Financial Update

Full Year FY2/2026

Terrasky Co., Ltd.

TSE: 3915

April 14, 2026


FY26
Consolidated Financial Results

Highlights

FY26 Results

- **Consolidated net sales** increased by 13.5% year-over-year ("Y/Y") , achieving 100.6% of the revised plan. Benefiting from the continuously expanding domestic DX market, TerraSky on a non-consolidated basis and most consolidated subsidiaries achieved double-digit growth. Quemix (quantum computing) also maintained high growth.
- **Consolidated operating profit** increased by 7.4% Y/Y, exceeding the revised plan with an achievement rate of 111.2%. This was driven by profit improvements at LiberSky, Technologies, Quemix, and Cuon, alongside improved management efficiency from the group reorganization and cost improvement measures in TerraSky's Solutions business.

FY27 Outlook

- **Consolidated net sales** are planned at JPY 34.3 billion, a 22.4% increase Y/Y. We expect this to be driven by the expansion of large projects through our alliance with NTT DATA, which began contributing to earnings in Q4 FY26, as well as the positive effects of our partnership with Mizuho Bank and the group reorganization.
- **Consolidated operating profit** is planned at JPY 2.5 billion, a 62.9% increase Y/Y. We anticipate an increase in profit margins resulting from larger project sizes—primarily driven by our partnerships with NTT DATA and Mizuho Bank. Furthermore, we expect improved management efficiency from the group reorganization and cost savings from large-scale events to contribute to the profit growth.

Revision of Shareholder Return Policy and Dividend Plan

- FY2/2026: Inaugural dividend of JPY 16 per share.
- FY2/2027: Dividend per share (DPS) forecast at JPY 17 (an increase of +JPY 1).

KPI Summary

Net sales

FY26 | ¥28.0B
+13.5% Y/Y

FY27E | ¥34.3B
+22.4% Y/Y

Operating profit

FY26 | ¥1.5B
+7.4% Y/Y

FY27E | ¥2.5B
+62.9% Y/Y

Number of Employees

FY26 | 1,614
+142 Y/Y

FY27E | 1,871
+257 Y/Y

Solution business
Existing vs. New Client Ratio

83.1%

Product business
The Percentage of Subscription

89.6%

The Percentage
of Engineer

Approx. 74.8%


FY26
Consolidated Financial Results

FY26 Consolidated Financial Summary

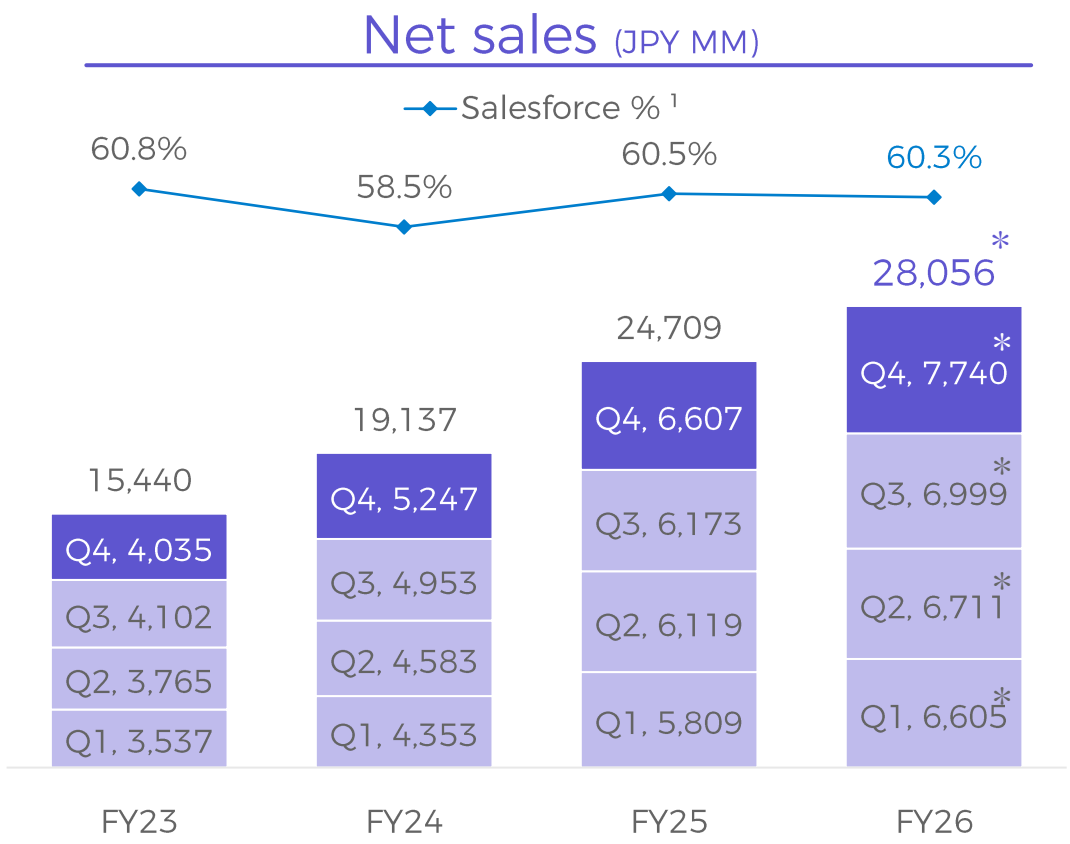
(JPY MM)	FY25 Results	FY26 Results	Y/Y Change JPY	Y/Y Change %	FY26 Forecast (As of Jan. 14)	Change					
Net sales	24,709	* 28,056	+3,346	+13.5%	27,901	1Q 6,605	2Q 6,711	3Q 6,999	4Q 7,740		100.6%
Cost of sales	18,034	20,584	+2,549	+14.1%	-					-	-
Margin	73.0%	73.4%	-	+0.4pp							
SG&A expense	5,222	5,912	+689	+13.2%	-					-	-
Margin	21.1%	21.1%	-	(0.1)pp							
Operating profit	1,452	* 1,560	+108	+7.4%	1,402	1Q 316	2Q 309	3Q 241	4Q 691		111.2%
Margin	5.9%	5.6%	-	(0.3)pp							
Ordinary profit	1,603	* 1,727	+123	+7.7%	1,486	1Q 350	2Q 351	3Q 313	4Q 711		116.2%
Margin	6.5%	6.2%	-	(0.3)pp							
Net profit attributable to TerraSky	1,018	1,572	+553	+54.4%	1,366	1Q 213	2Q 193	3Q 662	4Q 502	-	115.1%
Margin	4.1%	5.6%	-	+1.5pp							
EBITDA**	78.94	121.81	42.86	54.3%	-					-	-
EPS (yen)	1,959	2,311	352	18.0%	105.89					-	115.0%
ROE (%)	9.2	13.3	-	-	-					-	-

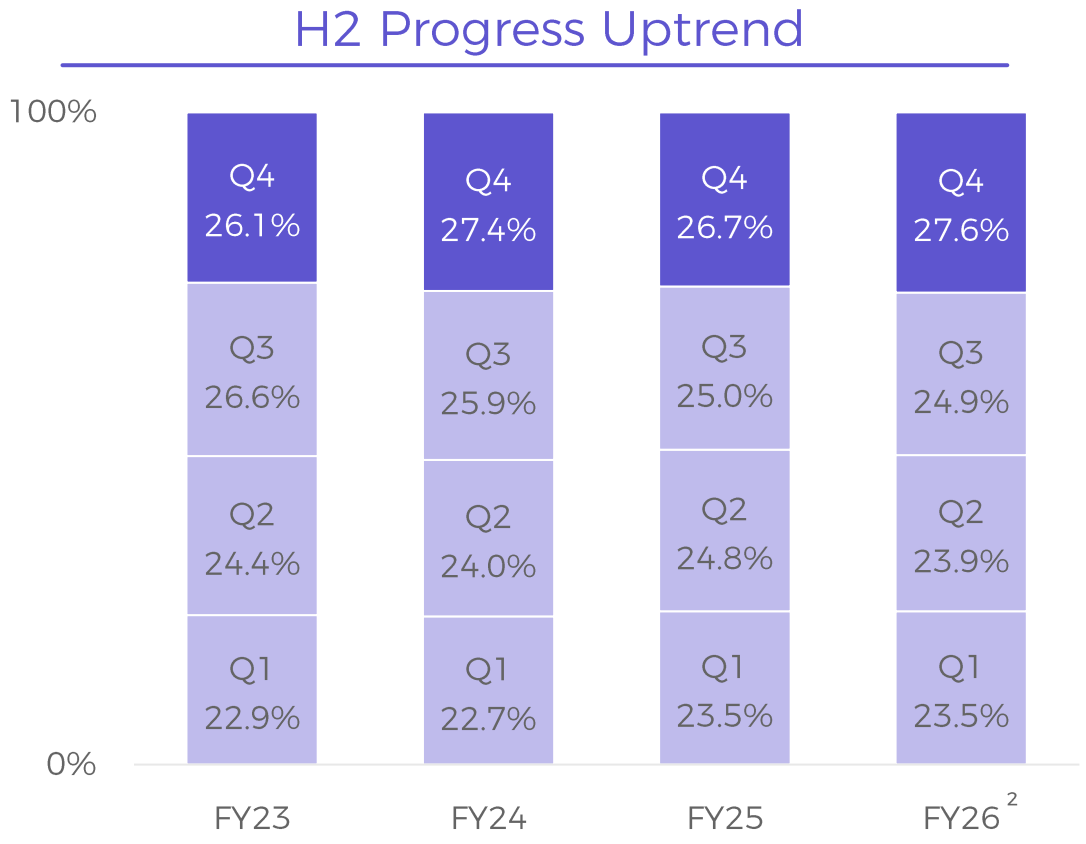
* Record High

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Consolidated Net Sales

- Consolidated net sales in Q4 were driven by the initial contribution of NTT DATA projects, as well as seasonal factors in TerraSky's non-consolidated Solutions business. These seasonal factors include (1) the maximization of project man-hours toward the fiscal year-end, and (2) full-scale billable operations of new graduates following their full assignment.





* Record high

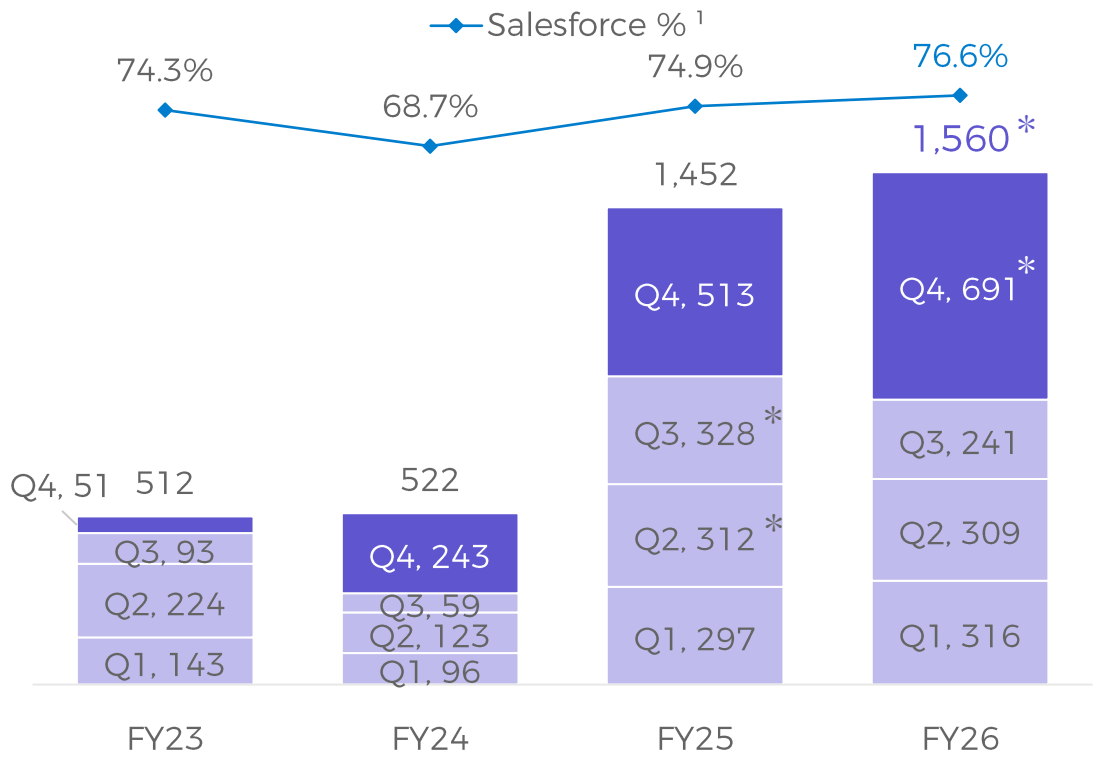
[1] As of FY26 Q3, the Salesforce % is calculated against the total amount including Salesforce, IaaS, and others (e.g., Quemix, Terra Sky Ventures).

