

# Human Capital as the Key to Achieving MSV

Human capital is the key to our Asset Assembler model and serves as the primary engine of our growth.

Through the distinct roles carried out by our Co-President structure, majority shareholder Wuthelam Group, the Board of Directors, and every individual within each partner company (from the CEO and executives to employees), we strive to achieve MSV — our common values and mission.

## MSV



### Our majority shareholder Wuthelam Group

- A long-term business partner of ours for 62 years that operates investment management business as a private asset management company
- Shares with us MSV as the same values and basis of judgment and is fully aligned with the interests of minority shareholders



### Co-President structure

Supported by a robust partnership, each Co-President undertakes their respective duties while jointly making management decisions, executing corporate actions that contribute to MSV.



Wee Siew Kim

Yuichiro Wakatsuki



### The Board of Directors

- All the Board members are aligned in the pursuit of MSV
- Rigorous safeguarding of minority shareholder interests
- Our proficiency in M&A built on rich experience



### Excellent assets

CEOs

Managers and employees



New M&A endeavors



CEOs

Managers and employees

### Partner companies

- 10-plus years of management experience in the paint and adjacencies businesses
- With relentless pursuit of growth, launching new businesses and tapping into new markets
- Strong leadership driving market share expansion
- Insatiable appetite for growth embodying the LFG (Lean For Growth) and other codes of conduct
- Professionals with extensive product knowledge and applied technologies/skills
- Ability to agilely and flexibly respond to market trends and customer needs

New M&A endeavors



### Excellent assets

CEOs

Managers and employees



# Our Talent. Our Growth Driver