Business Results for the First Six Months of the Fiscal Year Ending January 31, 2025 (Cumulative Q2 FY01/25)

**NEO**JAPAN

PRIME Section, Tokyo Stock Exchange Ticker:3921

September 11, 2024



**Software Business** 

# **NEO**JAPAN

Development and sales of software including desknet's NEO

System
Development
Service
Business



System integration and cloud integration business

**Overseas Business** 



#### NE©THAI ASIA

Bangkok, Thailand Packaged software sales / Cloud service provision

#### **NE©**REKA ASIA

Kuala Lumpur, Malaysia Packaged software sales / Cloud service provision



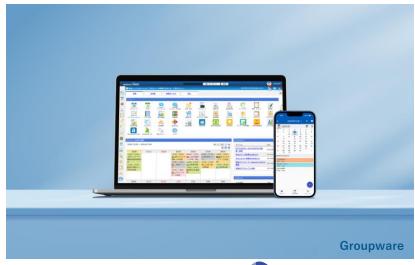
Metro Manila, Philippines Packaged software sales / Cloud service provision





#### AppSuite:

Makes it easy for anyone to migrate work done using paper, email, or Excel to Web apps.





#### desknet's NEO:

An all-in-one platform to support digital transformation (DX) in any organization and to strengthen business efforts.

#### Groupware:

Own collaborative communication tool for enterprises





#### ChatLuck:

Business chat suitable for large-scale on-premises adoption, with a focus on security.

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# FY01/25 Q2 Business Results

Consolidated Financial Results Forecast for The Fiscal Year Ending January 31, 2025

# Cumulative Summary of Results

### **NEO**JAPAN



Proceeding as planned

JPY3,366 million

YoY: +**4.4**%



#### **Operating profit**

Proceeding ahead of plan



JPY847 million

YoY: +40.8%



Proceeding ahead of plan



JPY602 million

YoY: +25.0%

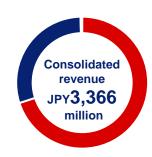
• Revenue continues to proceed as planned from 1Q.

The Software Business is performing better than initially planned.

The System Development Service Business is lagging slightly behind plans but is expected to recover from 3Q.

· Profits at each business exceed plans.

Thanks to steady progress on sales and measures to control SG&A expenses, each type of profit exceeded 50% of the annual plans in 2Q, a significant increase YoY.



NEOJAPAN
Software
Business





The Software Business (NEOJAPAN nonconsolidated) drives Group sales and profit. This document focuses mainly on the Software Business.

