

Presentation Materials for the Earnings Briefing

for the First Half of the Fiscal Year Ending March 31, 2027

November 6, 2026

MKSystem Corporation (stock code: 3910)

MKSYSTEM
Professional Internet Solution System

Table of contents

Contents

01 Group Overview and Business Activities

02 Highlights for the First Half of FY3/27

03 Consolidated Financial Results for the First Half of FY3/27

04 Shalom Business

05 CuBe Business

06 Key Initiatives for the First Half of FY3/27

07 Consolidated Earnings Forecast

08 Security Basic Policy

09 Service Overview

01

Group Overview and Business Activities

Company profile

- **Company name:** MKSystem Corporation
- **Representative:** Noboru Miyake
- **Location:** Osaka Head Office
  30F, Umeda Center Bldg., 2-4-12,
  Nakazaki-nishi, Kita-ku, Osaka, Japan
- **Bases:** Osaka; Tokyo; Fukuoka; Ninohe, Iwate Prefecture; and Matsuyama
- **Subsidiary:** Business Net Corporation Co., Ltd. (Minato-ku, Tokyo)
- **Date of incorporation:** February 22, 1989
- **Capital stock:** 219 million yen

MISSION

Management Philosophy

We provide cloud solutions that benefit you

Our services are user-friendly for consumers, their families and employers. Moreover, they support social foundations through contribution to the administration of social security services and human resources development.

VISION

Management Policies

Provide comprehensive services in the field of the personnel and labor management
Streamline operations and support the creation of added value

Our services streamline operations and increase productivity at our customers, and simultaneously adds value by supporting the entire organization as well as individual employees.

VALUES

Action Guidelines

Technology Driven

Leverage the state-of-the-art technologies to continue to innovate services.

Speed

Act with speed while being conscious of the concerns of relevant concerned parties.

Fairness

Act fairly and equitably to grow and develop together with our stakeholders.

Business model: Segments and target

Shalom Business

ASP service
Monthly system service fee and initial setup fee, etc.

System product sale
Sales of working time recording systems and payroll ledgers, etc.

CuBe Business

Contracted development type semi-customized services
System customization and maintenance costs

Cloud service
Service provided in a cloud environment

Our target extends to all companies that outsource/not outsource to labor and social security attorneys

About 3.68 million potential client companies in Japan

Small payrolls	Medium-size payrolls	Large payrolls

About 1.16 million companies outsource to labor and social security attorneys (estimated by MKSystem)

The goal is cross-selling by increasing the use of products associated with the Shalom series

Labor and social security attorney offices and labor insurance administration associations	Shalom	MYNABOX	ネットde顧問	ネットde事務組合
General corporations	Company Edition	MYNABOX CL	Business Net CuBe	
All users	DirectHR	eNEN	Cloud Pocket	GeeooN

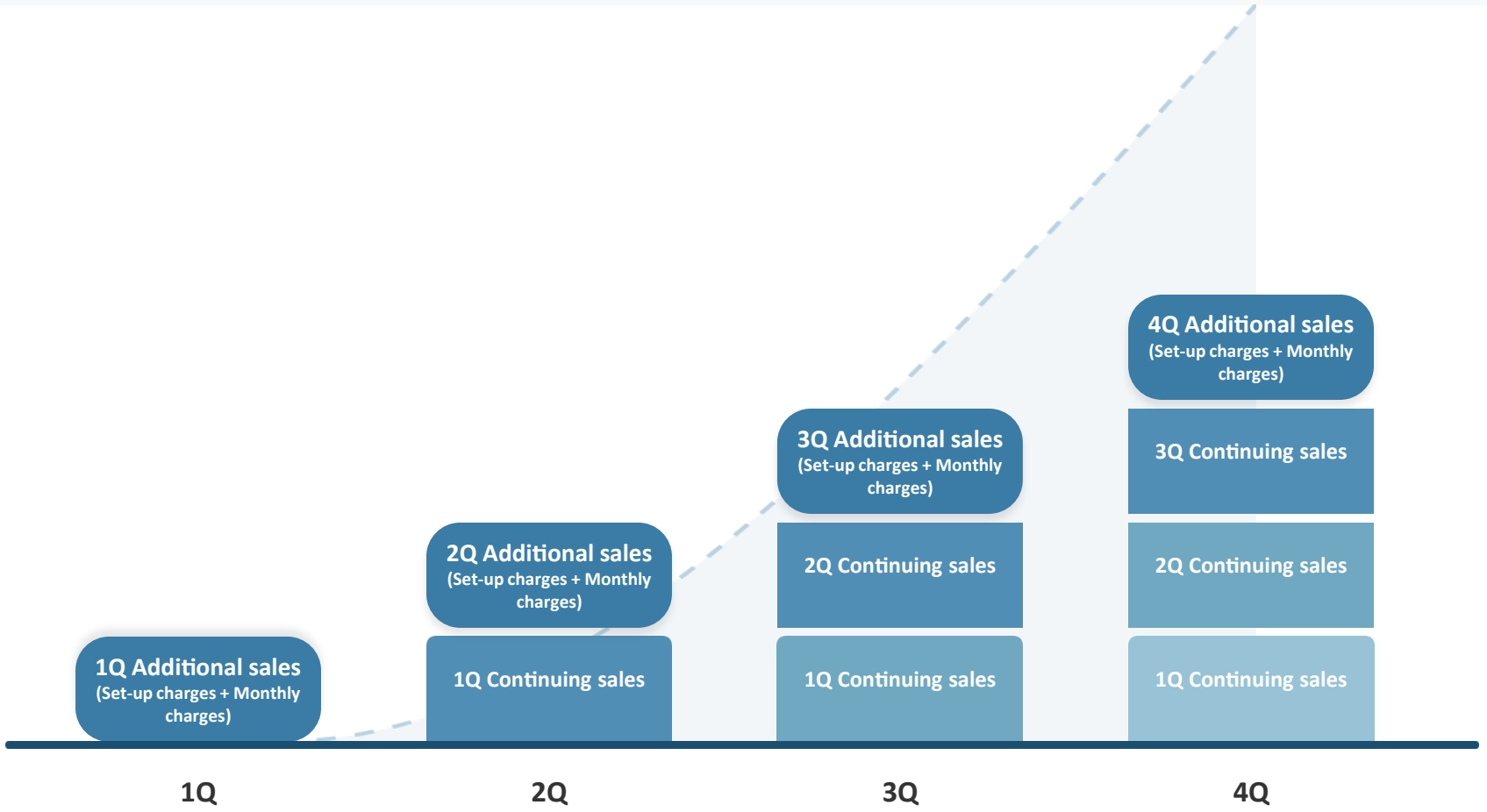
Shalom Business: Steady revenue business that builds a solid profit base

The Shalom service is provided for a monthly fee.

The business generates stable monthly revenue and has a structure that enables new customers to immediately become part of the base for more growth.

Addition of new users

Users added in the 1Q contribute continuously to monthly sales starting in the 2Q.



02

Highlights for the First Half of FY3/27

Highlights for the First Half of FY3/27 (consolidated)

Record high sales, operating profit, ordinary profit and profit attributable to owners of parent for the first half

Sales increased 3.1% YoY and operating profit was approximately 85 times higher than one year earlier.

Reductions in IDC expenses and subcontracting costs contributed to earnings, while growth investments were made including investments in salary increases and the development of AI Shalom.

Launch of AI Shalom functions

Making progress with functional enhancements, starting with the release of the Procedure Assistance Agent (Onboarding-Offboarding Function) on July 23, 2026.

Free-of-charge service offering in 2Q. Transition to paid subscriptions and generate recurring revenue from 3Q.

Achieved operating profit in all businesses (Shalom Business and CuBe Business)

The mainstay Shalom business continued to generate stable profits. The CuBe Business returned to profitability with an operating profit of 29 million yen, compared to a loss of 83 million yen one year earlier. Steady progress for achieving the fiscal year goal.

03

Consolidated Financial Results for the First Half of FY3/27

Financial summary (consolidated)

Record earnings
at all levels
(Lower costs boosted profits)

Net sales and earnings at all levels reached record highs, with profit attributable to owners of parent totaling 139 million yen.
Lower IDC expenses and subcontracting costs contributed to earnings.

	1H FY3/25	1H FY3/26	1H FY3/27	YoY change
Net sales	1,506	1,531	1,578	+3.1%
Gross profit	540	615	834	+35.4%
Gross margin	35.9%	40.2%	52.9%	+12.7pt
Operating profit (loss)	(125)	2	190	About 85 times
Operating margin	-	0.2%	12.1%	+11.9pt
Profit (loss) attributable to owners of parent	(134)	(10)	139	-
Basic earnings per share (Yen)	(24.82)	(1.85)	25.65	-

Unit: Millions of yen

Balance sheet (consolidated)

Financial soundness **improved** as net assets increased and liabilities declined

Supported by steady profits, **net assets increased by 96 million yen from the end of the previous fiscal year** even after dividend payments.

A further reduction in total interest-bearing debt strengthened the financial soundness.

	FY3/25	FY3/26	2Q FY3/27	Vs. FY3/26
Total current assets	1,512	1,496	1,337	(158)
Accounts receivable-trade	811	675	466	(209)
Total non-current assets	927	780	713	(67)
Total current liabilities	1,210	1,118	823	(295)
Short-term borrowings	663	613	453	(160)
Total non-current liabilities	556	247	220	(26)
Long-term borrowings	539	226	193	(32)
Total net assets	674	910	1,006	+96

Unit: Millions of yen

*Amounts are rounded down to the nearest million yen, so calculated differences may vary from those shown.

Cash flows (consolidated)

Stable free cash flows
(Cash and cash equivalents increased 106 million yen)

Operating activities: **Positive 391 million yen;** A sharp rise in profits supported cash generation
Investing activities: **Negative 123 million yen;** Investment in the development of AI Shalom continued
Financing activities: **Negative 235 million yen;** Cash outflows resulted from dividend payments and a net reduction in interest-bearing debt.

	1H FY3/25	1H FY3/26	1H FY3/27	YoY change
Cash flows from operating activities	131	347	391	+43
Profit (loss) before income taxes	(133)	5	184	+178
Depreciation	177	181	163	(17)
Decrease (increase) in trade receivables	1	308	209	(99)
Cash flows from investing activities	(164)	(73)	(123)	(49)
Investments in non-current assets	(164)	(73)	(120)	(46)
Cash flows from financing activities	(173)	(203)	(235)	(32)
Net increase (decrease) in short-term borrowings	-	-	(100)	(100)
Proceeds from long-term borrowings	-	-	100	+100
Repayments of borrowings	(152)	(181)	(192)	(10)
Dividends paid	(21)	(21)	(43)	(21)
Net increase (decrease) in cash and cash equivalents	(206)	70	32	(38)
Cash and cash equivalents at end of period	505	677	783	+106

Unit: Millions of yen

*Amounts are rounded down to the nearest million yen, so calculated differences may vary from those shown.

