A Total Sales/Marketing Solution Provider for Maximizing Client Profitability

Direct Marketing MiX Inc.

Financial results briefing (FY2021/12)

February 14th, 2022



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DmMiX Group Overview

■ Sales & marketing professionals, sustaining sales expansion since the foundation



President and CEO, Representative Member of the Board of Directors **Yuki Kobayashi**

1982 Born in Saitama Pref. Japan

2007 Founded Customer

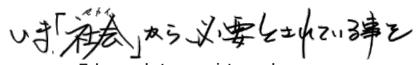
Relation Telemarketing Co., Ltd.

2014 Appointed as CEO

2015 Appointed as CEO of DmMiX

(formerly, CRTMHD) (present post)

Corporate Philosophy



Take on what our society needs now

Vision

In our society, there are things we should not change With our voice, we must unite and change what must be changed

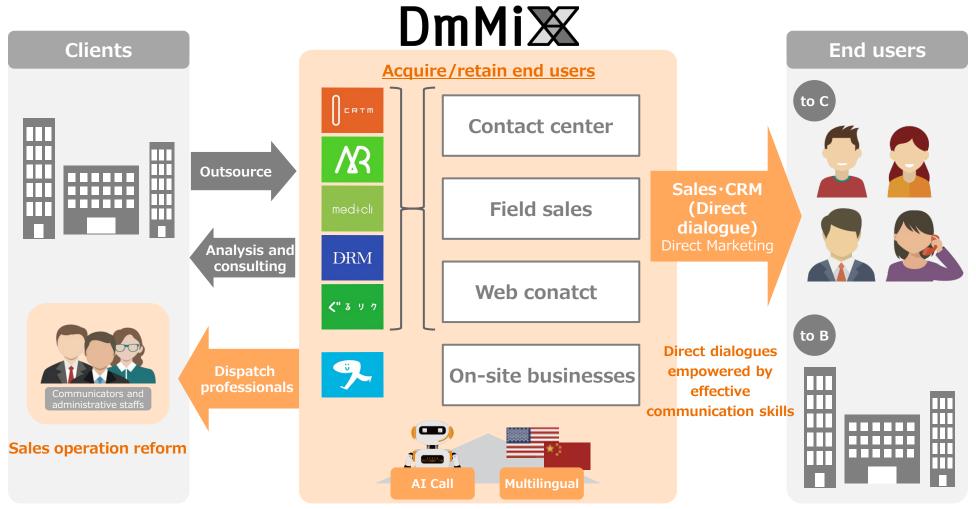




Proactive Sales – Professional Marketing Services

■ Direct marketing services provided by our group of sales and marketing professionals

Group of sales and marketing professionals





Solutions provided by DmMiX

- As a group of sales and marketing professionals, DmMiX is a one-stop commitment to all client issues related to sales and marketing, from lack of sales force to improvement of cost effectiveness
- Making it possible for clients to focus on their core business

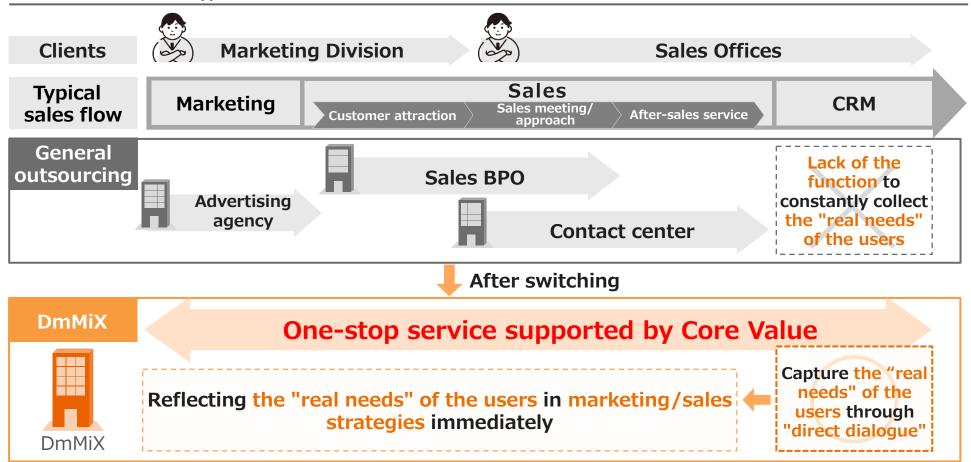
	Client issues	Solutions provided by DmMiX
5	Lack of sales force	Flawless sales system created by a group of sales and marketing professionals
	Improvement of cost effectiveness	Improvement of cost effectiveness by outsourcing and performance-based fee
	Lack of skills and resources to sell a variety of products	Combining sales know-how cultivated in various industries and with various products with abundant human resources
	Reaching the passive masses	Encourage decision-making by working with passive masses through outbound calls
<u></u>	ARPU improvement	Contribute to ARPU improvement by ensuring reach to all users and upsell & cross-sell



One-stop Service for Clients' Sales Processes

- DmMiX supports clients in Marketing-Sales-CRM, one-stop provision of essential functions in sales
- We offer direct marketing that connects the "real needs" of the users obtained in the process to the next strategies formulation

Differences between typical external services and DmMiX services

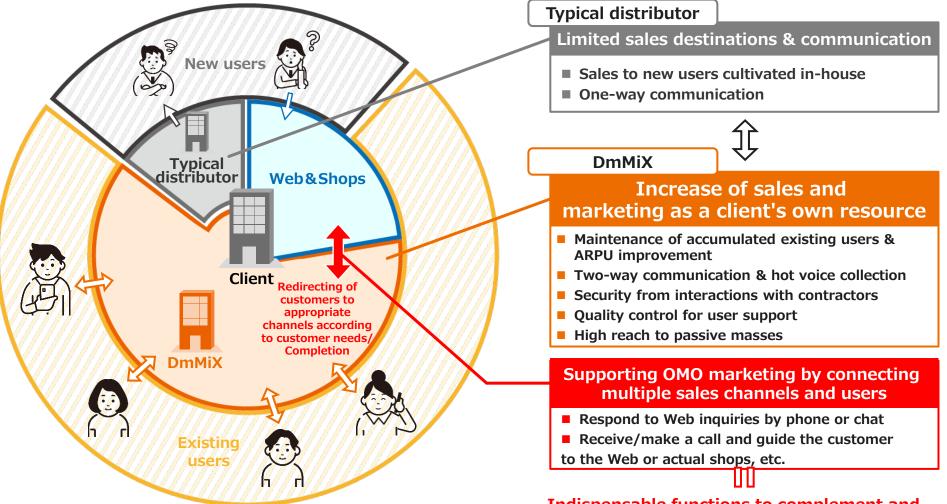




Supporting the OMO*1 strategy by freely connecting each Sales Channel and Users

■ As a client's own sales resource, we are responsible for the maintenance of existing users, who make up the majority of the customer base and ARPU improvement

■ Based on two-way communication with users, we not only formulate marketing strategies but also act as a bridge between multiple sales channels and users





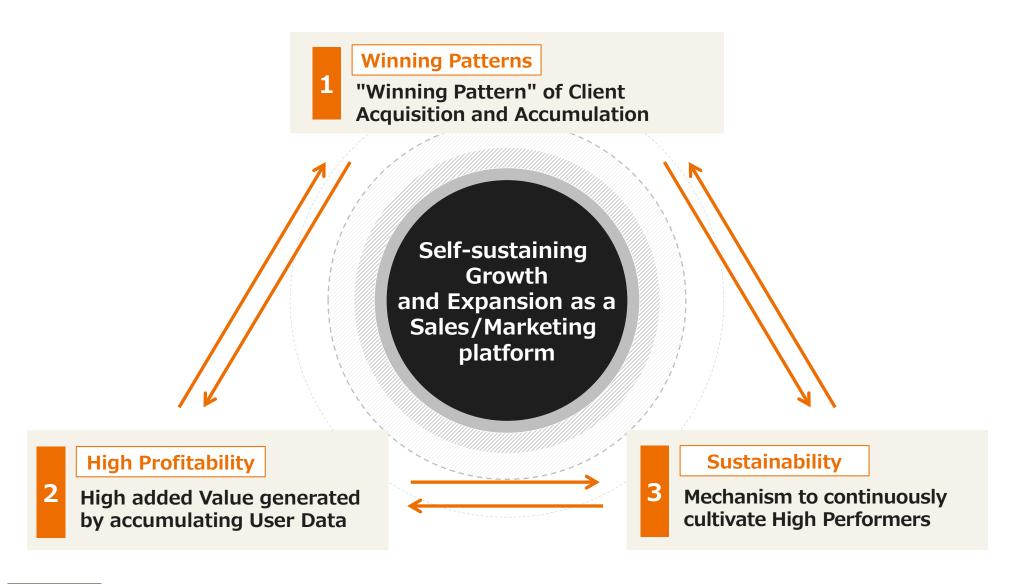
Indispensable functions to complement and maintain the DX mechanism