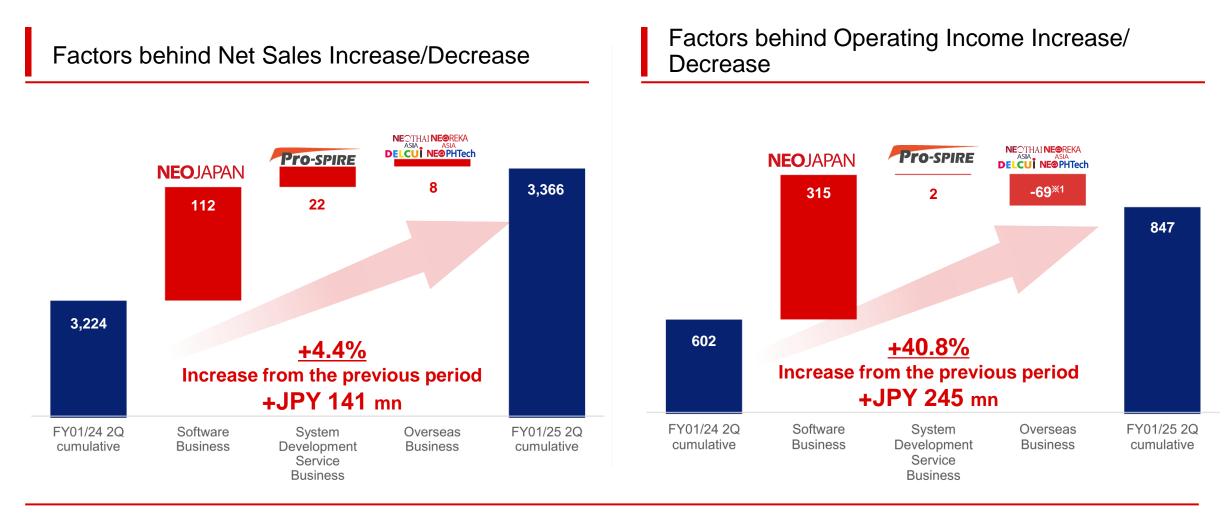
# Consolidated Financial Results



(JPY mn)	FY01/24 Q2 results	FY01/25 Q2 results	YoY	2025 full-year forecast	vs. Projected
Revenue	3,224	3,366	+4.4%	7,037	47.8%
Gross profit	1,765	1,865	+5.7%	-	_
Gross profit margin	54.7%	55.4%		-	
Operating profit	602	<b>3</b> 847	+40.8%	1,605	52.8%
Operating profit margin	18.7%	25.2%	-	-	-
Ordinary profit	647	<b>3</b> 896	+38.4%	1,619	55.4%
Profit attributable to owners of parent	481	602	+25.0%	1,098	54.9%



#### Each business segment achieved year-on-year increase in sales.



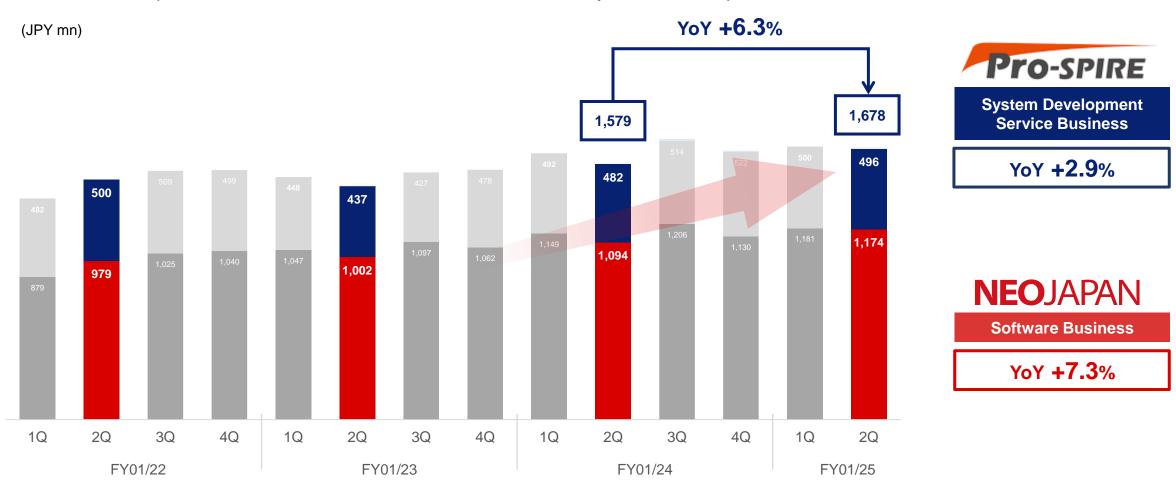
<sup>1.</sup> Profit in the Overseas Business was significantly lower YoY due to the sale of a service developed by DELCUI to NEOJAPAN (Software Business) in the same period last year for approx. 60 million yen.

# Consolidated Revenue (1) Trends



### Record high revenues for 2Q

Revenues are up YoY in both the Software Business and the System Development Service Business.



