



## **COMTURE CORPORATION**

First Quarter of the Fiscal Year Ending March 31, 2026

August 21, 2025

## Event Summary

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<b>[Company Name]</b>	COMTURE CORPORATION	
<b>[Company ID]</b>	3844-QCODE	
<b>[Event Language]</b>	JPN	
<b>[Event Type]</b>	Earnings Announcement	
<b>[Event Name]</b>	First Quarter of the Fiscal Year Ending March 31, 2026	
<b>[Fiscal Period]</b>	FY2026 Q1	
<b>[Date]</b>	August 21, 2025	
<b>[Number of Pages]</b>	24	
<b>[Time]</b>	11:00 – 11:33 (Total: 33 minutes, Presentation: 20 minutes, Q&A: 13 minutes)	
<b>[Venue]</b>	Webcast	
<b>[Venue Size]</b>		
<b>[Participants]</b>		
<b>[Number of Speakers]</b>	2	
	Chihiro Sawada	Representative Director, President
	Takahiro Kamei	Managing Executive Officer, Corporate Communications

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## Presentation

**Kamei:** Thank you for taking the time out of your busy schedule to join us today. We will be holding a financial results meeting for Q1 of the fiscal year ending March 31, 2026, which was recently announced on August 8.

We would like to introduce the attendees on our side: Chihiro Sawada, Representative Director and President. I, Kamei, will be the moderator. Thank you very much for your cooperation.

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

**Sawada:** My name is Sawada, Representative Director and President of COMTURE CORPORATION. Thank you for joining us today. I would like to explain our financial results for Q1 of the fiscal year ending March 31, 2026.

## Financial Highlights



**Achieved 15 consecutive years of sales growth and sales and earnings climbing to record highs**

(Millions of yen)	1Q FY3/25		1Q FY3/26		YoY change	Progress ratio vs. plan (Average of the past three years)
	Amount	% to net sales	Amount	% to net sales		
Net sales	8,753	-	<b>8,957</b>	-	+ 2.3%	22.4% (23.4%)
Operating profit	795	9.1%	<b>867</b>	<b>9.7%</b>	+ 9.0%	17.3% (17.2%)
Ordinary profit	793	9.1%	<b>863</b>	<b>9.6%</b>	+ 8.7%	17.3% (17.1%)
Profit attributable to owners of parent	502	5.7%	<b>571</b>	<b>6.4%</b>	+ 13.7%	17.2% (17.2%)
Net income per share (yen)	15.76	-	<b>17.91</b>	-	+ 13.6%	-
EBITDA	920	10.5%	<b>997</b>	<b>11.1%</b>	+ 8.3%	-

\*EBITDA = Operating profit + Depreciation + Goodwill amortization

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First, a summary of the financial results.

During Q1 of the fiscal year ending March 31, 2026, our group's business performance increased for the 15th consecutive quarters, with net sales and quarterly net income reaching record highs.

Net sales were JPY8,957 million, up 2.3% from the previous year, and operating profit was JPY867 million, up 9.0% from the previous year. Net income for the quarter was JPY571 million, up 13.7% from the previous quarter. EBITDA, which indicates a company's profitability in its core business, was JPY997 million, up 8.3% from the previous year.

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# Contributing Factors

## Net sales

**Up 2.3%** YoY

- + Growth of the data management and AI platform building businesses
- + Growth of Microsoft business and recovery of Salesforce/ServiceNow businesses
- Completion of large cloud consulting projects
- Shortage of resources, particularly PM professionals

## Operating profit

**Up 9.0%** YoY

- + Added value created by young employees placed in strategic assignments, mainly in Digital Solutions
- + A decline in outsourcing expenses due to more efficient back office business processes
- + Absence of office renovation expenses incurred in the previous fiscal year
- An increase in personnel expenses due to larger number of employees and higher salaries at business units

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Next, I will explain the key points of the financial results.

Net sales increased 2.3%. We will explain the increase factors.

The first positive factor was growth in the data management business and the AI infrastructure building business. The second was growth in the Microsoft business and the recovery of the Salesforce/ServiceNow business.

One negative factor was the completion of a large cloud consulting project. The second was a lack of resources, particularly PM personnel.

Operating profit was up 9%. We will explain the increase factors.

One positive factor was the increased added value of younger employees, driven by strategic assignments, particularly in the digital solutions business. The second positive factor was lower outsourcing costs due to more efficient operations in the indirect departments. The third was the absence of office renovation expenses incurred in the previous fiscal year.

Negative factors were the increased headcount in the business units and higher labor costs associated with salary increases.

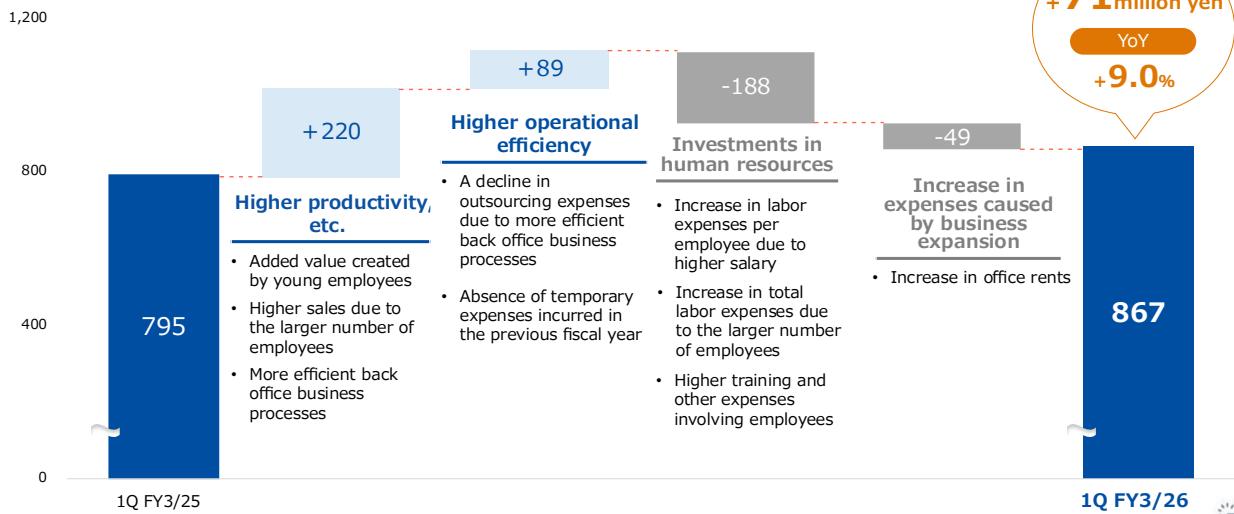
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# Components of Changes in Operating Profit