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DmMiX's Core Competencies for autonomous Growth





1. "Winning Pattern" of Client Acquisition and Accumulation

■ High performance & flexible support converts trial users into clients

High performance

DmMiX offers higher sales performance than other service providers or internal resources

- ✓ Managers and high-performers*¹
 owning know-how establish the
 whole operations
- ✓ Then systemize the process



Flexible support

Offering "Trial" service to explore clients' needs

e.g. Trials

✓ Available from one seat

Speedy

- ✓ Service ready on the next day of contract at the shortest
- ✓ On the spot service revisions upon client requests

Performance-based fee

- √ Fee system linked with sales
- ✓ Able to receive orders for less profitable projects that peers may not undertake while securing profit

Proposal-based

✓ Offer appealing proposals to clients, using accumulated data and know-hows

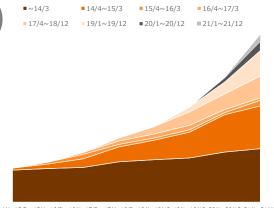
Repeat clients

Excellent cost performance achieves repeat orders from existing clients

- ✓ Switch the fee system to fixed + performance-based
- Maintain the result by systemized operations

Sales from existing clients (YoY)*3





(Revenue by clients grouped by their initial contracted year)



^{*1} A general term for staff who have achieved a certain level of sales performance according to our standards

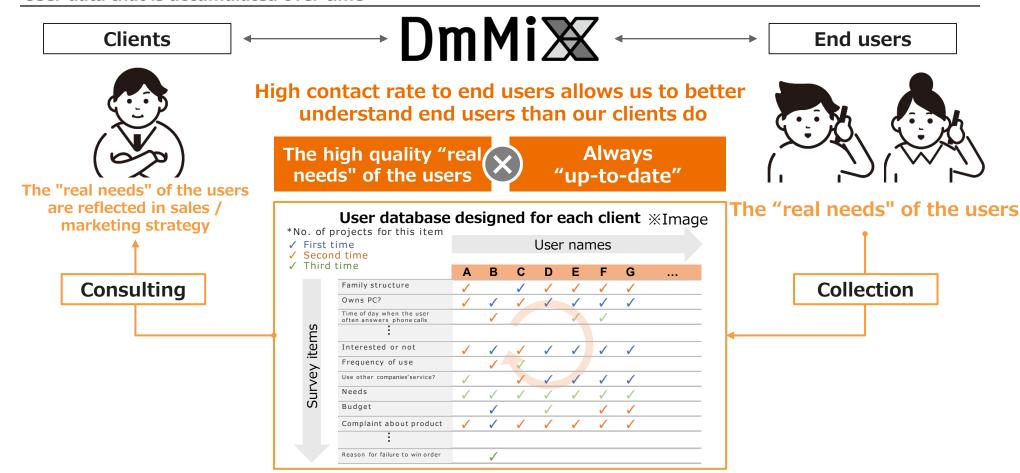
^{*2} Our estimate based on the data received from the clients in 2019

^{*3} Refer to p.21

2. High added Value generated by accumulating User Data

- Familiarizes users even more than the clients with the user database accumulated since the company was founded
- Contributes to the formulation of sales and marketing strategies with the "real needs" of the users and secure high added value. Becomes an irreplaceable existence

User data that is accumulated over time

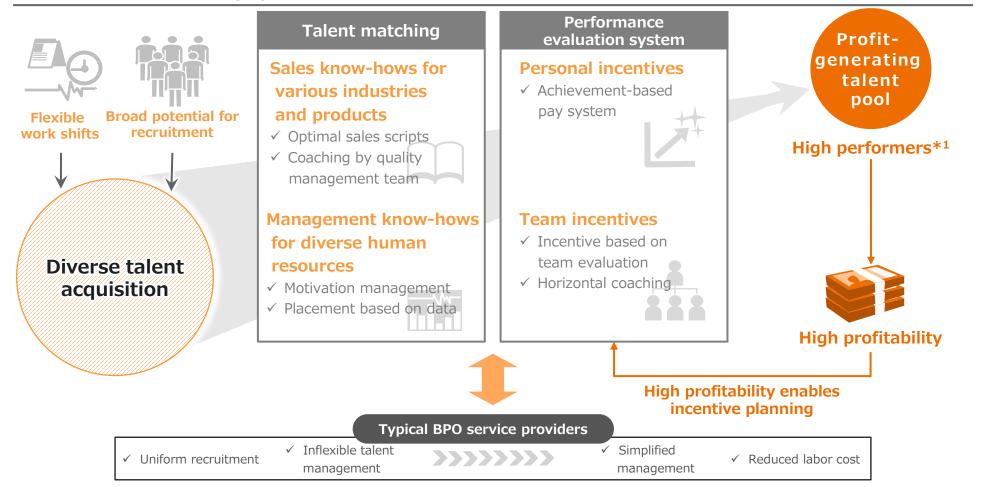




3. Mechanism to continuously cultivate High Performers*1

■ Our unique training method enables to quickly develop talents that peers cannot

Mechanism to cultivate high performers *1

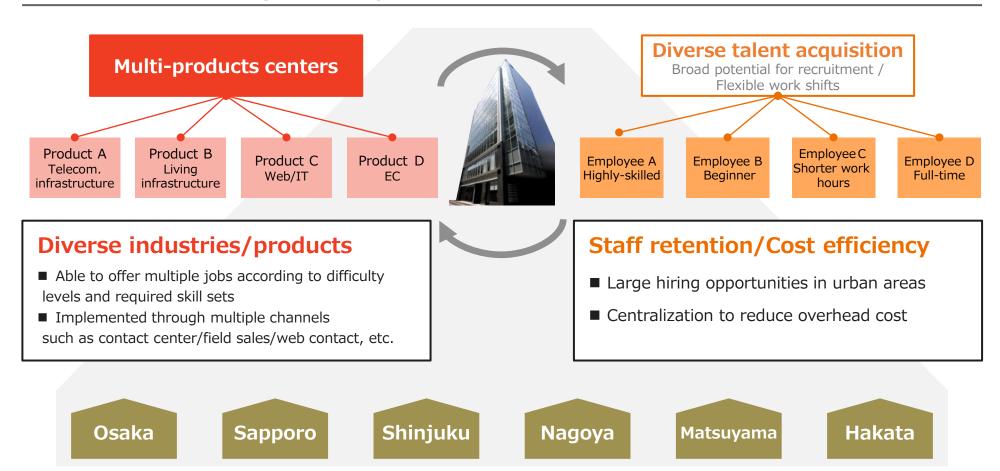




3. Mechanism to continuously cultivate High Performers*1 - Matching Human Resources and Products-

- Able to match diverse human resources with products through job rotation and introduction to different industries with all branches being "Multi-products centers"
- Bases are strategically set up in metropolitan areas with high human resources concertation

Characteristics and advantages of "Multi-products centers"





Distinction in the Inbound Business: In-house System Production and Hybrid Support

- In-house system production allows for quicker delivery and longer operation time
- Hybrid inbound/outbound support enables flexible resource allocation and maintenance of high operating ratio of communicators





DmMiX's Inbound Advantages

- Flexible and efficient operation by having outbound personnel with sales abilities also provide inbound support
- Inbound and outbound operations can be performed in parallel, enabling flexible resource allocation



Transforming a Contact Center into a Profitable Department



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Financial Results Highlights (FY2021/12)

- Sales revenue: Existing business remained strong. In addition, growth accelerated from FY20 with sales increasing by 34.8% YoY driven by a tailwind in COVID-19 vaccination-related business
- Various profits: Achieved a 36.1% YoY increase in EBITDA*¹ despite significant cost increase due to strategic acceleration of office space expansion & growth in personnel numbers according to demand



Topics

Sales revenue (by sector)

- Telecommunications infrastructure : Continued to steadily progress as the main pillar of earnings. Some spot business also increased
- Public : Substantial year-on-year growth due to COVID-19 vaccination-related business, etc.
- Web/IT: Growth rate of food delivery service and cashless payments continuously increased due to changes in lifestyle

Various profits

- Maintaining a high profit level due to high profitability of public sector business, etc.
- On the other hand, there was a large increase in expenses due to accelerated addition of bases accompanying business expansion and partial recruitment ahead of schedule



^{*1} EBITDA = operating profit + depreciation + amortization

^{*2} Profit attributable to owners of parent

FY2021/12 P/L

- Sales revenue: Growth accelerated by 34.8% YoY, reflecting continued strong demand. New sectors are also being developed
- Various profits: Absorbed the increased costs associated with the strategic office space expansion & growth in personnel numbers, and achieved an increase in EBITDA*2 by 36.1% YoY, significantly exceeding the forecast