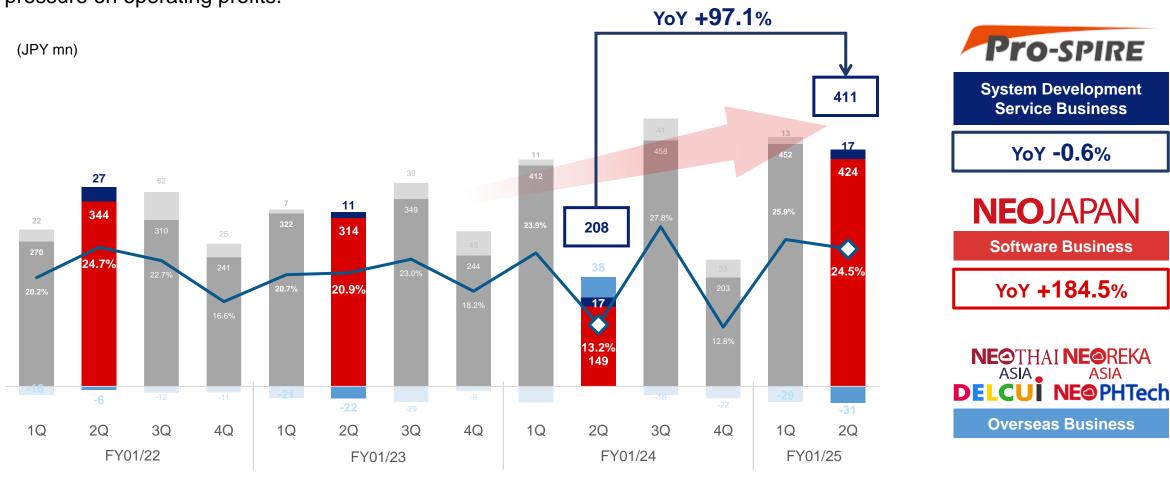
<sup>1.</sup> Figures after eliminating intersegment transactions

#### Consolidated Operating Profit and Operating Profit Margin Trends



#### **Operating profit increased 97.1% YoY.**

Both operating profit and operating profit margin rose sharply from the same period last year, when advertising costs put pressure on operating profits.

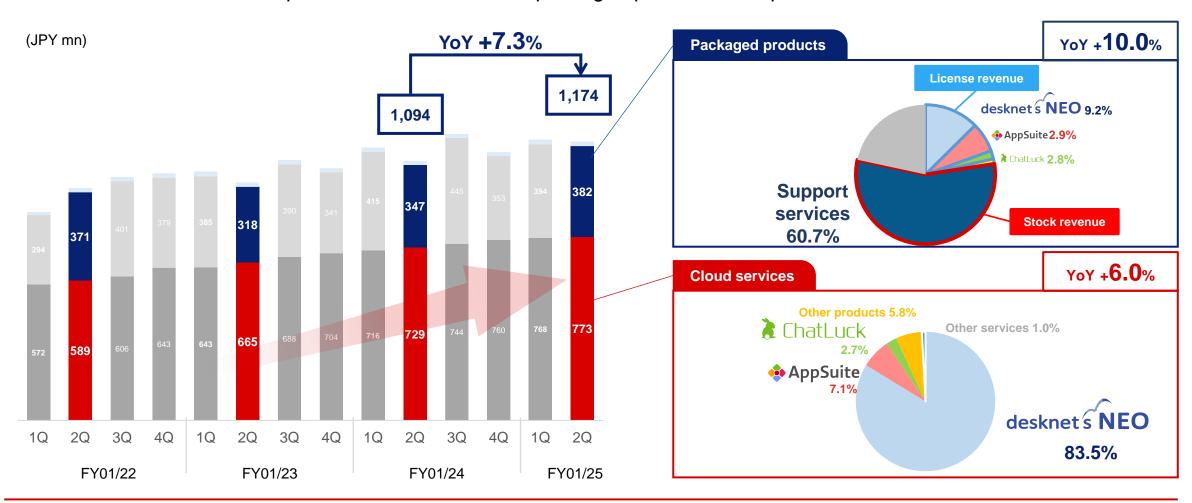






### Sales of both cloud services and packaged products are trending up YoY

Sales of cloud services are up 6.0% YoY while sales of packaged products are up 10.0% YoY.



# **Consolidated Balance Sheet**



Financial soundness remains high even after the acquisition of treasury shares. We anticipate sharp growth in ROE.

