



Results of Operations for the First Quarter of the Fiscal Year Ended August 31, 2025

January 14, 2025



Agenda

- ▶ **1. 1Q FY8/25 Results of Operations**
- 2. FY8/25 Plan and Shareholder Returns
- 3. Medium-Term Growth Vision
- 4. Appendix

Executive Summary

- Net sales and operating profit rose 15.6% and 46.4% year on year respectively, thanks to the growth of Digital Integration.
- Progress rates for the FY25 plan stood at 25.3% for net sales and 30.2% for operating profit, marking a steady progress.

	Net sales	Operating profit/loss	
FY25 1Q consolidated results	6,200 million yen (YoY +15.6%)	768 million yen (YoY +46.4%)	▶ Net sales and operating profit grew mainly in the DX domain.
Digital Integration	5,984 million yen (YoY +16.4%)	787 million yen (YoY +48.0%)	▶ <ul style="list-style-type: none"> • The DX domain achieved a strong performance in support for the operation of Salesforce and COMPANY and facilitation of their widespread use. • We made steady progress in the utilization of business partners.
Midori Cloud	56 million yen (YoY -20.9%)	-24 million yen (YoY -%)	▶ <ul style="list-style-type: none"> • We focused on the introduction of Midori Cloud Rakuraku Shukka at JA organizations as advance investments. • Introduction trials are under way at multiple JA organizations.
Mechanical Design and Engineering	188 million yen (YoY +10.4%)	5 million yen (YoY -30.4%)	▶ <ul style="list-style-type: none"> • The number of projects increased due to the expansion of the organization. • Hiring and initial education costs increased against the background of active recruitment.
Adjustment	-29 million yen	0 million yen	
FY25 plan	24,500 million yen	2,550 million yen	▶ Progress rates stood at 25.3% for net sales and 30.2% for operating profit.

Consolidated Financial Results for the Three Months Ended November 30, 2024

- Operating profit rose by 46.4% year on year, marking a significant growth.
- We made steady progress in carrying out the FY25 plan in terms of both net sales and operating profit.

(Millions of yen)	FY24 1Q results	FY25 1Q results	YoY change		FY25 plan	Compared to FY25 plan
			Amount	Rate (%)		Progress (%)
Net sales	5,364	6,200	+835	+15.6	24,500	25.3
Cost of sales	4,054	4,487	+433	+10.7	-	-
Gross profit	1,310	1,712	+402	+30.8	-	-
SG&A expense	784	944	+159	+20.3	-	-
Operating profit	525	768	+243	+46.4	2,550	30.2
Ordinary profit	529	775	+245	+46.4	2,550	30.4
Profit attributable to parent	300	481	+180	+60.0	1,720	28.0

Consolidated Financial Results for the Three Months Ended November 30, 2024 (By Segment)

- While we made advance investments in Midori Cloud and Newton X, operating profit rose year on year, as we successfully expanded the business scale and achieved an improved profitability through the generation of high added value by utilizing business partners and providing education for engineers as well as the growth of the DX domain.

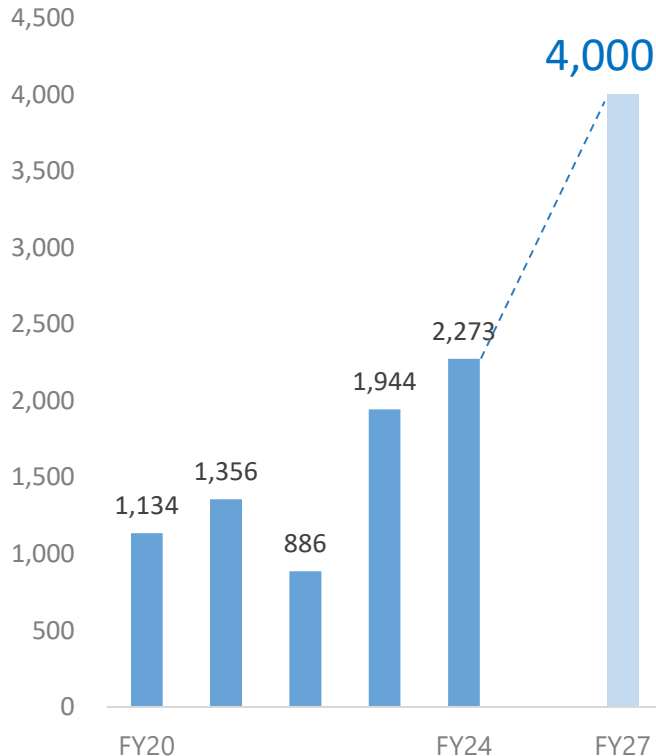
		FY24 1Q results	FY25 1Q results	YoY change	
				Amount	Rate (%)
(Millions of yen)					
Net sales	Total	5,364	6,200	+835	+15.6
	Digital Integration	5,141	5,984	+843	+16.4
	System Integration	3,530	4,056	+525	+14.9
	Digital Transformation	1,610	1,928	+318	+19.8
	Midori Cloud	71	56	-15	-20.9
	Mechanical Design and Engineering	170	188	+17	+10.4
	Adjustment	-19	-29	-10	-
Segment profit/loss (Operating profit margin)	Total	525 (9.8%)	768 (12.4%)	+243 (+2.6%)	+46.4
	Digital Integration	531 (10.3%)	787 (13.2%)	+255 (+2.8%)	+ 48.0
	Midori Cloud	-18 (-%)	-24 (-%)	-6 (-%)	-
	Mechanical Design and Engineering	8 (4.9%)	5 (3.1%)	-2 (-1.8%)	-30.4
	Adjustment	3 (-%)	0 (-%)	-2 (-%)	-

Progress on the Growth Strategy

- Starting in FY8/24, we have dedicated ourselves to increasing operating profit.
- We has made advance investments in Midori Cloud and NewtonX, and sales activities are progressing.

Medium-Term Growth Vision (operating profit)

(Millions of yen)



Initiatives to realize the Vision

	FY25 1Q	Initiatives
IT personnel platform	Number of partner companies 1,295 companies (YoY +1,028 companies)	<ul style="list-style-type: none"> • Focusing on securing partner companies with the aim of business expansion. • Build good relations with partner companies by offering projects with favorable conditions and providing training for engineers, among others.
Shift to DX	Ratio of the DX domain to net sales 31.1% (YoY +1.1%)	<ul style="list-style-type: none"> • Focus on the expansion of the highly profitable business to operate cloud systems and facilitate their widespread use, whose market is expected to burgeon. • Actively engage in the development of highly skilled human resources to meet diverse customer needs and sales activities to acquire projects.
Promotion of quasi-mandate/contracting projects	Ratio of quasi-mandate/contracting projects to orders received 49.5% (YoY +7.5%)	<ul style="list-style-type: none"> • Focus on the acquisition of quasi-mandate/contracting projects with high unit prices. • Implement proactive sales activities and foster projects managers within the Company with a view to acquiring large-scale projects.

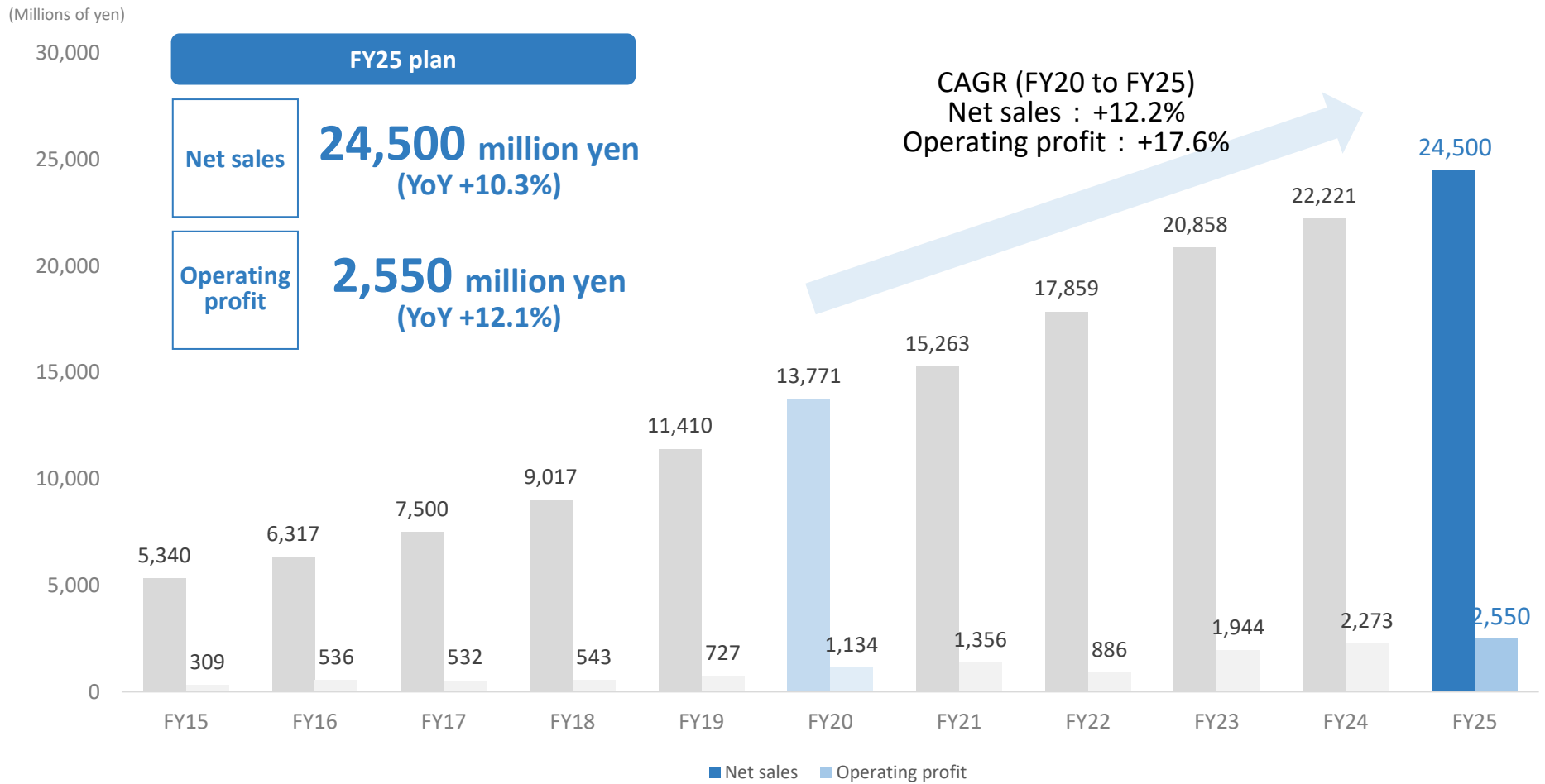
*The number of partner companies refers to that of companies registered on SERAKU Partner Platform.