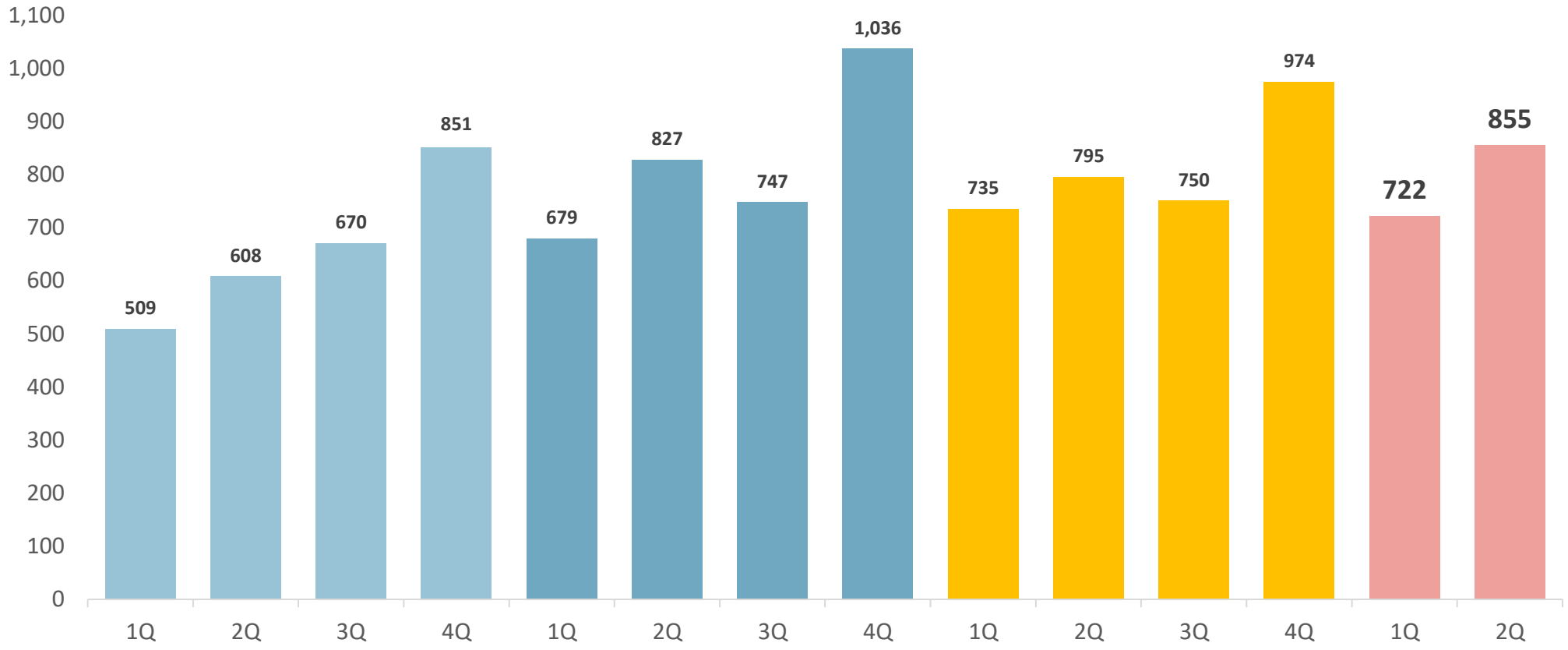
Net sales (consolidated)

Record high sales

(Progress against forecast: 47.8%)

Consolidated sales **increased 3.1% YoY to 1,578 million yen**.

Reached a record high sales for the first half.



Unit: Millions of yen

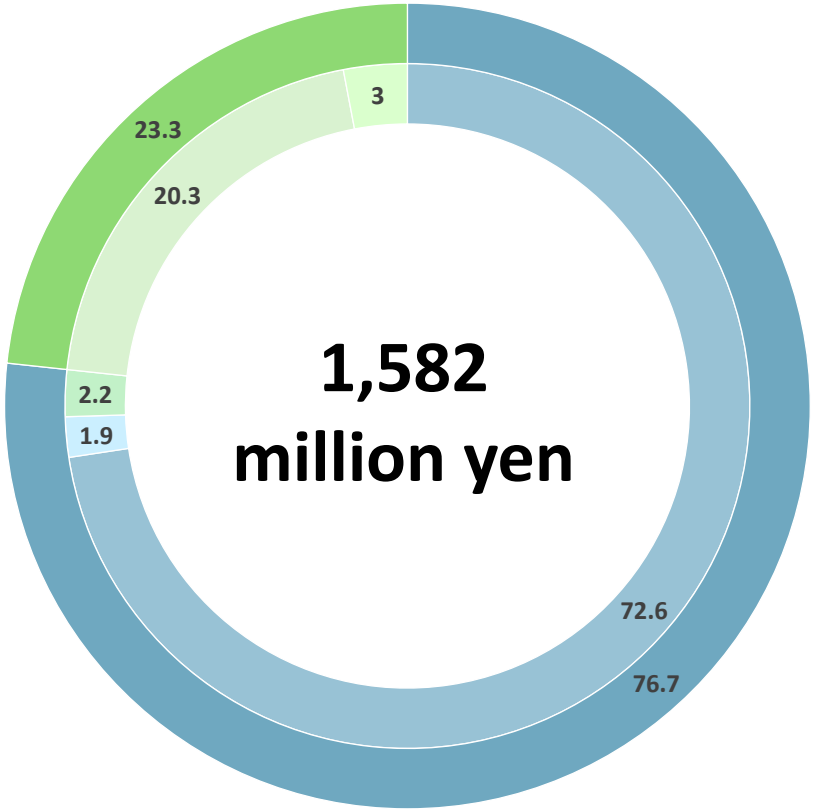
Sales composition for business segments (consolidated)

Two major businesses

(The Shalom Business/CuBe Business)

The Shalom Business is **about 75%** of total sales, driving the growth of the entire MKSystem Group.

Accounting for 25% of sales, the CuBe Business also contributes to the diversification of the group's businesses.



Unit: %

Unit: Millions of yen

Shalom Business	**1,214**
ASP service	1,149
System construction service	30
System product sale	34
CuBe Business	**367**
Contracted development type semi-customized services	320
Cloud service	46
Total	**1,582**

*Total sales differ from consolidated sales because segment sales on this page include intersegment transactions.

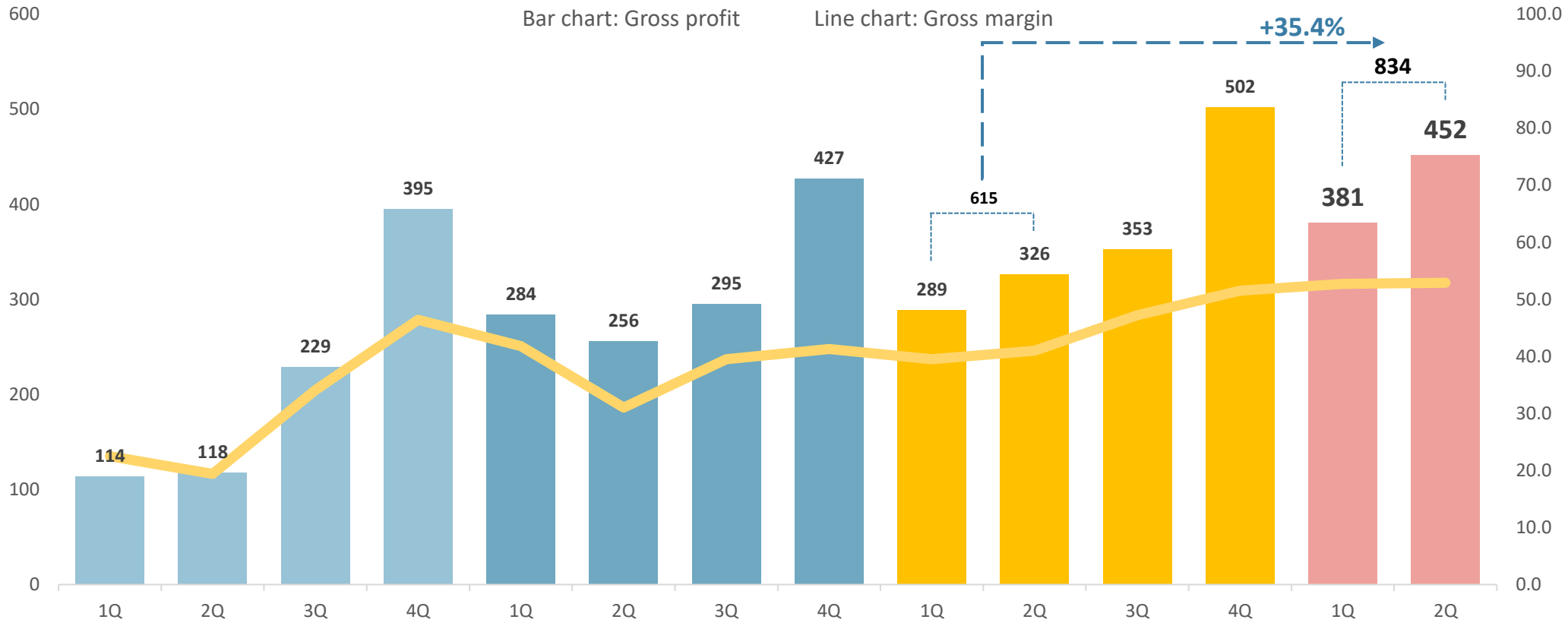
Gross profit (consolidated)

Increase in gross profit

(Progress against forecast: 51.3%)

Consolidated gross profit **increased 35.4% YoY to 834 million yen.**

The main contributor was measures to lower the cost of sales, primarily subcontracting costs and IDC expenses.



Unit: Millions of yen / %

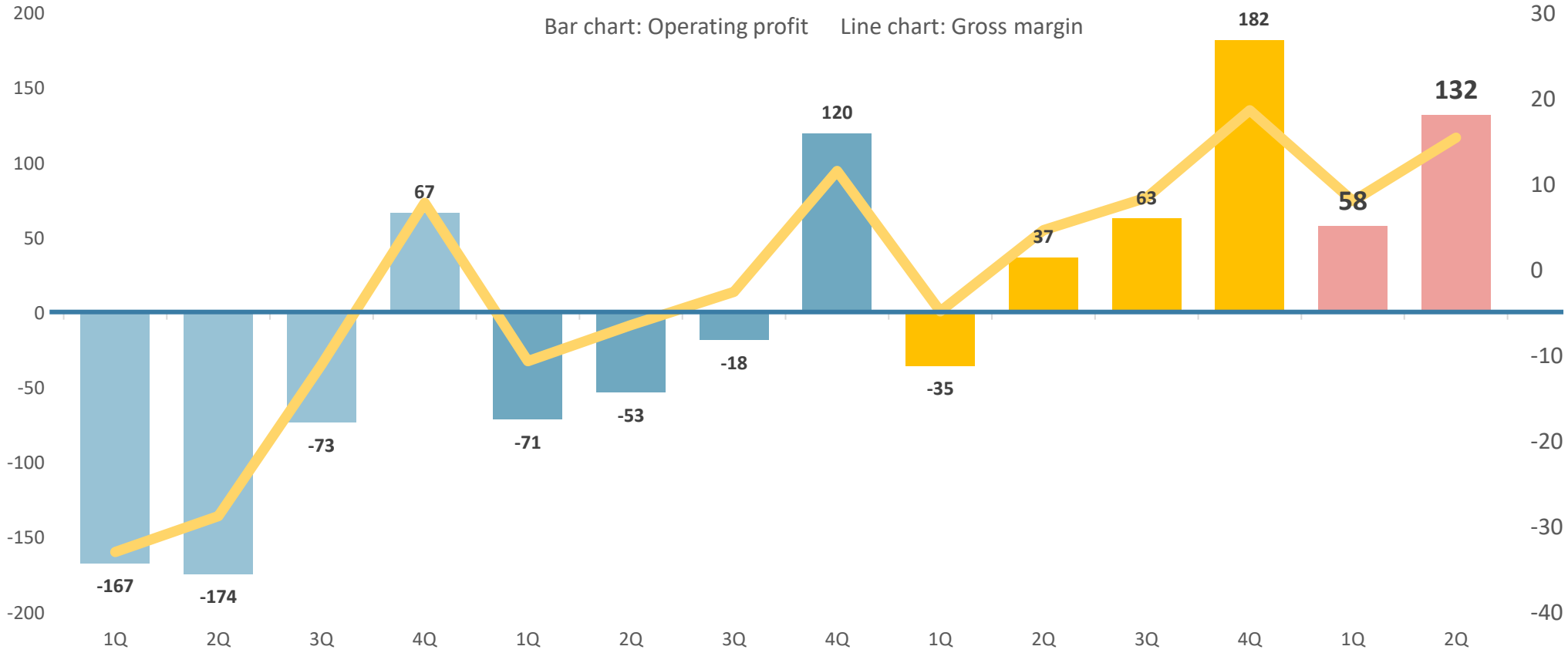
Operating profit (consolidated)