(Millions of yen)



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A breakdown of the specific amounts is shown on the slide.

As in the previous fiscal year, the increase in labor costs associated with salary increases and headcount increases accounted for much of the increase in costs.

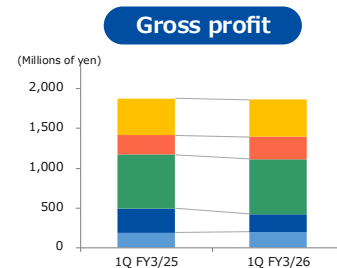
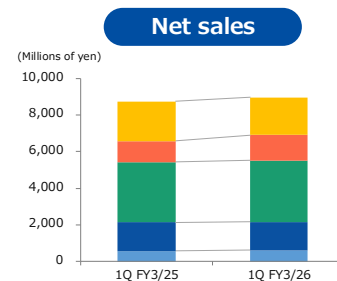
On the other hand, higher productivity, mainly from the increased added value of younger employees, offset the rise in costs. As a result, operating profit increased by JPY71 million from the previous year.

## Business Segment Performance

(Millions of yen)	1Q FY3/25	1Q FY3/26	YoY change
<b>Net sales</b>	8,753	<b>8,957</b>	+2.3%
Cloud Solutions	2,181	<b>2,049</b>	-6.0%
Digital Solutions	1,138	<b>1,384</b>	+21.6%
Business Solutions	3,303	<b>3,372</b>	+2.1%
Platform, Operation Services	1,564	<b>1,546</b>	-1.2%
Digital Learning	565	<b>604</b>	+6.8%
<b>Gross profit</b>	1,880	<b>1,862</b>	-0.9%
Cloud Solutions	463	<b>465</b>	+0.5%
Digital Solutions	243	<b>280</b>	+15.2%
Business Solutions	677	<b>693</b>	+2.3%
Platform, Operation Services	306	<b>224</b>	-26.8%
Digital Learning	188	<b>198</b>	+5.1%

\*Beginning in FY3/26, some of the business segments have been revised. FY3/25 figures of Cloud Solutions and Business Solutions businesses use the revised classification method.





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The next slide shows the results by business segment.

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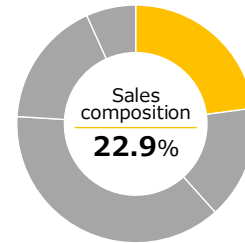
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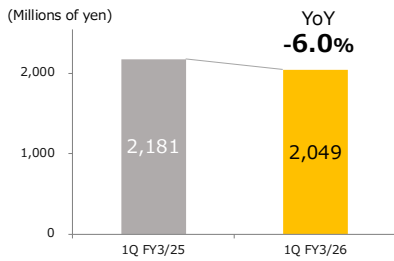
# Cloud Solutions

## Major components

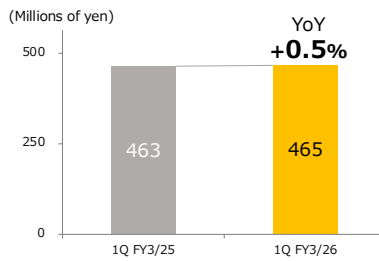
- + Growth of Microsoft business and recovery of Salesforce and ServiceNow businesses
- Completion of large cloud consulting projects
- Shortage of resources, particularly PM professionals, in the Salesforce domain



### Net sales



### Gross profit



## 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



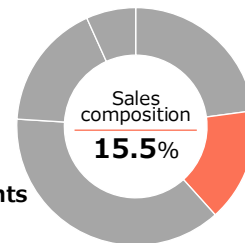
Sales in the cloud solutions business were JPY2,049 million, down 6% from the previous year. Gross profit was JPY465 million, up 0.5% from the previous year.

Despite the completion of a large cloud consulting project and resource shortages, particularly a lack of PM personnel in the Salesforce area, sales decreased, but profit increased due to growth in the Microsoft business and the recovery of the Salesforce and ServiceNow businesses.

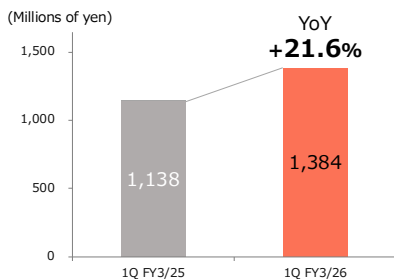
# Digital Solutions

## Major components

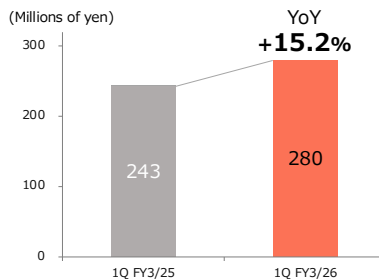
- + Receipt of large prime contracts in the data analysis and data management domain
- + More orders for building cloud infrastructures (AWS) for generative AI
- + Added value created by young employees placed in strategic assignments



### Net sales



### Gross profit



## 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



Sales in the digital solutions business were JPY1,384 million, up 21.6% from the previous year. Gross profit was JPY280 million, up 15.2% from the previous year.

