External Recognition and Inclusion in Indices

Evaluation and Certification in Management and Business

EcoVadis Fast Mover Badge
We received the Fast Mover Badge from EcoVadis, a global certification body that evaluates corporate sustainability, in recognition of our significant improvement compared to the previous evaluation.

Platinum Kurumin
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. In June 2024, we were awarded Platinum Kurumin, recognized as a company engaging in a higher standard of initiatives.

Tomonin
We establish a work system that allows employees to balance work and nursing care, so that we can tailor to each employee's situation and prevent them from leaving their jobs due to nursing care. We acquired Tomonin in FY2023.

ISMS Certification
In November 2006, 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.
Scope of certification: Head Office, West Japan Branch, data centers
In 2024, we additionally received the international standard, ISO27017, for information security management measures related to cloud services.

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.

EcoAction 21
We have acquired certification under the EcoAction 21 established by the Ministry of Environment in recognition of our environmentally conscious initiatives.

EcoAction 21®
Certification No. 0014443

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.

0254-2109

GoogleCloud Partner
By participating in the Google Cloud Partner Advantage program, we have earned the certification for Google for Education Build Partner.

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.

K000768-0001 K000768-0002 K000768-0003 K000768-0004

Inclusion in Investment Indices

FTSE Blossom Japan Sector Relative Index

S&P/JPX Carbon Efficient 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

FY2024
Our corporate website was selected as "A Website" in All Japanese Listed Companies' Website Ranking conducted by Nikko Investor Relations Co., Ltd.

ESG Rating Status

MSCI ESG Research
We received an "A" rating in the MSCI ESG Ratings, a global benchmark for ESG investment provided by MSCI ESG Research.

Recognition from Our Partners

Palo Alto Networks
JAPAC Distribution Partner of the Year (2023)
JAPAN Distribution Partner of the Year
(2018, 2019, 2020, 2021, 2022, 2023)
Excellence in support of the year (2018, 2019)

Proofpoint, Inc.
DMARC Trailblazer Award (2024)
Reseller and Integrator of the Year–Email Security (2024)
Partner of the year (2021, 2022, 2023, 2024)
Deal Registration of the year (2022, 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, 2021, 2023, 2024)

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

Received EcoAction 21 Certification

What is EcoAction 21?
EcoAction 21 is Japan's unique environmental management system (EMS) established by the Ministry of the Environment, serving as a certification and registration system for environmental management. Under this system, business operators' voluntary and proactive environmental activities are evaluated by third parties (EcoAction 21 auditor). After the certification is granted, an annual document audit and on-site audit will be conducted.

EcoAction 21®
Certification No. 0014443

TechMatrix has been awarded the EcoAction 21 certification effective January 31, 2025, in recognition of its voluntary and proactive environmental initiatives.



Shinapika Project

The Company's primary environmental initiatives are as follows:
- Provide solutions that reduce environmental impact.
- Clothing Support: Donate unwanted clothing to support refugees and conduct recycling activities once a year.
- Food aid: Donate surplus food to support refugees and conduct food loss reduction activities once a year.
- Comply with the Act on Waste Management and Public Cleaning.
- Environmental education: Provide environmental education during onboarding training and annually thereafter.
- Cleaning Activities: Participate in cleaning activities in the Sinagawa area (known as Shinapika Project), conducting community cleanup activities four times a year.
- Purchasing of green products: Actively purchase environmentally friendly green products.

Example: Rechargeable battery
Replace the batteries for remote controls for large monitors in conference and seminar rooms with reusable eneloop rechargeable batteries.

Example: Business cards and clear files
Business cards given to customers are made of environmentally friendly paper certified by the Forest Stewardship Council (FCS), an international membership organization. Furthermore, clear files with our logo have been changed to paper files that can be recycled.

To continue our environmental initiatives, what is important is the environmental awareness of each and every employee. We will continue to promote environmental activities as TechMatrix while further raising employee awareness, thereby contributing to the realization of a sustainable society.

Our Environmental Management Report is available here.