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Consolidated Earnings Plan for FY8/25

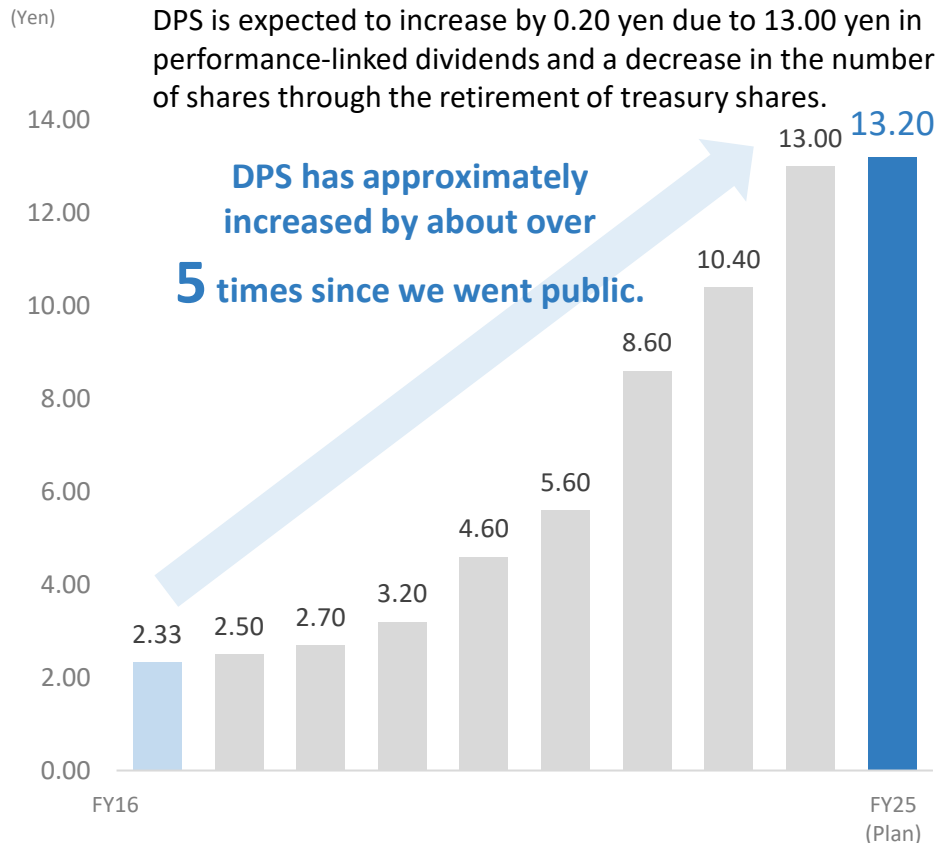
■ We will aim for a 10.3% growth in net sales and a 12.1% growth in operating profit.



Dividends and Dialogue with Investors

- DPS for FY25 is expected to increase due to performance-linked dividends and the retirement of treasury shares.
- We will continuously return profits to our shareholders through the acquisition of treasury shares and expand opportunities to hold dialogue with individual investors.

Changes in DPS (dividend per share)



Dialogue with investors

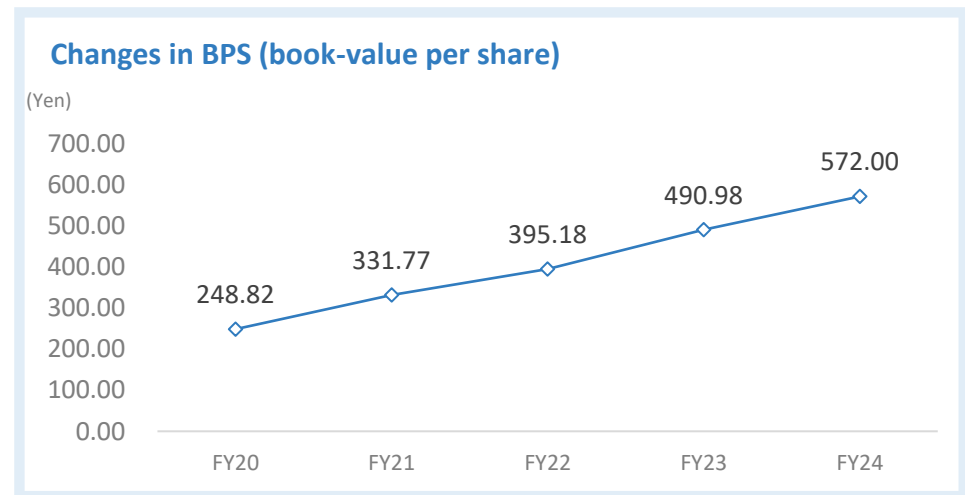
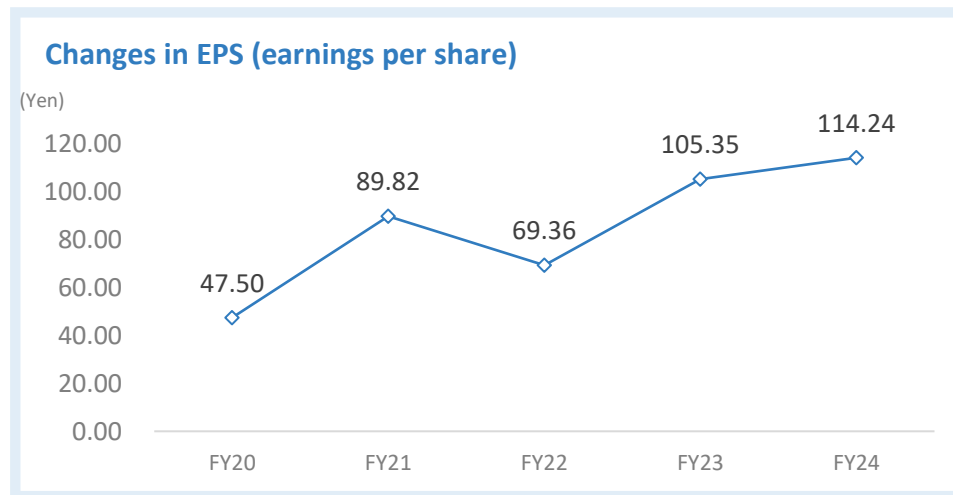
Institutional investors	<ul style="list-style-type: none"> • Financial results meeting (full-year results) • IR meetings (quarterly results)
Individual investors	<ul style="list-style-type: none"> • IR seminars for individual investors (monthly) <p>*We held seminars for the following companies in 1Q:</p> <ul style="list-style-type: none"> Sept. 2024: Monex, Inc. Oct. 2024: Nomura Investor Relations Co., Ltd. Nov. 2024: au Kabucom Securities Co., Ltd.
Content of dialogue	<ul style="list-style-type: none"> • Business content (competitive strengths, business models) • Growth strategy (growth vision, M&As, progress in investments) • Capital policy (shareholder returns)

*On March 1, 2017, SERAKU conducted a four-for-one stock split of common stock, and per-share dividend amounts are listed based on figures after adjustments to reflect the stock split.

Acquisition and Retirement of Treasury Shares

- EPS and BPS grew for FY24 due to the acquisition and retirement of treasury shares.
- We will continue to focus on shareholder returns in FY25 by carrying out the acquisition of treasury shares.

	Purpose	Period	Number of shares	Total amount	Progress
Acquisition	<ul style="list-style-type: none"> • Profit return to shareholders • Implementation of a flexible capital policy • Utilization in M&As • Utilization in incentive plans 	Results From November 16, 2023 to June 26, 2024	330,100 shares	399,971,100 yen	Completed
		Plan From August 9, 2024 to July 31, 2025	Up to 400,000 shares (191,000 shares acquired)	Up to 400,000,000 yen (221,789,000 yen spent)	In progress
Retirement	-	August 20, 2024	165,000 shares	-	Completed



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Our Market Approaches

- With a focus on the utilization of information technologies, we deploy businesses that contribute to the solution of social issues.
- We have made early inroads in areas with high growth potential and established our unique position.

Market	
Social issues	Outline
IT personnel shortage	<ul style="list-style-type: none"> • Up to approximately 800,000 IT personnel will be in short supply in Japan by 2030. • Number of IT personnel supplied by new graduates remains at up to 64,000 annually.
Cloud migration of IT systems	<ul style="list-style-type: none"> • Establishment of cloud-based corporate IT systems is under way. • Annual market growth of 25% around the world
Improvement in agricultural productivity	<ul style="list-style-type: none"> • Farming population has kept declining. • With many inefficient tasks remaining, improving productivity poses a challenge.
Business utilization of generative AI	<ul style="list-style-type: none"> • AI-driven productivity improvements and AI-powered operations are under way. • The market size has continued to expand by over 50% per year on average.

SERAKU Co., Ltd.	
Solutions	Characteristics
SI domain	<ul style="list-style-type: none"> • Foster IT personnel within the Company and have established a mechanism to enable them to play an active role for a long time. • Can cover a wide range of projects from upstream to downstream projects.
DX domain	<ul style="list-style-type: none"> • Accumulated know-how thanks to our early entry into the customer success field. • Received certification from Salesforce and WHI and collaborated with major system integrators.
Midori Cloud	<ul style="list-style-type: none"> • Make productivity improvements through environmental monitoring and automatic control. • Save labor by utilizing QR codes in collection and shipping operations.
NewtonX	<ul style="list-style-type: none"> • Possess know-how on customer successes we accumulated within the Company. • Boast high security features such as the prevention of information leaks and retraining.