Consolidated P/L comparison YoY

	2020/12		2021/12		
(¥ mm)	Full year	Full year		Full year	
	Results	Results	YoY	Forecast (compared to forecast)	
Sales revenue	22,461	30,286	+34.8%	28,500 (+6.3%)	
Operating expenses	△18,902	△25,570	+35.3%	_	
Other revenue	39	68	_	_	
Other expenses	△12	∆5	_	_	
Operating profit	3,586	4,780	+33.3%	4,500 (+6.2%)	
Operating profit margin	16.0%	15.8%	\triangle 0.2pt	15.8% (±0pt)	
Financial profit	40	4	_	_	
Financial expenses	△122	△141	_	_	
Profit before tax	3,504	4,642	+32.5%	4,400 (+5.5%)	
Income tax expense	△1,080	△1,426	_	_	
Net income*1	2,425	3,217	+32.7%	3,000 (+7.2%)	
Net income margin	10.8%	10.6%	△0.2pt	10.5% (+0.1pt)	

EBITDA*2	4,321 5,882	+36.1%	5,300 (+11.0%)
EBITDA margin	19.2% 19.4%	+0.2pt	18.6% (+0.8pt)



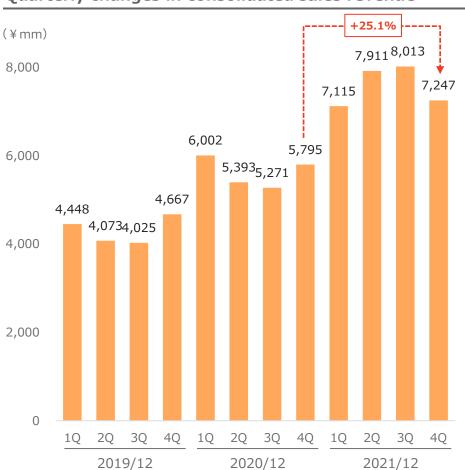
^{*1} Profit attributable to owners of parent

^{*2} EBITDA = operating profit + depreciation + amortization

Quarterly Results

- Sales revenue: Existing business continued to grow steadily. COVID-19 vaccination-related business has settled down, but sales increased by 25.1% YoY. New sectors are also being developed
- EBITDA*1: EBITDA increased by 2.6% YoY due to higher costs resulting from large-scale strategic investments (specific to FY21) in response to present demand growth

Quarterly changes in consolidated sales revenue



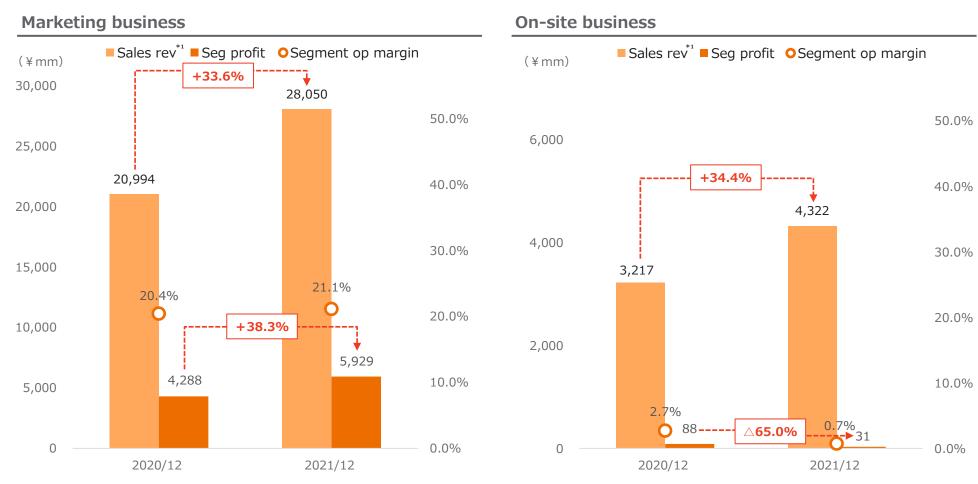
Quarterly trends in EBITDA*1. EBITDA margin





FY2021/12 Results per Segment

- Marketing business: Achieved 33.6% YoY growth in sales and 38.3% YoY growth in operating profit due to steady growth in existing business, including the main telecommunications infrastructure and Web/IT sectors, as well as growth in the public sector, etc.
- On-site business: Sales increased by 34.4% YoY. Operating profit decreased by 65.0% YoY due to upfront investment in recruitment costs

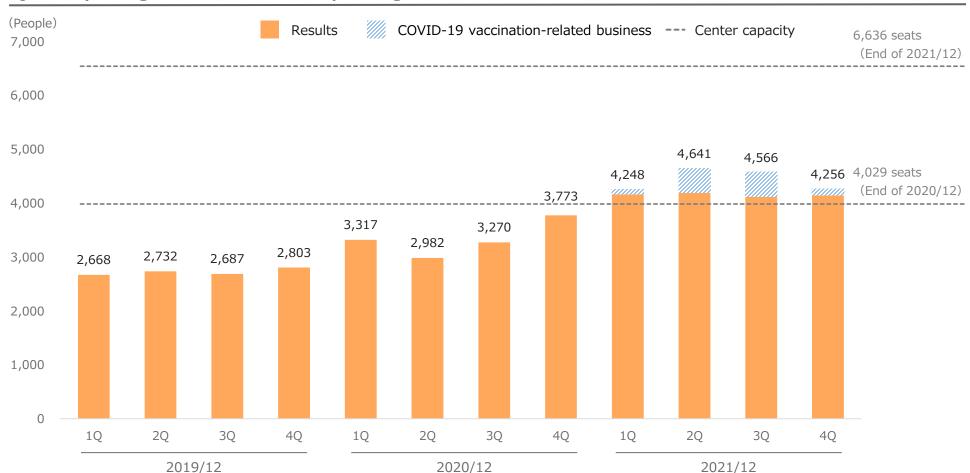




Marketing Business KPI

- The number of operating staff*¹: With the opening of new offices, the company will have the capability to respond to increasing demand for existing business and to handle new business
- The number of personnel dispatched externally has also increased. It is possible to have more personnel in operation than center capacity

Quarterly changes in the number of operating staff*1

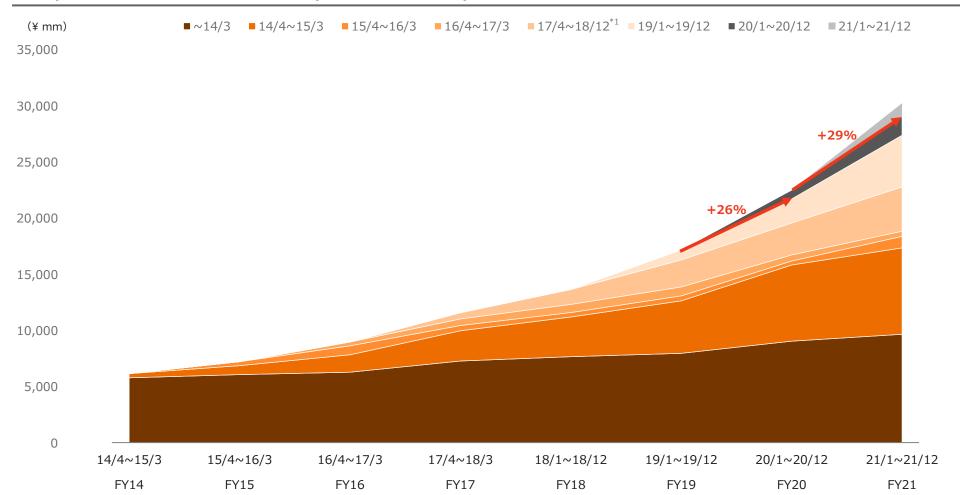




Stable Expansion of Sales revenue

■ With the expansion of outsourcing business volume and the expansion of transactions with other departments for existing customers (existing customer revenue +29% YoY), new customer development is proceeding, and sales are steadily increasing

Past year transition of sales revenue by transaction start year



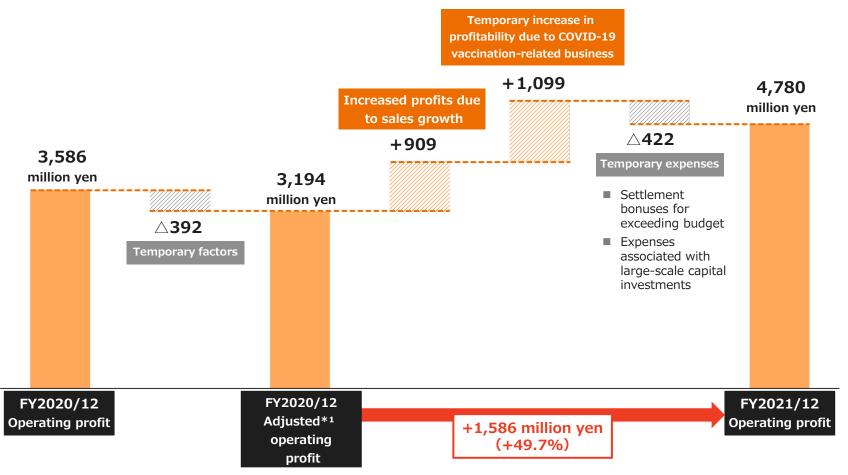


^{*1} Changed to IFRS (and fiscal year end from March to December) from the fiscal year ended December 2018. J-GAAP FY2018/3 and IFRS FY2018/12 overlap between January and March 2018

Factors for Increases and Decreases in Operating profit

■ In addition to the increased revenue from existing and new customers, COVID-19 vaccination-related and other business contributed about 1.1 billion yen to profit. Substantial increase in profit was achieved by absorbing the temporary increase in expenses such as settlement bonus and large-scale capital investment, etc.