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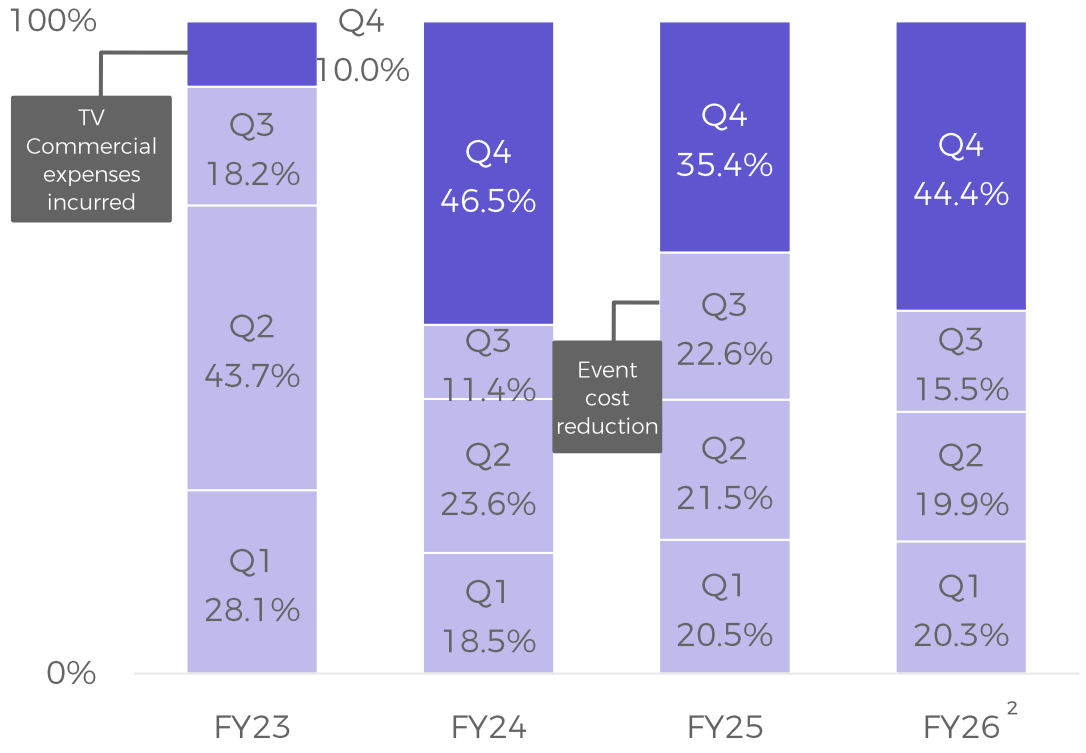
Consolidated Operating Profit

- For the full year, profit improvements at LiberSky, Technologies, Quemix, and Cuon contributed to our overall performance.
- On a quarterly basis, the positive effects of the group reorganization began to materialize, alongside profit contributions from a large-scale project at LiberSky and an improved profit structure at Quemix. Furthermore, seasonal factors in TerraSky's non-consolidated Solutions business progressed as planned, and outsourcing costs were successfully controlled following a shift toward an operations structure primarily driven by internal resources starting in Q3.

Operating Profit (JPY MM)



Progress Weighted Toward Q4



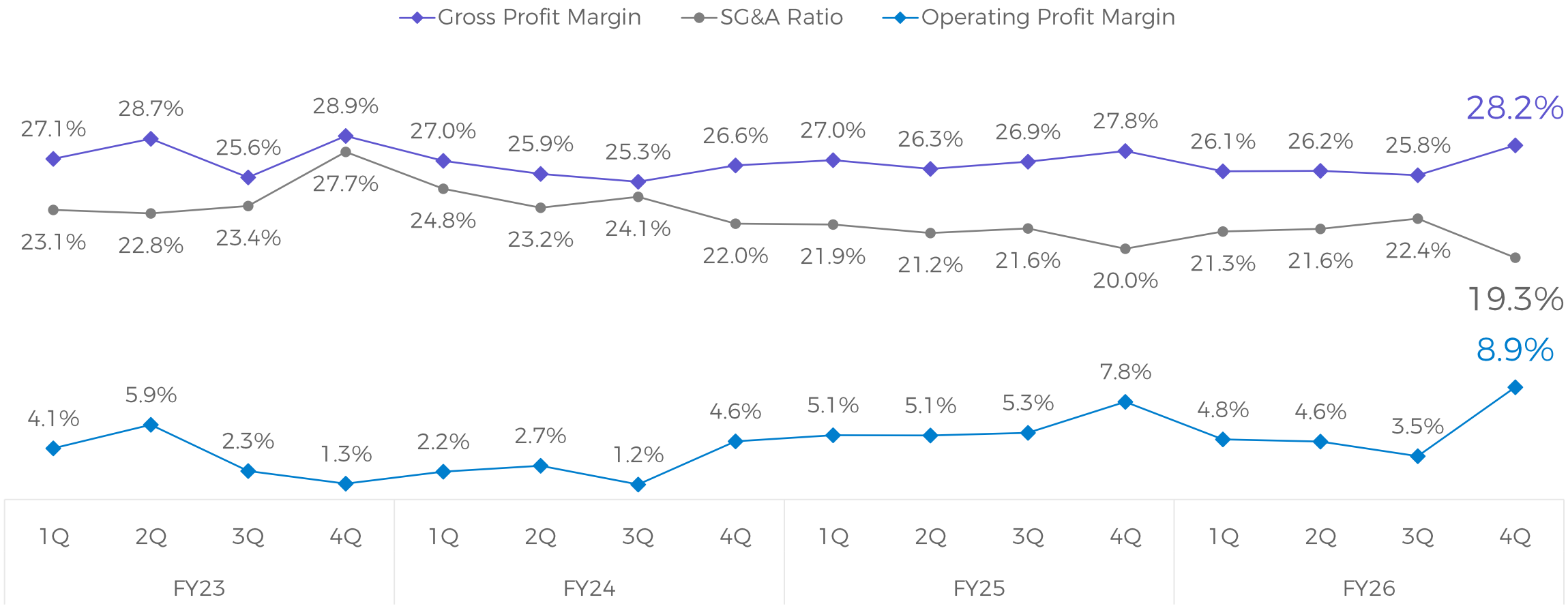
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Profit Margin Trends

- Profitability improved due to several key factors: cost reduction measures through optimized operational structures at TerraSky (non-consolidated) since Q3, enhanced management efficiency from group reorganization, and higher margins driven by revenue growth at Libersky, Quemix, and Cuon.



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FY26 Consolidated Balance Sheet

(JPY MM)	As of Feb. 28, 2025	As of Feb. 28, 2026	Change
Current assets	12,844	15,554	+2,709
Property, plant and equipment	400	432	+32
Intangible assets	1,246	1,711	+465
Investments and other assets	4,978	4,513	(464)
Non-current assets	6,625	6,658	+33
Total assets	19,470	22,212	+2,742
Current liabilities	5,724	6,426	+701
Non-current liabilities	905	819	(86)
Total liabilities	6,630	7,245	+614
Shareholders' equity	8,953	10,586	+1,633
Total net assets	12,839	14,967	+2,127

Key Factors for Change

Intangible assets:

- Increase in software assets for the product business

Investments and other assets:

- Decrease due to the sale of investment securities
- Increase in lease and guarantee deposits associated with preparations for the future headquarters relocation

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FY26 Consolidated statements of cash flows

(JPY MM)	FY25	FY26	Details
Cash flow from operating activities	1,558	1,763	• Increase in net income, valuation gain on KitAlive shares, and increase in gain on sales of investment securities.
Cash flow from Investing activities	(1,008)	(106)	• Increase in proceeds from sales of investment securities.
(subtotal) Free cash flow	549	1,656	
Cash flow from Financing activities	345	92	• Payments for acquisition of subsidiary shares, and proceeds from sales of subsidiary shares.
Cash and cash equivalents at end of period	6,512	8,265	

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FY26
Segment Results

Segment Information

Solutions business

Contract development and support for optimal systems utilizing cloud technology.

salesforce / Microsoft Azure / Google Cloud / IAS / powered by aws

Products Business

Development and provision of specialized cloud services and products.

mitoco / mitoco 会計 / mitoco AI / mitoco Work / mitoco X / SkyVisualEditor / OMLINE-1 / OMLINE-O

Segment Companies

Salesforce

TerraSky / TerraSky Technologies / TerraSky Thailand / CUON

IaaS

BeeX / Sky365 / LiberSky

Quantum computing

Quemix

Segment Company

Salesforce

TerraSky

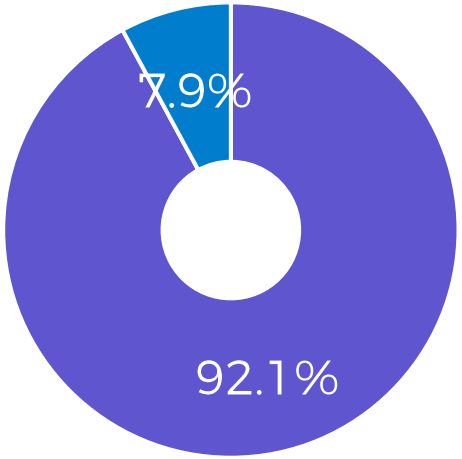
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Net Sales and Operating Profit Composition
Solutions Business vs. Products Business

Solutions Business
Products Business

FY25

Net sales



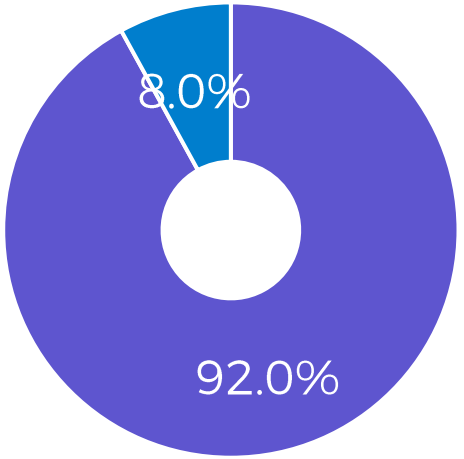
Segment profit



(68)MM

FY26

Net sales



Segment profit



(126)MM

** Segment totals exclude eliminations and corporate costs not allocated to segments.*

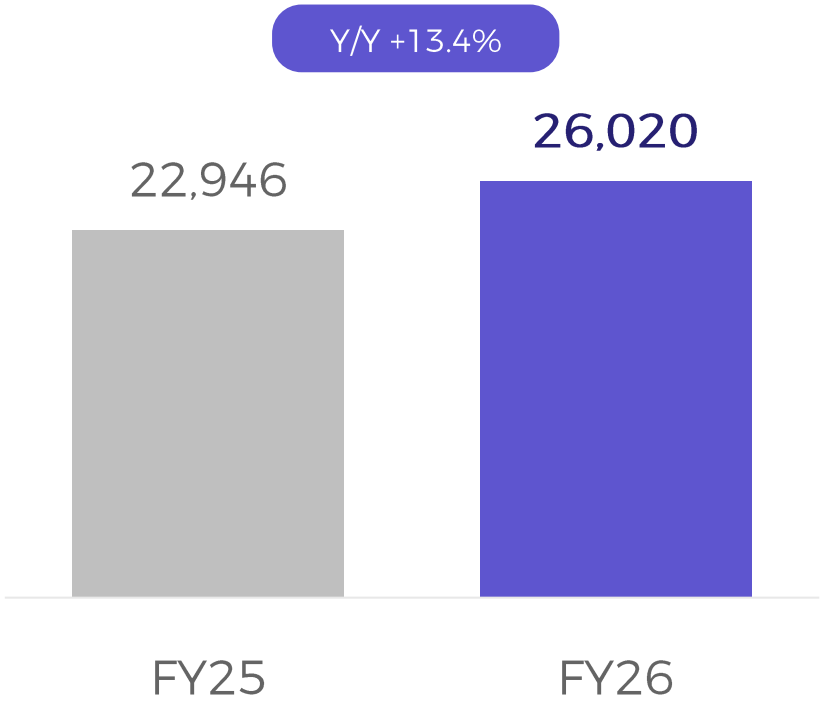
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Segment Results – Solutions business

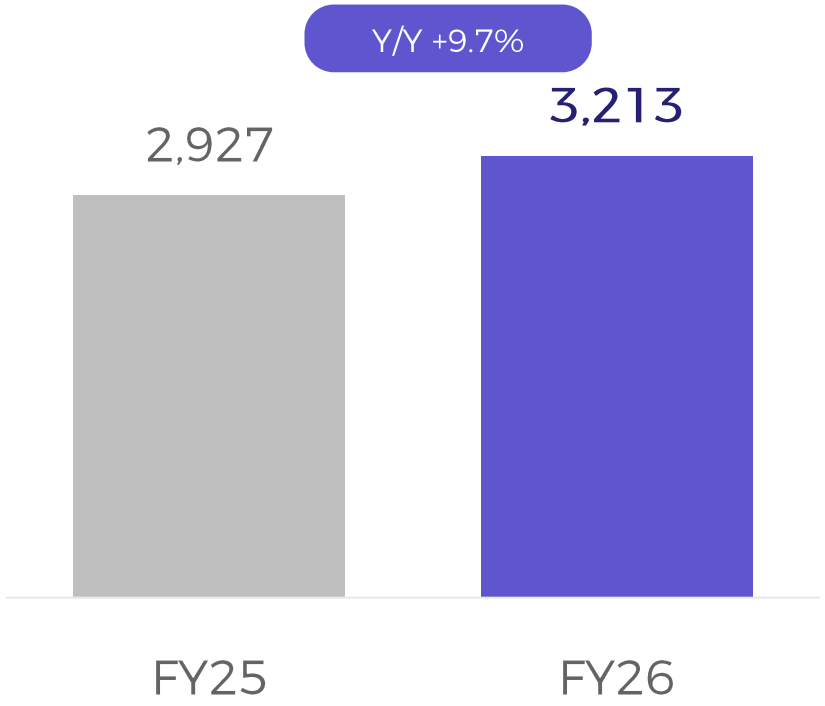
- **Full-year segment net sales** saw double-digit growth Y/Y across almost all consolidated subsidiaries, led by TerraSky (non-consolidated), backed by strong performance across Salesforce, IaaS, and quantum computing.
- **Full-year segment profit** increased Y/Y. While reorganization costs at TerraSky (non-consolidated) had an impact, the result was supported by several factors, notably the triple-digit growth at Cuon, Libersky, and TerraSky Technologies.