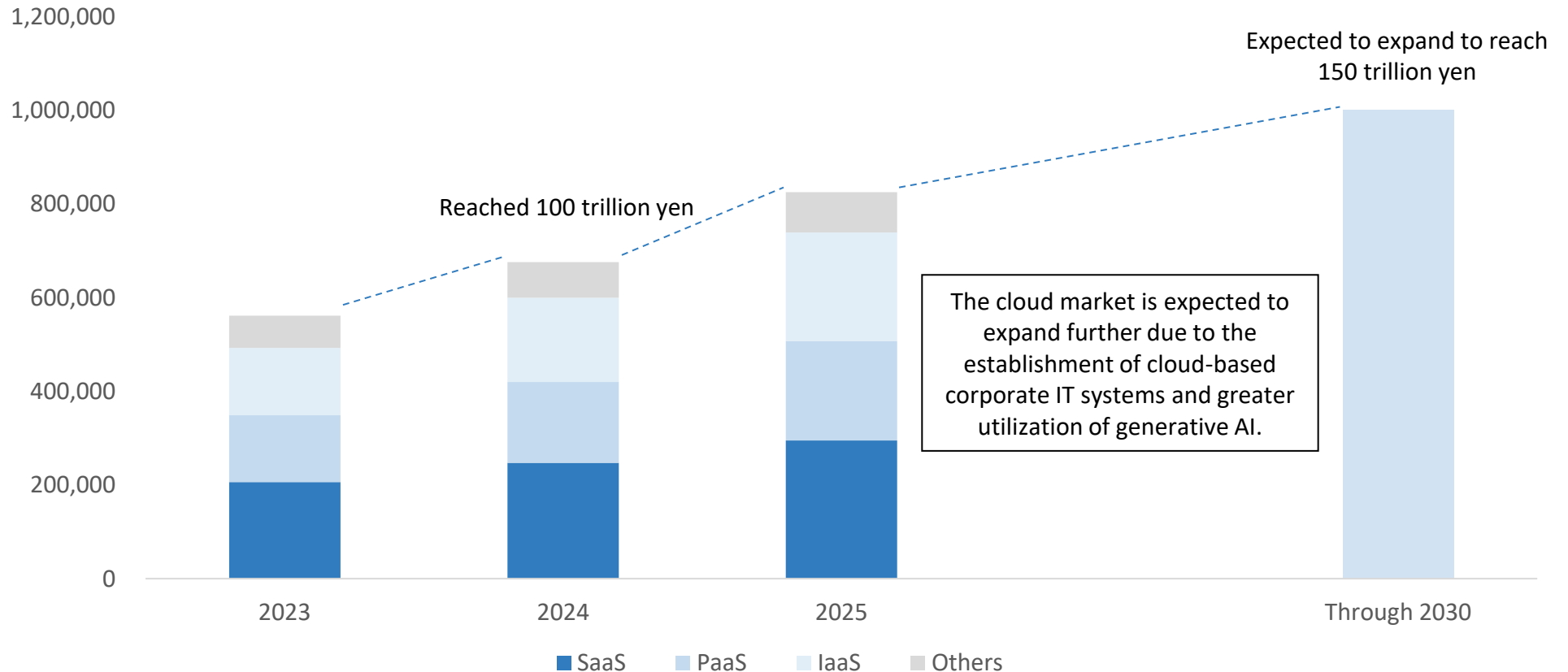


(Reference) Growth Potential in the DX Domain

- The cloud market is expected to continuously expand due to the establishment of cloud-based corporate IT systems and greater utilization of generative AI.
- We will focus on expanding our business in the growing market, centering on “customer success.”

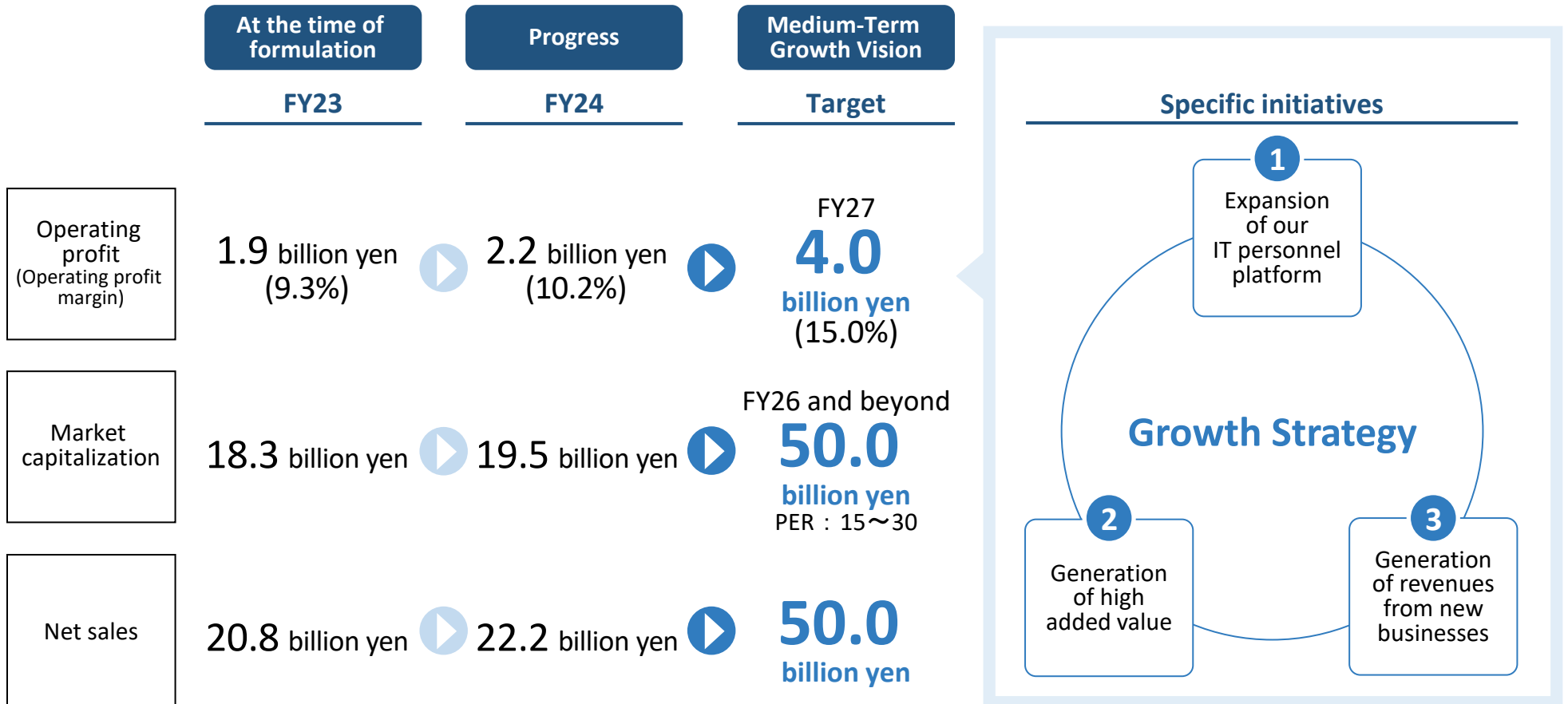
Worldwide public cloud services end-user spending forecast (“Public Cloud Services Market Forecast” by Gartner, Inc.)

(Millions of dollars)



Medium-Term Growth Vision

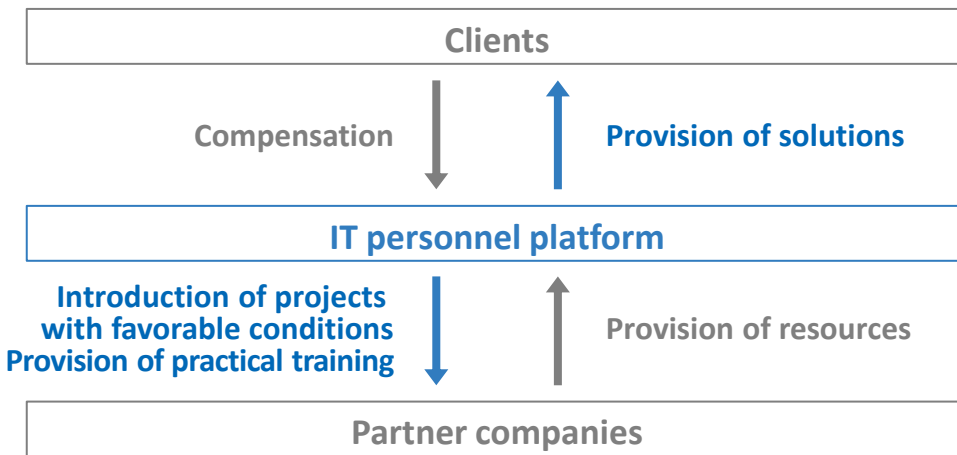
- We set targets for operating profit ,market capitalization, and net sales in FY23.
- For the time being, we have been working on increasing operating profit as a priority.



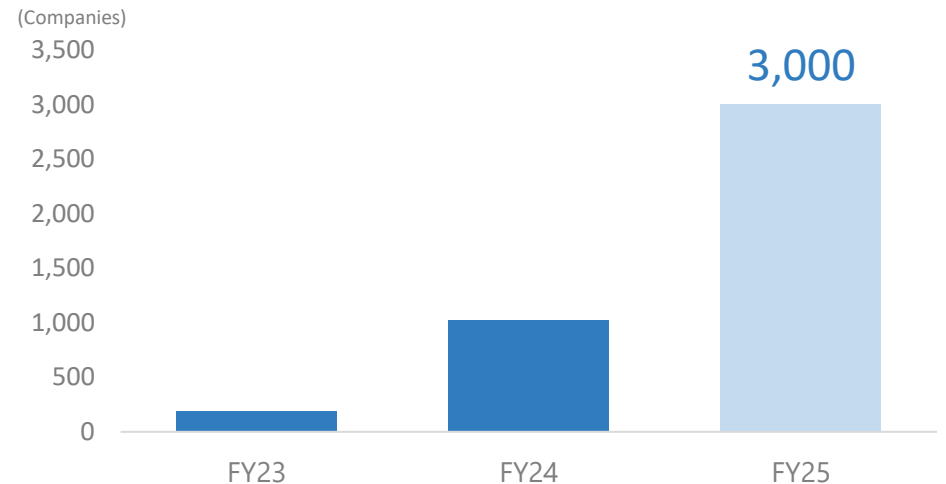
Growth Strategy (1): Expansion of Our IT Personnel Platform

- We have set the number of partner companies as an important indicator for the time being with a view to expanding our platform.
- We will focus on the expansion of foundations for future growth by increasing the number of assignments of engineers belonging to partner companies.

Outline



Changes in the number of partner companies



How the utilization of our IT personnel platform will benefit us

- Make it possible to receive orders for projects in which the resources of in-house engineers are not sufficient enough to handle by utilizing external resources.
- Contribute to the curbing of SG&A expenses as neither hiring costs nor education costs for inexperienced employees are necessary, unlike in the case of hiring in-house engineers.

*Figures refer to the number of companies registered on SERAKU Partner Platform at the end of each quarter.

Growth Strategy (2): Generation of High Added Value

- We will focus on the acquisition of highly profitable projects by promoting shift to DX, as well as contracting/quasi-mandate projects.
- Both measures are progressing well, and we will continue to advance the generation of high added value.