Record-high operating profit

(Progress against forecast: 70.6%)

Operating profit totaled **190 million yen, approximately 85 times the level in the same period of the previous fiscal year.**

Reached a record high operating profit for the first half



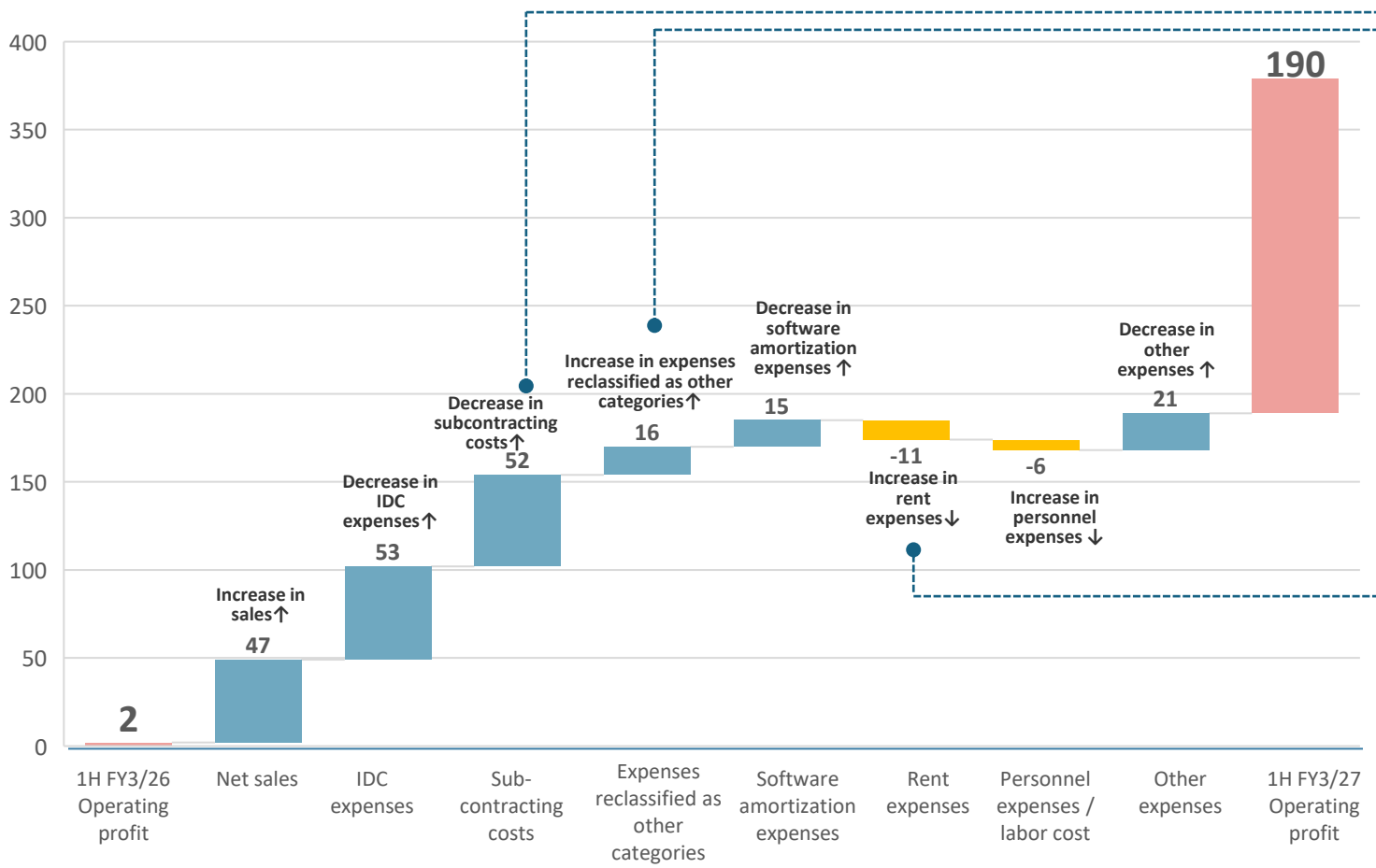
Unit: Millions of yen

YoY changes in operating profit (consolidated)

Improvement in earnings

(Cut expenses by about 120 million yen)

While personnel and rent expenses increased, net sales grew and costs such as IDC expenses and subcontracting costs were reduced.
The CuBe business resolved the issues that had led to losses in the previous fiscal year, normalizing the Group's overall earning structure.



- The impact of one-off unprofitable projects in the CuBe business in the previous fiscal year has run its course.
- Tighter project management brought profitability back to normal levels.

- Production labor costs incurred in developing AI Shalom were capitalized as software assets.

- Rent expenses increased following the opening of the Shalom Security & AI Support Office at the end of the previous fiscal year.

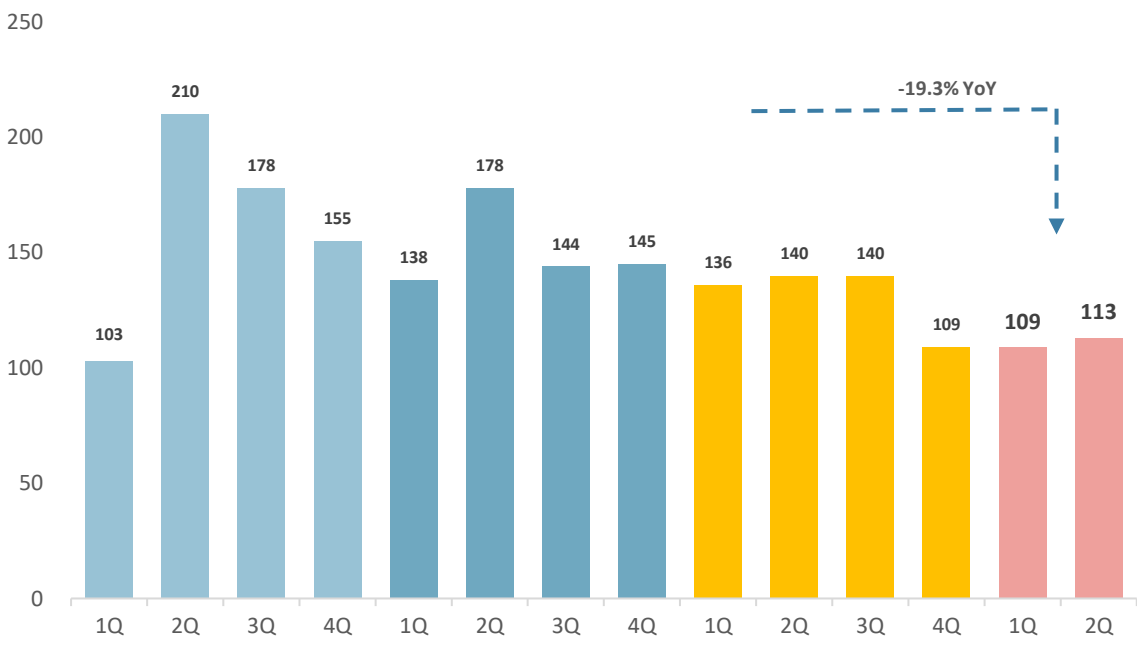
Unit: Millions of yen

IDC and software amortization expenses (consolidated)

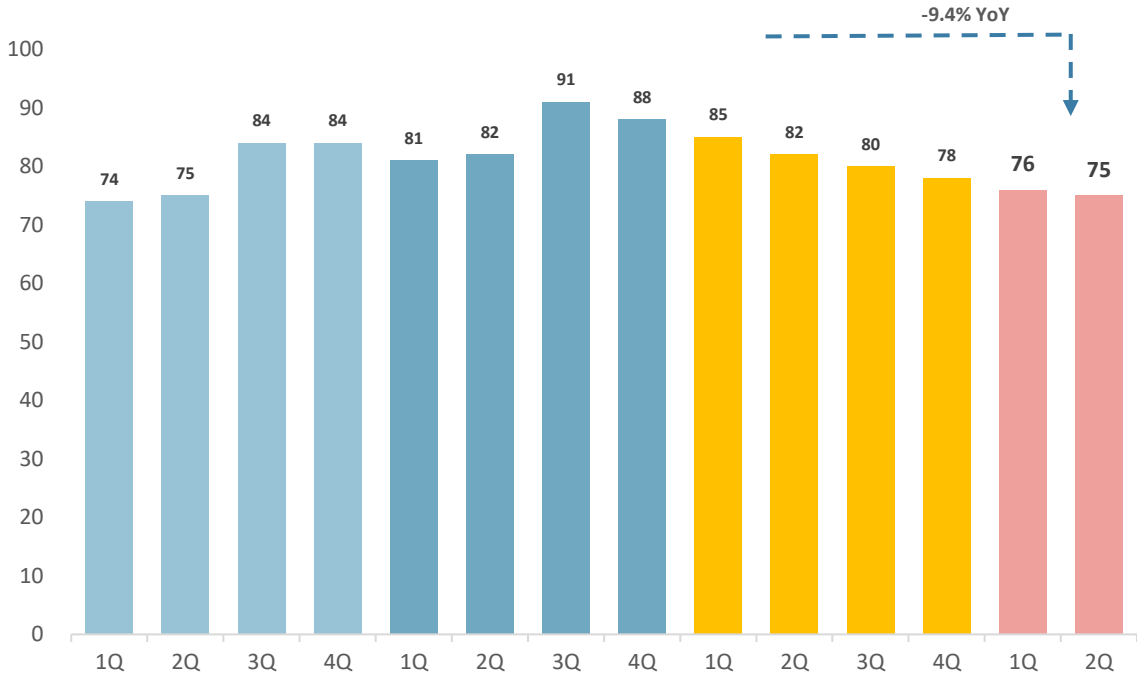
IDC expenses **decreased 19.3% YoY to 222 million yen** due to the stable operation of products.

