



COMTURE CORPORATION

First Quarter of the Fiscal Year Ending March 31, 2025

August 8, 2024

Presentation

Kamei: Thank you for taking time out of your busy schedule to join us today. We will be holding a briefing on the Q1 financial results of the fiscal year ending March 31, 2025, which were announced on August 6. We are holding this event via live streaming.

Here are the attendees from our side. Chihiro Sawada, the Representative Director, President, and I, Kamei of IR, will be the moderator. Thank you very much for your cooperation.

Now, Mr. Sawada will explain the financial results. President Sawada, please begin.

Sawada: Hello everyone. I am Sawada, Representative Director and President of COMTURE CORPORATION. I would like to explain the financial results for Q1 of the fiscal year ending March 31, 2025, which we announced on August 6.

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Financial Highlights

Achieved 14 consecutive years of sales growth and sales climbing to record highs

(Millions of yen)	1Q FY3/24		1Q FY3/25		YoY change	Progress ratio vs. plan (Average of the past three years)
	Amount	% to net sales	Amount	% to net sales		
Net sales	8,098	-	8,753	-	+8.1%	23.2% (23.8%)
Operating profit	860	10.6%	795	9.1%	-7.6%	16.2% (19.9%)
Ordinary profit	860	10.6%	793	9.1%	-7.7%	16.2% (19.9%)
Profit attributable to owners of parent	558	6.9%	502	5.7%	-10.1%	15.5% (19.8%)
Net income per share	17.52 yen	-	15.76 yen	-	-10.0%	-

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First, a summary of the financial results on page three.

In Q1 of the fiscal year ending March 31, 2025, the Group's sales reached a new record high, marking the 14th consecutive year of sales growth.

Net sales were JPY8,753 million, up 8.1% from the previous year, and operating income was JPY795 million, down 7.6% from the previous year. Profit for the quarter was JPY502 million, down 10.1% from the previous year.

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Contributing Factors

Net sales **Up 8.1%** YoY

- + Higher DX business sales involving Microsoft, Cybozu, AWS, SAP and other companies
- + Increased demand at financial institutions for the development of front office systems and the improvement of operational efficiency
- + Workforce growth due to more recruiting and progress with utilizing the resources of partner companies

Operating profit **Down 7.6%** YoY

- + Higher gross profit due to an increase in the number of productive employees at partner companies
- An increase in personnel expenses due to larger number of employees and higher salaries
- Longer training period to give newly hired new graduates even higher skills (April to June)
- Higher recruiting expenses for the earlier than planned hiring of new graduates and people with prior work experience (but consistent with the FY3/25 budget for these expenses)



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Next, I would like to explain the key points of the results. Net sales increased 8.1%. Here are the factors.

The first positive factor was the growth of DX-related business in collaboration with global vendors such as Microsoft. The second one was an increase in demand for financial-related front-end system development and business efficiency improvement. The third one was that we made progress in strengthening recruitment and securing resources from partner companies.

Operating income decreased by 7.6% YoY. Here are the increase and decrease factors.

A positive factor was an increase in gross profit due to an increase in the number of subcontractors in operation.

The first negative factor was the increase in labor costs associated with the increase in the number of employees and salary.

The second one was an increase in non-working labor hours due to the extension of the post-employment training period by one month compared to the previous period in order to strengthen the training of new employees. In addition, we have enhanced our training system for existing employees in alignment with the revision of our personnel system. With this revision, we have significantly increased training hours for programs such as management training, rank-specific training, and technical training.

Third one was a recruitment cost increase due to accelerated hiring of new graduates and career hires. In previous years, new graduate recruitment activities extended until the middle of Q3. However, this year, we have progressed ahead of schedule, with the number of job offers accepted already exceeding the planned number of hires by the end of Q1. Mid-career recruitment activities have also been successful, with nearly half of the planned annual hires already joining or receiving job offers. As a result, although recruiting expenses increased in Q1 alone compared to the previous quarter, the full-year budget is within the scope of the plan.

