

Group Brochure



Thailand

มาเติบโต
ด้วยกัน!!
 ประเทศไทย





Yasunari Kuno
Chairman, TCG

About Us

The Purpose of Our Existence

Purpose of Work

At TCG, we believe success comes from giving—adding value to clients, society, and the global business ecosystem. By sharing expertise and fostering growth, we help businesses thrive and contribute to a prosperous global community.

Our Gratitude

True happiness comes from inner peace, not material success. Gratitude for life, our parents, and the community is key to maintaining balance and fulfillment. At TCG, gratitude drives our commitment to giving back, serving communities, and making a lasting positive impact.

Our Global Subsidiaries



Our Thailand Subsidiaries



Our Vision

“

Our vision is to **contribute to society**, and we have outlined three key aspects through which we make this contribution. The first is to decrease poverty by creating employment and supporting national prosperity. Lastly, we aim to abolish war completely by establishing border-less communities worldwide and fostering peace.

Our Mission

“

To make giving an objective rather than getting means to work for others (*clients & society*) rather than for oneself. A person who can give something valuable to society through their clients is someone who is confident in enhancing their clients' businesses by incorporating our services as a professional.

“ We Believe

What We Give
Is What We Get

“All Issues Are Our Issues;
“Expand Responsibility.



Few Words

Tokyo Consulting Group is a global leader in delivering professional services to help businesses thrive in complex and dynamic markets like Indonesia. With expertise across accounting, tax, advisory, HR, Corporate Legal & cross-border M&A, we provide innovative, client-centric solutions tailored to meet the diverse needs of our global clientele.

In Indonesia, we support businesses through specialized entities like Tokyo Venture Capital, which facilitates cross-border mergers and acquisitions, enabling strategic expansion. Our Wiki Investment platform offers valuable investment insights, empowering clients to make informed decisions. As a 'One-Stop Service' provider, we ensure comprehensive coverage of financial, operational, and strategic business needs, helping clients confidently navigate Indonesia's growing economy.

Established

27 years

We are standing on a pillar of 26 years of relentless journey with our clients.

1998

Founded in 1998

¥500m+

Capital As a group

26 Countries

Operating across a vast geographical footprint.

39+ Branches

Ensuring proximity to your business wherever you are.

Growing Society

We help grow businesses and strengthen communities through our clients' success.

Our Global Family



500+

Now over 500 strong, our family continues to grow.

We are proud to be recognized as a Great Place to Work, and we are continuously committed to fostering a supportive and dynamic work environment that empowers our team to grow and thrive.

Great Place To Work®

1000+

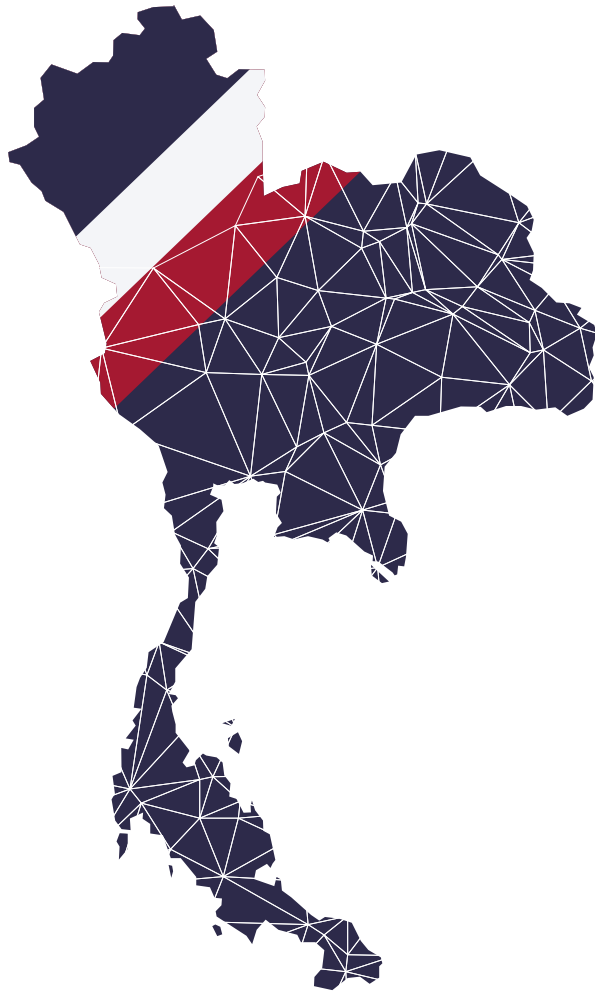
Proudly served over 1,000 clients world-wide.

171+

Japanese local employees are working at different points in the world

TCG Thailand

Serving the Indo Business Opportunities



Our Role in the Thai Business Environment

As Thailand continues to emerge as a prominent business hub in **Southeast Asia**, **TCG Thailand** is strategically positioned to support companies seeking to leverage the country's market potential. Through our specialized subsidiaries—**International Audit Professional Firm Co., Ltd. (IAPF)**, **TCF Legal Firm Limited**, and **TCF HR Limited**—we offer a comprehensive suite of business solutions. With expertise in accounting, legal services, human resource management, and auditing, TCG Thailand is uniquely equipped to guide businesses through the complexities of establishing and operating in the Thai market.

Our in-depth knowledge of the **local regulatory and business environment** enables us to provide strategic insights and operational support that are meticulously tailored to the specific needs of our clients. Whether assisting with navigating complex tax and legal frameworks or optimizing workforce management, our mission is to empower our clients to achieve sustained success in Thailand.

Population & Market Size



(2025)
71.04 M

The Thai Economy Profile

\$12.5b

FDI Inflow

2.9%

Expected
GDP Growth
(YOY) in 2025

44%

Service
GDP

\$3.9 b

E-Commerce
Market Size

67%

Workforce
Participation Rate

38%

Industry GDP

Key Sectors for Investment



Manufacturing

Thailand is a global production hub, especially in automotive, electronics, and food processing, with incentives for high-tech industries like robotics and



Tourism

Contributing over **10% to GDP**, Thailand's tourism sector remains strong, attracting investment in hospitality and leisure.



Technology & Innovation

The Thailand 4.0 initiative promotes innovation in fintech, AI, telecommunications, and digital technology, making it appealing to tech investors.



Agriculture

Thailand is a leading exporter of rice and agricultural products, offering opportunities in agribusiness and food processing.

WIKI Powered by
investment

Learn More on
tcg-wiki-investment.com



Our Services

Our Management Consulting Service in Thailand



Accounting & Financial Management

01 Accounting System Setup

Tailored system design and implementation.

02 Monthly Bookkeeping and Financial Reporting

Accurate records and close financial statements.

03 Tax Compliance and Submission

Monthly tax calculations and filing.

04 Tax Refund Assistance

Streamlined support for refund claims.

05 Financial Analysis

Data-driven insights for informed decision-making.



Auditing Services

01 Audit Reports

Preparing comprehensive audit reports in Thai and English for compliance and transparency.

02 Internal Auditing

Evaluating and improving operational efficiency and financial controls.