Software amortization expenses **decreased 9.4% YoY to 151 million yen.**

IDC expenses



Software amortization expenses

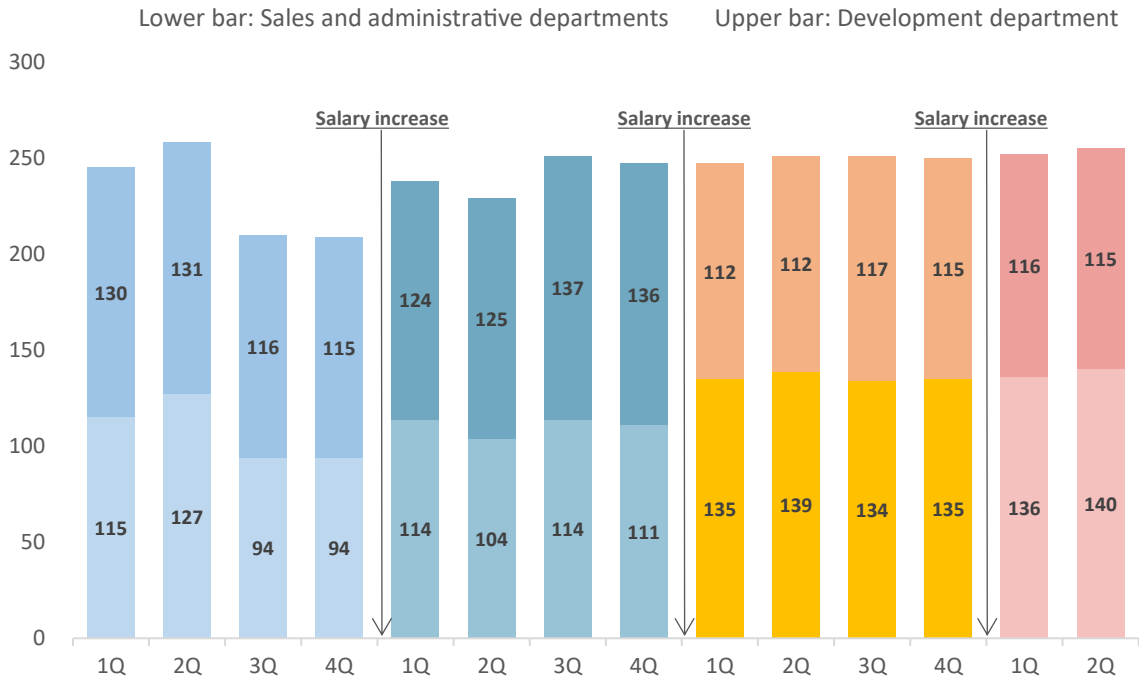


Unit: Millions of yen

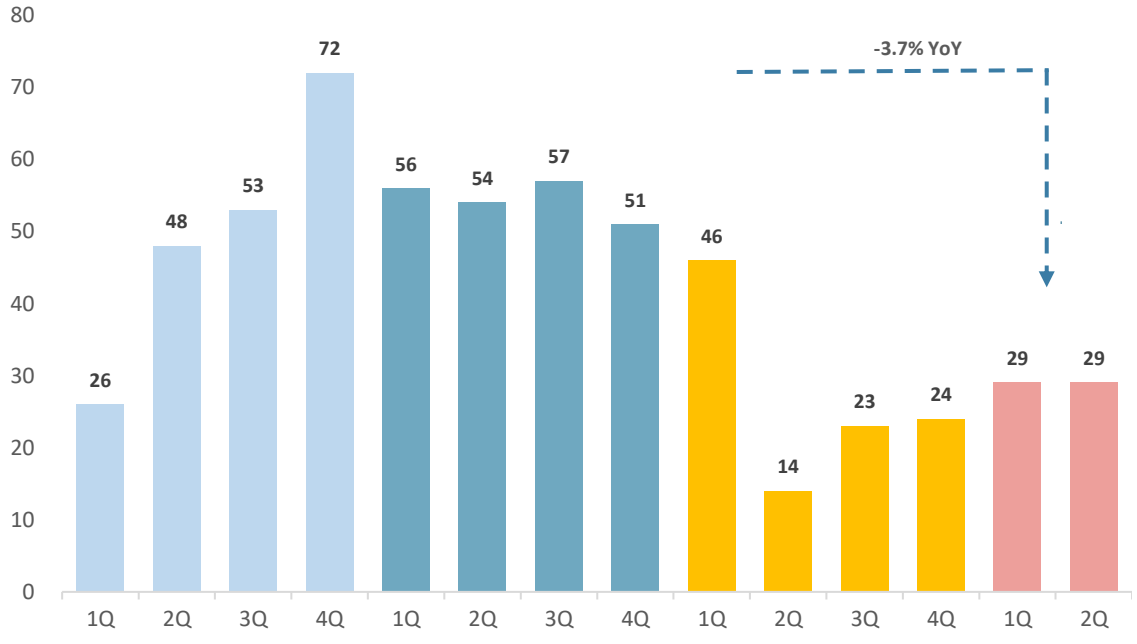
Personnel and outsourcing expenses (consolidated)

Salaries were raised again in April 2026, resulting in **a 1.3% YoY increase in personnel expenses to 507 million yen**.
Outsourcing expenses were **down 3.7% YoY to 59 million yen.**
With most operational improvements in place, spending remained at a level sufficient to maintain customer satisfaction and support quality.

Personnel expenses / labor cost



Outsourcing expenses



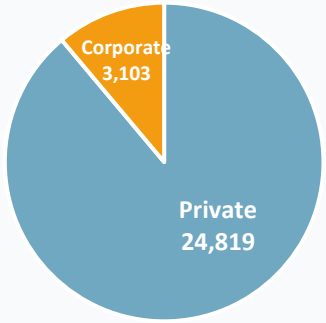
Unit: Millions of yen

04

The Shalom Business

Target markets and strategies

Labor and social security attorney market



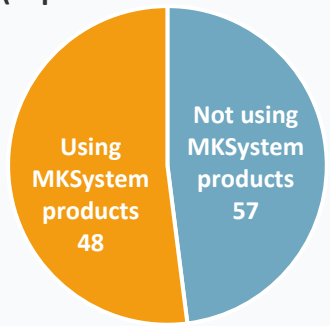
Total: 27,922 offices*1

	End-Sep 2026
Offices using Shalom*2	2,322 offices
Our market share	8.3%

- The number of labor and social security attorney offices in Japan has increased by about four times since FY3/15, rising from 752 to 3,103 at the end of March 2025.
  This market is becoming increasingly mature as attorneys incorporate and reorganize their operations*1.
- The provision of added value services is increasing because of growing demand involving human resource management and compliance with labor laws and regulations.
  Due to 2025 amendments to the Labor and Social Security Attorney Act, labor affairs audits have become a legally designated procedure. The market has shifted to a higher level as a result.

MKSystem market share at large labor and social security attorney offices

(Top 100 based on number of employees)



Total: 105 offices*3

	End-Sep 2026
Using MKSystem products	48 offices
Not using MKSystem products	57 offices
Share of top 105 offices	46%

- About half of large labor and social security attorney offices use MKSystem products.
- Focus sales efforts on large labor and social security attorney offices, with the House Plan as the primary offering.

*1. Aggregated by MKSystem based on the White Paper on Labor and Social Security Attorney 2025 prepared by Japan Labor and Social Security Attorney's Association;
*2. Reflects the number of services for the House Plan, Basic Plan and Lite Plan
*3. MKSystem data based on the 2025 professional firm ranking 500 of ACCS Consulting Co., Ltd. The number of offices exceeds 100 because some offices have the same ranking.

Use of the Shalom series

Introductions*1

3,194

companies

IDs issued*1

14,502

IDs

Registered companies*1

810,000

companies

ARPU*2

54,700

yen

ARPA*3

12,000

yen

*1: Number of introductions, IDs issued, and companies registered in the Shalom series as of the end of September 2026

*2: Average Revenue Per User of the Shalom series as of the end of September 2026
*3: Average Revenue Per Account using the Shalom series as of the end of September 2026

Net sales

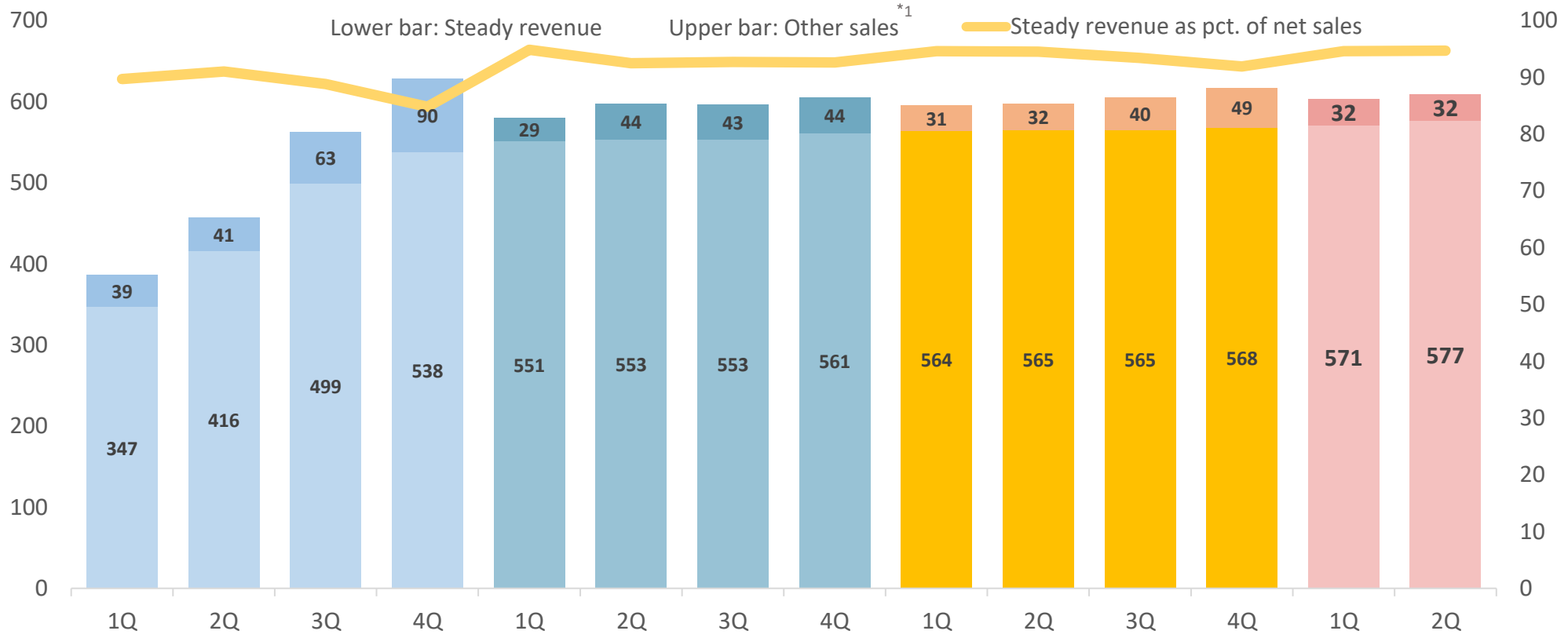
Small sales increase

(Increased 19 million yen YoY)

Sales **increased 1.6% YoY to 1,214 million yen**

Although the sales increase is small, steady revenue from monthly fees is climbing steadily.

AI Shalom, launched in July, was offered free of charge in 2Q as part of a promotional campaign and will contribute to net sales from 3Q.



*1: Initial cost, etc.

Unit: Millions of yen / %

*Segment sales on this page include intersegment transactions.