Consolidated Financial Summary

International Financial Reporting Standards (IFRS)

(Million yen)

Item	2021.3 (FY2020)	2022.3 (FY2021)	2023.3 (FY2022)	2024.3 (FY2023)	**2025.3 (FY2024)**
Consolidated Statements of Profit or Loss					
Revenue	30,928	36,513	45,950	53,303	**64,882**
Gross profit	11,217	12,456	16,369	18,202	**20,554**
Selling, general and administrative expenses	7,639	8,269	11,173	12,309	**13,561**
Operating profit	3,583	3,734	5,098	5,850	**6,668**
Profit before tax	3,406	3,718	5,066	5,854	**6,424**
Profit attributable to owners of parent	2,301	2,371	2,950	3,540	**4,060**
Consolidated Statements of Financial Position					
Current assets	31,169	42,267	51,770	70,462	**85,446**
Non-current assets	8,826	10,236	13,920	15,294	**19,994**
Total assets	39,996	52,503	65,691	85,756	**105,441**
Current liabilities	18,902	27,989	36,044	51,648	**67,449**
Non-current liabilities	4,739	4,311	5,729	7,064	**7,995**
Total liabilities	23,641	32,301	41,773	58,712	**75,444**
Total equity	16,354	20,202	23,917	27,043	**29,996**
Total liabilities and equity	39,996	52,503	65,691	85,756	**105,441**
Consolidated Statements of Cash Flows					
Net cash provided by (used in) operating activities	3,516	5,283	6,348	8,982	**6,836**
Net cash provided by (used in) investing activities	△841	195	△3,131	△1,938	**△5,955**
Net cash provided by (used in) financing activities	△1,790	△1,959	△1,299	147	**△799**
Cash and cash equivalents at end of period	14,634	18,155	20,071	27,265	**27,325**
Per Share Indicators (yen)					
Basic earnings per share	57.92	59.65	73.91	88.35	**101.12**
Equity per share attributable to owners of parent	373.53	426.40	475.24	541.87	**602.64**
Annual dividends per share*2	19.0	20.0	23.0	28.0	**34.0**
Financial Indicators					
Equity ratio (%)*3	37.1	32.4	28.9	25.4	**23.0**
ROE (%)*4	16.5	14.9	16.4	17.4	**17.7**
Total asset turnover (times)	0.8	0.8	0.8	0.7	**0.7**
Financial leverage (times)	2.7	3.1	3.5	3.9	**4.4**
ROA (%)	6.1	5.1	5.0	4.7	**4.3**
Operating profit margin (%)	11.6	10.2	11.1	11.0	**10.3**
Profit margin (%)	7.4	6.5	6.4	6.6	**6.3**
Payout ratio (%)	32.8	33.5	31.1	31.7	**33.6**

*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

Non-Financial Summary

Item	2022.3 (FY2021)	2023.3 (FY2022)	2024.3 (FY2023)	**2025.3 (FY2024)**
Data on employees				
Number of employees (persons)*2	1,404	1,439	1,502	**1,738**
Number of employees (persons)*3	526	561	574	**642**
Male employees (persons)	397	419	427	**472**
Female employees (persons)	129	142	147	**170**
Average years of service (year)	8.3	8.3	8.3	**8.5**
Male employees (year)	8.8	8.8	8.7	**8.8**
Female employees (year)	7.2	7.2	7.3	**7.6**
Average age	37.8	37.8	38.0	**37.9**
Male employees	38.3	38.3	38.6	**38.4**
Female employees	36.3	36.6	36.3	**36.4**
Wage gap between men and women (%)	81.1	81.1	80.0	**80.5**
Of which, full-time workers (%)	81.8	81.9	80.6	**81.0**
Of which, part-time and fixed-term workers (%)	70.7	54.0	67.9	**76.4**
Number of new graduates hired (persons)	18	21	18	**20**
Male employees (persons)	13	16	10	**15**
Female employees (persons)	5	5	8	**5**
Number of career hires (persons)	40	42	53	**62**
Male employees (persons)	27	26	39	**42**
Female employees (persons)	13	16	14	**20**
Job turnover rate*4	4.2	4.7	5.7	**3.2**
Ratio of women in management positions (%)	5.9	5.6	5.3	**6.0**
Ratio of employees with disabilities (%)	3.26	3.07	2.55	**2.00**
Percentage of annual leave taken (%)	55.3	60.3	62.9	**57.2**
Percentage of childcare leave taken (%)	58.1	73.9	79.2	**70.4**
Men (%)*5	45.8	59.1	72.2	**61.9**
Women (%)*5	100.0	100.0	100.0	**100.0**
Employee engagement eNPS (score)*6	—	△30	△24	**△16**
Total training hours (hours)	—	14,397	20,386	**22,945**
Average annual training hours per employee (hours)	—	—	—	**35.3**
Number of Information Technology Engineer Examination Certificate holders (persons)	201	235	250	**297**
Ratio of compliance training participation (%)	100.0	100.0	100.0	**100.0**
Ratio of harassment training participation (%)	100.0	100.0	100.0	**100.0**
Environmental data				
CO_2 emissions (SCOPE 1 + 2) (t-CO_2)	608	488	191	**162**
CO_2 emissions (SCOPE 3) (t-CO_2)	34,592	49,178	46,754	**55,978**
Total CO_2 emissions (SCOPE 1 + 2 + 3) (t-CO_2)	35,200	49,666	46,945	**56,140**
Total energy usage (GJ)	3,525	3,339	2,720	**2,951**
CO_2 emissions per unit of energy consumption (SCOPE 1 + 2) (t-CO_2/GJ)	0.17	0.15	0.07	**0.05**
CO_2 emissions per net sales of one million yen (t-CO_2/million yen) *7	0.023	0.016	0.005	**0.004**