03 Yearly Stock Counting

Conducting thorough inventory checks to ensure accuracy and accountability.

04 Disposal Inventory Assessment

Providing insights and recommendations for managing unproductive or obsolete assets.



Human Resources (HR) Management

01 Local Recruitment

Identifying and hiring top talent in local market

02 Salary Calculation/ payroll

Comprehensive payroll processing.

03 Global Recruitment

Hiring Global talents to and ensuring maximum outcome from it to our clients

04 Mergers & Acquisitions (M&A)

Providing end-to-end support for M&A transactions.



Performance Metrics Indicator (Cloud Application)

01 Setup Financial Goals

Set-up Financial Goals and breakdown goals into KGI and KPI to Achieve it

02 Set Company Goals

Aligned, focused targets for business growth.

03 Set Employee Individual Goals

Tailored, measurable objectives for individual roles.

04 Team KGI KPI & Masurable Goals

Defining goals and metrics to measure team success.

Our Services

Our Management Consulting Service in Thailand



Legal Services

01 Corporate Legal Services

A Company setup and business licensing

Facilitating the establishment and licensing of businesses.

B Visa and work permit processing

Assisting with obtaining visas and work permits.

C Board of Investment (BOI) applications

Managing BOI incentives and approvals

D Mergers & Acquisitions (M&A)

Providing end-to-end support for M&A transactions.

02 Litigation and Legal Representation

A Employment and labor law

Advising on workplace regulations and disputes.

B Family law and personal disputes

Handling divorces, custody, and personal conflicts.

C Civil, commercial, and criminal litigation

Representing clients in diverse legal cases.

D Land and property disputes

Resolving real estate conflicts effectively.

E Arbitration and mediation services

Offering alternatives to court for dispute resolution.



Process Standardization



01 Efficient Manual Creation

Simplify workflows with step-by-step photo and video manuals to improve team efficiency.

02 Cloud-Based Sharing

Share and update manuals in real-time, ensuring teams access accurate information anytime.

03 Robust Security

Protect critical data with secure, reliable backups and redundancy systems.

04 Training Support

Accelerate employee training with easy-to-use tools, saving time and boosting productivity.



Tokyo Venture
Capital
Be Global, Make Innovation

Merger & Acquisition



Mergers & Acquisitions

Our Approach to Global M&A Market



Empowering Global Ambitions Through Expert “Mergers & Acquisitions”



In today's fast-paced M&A landscape, **Tokyo Venture Capital (TVC)** is dedicated to helping companies strategically divest shares through carefully crafted **mergers and acquisitions**. We specialize in providing tailored strategies that help our clients define their goals, assess market opportunities, and maximize value through strategic **M&A transactions**.

By leveraging advanced automation, analytics, and machine learning, we deliver valuable insights that empower clients to make smarter, **data-driven decisions**. With our comprehensive resources and expertise, **TVC** ensures a seamless journey through the **M&A process**, providing clients with strategic guidance at every stage.

As your trusted partner, **TVC** is focused on unlocking new growth opportunities through strategic **M&A transactions**, aligning every deal with your strategic objectives and helping you confidently navigate the complexities to achieve success.



Our M&A Services

Seller Side

Consultation

Signing of Advisory Agreement

Provision of Materials
Company Analysis
Sector Research
Selection of Potential Buyer & Valuation

Preparation of Teaser (Anonymous)

Preparation of Information Memorandum

Mediator Support

Management Meetings, Site Visits

Negotiation of Price & Term

Signing of Letter of Intent Due Diligence Negotiation of Final Terms

Signing Of Definitive Agreement
Announcement
Settlement
Completion

Buyer Side

Teaser & Presentation

Signing of Non-disclosure Agreement

Provision of Detail Information

Focused M&A Industry

Food & Beverage Wholesale Companies

Restaurant & Chain Restaurants

Food & Beverage Manufacturing

Renewable Energy

Logistics

IT & Tech Company

Waste Treatment

Healthcare and Life Sciences

E-Commerce and Retail Technology

Financial Technology (Fintech)

Real Estate & Proptech

Entertainment and Media

Market Research & Analysis

We provide in-depth market research and analysis services, including macro and micro market trends, competitive intelligence, industry-specific insights, and strategic assessments. Our expertise equips you with the data-driven strategies and actionable recommendations needed to thrive in dynamic markets.



Market Research Services

Start Your Market Research in ASEAN, EU & African Countries with us

Market Trends Analysis

01 Industry Trends Report

Covers emerging trends, growth areas, and innovation drivers in a specific industry.

02 Consumer Behavior Report

Analyzes buying patterns, lifestyle shifts, and preferences.

03 Market Demand Forecast Report

Estimates market size, demand growth, and revenue potential.

04 Demographic Trends Report

Focuses on population segments by age, income, gender, and other factors.

Economic and Social Analysis

01 Economic Impact Report

Examines the influence of economic factors like GDP growth, inflation, or trade policies.

02 Social Impact Report

Highlights societal trends affecting businesses, such as sustainability or cultural shifts.

03 Political Risk Analysis Report

Evaluates political stability, regulatory risks, and government policies.

04 ESTEL Analysis Report

Explores Political, Economic, Social, Technological, Environmental, and Legal factors affecting markets.

Competitive Analysis

01 Competitor Landscape Report

Maps competitors, their strengths, weaknesses, and market strategies.

02 Market Share Analysis Report

Details each competitor's share in the market, segmented by product or region.

03 Product Differentiation Report

Highlights gaps and opportunities in features, pricing, or branding.

04 Benchmarking Report

Compares a company's performance to industry standards or key competitors.

Company List Development & SWOT

01 Prospect Identification Report

Shortlists companies based on client-defined criteria such as revenue, location, or industry.

02 Partnership Opportunity Report

Identifies potential strategic partners, distributors, or suppliers.

03 Industry SWOT Analysis

Assesses strengths, weaknesses, opportunities, and threats for a specific industry.

04 Market Opportunity Report

Focuses on potential gaps and untapped opportunities in the market.

Advanced Insights

01 In-Depth Feasibility Study

Evaluates the viability of a product or market entry strategy.

02 Customer Persona Report

Builds detailed profiles of target customer groups.

03 Scenario Planning Report

Explores multiple potential market outcomes based on trends and policies.

04 Government Policy Impact Report

Analyzes how policies or ministry decisions impact the market.