While cash and deposits and net assets were down, due mainly to the March 14, 2024 acquisition of 850,000 treasury shares, we continue to maintain very strong financial soundness. Full-year return on equity (ROE) is projected to grow sharply due to the acquisition of treasury shares.

(JPY mn)	01/24	01/25 2Q	vs. most recent period		01/24	01/25 2Q	vs. most recent period
Assets	8,622	8,236	-386	Liabilities	2,283	2,547	+263
Cash and deposits (included in above)	5,209	4,561	-647	Interest-bearing debt (included in above)	0	0	0
				Net assets and shareholders' equity	6,339	5,689	-650
				Shareholders' equity (included in above)	6,260	5,580	-679
				Equity ratio	73.4%	69.0%	-4.5%

#### Price Revisions for Cloud Services



As announced in the news release of 16 April 2024, we have revised the prices of our cloud services, started selling new set plans from 1 September 2024.

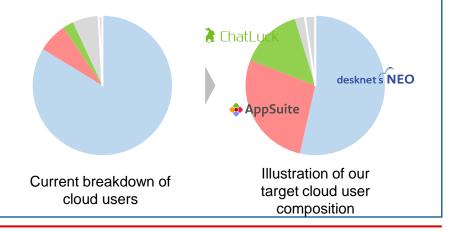
(Monthly charge per user)	desknet's NEO	AppSuite	<b>≹</b> ChatLuck	Before (A)	After (B)	Difference (B)/(A)
desknet's NEO	•			400	600	150%
AppSuite		•		320	500	156%
ChatLuck			•	300	300	100%
Chat plus	•		•	700	760	109%
Standard	•	•		720	800	110%
Premium	•	•	•	1,020	1,000	98%

#### Goals under the new plans

While prices for desknet's NEO and AppSuite as single free-standing products have increased by 50% or more, these bundle plans keep overall price increases to 10% or less.

Through repeated version upgrades, AppSuite, our growth driver, has matured into a product that a solution to many of the challenges faced by companies. But AppSuite users represent just 12% of desknet's NEO cloud users.

We plan to accelerate cross-sales of services like AppSuite and ChatLuck by introducing comparatively priced bundles.



#### Supplemental Information on Cloud Service Price Revisions



We believe the price revisions may impact consolidated results in FY01/25. This is the first price revision since desknet's NEO Cloud was released in February 2013, making it difficult to estimate the impact on consolidated results accurately at this time. Accordingly, we are **leaving existing forecasts of consolidated results unchanged**. We will promptly disclose any information that warrants disclosure.

#### Timing of reflecting new pricing structure

The new prices will apply upon the renewal of the contract in and after September 2024. Since the timing of application varies depending on the specific contract, we expect the new prices to be reflected gradually over about one year.

#### Date of price revision (September 1, 2024) New **Previous prices New prices** contracts **Monthly New prices Previous prices New prices** contracts **Annual Previous prices New prices** contracts Contract renewal

#### User service

We are currently explaining the specifics and background of the price revisions and bundle plans to users and sales partners. We have observed no increase in cancellation rates or other apparent impacts.









III Appendix

# Summary of Full-year Forecasts (1)



#### We expect higher sales and income to lead to record highs in both revenue and each type of profit.

As of 2Q, there is no change to the full-year forecast.

(JPY mn)	FY01/24 results	FY01/25 forecast	YoY
Revenue	6,615	7,037	+6.4%
Gross profit	3,639	-	-
Gross profit margin	55.0%	_	
Operating profit	1,296	1,605	+23.8%
Operating profit margin	19.6%	22.8%	-
Ordinary profit	1,375	1,619	+ 17.8%
Profit attributable to owners of parent	956	1,098	+14.8%

<sup>1.</sup> While the price revisions announced April 16, 2024 may affect consolidated results in FY01/25, these forecasts do not reflect the impact of the price revisions, which are difficult to quantify at this point. We plan to promptly announce any revisions of forecasts or other matters that warrant disclosure.