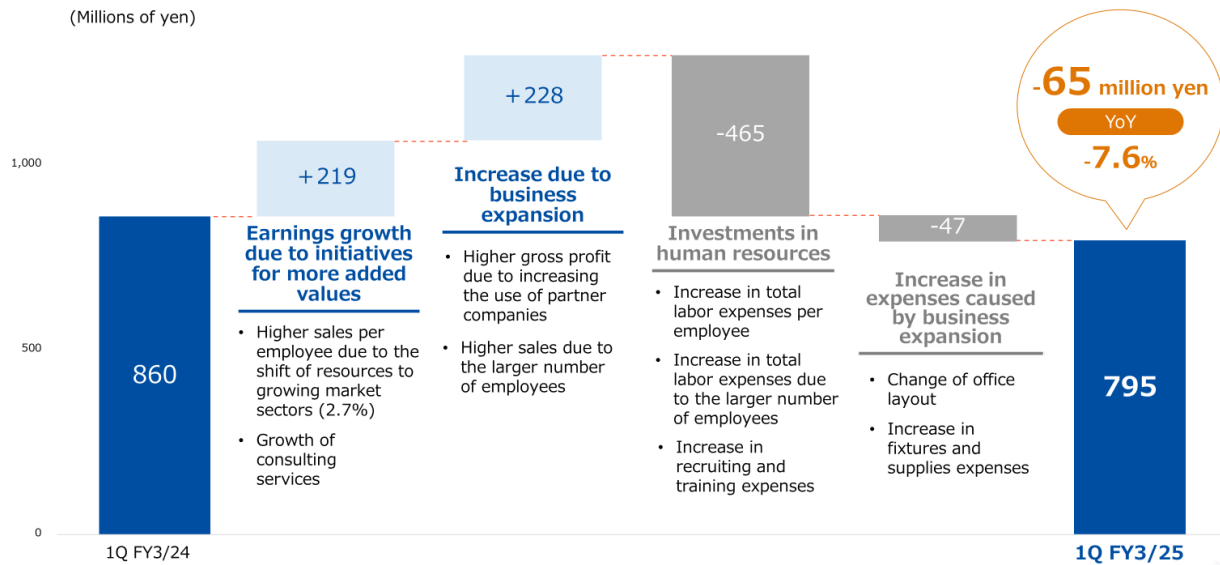
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Components of Changes in Operating Profit

(Millions of yen)



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Here is a waterfall chart. See page five.

Operating income for Q1 of the fiscal year ended March 2024 was JPY860 million.

The increase of JPY219 million was mainly due to a 2.7% increase in sales per employee, driven by the high value-added strategy.

A profit increase of JPY228 million was achieved through business expansion, bolstered by an increased number of employees and effective workforce from our partners.

On the other hand, negative factors constituted the JPY465 million increase in investment in human capital, including labor, recruitment, and training costs.

In addition, costs increased by JPY47 million due to business expansion, including office layout changes.

When subtracted, operating income for Q1 of the fiscal year ending March 31, 2025, was JPY795 million, down 7.6% YoY.

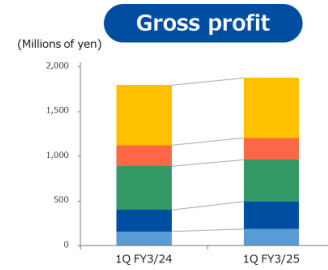
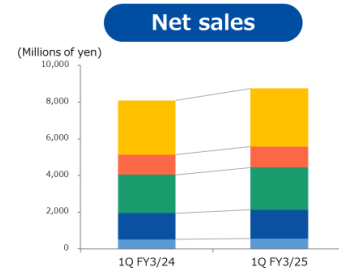
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Business Segment Performance

(Millions of yen)	1Q FY3/24	1Q FY3/25	YoY change
Net sales	8,098	8,753	+8.1%
■ Cloud Solutions	2,962	3,175	+7.2%
■ Digital Solutions	1,087	1,138	+4.7%
■ Business Solutions	2,107	2,308	+9.6%
■ Platform, Operation Services	1,424	1,564	+9.8%
■ Digital Learning	517	565	+9.4%
Gross profit	1,798	1,880	+4.5%
■ Cloud Solutions	673	671	-0.2%
■ Digital Solutions	232	243	+4.8%
■ Business Solutions	489	468	-4.2%
■ Platform, Operation Services	242	306	+26.2%
■ Digital Learning	160	188	+17.5%



The results by business segment are shown in the slide, page six.