The Innovation Framework

Types of Innovation & Role of a Manager

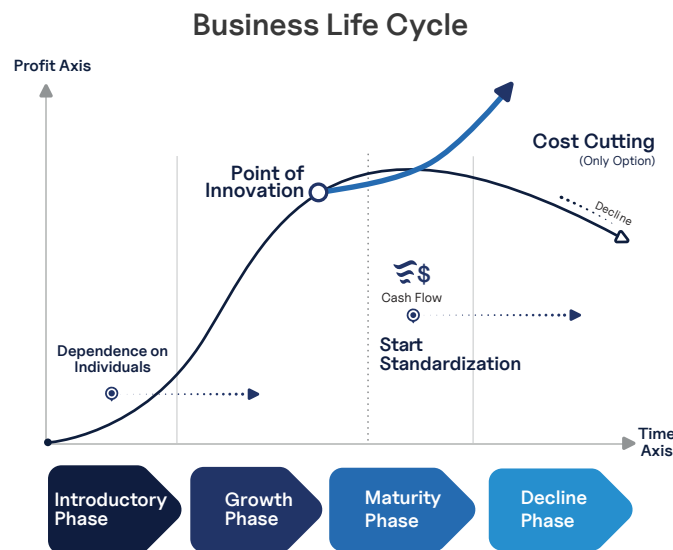
Our Response to Dynamic Business Environments

In today's rapidly evolving business landscape, companies face increasing market challenges and technological disruption. As businesses adapt to changing consumer behaviors and market dynamics, many struggle to maintain their competitive edge.

“We support Clients by

- Offering expert guidance for business transformation and growth.
- Delivering collaborative support across all business functions.
- Helping companies turn market challenges into opportunities.
- Supporting international companies to navigate local market complexities.

Your Business Life Cycle



Introductory Phase Challenges

Reliance on Individuals

Success relies on key leaders' skills, but scaling operations may be limited by their capabilities.

Growth Phase Challenges

Standardization

Growth requires delegating tasks, but this risks quality and efficiency, especially if dependent on costly skilled personnel.

Maturity Phase Challenges

Slowing Growth

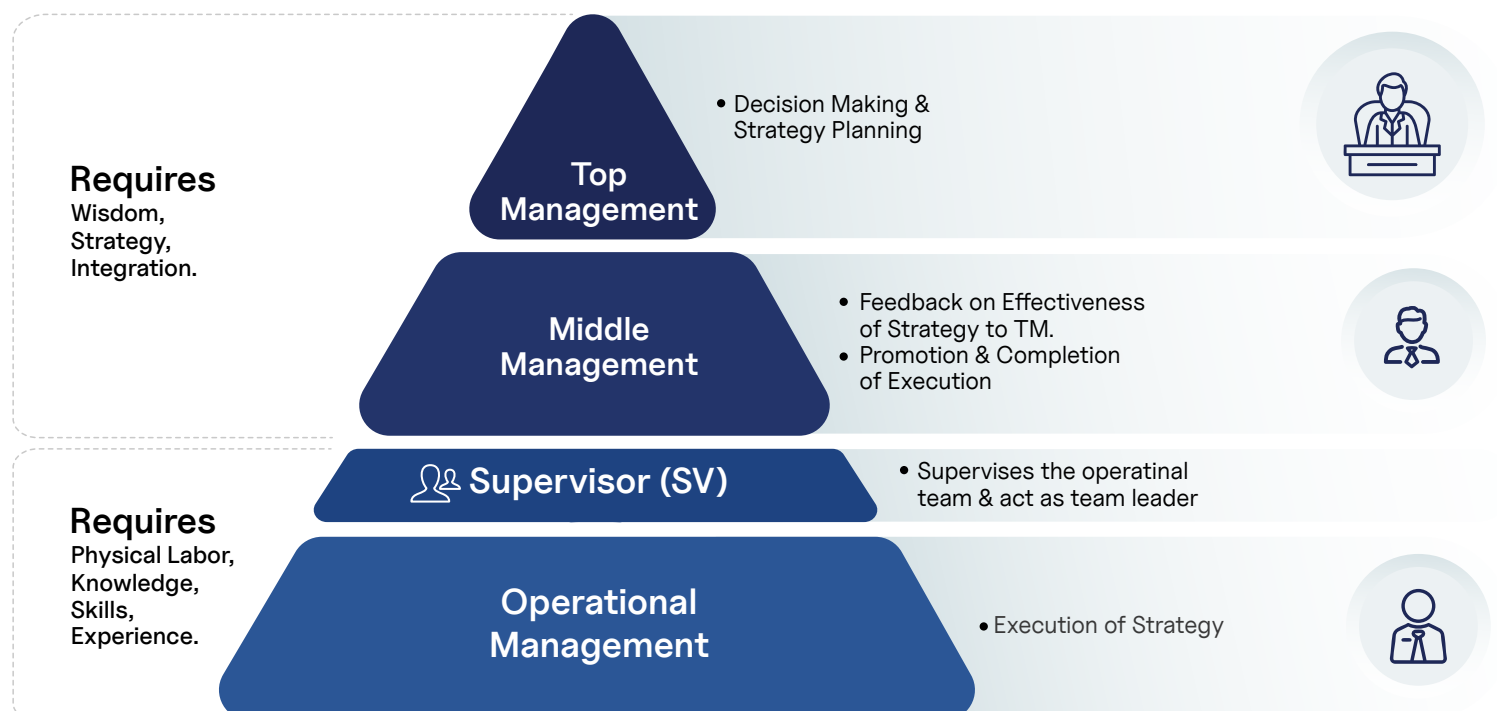
Strong financial performance may continue, but growth plateaus, requiring innovation to stay competitive.

Decline Phase Challenges

M&A, Cost Cutting Strategy

Companies focus on M&A and cost-cutting strategies to sustain growth, balancing efficiency with long-term innovation needs.

The Role of a Managerial Position



Process Standarization

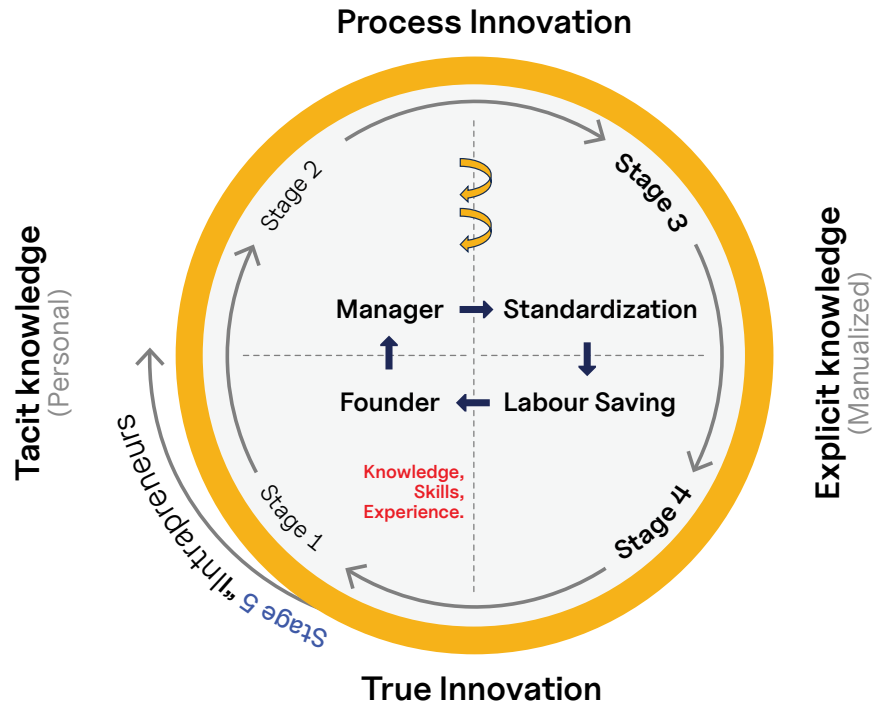
Process of Innovation & Standarization Point

The Process of Innovation

In today's rapidly evolving business landscape, companies face increasing market challenges and technological disruption. As businesses adapt to changing consumer behaviors and market dynamics, many struggle to maintain their competitive edge.