(JPY MM)

Segment Sales



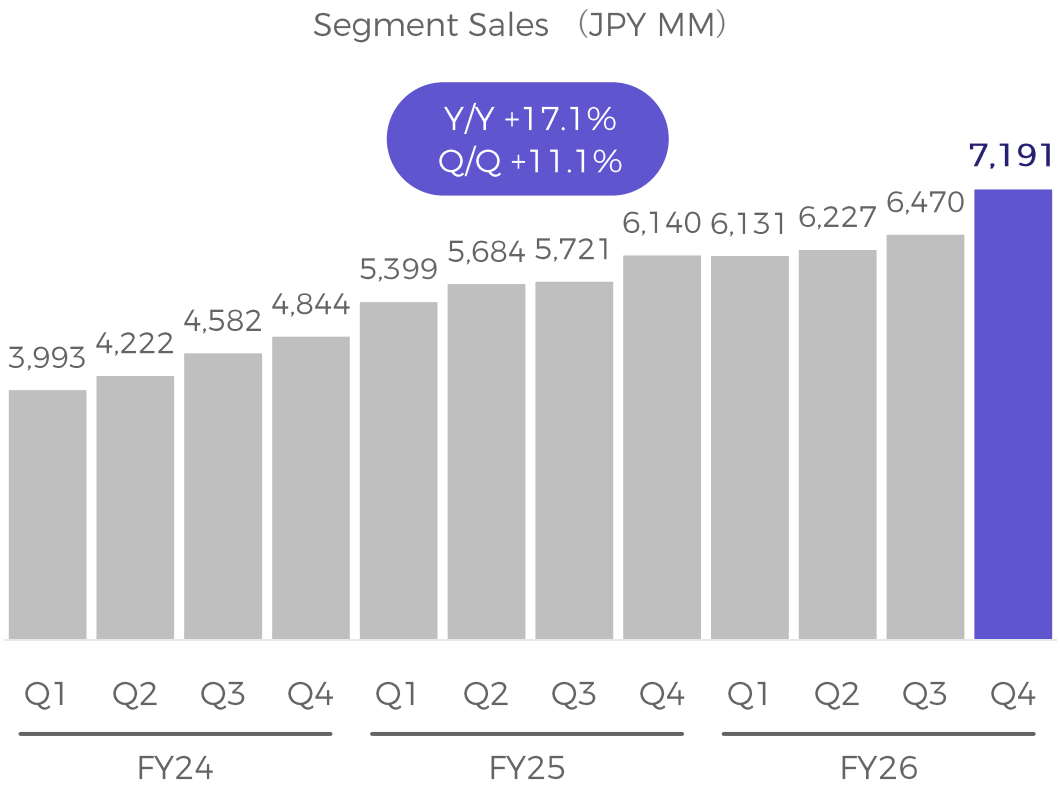
Segment Profit

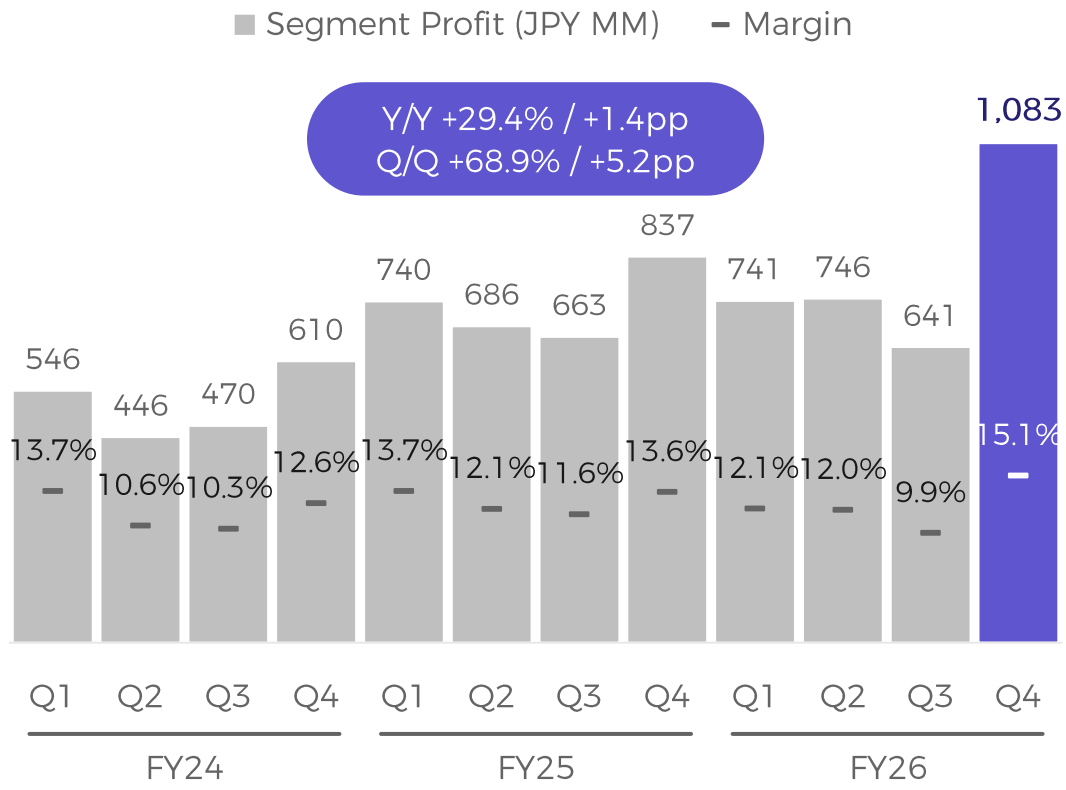


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Segment Results – Solutions business

- **Quarterly segment net sales** were driven by seasonal factors in TerraSky (non-consolidated), specifically (1) the maximization of project man-hours toward the fiscal year-end, and (2) the full assignment in Q4 of new graduate engineers who began their deployment in Q3. In addition, KitAlive, which recently became a consolidated subsidiary, started contributing to earnings this quarter.
- **Quarterly segment profit** was boosted by seasonal factors at TerraSky (non-consolidated), alongside successfully controlled outsourcing costs resulting from the shift toward an operations structure primarily driven by internal resources implemented since Q3. Furthermore, Quemix achieved profitability on a quarterly basis for the first time.





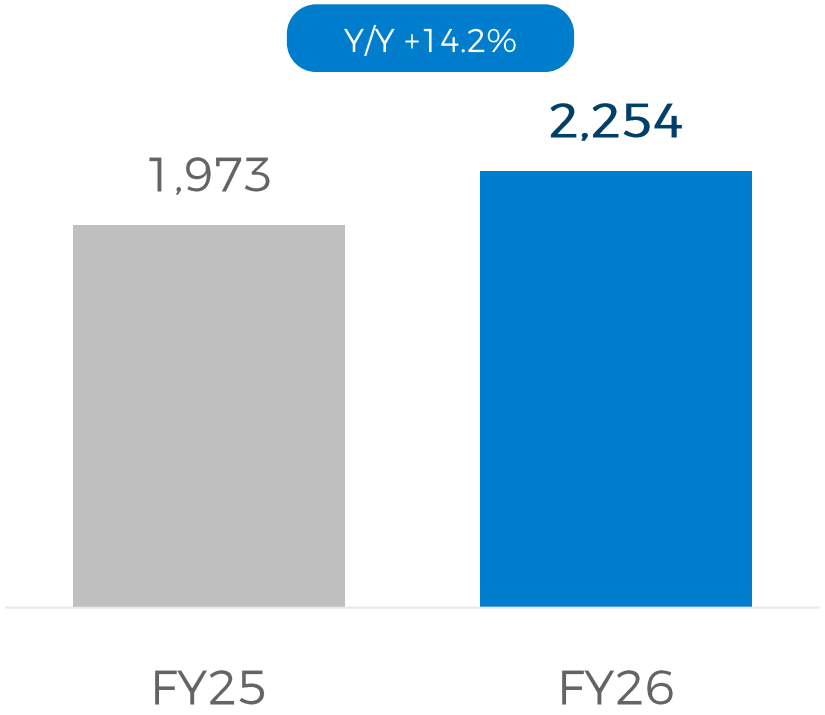
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Segment Results – Products Business

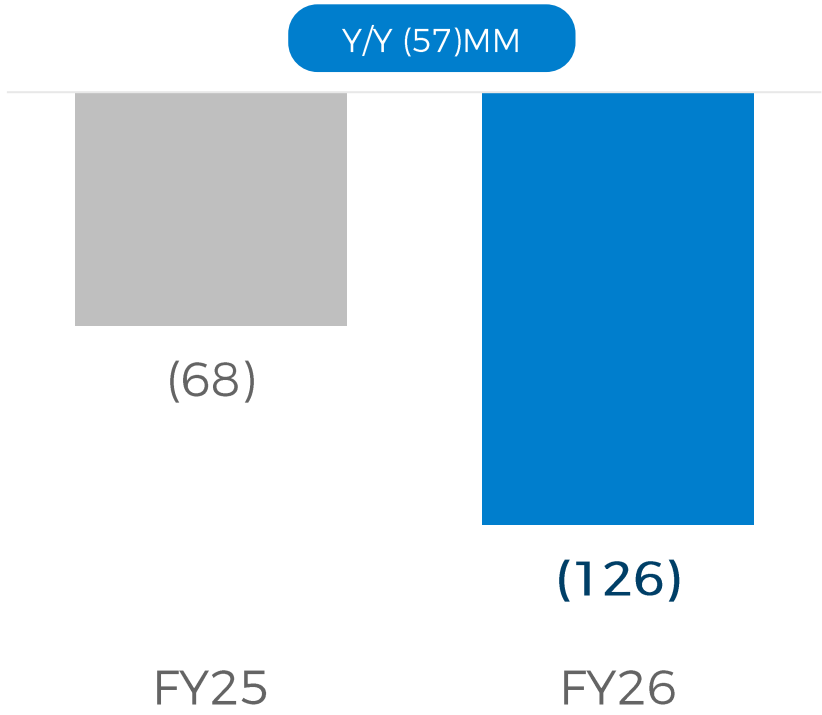
- Full-year segment net sales were driven by strong orders for AI-related products, such as mitoco Buddy and mitoco AI, in addition to continued Y/Y growth in subscriptions.
- The full-year segment loss was impacted by an increase in amortization expenses resulting from multiple releases and version upgrades of mitoco-related products.

(JPY MM)

