

COMTURE CORPORATION
Financial Results Briefing Session for
1Q of the Fiscal Year Ending March 31, 2026 (Held on August 21, 2025)
Key Questions and Answers

Some sections of these questions and answers have been revised to make this information easier to understand.

Q: What is your sales growth for individual vendors?

A: First quarter sales compared with the first quarter of the previous fiscal year are as follows.

Cloud Solutions

| | |
|---------------|--------|
| · Microsoft: | +12.3% |
| · Salesforce: | +8.0% |
| · ServiceNow: | +17.6% |
| · Cybozu: | -14.9% |

Digital Solutions

| | |
|------------------------------|--------|
| · Data science: | +27.7% |
| · AWS (Amazon Web Services): | +61.3% |

Business Solutions

| | |
|--------|-------|
| · SAP: | -4.5% |
|--------|-------|

In the Cloud Solutions Business, sales increased for Microsoft, Salesforce and ServiceNow. We believe that Salesforce sales growth could have been even higher if we had enough project managers and other resources. Cybozu is down because of the one-time occurrence of projects with low profitability. The Cybozu sales decline had only a small effect on total sales.

In the Digital Solutions Business, there was a big increase in sales involving AWS and strong growth in the data science sector using SAS, Databricks and other companies.

In the Business Solutions Business, sales involving SAP decreased slightly but SAP peripheral development projects remain very strong.

Q: How does your first quarter performance compare with your fiscal year plan for operating profit of 5 billion yen?

A: The first quarter is a training period for new graduates that we hired in April. As a result, profitability usually decreases in this quarter because of a lower workforce utilization rate and up-front expenditures. This year, we hired about 200 new graduates, about the same as in 2024. Although the first quarter operating margin was 9.7%, this performance was about as expected and was even higher than in the first quarter of the previous fiscal year. In addition, the end of several cloud consulting, public-sector and other large projects held down first quarter sales growth, which impacted earnings. Overall, we believe that first quarter performance was as expected.

Q: Please explain the reasons for changes in segment earnings?

A: The large number of new graduates assigned to the Cloud Solutions and Digital Solutions Businesses held down first quarter earnings.

The percentage of young people is particularly high in the Digital Solutions Business. Although actions for increasing the added value we provide have been needed, the young people we hired in recent years have become productive and are making a significant contribution to earnings beginning from this fiscal year.

In the Cloud Solutions Business, earnings growth slowed down mainly because of the insufficient volume of projects due to the shortage of project managers and the temporary occurrence of Cybozu projects with low profitability.

In the Platform, Operation Services Business, earnings decreased because of a reexamination of our framework for remote surveillance and maintenance services and the end of large projects. However, we expect a recovery because several large projects are expected to restart in the second quarter or afterward.

Q: How is the strategic assignments of young employees resulting in more added value?

A: We have constantly assigned many young employees to the Digital Solutions Business. The result is a slow increase in the amount of added value we create, which has contributed to sales and earnings. We hire about 200 new graduates every year and assign about 50 to Digital Solutions. In some of our business units, people in their 20s are 70% to 80% of all employees. We believe that this cumulative growth of young people is raising our productivity.

Q: Salesforce has signed an agreement to acquire Infomatica. Both companies are partners of COMTURE. How will this acquisition affect your business activities?

A: We have strong partnerships with Salesforce and Infomatica and are conducting sales activities with these companies. These two companies do not compete with each other with respect to their solutions. In fact, their solutions are mutually complementary. We believe this acquisition will create positive synergies for us. Most significantly, we expect an increase in the number of projects that combine platforms and additional services by combining the data linkage role of Infomatica with the customer management and other roles of Salesforce. One of our key strengths is the ability to meet these types of customer needs by using our thorough knowledge of the technologies of these two companies. Consequently, we view this acquisition as an extremely positive event for us.

Q: AWS has released a pilot version of its “Kiro” AI-powered coding tool. What is your assessment of this tool and your outlook for using it?

A: “Kiro” is a platform building tool that uses generative AI. We have not yet used this tool because the pilot version was released in July. We have used other generative AI tools such as Amazon Bedrock, Amazon Q Developer and AWS Transform in our projects. We plan to increase the use of these tools in our businesses as we acquire more experience.

In the AWS sector, demand for AI platform building is growing rapidly. By using AWS exclusively for AI platforms, we have been able to grow with the rising need for AI platforms in the infrastructure and many other domains.