“ Stages of Transition

- ✓ Individual knowledge starts with the founder
- ✓ Gets passed up through management
- ✓ Becomes standardized
- ✓ Is implemented as labor-saving processes
- ✓ Creates new knowledge that starts the cycle again



“ Standardization Services

TeachmeBiz is a manual creation, sharing and management platform that allows you to see, communicate, and expand work procedures efficiently and simply. Anyone can create the **manual step-by-step with images/video**.



01 Efficient Manual Creation

Simplify workflows with step-by-step photo and video manuals to improve team efficiency.

02 Cloud-Based Sharing

Share and update manuals in real-time, ensuring teams access accurate information anytime.

03 Robust Security

Protect critical data with secure, reliable backups and redundancy systems.

04 Begin Digital Transformation

A mobile-first concept and easy-to-use app allowing employees to access quickly.

05 Employees Multitasking Skills

Develop the learning potential of employees with a self-learning system

06 Reduce Organization Cost

Accelerate employee training with easy-to-use tools, saving time and boosting productivity.

↓ **75%**

Save Time

75% time reduction in SOP, WI creation (according to user surveys)

↑ **40%**

Training Efficiency

reduced training time by over 40% by utilizing Teachme Biz

↑ **30%**

Improved Communication

The platform increases 30% improved communication

↓ **10-15%**

Reduced Operational Cost

The system enables a 10-15% cost reduction in operations

The SCAD Framework

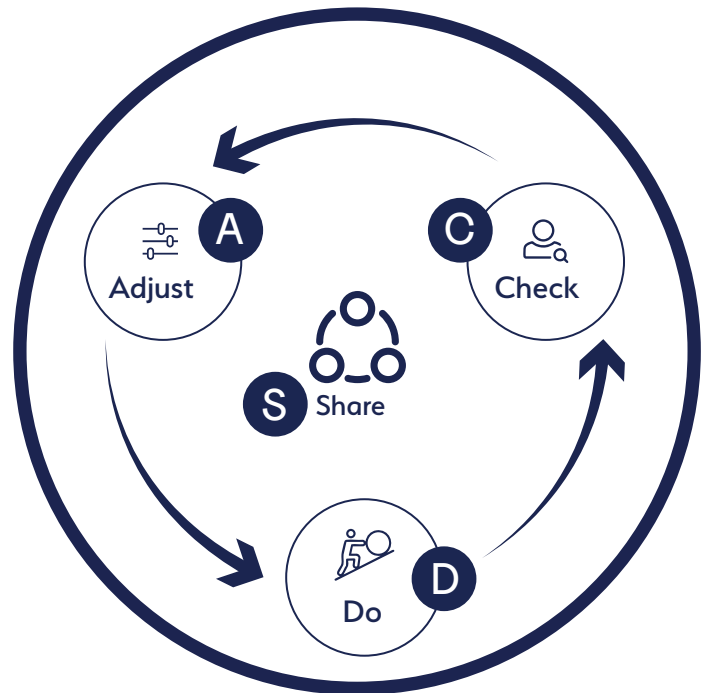
Scan, Check, Adjust & Do

“ About SCAD System

SCAD stands for Share, Check, Adjust, Do—a proactive and structured method to identify, address, and prevent workplace issues efficiently.

“ How SCAD Works to Solve Workplace Challenges

- ✓ Identify problems and inefficiencies before they escalate.
- ✓ Enhance team collaboration and accountability.
- ✓ Standardize workflows to reduce risks and inefficiencies.
- ✓ Build a sustainable, efficient, and productive work environment.
- ✓ Build a sustainable, efficient, and productive work environment.



The SCAD Framework

Key Steps in SCAD

Share

- ✓ Employees share concerns, risks, or process inefficiencies in real-time using the SCAD application.
- ✓ Promotes transparency and ensures small issues are reported early.

Check

- ✓ Management reviews and validates the shared issues, prioritizing them based on urgency and impact.
- ✓ Aims to thoroughly analyze the root causes for better problem-solving.

Adjust

- ✓ Corrective actions are planned, and adjustments are made to workflows, processes, or policies to eliminate identified risks.
- ✓ Ensures long-term, effective solutions over temporary fixes.

Do

- ✓ Teams implement the planned adjustments and track their effectiveness over time.
- ✓ Focuses on measurable progress and continuous improvement.



Real-time issue reporting with actionable steps to

- Eliminate inefficiencies.
- Standardize workflows.
- Improve team collaboration.
- Minimize risks before they escalate into costly problems.

How SCAD Concept Helps in Different Industries

↑ **30%**

Saves Time

Saving up to 30% of wasted time.

↑ **70%**

Preventable Incidents

70% of preventable incidents through early reporting and resolution.

↓ **20-40%**

Reduced operational costs

Operational costs by eliminating inefficiencies and standardizing workflows.

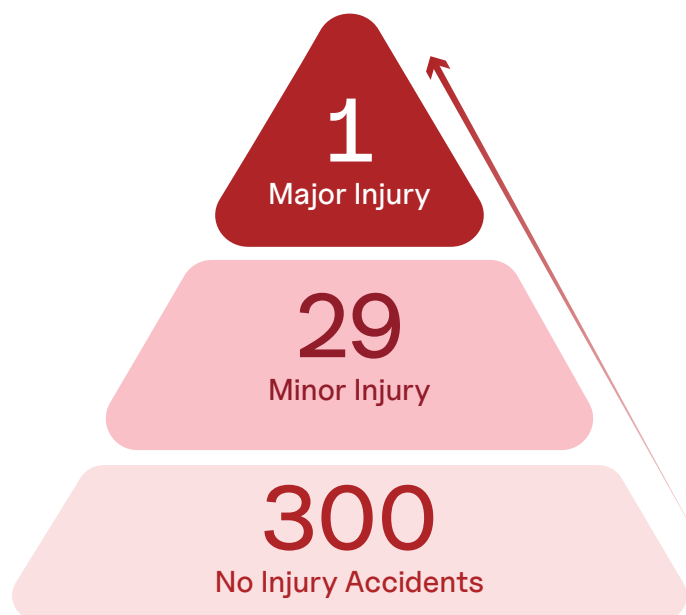
↑ **15-25%**

Increased Client Satisfaction

Enhances customer satisfaction by preventing service errors.

SCAD Application

Share, Check, Adjust & Do



Heinrich's Law & It's Stages

Understanding Heinrich's Law

Heinrich's Law shows that for every 1 major injury, there are 29 minor injuries and 300 near-misses, highlighting how small issues can lead to bigger problems if ignored.