YoY comparison of consolidated operating profit





FY2021/12 B/S

- Growth in retained earnings due to increased profits, resulting in an increase in ratio of equity attributable to owners of parent
- Goodwill total asset ratio steadily declined and net debt continues to be significantly reduced Consolidated B/S comparison YoY

(¥ mm)	End of 2020/12	End of 2021/12	YoY Change	Comments		
Total assets	21,251	26,837	+5,586	Property, plant and equipment & right-of-use assets total:		
Current assets	6,877	9,702	+2,824	1,552 mm yen (End of 2018/12) 1,770 mm yen (End of 2019/12) 2,538 mm yen (End of 2020/12) 4,540 mm yen (End of 2020/12) Growth due to expansion of bases and system-related investment accompanying business expansion		
Non-current assets	14,374	17,135	+2,761	Goodwill total asset ratio: 69.9% (End of 2018/12) 62.4% (End of 2020/12) 640.9% (End of 2020/12) 651.7% (End of 2021/12)		
Goodwill	10,984	10,984	±0	Goodwill has not been amortized, but its share of total assets has steadily declined		
Total liabilities	13,251	15,238	+1,987	Interest-bearing liabilities : 8,108 mm yen (End of 2018/12) 7,589 mm yen (End of 2020/12) 6,500 mm yen (End of 2020/12) 5,741 mm yen (End of 2021/12)		
Current liabilities	6,073	8,060	+1,987	Long-term liabilities are steadily decreasing		
Non-current liabilities	7,178	7,178	△0	Net debt: 7,344 mm yen (End of 2018/12) 5,919 mm yen (End of 2018/12) 2,808 mm yen (End of 2020/12) 674 mm yen (End of 2021/12)		
Total equity	8,000	11,599	+3,599			
Total equity attributable to owners of parent	8,000	11,599	+3,599	Ratio of equity attributable to owners of parent : 25.8% 31.5% 37.6% (End of 2018/12) (End of 2019/12) (End of 2020/12)		
Total liabilities & equity	21,251	26,837	+5,586	(End of 2018/12) (End of 2019/12) (End of 2020/12) (End of 2021/12)		



FY2021/12 C/F

- Profit before taxes increased due to higher profits from business expansion, while trade and other receivables temporarily increased due to public sector business
- Investment cash flow increased due to accelerated capital investment in response to client needs

Consolidated C/F comparison YoY

(¥ mm)	End of 2020/12	End of 2021/12	YoY
Operating cash flow	4,091	4,140	+49
Investment cash flow	△452	△1,428	∆976
Financial cash flow	△1,616	△1,337	+280
Free cash flow	3,639	2,712	△927

Main factors of increase/ decrease

- Operating cash flow: 1,138 million yen (YoY) due to an increase in profit before taxes
 - △747 million yen (YoY) due to an increase in trade and other receivables
 - *Reflecting the large number of projects with long contract terms in public sector business
 - △682 million yen (YoY) due to an increase in income taxes paid
- Investment cash flow : △503 million yen (YoY) due to purchase of property, plant and equipment
 - Expenditure due to security deposits △291 million yen (YoY)
- Financial cash flow : \triangle 5,785 million yen (YoY) due to repayments of long-term borrowings
 - 6,040 million yen (YoY) due to proceeds from long-term borrowings



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Full-year Earnings Forecast (FY2022/12)

- Sales revenue: Expected to increase sales by about 7% due to continued expansion of marketing business and on-site business
- Various profits: Profit growth is similar to sales growth due to increased costs associated with scale expansion Consolidated P/L forecast · comparison YoY

(¥ mm)	2019/12	2020/12	2021/12	2022/12	
	Results	Results	Results	Forecast	YoY Change
Sales revenue	17,213	22,461	30,286	32,500	107.3%
Operating expenses	△14,987	△18,902	△25,570	-	_
Other revenue	40	39	68	-	_
Other expenses	△28	△12	△5	-	_
Operating profit	2,238	3,586	4,780	5,000	104.6%
Operating profit margin	13.0%	16.0%	15.8%	15.4%	△0.4pt
Financial profit	1	40	4	_	-
Financial expenses	△96	△122	△141	-	_
Profit before tax	2,142	3,504	4,642	4,960	106.8%
Income tax expense	△684	△1,080	△1,426	-	_
Net income*1	1,459	2,425	3,217	3,430	106.6%
Net income margin	8.5%	10.8%	10.6%	10.6%	△0.1pt
EBITDA*2	2,838	4,321	5,882	6,450	109.7%
EBITDA margin	16.5%	19.2%	19.4%	19.8%	+0.4pt



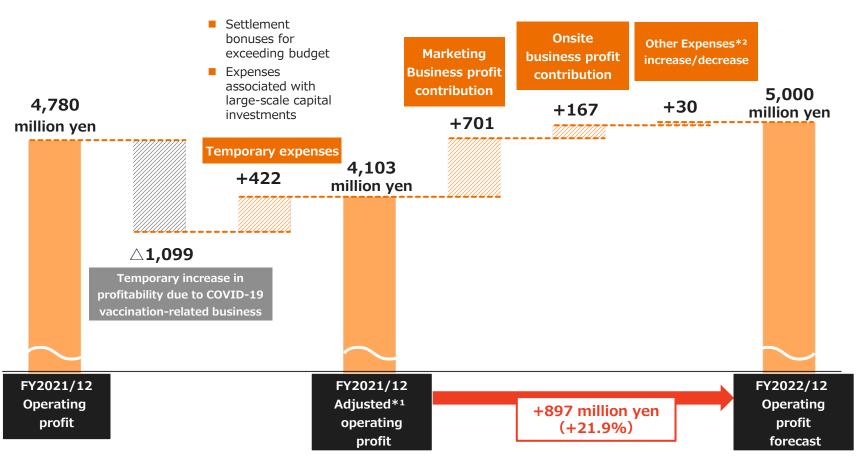
^{*1} Profit attributable to owners of the parent

^{*2} EBITDA = operating profit + depreciation + amortization

Factors for Increases and Decreases in the forecasted **Operating profit**

■ Adjusted operating profit for FY2021/12 is 4,103 million yen. Operating profit for FY2022/12 is expected to increase by over 20%

YoY comparison of consolidated operating profit forecast





^{*1} Operating profit after deducting temporary factors from operating profit (FY2021/12)

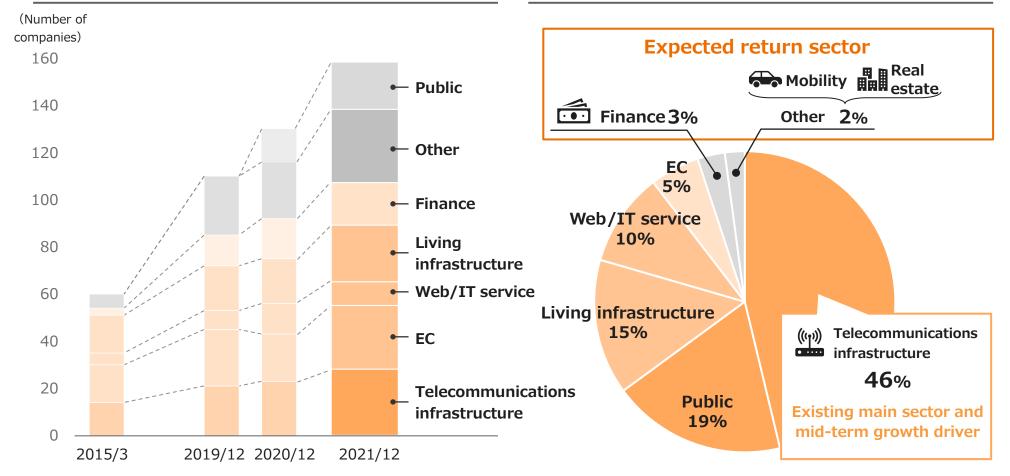
^{*2} Elimination of inter-segment transactions, company-wide costs, etc.

