

## External Recognition and Inclusion in Indices

### Evaluation and Certification in Management and Business

#### Kurumin (two stars)

Certification mark awarded to companies that have formulated a General Employer Action Plan in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children, achieved the goals set forth in the Plan, and met certain criteria. We acquired Kurumin (two stars) in FY2019.



#### ISMS Certification

We acquired the international standard ISO/IEC 27001 and domestic standard JIS Q 27001, which are the third party certification criteria in the ISMS (Information Security Management System) conformity scheme, in 2006.



#### DX Certification

The national certification initiative that certifies companies that meet the basic requirements specified in the Digital Governance Code 2.0 set forth by the Ministry of Economy, Trade and Industry. We are certified by the Minister of Economy, Trade and Industry as a company ready to promote DX.



We received **Best Business Application Award** and **Best and Certified Acquisition Award** from Japan Cloud Industry Association (ASPIC). Our service was certified by ASPIC as a service that appropriately implements and operates information disclosure regarding safety and reliability under the ASP-SaaS Information Disclosure Certification System.

#### GoogleCloud Partner

As a Google for Education Build Partner, we will promote the development of collaboration that is highly convenient for users. We will also promote the development of services.



#### The Association for Promotion of Public Local Information and Communication (APPLIC)

Tsumugino conforms to the educational information application unit school business basic information data linkage of the Association for Promotion of Public Local Information and Communication (APPLIC), and has been registered as compliant and interconnection verified product.



### Inclusion in Investment Indices

#### S&P/JPX Carbon Efficient Index

#### Morningstar Japan ex-REIT Gender Diversity Tilt Index

#### Russell/Nomura Prime

#### JPX-Nikkei Mid and Small Cap Index\*

We have been selected as one of issues with mid and small cap equities in an index comprised of "highly attractive listed companies" that focus on capital efficiency and investor-oriented management



### IR-Related

#### FY2022

Our corporate website was selected as "A Website" in All Japanese Listed Companies' Website Ranking conducted by Nikko Investor Relations Co., Ltd.

#### Our corporate website was selected as an excellent company (bronze award) in the "Gomez IR Website Ranking 2022."



### Recognition from Our Partners

#### Palo Alto Networks

Excellence in support of the year (2018 and 2019)  
JAPAN Distribution Partner of the Year (2018, 2019, 2020, 2021, and 2022)

#### Proofpoint, Inc.

Partner of the year (2021, 2022, and 2023)  
Deal Registration of the year (2022 and 2023)

#### Tanium Inc.

MVP Partner of the Year (2021)  
Most Dedicated Partner of the Year (2022)

#### DELL technologies, Inc.

Channel Services Delivery Excellence Award (2019, 2020, and 2021)

#### Cohesity Japan

APJ Marketing Partner of the Year (2022)

## Social Contribution Activities

The Company participates in a variety of activities to create a fulfilling society through donations. Furthermore, we have made it possible to donate certain shareholder benefits (to Ashinaga Foundation or Japan Committee for UNICEF). By these donations, we hope to convey the generosity of our shareholders to those in need.



#### Accept International

Somalia DRR Project\*



#### Ashinaga Foundation

Eligible for shareholder benefit donations

Offer support for children who have lost one or both parents, as well as children who have a parent suffering from a serious post-event disability that prevents them from working



#### Criacao Shinjuku

Realization of "Enrich the world" as a business-creation-type sports club



#### People's Hope Japan

Support the maternal and child healthcare education of mothers and children in Asia



#### Piccolare

Support for isolation and concerns related to pregnancy



#### Malaria No More Japan

Realize a world free of malaria



\* Accept international conducts a social re-integration program focused on the DRR (De-radicalize, Re-insertion, Re-integration) framework for extremists in Somalia. The goal is to contribute to peace in Somalia and the achievement of the SDGs as a whole.

### FOCUS

#### Partnership with Criacao Shinjuku

In April 2023, the Company concluded a partnership with Criacao Shinjuku, a member of Japan Football League (JFL) (hereinafter "Criacao Shinjuku") as a Vision Partner (gold) + Regional Partner. Criacao Shinjuku, which aims to connect various worlds through the value of sports to realize a world where everyone can embody affluence, and the Company, which aims to be an IT professional group who creates a better future, agreed on our respective visions and concluded the partnership.