5W1H: A Method to Reduce Mistakes in Your Company

The 5W1H approach—Who, What, Where, When, Why, and How—is a problem-solving framework designed to minimize errors and enhance operational efficiency in organizations. By systematically addressing these six fundamental questions, businesses can identify root causes and implement effective solutions.

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"Equation" of
5W1H to Reduce
the Mistakes in
Company

Why $\times$ 5 + How
W5H1

SCAD



HRVC Concept

Monthly Strategic Report

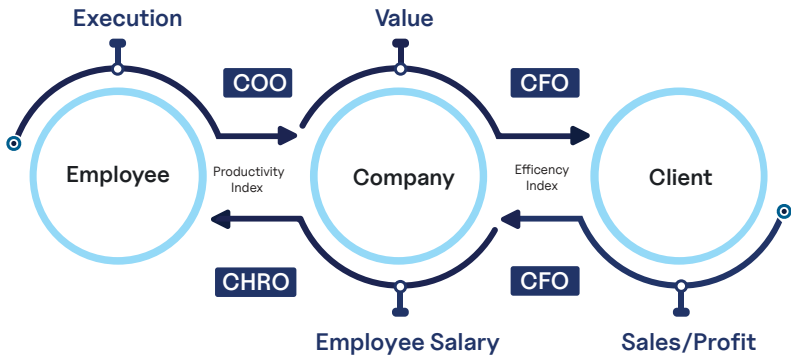


We maximize business value in Indonesia by aligning three critical elements, “Employee, Company, & Client performance” Our integrated solutions drive performance in the following ways:

Introduction to the Kuno Method (HRVC)

True business success combines financial stability with the growth of human potential. The HRVC (Human Resource Visionary Consulting) method, pioneered by Yasunari Kuno, aligns human resources with financial insights to provide clarity, foresight, and strategic tools for sustainable growth.

This approach goes beyond numbers, focusing on understanding businesses deeply and transforming challenges into opportunities. HRVC empowers informed, long-term decisions, fostering continuous improvement and maximizing both human and financial potential. It’s not just a method but a philosophy of growth, adaptability, and



fx

“Equation” of Best Performance of your Company

Performance = Strategy × Execution

Company's Responsibility

CEO's Responsibility

Employee's Responsibility

Our approach emphasizes the importance of aligning the value chain—encompassing employees, the company itself, and its clients—with the roles of key executives (COO, CFO, CHRO) to maximize productivity

and efficiency. By creating synergy between these critical components, we ensure that companies can maintain peak performance and achieve sustained growth.

How It Works for Our Clients

Our financial reports offer an unparalleled level of detail, ensuring that you have the necessary data to make critical strategic decisions. By breaking down the data into understandable and actionable insights, we empower your management team to:

- Monitor Financial Health:** Understand both short-term and long-term financial performance at a granular level.
- Optimize Workforce Efficiency:** By providing metrics such as sales per employee and productivity ratios, you can make informed decisions about hiring, compensation, and workforce management.
- Track Profitability:** Our reports include key profitability indicators, enabling you to focus on areas where costs can be reduced or revenues increased.
- Make Data-Driven Decisions:** We equip you with the insights necessary for strategic planning, allowing you to forecast more accurately and make informed business moves.

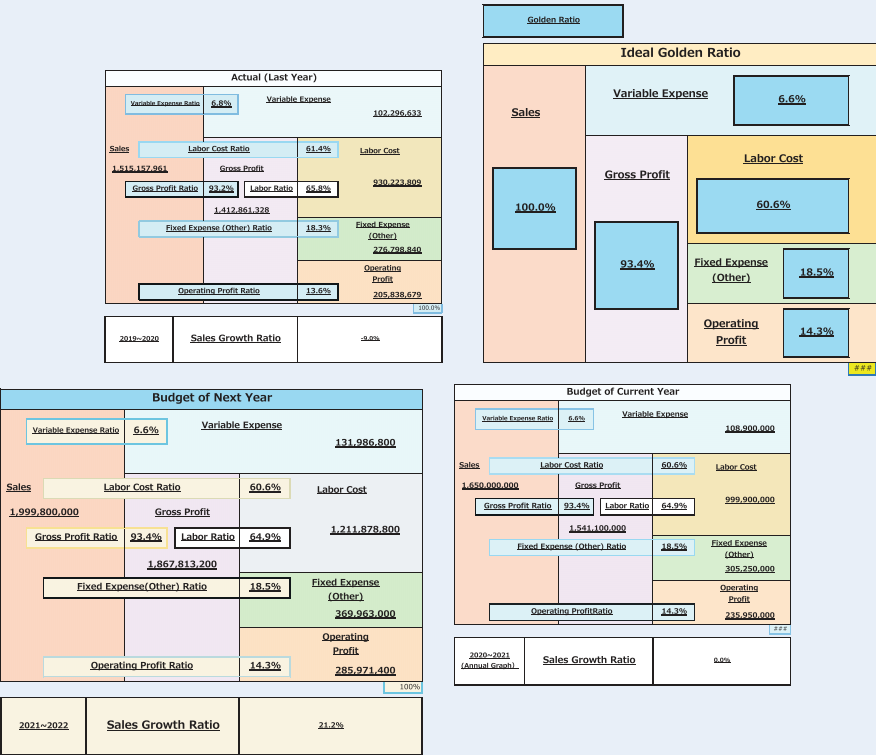
FY Forecast					2020-2021											
Item	F.Y.2019	F.Y.2020	F.Y.2020 Target (ThousandYEN)	F.Y.2021	2020-2021				2020-2021				2020-2021			
Sales	100.0%	100.0%	1,650,000	100.0%	F.Y.2019	Target	F.Y.2020	F.Y.2021	F.Y.2019	Target	F.Y.2020	F.Y.2021	F.Y.2019	Target	F.Y.2020	F.Y.2021
Variable Expense	6.8%	4.3%	108,900	6.6%	Month	112,846	130,000	115,451	137,500	128,750	125,000	0	151,500	128,750	125,000	0
					Accumulate	112,846	130,000	115,451	137,500	241,598	255,000	115,451	309,000	241,598	255,000	115,451
Gross Profit (or Loss)	93.2%	95.7%			Month	146,064	122,400	110,461	147,161	121,964	116,750	0	141,501	121,964	116,750	0
					Accumulate	146,064	122,400	110,461	147,161	228,032	238,170	110,461	288,662	228,032	238,170	110,461
Labor Cost	61.4%	65.0%	999,900	60.6%	Month	72,411	78,780	75,039	95,481	72,305	75,750	0	91,809	72,305	75,750	0
					Accumulate	72,411	78,780	75,039	95,481	144,718	154,530	75,039	187,208	144,718	154,530	75,039
Fixed Expense (Other)	20.3%	21.6%	305,250	18.5%	Month	24,778	24,050	24,966	29,149	23,687	23,125	0	28,028	23,687	23,125	0
					Accumulate	24,778	24,050	24,966	29,149	48,464	47,175	24,966	57,175	48,464	47,175	24,966
Fixed Expense	81.7%	86.6%	1,305,150	79.1%	Month	97,189	102,830	100,005	124,630	96,000	98,875	0	119,837	98,875	98,875	0
					Accumulate	97,189	102,830	100,005	124,630	214,598	225,000	100,005	266,000	214,598	225,000	100,005
Operating Profit (or Loss)	11.5%	9.1%			Month	8,879	18,590	10,472	22,531	25,973	17,875	0	21,665	25,973	17,875	0
					Accumulate	8,879	18,590	10,472	22,531	34,852	36,462	10,472	44,196	34,852	36,462	10,472
Non-Operating Income	3.6%	1.7%	0	0.0%	Month	3,451	0	1,988	0	6,250	0	1,988	0	6,250	0	1,988
					Accumulate	3,451	0	1,988	0	6,250	0	1,988	0	6,250	0	1,988
Non-Operating Expense	1.5%	1.0%	0	0.0%	Month	0	0	0	0	0	0	0	0	0	0	0
					Accumulate	0	0	0	0	0	0	0	0	0	0	0
Ordinary Profit (or Loss)	13.6%	9.1%			Month	8,879	18,590	10,472	22,531	31,103	17,875	0	21,665	31,103	17,875	0
					Accumulate	8,879	18,590	10,472	22,531	34,852	36,462	10,472	44,196	34,852	36,462	10,472
Break-Even Point			84.7%		Month	6,962	18,590	11,251	22,531	31,103	17,875	0	21,665	31,103	17,875	0
					Accumulate	6,962	18,590	11,251	22,531	34,852	36,462	10,472	44,196	34,852	36,462	10,472
Labor Productivity			1.54		Month	82.4%	84.7%	89.8%	84.7%	82.3%	84.7%	89.8%	84.7%	82.3%	84.7%	89.8%
					Accumulate	82.4%	84.7%	89.8%	84.7%	82.3%	84.7%	89.8%	84.7%	82.3%	84.7%	89.8%
Variable Expense Ratio			6.6%		Month	1.48	1.54	1.47	1.54	1.50	1.54	1.47	1.54	1.50	1.54	1.47
					Accumulate	1.48	1.54	1.47	1.54	1.50	1.54	1.47	1.54	1.50	1.54	1.47
Ordinary Profit Ratio			14.3%		Month	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%
					Accumulate	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%
Sales per employee			4,520,548 YEN		Month	6,238	14,330	9,730	6,238	14,330	9,730	6,238	14,330	9,730	6,238	14,330
					Accumulate	6,238	14,330	9,730	6,238	14,330	9,730	6,238	14,330	9,730	6,238	14,330
Gross Profit per employee			4,222,192 YEN		Month	308	364	316	308	364	316	308	364	316	308	364
					Accumulate	308	364	316	308	364	316	308	364	316	308	364
Ordinary Profit per employee			646,438 YEN		Month	384	332	303	384	332	303	384	332	303	384	332
					Accumulate	384	332	303	384	332	303	384	332	303	384	332
Sales Compared with Last Year			108.9%		Month	10	51	31	64	104	180	31	121	104	180	31
					Accumulate	10	51	31	64	104	180	31	121	104	180	31
The number of employee (Expat)			137 Employees		Month	137	137	137	137	137	137	137	137	137	137	137
					Accumulate	137	137	137	137	137	137	137	137	137	137	137
The number of employee (National)			228 Employees		Month	228	228	228	228	228	228	228	228	228	228	228
					Accumulate	228	228	228	228	228	228	228	228	228	228	228
The number of employee (Total)			365 Employees		Month	365	365	365	365	365	365	365	365	365	365	365
					Accumulate	365	365	365	365	365	365	365	365	365	365	365