Current Earnings Base and Future focus Sectors

- Diversification and expansion of overall client portfolio continues as public sector takes off
- Increasing client acquisition in the financial and real estate sectors, which have the second largest potential market after the telecommunications infrastructure sector

Changes in the number of clients by industry*1*2*3

Revenue composition ratio by industry (FY2021/12)





^{*1} Counted on a contract basis with each group company. Excludes clients with annual transaction amount of less than 1 million yen

^{*2} Telecommunications infrastructure = mobile phone carrier affiliated companies / Living infrastructure = electricity, gas, internet lines, etc.

^{*3} On-site business (temporary staffing) is excluded after FY2019/12

Game change in the Sales Solution Market (monetization of expected sectors)

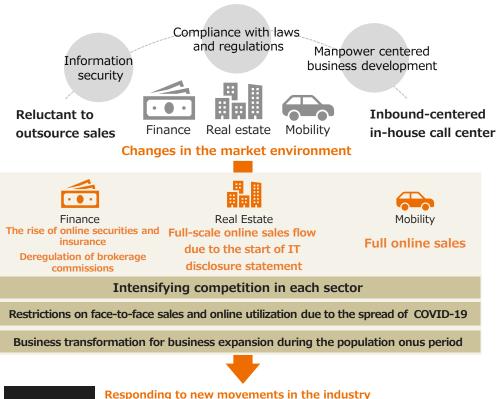
■ The financial, real estate, and mobility sectors have the same potential market size as the current mainstay telecommunications infrastructure sector

■ Utilizing the know-how cultivated in the telecommunications infrastructure sector, cultivate a market where sales

outsourcing has not yet penetrated

Expansion policy to expected sectors

Composition of new clients by industry in FY2020 and FY2021 (based on the case numbers)

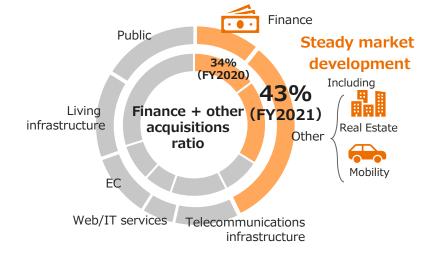


(face-to-face sales x telemarketing).

aim to monetize in 3-5 years

Utilizing the outbound know-how cultivated

in the telecommunications infrastructure sector,



Expected sector acquisition status



Used car resell marketing companies

Department store credit card companies Cryptocurrency exchange



DmMiX

Long-term Growth Prospects

- For short to mid-term, the main driving force will be telecommunications infrastructure sector
- For mid to long-term, in addition to entering the monetization phase of the expected sector, we will accelerate growth by utilizing AI
- **■** Currently, the financial services industry is materializing

(Profit scale)

Sales solution provider with a focus on Game changer in the Japan's leading sales the telecommunications infrastructure sales solution market solution provider sector Building a growth base (main Stable expansion of the human ■ In addition to exceeding 10,000 resources pool (20% per year) sector) human resources pools, against the backdrop of huge room improving productivity through Establishing DmMiX Core Other for human resources acquisition full-scale utilization of AI Competence and productivity improvement by increasing the number of high Established as the one and only - Winning pattern performers sales solution provider in the - High profitability domestic telecommunications ■ Gain more revenue opportunities in Real Estate infrastructure sector key sectors - Sustainability Commercialization and Decentralization of customer **Mobility** monetization of expected sectors portfolio by expanding profit base of finance, real estate and - Finance Gaining momentum **Finance** because of the DX trend mobility New sectors monetization - Real Estate Mobility Active investment in AI utilization Telecomm. with a view to sustainable growth infrastructure (Time) Present ΙΡΌ Mid-term Long-term (2020) $3\sim5$ vears $3\sim5$ years



DmMiX supporting DX with Big Data in the Sales Department

■ Utilization of Big Data through DX: Improving the efficiency of sales departments is key to the revival of Japanese companies in BtoC business

BtoC service industry (telecommunications infrastructure, finance)

Possibility of using outbound to support DX

Challenges faced by client

No growth strategy in place due to cost cutting

Conventional sales
Experience and intuition

Accumulation of customer data, transaction data, etc.

Services provided by DmMiX

Utilization of accumulated data as comprehensive data

Cleansing of customer lists and data

Personalized UX (User Experience)

Formation of CX (Customer Experience) through the accumulation of UX corresponding to customer attributes

Improvement of sales force and cost effectiveness

Customer segmentation

- Focus on sales to priority customers
- Development of outbound approaches to passive masses

Mechanism establishment

Improvement of sales quality

 Sharing of sales know-how and use of talk scripts for reasonable and law-abiding sales

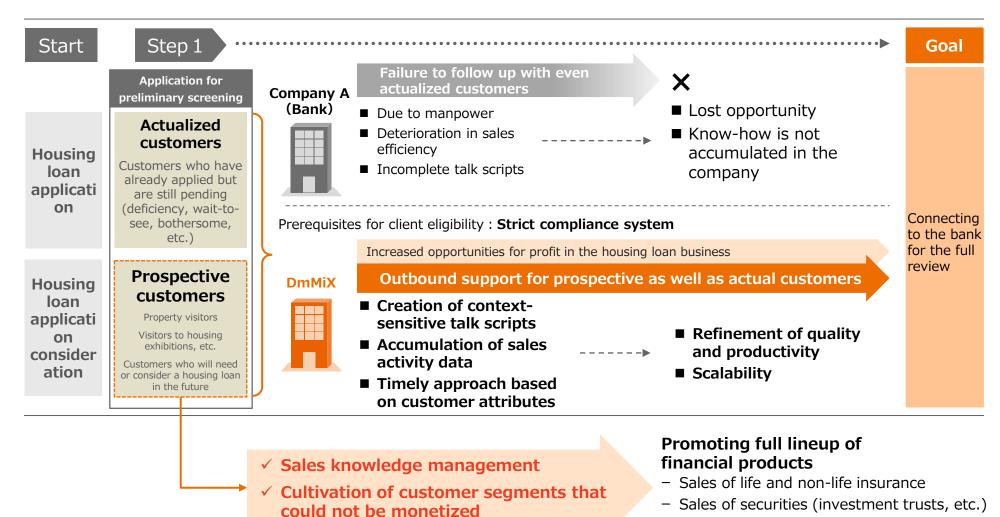
Outcome

Realization of top-line growth



Promising Market Example - Housing Loan Sales

- Improvement of sales potential by uncovering stagnant and potential customers through sales knowledge management
- Realization of profitability of contact centers, which used to be a cost department, through outbound support



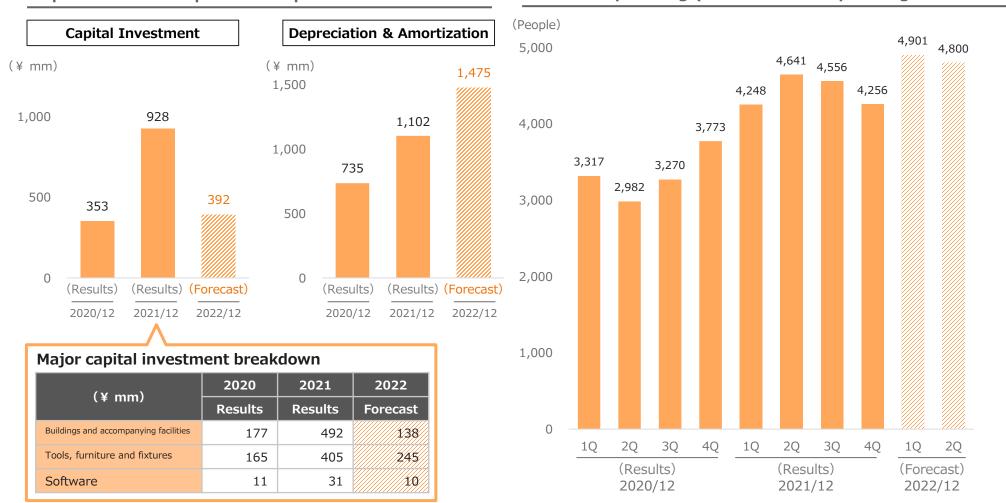


Investment Plan

- Implemented capital investment of 900 million yen to enable more flexible response to prospective client needs
- In the short term, we aim to cover the excess capacity with orders for public sector business, etc., to achieve upside in earnings