Segment Sales



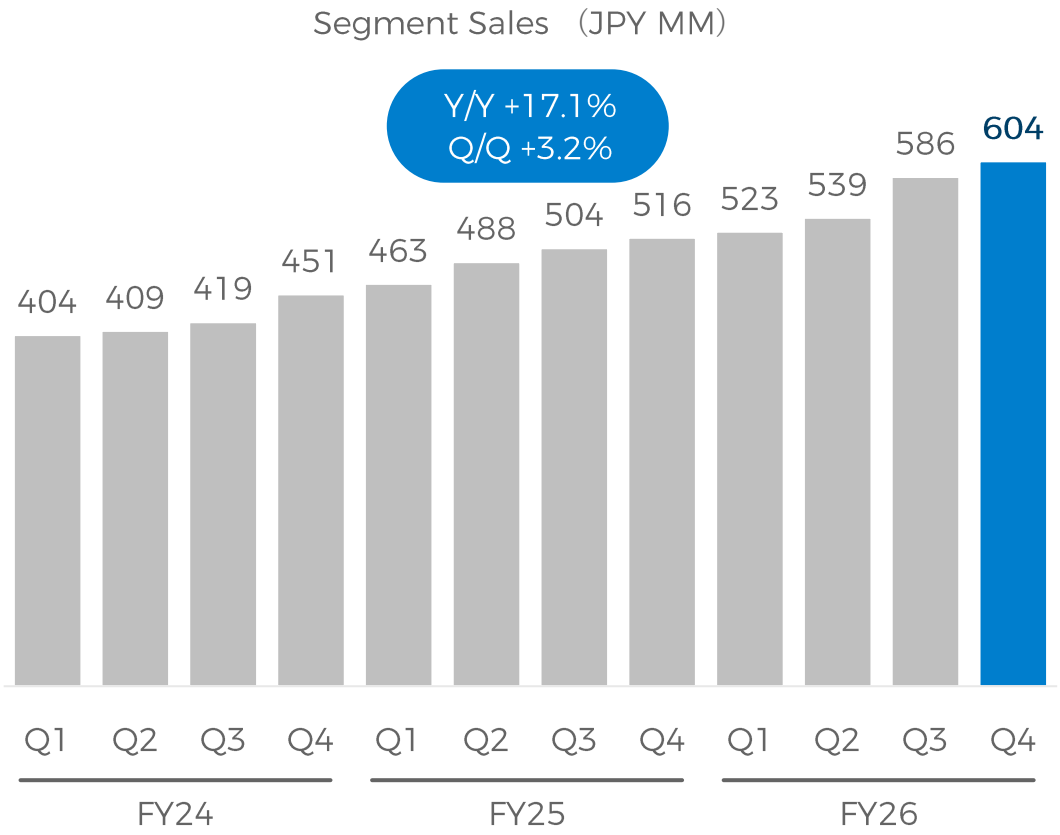
Segment Loss

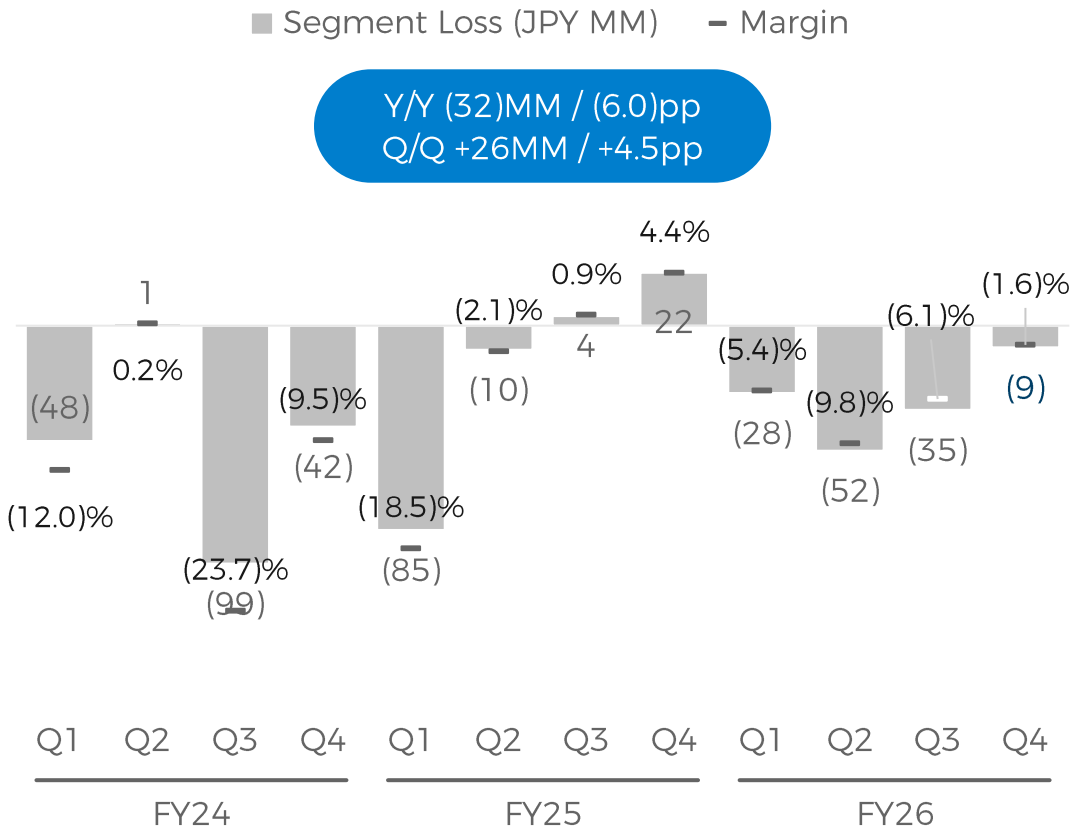


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Segment Results – Products Business

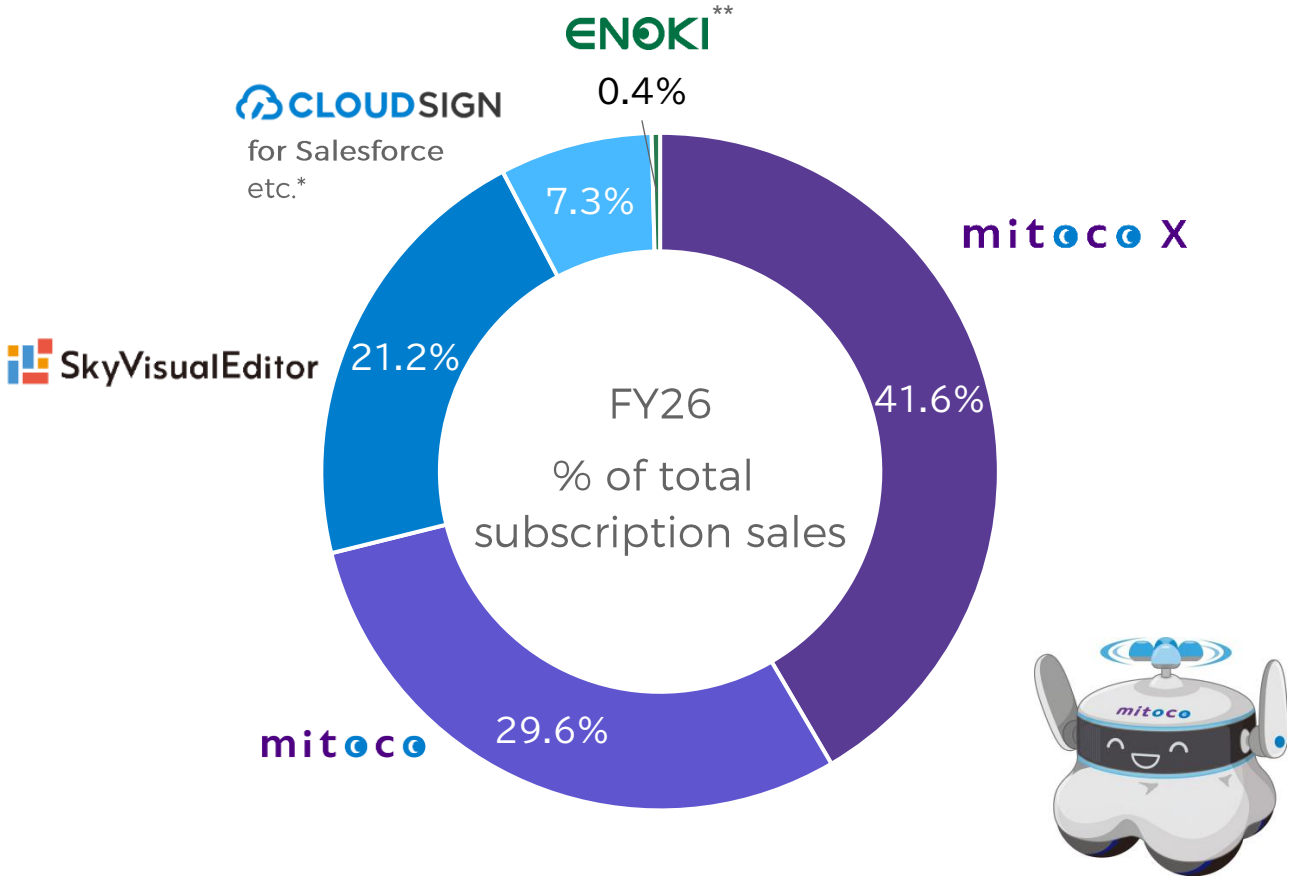
- Quarterly segment net sales achieved double-digit Y/Y growth for nine consecutive quarters, driven by increased support for mitoco Accounting and the strong performance of mitoco AI-related products.
- The quarterly segment loss has been narrowing on a quarterly basis since Q2, driven by the steady accumulation of net sales.





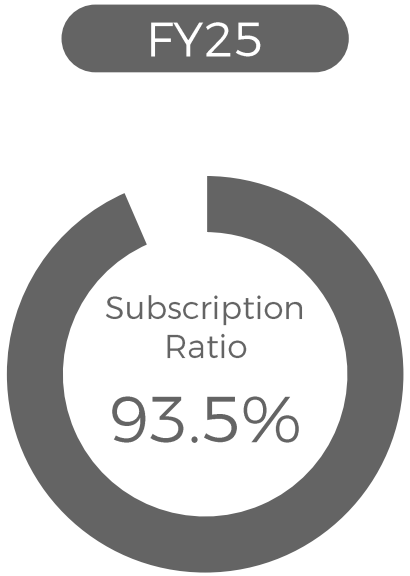
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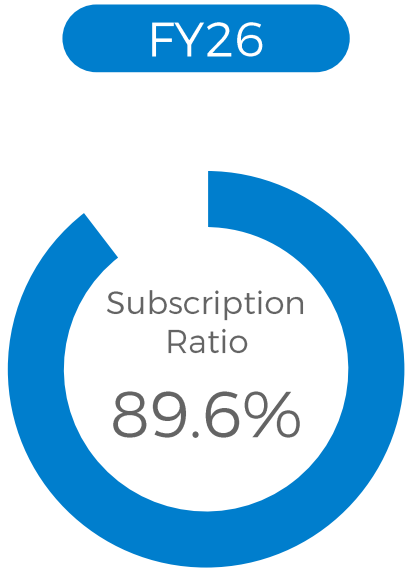
Subscription Sales – Products Business



Total subscription sales increased by **7.3% Y/Y.**
Y/Y change by product :

- mitocoX (data collaboration tool) : **+6.7 %**
- mitoco : **+18.8 %**
- SkyVisualEditor : **+0.7%**
- CLOUDSIGN: **+12.8%**





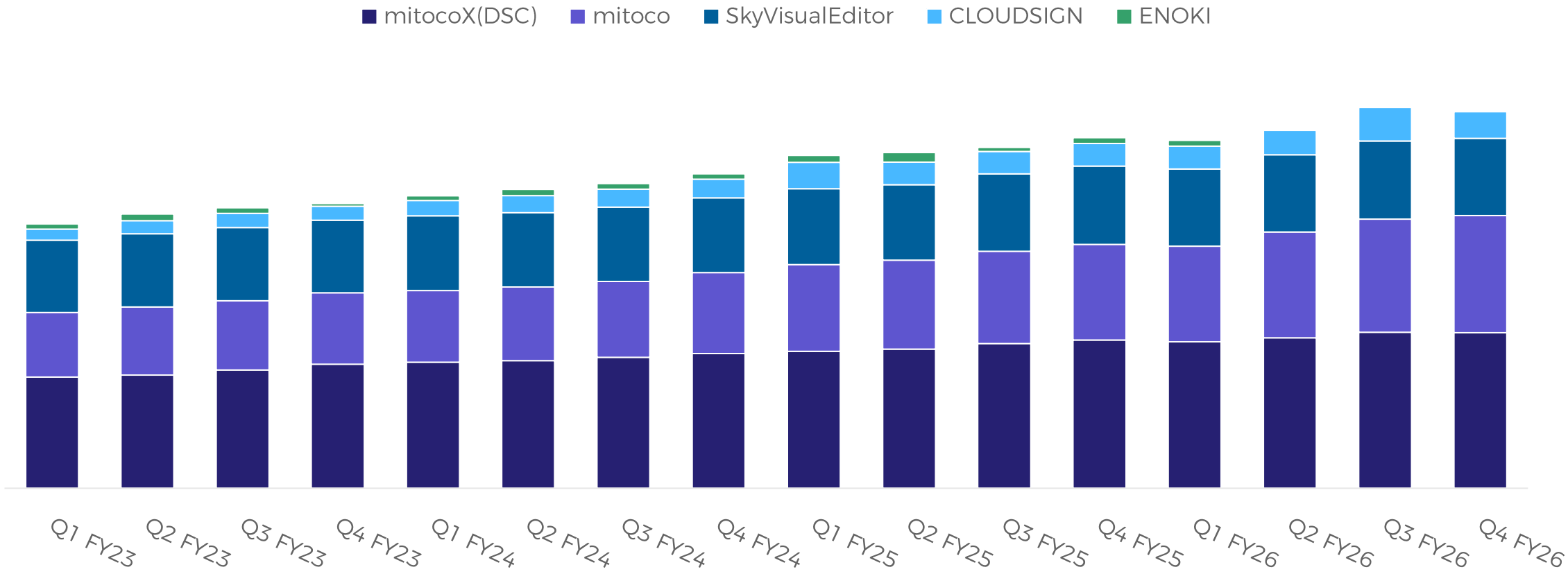
**The "Cloud Sign" category includes "OMLINE" from FY26.*

***ENOKI was integrated into TerraSky in June. Therefore, revenue from Q2 FY26 onwards is recognized as mitoco revenue.*

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Subscription Sales – Products Business

- Subscription sales have continued to exceed previous year levels on a quarterly basis.
- Driven by the strong performance of mitoco Buddy and mitoco AI, subscription sales for mitoco products exceeded the Q3 levels, which were already strong due to the effects of our events.
- For CloudSign, although sales fluctuate because they include AppExchange contract development, sales of the CloudSign product itself remain solid.



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FY27
Full-Year Business Outlook

FY27 Full-Year Forecast Summery

FY27 Plan: Both net sales and operating profit to achieve record highs

Net Sales： Planned at JPY 34.3 billion (+22.4% Y/Y)

- Collaboration with NTT DATA
  1. Full-scale operation of large projects：Projects such as Salesforce implementations for the financial sector and Glovia OM, which started in Q4 FY26, will contribute throughout the full year in FY27.
  2. Expansion of target areas：Increasing orders by expanding into regional, public, and social sectors, in addition to the traditional financial sector.
- Mizuho Bank Partnership：Maximizing profitability per customer through expansion (deployment to other departments and cross-selling), in addition to securing 50 orders annually.
- Consolidated Subsidiaries：Anticipating revenue growth across all consolidated subsidiaries.

Operating Profit： Planned at JPY 2.5 billion (+62.9% Y/Y)

- Profit Expansion & Margin Improvement：Company-wide margin expansion is expected, driven by larger project sizes, AI-related product growth, and efficiency gains from the FY26 group reorganization.
- Cost Reduction：Controlling SG&A expenses by scaling back large-scale events and implementing other cost-saving measures.