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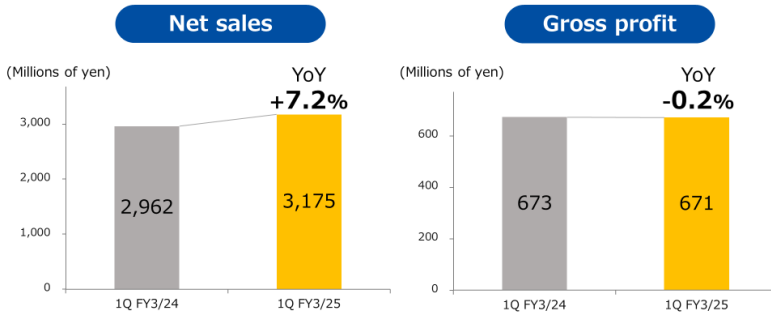
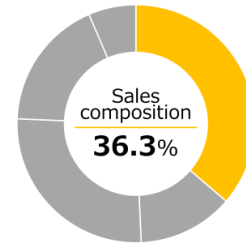
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Cloud Solutions

Major components

- + Growth of the consulting business backed by collaboration with Microsoft and Cybozu and increasing low-code development demand
- A decrease in orders received due to the shortage of resources
- Higher expenses for training new graduates to strengthen training programs



Main Activities

Collaboration using alliances with global SaaS vendors (Microsoft, Salesforce, ServiceNow and others), consulting and integration services for the installation and use of CRM and other cloud services, and other activities



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Sales in the cloud solutions business were JPY3,175 million, up 7.2% from the previous year, and gross profit was JPY671 million, down 0.2%.

While demand for consulting services in collaboration with vendors and low-code development increased, total order volume declined due to a lack of resources, and costs related to training new graduates increased, resulting in higher sales and lower profit.

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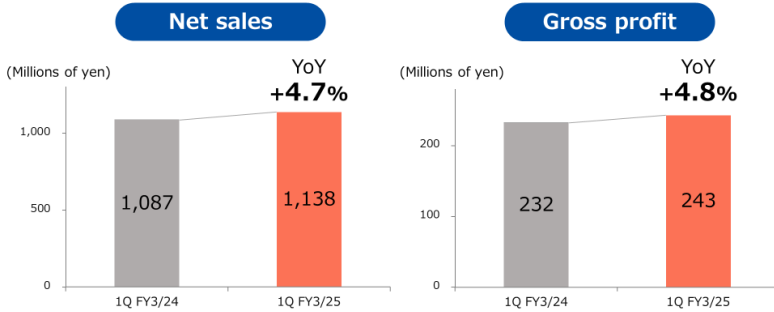
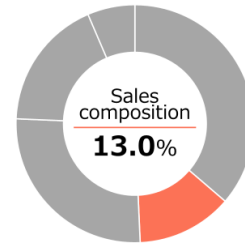
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Digital Solutions

Major components

- + Growth of the data analysis business and the data management business, such as building infrastructures for collecting and storing large amount of data
- + More orders for building cloud infrastructures (AWS)



Main Activities

Construction of data infrastructures by working with global AI vendors (Google Cloud, Amazon Web Services and others), provision of data analysis solutions by working with global data analysis vendors (SAS, Informatica, Databricks and others), and other activities



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Sales in the digital solutions business were JPY1,138 million, up 4.7% YoY, and gross profit was JPY243 million, up 4.8% YoY.

Both sales and profit increased due to the expansion of the data analysis business and the data management business, including the construction of environments for storing data, as well as an increase in projects to build cloud infrastructures such as AWS.

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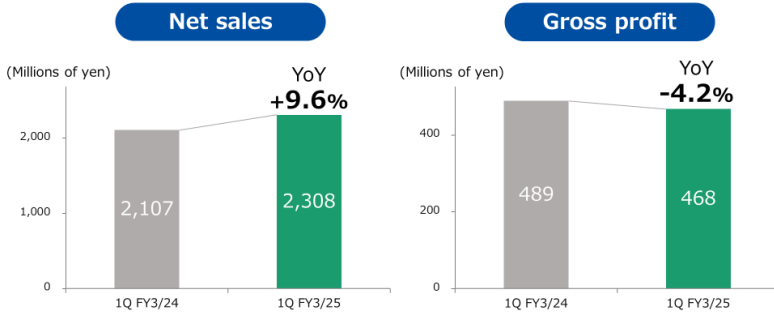
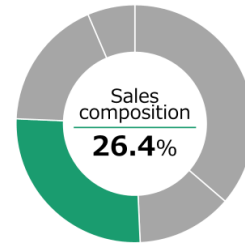
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Business Solutions

Major components

- + Growth of the SAP business continued
- + Increased demand at financial institutions for the development of front office systems and the automation of business processes
- Higher expenses for training new graduates to strengthen training programs



Main Activities

Construction, operation and modernization concerning accounting, personnel, fintech and other core IT systems using collaborations with SAP, SuccessFactors and other global ERP package vendors



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Sales in the business solutions segment were JPY2,308 million, up 9.6% YoY, and gross profit was JPY468 million, down 4.2% YoY.