Capital investment plan and depreciation outlook

Personnel planning (the number of operating staff*1)

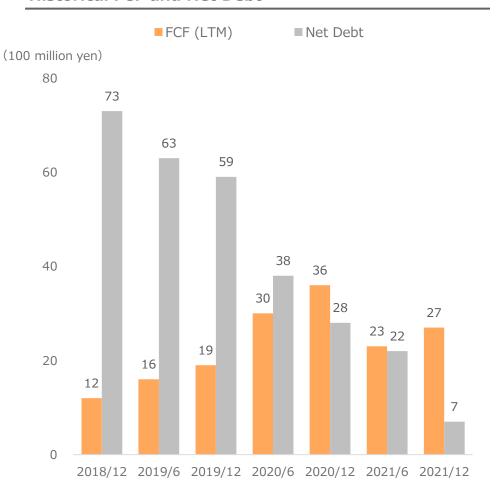




Solid Cash flow and Policies for Shareholder returns

- Target total return ratio is 40%, considering capital policy including share repurchase
- Net debt is steadily decreasing. FCF temporarily decreased due to a temporary reduction in operating CF caused by long-term contracts in the public sector but is on an improving trend

Historical FCF and Net Debt*1



Policies for shareholder returns

- We consider the profit return to shareholders as one of the essential management issues and aim a total return ratio of 40%, while securing necessary internal returns for future business expansion and improving financial strength
- We will consider our capital policy including share repurchase



Steady Increase in Human Resources / Scope for Talent acquisition

- The number of communicators has steadily increased as we have grown, and there is ample room for hiring as the business expands in the future
- Increase in the need for temporary employment, including short-term work → Expansion of the personnel pool

Changes in the number of communicators*1 Changes in the annual number of applications for communicators (People) (People) App per year More than 200,000 6,000 people ('14/12⇒ '21/12) 200,000 **CAGR=+22%** 175,000 4,432 4,500 150,000 3,481 125,000 3,000 2,739 100,000 2,222 75,000 1,670 1,480 1,433 1,500 50,000 1,117 25,000 2015 2016 2017 2018 2019 2020 2021 14/12 15/12 16/12 17/12 18/12 19/12 20/12 21/12



Various Human Resources of our Group*1

■ We realized a flexible work system and build a pool of diverse earning personnel with various backgrounds. We also contribute to ensuring social mobility



- Educational background and skills do not matter
- Comfortable environment for women in their 20s

Flexible work system

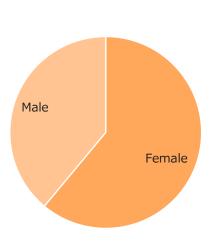
Flexible work system that allows you to work from 1 hour a day, 1 day a week

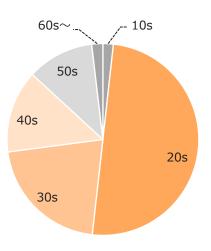


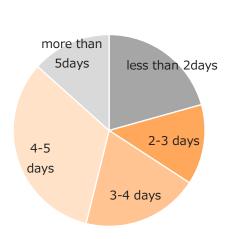
Age*2

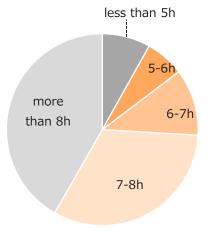
Working days per week*3

Working hours per day*3









^{*1} Part-time jobs in marketing business (including temporary jobs dispatched outside the company)

^{*2} As of the end of December 2021. Percentage of part-time jobs

^{*3} As of the end of December 2021. Calculated based on the average attendance for the three months from October to December 2021. Does not include months with 0 working days. Part-time jobs without work (leaves, etc.) are not counted

Promoting sustainable Management integrated with Business

■ Continue to address sustainable growth as a top-priority management issue

Climate Change Initiatives

- Target: 100% reduction in CO₂ emissions from electricity consumption by 2030*1
- Reduction of electricity use
- Promotion of complete paperless system
- Reduction of resource usage

Initiatives for Human Resource Strategies

- Company that is always selected
- Expansion of training opportunities for employee growth
- Promotion of flexible work styles tailored to the individual life conditions
- Evaluation and reward systems that encourage employees to take on new challenges

Initiatives to Strengthen Governance

- Realization of governance that respects the interests of not only shareholders but also stakeholders
- Target of 30% women on the Board
- Establishment of Sustainability Committee (November 2021)
- Confirmation of ESG risks at the time of new transactions



External evaluation of ESG

■ We are focusing on women's advancement, realization of diverse work styles, health management, etc., and will contribute to the supply of social mobility

Certifications/Some of the awards

GPTW*1 's "Great Place to Work" Top rankings in various categories





Won the Best Company award in the first entry

- Japan ranking: 2nd place
- Japanese women ranking: 2nd
- Japan young ranking: 2nd
- Asia ranking: 25th





Evaluation Criteria

"The company was highly evaluated for its various efforts to help newly hired employees adjust to the corporate culture and for its ingenious naming. It's also great that they are listening to their employees and collecting ideas, which leads to innovation and improvement."

Workstyle evaluation





Chosen by METI*2 and MEXT*3

- Excellent health management Chosen for three consecutive corporation "White 500" years starting in FY2019
- Certified as a Sports Yell Company

Chosen for three consecutive years starting in FY2019

Chosen by Japan White Spread foundation

■ Platinum certification as one of the top white companies in Japan





^{*1} A professional organization that conducts surveys and analyses of "job satisfaction" and announces companies and organizations that have been recognized as having reached a certain level of satisfaction in leading media outlets in approximately 60 countries around the world.

^{*2} Abbreviation for Ministry of Economy, Trade and Industry

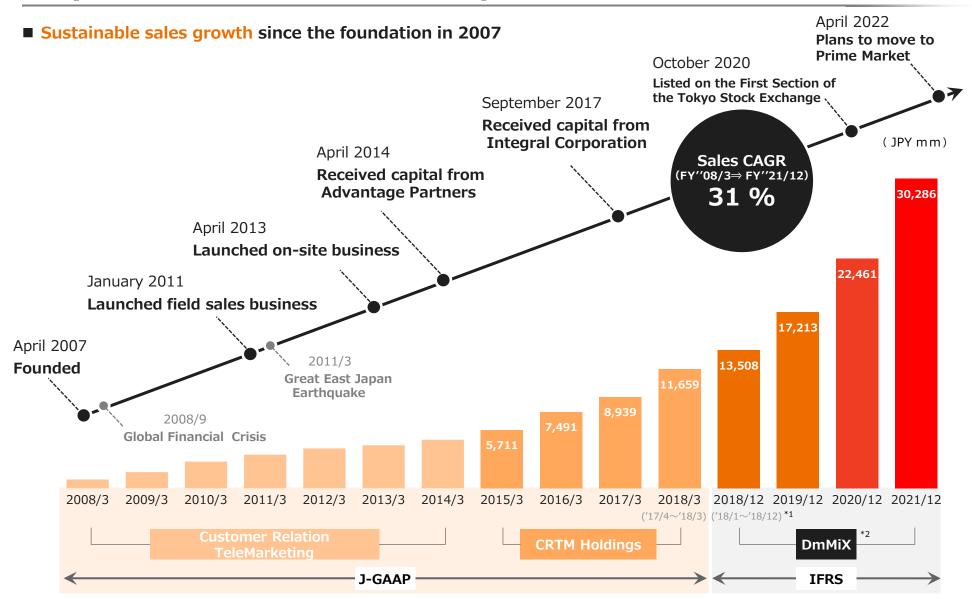
^{*3} Abbreviation for Ministry of Education, Culture, Sports, Science and Technology

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Key Milestones since Incorporation

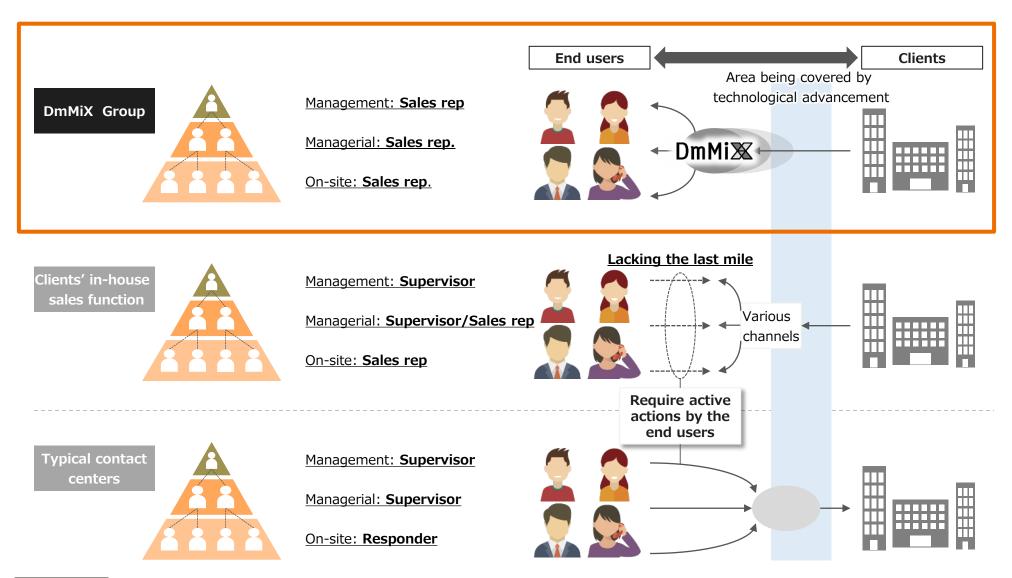




^{*1} Changed to IFRS (and fiscal year end from March to December) from the fiscal year ended December 2018. J-GAAP FY2018/3 and IFRS FY2018/12 overlap between January and March 2018