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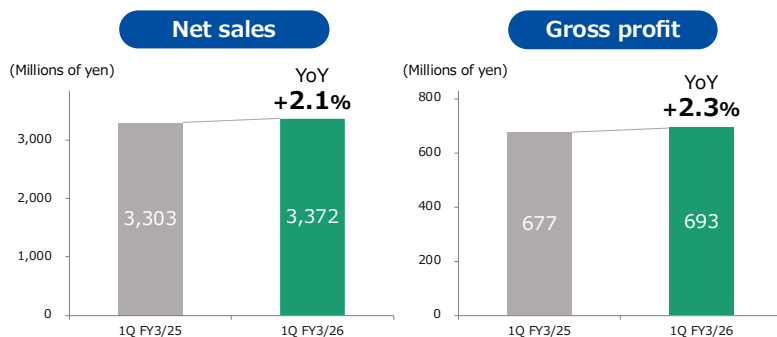
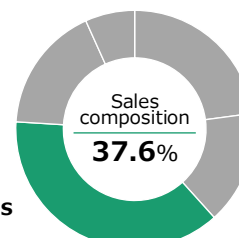
The increase in sales and profit was driven by large prime projects in the areas of data analysis and data management. It was also supported by an increase in cloud infrastructure projects related to generative AI using AWS, as well as by the high added value of young employees who were strategically assigned to the Company.

## Business Solutions



### Major components

- + Growing demand for the automation of business processes and orders for projects shifting operations to the cloud for financial institutions
- + Increasing demand for SAP peripheral development projects
- Completion of the first phase of an SAP project for government agencies



### 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 business were JPY3,372 million, up 2.1% from the previous year. Gross profit was JPY693 million, up 2.3% from the previous year.

While Phase I of SAP projects for government agencies was completed, sales and profit increased due to stronger demand for SAP-related peripheral development projects, increased demand for business automation in the financial industry, and orders for cloud migration projects.

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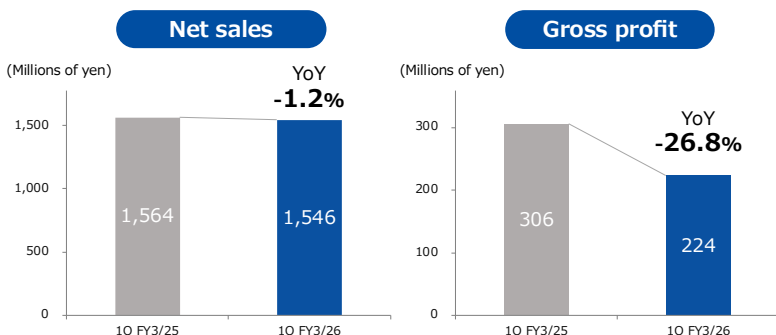
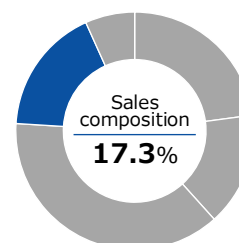
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# Platform, Operation Services

## Major components

- + Higher demand for the outsourcing and security support of IT system operations
- A reexamination of the framework for the IT system remote surveillance service
- Completion of the first phase of a network construction project for government agencies



## 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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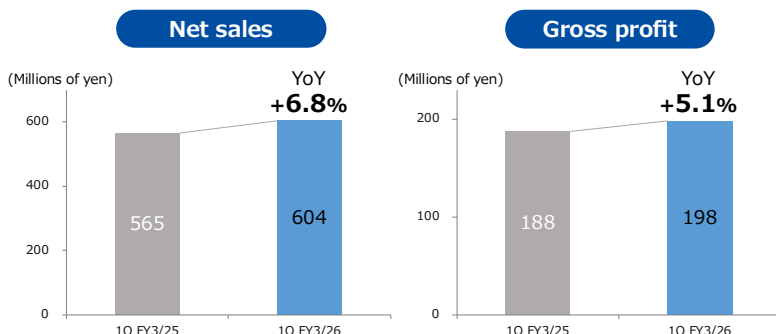
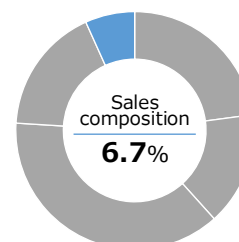
Sales in the platform and operation services business were JPY1,546 million, down 1.2% YoY. Gross profit was JPY224 million, down 26.8% from the previous year.

While demand for outsourcing of system operations and security support services increased, sales and profits declined due to the review of the remote monitoring service business structure and the completion of Phase I of a network construction project for a government agency.

# Digital Learning

## Major components

- + Higher demand for Microsoft (AI, etc.) training programs
- + Larger number of students and courses for outsourced training programs for new employees
- Priority on training within the COMTURE Group (new graduates and reskilling)



## 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 Digital jobs



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Sales in the digital learning business were JPY604 million, up 6.8% from the previous year. Gross profit was JPY198 million, up 5.1% from the previous year.

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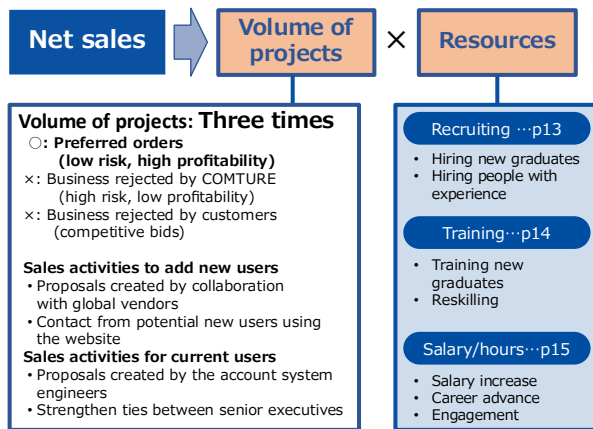
Both sales and profits increased due to stronger demand for generative AI training offered by Microsoft, a rise in the number of participants in new employee training, and the expansion of courses offered.