Criacao Shinjuku operates a wide range of businesses as a business-creation-type sports club that offers the value of sports and athletes to a variety of customers. Its businesses include "club business" such as soccer club management and community activities, and "career business" such as career support for athletic students and study sessions for young persons, in addition to its "athlete business" such as blind soccer training for companies and sports classes for younger children.

We will support Criacao Shinjuku to help them realize "Enrich the world" by supporting its various activities.

#### Criacao Shinjuku

Criacao Shinjuku (management company: Criacao Corporation; representative: Kazutomo Maruyama) is a soccer club, with Shinjuku-ku, Tokyo as its hometown, which is the first city soccer club that acquired the J-League Club License under the accreditation system. Under its mission of "Be an entity that continues to create the real affluence through the value of sports," it also works to solve a variety of community and corporate issues, aiming to enrich the world.



#### Shinagawa Konan Area Pika Pika Project (known as Shinapika Project)

The Group, whose Head Office is located in Shinagawa Season Terrace, has participated in the Shinagawa Konan Area Pika Pika Project, a cleanup activity in the Shinagawa Konan area, as a first step to "make Shinagawa, the city where we work, more exciting, fun, and comfortable, starting with making Shinagawa cleaner."

Once a month, from 7:50 to 8:40 a.m., we clean up the Shinagawa Station area and the Shinagawa Konan restaurant district in a group, with gloves, fire scissors, and garbage bags. Many employees do the cleanup work positively, saying that they feel refreshed in the morning, cleanup activity is a little exercise for them, and that they want to help the town they work in some small way. We hope that this activity will help raise environmental awareness among employees.

Participants in the activity include business people working in Shinagawa as well as parents and children during the summer vacation period. This activity offers us a valuable opportunity to interact with

other companies operating in Shinagawa and local residents living in Shinagawa. We will contribute to the realization of a sustainable and affluent society step by step, starting with what we can do.

#### Shinapika Project

Under the motto "Creating a new Shinagawa style full of originality together with companies and local residents active in the Shinagawa Station area," we are promoting a participatory community beautification program led by the Area Management Secretariat within NTT Urban Development Corporation that conduct comprehensive management of Shinagawa Season Terrace.



## Consolidated Financial Summary

### International Financial Reporting Standards (IFRS)

(Million yen)

Item	2020/3 (FY2019)	2021/3 (FY2020)	2022/3 (FY2021)	2023/3 (FY2022)
<b>Consolidated Statements of Profit or Loss</b>				
Revenue	27,599	30,928	36,513	<b>45,950</b>
Gross profit	10,131	11,217	12,456	<b>16,369</b>
Selling, general and administrative expenses	7,431	7,639	8,269	<b>11,173</b>
Operating profit	2,735	3,583	3,734	<b>5,098</b>
Profit before tax	2,728	3,406	3,718	<b>5,066</b>
Profit attributable to owners of parent	1,831	2,301	2,371	<b>2,950</b>
<b>Consolidated Statements of Financial Position</b>				
Current assets	26,743	31,169	42,267	<b>51,770</b>
Non-current assets	9,000	8,826	10,236	<b>13,920</b>
Total assets	35,744	39,996	52,503	<b>65,691</b>
Current liabilities	16,028	18,902	27,989	<b>36,044</b>
Non-current liabilities	5,282	4,739	4,311	<b>5,729</b>
Total liabilities	21,311	23,641	32,301	<b>41,773</b>
Total equity	14,433	16,354	20,202	<b>23,917</b>
Total liabilities and equity	35,744	39,996	52,503	<b>65,691</b>
<b>Consolidated Statements of Cash Flows</b>				
Net cash provided by (used in) operating activities	3,001	3,516	5,283	<b>6,348</b>
Net cash provided by (used in) investing activities	(540)	(841)	195	<b>(3,131)</b>
Net cash provided by (used in) financing activities	(569)	(1,790)	(1,959)	<b>(1,299)</b>
Cash and cash equivalents at end of period	13,747	14,634	18,155	<b>20,071</b>
<b>Per Share Indicators (yen)</b>				
Basic earnings per share	46.24	57.92	59.65	<b>73.91</b>
Equity per share attributable to owners of parent	327.18	373.53	426.40	<b>475.24</b>
Annual dividends per share*2	30.0	19.0	20.0	<b>23.0</b>
<b>Financial Indicators</b>				
Equity ratio (%)*3	36.4	37.1	32.4	<b>28.9</b>
ROE (%)*4	15.5	16.5	14.9	<b>16.4</b>
Total asset turnover (times)	0.8	0.8	0.8	<b>0.8</b>
Financial leverage (times)	2.7	2.7	3.1	<b>3.5</b>
ROA (%)	5.5	6.1	5.1	<b>5.0</b>
Operating profit margin (%)	9.9	11.6	10.2	<b>11.1</b>
Profit margin (%)	6.6	7.4	6.5	<b>6.4</b>
Payout ratio (%)	31.9	32.8	33.5	<b>31.1</b>

\*1 The Company has applied the International Financial Reporting Standards (IFRS) for its annual securities report from the fiscal year ended March 31, 2021, with the date of transition to IFRS being April 1, 2019.