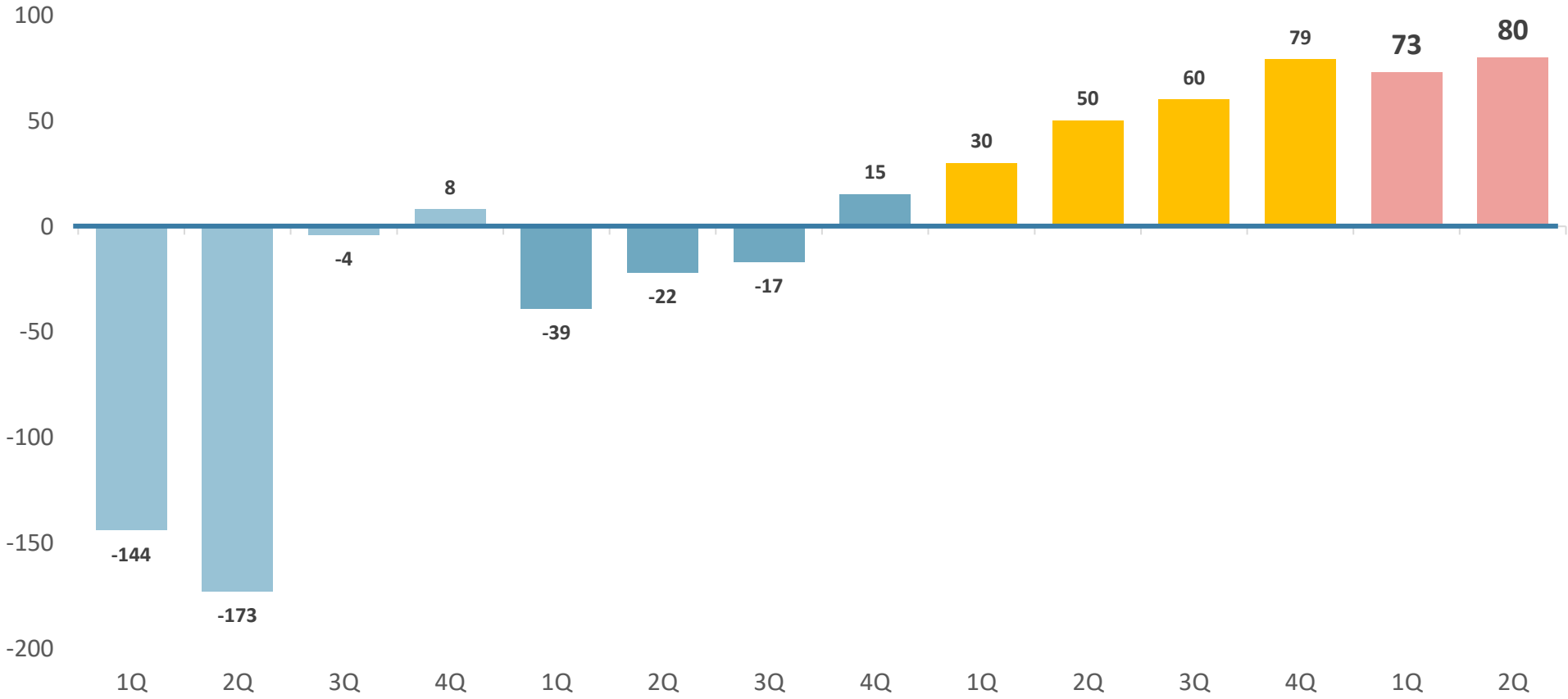
Operating profit

Consistently posting operating profit

(Increased 73 million yen YoY)

Operating profit **increased 91.0% to 153 million yen.**

Growth in ASP sales and progress in reducing costs helped establish a stable earning base.



Unit: Millions of yen

*Segment sales on this page include intersegment transactions.

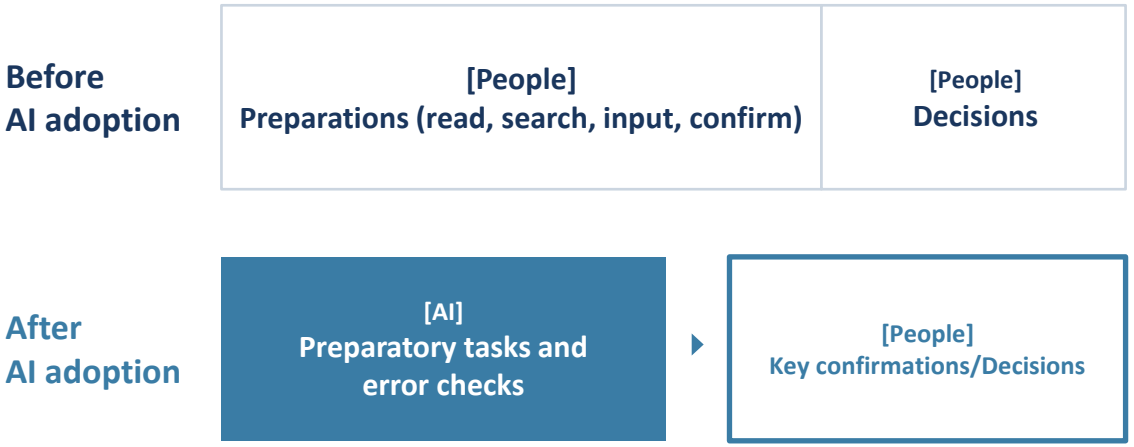
AI Shalom: Value proposition and implementation benefits

The first set of AI Shalom features was released in July. Further functional enhancements will automate preparatory tasks, enabling users to focus on higher-value work.

AI Shalom

An AI agent that integrates with Shalom and supports everyday tasks such as reading, searching, inputting data, and confirming information.

AI supports routine preparatory tasks, shifting the focus from processing to decision-making



Helping labor and social security attorneys to focus on their core, high-value work

Feedback from firms using AI Shalom

Improved productivity

Processing time per case

fell by approximately 30%

"From day one, all we had to do was check the data. AI handled the data entry."

Ease of Use

"I was hesitant at first because I thought I'd have to learn something new. Once I tried it, I saw that it worked right inside Shalom, which I already use. It took just a few steps and very little effort."

*The feedback above was gathered in early September from firms shortly after they began using Onboarding-Offboarding Function, the first feature released for AI Shalom. Actual results may vary.

Promoting AI Shalom adoption and growing recurring revenue

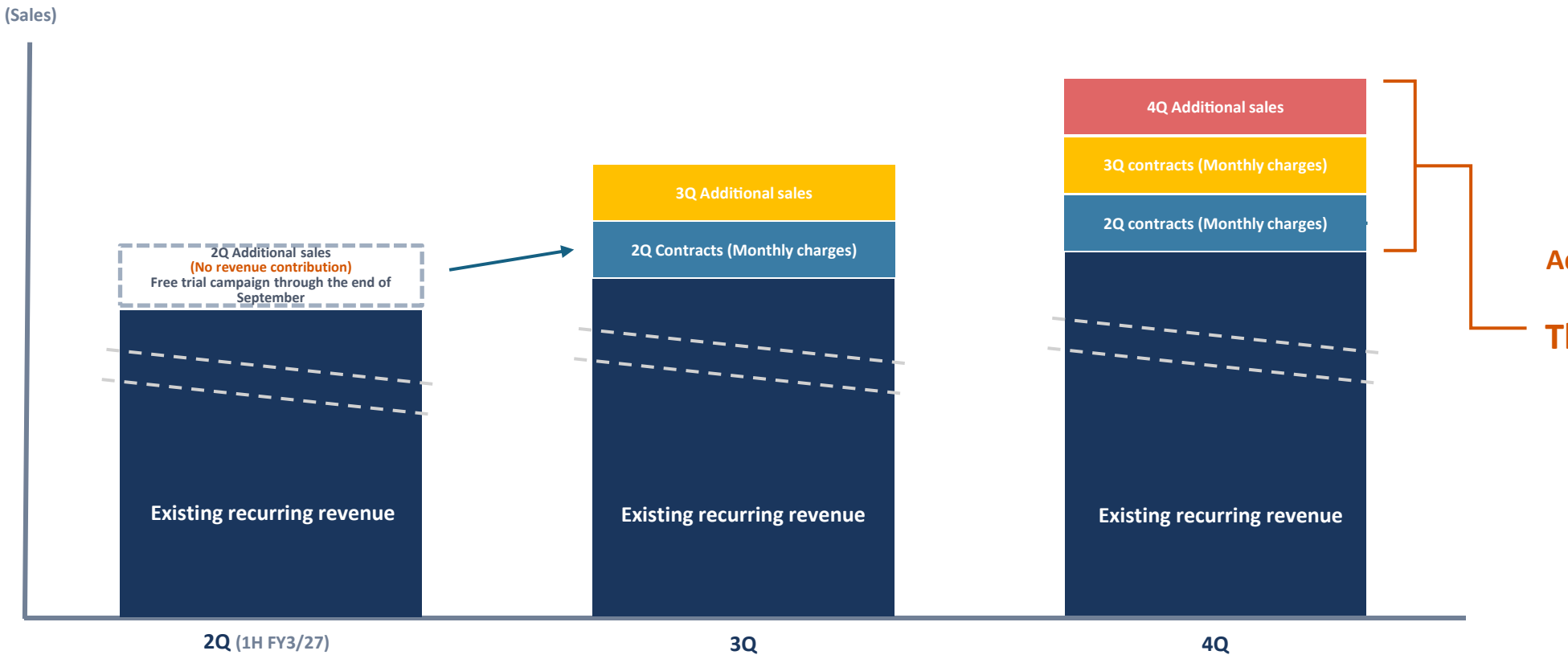
Monthly charging for AI Shalom began with October usage, adding subscription fees to existing recurring revenue

- Through the end of September, we focused on acquiring early customers through a promotion that waived both set-up and monthly fees. As a result, AI Shalom contributed no revenue in the first half.

Transition to paid subscriptions and growth in recurring revenue

AI Shalom subscription fees add to our stable recurring revenue base, increasing average revenue per user (ARPU).

*This graph illustrates how recurring revenue builds over time. Actual revenue proportions may differ.



[AI Shalom]
Add-on Revenue (Higher ARPU)

The goal is growth in net sales and profitability improvement

AI Shalom development roadmap and team structure

Aim to establish a competitive advantage by expanding AI Shalom's capabilities in stages and developing features tailored to the day-to-day work of labor and social security attorneys.

Start supporting administrative procedures and gradually expand into other areas

Name	Major tasks	Target release window
Procedure assistance agent	New employee/retirement procedure	✓Released in Jul. 2026
	Electronic application check Enrollment in and withdrawal from social insurance and employment insurance	✓Released in Sep. 2026
	Changes in dependents	Winter 2026
Salary assistance agent	Input of hours worked	✓Released in Sep. to Oct. 2026
	Wage statistics, resident tax data import, etc.	Winter 2026 to Spring 2027
Labor insurance assistance agent	Outsourcing management/assistance for fiscal year change	Winter 2027 or after
Social insurance assistance agent	Changing calculation month, management of childbirth time off, etc.	Winter 2027 or after
Employment assistance agent	Management of child care time off procedure, continued employment benefits for older workers, nursing care leave benefits, etc.	To be determined

*Development plans and release timing are subject to change.

Direct channel for user feedback to the development team

Koko AI: New features and user requests

- Feedback channel: Users can request features anytime via a dedicated support site form.
- Development process: User ideas and requests go straight to the development team for review.

AI Shalom Subcommittee: Improvement of existing functions

- Dialogue platform: Direct discussions between users and our development team
- Development process: Listening to on-site "make it more user-friendly" requests and organizing them into specific improvement demands

"A development process focused on going beyond simply listening to user requests and turning them directly into product improvements"
We use feedback from users to develop features that fit their day-to-day workflows.