Shift to DX

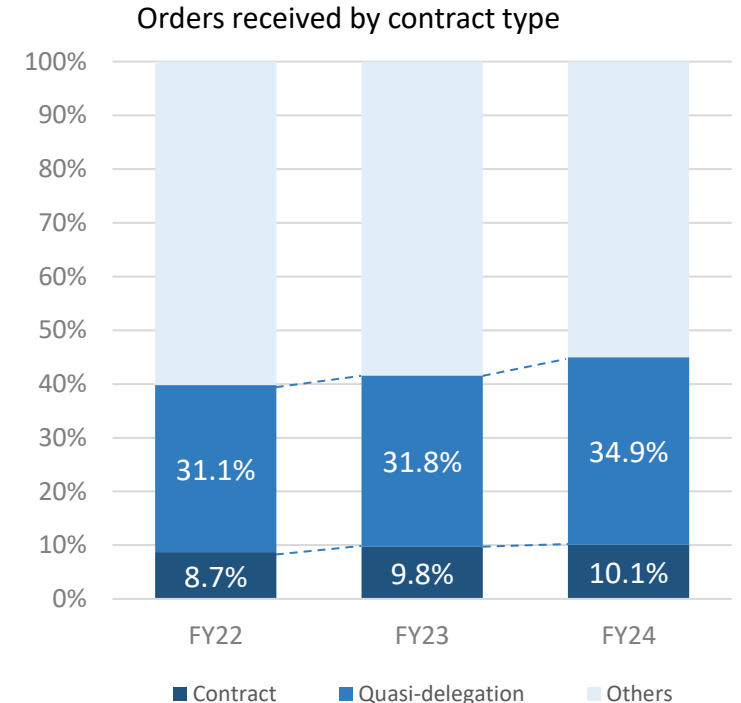
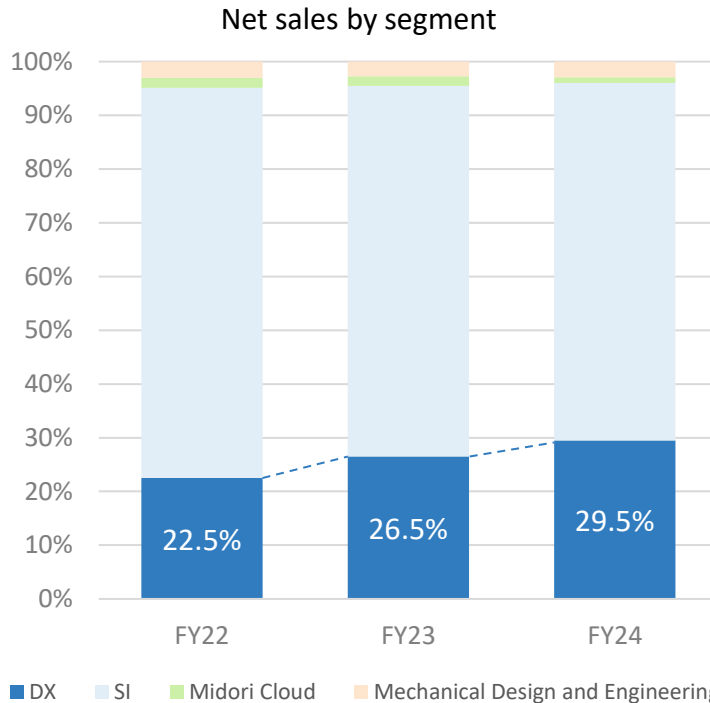
Focus on the expansion of the highly profitable business to operate cloud systems and facilitate their widespread use, whose market is expected to grow, with the aim of improving a company-wide profitability.

Promotion of quasi-mandate/contracting projects

Focus on the acquisition of quasi-mandate/contracting projects with high unit prices.

Outline

Composition ratio



Growth Strategy (3): Generation of Revenues from New Businesses

- Both products offer highly profitable business models.
- As we are currently in the investment phase, we will focus on sales activities so that they will start contributing to profit early.

Midori Cloud Rakuraku Shukka

NewtonX

Product summary

System to save labor by promoting digitization of counting as well as making and writing documents in collection and shipment by pasting and reading labels

System for corporate clients to utilize ChatGPT safely and securely

Revenue model

Initial introduction cost +
(number of distribution labels × unit price (up to 40 yen))

Monthly usage fees (subscription model)

Focus on the introduction at JA organizations with a view to increase the number of distribution labels.

Target medium-sized companies that find it difficult to introduce AI on their own to increase the number of adopting companies, while differentiating ourselves with accompanying runner-type customer support.

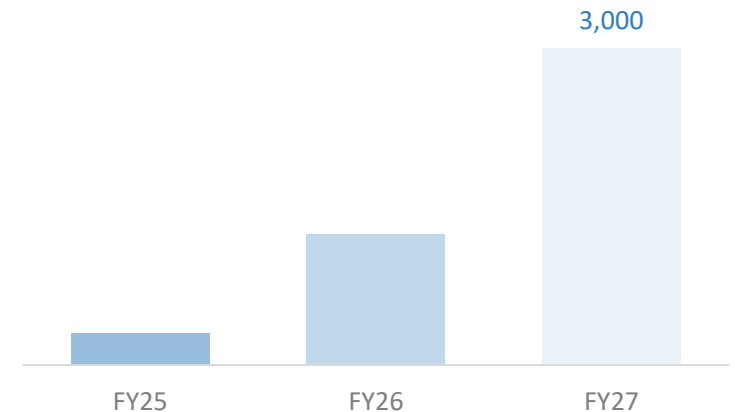
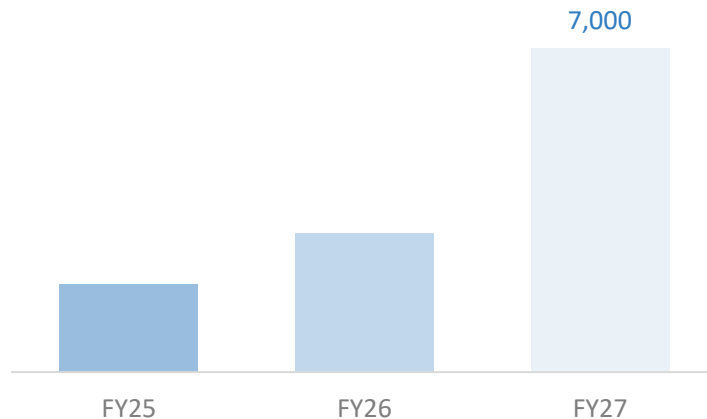
No. of distribution labels
(Ten thousands of labels)

Net sales : 2.8billion

No. of adopters
(Companies)

Net sales : 3.6billion

Short- to medium-term growth scenario



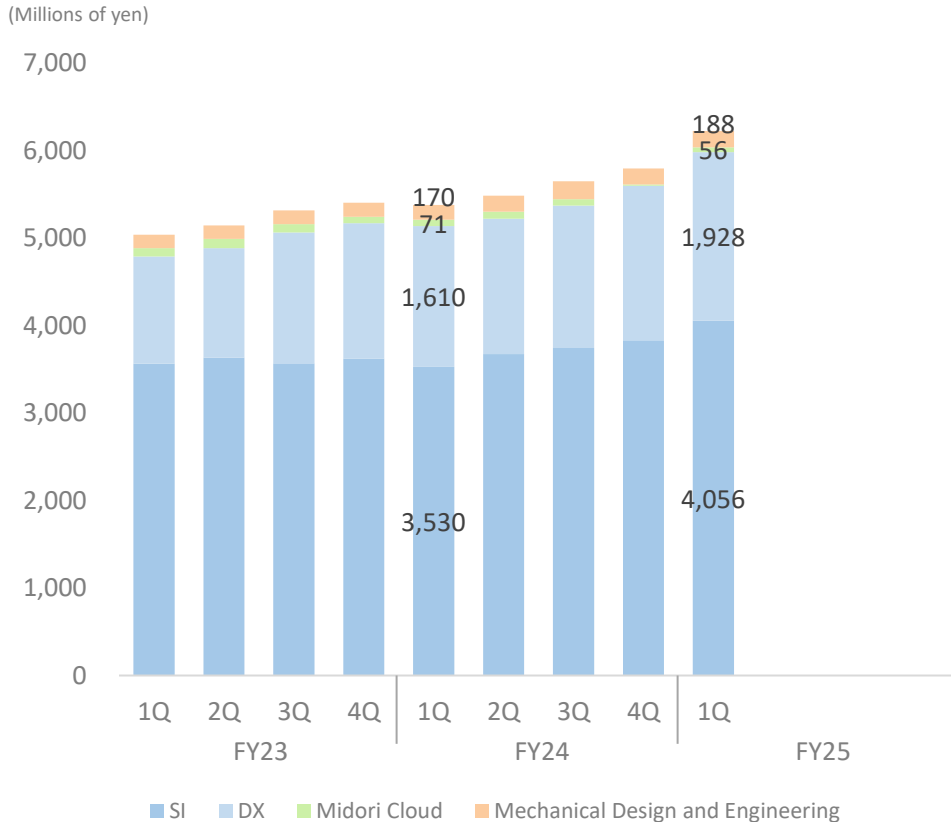
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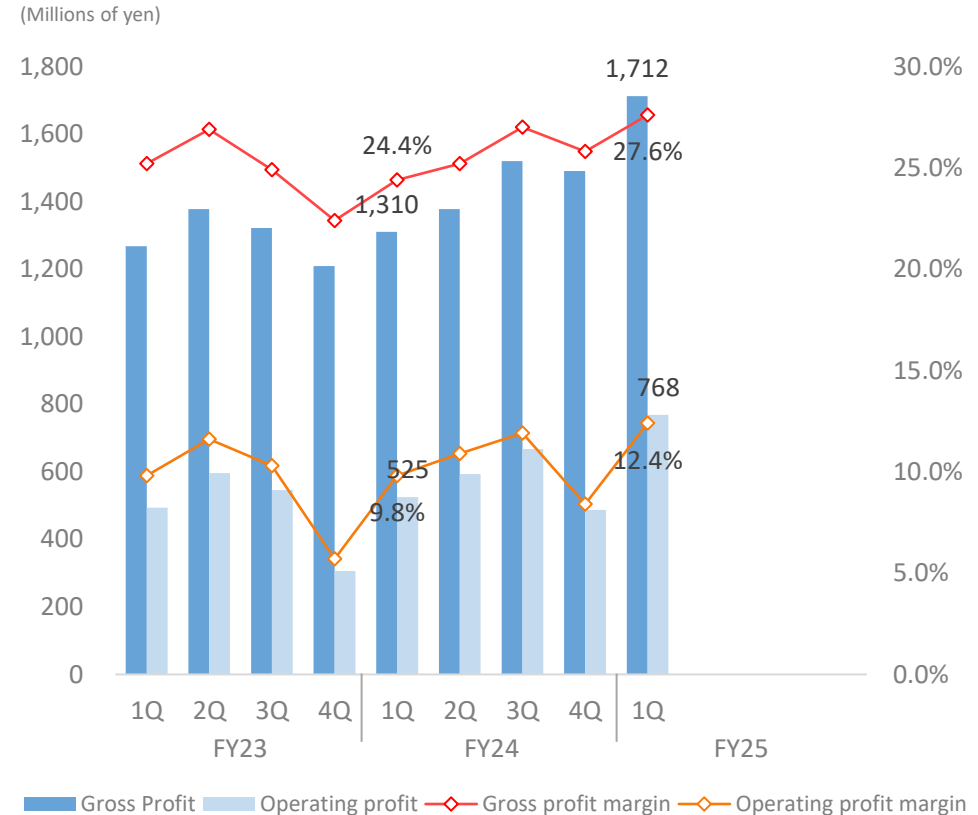
Consolidated Quarterly Earnings Growth

- Net sales climbed steadily, thanks to the company-wide growth led by the DX domain.
- The growth of the highly profitable DX domain and generation of high added value increased each type of margin.