*1 Scope of calculation: TECHMATRIX CORPORATION (on a standalone basis), except for certain items.
*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 Promotor 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 date 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

Company Name	TECHMATRIX CORPORATION
Date of establishment	August 30, 1984
Paid-in capital	¥1,298.12 million
Number of employees	1,738 [120] (consolidated; as of March 31, 2025)

* 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).

Location

Head Office location

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

Domestic Offices

West Japan Branch	Nakanoshima Central Tower 23F, 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	Nagoya CrossCourt Tower 8F, 4-40-10 Meieki, Nakamura-ku, Nagoya, Aichi Prefecture 450-0002 Telephone: +81-52-462-8373 Fax: +81-52-462-8374
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

■ Information Infrastructure Business ■ Application Services Business ■ Medical Systems Business

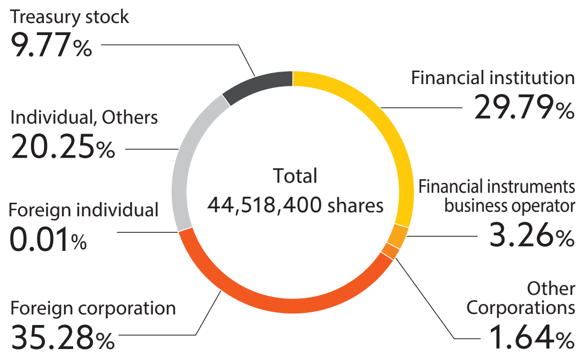
	Group companies	Percentage of the stake	Business Description
Domestic	CROSS HEAD http://www.crosshead.co.jp/	100.0%	Consulting on, as well as design and building of, IT system infrastructure; import, sales, and support of overseas IT products; dispatch of network engineers; consulting on and lump-sum contracting of operation and monitoring; nationwide on-site maintenance for multi vendors; education, development, etc. of IT technicians
Domestic	OCH Co., Ltd. http://www.och.co.jp/	Wholly owned subsidiary of CROSS HEAD	Sales and provision of in-house developed products for data backup and information security measures, as well as products for building remote work environments along with supporting services for small- and medium-sized enterprises
Domestic	CASAREAL, Inc. http://www.casareal.co.jp/	100.0%	System development using open source software, education of IT technicians
Domestic	ARECCIA Fintech Corp. https://areccia.co.jp/company/	100.0%	Strength in system planning and design in the area where financial engineering and information technology overlap (Provision of series of ARECCIA is main business)
Domestic	PSP Corporation https://psp.co.jp/	50.02%	As a healthcare IT solution vendor, providing various cloud-based systems that can safely store, utilize, and share medical information, such as PACS (medical imaging system), RIS (Radiology Information System), and PHR (Personal Health Record)
Domestic	Ichigo LLC http://www.ichigo-llc.co.jp/	95.0% subsidiary of PSP	Provision of IT infrastructure to support teleradiology and telepathology in the healthcare field
Domestic	A-Line Co. Ltd. https://alinejapan.com/	84.1% subsidiary of PSP	Provision of MINCADI, a cloud-type radiation dose management system that facilitates the optimization of examinations by recording in the cloud, for each examination and patient, medical radiation exposure information obtained from medical image data and referring to and comparing the record with radiation dose information at other medical institutions
Overseas	TechMatrix Asia Co., Ltd. https://techmatrix-asia.com/	50.1 percent subsidiary of TechMatrix Asia Holdings	Sales, marketing and technical support for FastSeries, a contact center CRM system/FAQ knowledge system, in the ASEAN region, mainly in Thailand
Overseas	Firmus Sdn.Bhd. https://firmussec.com/	100.0%	Provision of security services, security consulting, and security products to ASEAN region based in Malaysia (Firmus Sdn. Bhd./Firmus Consulting Sdn. Bhd.) and Singapore (Firmus Pte. Ltd.)