## Investments in People Linked with the Growth of Corporate Value

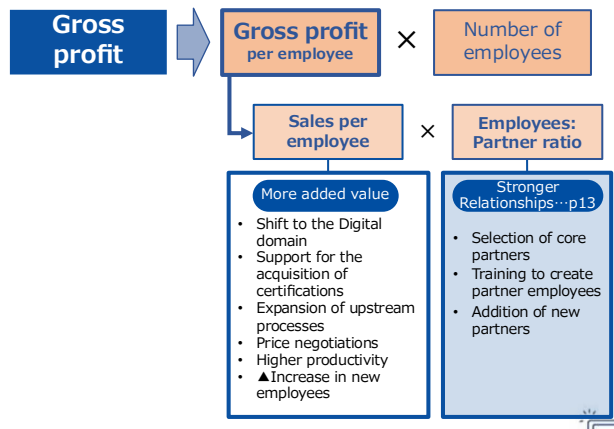


### Key performance indicator management for high value-added business and consistent growth

#### ■ KPI concerning achievement of sales plans



#### ■ KPI concerning achievement of earnings plans



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Next, I will explain our human capital investment.

We continue to make aggressive investments in human capital to achieve sustainable growth. Although this will increase costs in the current business performance, we have positioned this as a strategic investment linked to our KPIs.

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# Key Initiatives of FY3/26

## Major investments foster faster organic growth

<b>Market conditions</b>	<ul style="list-style-type: none"> <li>Digital domain investments are expected to increase at companies as their use of digital technologies grows</li> <li>More outsourcing of support for system integrators as companies form teams to perform tasks internally and continue digital technology training for their employees</li> <li>The rapid increase in the use of generative AI requires fundamental changes in the IT services industry concerning development methods and service models</li> </ul>
<b>Investments in people</b>	<b>Recruiting</b> <ul style="list-style-type: none"> <li>New graduates: 200 (to be hired in April 2026)</li> <li>Experienced people: 70 (FY3/26)</li> </ul>
	<b>Training</b> <ul style="list-style-type: none"> <li>Strengthen training programs for project managers and consultants</li> <li>Reskilling: 30-40 per six months</li> <li>Larger and upgraded training system, increase the use of online learning platform</li> <li>Goal is 1,000 certifications</li> </ul>
	<b>Salaries/benefits</b> <ul style="list-style-type: none"> <li>Salary increase: 5.0%</li> <li>More upgrades to personnel systems and employee benefits</li> </ul>
<b>Innovations</b>	<ul style="list-style-type: none"> <li>R&amp;D for the use of generative AI for IT system development and project management activities</li> <li>Use of the Microsoft Copilot generative AI tool for improvements and innovations of all business processes; new/revised core IT system and internal infrastructure</li> <li>Website and branding renewals and other improvements to raise awareness of COMTURE</li> </ul>



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The priority measures to be undertaken this fiscal year are as shown on the slide.

In the fiscal year ending March 31, 2026, we will continue to focus on human capital investment.

## Progress with Key Initiatives – Corporate Resources

### Recruiting activities for faster growth

**Recruiting talented new graduates**

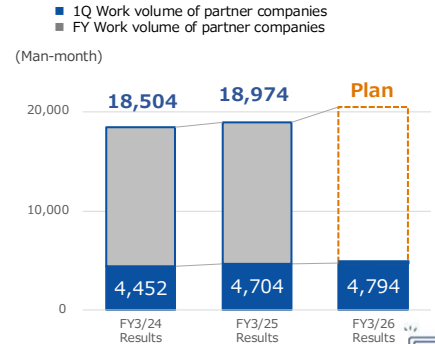
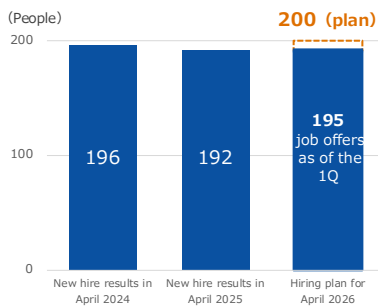
- Steady progress for the hiring plan of 200
- Currently making adjustments for achieving the plan of 200

**More hiring of experienced people**

- Hired 12 people with prior work experience as of the end of June 2025
- Using referrals, scouting and other measures to recruit experienced people

**Stronger relationships with partner companies**

- Work volume of partner companies was 1.9% more than one year earlier



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I will explain the progress of each measure.

Human resource recruitment is being addressed in three main areas: new graduate hires, mid-career hires, and the use of subcontractors. Recruitment of excellent new graduates is progressing steadily toward our plan to hire 200 new graduates.