\*2 The Company conducted a 2-for-1 share split of its common stock on July 1, 2020.

\*3 Presented as ratio of equity attributable to owners of parent to total assets

\*4 Presented as rate of return on equity attributable to owners of parent

### Japanese GAAP

(Million yen)

Item	2020/3 (FY2019)
<b>Consolidated Statement of Income</b>	
Net sales	28,553
Gross profit	10,264
Selling, general and administrative expenses	7,235
Operating income	3,028
Ordinary income	3,018
Profit before income taxes	2,914
Profit attributable to owners of parent	1,863
<b>Consolidated Balance Sheet</b>	
Current assets	24,367
Non-current assets	5,256
Total assets	29,623
Current liabilities	11,908
Non-current liabilities	2,709
Total liabilities	14,618
Total net assets	15,005
Total liabilities and net assets	29,623
<b>Consolidated Statement of Cash Flows</b>	
Net cash provided by (used in) operating activities	2,469
Net cash provided by (used in) investing activities	(999)
Net cash provided by (used in) financing activities	123
Cash and cash equivalents at end of period	13,396
<b>Per Share Indicators (yen)</b>	
Basic earnings per share	47.05
Net assets per share	343.67
Annual dividends per share	30.0
<b>Financial Indicators</b>	
Equity ratio (%)	46.4
ROE (%)	15.0
Total asset turnover (times)	1.0
Financial leverage (times)	2.2
ROA (%)	6.7
Operating income margin (%)	10.6
Profit margin (%)	6.5
Payout ratio (%)	31.9

## Non-Financial Summary

Item	2021/3 (FY2020)	2022/3 (FY2021)	2023/3 (FY2022)
<b>Data on employees</b>			
Number of employees (persons)*2	1,088	1,404	<b>1,439</b>
Number of employees (persons)*3	482	526	<b>561</b>
Male employees (persons)	372	397	<b>419</b>
Female employees (persons)	114	129	<b>142</b>
Average years of service (year)	8.2	8.3	<b>8.3</b>
Male employees (year)	8.6	8.8	<b>8.8</b>
Female employees (year)	7.1	7.2	<b>7.2</b>
Average age	37.7	37.8	<b>37.8</b>
Male employees	37.9	38.3	<b>38.3</b>
Female employees	36.5	36.3	<b>36.6</b>
Wage gap between men and women (%)	79.8	81.1	<b>81.1</b>
Of which, full-time workers (%)	80.5	81.8	<b>81.9</b>
Of which, part-time and fixed-term workers (%)	67.5	70.7	<b>54.0</b>
Number of new graduates hired (persons)	18	18	<b>21</b>
Male employees (persons)	16	13	<b>16</b>
Female employees (persons)	2	5	<b>5</b>
Number of career hires (persons)	50	40	<b>42</b>
Male employees (persons)	37	27	<b>26</b>
Female employees (persons)	13	13	<b>16</b>
Job turnover rate*4	4.2	4.2	<b>4.7</b>
Ratio of women in management positions (%)	6.0	5.9	<b>5.6</b>
Ratio of employees with disabilities (%)	2.07	3.26	<b>3.07</b>
Percentage of annual leave taken (%)	45.1	55.3	<b>60.3</b>
Percentage of childcare leave taken (%)	72.7	58.1	<b>73.9</b>
Men (%)*5	27.3	45.8	<b>59.1</b>
Women (%)*5	100	100	<b>100</b>
Employee engagement eNPS (score)*6	—	—	<b>(30)</b>
Number of Information Technology Engineer Examination Certificate holders (persons)	178	201	<b>235</b>
Ratio of compliance training participation (%)	100	100	<b>100</b>
Ratio of harassment training participation (%)	100	100	<b>100</b>
<b>Environmental data</b>			
CO <sub>2</sub> emissions (SCOPE 1 + 2) (t-CO <sub>2</sub> )	608	608	<b>488</b>
CO <sub>2</sub> emissions (SCOPE 3) (t-CO <sub>2</sub> )	35,608	34,592	<b>49,178</b>
Total CO <sub>2</sub> emissions (SCOPE 1 + 2 + 3) (t-CO <sub>2</sub> )	36,216	35,200	<b>49,666</b>
Total energy usage (GJ)	3,572	3,525	<b>3,339</b>
CO <sub>2</sub> emissions per unit of energy consumption (SCOPE 1 + 2) (t-CO <sub>2</sub> /GJ)	0.17	0.17	<b>0.15</b>
CO <sub>2</sub> emissions per net sales of one million yen (t-CO <sub>2</sub> /million yen) *7	0.026	0.023	<b>0.016</b>