05

CuBe Business

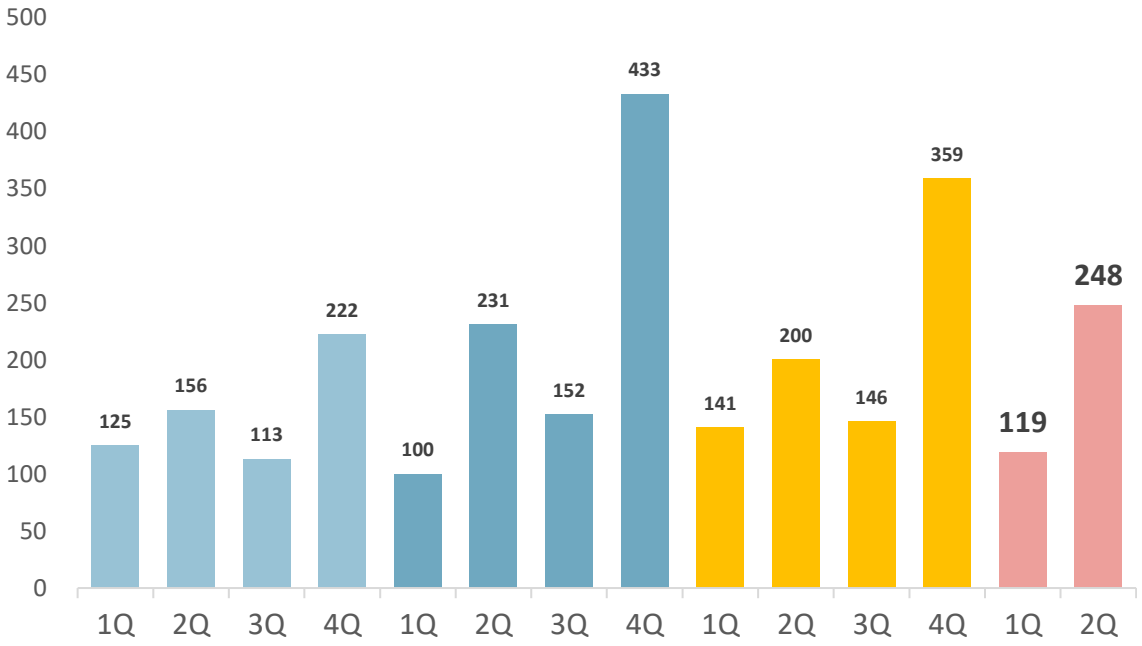
Net sales and operating profit

First half profit

(Operating loss in 1H FY3/26)

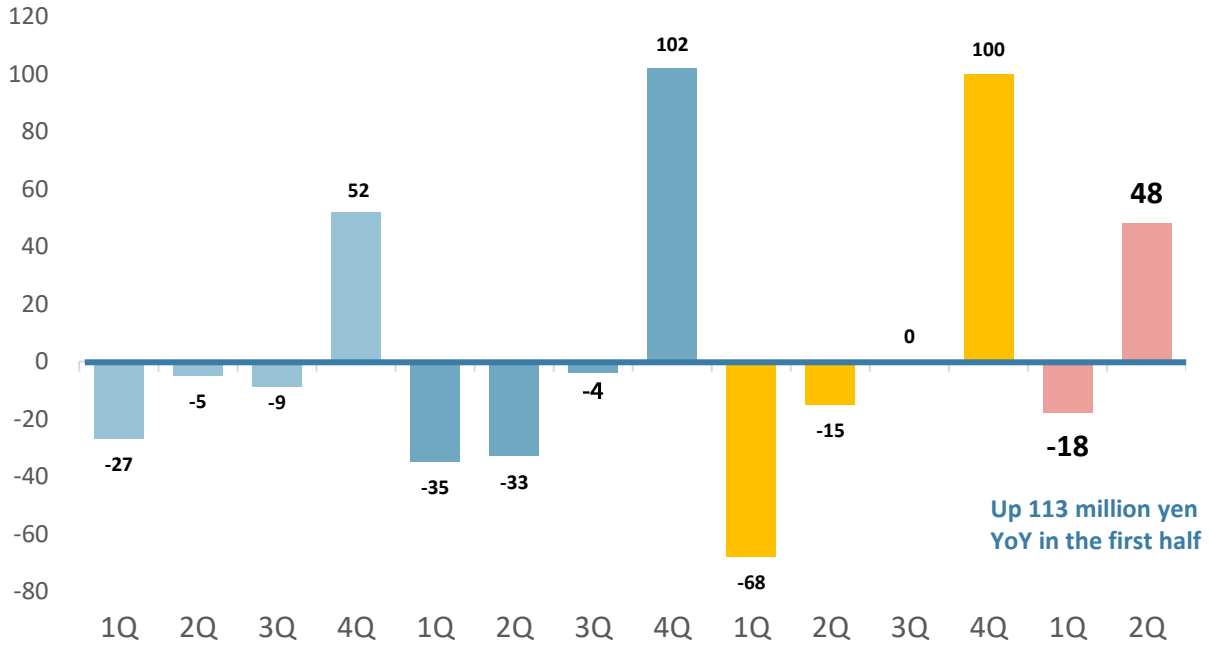
Some sales that are typically concentrated in 4Q were recognized in 2Q, helping **lift net sales to 248 million yen.**
The impact of unprofitable projects from the previous fiscal year ran its course, and tighter project management kept subcontracting costs in check.
Improved profitability led to a turnaround, with **operating profit rising sharply to 48 million yen.**

Net sales



Operating profit

*After deducting amortization of goodwill



Unit: Millions of yen

*Segment sales and operating profit on this page include intersegment transactions.

06

Key Initiatives for the First Half of FY3/27

Marketing and promotional initiatives

Shalom House case study seminars featuring adopting firms and their clients

In the first half, we held six seminars showcasing how firms use Shalom House, with clients sharing why they adopted it and the benefits they saw.









Promoting the AI Shalom launch and generating leads

We held AI-focused seminars in May, June, and September, with sessions on how labor and social security attorneys can use AI and an introduction to AI Shalom.





The three seminars drew **711 registrations and 515 attendees.** In June and September, we offered attendees special incentives to encourage participation in the AI Shalom campaign.

Post-seminar surveys generated **numerous questions and requests that showed strong interest in adopting AI Shalom.**

Marketing and promotional initiatives

Labor Insurance Administrative Association Summit 2026: Held on Thursday, July 23

The summit gave labor insurance administrative associations a forum to share practical examples of how to address common challenges and hear the latest updates on the AI agent designed for them.



In-Person and Online Combined: **214 registrations and 181 attendees**

Highlights from the Attendee Survey

“The summit helped us clarify the challenges each association faces and share them with one another.”

“We have high expectations for the development and adoption of AI Shalom.”

The survey confirmed that labor insurance administrative associations want to streamline their operations and are interested in AI features.

Shalom User Training Sessions: Held eight sessions in the first half, in Osaka, Tokyo, Fukuoka, Hiroshima, Niigata, Aichi, Kagawa, and Miyazaki

Through hands-on training and discussions with existing users across Japan, we helped them make better use of Shalom in their daily work and strengthened customer relationships.







07

Consolidated Earnings Forecast

Financial summary (consolidated)

Net sales reached 1,578 million yen, or 47.8% of the full-year forecast, marking steady progress.
Operating profit reached 70.6% of the full-year forecast, while profit attributable to owners of parent reached 72.5% of its full-year forecast.
Cost control and other measures supported solid first-half earnings, keeping full-year results on track to meet the forecast.

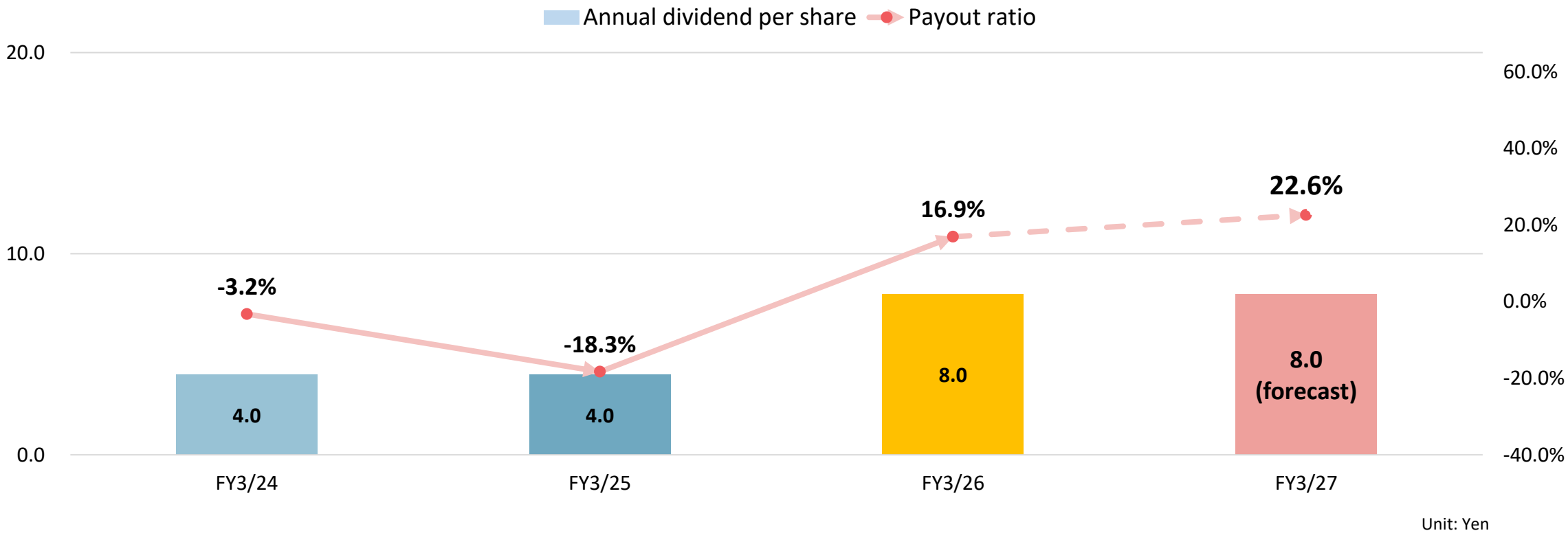
	1H FY3/27 Actual	FY3/27 Forecast*	Progress Rate
Net sales	**1,578**	**3,300**	**47.8%**
Gross profit	**834**	**1,627**	**51.3%**
Gross margin	**52.9%**	**49.3%**	**-**
Operating profit	**190**	**270**	**70.6%**
Operating margin	**12.1%**	**8.2%**	**-**
Profit attributable to owners of parent	**139**	**192**	**72.5%**

*Announced on May 8, 2026 with the earnings release

Unit: Millions of yen

Dividend forecast for FY3/27

Our basic policy is **to pay dividends while placing emphasis on the consistent distribution of earnings to shareholders**.
In FY3/26, the dividend was raised to the level before the reduction due to the recovery in earnings.
For FY3/27, although the outlook is for a profit, no change in the dividend is planned from the standpoint of maintaining the proper balance concerning financial soundness and investments for growth.



Unit: Yen

08

Security Basic Policy

Basic policy for upgrading security and external certifications

CIS Control Version 8

The basic policy for security was established by using the CIS Controls (V8) of the U.S. Center for Internet Security as the basis.

Control 01. Inventory and Control of Enterprise Assets

Control 02. Inventory and Control of Software Assets

Control 03. Data Protection

Control 04. Secure Configuration of Enterprise Assets and Software

Control 05. Account Management

Control 06. Access Control Management

Control 07. Continuous Vulnerability Management

Control 08. Audit Log Management

Control 09. Email and Web Browser Protections

Control 10. Malware Defenses

Control 11. Data Recovery

Control 12. Network Infrastructure Management

Control 13. Network Monitoring and Defense

Control 14. Security Awareness and Skills Training

Control 15. Service Provider Management

Control 16. Application Software Security

Control 17. Incident Response Management

Control 18. Penetration Testing



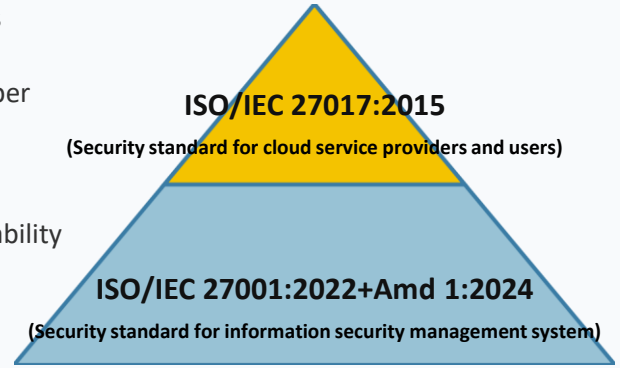
Cloud security certification

ISO/IEC 27017: 2015 certification

MKSystem has received standard ISMS (ISO/IEC 27001/2022) certification and certification for management systems and proper implementation of these systems concerning cloud services. These certifications give users even more reason to use MKSystem services with confidence.