While SAP-related business continued to expand, and demand for front-end system development and business automation for the financial industry increased, higher costs related to the training of new graduates resulted in higher sales and lower profit.

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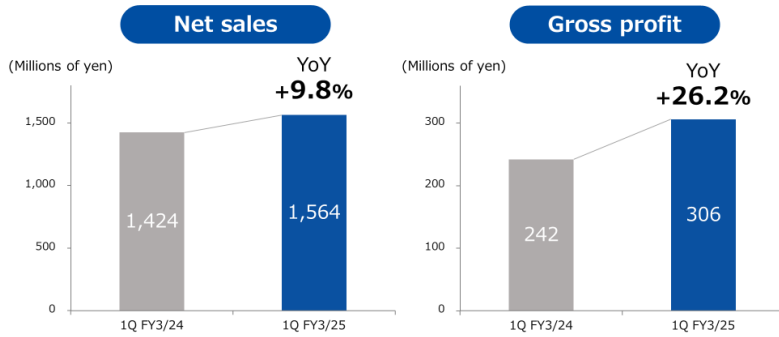
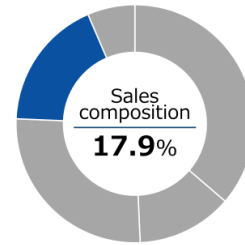
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Platform, Operation Services

Major components

- + Higher demand for the outsourcing and security support of IT system operations
- + Growth of activities involving networks
- + Price negotiations contributed to sales growth



Main Activities

Hybrid cloud environments using virtualization software (Kubernetes and others), design, construction and operation of virtual networks (Cisco and others), IT system remote surveillance at COMTURE Group's service centers using global tools, help desk operations, and other activities



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Net sales in the platform and operation services business were JPY1,564 million, up 9.8% YoY, and gross profit was JPY306 million, up 26.2% YoY.

Both sales and profit increased due to increased demand for outsourcing system operations and security support, growth in network-related business, and improved profit from price negotiations.

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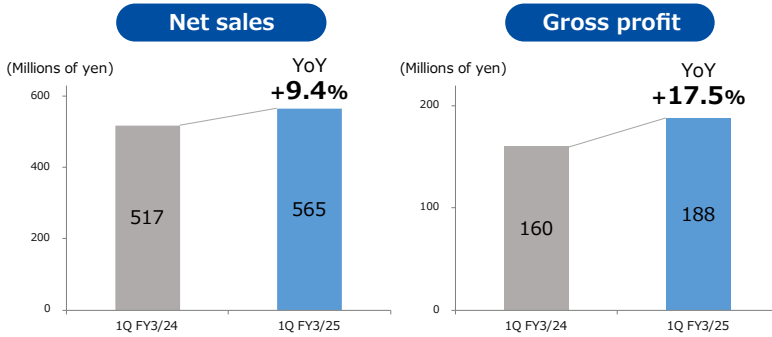
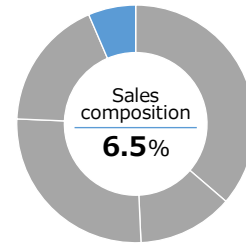
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Digital Learning

Major components

- + Higher demand for generative AI (Microsoft Copilot) training programs
- + Growth of training programs outsourced by other companies
- + Improved sales and earnings due to higher instructor utilization rate and price negotiations



Main Activities

Training services with cooperation of global vendors (Microsoft, Salesforce, ServiceNow and others) for acquiring vendor certifications and IT training services to give people skills needed to perform DX jobs



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Sales in the digital learning business were JPY565 million, up 9.4% YoY, and gross profit was JPY188 million, up 17.5% YoY.

Both sales and income increased due to the rising demand for training related to Copilot, Microsoft's generative AI, growth in the outsourcing of training operations, and higher instructor utilization rates.

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Key Initiatives of FY3/25

Major investments To accelerate growth

Market conditions	<ul style="list-style-type: none"> • Faster pace of business innovation activities as companies switch to digital technologies and make DX investments • More specialized support services by system integrators as the number of DX experts at companies increases • Increasing demand for the development of apps for business activities as the use of generative AI grows
<p>Investments in people</p>	<p>Recruiting New graduate: 180 (hired in April 2025), Experienced people: 70 (FY3/25)</p>
	<p>Training Reskilling: 30-40 per six months, larger and upgraded training system, New online learning platform, goal is 1,000 certifications</p>
	<p>Salary/hours Salary increase: 5.0% or more Working time: Down from 7hr 50min to 7hr 30min</p>
<p>Innovations</p>	<p>Generative AI Use of the Microsoft Copilot generative AI tool for improvements and innovations of all business processes; new/revised core IT system and human resource system</p>
<p>Others</p>	<p>Market profile Renewal the corporate website, a brand and other</p>

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Next, I would like to discuss priority measures to achieve the plan for this fiscal year.

