)Develop human capital and a corporate culture that allows employees to act autonomously toward value creation

• This contributes to TVE's aim of "enhancing value through self-transformation" and forms the basis of TACHI-S version of "promoting human capital management."

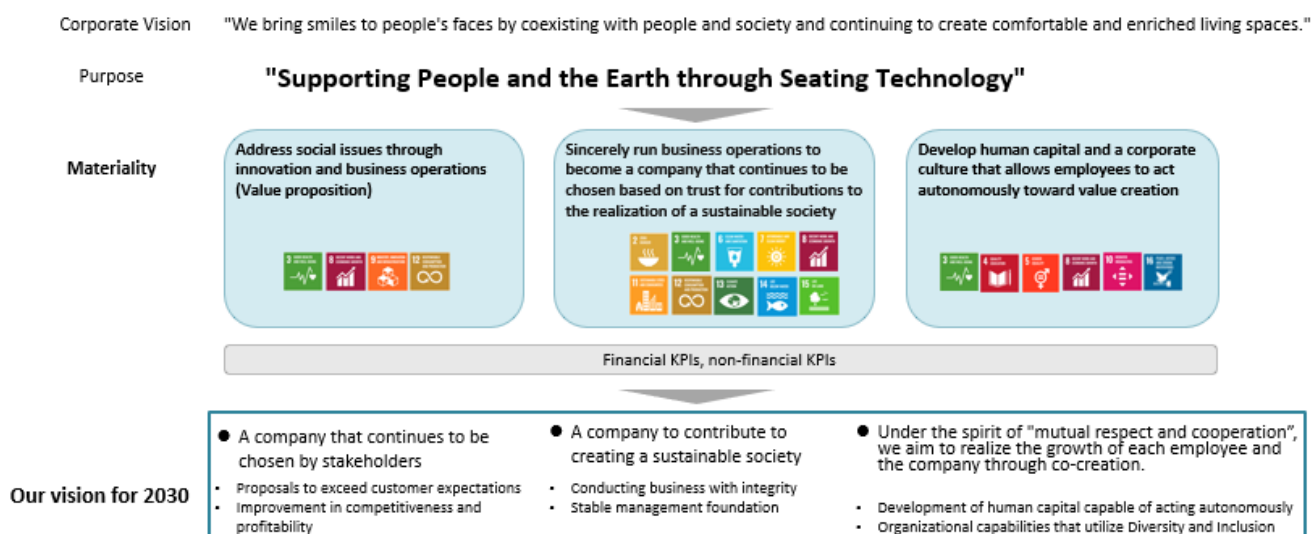
I believe the driving force behind achieving Wave 2 targets lies within us. Through co-creation, we will foster a culture in which each employee acts autonomously and achieves personal and corporate growth.

We will share progress on materiality as a part of non-financial KPIs.

We will strive to enhance corporate value by promoting growth strategies toward 2030, along with sustainable value improvement in existing businesses, as stipulated in our new medium-term management plan, TVE Wave2 2027. At the same time, with 2030 Vision and the three material issues as a solid foundation for our initiatives, we aim to create both social value and economic value through our business activities.

2030 Vision

In line with our company motto of "mutual respect and cooperation", we will transform value proposition through innovation for improvement in competitiveness and profitability and contribute to the realization of a sustainable society by addressing social issues.



[Link to the homepage](#)

May ,2025
TACHI-S CO., LTD.
President, CEO & COO
Yuichiro Yamamoto