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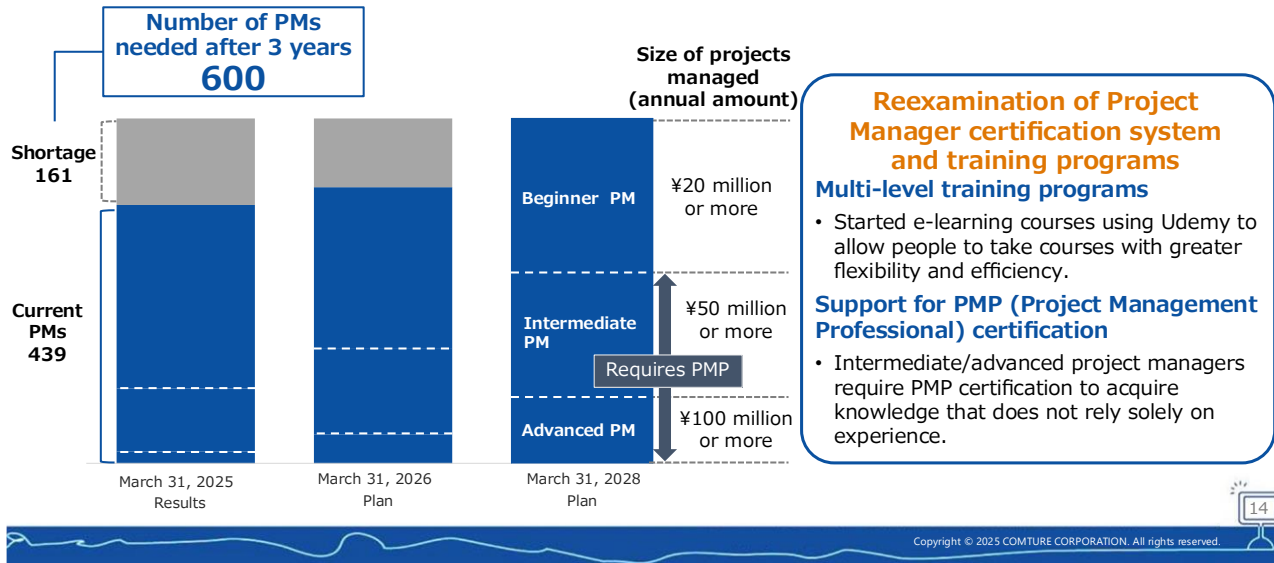
In mid-career recruitment, we are making steady progress against the plan through employee referrals and stronger cooperation with partner companies.

We will strengthen collaboration with partner companies to address any shortfalls in employees. Although the work volume of partner companies increased only 1.9% YoY, we will further enhance collaboration, especially with our core partners.

## Project Manager Training Programs



### Reexamined the environment for PM training to further upgrade PM skills



In terms of training, we will focus on the development of PM personnel in the current fiscal year. Toward our plan to secure 600 project managers in three years, we will strive to increase the overall number of PMs and provide training for intermediate- and advanced-level personnel.

Specifically, we are expanding training programs, including e-learning, and making PMP certification mandatory for intermediate-level PMs and above to foster a flexible, efficient learning environment and systematic knowledge acquisition independent of individual experience.

We believe that strengthening the capabilities of our PMs will improve quality and further build trust with our vendors and customers, and the entire group is working together toward this goal.

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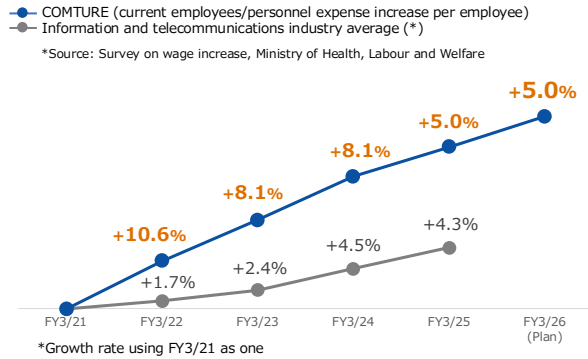


# Progress with Key Initiatives – Improvements in Salaries and Benefits

## Improvement of employee satisfaction and retention

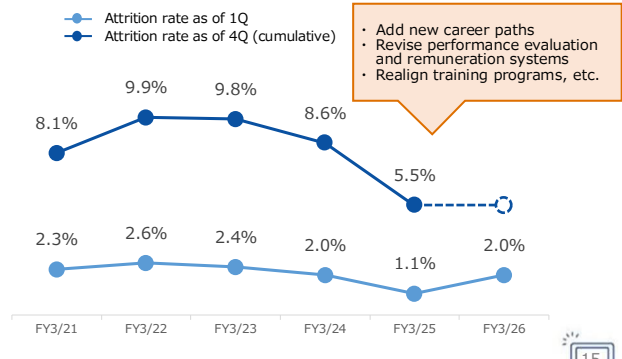
### Higher labor expenses

- Continuing to raise salaries while remaining far ahead of peer companies



### Improvement in employee attrition rate

- Continuously improving benefits, increasing engagement and taking other actions to retain people



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We are also continuously working to improve the treatment of our employees.

We have been ahead of our competitors in implementing aggressive pay raises for the past four years.

Although the turnover rate rose by 0.9 percentage points from the previous fiscal year, we will continue to invest in employee treatment, verify and evaluate the effects of last year’s personnel system revisions and engagement measures, and create an environment that supports the retention and success of talented employees.

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# FY3/26 Earnings Forecast

(No revisions to the May 15, 2025 forecast)



**Aiming for 16 consecutive years of sales growth and 15 consecutive years of earnings growth, reaching new record highs**

(Millions of yen)	FY3/25 Results		FY3/26 Forecast		YoY change (%)
	Amount	% to net sales	Amount	% to net sales	
Net sales	36,341	-	<b>40,000</b>	-	+10.1%
Operating profit	4,630	12.7%	<b>5,000</b>	<b>12.5%</b>	+8.0%
Ordinary profit	4,660	12.8%	<b>5,000</b>	<b>12.5%</b>	+7.3%
Profit attributable to owners of parent	3,160	8.7%	<b>3,325</b>	<b>8.3%</b>	+5.2%
Net income per share (yen)	99.12	-	<b>104.27</b>	-	+5.2%
EBITDA	5,137	14.1%	<b>5,813</b>	<b>14.5%</b>	+13.2%
Dividend per share (yen)	48.00	-	<b>50.00</b>	-	-
Payout ratio	48.4%	-	<b>48.0%</b>	-	-
ROE	17.9%	-	<b>17.2%</b>	-	-

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Next, I will explain our earnings forecast for the current fiscal year ending March 31, 2026.

As you can see, there is no change from the previous forecast.