This is an example of profit loss forecasting report and, this report has been generated for the company "Sample Co., Ltd" which is a demo for illustration.

Monthly Strategic Report

Human Resource Visionary Consulting

Budget Forecasting

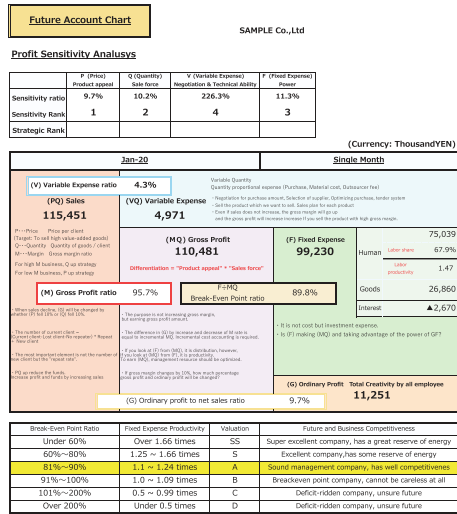


This is an example of profit loss forecasting report generated for the company "Sample Co., Ltd"

Yearly Future Account Chart

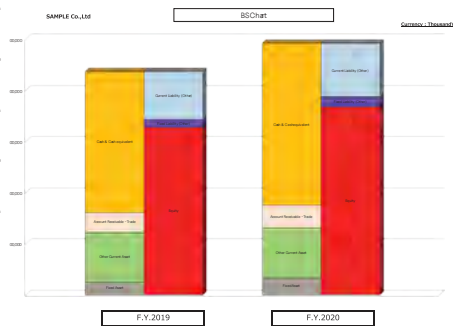
The future account chart provides a profit sensitivity analysis by breaking down key factors such as product appeal, sales force effectiveness, negotiation skills, and technical capabilities, showing the overall strength of the organization. This report allows users to quickly assess critical data through ratios and key amounts.

It generates yearly insights by aggregating monthly data, offering a comprehensive view of business performance and helping organizations make informed strategic decisions.



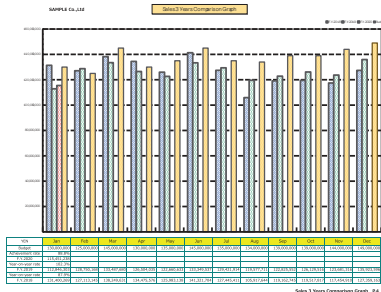
Comparison Graph

The Balance Sheet (BS) Chart is designed to provide a compact comparison of total amounts using a graph. It allows for the automatic generation of reports comparing two or more financial years. The chart includes cash and cash equivalents, accounts receivable, current and fixed liabilities, equity, fixed assets, and other fixed assets, enabling quick and easy comparisons for users.



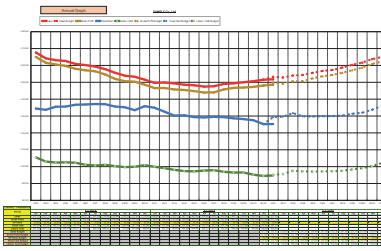
Comparison Graph

Our comparison graphs display the budget for all months across selected years, helping users easily grasp the data in an aggregated manner. This clarity allows decision-makers to confidently make informed choices based on accurate, comprehensive data.



Annual Graph

The annual graph is a straightforward line graph that compares the performance of sales budgets, gross profit, and fixed labor costs, summarizing all essential data in one place for easy analysis.