We plan to maintain recruitment and reskilling efforts at the same scale as last year among our human capital investments.

As for the development of engineers, we are enhancing and implementing training programs, as mentioned earlier.

Regarding compensation, we are implementing wage increases of 5% or more and improving the working environment by shortening working hours as part of the personnel system revision.

We also plan to invest in growth by introducing generative AI tools for company-wide operational innovation.

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Progress with Key Initiatives – Corporate Resources

Recruiting activities for faster growth

Recruiting talented new graduates

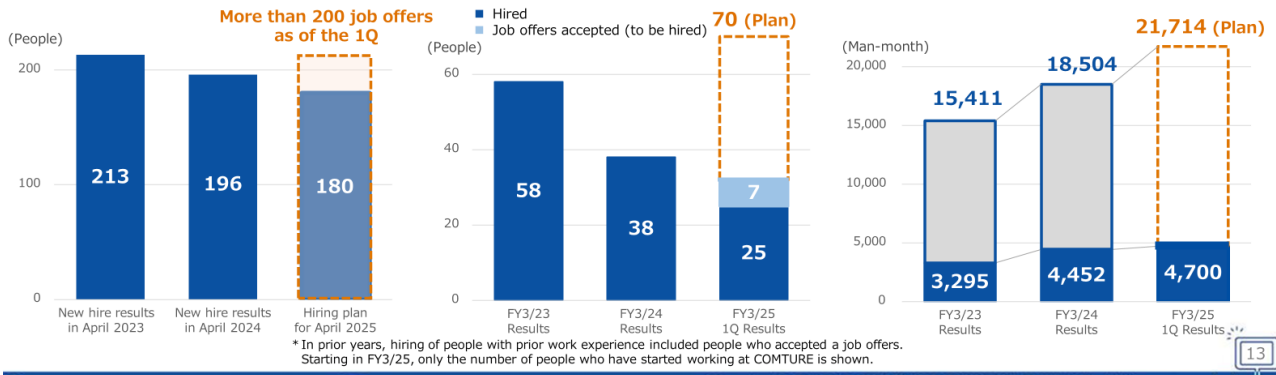
- Expect to hire more than the initially planned 180 new graduates

More hiring of experienced people

- Hired 25 people with prior work experience as of the end of June 2024
- Using referrals, scouting and other measures to recruit experienced people

Stronger relationships with partner companies

- Outsourced projects were 5.6% more than one year earlier
- Using the core partner program



Next, I will explain the progress of measures in the medium-term business plan. Please refer to page 13.

We are working to secure human resources in three pillars: hiring new graduates, recruiting mid-career workers, and utilizing subcontractors of our partners. Recruitment of new graduates is progressing well, exceeding the plan of 180 hires, and already more than 200 have accepted job offers.

Mid-career recruiting has been strong, greatly surpassing last year's results due to employee referrals and enhanced cooperation with placement agencies.

The number of subcontractors increased by 5.6%, contributing to the increase in sales, as we strengthened cooperation with core partners to address employee shortfalls.

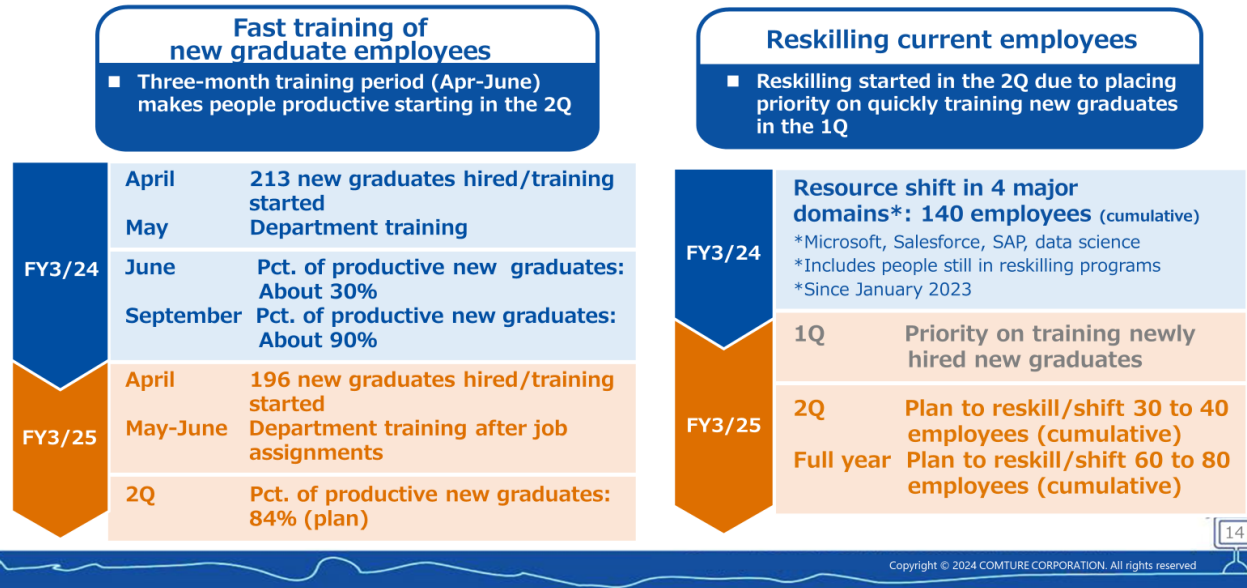
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Progress with Key Initiatives – Training Programs

