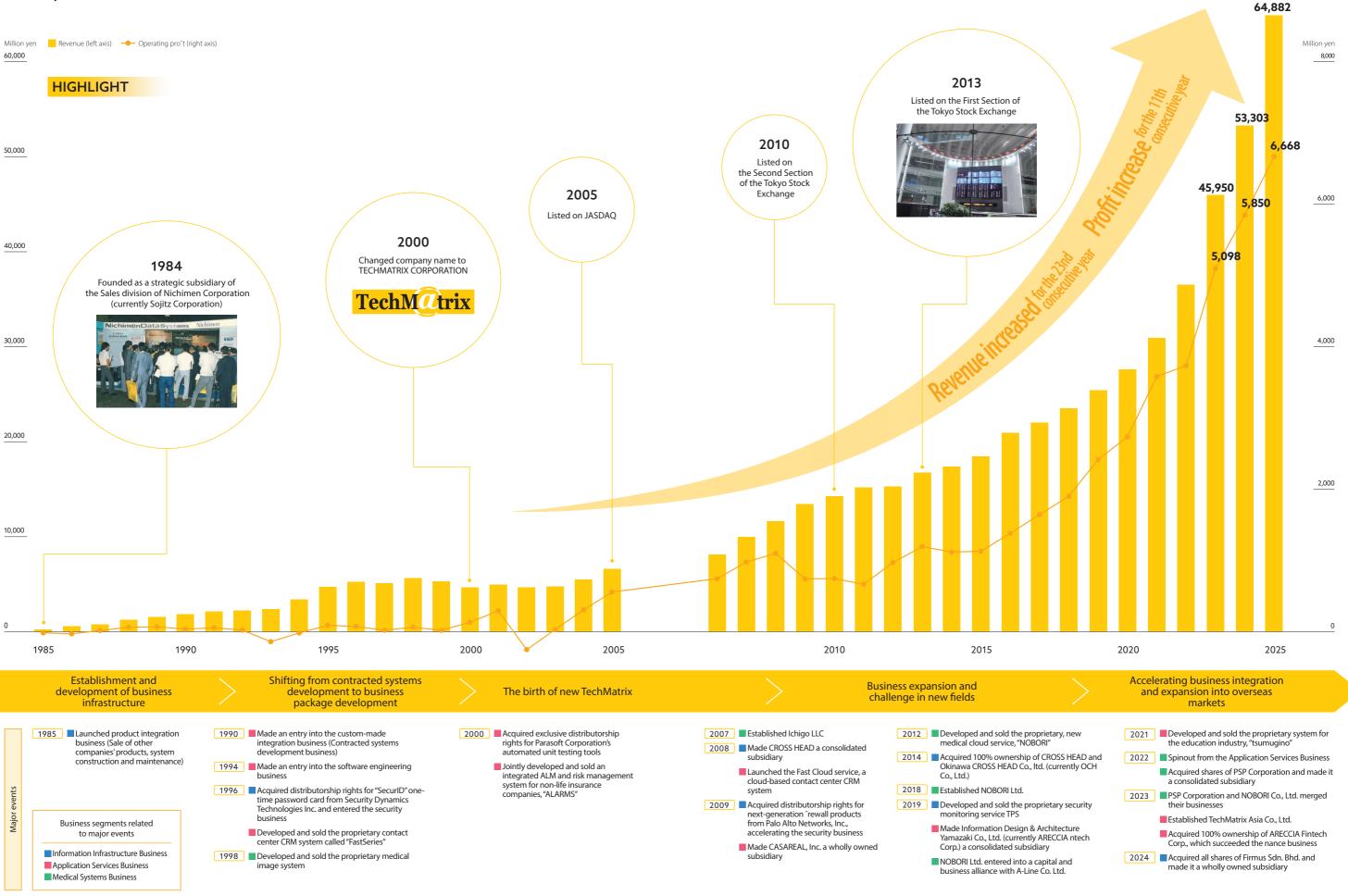
Journey of TechMatrix's Growth



TechMatrix Integrated Report 2025 | 12

At a glance

Revenue

Revenue increased for the 23st consecutive year

¥64.8billion

(FY2023: ¥53.3 billion)

Profitability (FY2024)

Operating profit Profit increased for the 11st consecutive year

¥6.66billion

(FY2023: ¥5.85 billion)