Net sales by solution



Gross/operating profit (margin)

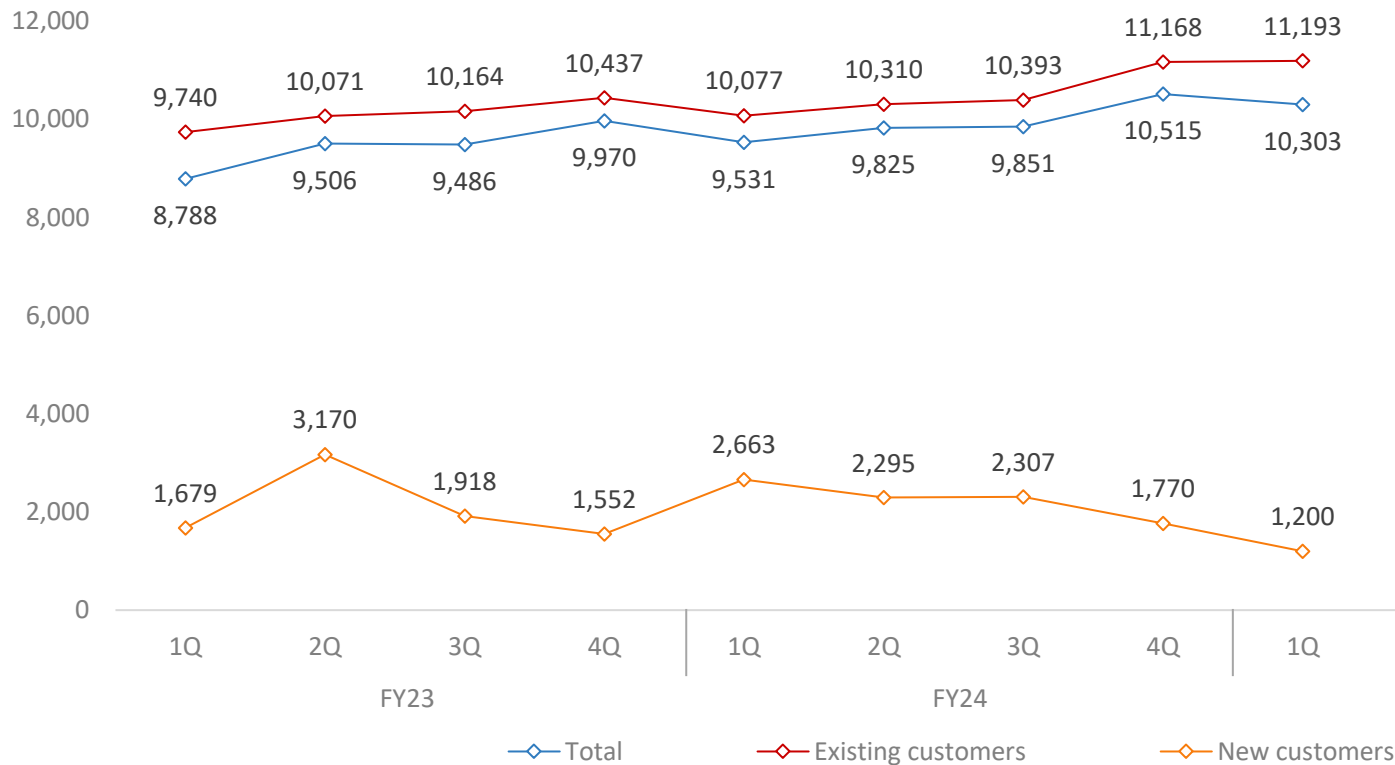


*Digital Integration Segment consists of SI and DX

Changes in Average Unit Prices for Customers (Orders Received)

- The overall average unit prices for customers (orders received) rose year on year, as we focused on further cultivation of transactions with existing customers.

(Thousands of yen)

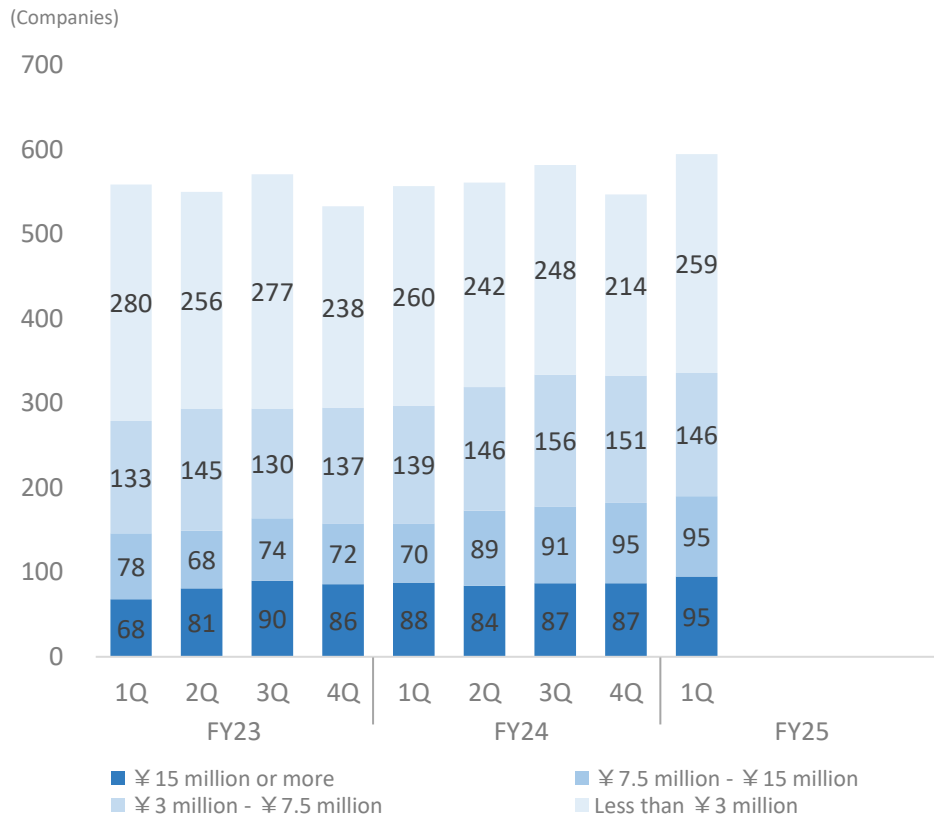


*The average unit prices are calculated after excluding orders received for our products. *Calculated by regarding customers that we had transactions with over the past year as existing customers.

Changes in the Number of Customers from Which We Received Orders

- While focusing on further cultivation of transactions with existing customers, we carried out marketing activities targeting new customers to expand our business scale. As a result, we made steady progress in upselling for existing customers and acquisition of new customers.

Total



Changes in the number of customers from the previous quarter

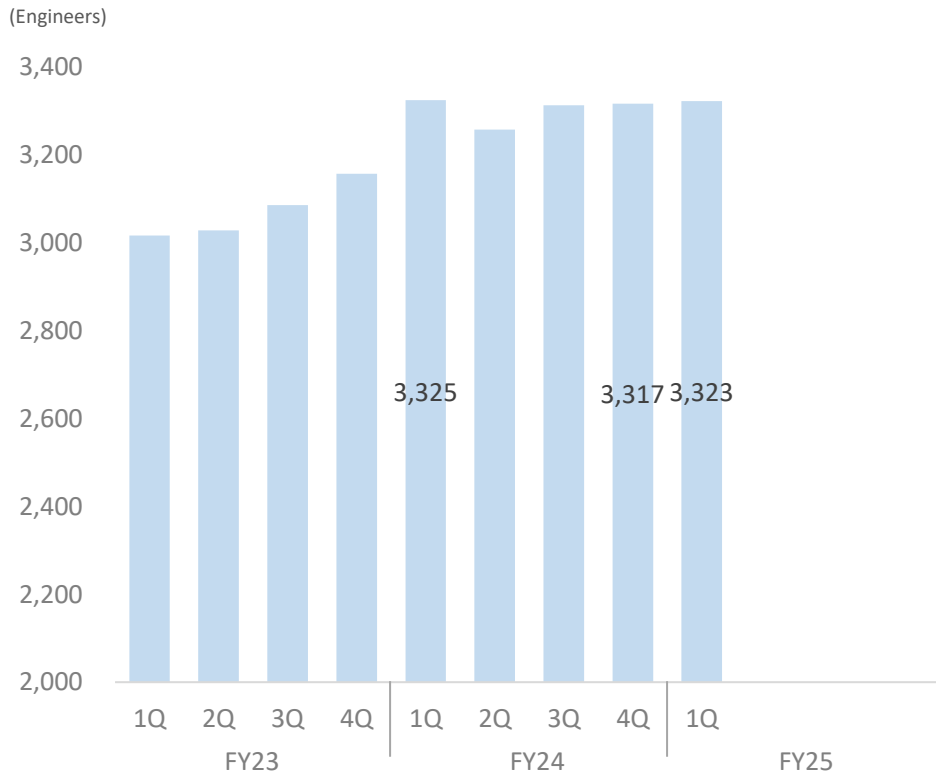
	FY24 4Q	FY25 1Q	Difference
Total	547	595	+48
FY24 4Q customers	Less than ¥3 million	186	-28
	¥3 million - ¥7.5 million	139	-12
	¥7.5 million - ¥15 million	94	-1
	¥15 million or more	95	+8
FY25 1Q new customers	-	81	+81

*The breakdown of the amount is classified by order amount.

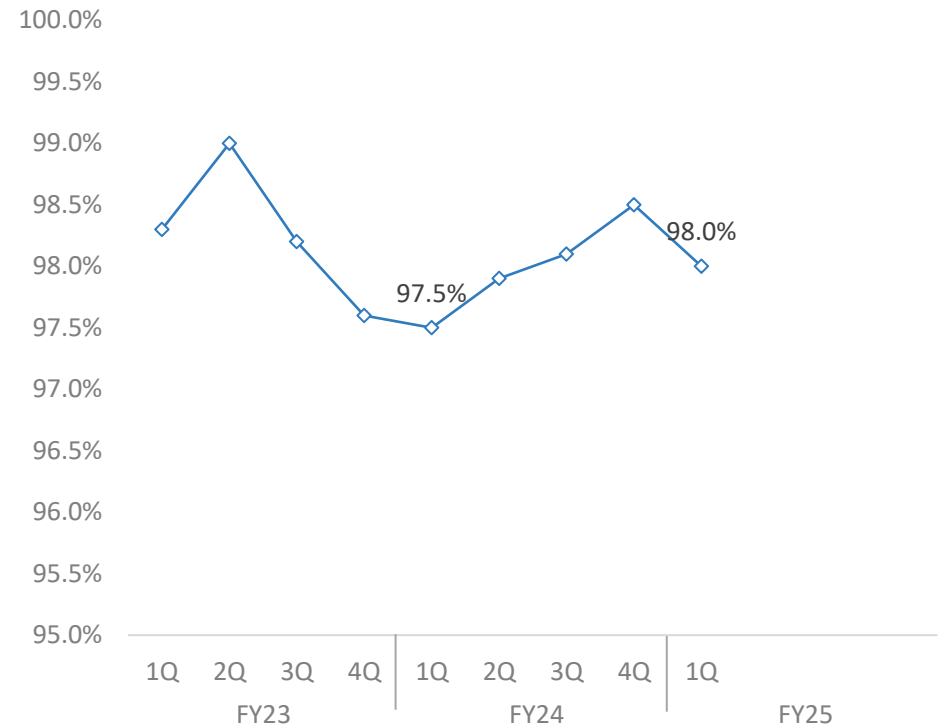
Changes in the Number of Engineers and Engineer Utilization Rate

- The number of engineers remained flat.
- The engineer utilization rate remained stably high, in spite of slight fluctuations at the timing of switching one project to another.