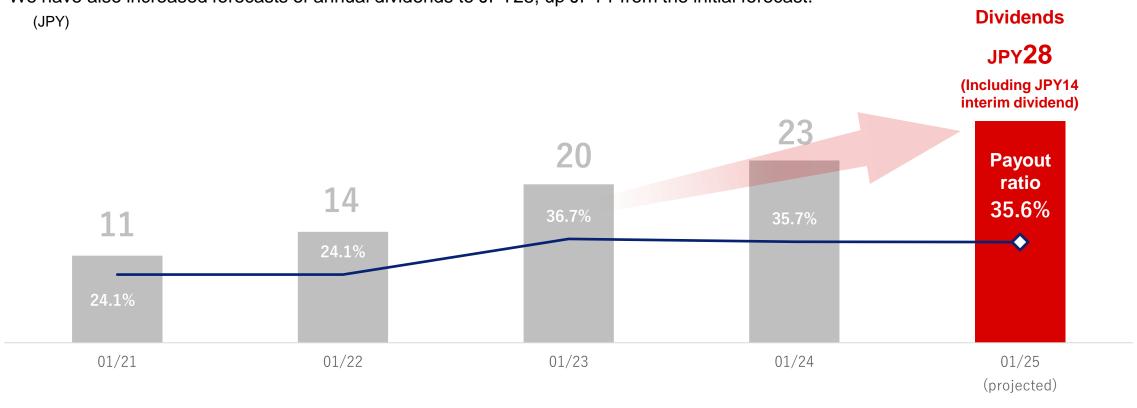
#### **Planned Dividends**



## Interim dividends have been paid since this year, and the company has continued to increase dividends since it was listed.

While we have traditionally paid only year-end dividends, we have decided to pay interim dividends as part of efforts to enhance opportunities to return profits to shareholders.

We have also increased forecasts of annual dividends to JPY28, up JPY1 from the initial forecast.







Consolidated Financial Results Forecast for The Fiscal Year Ending January 31, 2025



# **Appendix**

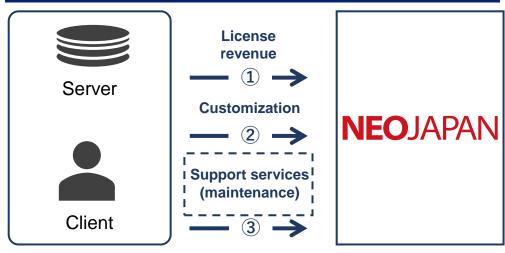
i Non-Consolidated Results of Software Business



# NEOJAPAN's revenue categories

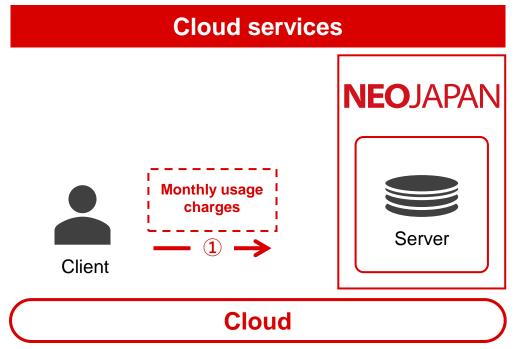
### **NEO**JAPAN





#### On premises

- Sales of products as license
- Customization to meet client needs
- Provision of support services (maintenance) (Annual maintenance revenue: approx. 15% of package sales<sup>(1)</sup>)