Education and training programs for more added value



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In human resource development, we have extended the training period until June to strengthen the training of new graduates who joined the Company in April and are working toward paid training from Q2 onward.

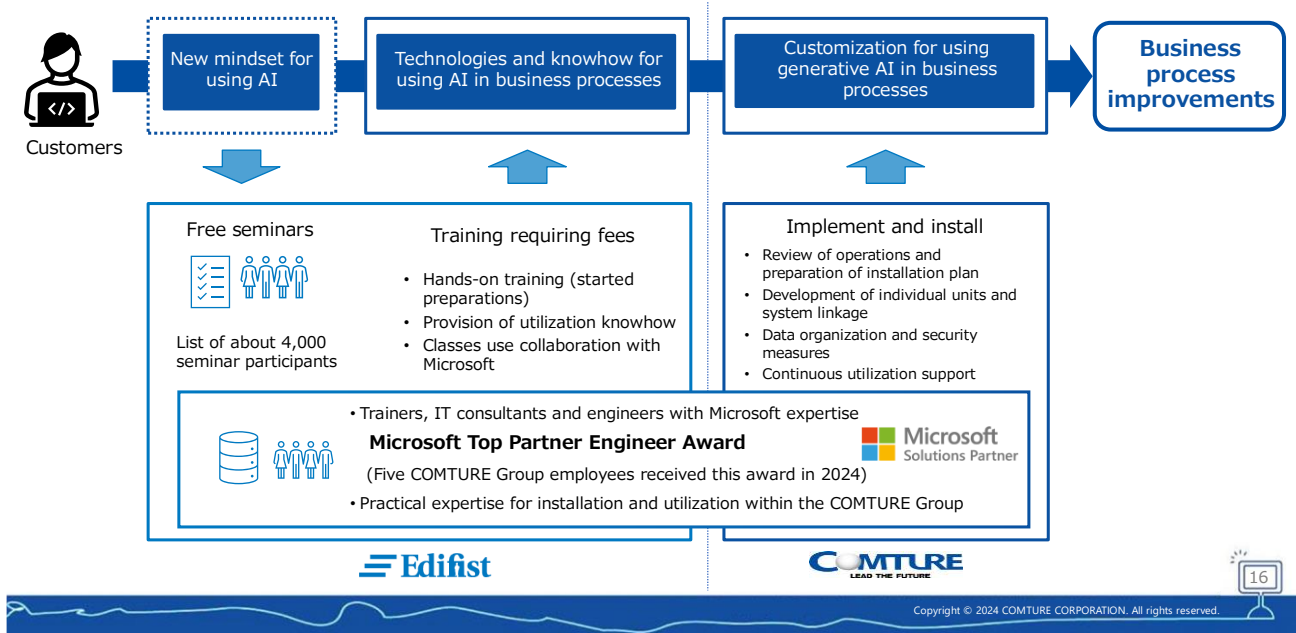
In conjunction with the training of new graduates, we plan to begin working on reskilling existing employees in Q2. In Q2 and beyond, we will continue to make investments related to training, including using instructors from Edifist Learning, and shift resources to growth areas through reskilling.

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Generative AI – Support for Copilot Use and Business Process Improvements



In the new area of generative AI, we are working on Copilot in collaboration with Microsoft.

We will support the adoption of generative AI by raising awareness and providing comprehensive services across our group. For companies considering its use, we offer total solutions, including technology training and implementation support, to promote business improvement.