Number of engineers



Engineer utilization rate



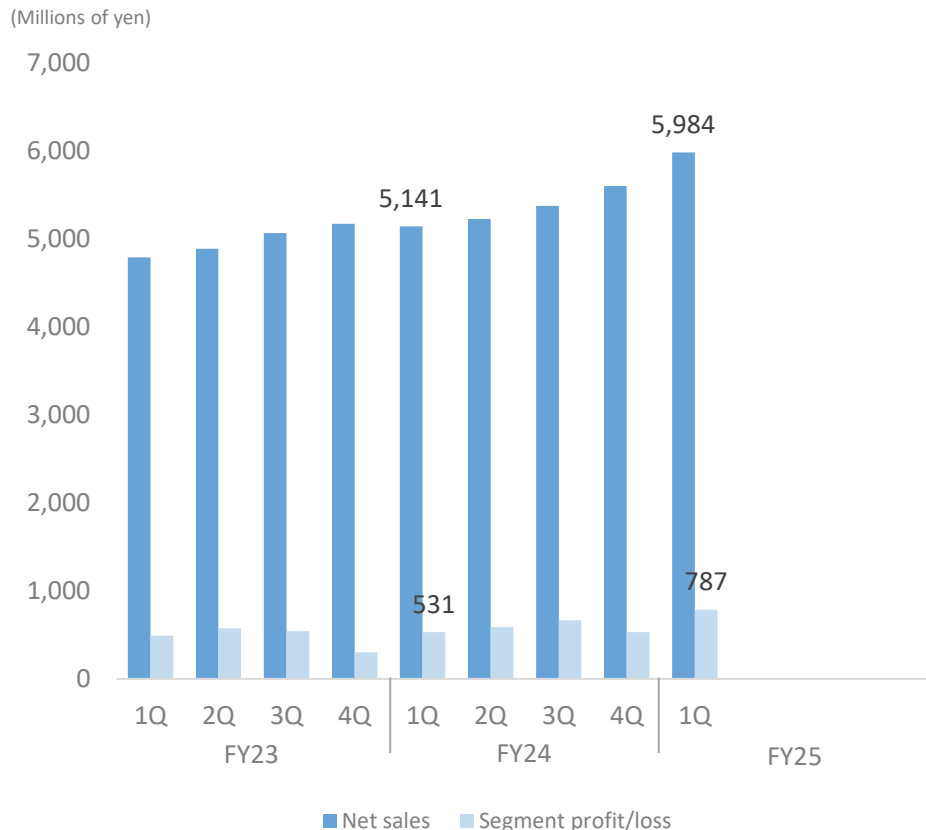
*The number of engineers for FY24 and beyond is calculated by combining in-house engineers and working partner engineers.

*In-house engineers excluding initial trainees are covered in the calculation of the utilization rate.

Business Performance by Segment: Digital Integration

- Both net sales and operating profit rose thanks to an improvement in added value in the SI domain, the growth of the highly profitable DX domain, and the promotion of the utilization of business partners.

Earnings growth



1Q net sales
5,984 million yen
(YoY +16.4%)

1Q segment profit/loss
787 million yen
(YoY +48.0%)

Segment profit margin
13.2%
(YoY +2.8%)

Results of operations

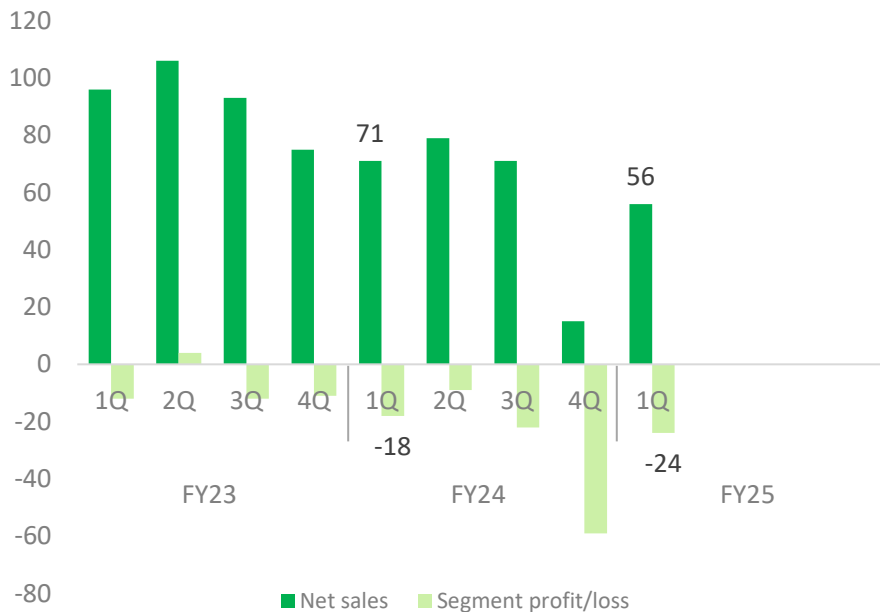
- Net sales rose year on year due to: improved added value supported by enhanced services in the SI domain as a result of fostering engineers; robust performance in support for the operation of Salesforce and COMPANY and facilitation of their widespread use in the DX domain; and an expanded business scale enabled by the utilization of business partners.
- Operating profit rose year on year due to an increase in gross profit margin arising from an improved profitability in the SI domain and the growth of highly profitable DX domain.

Business Performance by Segment: Midori Cloud

■ Net sales fell and operating loss expanded, as the preparation to introduce Midori Cloud Rakuraku Shukka was under way at multiple JA organizations by concentrating resources on the expansion of sales of the product as advance investments.

Earnings growth

(Millions of yen)



1Q net sales

56 million yen
(YoY -20.9%)

1Q segment profit/loss

-24 million yen
(YoY -%)

Segment profit margin

-%
(YoY -%)

Results of operations

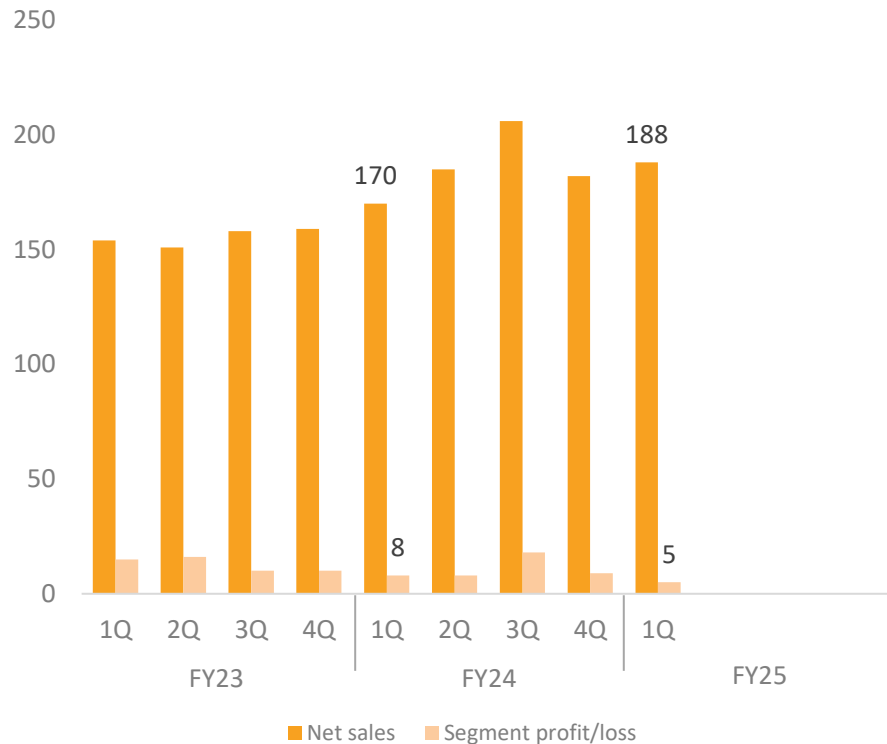
- Net sales fell year on year, as we concentrated resources on the expansion of the sales of Midori Cloud Rakuraku Shukka, a digital transformation service of collection and shipment, with a view to achieving future growth.
- Operating loss expanded year on year, as the factor above led to a decrease in net sales.

Business Performance by Segment: Mechanical Design and Engineering

- Net sales rose thanks to robust performance.
- Operating profit fell due to an increase in personnel and hiring costs to expand our business.

Earnings growth

(Millions of yen)



1Q net sales
188 million yen
(YoY +10.4%)

1Q segment profit/loss
5 million yen
(YoY -30.4%)

Segment profit margin
3.1%
(YoY -1.8%)

Results of operations

- Net sales rose year on year due to: the robust performance in terms of the number of projects and the engineer utilization rate; and an expanded business scale through the hiring of engineers.
- Operating profit fell year on year due to hiring and initial education costs arising from active recruitment.

Company Overview



Management Philosophy

- Strive to be a consistently-developing company
- Take on change
- Contribute to the world and its people
- Pursue happiness for employees

Management Policy

Create and foster businesses through IT education/training services and contribute to the advancement of society.