FY27 Full-Year Forecast

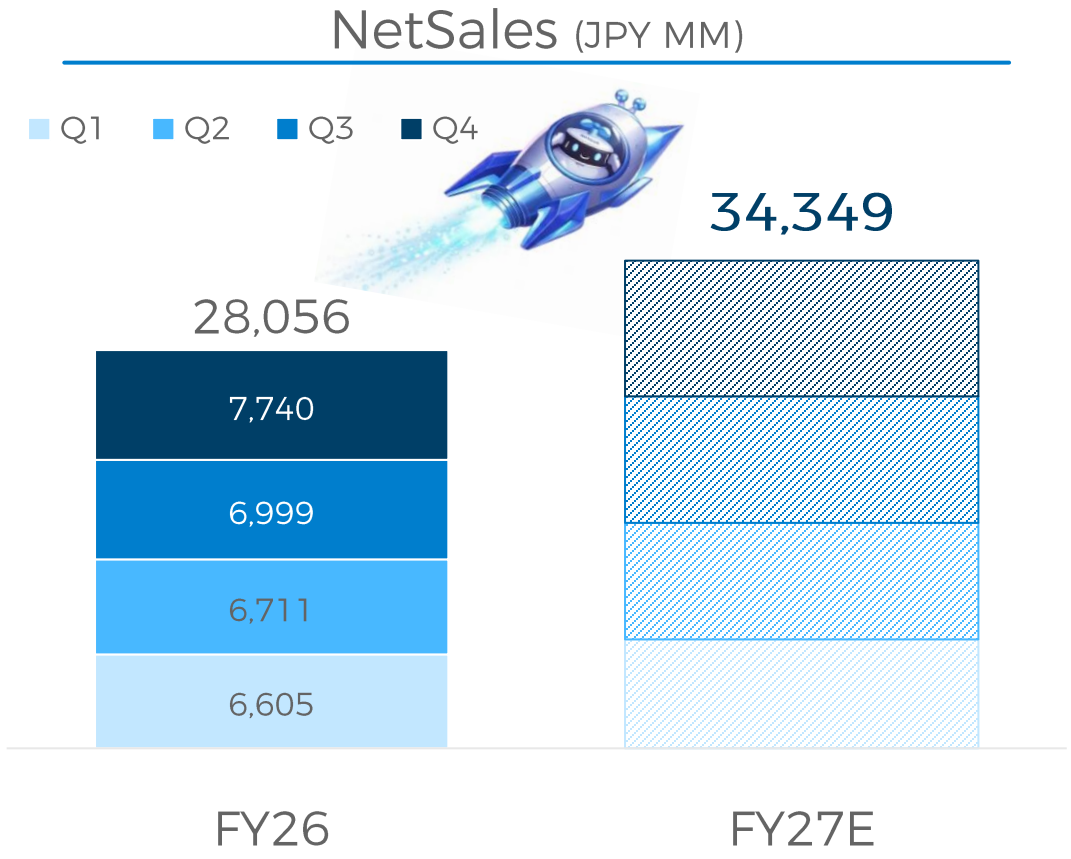
(JPY MM)	FY26 Results	FY27 Forecast	Y/Y Change	
			JPY	%
Net sales	28,056	34,349	+6292	+22.4%
Operating profit	1,560	2,541	+980	+62.9%
Margin	5.6%	7.4%	-	+1.8pp
Ordinary profit	1,727	2,628	+901	+52.2%
Margin	6.2%	7.7%	-	+1.5pp
Net profit attributable to TerraSky	1,572	1,526	(46)	(2.9)%
Margin	5.6%	4.4%	-	(1.2)pp
EPS (yen)	121.81	118.21	(3.6)	(2.9)%

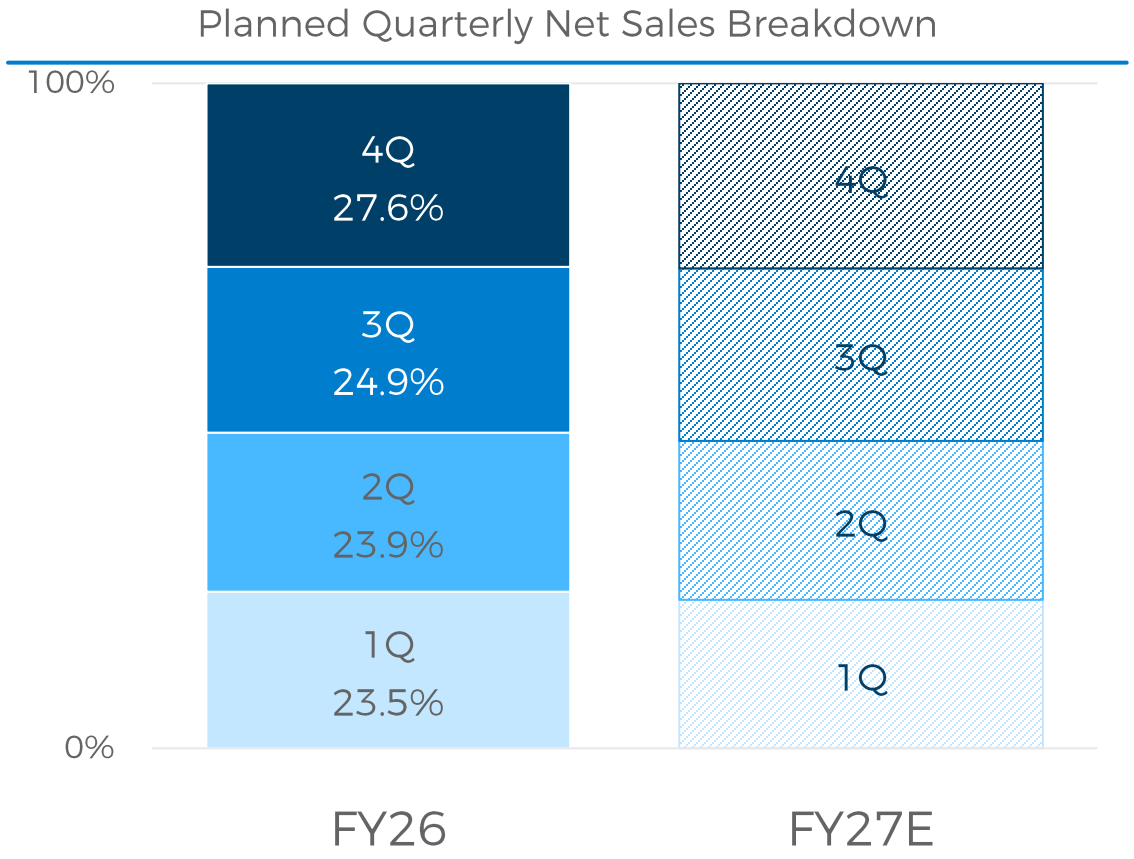
＊ Record High

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Quarterly Net Sales: Actual vs. Plan

FY27 net sales are targeted to grow by 22.4% Y/Y, driven by organic growth, accelerated synergies with NTT DATA, the positive impact of our partnership with Mizuho Bank, and improved management efficiency resulting from the group reorganization.

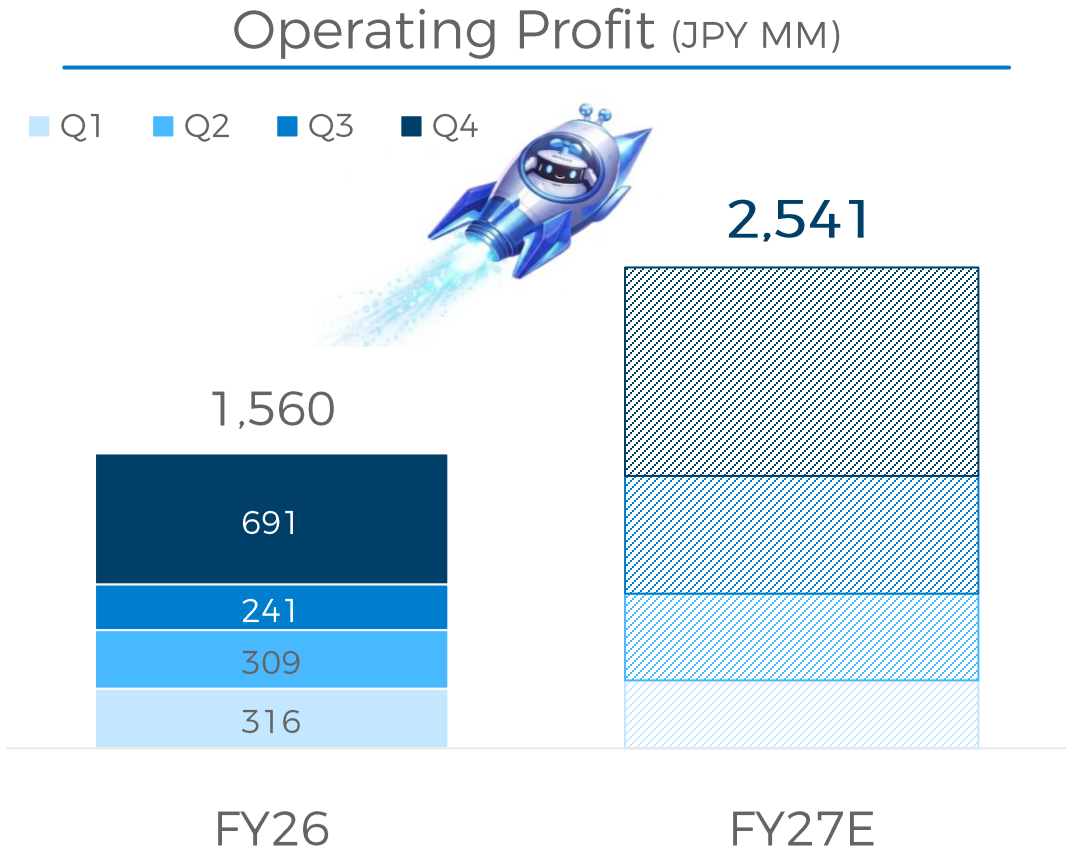


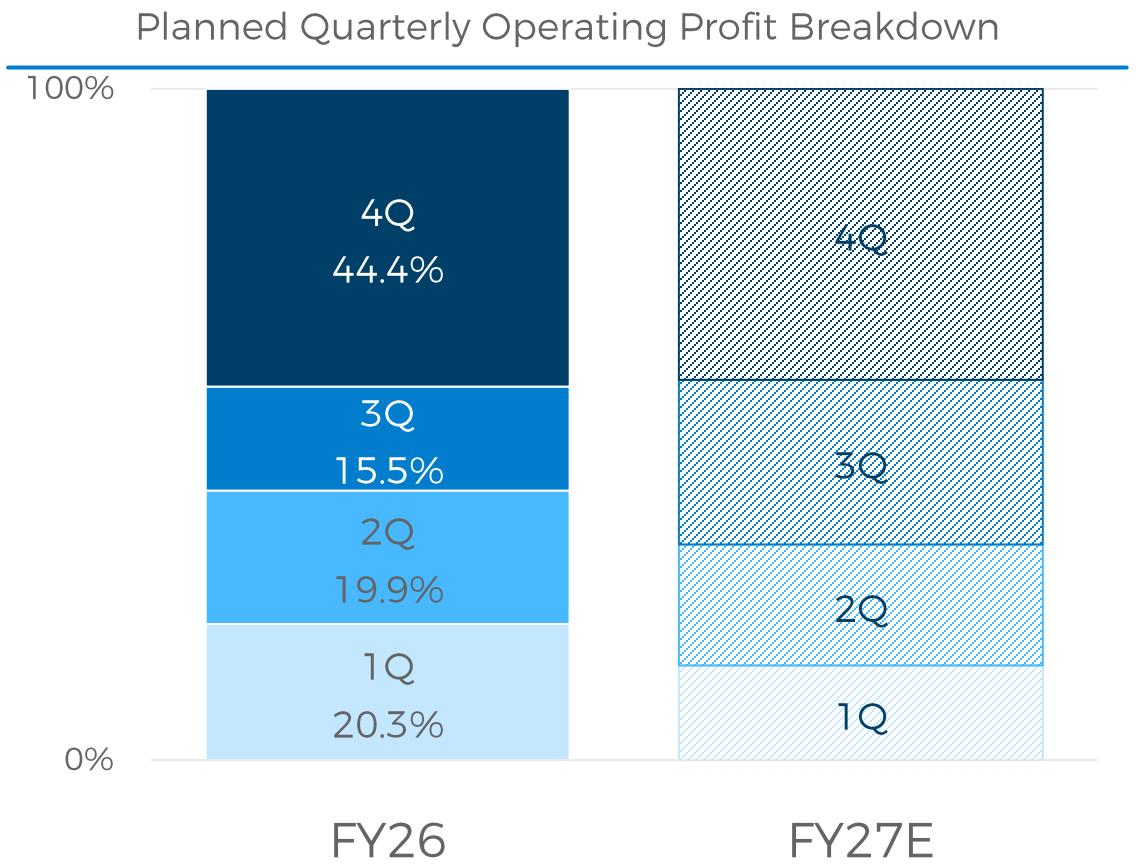


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Quarterly Operating Profit: Actual vs. Plan

FY27 operating profit is targeted to reach JPY 2.5 billion. In addition to the profit contribution from higher sales, cost efficiency will be improved through group-wide, concerted efforts focused on gross margin optimization and expense reductions.