We have already built a client base for business development, with 160 companies and approximately 4,000 participants in our free seminars to raise awareness.



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Collaborations with Vendors – Awards Received from Vendors

	<p>Microsoft Top Partner Engineer Award This award is given for outstanding accomplishments for increasing the use of Microsoft technologies. Five awards received in four categories: AI, Modern Work, Business Applications, Security</p>
	<p>Microsoft MVP Award / Security This award recognizes outstanding technologies and community leaders concerning Microsoft product technologies. Edifist Learning instructors have received this award 19 times during 15 consecutive years.</p>
	<p>Microsoft FY23 Superstars Award Japan Received this award for the second consecutive year for outstanding achievements in the Microsoft learning sector in Japan.</p>
	<p>SAS 2024 Partner Award / Best Customer Success Award Recognized as a partner company that promoted the use of SAS and provided support for longterm use for increasing customer satisfaction.</p>
	
<p>Cybozu Partner Network Report 2024 CyPN Report 2024, a partner recognition program, awarded COMTURE's integration section the highest rating of three stars for the second consecutive year.</p>	
	
	<p>kintone Enterprise Partner Certification This award recognizes outstanding accomplishments involving technologies and organizations for developing, building and installing systems and installations and expansions of large systems.</p>
	<p>Quest Software Service Certification Award This award recognizes the excellent customer satisfaction achieved by COMTURE concerning the receipt of software service certification and the delivery of products that incorporate Quest software.</p>
	

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We have received numerous awards for our vendor collaboration efforts, as you can see in the slide.

While maintaining this reputation, we will work more closely than ever with our vendor companies, especially in sales and human resource development.

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FY3/25 Earnings Forecast (No revisions to the May 10, 2024 forecast)

Aiming for 15 consecutive years of sales growth and 14 consecutive years of earnings growth, reaching new record highs

(Millions of yen)	FY3/24 Results		FY3/25 Forecast		YoY change (%)
	Amount	% to net sales	Amount	% to net sales	
Net sales	34,185	-	37,700	-	+10.3%
Operating profit	4,600	13.5%	4,900	13.0%	+6.5%
Ordinary profit	4,597	13.4%	4,900	13.0%	+6.6%
Profit attributable to owners of parent	3,135	9.2%	3,250	8.6%	+3.7%
Net income per share	98.35 yen	-	101.93 yen	-	+3.6%
Dividend per share	46.00 yen	-	48.00 yen	-	-
Payout ratio	46.8%	-	47.1%	-	-
ROE	19.7%	-	18.4%	-	-

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Next, I will explain the outlook for the current fiscal year ending March 31, 2025.

We forecast a 15th consecutive year of sales growth, 14th consecutive year of profit growth, and 20th consecutive year of dividend growth, expecting to reach a new record high. This growth is expected by the expanding DX market and increased demand from user companies for in-house production support and system development using new technologies like generative AI.

We project net sales of JPY37.7 billion, operating income of JPY4.9 billion, and an operating margin of 13%. Ordinary income and profit are expected to be JPY4.9 billion and JPY3.25 billion, respectively.

The annual dividend for this fiscal year will be JPY48, an increase of JPY2 over the previous fiscal year, marking the 20th consecutive year of dividend growth. The dividend payout ratio will be 47.1%, with a target of 45% or more. Furthermore, if profits exceed the plan, we would like to increase dividends in line with the plan.

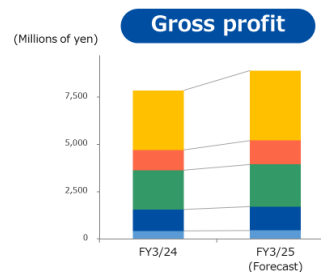
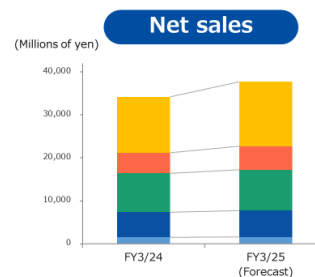
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Business Segment Forecast (No revisions to the May 10, 2024 forecast)

(Millions of yen)	FY3/24 Results	FY3/25 Forecast	YoY change (%)
Net Sales	34,185	37,700	+10.3%
■ Cloud Solutions	12,997	15,000	+15.4%
■ Digital Solutions	4,736	5,450	+15.1%
■ Business Solutions	9,049	9,500	+5.0%
■ Platform, Operation Services	5,855	6,150	+5.0%
■ Digital Learning	1,545	1,600	+3.5%
Gross profit	7,852	8,900	+13.3%
■ Cloud Solutions	3,146	3,700	+17.6%
■ Digital Solutions	1,069	1,260	+17.8%
■ Business Solutions	2,076	2,240	+7.9%
■ Platform, Operation Services	1,138	1,250	+9.8%
■ Digital Learning	420	450	+7.0%



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The forecast by business segment is shown on page 20.