^{*2} Changed the trade name in April 2018

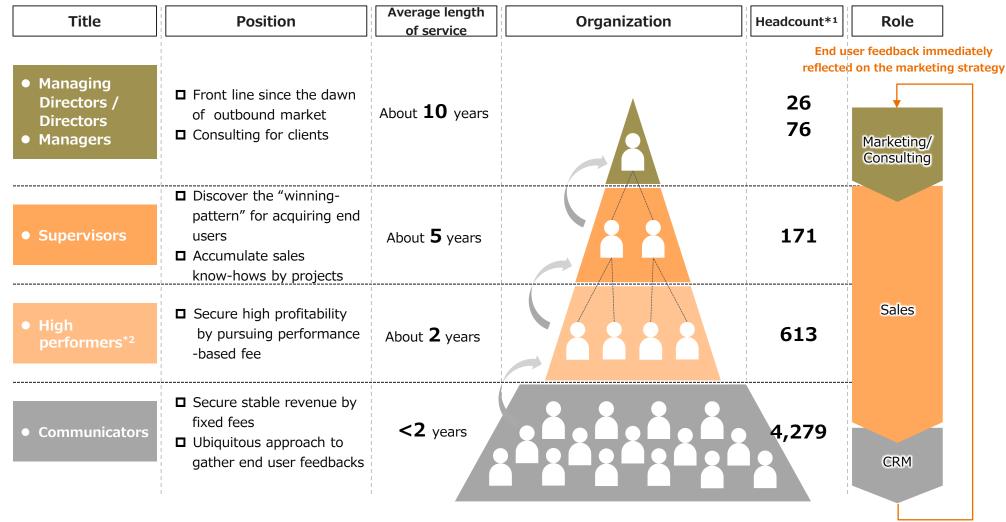
Our Distinct Business Model from Other Companies





Strong organizational Structure to Realize Clients' Sales / Marketing Reform

■ Distinctive roles by positions contribute to the optimized organization for a group of sales and marketing professionals





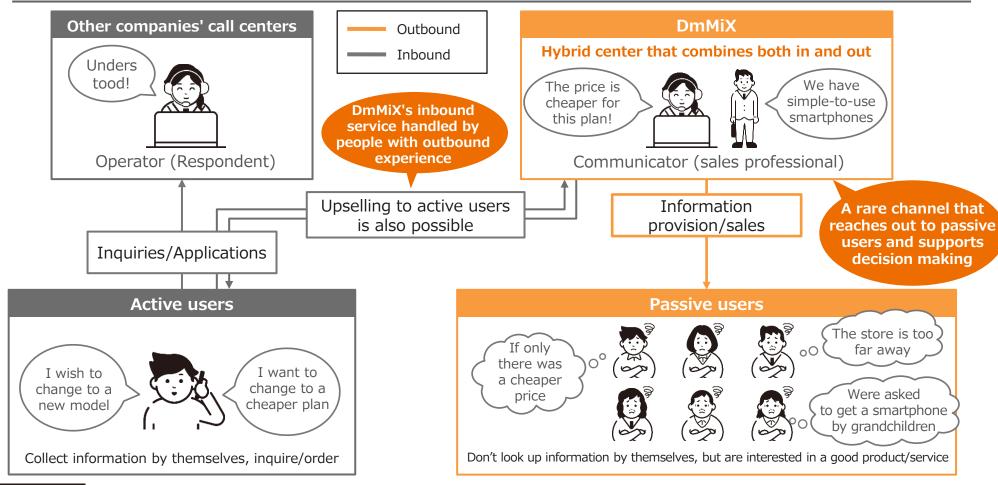
^{*1} Employees in marketing business (as of the end of December, 2021)

^{*2} A general term for staff who have achieved a certain level of sales performance according to our standards

"Hybrid Center" that combines high quality Sales Force and User Reach

- In the Japanese market environment, with many passive users, we are highly evaluated as a rare channel that can reach them directly from the company's side
- We provide services as a resource for client. With high quality control, we are not only responsible for sales, but also for deterring withdrawal and promoting loyal customers

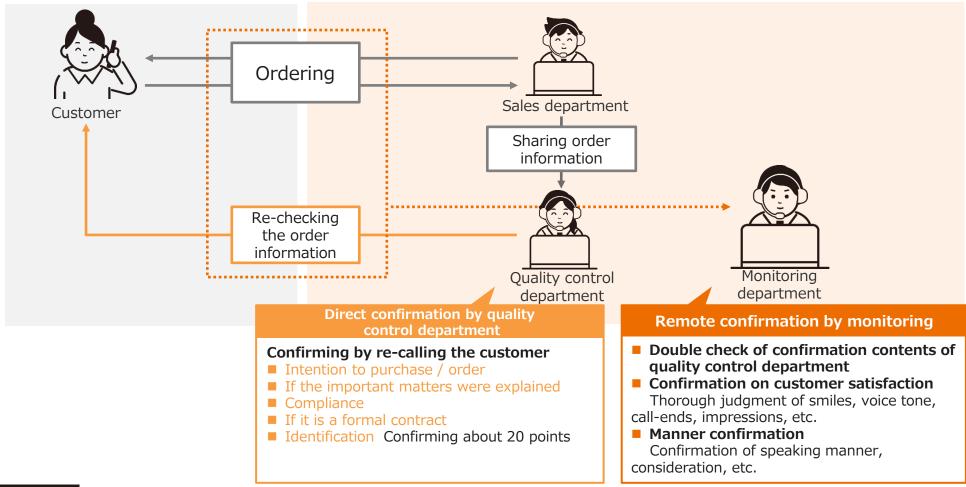
Clear competitive advantage through outbound-dominated "hybrid center" operations





Thorough Quality Control as a Sales Professional

- Because we act as the client's own sales resource, we have built a compliance system that is as strict as or even more rigorous than our clients, and thoroughly eliminate risks
- In some cases, the services of the quality control department are provided independently

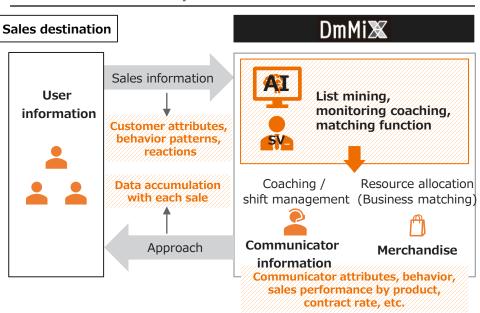




Acceleration of growth by AI utilization

- For AI development, even at the stage of trial introduction of some functions, a large effect has already been proven
- We will expand the AI utilization function and introduce it to both management and communicator operations

Overview of an AI system



Factors for accelerating growth

Increase user loyalty
High performers training
Further focus on the last mile
(reduction of backyard operations)

Mid-term aim

The effect of accelerating growth

Efficient customer monetization
Customer retention effect
Increase in ARPU
Improvement of profit margins

Partial AI test introduction effect

AI utilization data implementation (Cumulative)









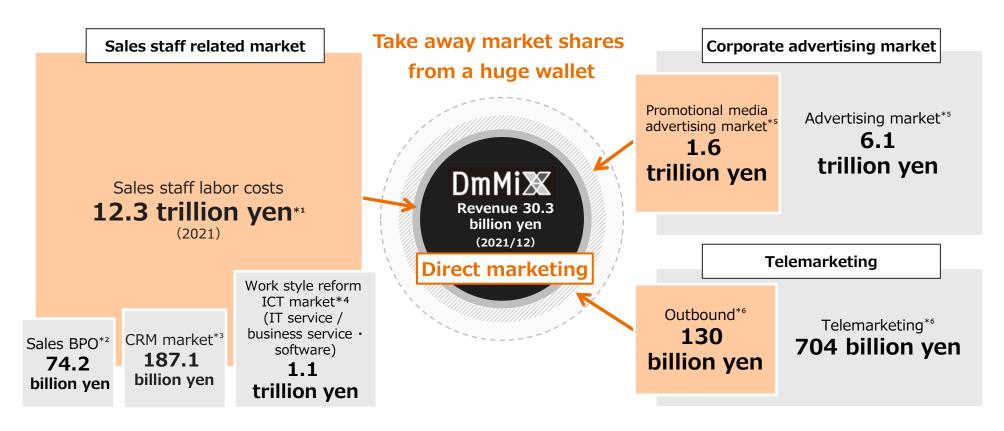
- Ongoing empirical experiments with data accumulation
- Scheduled to be introduced gradually after scoring results improve