## Business Category Themes for More Growth



### Cloud Solutions

■ Collaboration using alliances with global SaaS vendors, consulting and integration services for the installation and use of CRM and other cloud services, and other activities



### Digital Solutions

■ Construction of data infrastructures by working with global AI vendors, provision of data analysis solutions by working with global data analysis vendors, and other activities



### Business Solutions

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



### Platform, Operation Services

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



### Digital Learning

■ Training services with cooperation of global vendors for acquiring vendor certifications and IT training services to give people skills needed to perform Digital jobs

- Partnering with Microsoft Japan to continuously expand low-code application development and explore new opportunities in AI integration
- Increase business activities in data integration, agent AI and other new fields on the Salesforce, and expansion of projects through collaboration with the ITOCHU Corporation Group
- Use joint activities with SAS and Databricks, and upgrade proposal capabilities to receive more prime contracts
- More projects for modernizing and building AI platforms with AWS and more multi-cloud projects
- Growth of the peripheral application development business involving SAP, expansion of the business for the use of these technologies by midsize companies, and start of the second phase of project for government agencies
- Growth of the business for shifting from SAP to the ERP packages of other companies
- Expansion of projects by using cross-selling encompassing all locations of financial institutions
- More infrastructure projects by using alliances with ITOCHU Group companies and large system consulting companies
- Start of the second phase of infrastructure project for government agencies
- Expansion of the support for visualization and automation of system operations
- Upgrade Microsoft AI training activities and hold more classes
- Use joint activities with software resellers and distributors to start a Microsoft training course resale business
- Business growth by offering more courses for employees of IT subsidiaries of large corporations

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Next, I will explain the business expansion themes for each business in the full-year plan.

In the current market environment, corporate investment is booming, especially in digital, AI, and cloud computing. We will capture this trend and continue to grow in our five businesses.

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In the cloud solutions business, low-code development projects are expanding in collaboration with Microsoft Japan, driven by strong digital demand. In addition, we will strengthen our deal base by developing new areas such as AI integration, data integration in Salesforce, and agent AI, as well as through collaboration with the ITOCHU Group.

In the digital solutions business, we will increase the number of prime projects in collaboration with SAS and Databricks, driven by the growing need for data utilization. We are also promoting modernization using AWS and building an AI platform to accelerate growth with our multi-cloud capability.

The business solutions business is expected to expand SAP-related peripheral development and implementation for medium-sized companies, and to start Phase II of government projects. In addition, we are promoting cross-selling, such as ERP migration, and strengthening digitalization proposals to financial institutions.

Infrastructure projects in the platform and operation services business are expanding through collaboration with the ITOCHU Group and major consulting firms. In addition to starting Phase II of government projects, we are strengthening our stable revenue base by providing high value-added services through visualization and automation support for operational tasks.

In the digital learning business, the number of AI training courses held by Microsoft Japan has expanded against a backdrop of demand for AI human resource development and other factors. In addition, we are strengthening our position in the training market by launching a resale business and expanding courses for user companies.

Thus, in addition to the growth of existing businesses, we are actively working on new themes in growth areas. We will continue to achieve sustainable growth and achieve our full-year plan by adapting to changes in digital technology and providing optimal solutions to our customers' needs ahead of our competitors.

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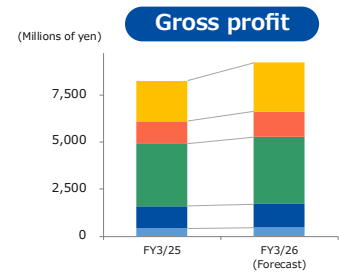
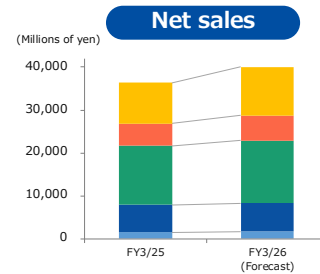
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## Business Segment Forecast (No revisions to the May 15, 2025 forecast)



(Millions of yen)	FY3/25 Results	FY3/26 Forecast	YoY change (%)
<b>Net Sales</b>	<b>36,341</b>	<b>40,000</b>	<b>+10.1%</b>
Cloud Solutions	9,466	11,300	+19.4%
Digital Solutions	5,176	5,800	+12.0%
Business Solutions	13,729	14,600	+6.3%
Platform, Operation Services	6,322	6,600	+4.4%
Digital Learning	1,645	1,700	+3.3%
<b>Gross profit</b>	<b>8,235</b>	<b>9,200</b>	<b>+11.7%</b>
Cloud Solutions	2,128	2,590	+21.7%
Digital Solutions	1,178	1,350	+14.5%
Business Solutions	3,317	3,550	+7.0%
Platform, Operation Services	1,173	1,250	+6.5%
Digital Learning	437	460	+5.2%



\*Beginning in FY3/26, some of the business segments have been revised. FY3/25 figures of Cloud Solutions and Business Solutions businesses use the revised classification method.

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Based on these, the forecast for each business segment is as shown on the slide.

There is no change from the previously announced values here either.

## Recent New Users and Activities (1)

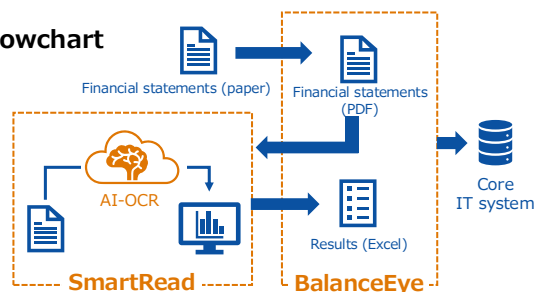


### Data input automatic support service for Aomori Guarantee Association

#### Services

- Combines AI-OCR SmartRead with BalanceEye, a COMTURE tool.
- Converts handwritten text to digital data by using SmartRead, which can read data on the different items and formats of companies' financial statements.
- After input, data are automatically consolidated by BalanceEye and checked for consistency.
- Efficient input of financial statements and standardized checking functions eliminate person dependency.

#### Flowchart



#### Upcoming Activities

- The satisfaction of Aomori Guarantee with the functions created specifically for its needs is expected to result in the sale of this service in other regions of Japan.
- The goal is sales of this service to public-sector regional agencies, financial institutions and many other categories of users.