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FY27 Net Sales and Operating Profit Plan

(JPY MM)

Net Sales Bridge



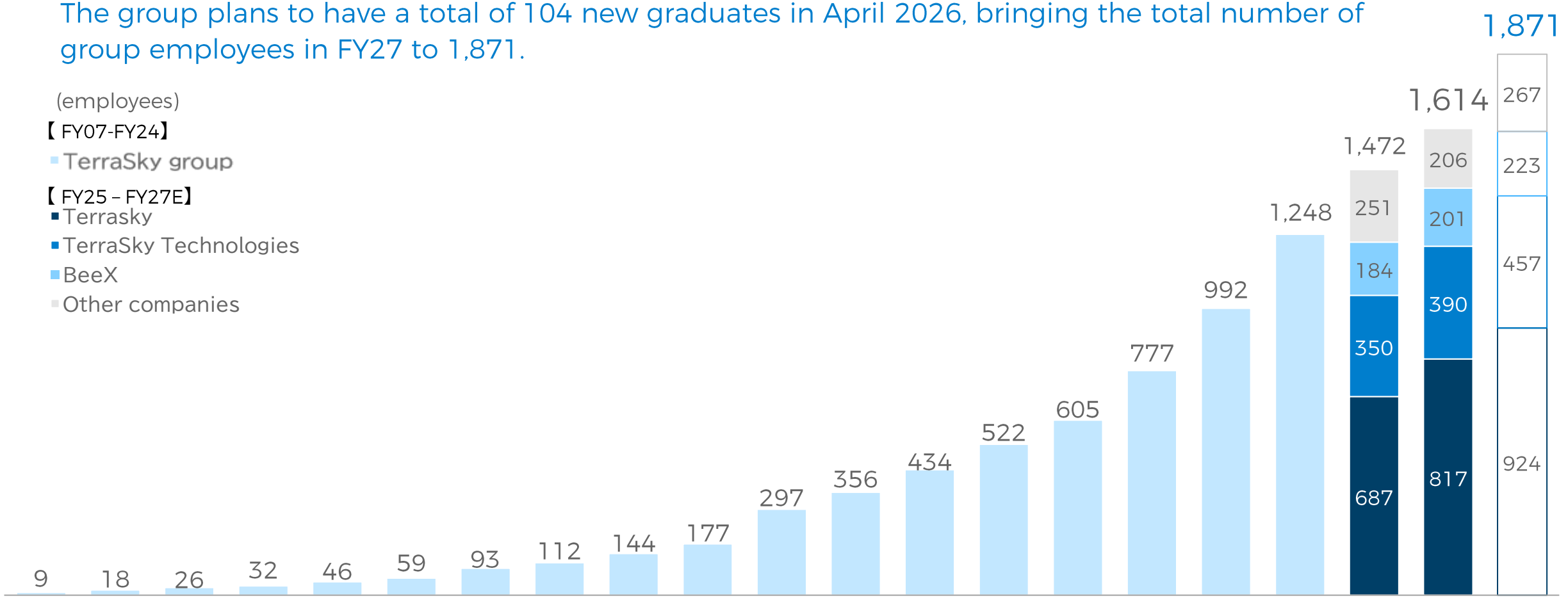
Operating Profit Bridge



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Group Headcount Plan

The group plans to have a total of 104 new graduates in April 2026, bringing the total number of group employees in FY27 to 1,871.



	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	FY27E
New Graduates	3	4	2	3	10	12	15	20	22	29	43	79	96	107	83	104[2]			
Consolidated Engineer Ratio (%)																	73.9	74.8	-

*The above figures are the total number of employees at TerraSky, consolidated subsidiaries, and affiliated companies.

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Talent Ecosystem: Discovery × Development × Retention

Discovery

Expanding Regional Hiring (Nationwide Uniform Wages)

- Opened 5 new satellite offices (Joetsu, Akita, Aomori, Shimane, Kagoshima) alongside existing major hubs.
- Decentralizing from Tokyo to tap into high-potential regional talent.

Early Awareness via Education Support

- Partnered with local schools (High School/Uni.) for Salesforce & AI classes.
- Impact: 21 schools, 72 sessions, 3,000+ participants (2023–2025).

Development

Practical Educational Infrastructure for Field-Ready Skills

- Instructors with extensive teaching experience consistently provide high-quality education.
- Personalized curriculum built from 600+ technical modules.
- 1-month simulated client project for hands-on experience.
- Daily check-ins and manager support to ensure psychological safety.

Realizing Rapid Workforce Readiness

- Intensive Salesforce/AWS coding bootcamp.
- "Advanced Assignments" provided to top performers to accelerate growth.

Retention

High Engagement & Rewarding Workplace

- Ranked #1 in Doctor Trust's “Stress Check” (out of 1,505 companies) [1].
- Highly rated for supportive management and friendly atmosphere.

[1] 4th Workplace Environment Excellence Awards 2024 (https://www.stresscheck-dt.jp/stella/syokubakankyouyuuryouhoujin2024/)



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FY27
AI Integration & Growth Strategy
-Redefining the Future of SaaS-

Expanding targets beyond the financial sector to include regional, public, and social sectors, aiming for net sales of JPY 2.0 BN.

Sales via Collaboration with NTT DATA

JPY 6BN

FY26

JPY

2.0BN

FY27 Target

Key Targets

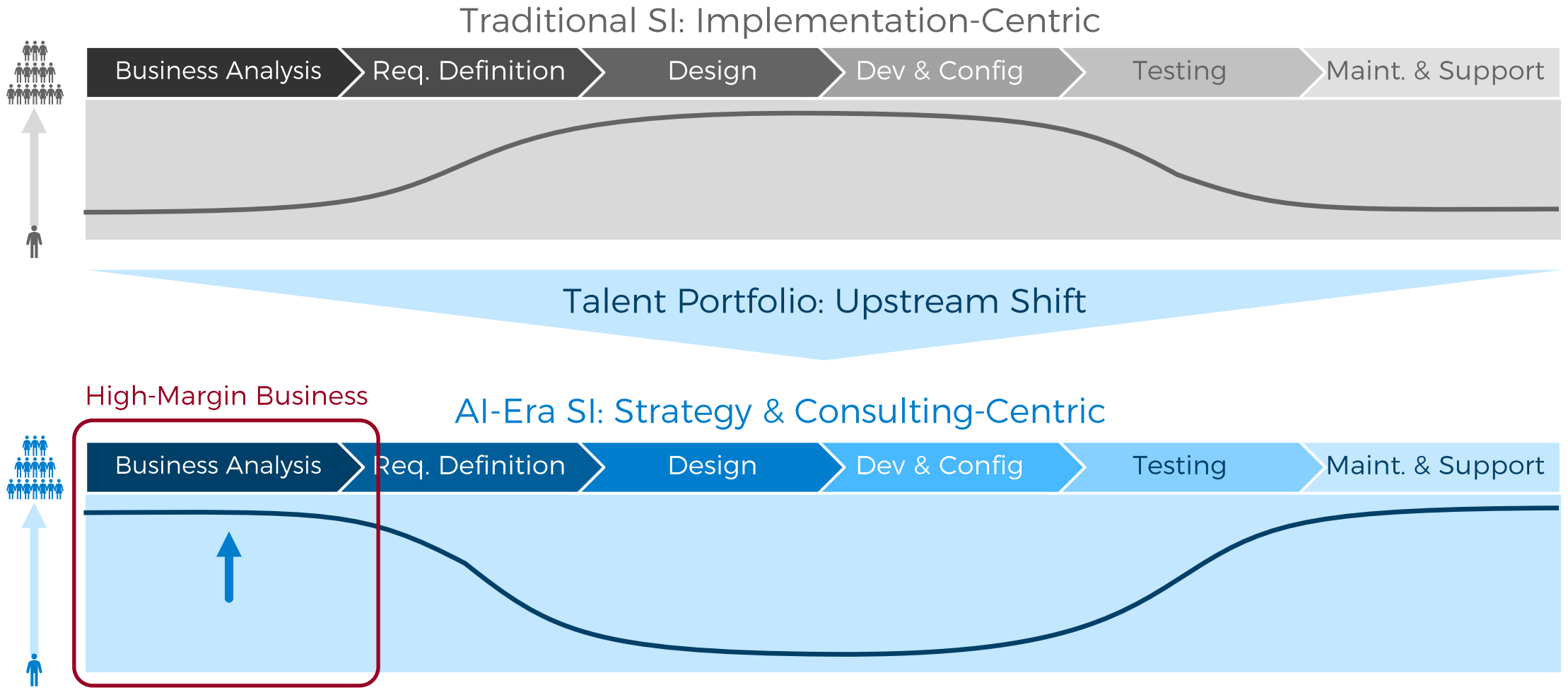
Finance, Utilities, Telecom, Government & Municipalities



* Includes Salesforce sales where the contracting party is NTT DATA (including regional subsidiaries) or the lead source originates from NTT DATA.

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TerraSky established the "Consulting Business Unit" to expand into upstream operations.



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Accelerating Business Growth by Capturing Core Customer Segments.



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Cloud Integrator

AI Integrator

Reinventing as a "Business Process Transformation Partner"

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Three Strategic Pillars for Leading the Next-Gen Model in the AI Era.

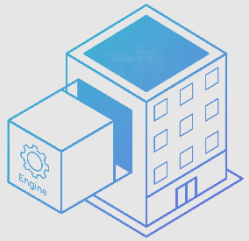
AI Adopters



CRM Implementation

AI + CRM Integration

Platform-Based Business

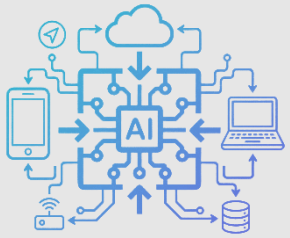


Labor-Intensive

Scalable Asset-Based



AI-Driven Development



Human-Centric Processes

AI-Native Workflows

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Shareholder Returns

Shareholder Return Policy

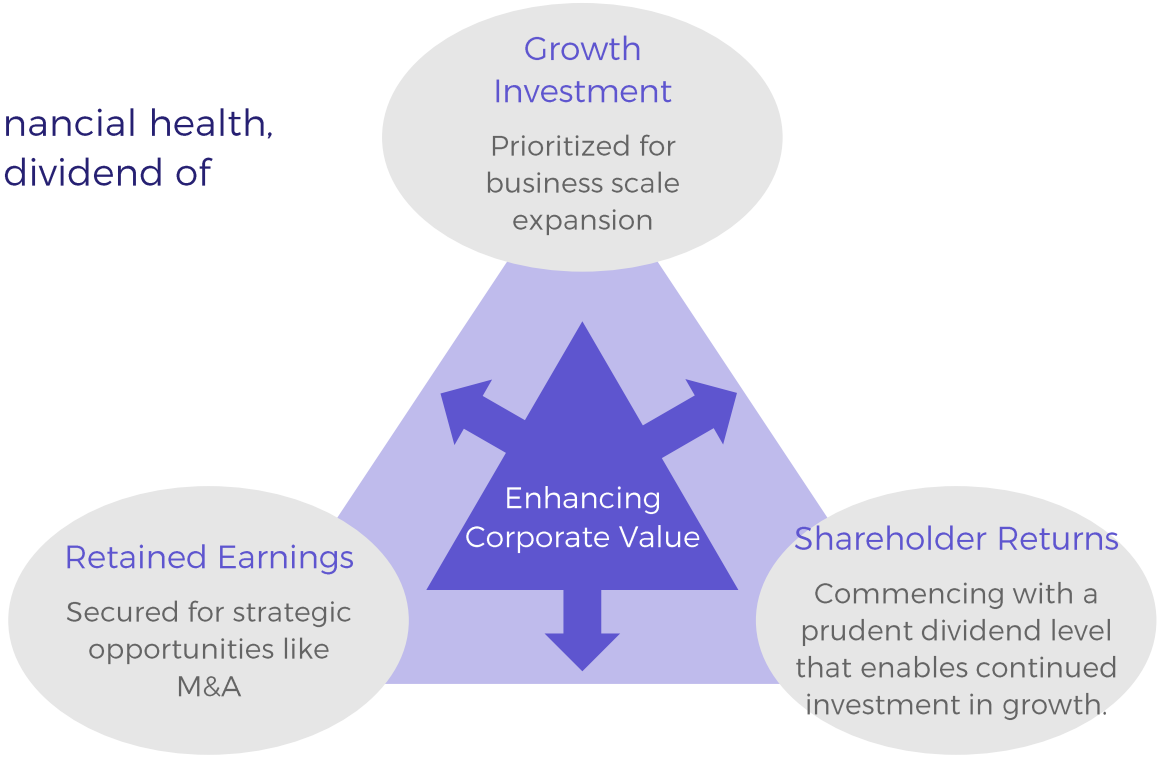
- TerraSky revised the shareholder return policy to initiate year-end dividends starting in FY2/2026.
- We remain committed to achieving both sustainable growth and profit expansion. While continuing to prioritize investments for growth, we will provide shareholder returns in balance with our retained earnings.
- Going forward, we will treat shareholder returns as a key management priority and intend to pursue a progressive dividend policy. This is intended to strengthen our long-term, sustainable relationships with all our investors and shareholders.

Note: The shareholder benefits program will be discontinued next fiscal year.

FY2/2027 Dividend Forecast

Planned Dividend Increase : Based on business performance and financial health, we plan to increase the FY2/2027 dividend by JPY 1, for an annual dividend of JPY 17 per share.