Benefits of certifications

- Reduces risk involving cloud services
- Organizational structure for the proper provision and use of cloud services
- Certifications increase MKSystem's internal/external reputation for reliability



Certification date	Certification numbers
September 5, 2026	IS414, CLS025

09

Service Overview

Our mainstay service (Shalom)

Shalom

A system for labor and social security attorney offices
For number one and two tasks performed solely by social security attorney offices

Tasks performed by labor and social security attorneys

No. 1 tasks

Preparation of reports submitted to govt. agencies and agency services for clients

No. 2 tasks

Preparation of accounting ledgers in accordance with labor and social security laws and ordinances

No. 3 tasks

Labor management and social security consultations and guidance (consulting tasks)

Client company

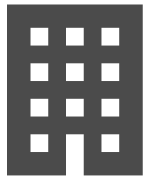
Company A staff　Company B staff　Company C staff



Labor and social security attorney office



Administrative agencies

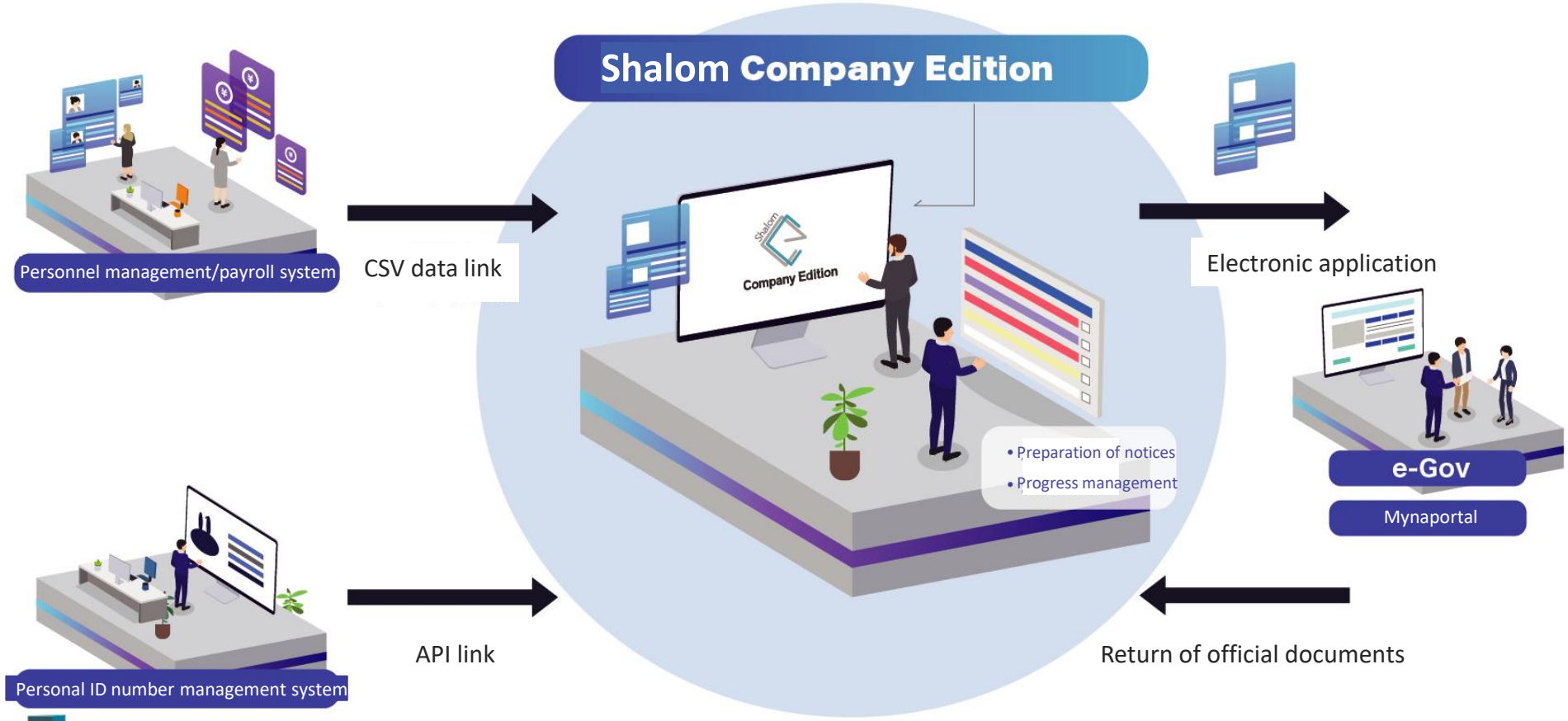


Public Employment Security Office (Hello Work) , Pension office, Japan Health Insurance Association (Kyokaikenpo), Labor Standards Inspection Office, Health Insurance Society

Our mainstay service (Shalom Company Edition)

Shalom Company Edition

A version of Shalom for companies that is fully compatible with making e-applications mandatory at large companies
Allows performing internally all application procedures for unemployment and social security insurance



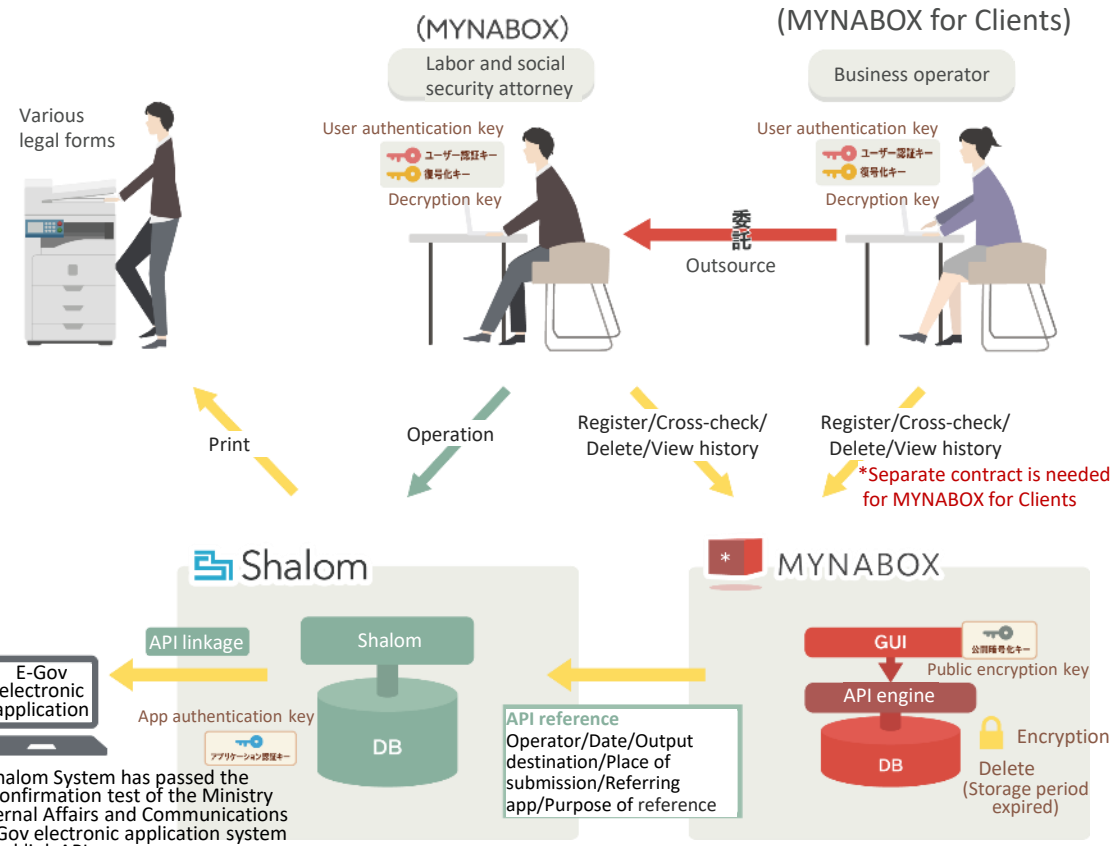
*Shalom series personal ID number management system
*Can be linked with products of other companies (consultation required)

Our mainstay service (MYNABOX)

MYNABOX

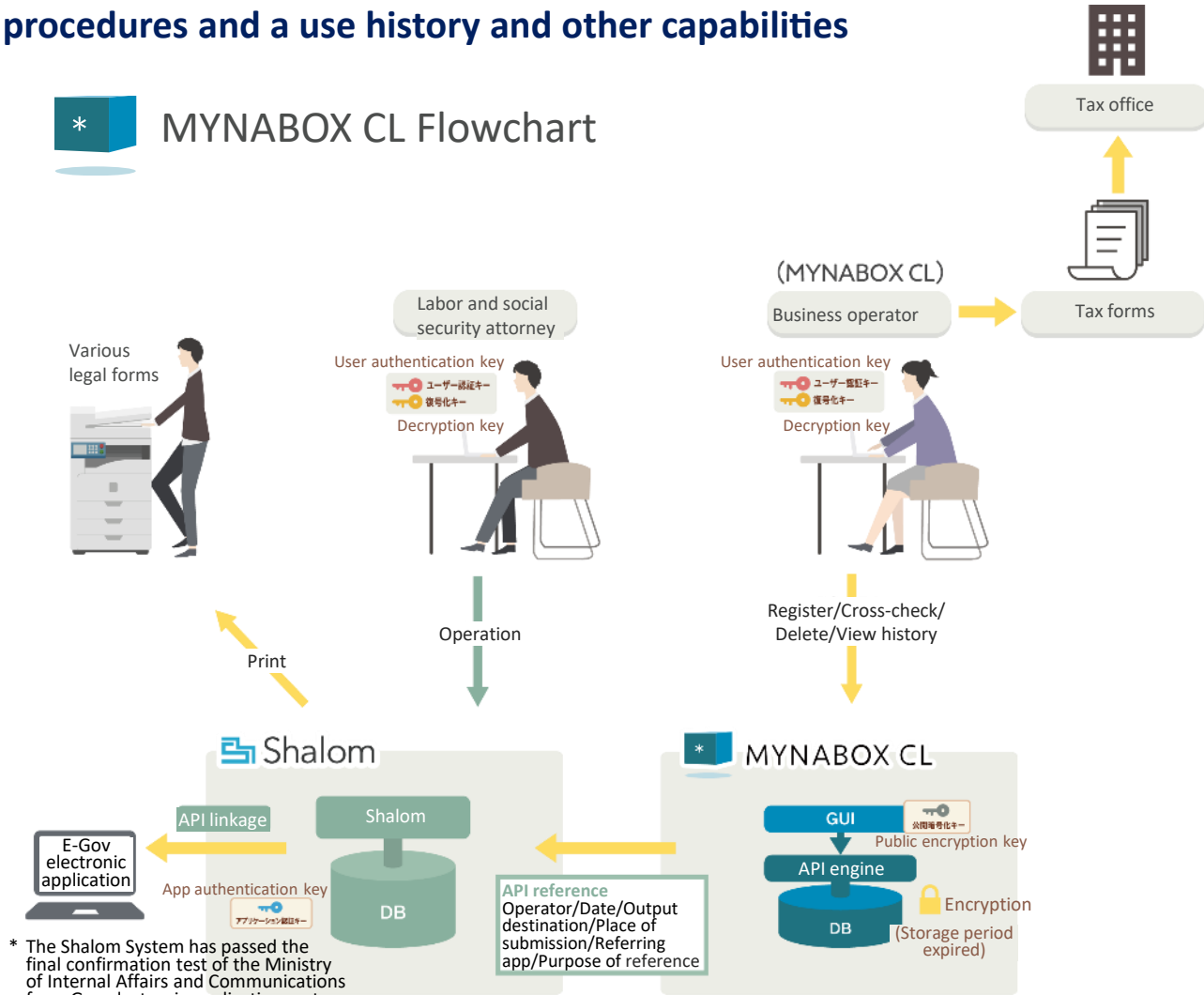
A personal ID number management system that can be used with Shalom
Links with a variety of procedures and a use history and other capabilities

MYNABOX Flowchart



* The Shalom System has passed the final confirmation test of the Ministry of Internal Affairs and Communications for e-Gov electronic application system external link API

MYNABOX CL Flowchart



* The Shalom System has passed the final confirmation test of the Ministry of Internal Affairs and Communications for e-Gov electronic application system external link API

Our mainstay service (Net de Komon)

ネットde顧問

A web application for use with Shalom
Use with master data recorded in Shalom

Concerned about erroneous transmission?