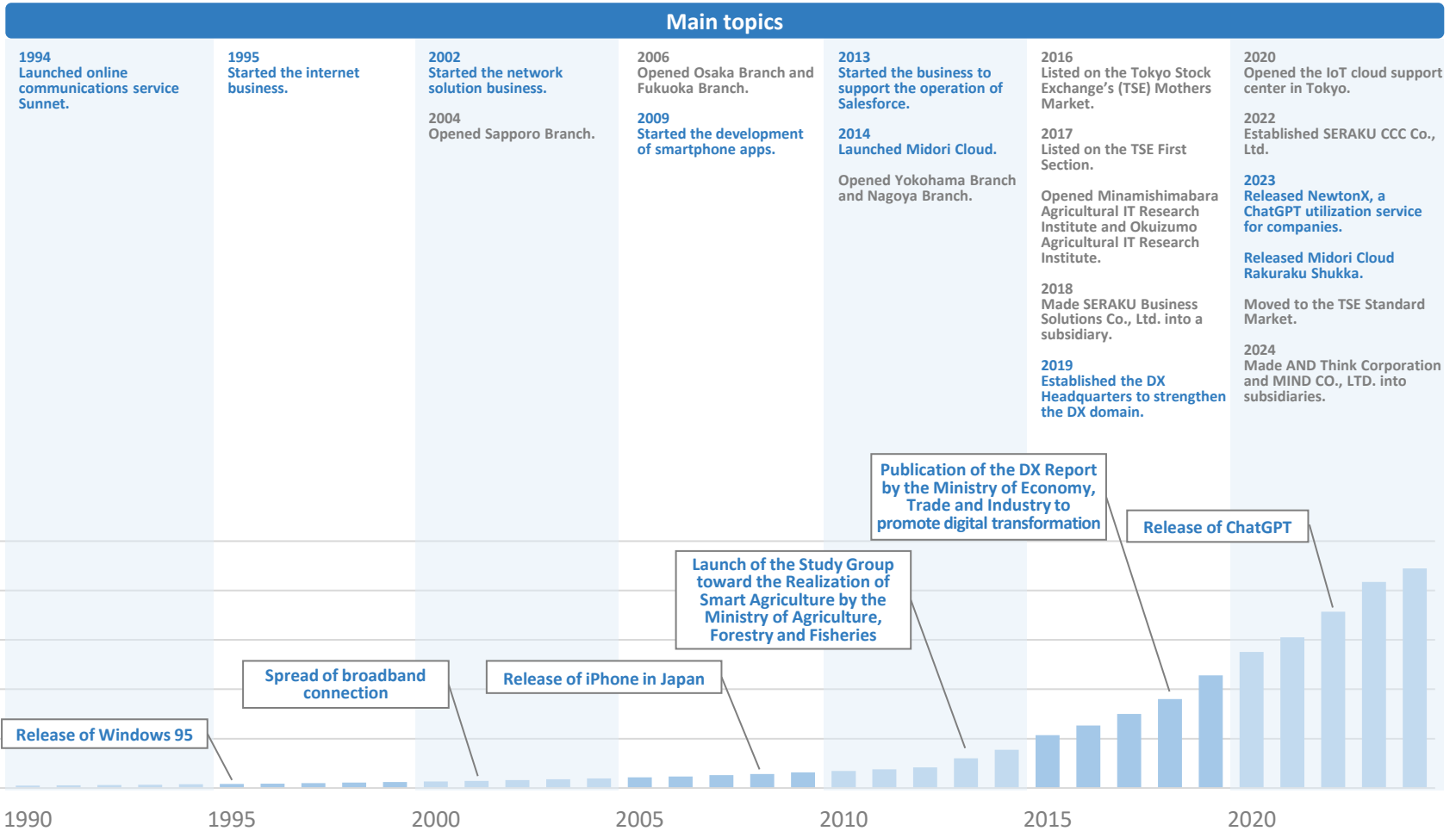
Course of Action

Be a group that values the creation and continued realization of new products, services, and mechanisms.

Company name	SERAKU Co., Ltd.
Established	December 1987
Representative	Tatsumi Miyazaki, Representative Director
Capital	311,269 thousand yen (as of November 30, 2024)
Employees	3,347 on a consolidated basis (as of November 30, 2024)
Location	Nishishinjuku Prime Square Bldg. 7-5-25 Nishishinjuku, Shinjuku-ku, Tokyo
Group companies	SERAKU CCC Co., Ltd. (wholly owned subsidiary) SERAKU Business Solutions Co., Ltd. (wholly owned subsidiary) AND Think Corporation (wholly owned subsidiary) MIND CO., LTD. (wholly owned subsidiary)
Market	Tokyo Stock Exchange, Standard Market (stock code 6199)

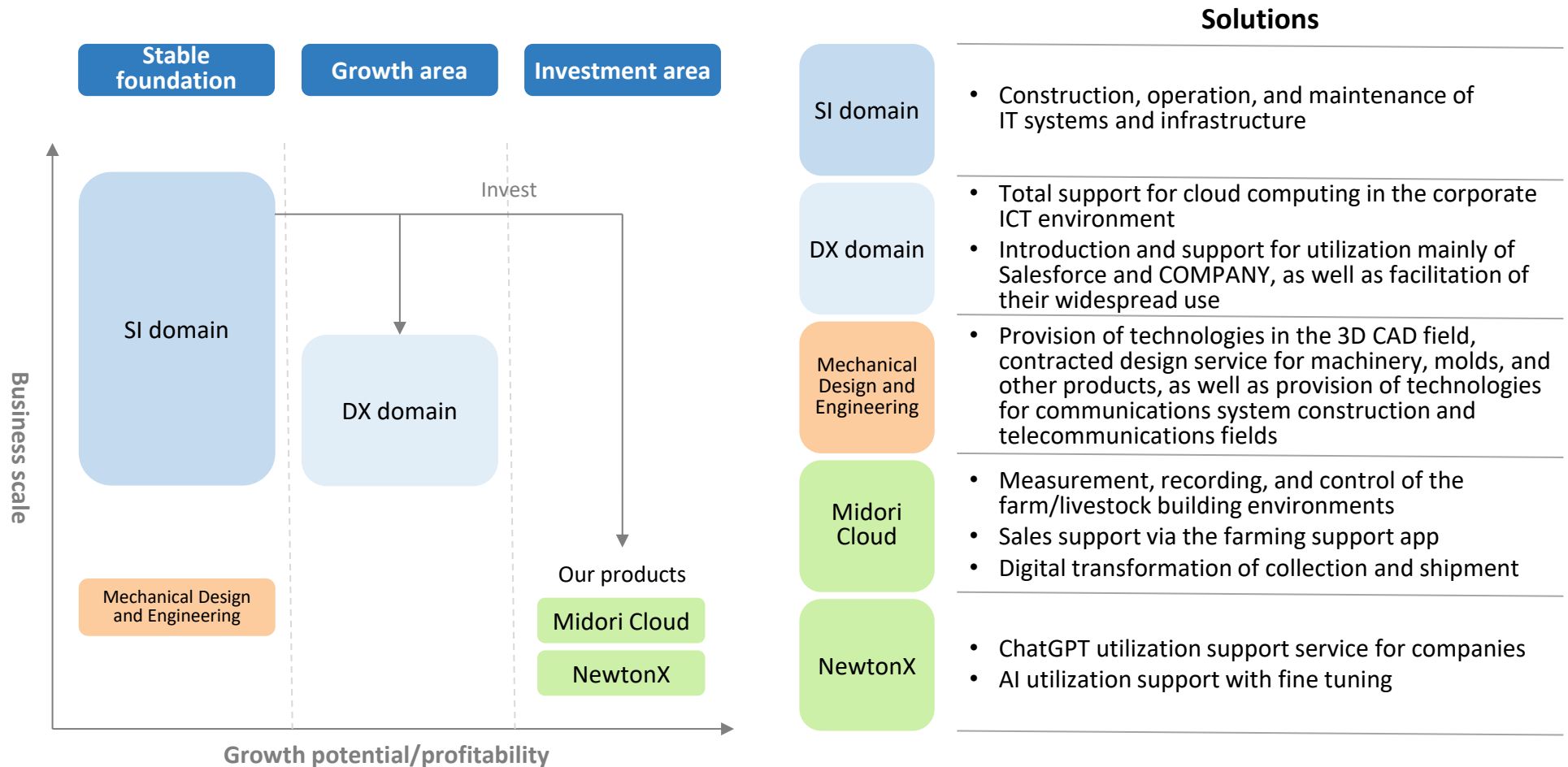
History

■ With a focus on the utilization of information technologies, we started the early development of businesses that respond to social trends and established our unique position, resulting in steady growth of the scale of our business operations.



Our Business

- We build on the SI domain, which is expected to generate stable earnings, and make active investments in the DX domain and our products.
- We will continue investments in areas with high growth potential, aiming to expand our business over the medium to long term.



Our Business: SI Domain

- We offer one-stop services that include IT infrastructure construction, operation, and maintenance.
- The domain is less subject to changes in the external environment and has steadily grown as the revenue base of our Company.

Solution overview



■ Design, construction, and operation of IT infrastructure
Based on the construction and stable operation of social and corporate IT infrastructure bases, we offer IT design support that covers the latest networks, IoT, and security.



■ Security managed services
We offer security solutions, including firewalls and unified threat management (UTM), hacking detection and defense systems, website tampering detection, and email security.



■ Quality assurance services
We utilize standardized test methods to offer efficient and high-quality software test services.



■ IT outsourcing
Our highly skilled engineers provide total support in response to the resource shortage of corporate IT personnel, including network construction, IT device management, and security incident response, among others.

Business characteristics

Continuity	IT systems require continuous operation; therefore, once we receive orders for the systems, they will contribute to our performance for a long time.
Stability	Demand remains stable, even in the event of sudden changes in the external environment, such as the global financial crisis, the Great East Japan Earthquake, and the COVID-19 pandemic.

Competitive strengths

- Cover a wide range of projects, including operation and maintenance projects and those requiring a high degree of expertise.
- Handle projects working as a subcontractor for large projects of major system integrators or receive orders from prime contractors.
- Have created an environment to provide training for constructing and operating IT infrastructure in an environment and under conditions equivalent to actual projects.

Our Business: DX Domain

- We offer support for the operation of mainly cloud systems with high growth potential and facilitation of their widespread use.
- In supporting for the operation of Salesforce and facilitation of its widespread use, we will differentiate ourselves with support for enhancing sales capabilities, with system utilization as the starting point.

Our main services

Customer/business management systems



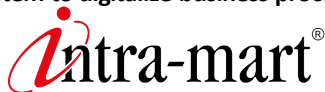
Salesforce Japan Co., Ltd.
FY24 net sales growth rate: +18.8%

Personnel/labor management systems



Number one domestic market share
(18.7%)

System to digitalize business processes



Number one domestic market share
(29.5%)

Cloud & Solutions Business

- IoT cloud support center
- Cybersecurity
- Cloud infrastructure solutions

Competitive strengths

- Acquired Expert Level certification for the Managed Service field in the Salesforce Partner Navigator Program.
- Offer integrated support from CRM utilization to sales enablement field (enhancing sales capabilities), with our track record of offering support for more than a decade (over 500 companies).
- Established a collaborative structure centered on NTT Data Japan Corporation.
- Boast the capability to annually generate over 5,000 leads mainly in our events, centered on large companies.



Managed Services

NTT DATA



RESONA

- Certified as a solution partner for Works Human Intelligence Co., Ltd. (WHI) (with six companies certified as such).
- Develop highly skilled human resources under an original training program that leverages the training environment provided by WHI.
- Have one of the largest pools of engineers in Japan.



- Work together with NTT DATA INTRAMART Corporation in the context of customer successes.
- In addition to customer successes, offer integrated support from development to operation and facilitation of widespread use as a result of acquiring shares in MIND CO., LTD. in July 2024.