The HRVC Application

PIM (Performance Indicator Matrics)

Introduction to the Kuno Method (HRVC)

The HRVC SaaS (Human Resource Visionary Consulting) platform from Tokyo Consulting Group (TCG) is a cutting-edge solution designed to revolutionize the way businesses manage their human resources and financial performance. As a state-of-the-art software product, it combines sophisticated data analytics with intuitive dashboards to provide a holistic view of an organization's operational efficiency. Here's how HRVC SaaS is going to significantly enhance business performance



Human Resource
Visionary Consultancy

key Features

Turn Financial Data with Measurable Goals:

Transform your financial data into measurable objectives by setting **financial targets (KFI)**, **strategic goals (KGI)**, and **performance indicators (KPI)**. Effectively distribute these targets among employees to drive aligned performance.

Comprehensive KPI, KFI, and KGI Management:

HRVC SaaS offers powerful tools to manage **Key Performance Indicators (KPI)**, **Key Financial Indicators (KFI)**, and **Key Goal Indicators (KGI)**. These features allow businesses to set, monitor, and achieve critical business objectives by aligning their workforce with financial and operational goals.

Performance Dashboards make it easy to track real-time performance across various departments, ensuring that the business is

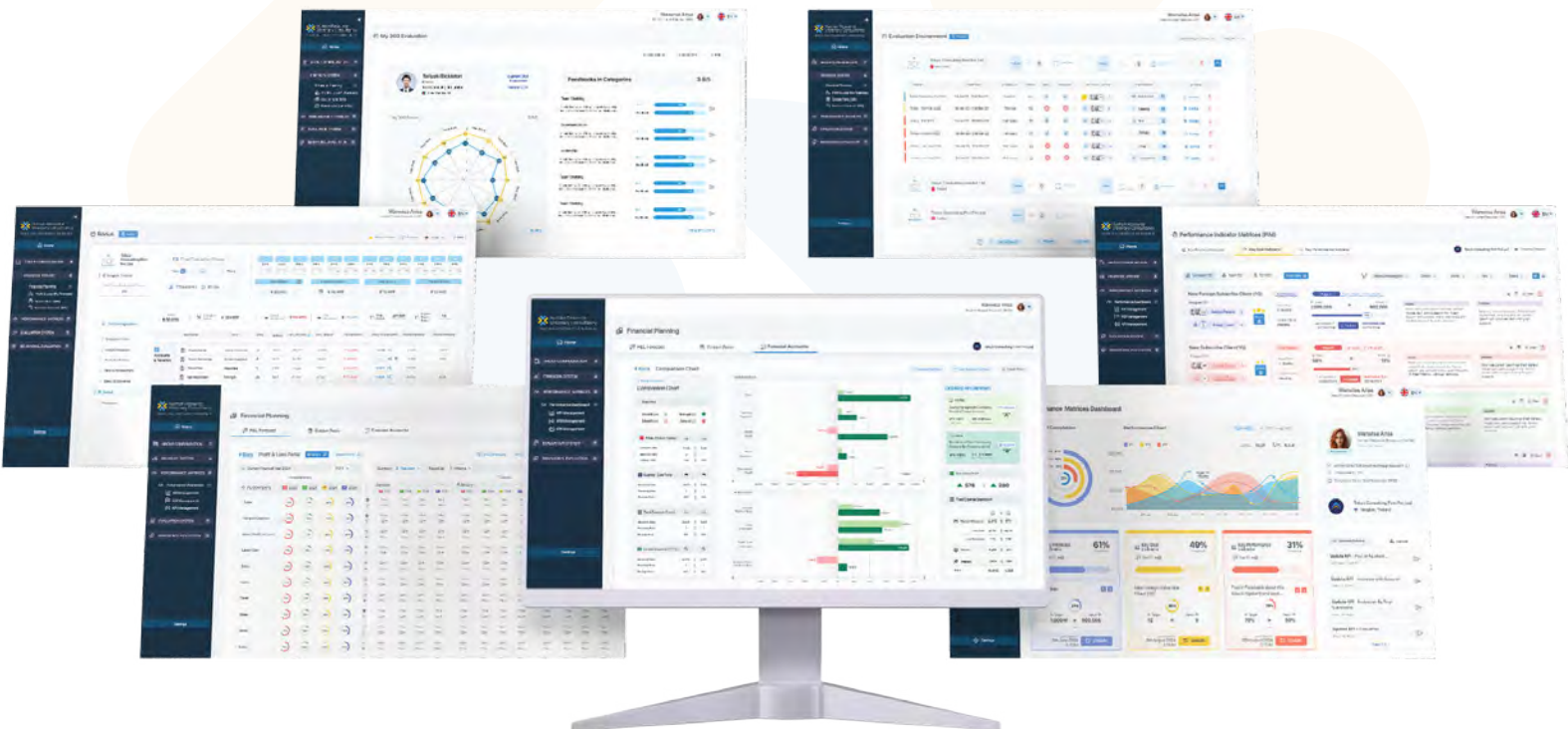
Visionary Experience for Management:

The HRVC SaaS platform provides a visionary experience for managers, allowing them to gain deep insights into their organization through features like **Golden Ratio (GR)** and **Forecast Accounts (FA)**. These tools help in accurately predicting future business performance.

Employee and Behavioral Evaluation Systems:

The system also includes a **360 Degree Evaluation module** that provides comprehensive feedback on employee performance. It includes behavioral evaluations, allowing for holistic development plans that improve individual and team efficiency.

Behavioral Portals and Progress Dashboards ensure that not just financial, but also behavioral aspects of performance, are fully aligned with company goals.



Evaluation System

Evaluation Made Easy with Web Application



Manage The Human Resource

Jinji no Butai is a cutting-edge HR evaluation app with a centralized employee management system, ideal for businesses of all sizes. It provides complete control over companies, branches, and employees, with a user-friendly interface for quick decision-making and seamless



Evaluation Management

- Reimagined employee evaluation system ensures fairness and avoids bias.
- Over 10 features for setting and approving goals (first and second evaluations).
- Built-in grading system for accurate performance evaluation.
- Appraisal reports align performance with expected outcomes to determine employee increments.

Goal Setting

Goal setting is divided into management and individual employee roles. The platform allows comments on goals and achievements, with self-rating features to encourage

Interactive Dashboard

Implementing Jinji no Butai in your corporation will instantly introduce you to an interactive dashboard where you can see all your Human Resource information. The charts and graphs show the current status of the employee's performance evaluation, the date of approval, and who is waiting for support.



The system allows users to set employee designations, replicate organizational structures, and define reporting lines. Managers can monitor subordinates seamlessly, transforming the entire HR department into a digital platform.

Key Features



Self Goal Setting Support

Employees can align their personal goals with the company's objectives.



Full Cost Management

Labor costs should be viewed holistically, connecting to company profit and key indicators.



Cloud Server

HR master data and evaluations for all subsidiaries and branches, accessible from anywhere.



Multilingual Support

Designed for companies with subsidiaries and branches worldwide.



Multi Currency Support

Currency units can be converted and shown in the preferred currency

User Friendly Interface

Know everything you need with one click, cost management, edit, delete, database, and take decisions instantly.