Can process with correct information.







One step payroll calculation by linking with work attendance data

Can be accessed anywhere and anytime (Smartphone access)

Net de Shugyo

Real time access to employee's work attendance data. (Smartphone access)

Working time record

Net de Chingin

Uses the same payroll accounting system as that of labor and social security attorney offices. Cuts back payroll accounting steps.

Net de Meisai

Paperless payroll slips. Realizes labor saving in stroke.

Net de Uketsuke

Place orders with labor and social security attorneys on the web.

Data sharing among employees

Net de Daicho

Employee data managed at labor and social security attorney offices can be accessed around the clock throughout the year

Net de Kisoku

Facilitates safety management by disclosing labor/employment regulations on the Web

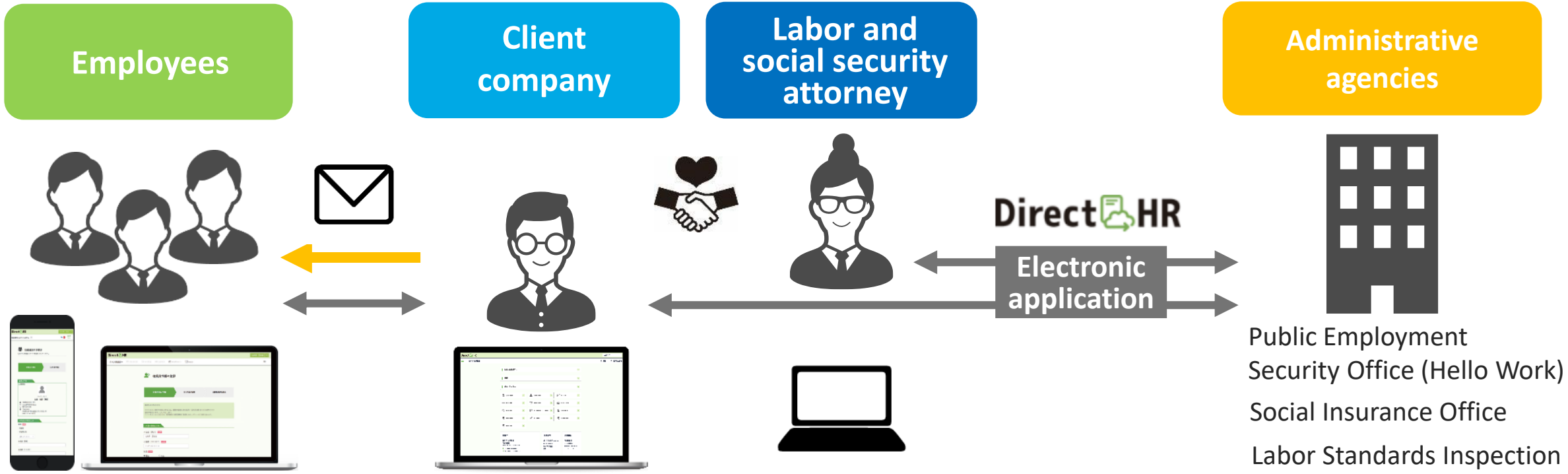
Net de Schedule

Management of business communication, in-house events, and personal schedules

Our mainstay service (DirectHR)

DirectHR

Centralized management using the cloud for all applications submitted by employees during their entire time at the company, including for events like childbirth. Smartphones and PCs can be used for applications. Handles everything from data input to e-applications.



New employment, retirement, addition/deletion of dependents, change of name and address, transfers, employment contracts, senior employment subsidy, start/end of child birth/care leave, nursing care payment, change in monthly salary, basis for calculating monthly salary, insurance benefit payments, change of category, register/change of personal ID number, year-end tax adjustment, payroll slips

Our mainstay service (eNEN)

eNEN

Fully supporting year-end tax adjustment operations by reducing tax filling input and implementing progress management function

1. It makes the operation easy to understand!

The screen guides you “what to do,” “when to do,” and “how to do.”



2. Registered information is displayed from the start!

- The screen initially displays a form without redundant inputs.
- The system automatically calculates the deductible amount.
- The screen initially displays filling data of the previous year.

3. It reduces your workload at final submission!

- The system checks for your mistake.
- The system guides you what to submit.

Enhanced control with authority settings

Supporting business process of large companies and shared service providers!

Work environment with multiple personnel are classified into three elements (company, department, and person in charge).



Enhanced efficiency with progress management

It lets you know where the bottleneck is, thereby ensuring on-time delivery!

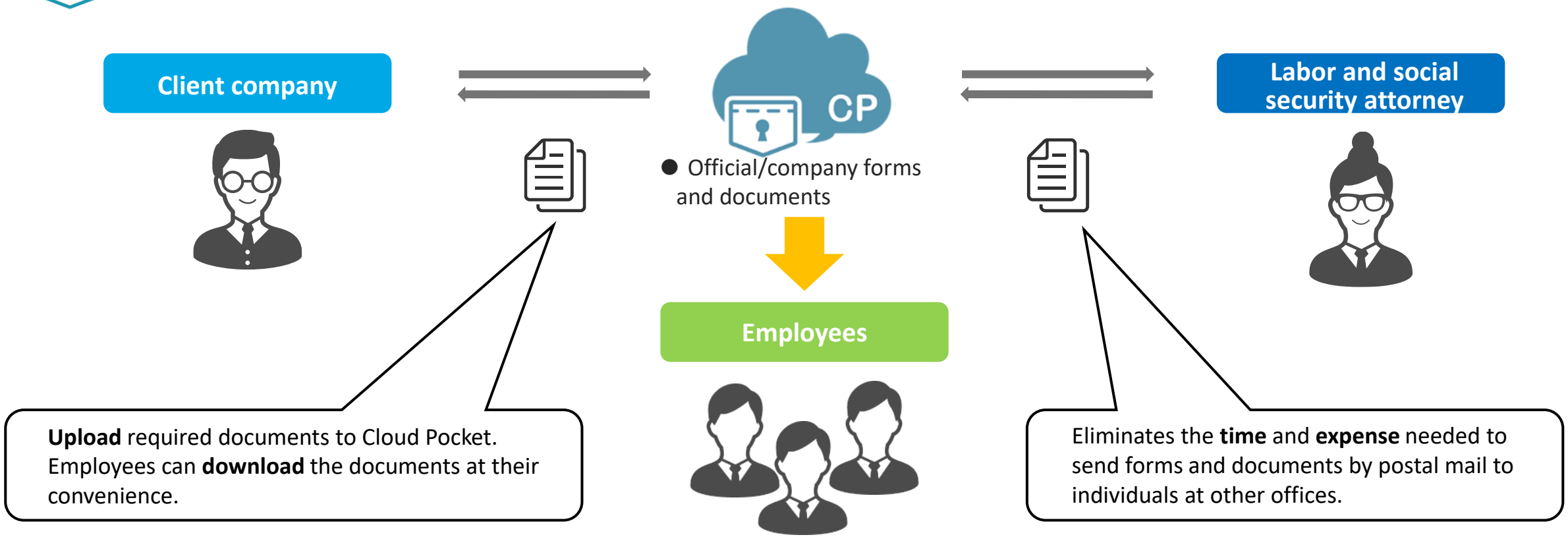
Progress of each process and the entire business process is managed on the system!



Our mainstay service (Cloud Pocket)

Cloud Pocket

For the safe and easy distribution and receipt of official documents. Greatly simplifies the distribution of job separation forms, benefit receipt qualification confirmation notices, workplace accident forms and other official forms as well as important company forms and other documents.



- ✓ Highly secure folders for individuals
- ✓ Big reduction in the need for postal mail and hand deliveries
- ✓ Also handles uploads from labor and social security attorney offices

Our mainstay service
(Contracted development type semi-customized services / CuBe Business)

MKSYSTEM Professional Internet Solution System

Business Net CuBe

Business process design + semi-customized system development
Accurate and flexible like the one for custom-built houses

Used by **half a million major company employees**. Your IT partner for the **reform of** human resources and general affairs **functions** as well as **for transition to DX**

人財CuBe Jinzai CuBe

Based on the job performance evaluation system, supports all the functions necessary for human resource development, self-personal performance assessment and human resource profiling

就業CuBe Shugyo CuBe

Covers all employee-related services, such as attendance management and payrolls and pay roll slip checks

精算CuBe Seisan CuBe

Supports all the functions required for internal fiscal management, including payment to business partners and reimbursement of employee expenses



Our mainstay service
(Contracted development type semi-customized services / CuBe Business)

人財CuBe

We are expanding our capabilities to support a wider range of HR operations at large companies.

The system handles the diverse and complex HR systems and processes of large companies, supporting everything from performance evaluation to employee development, placement, and career development.



Target management



Performance management



360-degree performance reviews Engagement surveys



Human resource profile



Self-assessment and career plan



Internal job postings and FA



Skill assessment and capability development



Training program management



Personnel transfer approvals



Personnel change/promotion recommendation and evaluation adjustment



Succession planning



Interview records and dialogue management

Our mainstay service (GooooN / CuBe Business)

- GooooN supports employee growth with a focused set of essential development features in a simple system that small and midsize businesses can easily implement and use.



Target & performance management

Transparent performance evaluations based on accurate supervisor-employee communications result in a greater acceptance and understanding of evaluations. Prevents the hollowing out of evaluation systems and facilitates the establishment of effective training programs.



Self-assessment / Career plan

Individuals submit their goals and discuss them with supervisors for the purpose of creating a medium/long-term career plan. This function also helps increase employee retention.



Human resource profile inquiry

Necessary personnel info can be disclosed with confidence at work sites due to the control of authorizations for specific disclosure levels. The result is training and development centered on each employee's location and even stronger lines of communication.





360-degree performance reviews

Performance reviews incorporate many perspectives by including supervisors as well as coworkers, subordinates, people in other departments, and others who can provide meaningful input.

Engagement survey

These surveys are used for a diagnosis based on an engagement improvement mechanism. Surveys reveal the locations of bottlenecks that prevent increasing engagement.

*The engagement survey is available through integration with NTT ExC Partner's Engagement PRO service.



The plans, estimates and other forward-looking statements contained in this material are forecasts based on information available at the time this material was prepared, and these statements include risk and uncertainty. Actual performance may differ from these statements due to changes in business environment and other factors. In addition, as certain information within this material is quoted from publicly available information, its accuracy is not guaranteed.

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Kiyoshi Takemoto, Director, General Manager of Business Administration Division

Please use the form in the Shareholder/Investor Information section of the MKSystem website to submit questions and comments involving investor relations.

MKSYSTEM
Professional Internet Solution System