	Dividend per share in JPY		
	Interim	Year-end	Total
FY2/2026	0.00	16.00	16.00
FY2/2027 (Forecast)	0.00	17.00	17.00



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Management Focused on
Cost of Capital and Stock Price

Management Focused on Cost of Capital and Stock Price

Assessment of Current Situation

PBR exceeds the industry average, while ROE reflects our current investment phase, indicating potential for efficiency gains

Company Value (As of Fiscal Year End, Feb 2026)		Industry Average (PRM/Info & Comm)
Cost of Capital	Approx.7%	
ROE	13.2%	10.0%
PBR	1.8X	2.2X

Numerical Targets
by Fiscal Year End, Feb 2027

Operating Profit	ROE
¥2.5BN	10%

Improvement of ROE + Reduction of Cost of Equity = Enhancement of mid-to-long-term corporate value through the expansion of a positive equity spread

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Management Focused on Cost of Capital and Stock Price

Key Initiatives

Simultaneously pursuing "Overwhelming Top-line Growth" and "Transformation of Profit Structure."

Growth

Maximization of Sales + Maintaining PER

- **Expansion in Salesforce/AWS Domains** Leveraging our domestic top-tier track record and collaborations with NTT DATA and Mizuho Bank to accelerate business expansion with existing clients and the acquisition of new clients. Furthermore, we will increase order opportunities by expanding our engineer pool through aggressive hiring (new graduates and mid-careers) and effective reskilling programs.
- **Regional Satellite Office Strategy** Securing stable development resources and strengthening cost competitiveness through regional office expansion and local hiring.
- **Utilization of M&A** Aiming for inorganic growth by acquiring companies with technologies in cloud-peripheral areas.

Profitability

Margin Improvement + ROE Enhancement

- **Improvement of Unit Price per Engineer** Cultivating highly certified professionals to shift toward high value-added projects and consulting services, thereby increasing sales per employee.
- **Increasing the Proprietary Product Ratio** Focusing on "mitoco" and other in-house products to expand high-margin recurring revenue and achieve profitability.
- **Early Turnaround of Loss-Making Subsidiaries** Accelerating the ramp-up of Quemix and the Thailand business to achieve profitability.

Cost of Capital

Shareholder Returns & Enhanced Dialogue

- **Enhancement of IR Activities** Aiming to increase the number of IR meetings, expand English disclosures, and improve information disclosure for investors. We will enhance management transparency by increasing dialogue opportunities with domestic and international investors and providing feedback on these dialogues to the Board of Directors.
- **Dividend Policy** While prioritizing growth investments, we aim for stable and continuous progressive dividends based on business performance.

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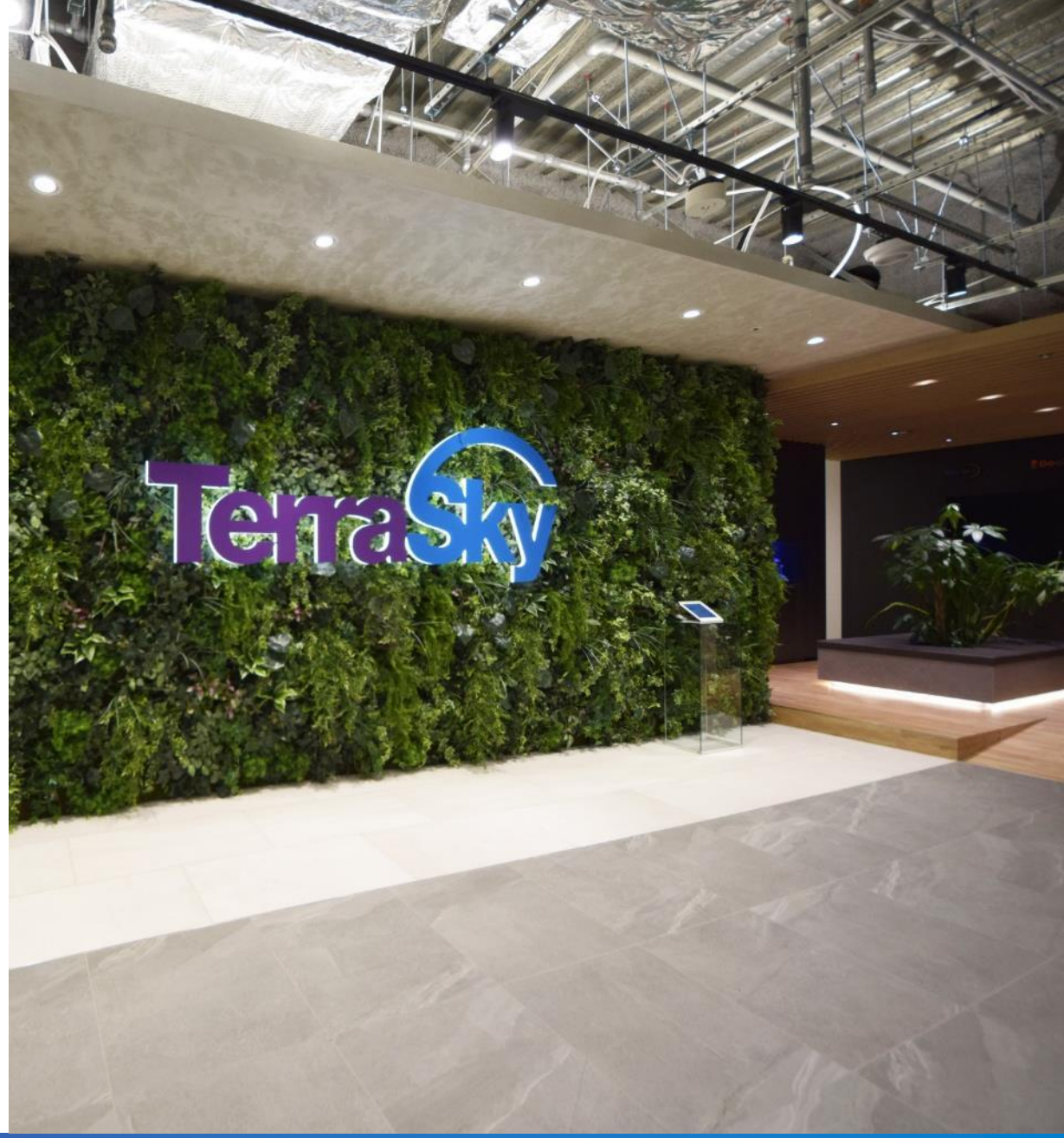

About TerraSky Group

TerraSky Co., Ltd.

TSE prime market, stock code 3915

Head Office	: Taiyo Life Nihonbashi Building 15-17Fl. 11-2 Nihonbashi, Chuo-ku, Tokyo | Japan
Offices	: Osaka, Nagoya, Fukuoka, Joetsu, Akita, Matsue, Kagoshima and Morioka Thailand
Establishment	: March 2006
Share Capital	: JPY 1,256 MM
Representative	: Sato Hideya, President & CEO
Information Security Management System (ISMS)	: ISO 27001/ IS 561777

*As of the end of February 2026



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Our business consists of the following two segments:

Solutions business

Optimal system development using the cloud,
Development and provision of specific solutions

salesforce
Microsoft Azure
Google Cloud
powered by aws
IAS

Products business

Development and provision of cloud-specific services and products

mitoco
mitoco Work
mitoco 会計
mitoco X
mitoco AI
SkyVisualEditor
OMLINE-O
OMLINE-1

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TerraSky

Solutions business

Salesforce

Salesforce is a cloud-based CRM/customer management and SFA/sales support system used by over 150,000 companies worldwide. We help businesses connect with customers in sales, marketing, and customer service.
As the No. 1 implementation partner, TerraSky supports customers' implementation and expansion of Salesforce.

Heroku

Heroku is a PaaS cloud for web application development provided by Salesforce. You can develop apps efficiently using the latest framework and easily integrate with Salesforce.
In addition to system construction, we provide total support from building data linkages with internal and external systems to post-development operations.

AWS

We select the most suitable service from the many technologies provided by AWS and support the construction of a system that matches your company's needs. We can provide total proposals from construction to operation, including operational support from Sky365, a second-tier subsidiary specializing in cloud MSPs. Together with BeeX, which specializes in AWS, we will leverage the comprehensive strengths of the TerraSky Group to lead your project to success.

SAP migration

In 2016, we established BeeX Co., Ltd., which realizes cloud integration of SAP software platforms. Using our know-how from migrating numerous SAP systems to public clouds, we can quickly and safely migrate core systems from on-premises environments to cloud environments.

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Products Business

mitoco

mitoco is next-generation groupware developed cloud-natively. We go beyond simple internal communication and collaborate with customer information to take your business one step further and evolve.

SkyVisualEditor

This is a tool that allows you to develop Salesforce screens without programming. You can easily generate Visualforce pages just by dragging and dropping your mouse. It also supports Lightning Experience, so you can smoothly migrate your Visualforce pages to Lightning.

mitoco X

A new iPaaS* that integrates Data Spider, which has been installed by 3,000 companies, and SkyOnDemand, which has the No. 1 SaaS market share in the domestic EAI/ESB market.
*Integration Platform as a Service

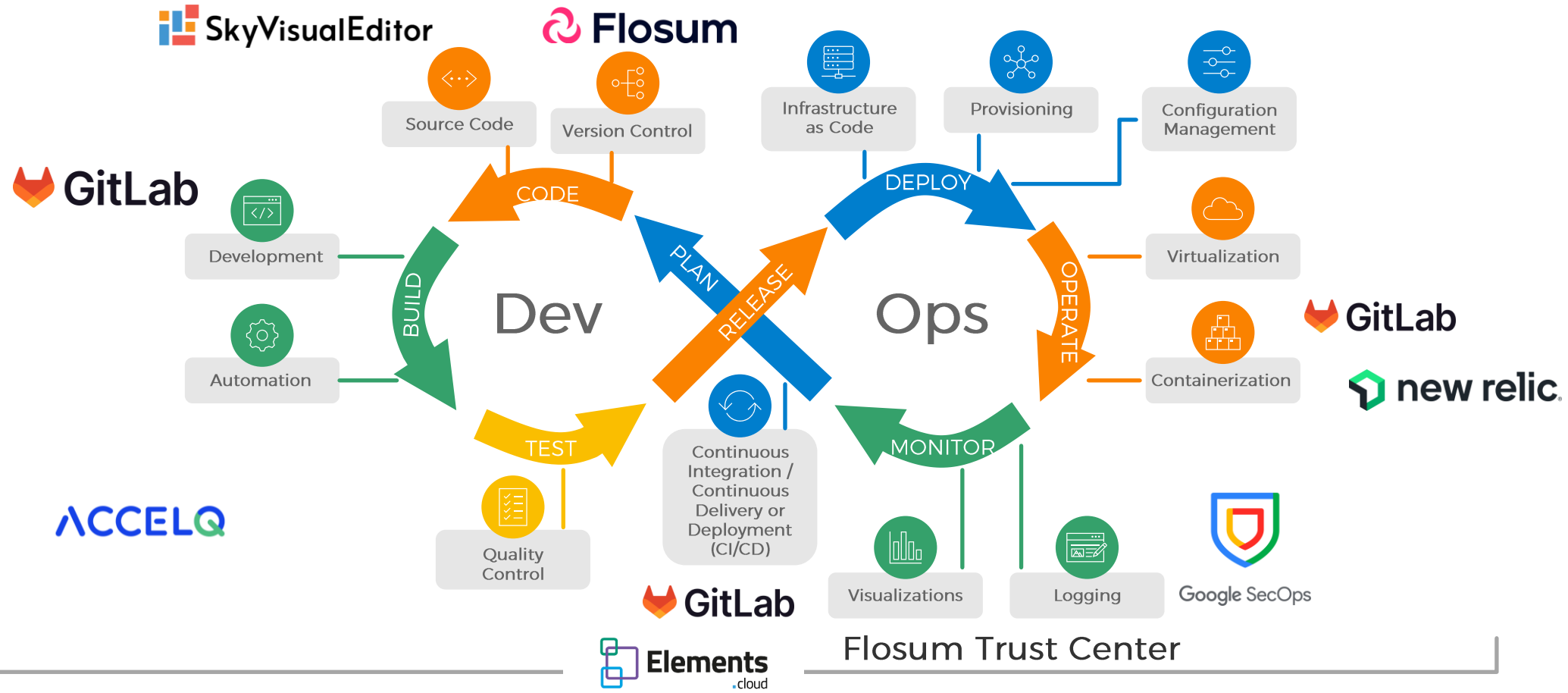
mitoco ERP

mitoco ERP centralize master data on a platform powered by Salesforce. By integrating various business systems, including groupware, expense and attendance management, as well as core operations from accounting and HR/payroll to sales, purchasing, and inventory management, we ensure compliance with Japanese legal revisions (Electronic Bookkeeping Preservation Law, Qualified Invoice System). This allows for the management of all enterprise operations on a single platform.