\*1 Scope of calculation: TECHMATRIX CORPORATION (on a standalone basis).

\*2 Consolidated.

\*3 On a standalone basis. Workers directly employed for a fixed term of one month or more.

\*4 Voluntary retirement of full-time employees (except for retirement or transfer).

\*5 Percentage of employees who took childcare leave among those who had children born during the year.

\*6 Net Promoter Score® and its abbreviation NPS are registered trademarks of Bain & Company, Inc., Fred Reichheld, and NICE Systems, Inc.

\*7 Scope of calculation: TECHMATRIX CORPORATION on a standalone basis.

[Environmental data]

\* SCOPE 2 emissions are calculated based on office activities.

\* For SCOPE 3 accounting methodologies, the Company has referred to the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain.

\* Some data items for which data collection is difficult are estimated based on prior performance and other criteria. For this reason, future calculations may be revised, including changes to previously aggregated results.

\* Currently, data items for which a reasonable computation method cannot be defined are excluded from calculations.

\* The Company will continually review how to appropriately manage and disclose emissions in each category, taking into account factors such as international discussions.

## Corporate Profile

### ● Corporate Information

<b>Company Name</b>	TECHMATRIX CORPORATION
<b>Date of establishment</b>	August 30, 1984
<b>Listed exchange</b>	Prime Section of the Tokyo Stock Exchange
<b>Stock code</b>	3762
<b>Paid-in capital</b>	¥1,298.12 million
<b>Number of employees</b>	1,439 [138] (consolidated; as of March 31, 2023) * The number of employees is the number of full-time employees. * The figure in parentheses in the "Number of employees" column indicate the average number of temporary employees (including dispatched and contract employees).
<b>Business year</b>	From April 1 to March 31
<b>Annual general meeting of shareholders</b>	Every year June
<b>Administrator of shareholders' registry</b>	Mitsubishi UFJ Trust and Banking Corporation
<b>Location</b>	<b>Head Office location</b> Tokyo Head Office SHINAGAWA SEASON TERRACE 24F 2-70 Konan 1-chome, Minato-ku, Tokyo, 108-8588 Telephone: +81-3-4405-7800 (Main) Fax: +81-3-6712-3161  <b>Domestic Offices</b> West Japan Branch Nakanoshima Central Tower, 2-7 Nakano-shima 2-chome, Kita-ku, Osaka 530-0005 Telephone: +81-6-6484-7486 (Main) Fax: +81-6-6208-2730 Nagoya Sales Office NORE Fushimi, 16-7 Nishiki 1-chome, Naka-ku, Nagoya, Aichi Prefecture 460-0003 Telephone: +81-52-209-5106 (Main) Fax: +81-52-221-5769 Kyushu Sales Office Chuo Hakataeki Mae Building 3F, 3-30-26, Hakataeki Mae, Hakata-ku, Fukuoka 812-0011 Telephone: +81-92-402-2537 FAX: +81-92-402-2557