Decision Supportive Reports



Compact View



Dashboard



Chart & Graph Report



Lucrative Recruitment



Low Turnover Rate



Higher Productivity

“ leadership, work Philosophy, & Personal growth. ”



Biasless Evaluation

Biasless evaluation ensures fair, objective performance assessments, free from personal biases. It promotes merit-based growth, offering equal opportunities for all



Better Cost Management

With enhanced employee management control, Jinji no Butai helps reduce labor costs and optimize workforce efficiency in any organization.

WIKI investment

Be Global, Make Innovation

Access to World Business Directory

Wiki Investment is a business platform offering key features such as financial analysis, market insights, and expert Q&A. It provides detailed company profiles and investment opportunities, helping businesses make informed decisions. With its user-friendly interface and tailored financial data, it simplifies navigating complex markets for global business growth.

Why Wiki Investment?

- **Global Reach:** Wiki Investment covers businesses from diverse sectors and countries, ensuring that users have the most comprehensive and up-to-date information for international markets.
- **Interactive Knowledge Base:** The Q&A feature allows users to tap into the collective wisdom of industry experts, reducing the guesswork involved in expanding into unfamiliar markets.
- **Real-Time Updates:** Stay ahead of the curve with real-time news, updates, and research reports on the latest market developments and economic trends.

key Features

Global Business Directory:

Wiki Investment serves as a detailed directory of businesses worldwide, providing users with access to extensive company profiles, industry insights, and market research reports. Whether you're exploring new markets or seeking partnerships, the platform helps you connect with businesses across the globe.

Q&A Feature:

Our platform enables users & clients to ask specific questions related to business expansion, regulatory requirements, and market trends. Experts and experienced professionals provide answers, creating a valuable knowledge-sharing network that helps you make informed decisions, and we never fail to respond.

WIKI investment
Powered by

Learn More on
tcg-wiki-investment.com



Comprehensive Market Data:

Wiki Investment aggregates up-to-date data from various industries, allowing businesses to perform market analysis and understand key trends before entering a new region. This data is critical for assessing risk, predicting market behavior, and identifying opportunities.

User-Friendly Interface:

The intuitive interface makes it easy to navigate through business listings, compare market statistics, and access valuable resources. Whether you're a seasoned investor or a first-time entrepreneur, the platform simplifies the complex process of international business expansion.



Our 27 Doctrines

Our Beliefs and how we Satisfy our Clients



01 Priority to Clients

We prioritize our clients in everything we do. We will never put the company, superiors, subordinates, or coworkers first. We are passionate about our work, constantly improve our technical and personal skills, and contribute mindfully to society. We are highly aware that our clients sustain us, and we value their trust.



02 Concern/Empathy

We are sincerely interested in our clients. We empathize with them, they are working conditions, and corporate culture delivers the highest quality service and solutions.



03 Promise/Understanding

We work diligently to fully understand our client's needs and ensure clear communication takes place to avoid misunderstandings. As always, our goal is 100% satisfaction.



04 Accountability

We are 100% accountable to our clients, and we always act in their best interests. We work closely with clients to inform them about important matters affecting their business and proactively involve them in these decisions.



05 Compliance

We comply with the highest ethical, social, and legal standards. Legal misconduct and/or tax evasion are detrimental to our clients and are not tolerated at TCG. We do everything within the law to accommodate clients' requests.



06 Client's Point of View

We approach our clients' problems from their point of view and strive to keep clients' feelings and needs constantly in mind as we work.



07 Speedy Service

We take pride in speedy service, work efficiently, execute tasks promptly, anticipate future needs, and create and implement plans to benefit our clients and their businesses.



08 Highest Quality

We work together as professionals with exceptional attention to detail and pride in our work. We never compromise quality, delivering the very highest standard of work available anywhere.



09 Integrity

Integrity is the bedrock of life. We provide candid feedback to clients regardless of position or designation based on a balanced view of the needs of all stakeholders: clients, customers, employees, society, etc.

Our 27 Doctrines

Our Beliefs and how we Satisfy our Clients



Representatives of TCG

10

All employees represent the company and consciously build our brand image through our positive attitude, words, and expressions, privately and publicly.



Actors

11

We are professionals and have a "can do" attitude. Once we fully understand clients' needs, we do everything in our power to meet them.



The Leading Actor

12

All employees are keenly aware of their responsibility to deliver superior results. All think and act independently and proactively to deliver the outstanding results our clients have come to expect from us. We are sincerely interested in our clients. We empathize with them, they are working conditions, and their corporate culture deliver the highest quality service and solutions.



Responsibility

13

Rather than expecting others or situations to change on their own, we constantly ask: "What can we do NOW that will lead to superior outcomes?"



Gamification

14

We love our work and innovate daily. Fun at work is not a given; instead, it is found independently. We strive to have fun at work daily.



Self-Branding

15

We are consistently polite and courteous, punctual, and well-mannered, careful about greetings and leave-taking, and use appropriate language and non-verbal communication at all times.



Punctuality

16

We are always punctual because this creates trusting relationships with clients, superiors, and coworkers.



Greetings/Gratitude

17

We always give enthusiastic greetings whether inside or outside the company. By expressing respect and gratitude with greetings, we create a trusting relationship with others.



No pain, No gain

18

Every worker possesses the potential for limitless power. We learn with a sense of purpose and keen interest, gathering new insights and wisdom daily. Through continuous learning, we achieve peak performance.

Our 27 Doctrines

Our Beliefs and how we Satisfy our Clients



Positive Thinking

19

We have a relentlessly positive attitude, constantly asking how we can improve and what steps are needed to add value to all undertakings.



Goal-oriented

20

We are constantly goal oriented as we work while maintaining mental flexibility to deal with ever-changing conditions and new opportunities for clients.



3D Thinking

21

Using our broad background, we view every task from multiple angles, offering clients a broad perspective to deliver the highest quality solutions to complex problems.



Long-term Orientation

22

We have a multi-time-frame approach to problem-solving that allows us to segment problems into short, medium, and long-term time frames. Thus, we can look for the lessons in short and medium-term challenges to deliver superior results.



KAIZEN

23

We always consider the present to be our most challenging time, continuously work to improve our business. Striving to be more "accurate", "prompt", and "cost-conscious", and to make clients "comfortable", all our coworkers think about ways to improve their work every day and implement these improvements quickly.



Innovation

24

We constantly improve our service, are proactive, and continuously adopt new ideas and practices to drive and deliver superior results.



Promotion of 5S

(Sort, Straighten, Shine, Standardize, Sustain)

25

Each of us is responsible for maintaining a pleasant and efficient work environment. We put the 5 Ss into practice every day. We immediately dispose of unnecessary things, determine the best place to put things, and maintain an environment free of trash and dirt.



Team Building

26

We are a team working together towards the same goal. We always keep coworkers in mind and cooperate to maximize each other's strengths to produce greater power overall.



Full Effort Now

27

We are future-oriented and avoid getting stuck in past problems. We are constantly optimistic and focus on immediate positive contributions to our clients' business.

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