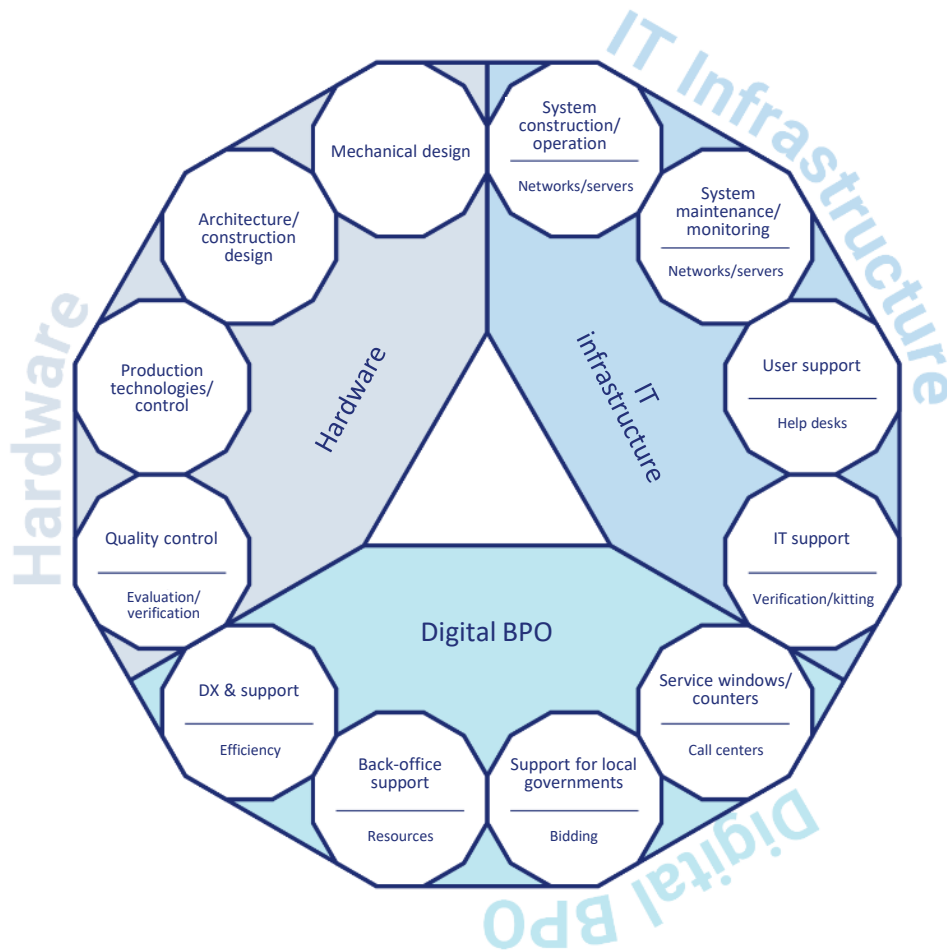
- Offer support 24/7, 365 days a year by engineers with expertise.
- Make improvement proposals for addressing potential risks and solving issues, along with operation and maintenance.

*Salesforce Partner Navigator Program: A program that comprehensively evaluates and certifies the professional capability of Salesforce partners in specific areas based on their knowledge, experience and quality

*Managed Service field: The area of services that facilitate the introduction and full deployment of systems by providing total support, including utilization strategy planning and actual operation

Our Business: Mechanical Design and Engineering

- This segment covers SERAKU Business Solutions Co., Ltd., a wholly owned subsidiary.
- We will leverage our technical capabilities in the hardware domain as our strength to expand our business domains and areas in which we can develop businesses.



Competitive strengths

- High level of expertise in the hardware domain
- Wide business domain that covers not only upstream projects but also downstream ones

Sources of competitive strengths

<p>Technical capabilities</p>	<ul style="list-style-type: none"> • Training program on latest digital technologies and tools • Creation of an environment where employees can use actual IT infrastructure equipment, DX tools, and 2D/3D CAD • Mentoring and coaching by personnel in charge of technical education • Structure to return personal knowledge and experience to the organization
<p>Human capabilities</p>	<ul style="list-style-type: none"> • Creation of an open and cooperative workplace • Regular feedback and communication • Education and training catered to individual employees • Development of favorable relations through team building activities

Our Business: Midori Cloud

- Service to support digital transformation of agriculture and livestock farming by utilizing IT
- We focus on Rakuraku Shukka, which enables digital transformation of collection and shipment, with the preparation to introduce the product under way at multiple JA organizations.

Service



Outline

- System released in 2023 to save labor by promoting digitization of counting, as well as making and writing documents in collection and shipment by pasting and reading labels (QR codes)
- Realize lot-based traceability by giving individual identification numbers.
- Per-label costs: up to 40 yen



- Automatically measure and record the growth environment and conditions of crops with IoT devices, thereby realizing visualization of fields.
- Realize automatic control in combination with other companies' products and remote control via an app.
- Support the recording and management of annual cropping plans and daily agricultural work.



- Measure the environment in livestock buildings using IoT devices and record data to detect abnormal environments and equipment in livestock buildings.
- Realize automatic control in combination with other companies' products and remote control via an app.

Competitive strengths

- Error reduction and labor saving through the utilization of QR codes
- High customizability that allows for operation catered to each site

Example of adoption

Adopter	JA Hiroshima
Issues before adoption	Manual tasks such as making documents is a heavy burden, leaving little time to focus on cultivation guidance.
Labor-saving impact*	Producers: down 20% Collection staff: down 69% Settlement staff: down 98%



*The impact of adoption above is based on the results at JA Hiroshima, and it may vary depending on the workflow.

Our Business: NewtonX

- Service released in 2023 for corporate clients to utilize ChatGPT safely and securely
- Our advantage is customer success, leveraging our know-how on supporting the facilitation of widespread use of cloud systems in the DX domain.

NewtonX

- Service for corporate clients to utilize ChatGPT safely and securely
- Available from 100,000 yen per month.

Competitive strengths

Customer success	Offer accompanying runner-type support and coaching by leveraging the know-how on customer success support for cloud systems.
Product	Boast high security features such as the prevention of information leaks and retraining.

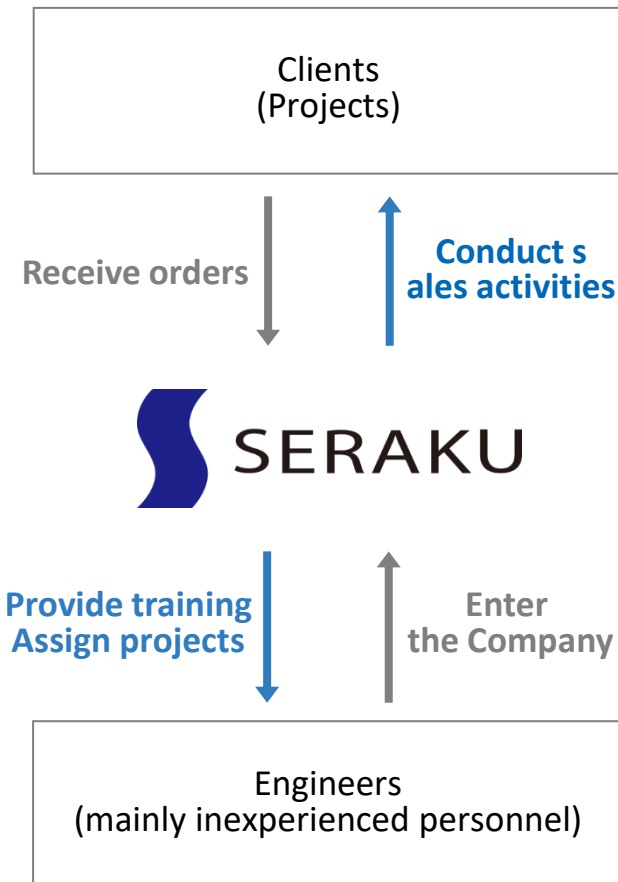
Customer needs

Features

Security/compliance	<ul style="list-style-type: none"> ■ Detection of personal information and banned words Automatically detect personal information and pre-determined banned words at the time of inputting. ■ Establishment of authentication rules Can put in place login by single sign-in, IP address restrictions, multifactor authentication, and other features.
Accuracy of responses	<ul style="list-style-type: none"> ■ Feature to reduce incorrect responses Reduce the output of old or incorrect information with our own adjustments. ■ Data incorporation Uploading documents at hand onto individual chats enables the generation of responses based on the information therein.
Productivity	<ul style="list-style-type: none"> ■ Knowledge Connect Building dedicated knowledge on NewtonX enables the generation of responses based on the information therein. ■ Other Equipped with a chat-sharing feature and a question template feature.

IT Personnel Development Model

- We have built a structure that allows our personnel to play an active role regardless of their skills at the time of joining the Company, thanks to a rich variety of projects and a well-developed initial training program.
- We focus on the development of highly skilled human resources who can handle development projects with high unit prices through continuous training.



Competitive strengths

Projects

- Handle a large number of operation and maintenance projects where even personnel with no experience in the IT industry can play an active role.
- Receive orders for large-scale projects or projects requiring advanced skills through developing engineers who can build good relations with clients and meet diverse customer needs.

Training capability

- Provide inexperienced personnel with one- to two-month-long training as the initial training program in order to develop technical and business skills so that they can be assigned to projects.
- As part of continuous training, offer Jonetsu University, a platform that turns insights gained from cutting-edge projects into educational programs and shares practical know-how within the Company, and training to develop project managers who can handle development projects.

Recruiting capability

- Organizational structure that allows us to hire over 100 new graduates every year
- Abundant introduction of job seekers through fostering relations with staff agencies
- High ability to attract candidates as our well-developed initial training program allows them to make a career change even without industry experience

SERAKU's Initiatives for ESG and SDGs

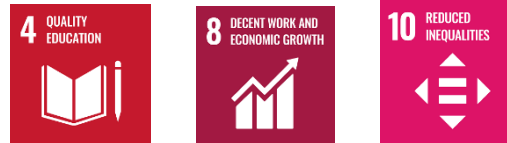
- The SERAKU Group will build a long-term foundation for growth by promoting ESG activities.
- As a company that creates social value, the Group will strengthen initiatives to help achieve a sustainable society.

Safe operation of systems in the IT society



- Building sustainable and strong IT security
- Providing IT environments and services tailored to customers
- Helping maintain social activities using IT

Human resources development



- Cultivating human resources who have advanced expertise
- Providing ongoing education for IT engineers
- Ensuring employment for young people and utilizing a variety of human resources

Creation of new value in society



- Enhancing the value of industry using IT technology
- Achieving regional revitalization through recruitment and IT technology
- Achieving high productivity and low workload by using IT

Use of IT in agriculture field



- Advancing smart agriculture to improve productivity
- Revitalizing the primary industry using IT
- Producing abundant food stably

Realization of a physically and mentally healthy society



- Providing digital healthcare services
- Solving social issues using IT
- Cooperating with academic institutions

Sophistication of corporate governance



- Ensuring compliance
- Strengthening corporate governance
- Improving information disclosure

Forward-looking Statements

Documents and information provided at today's presentation include forward-looking statements.

These statements are based on assumptions that include current expectations, forecasts, and risk factors. As a result, forward-looking statements include many uncertainties that may cause actual performance to differ from these statements.

Risk factors and uncertainties include the condition of industries and markets where SERAKU operates, changes in interest rates and foreign exchange rates, and other items involving the Japanese and global economies.

SERAKU has no obligation to update or correct these forward-looking statements even if there is subsequently new information or an event that affects these statements.

An announcement will be made promptly if there are revisions to the FY8/25 forecasts or differences between the results of operations and these forecasts that require disclosure.