### ● Main consolidated subsidiaries

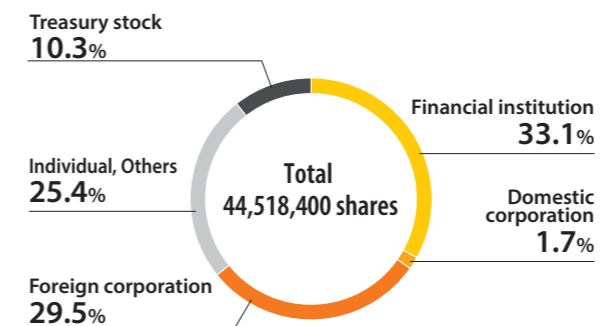
<b>CROSS HEAD</b> SHINAGAWA SEASON TERRACE 24F 2-70, Konan 1-chome, Minato-ku, Tokyo, 108-0075 Telephone: +81-3-5793-3366 (Main)	<b>TechMatrix Asia Co., Ltd.</b> 20th Floor (IWOoffice), UBC II Building, 591 Sukhumvit Road, North Klongton, Wattana, Bangkok, 10110 Thailand
<b>OCH Co., Ltd.</b> Kafuna Asahibashi B Building level 3, 1-9 Asahimachij, Naha, Okinawa, 900-0029 Telephone: +81-98-860-0203	<b>PSP Corporation</b> SHINAGAWA SEASON TERRACE 25F 2-70, Konan 1-chome, Minato-ku, Tokyo, 108-0075 Telephone: +81-3-4346-3180
<b>CASAREAL, Inc.</b> SHINAGAWA SEASON TERRACE 24F 2-70, Konan 1-chome, Minato-ku, Tokyo, 108-0075 Telephone: +81-3-4405-7865	<b>Ichigo LLC</b> SHINAGAWA SEASON TERRACE 25F 2-70, Konan 1-chome, Minato-ku, Tokyo, 108-0075 Telephone: +81-3-4405-7862
<b>ARECCIA Fintech Corp.</b> SHINAGAWA SEASON TERRACE 24F 2-70, Konan 1-chome, Minato-ku, Tokyo, 108-0075 Telephone: +81-3-6453-7211	<b>A-Line Co. Ltd.</b> Nakanoshima Central Tower 23F, 2-7 Nakano-shima 2-chome, Kita-ku, Osaka 530-0005 Telephone: +81-6-6195-3266

## Stock Information (as of March 31, 2023)

### ● Stock Information

Total number of shares authorized	165,888,000 shares
Total number of shares outstanding	44,518,400 shares
The number of shareholders	8,374 people

### ● Breakdown by Type of Shareholder



### ● Major Shareholders

Name of shareholder	Number of shares	Ratio (%)
Custody Bank of Japan, Ltd. (account in trust)	6,599,700	14.82
The Master Trust Bank of Japan, Ltd. (account in trust)	6,195,800	13.91
TECHMATRIX CORPORATION	4,599,264	10.33
STATE STREET BANK AND TRUST COMPANY 505025	3,286,500	7.38
Kyosuke Tokuyama	1,426,000	3.20
GOVERNMENT OF NORWAY	1,359,500	3.05
NORTHERN TRUST CO. (AVFC) RE 009-016064-326 CLT	1,077,300	2.41
TECHMATRIX's Employee Shareholding Association	813,000	1.82
KIA FUND 136	589,800	1.32
THE BANK OF NEW YORK MELLON 140042	581,800	1.30

## IR Activities

The Company explains our management policy, business results, and latest initiatives in dialogue with analysts, institutional investors, individual investors, and other stakeholders, as well as proactively feed back valuable opinions we receive to management, thereby striving to engage in constructive dialogue with our shareholders and other stakeholders.



### ● Main Activities

To	Main IR activities conducted during 2023/3	Frequency	Details
Shareholders and investors	Annual general meeting of shareholders	1 time	Conducted at the venue of the Meeting and via live streaming (in June)
	Investor briefing for individual	3 times	Investor briefing for individual by the President
	Financial results briefing for analysts and institutional investors	2 times	Financial results briefing by the President (in May and November)
	Individual meetings for institutional investors	163 times	Individual meetings with institutional investors to ensure highly transparent IR activities
	Engagement with institutional investors and Outside Directors	1 time	Engagement with institutional investors and all Outside Directors (in March)
	Issuance of Shareholders' Report	2 times	Issue IR magazine "TECHMATISM" (issued in June and December)
	Enhancement of IR website and sustainability information	—	Timely disclosure of earning-related materials (earnings release and financial results briefing materials) Enhancement of disclosure of Securities Reports and non-financial information (on the IR website)

\* Conducted in an online format, with a few exceptions

### Investor Relations

For details, please refer to the IR information on our corporate website



<https://www.techmatrix.co.jp/en/ir/index.html>

### Production Team

We appreciate you taking the time to read our Integrated Report 2023. We have presented our efforts to sustainably enhance our corporate value and contribute to society through our business. We hope that this Integrated Report will help to deepen your understanding of and trust in the Company. We will continue to strive to engage in active dialogue with you as well as information disclosure in a timely and appropriate manner, and work on our IR activities to further enhance our corporate value.