DmMiX's vast Target Market

■ Our target market has a vast scope for development beyond telemarketing

Advertising and SG & A expenses for target clients (sales staff personnel expenses)



^{*1} Calculated based on the number of sales staff x average salary income in Japan. According to the Ministry of Internal Affairs and Communications "Labor Force Survey", the number of sales workers who work 35 hours or more a week is 2.83 million. According to the National Tax Agency "Private Salary Survey", the average salary income is 4.33 million yen

^{*2} Yano Research Institute "BPO market reality and prospects 2021-2022"

^{*3} IDC Japan "Domestic CRM Application Market Forecast (July 14, 2021)"

^{*4} IDC Japan "Domestic Work Style Reform ICT Market Forecast (August 2020)"

^{*5} Dentsu "2020 Japan Advertising Expenses"

^{*6} Yano Research Institute "Call Center Market Overview 2020-Services & Solutions-"

Scope for growth in existing Main Sector (Telecommunications infrastructure)

- Revenue acquisition share in the telecommunications infrastructure sector is still limited at around 0.6%
- Our business opportunity exists in the reach and in understanding the needs of a huge user base

Revenue potential of the telecom. infrastructure sector

Operating expenses of major telecommunications carriers*1

Focusing on career shops About 2.1 trillion yen (Agency commission + business consignment cost in each company)

Great room for revenue

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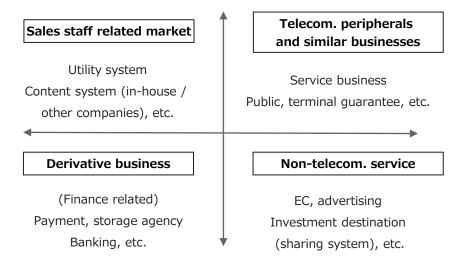
Achievements in the telecommunications infrastructure sector

Revenue 12.9 billion yen

Operating cost share about 0.6%

Challenges in the telecom. infrastructure sector and business opportunities

Diversifying services



Huge user base

Total number of users (number of contracts)*2

190 million cases

Limited reach to users

Cannot capture the "real needs" of the users

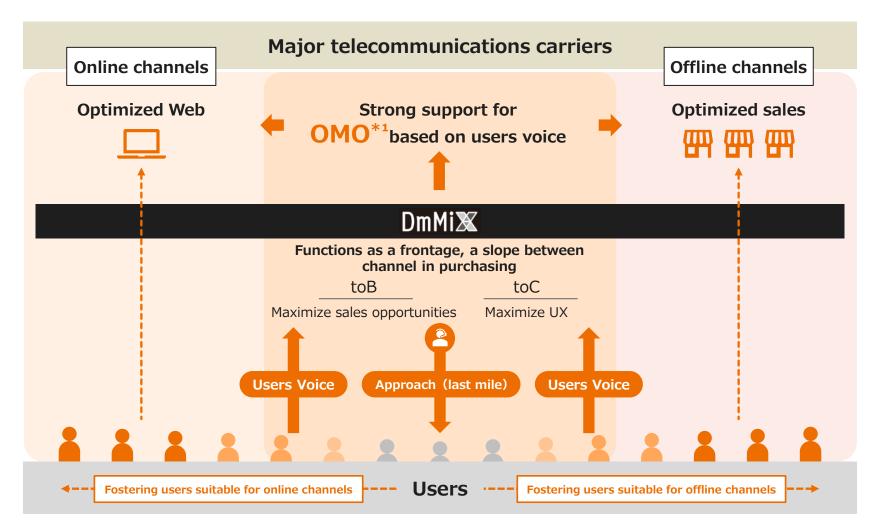


^{*1} Estimated based on disclosed data of each company

^{*2} Telecommunications Carriers Association (as of September 2021)

Acquiring profit Opportunities by solving Client Issues

■ Strongly support client's OMO*¹marketing and capture further profit opportunities as a slope between channels

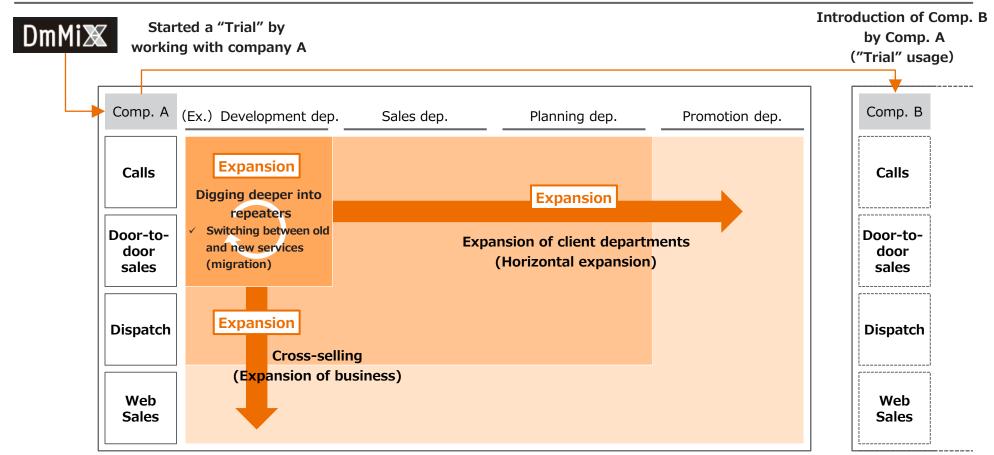




Client acquisition and Business Expansion

- Acquire new clients through active sales and referrals, and steadily expand business with highly satisfying results
- For existing clients, expand transactions by digging deeper through repeats, expand operations, and expand trading departments horizontally

Image of expansion of existing business from acquisition of new clients





about Goodwill

Historical Shareholders' equity and Goodwill/ shareholders' equity ratio



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Reference on Goodwill in the securities report (excerpt)

[Risk factors] We have significant goodwill within total assets

• Recoverable amount at the end of this consolidated fiscal year significantly exceeds the carrying amount of enterprise value, referred to as the group assets excluding directly-associated liabilities of the cash-generating unit; therefore, even in case of altering major assumptions to a reasonable extent, we assume it is unlikely that recoverable amount of the cash-generating unit or the group falls below the carrying amount. Impairment loss may occur if the pretax discount rate for marketing business rises by 16.5points or the estimation of future cash flow including terminal value decreases by 60.8%; however, we assume impairment is unlikely as the recoverable amount sufficiently exceeds the carrying amount of enterprise value even in case of 0% growth in the next 5 years.

[Notes on goodwill and intangible assets]

- Regardless of whether there is an indication of impairment, we conduct an impairment test every year (end of December). We determine the timing for impairment tests respectively considering the timing of formulating the related business plan. We conduct impairment tests if there is an indication of impairment.
- Use values are calculated based on cash flow estimation according to the business plan and growth rate with board approval reflecting historical data for the next 3 years from the next consolidated fiscal year, considering terminal value for the years beyond, and discounted back to present value by the discount rate based on pre-tax weighted average cost of capital of the cash-generating unit.
- Below is the major assumptions on which the management's calculation of the fair values less cost of disposal is based on:
 - Period of future: 3 years
 (3 years in the previous consolidated fiscal year)
 - > Growth rate for extending the cash flow estimation: 0% (0% in the previous consolidated fiscal year)
 - Pre-tax discount rate applied to cash flow estimation: Marketing business 10.14%. On-sit business 12.28% (8.24% and 11.37% respectively in the previous fiscal year)



[Disclaimer]

This material has been prepared based on information currently available to the management of the Company and certain assumptions that the Company considers reasonable, and the Company makes no assurances or warranty as to its accuracy or completeness.

In addition, although forecast figures, forward-looking descriptions and statements regarding prospects are included, actual results may differ materially from those expressed or implied due to various risks, uncertain factors and changes in the external environment. We caution you not to place undue reliance on these forward-looking descriptions and statements.

The Company does not guarantee, and is under no obligation to ensure, that it will always review and revise any forward-looking descriptions and statements, regardless of new information, future events or any other results.