Stock Information (as of March 31, 2025)

Stock Information

Total number of shares authorized	165,888,000 shares
Total number of shares outstanding	44,518,400 shares
The number of shareholders	4,895 people

Breakdown by Type of Shareholder



Major Shareholders

	Name of shareholder	Number of shares	Ratio (%)
1	The Master Trust Bank of Japan ,Ltd. (account in trust)	7,097,700	17.67
2	Custody Bank of Japan, Ltd. (account in trust)	4,723,100	11.76
3	STATE STREET BANK AND TRUST COMPANY 505025	3,036,600	7.56
4	Individual	1,325,000	3.30
5	STATE STREET BANK AND TRUST COMPANY 505001	717,858	1.79
6	NORTHERN TRUST CO.(AVFC) RE 009-016064-326 CLT	701,800	1.75
7	TECHMATRIX's Employee Shareholding Association	696,400	1.73
8	CACEIS BANK/QUINTET LUXEMBOURG SUB AC/ UCIS CUSTOMERS ACCOUNT	657,500	1.64
9	KIA FUND 136	618,700	1.54
10	Riskmonster.com	560,000	1.39

* The above information regarding major shareholders has been adjusted to exclude the 4,349,725 shares of treasury stock held by the company.

Communication with Shareholders and Investors

Through constructive dialogue, we earn the trust of our shareholders and investors while proactively feeding back valuable opinions we receive to the management team, thereby driving sustainable growth and enhancing corporate value. Furthermore, based on fair disclosure, we are working to enhance understanding of our business and medium- to long-term growth strategies, while also striving to further expand our shareholder and investor base.

As part of our initiatives to promote dialogue with shareholders and investors, we hold semiannual financial results briefings. In FY2024, we held three investor briefings for individual investors, where our President personally presented on our business overview and management strategies, actively engaging in investor relations activities.

Opinions expressed during dialogues are reported to the Board of Directors and the management team in a timely and appropriate manner, and are utilized in management and investor relations activities. Specifically, we incorporate these dialogues into our financial results briefing materials, integrated reports, and website, striving to maintain highly transparent investor relations activities.

We will continue to expand opportunities for dialogue and improve their quality to build stronger relationships with our shareholders and investors, aiming for sustainable growth and enhancement of corporate value.

Main activities conducted during FY2024

Annual General Meeting of Shareholders

Held the 41st Annual General Meeting of Shareholders for FY2024 both on site and online.

Financial Results Briefing

Held an online financial results briefing to engage in dialogue with institutional investors and analysts.

Briefing for individual investors

Provided an online briefing for individual investors on our business overview and initiatives for future sustainable growth.

Investor Relations

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

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

Message from Production Team

We appreciate you taking the time to read our Integrated Report 2025. This report was created with the intention of conveying our commitment to creating value together with our stakeholders for reaching greater heights, while cherishing what makes the essence of TechMatrix. We hope this has helped you understand the TechMatrix's value creation story. We will continue to strive to engage in dialogue with you as well as information disclosure in a timely and appropriate manner, and commit to our IR activities to enhance our sustainable corporate value.