For more information (on COMTURE website)  
[COMTURE Provides Automatic Data Input Support Service to Aomori Guarantee](#)

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Next, we will introduce some topics.

First, we would like to introduce two recent initiatives in our business.

The first example is a support project for automating data-entry operations at a credit guarantee association.

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The client faced the challenge of the time and manpower required to enter handwritten financial statements, as well as the risk of doing it manually. We implemented a combination of AI-OCR, SmartRead, and our proprietary tool, BalanceEye, to automate everything from reading financial statements to checking for consistency. This has resulted in greater operational efficiency and standardization.

This initiative will lead to horizontal expansion to other regional credit guarantee associations, with a view to expanding to other industries facing similar challenges, such as local governments and financial institutions. This need exists nationwide, and our solution has the potential to accelerate the digitization of the entire industry.

## Recent New Users and Activities (2)

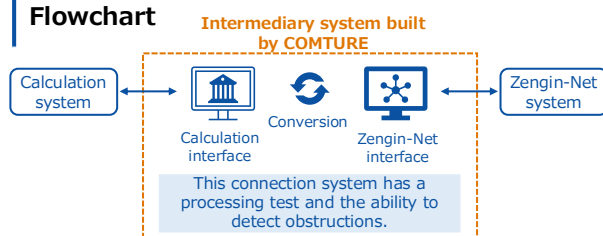


### Verification Completion for Testing of the API Gateway Development Project of Japanese Banks' Payment Clearing Network (Zengin-Net)

#### Services

- API Gateway is planned to begin operating in November 2025 as a new infrastructure for foreign exchange transactions within Japan with outstanding real-time performance and greater flexibility and scalability.
- For this trial development project, verification has been completed for linkage to a COMTURE-built intermediary system and operations.
- COMTURE and two other companies have certified the results of this trial.
- The trial confirmed the stability of operations, including when operations are obstructed, and provided proof of the technologies and reliability.

#### Flowchart



#### Upcoming Activities

- Increasing demand at financial institutions is expected for shifting to the API Gateway.
- COMTURE plans to use the start of this infrastructure to reinforce its position as a leader in the financial technology sector and achieve more growth of this business.

For more information (on COMTURE website)  
[Completion of Verification of System Linkage and Operations for Testing of the API Gateway Development Project of Zengin-Net](#)

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The second example is our participation in the API Gateway Development Project pilot, sponsored by Zengin Net.

A new connection method called API Gateway is being developed for Zengin Net. We participated in this important test, connecting and verifying the operation with our own relay system. Only three companies, including ours, were certified after demonstrating stable operation, even in the event of a failure.

With this track record, our technical capabilities and reliability are highly regarded in the industry. As the API Gateway is scheduled to go live in November 2025, demand from financial institutions is expected to increase. Furthermore, we will leverage our leading position in the fintech area to accelerate the horizontal development of related services and solutions.

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# Collaborations with Vendors – Awards Received from Vendors



### Microsoft Top Partner Engineer Award

Two instructors received this award in the Modern Work category for the third consecutive year. The award recognizes outstanding technical skills and contributions to increasing the use of Microsoft technologies.

### Microsoft MVP Award (Microsoft 365/ Security)

One instructor received this award for the 16th consecutive year and 20th time overall. The award recognizes activities and influence as a Microsoft product technology community leader and significant contributions to the community of engineers.

### Microsoft FY25 Superstars Award Japan

Received this award for the third time for outstanding achievements in the Microsoft learning sector in Japan.



### Salesforce Instructor Awards

One instructor each received a Best Instructor and Best Contributor award. These awards recognize wide-ranging achievements involving Salesforce and Tableau training and significant contributions to customers and the community of instructors.



### ServiceNow Authorized Instructor Award Japan

One instructor received a Delivery Champion award for high-quality deliveries during 2024 and consistently high reputation among students.



### Cybozu Partner Network Report 2025

Received the highest rating of three stars in the integration category for the third consecutive year. Also received two stars in the sales category for the first time.

### CYBOZU AWARD 2025

Integration category award as a partner with significant achievements in the system integration field. Received this award for the eighth time, including an SI award.

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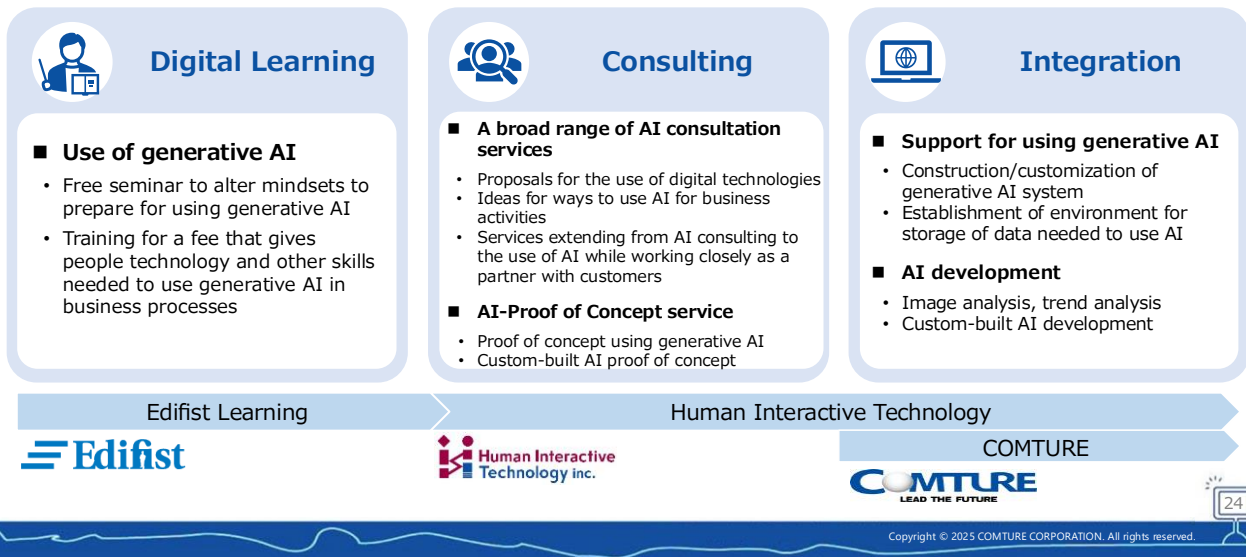
We have received numerous awards for our vendor collaboration efforts, as shown on the slide.