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TerraSky Group to Strengthen Sales and Support for DevSecOps Tools

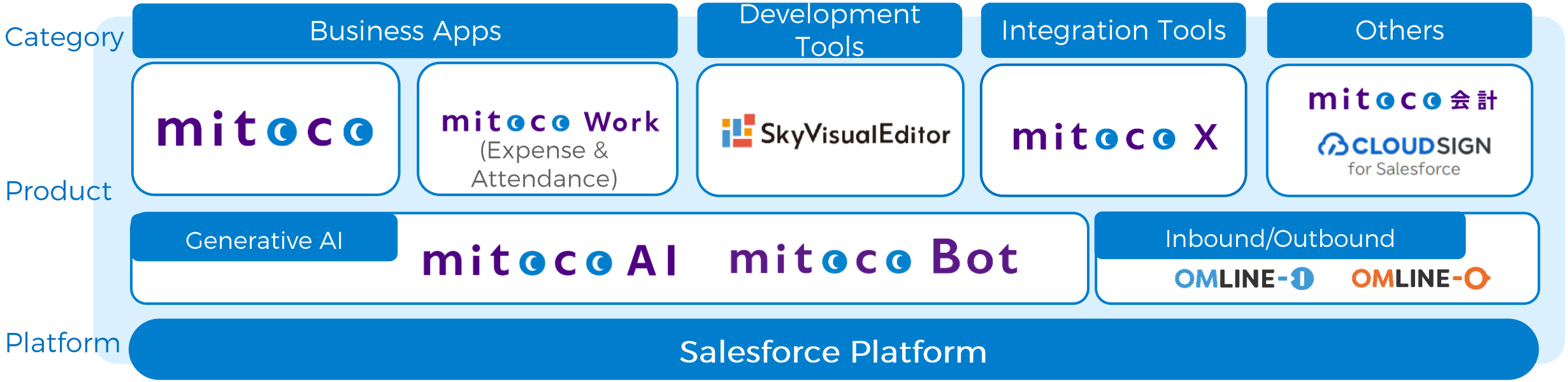
Expanding In-house Development Capabilities Through Strategic Tool Adoption



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TerraSky

Business support services inspired by customer feedback



mitoco Buddy

Autonomous agents support your work

AI Agent Platform

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Armed with the strengths below,
our group is firmly leading the domestic cloud integration market.

1

Familiarity with multi-cloud platforms

- Expand Horizontally into surrounding cloud fields with Salesforce as the core.
- Each group company explores business on each cloud platform. (Specialization/mobility)

2

Reskilling

- Full support for employees to obtaining cloud professional certifications.
- Establishing a unique method for educating and developing cloud human resources.

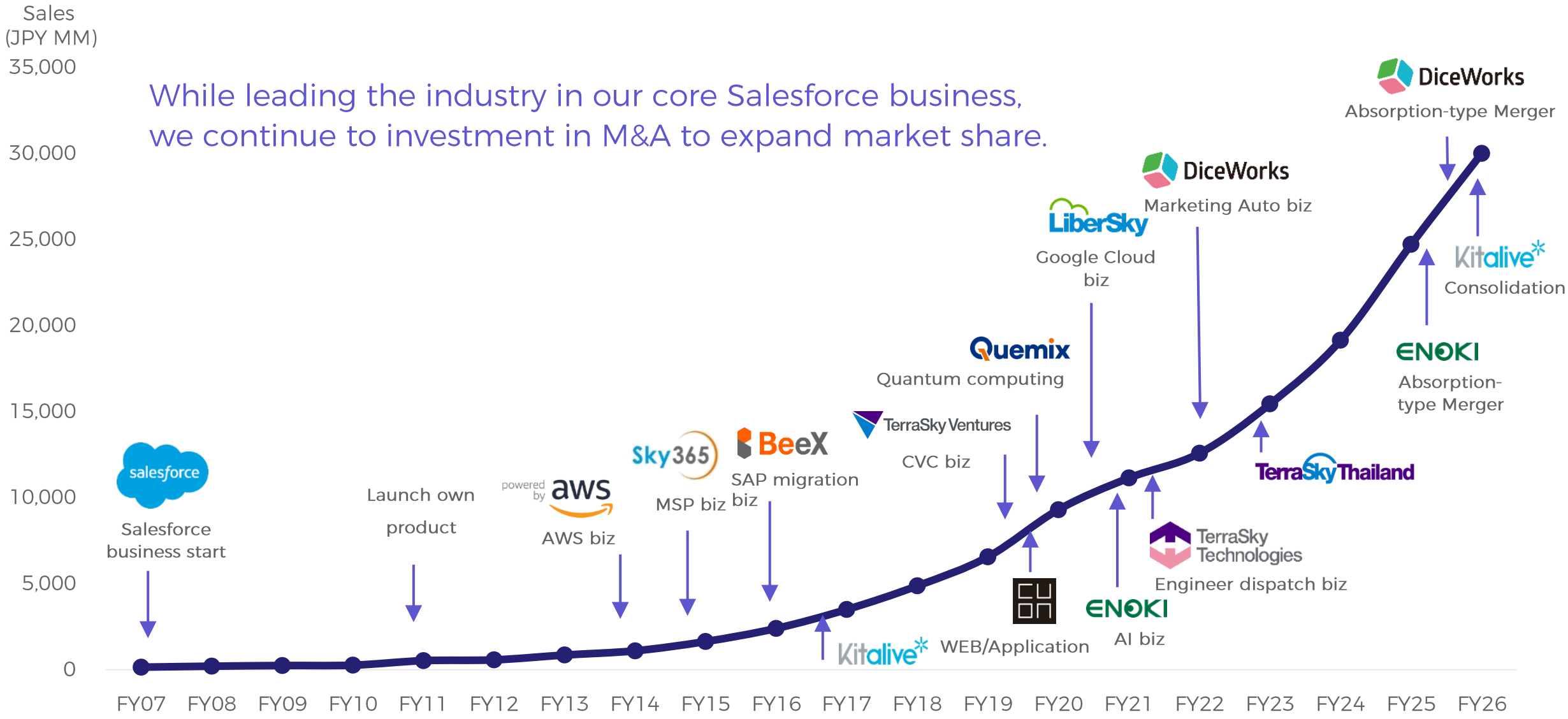
3

Investment strategy based on cloud knowledge

- Improving productivity through the development of in-house products and integration using them
- Establishment of subsidiaries, M&A, early business expansion, and track record of profitability.
- CVC fund creation to create value across the portfolio companies and realize IPO.

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Sales Growth in Tandem with Establishment of Subsidiaries and M&A



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Investee Companies and Shareholding Ratios

Consolidated subsidiaries & an affiliate

Listed: Tokyo (TSE Growth)

BeeX Inc.

63%

Listed: Sapporo (SSE Ambitious)

Kitalive Inc.

51%

Sky365 Co., Ltd.

10% of shares held by TerraSky

87% of shares held by BeeX

Quemix Inc.

68%

LiberSky

81%

TerraSky Technologies Co., Ltd.

90%

Cuon

100%

TerraSky Ventures Co., Ltd.

100%

TerraSky (Thailand)Co., Ltd.

49%

13%

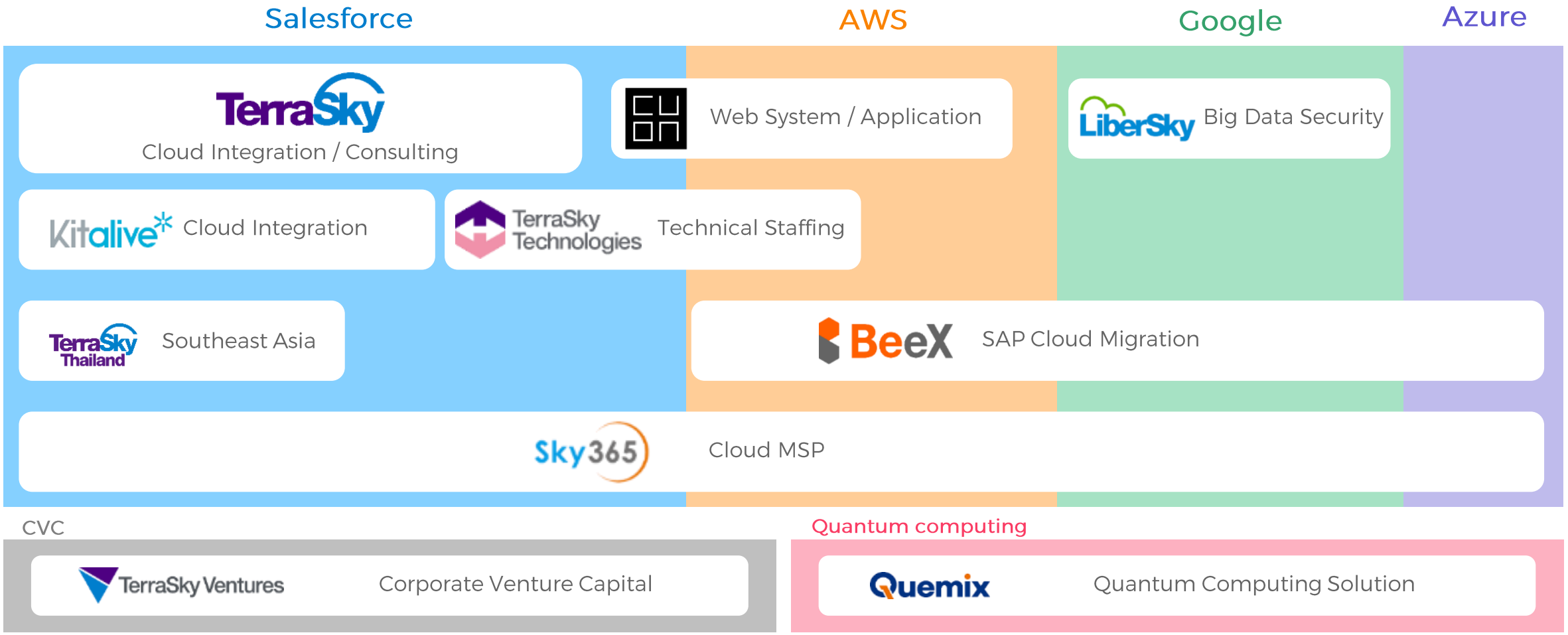
Serverworks Co., Ltd.

Below 5%

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Support for Various Cloud Platforms



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Overwhelming quality and number of Salesforce certified engineers (employees)

Salesforce MVP

Certified Technical Architect

Leading Number of Top-Tier Technical Certifications in Japan

Salesforce MVP
・・・4 People enrolled

Certified Technical Architect
・・・5 people enrolled

- Certified Administrator
- Certified Advanced Administrator
- Certified Sales Cloud Consultant
- Certified Service Cloud Consultant
- Certified Field Service Lightning Consultant
- Certified Experience Cloud Consultant
- Certified Platform Developer
- Certified Senior Platform Developer
- Certified Platform Application Builder
- Certified Marketing Cloud Mail Specialist
- Certified Pardot Consultant
- Certified Pardot Specialist
- Certified Sharing and Visibility Architect
- Certified Integration Architect
- Certified Identity and Access Management Architect
- Certified Development Lifecycle and Deployment Architect
- Certified Data Architect
- Certified Tableau CRM and Einstein Discovery Consultant
- Certified System Architect
- Certified Application Architect

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TerraSky Group

23,000+ Projects

TerraSky has handled 8,000+ projects on its own.

We support a large number of companies, regardless of industry, business type, or company size.
We provide continuous development, maintenance, and operations.

大和証券 Daiwa Securities
太陽生命
MITSUBISHI ELECTRIC
Panasonic
BIGLOBE
JCB 世界にひとつ。あなたにひとつ。
DNP
水まわりって、大切だから Takara standard
イオン銀行
UNIADEX
関西電力送配電
伊藤忠エネクス株式会社
TOYOTA
AGC
東京海上日動
KDDI
JFE
SOMPOシステムズ
昭和シェル石油株式会社
sysmex Lighting the way with diagnostics
HITACHI Inspire the Next
RESONA りそな銀行
BRIDGESTONE
EBARA
MIZUHO
日本郵便
日本生命
日本経済新聞
KONOIKE GROUP

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Achieving the Sustainable Development Goals (SDGs)

Three Guiding Principles for Achieving the SDGs

01



Initiatives through Business



02



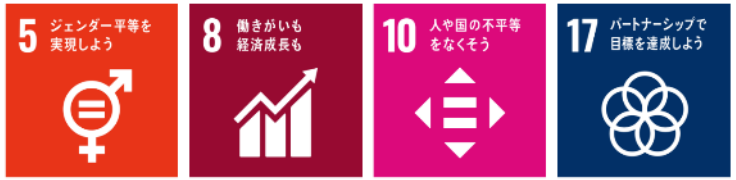
Initiatives for the Future of Children and Regions



03



Initiatives through Corporate Activities



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Environmental, Social, and Governance (ESG)

Environmental

Environmental Reducing Environmental Impact Through Cloud Migration

- Significantly reduces clients' electricity consumption and CO2 emissions by supporting migration from on-premises systems to the cloud (Salesforce/AWS), contributing to Scope 3 reduction.
- Promoting paperless operations through proprietary services (e.g., mitoco).



Social

Social Human Capital: Engineer Development Ecosystem

- Achieved one of Japan's highest counts of top-tier certified engineers through comprehensive training that transforms beginners into professionals.
- Initiatives as a recognized “Excellent Workplace Environment Corporation.” HR policies safeguard employee physical and mental health while maximizing performance (e.g., telework, subsidized cafeteria).

Regional Revitalization: Satellite Office Strategy

- Expanding regional satellite offices to offer “Tokyo-standard work locally,” promoting local hiring and relocation from urban centers to drive talent flow to the regions.
- Fostering engagement with local communities and providing IT education support.

Governance

Corporate Governance

- Ensuring a transparent management structure by appointing outside directors.

Information Security and Compliance

- Robust security framework (including ISMS certification).Mandatory compliance training for all employees.

Ranked No. 1 out of 1,505 Companies for Best Workplace Environment



Received Letter of Appreciation from Joetsu City



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Fly Ahead