Current status of Artner

External environment and social issues

Low birthrate and aging population

Shortage of talents (engineers)

Accelerated digitization

Diversification of values and needs

Mobility and diversity of talents

Diversification of work styles and changes in employment practices

Dealing with a "with-COVID" and "post-COVID" society

Increased uncertainty in global trends

Advanced sustainability management

Management philosophy

"Engineer Support Company"

-We support our engineers' dreams-

Purpose

Support the growth and self-actualization of engineers, who are Japan's world-class assets.

Sales

Our strengths

Trust from our clients based on our long history

The business model we have developed over many years

Placement of engineers to technical fields with high market needs

Job-based employment hat aİlows caree development within the Company

Our business and technology domains

Engineer dispatching business

R&D

High Value

Group

This market

segment

technical skills

and design,

e.g., advanced

development, R&D.

of Artner requires advanced

[Job change assistance program]

STEP 2

Education

and

Training

Contracting business

Electronics

Machinery

Production

Group

[Services provided for work processes of manufacturers]

STEP 3

Gaining

experience at

ent compar

Work processes of manufacturers

Organizational

STEP 1

Joining Artner

as full-time

employee

9,4,4,1

structure

Wide Value Group

Product development

This market segment covers a wide range ofdesign-related tasks and corresponds to the majority of design and

PV Product Value

This market segment is associated with quality assurance. assembly and adjustment, and other aspects of product quality and production. development work.

> Matching via STEP 5

STEP 4 Interviews, etc. with preferred manufacturers

Mutual agreement

STEP 6

Job

change

Eight materiality topics

Environmental

- Improve energy efficiency and reduce energy usage
- Contribute to carbon neutrality through business activities

Social

- Resolve social issues by creating jobs
- 4 Respect human rights
- Promote diversity and inclusion
- Opening and secure and secure and person promising talents
- Strengthen corporate governance
- 8 Promote compliance management

Governance

Medium-Term Business Plan

Basic Policy

"Build a foundation for sustainable and next-generation growth"

"Make Value for 2022 to 2024"

Basic Measures

1 Promote strategies by segment

- Develop strategies for each segment (recruitment - education - assignment - system)
 - Establish approaches to markets by segment
 - Explore and seek new specialist fields of technology

2 Promote diversity and inclusion in talent management

- Utilize workers of retirement age, women, and foreign workers (overseas students) as personnel
- Utilize and organize partner companies (set up a contracting system)

Values provided

For our clients

 Placement of engineers with high added value

For our partners

 Co-creation of value

For our employees

 Aiming for the happiness of all the employees and reflection within the company(*) Retention of employment

For our shareholders

 Sustainable growth Profit distribution

Medium- to long-term goals

Achieve our purpose, company motto and management philosophy

Contribute to the achievement of a sustainable society

With carbon neutrality as one of the pillars of our Medium-Term **Business** Plan, we are committed to solving social issues through our business activities.

*We put our specific meanings into these words. Happiness represents the idea that people will become happy by acting on their own initiative, rather than waiting for something to be offered. Reflection is the idea that, by illuminating and shining on each other, we will create a culture of promoting reflective prosperity.