Operating profit margin

10.3%

(FY2023: 11.0 %)

Diversity (FY2024)

Number of group employees

1,738

Percentage of childcare leave taken (Non-consolidated)

61.6% (FY2023:72.2%) 100.0% (FY2023:100.0%) Ratio of women employees (Non-consolidated)

(FY2023: 25.8 %)

Ratio of employees with disabilities (Non-consolidated)

(FY2023:2.55%)

Ratio of women in management positions (Non-consolidated)

Percentage of annual leave taken (Non-consolidated)

Information Security

ISO/IEC 27001 (international standards) JIS Q 27001 (Japanese standards)



• Provide inquiry management

systems for contact centers

• Provide FAQ knowledge systems



Training and Upskilling (FY2024)

Total training hours (Non-consolidated)*

22,945 hours

* Refers to employee training, etc. including selfdevelopment programs organized by the Human Resources Dept.

Climate Change (FY2024)

CO₂ emissions reduction rate (Non-consolidated)

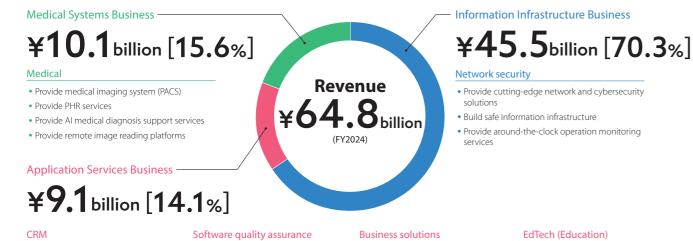
(FY2023: 191t-CO₂)

*Refers to SCOPE 1+2 emission

• Provide "tsumugino," a school

communication platform

Revenue and Composition Ratio by Business Unit (FY2024)



• Provide online services and solutions

• Provide solutions in the fields of academia and public enterprises

in the field of finance

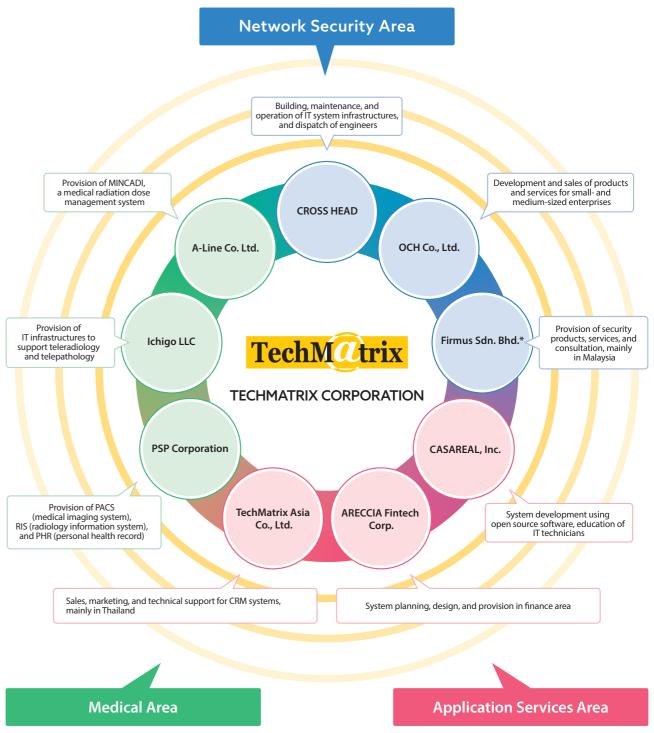
Sell testing tools for quality

the IoT era

assurance of embedded software of

TechMatrix Group's Network

TechMatrix Group covers a wide range of business fields. As a group of IT professionals, each company demonstrates high technical capabilities in its specialized field. As an overseas group company, we established a local subsidiary in Thailand, TechMatrix Asia, in April 2023. Also, Firmus Sdn.Bhd., a Malaysian company, joined the Group in November 2024. Through group-wide collaborative sharing of technology and expertise and mutual support, we create synergies, aiming for maximizing customer value and developing new markets.



^{*} The Company also made Firmus Consulting Sdn. Bhd. and Firmus Pte. Ltd., which are subsidiaries of Firmus Sdn. Bhd., wholly owned subsidiaries.

TechMatrix Integrated Report 2025 | 14