While maintaining our reputation for performance and service quality, we will work more closely than ever with our vendors in sales and human resource development.

# Activities in the AI Sector



## Group collaboration for an AI utilization support business



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Finally, I would like to explain our AI business initiatives.

At the end of June, Human Interactive Technology, Inc., which has strengths in consulting for AI implementation and AI application support, became our consolidated subsidiary. As a result, the Group has

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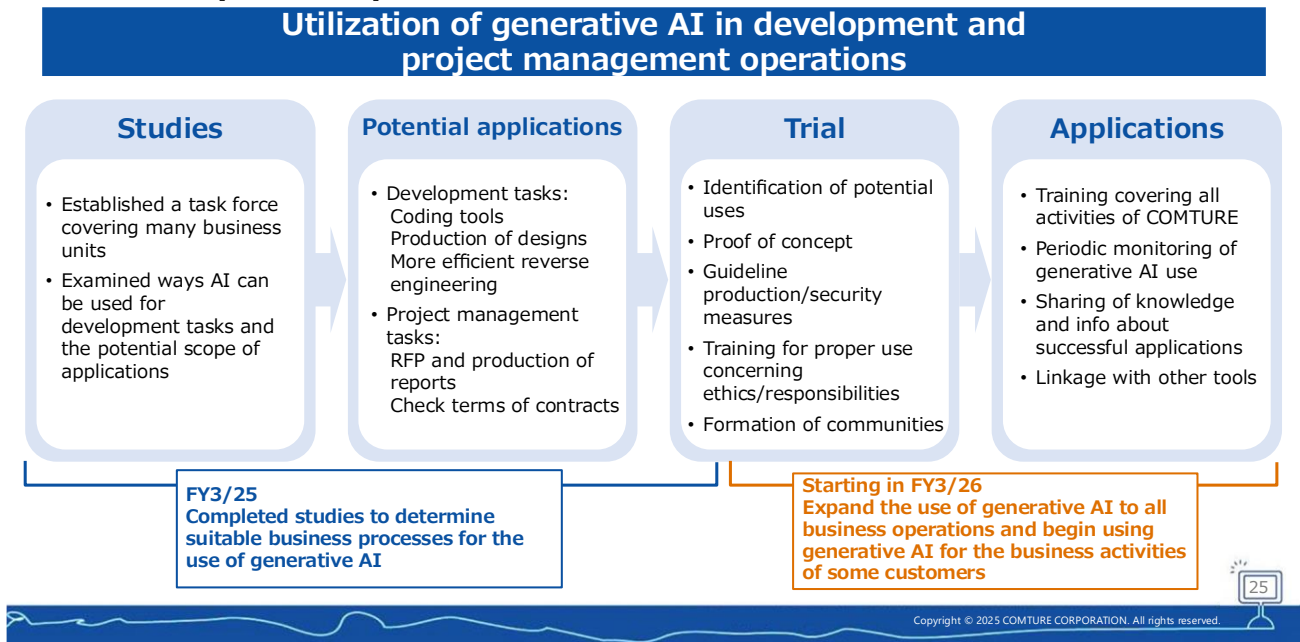
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built a one-stop support system for AI utilization, covering consulting for AI implementation, data infrastructure construction, system development, education, and training.

Going forward, we will leverage this strength to accelerate horizontal expansion into a wide range of industries, including finance, manufacturing, and public services, in markets where demand for the use of generative AI and AI development is rapidly increasing. AI is a key area that will determine the competitiveness of companies in the future, and we aim to take a leading position in this field.

## Activities for the Utilization of AI in Development Operations



We are also continuing our efforts to utilize generative AI in development work. This fiscal year, we began applying the system to actual projects after a pilot operation. We are expanding our efforts for company-wide deployment.

The use of generative AI not only leads to a dramatic improvement in development efficiency and quality but also directly leads to stronger proposals to customers and the creation of new services. We will accelerate business growth by standardizing this approach throughout the group and applying it to providing solutions to a wide range of industries.

That concludes my presentation. We look forward to your continued support. Thank you very much for your attention.

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**Kamei:** Thank you very much. Finally, President Sawada, please give us a few words.

**Sawada:** Thank you all very much for joining us today.

As for the Q1 results, I believe they were by no means satisfactory. In the IT services industry, I believe that performance is determined by the combination of projects and resources.

As for those projects, cloud consulting projects and government projects reached their completion. Although large-scale projects came to an end, I believe we will be able to secure relatively large projects steadily from Q2 onward.

In terms of resources, first of all, with regard to engineers, both new graduate and mid-career recruitment are going well, and procurement from partner companies is also progressing smoothly. The turnover rate has also declined considerably from a period in the past, and I believe that the overall number of engineers is increasing steadily.

At the same time, however, we are facing a shortage of key PMs, so we are making significant investments to develop PMs, with the goal of building a 600-person PM structure within three years. We are taking steps to address this issue as well.

Performance is created through the combination of projects and resources. Going forward, we will continue our efforts to improve performance and further enhance corporate value, and we sincerely ask for your continued support.

**Kamei:** Thank you, President Sawada.

Now the time has come, and we conclude the briefing. Thank you very much for your participation today. We would appreciate your continuous support.

**Sawada:** Thank you very much.

[END]

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### **Document Notes**

1. *This document has been translated by SCRIPTS Asia.*

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