We plan to drive growth through the recovery of cloud solutions and digital solutions in Q2 and beyond.

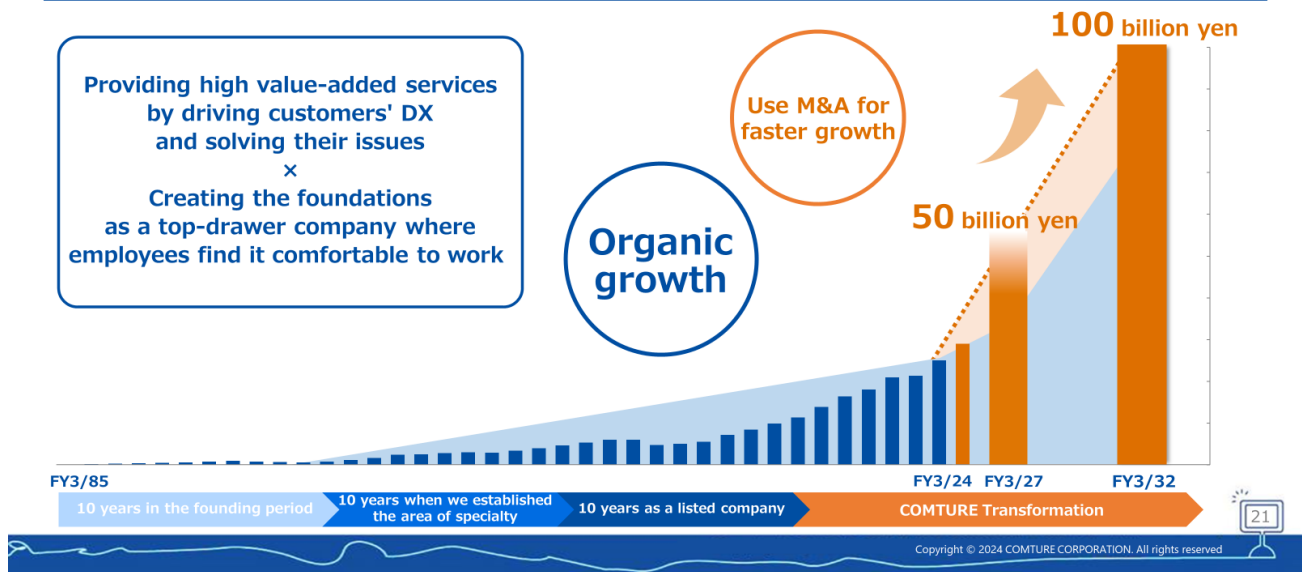
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Our Vision for the Future

The goal is sales of 100 billion yen in FY3/32



Our long-term vision is to offer high-value-added services to our customers through DX promotion and problem-solving. At the same time, we aim to establish ourselves as a top-tier company by creating a comfortable working environment for our employees.

Furthermore, we plan to execute M&A and other measures strategically to accelerate growth, with an aim of becoming a company with sales of JPY100 billion by the fiscal year ending March 31, 2032.

This is all from me. We look forward to your continued support.

Thank you for your attention.

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Kamei [M]: Thank you very much. Now, I would like to invite President Sawada to say a few words to the audience who joined us today.

Sawada [M]: Thank you very much for joining us today.

There are many unstable factors in the stock market right now, with large drops and recoveries. There are many uncertainties in the future, including the US presidential election. So, it is difficult to say anything about the market.

However, as I mentioned earlier, we would like to meet the expectations of the market through our business performance. We will continue to meet market expectations by consistently increasing our top line, generating profit, and linking this to dividends.

In terms of the business environment, customers' motivation to invest in DX has not waned. We believe that we can meet customers' expectations and achieve solid performance if we have solid engineers and structures in place.

We recognize that investment in resources and human capital is our most important issue, and we have been promoting recruitment and training. I did not mention it much today, but the turnover rate has been decreasing considerably due to retirement control. The number is roughly half of last year's.

Therefore, we will continue to invest in human resources in this area so that we can strengthen our business performance and meet the expectations of the market.

We appreciate your continued support. Thank you very much for your time today.

Kamei [M]: That concludes today's briefing. Thank you all for your participation.

We would appreciate your continued support.

Sawada [M]: Thank you very much.

[END]

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