Continually recording monthly usage charges as revenue

Stock revenue = Support service charges + Monthly usage charges

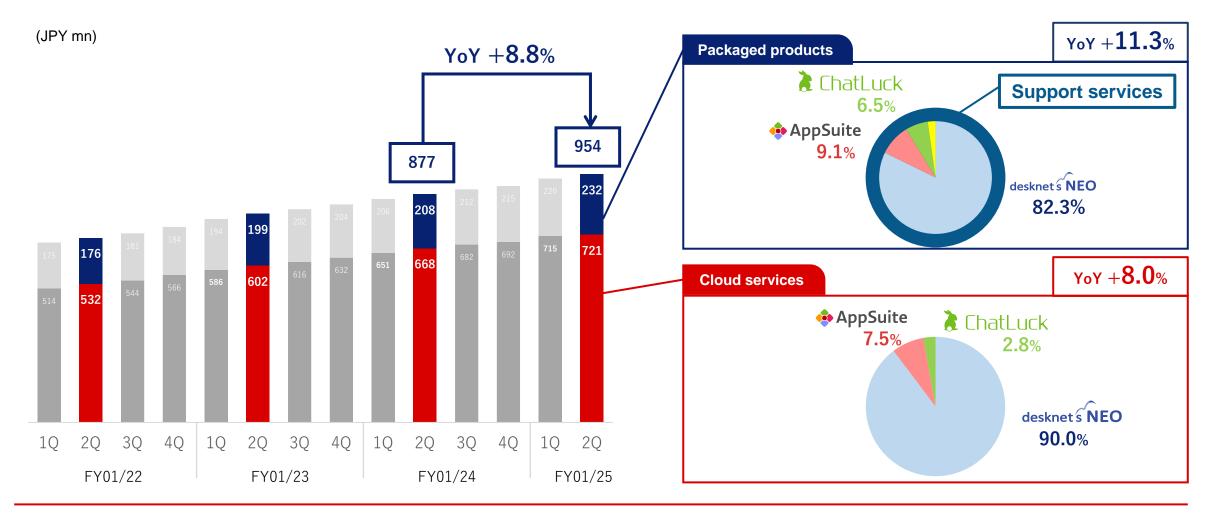
<sup>1.</sup> The ratio varies depending on the number of users and type of contract.



# NEOJAPAN Stock Revenue<sup>(1)</sup> Trends



The chart below shows trends for stock revenue, which is the revenue recorded on an ongoing basis in the software business. The revenue of Support services in product business are categorized as stock revenues.

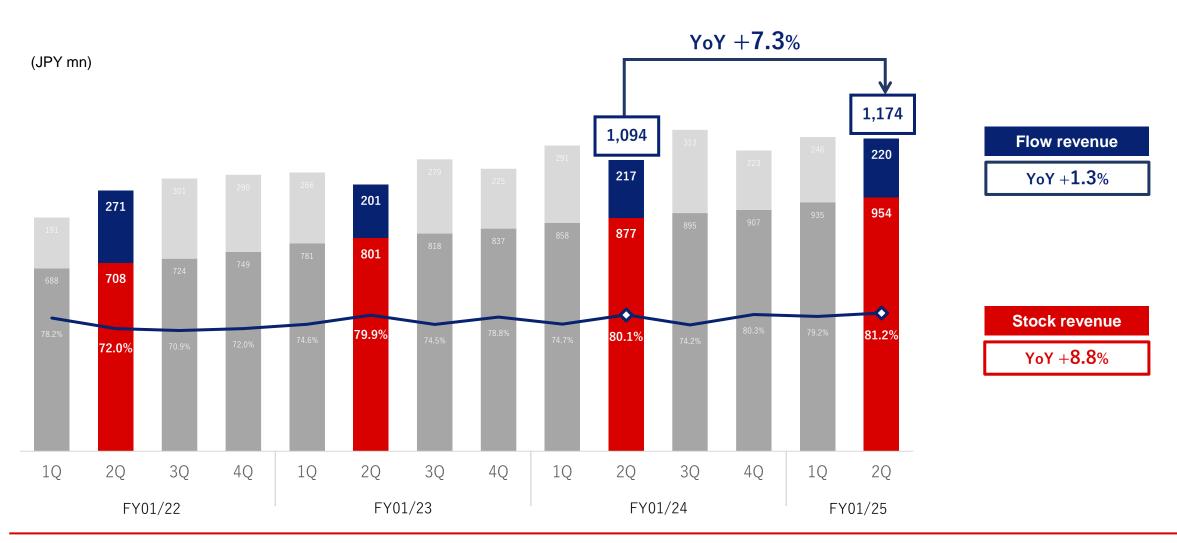


<sup>1.</sup> Total of the support services component of packaged product revenues and service charges for the desknet's NEO, ChatLuck, and AppSuite cloud services



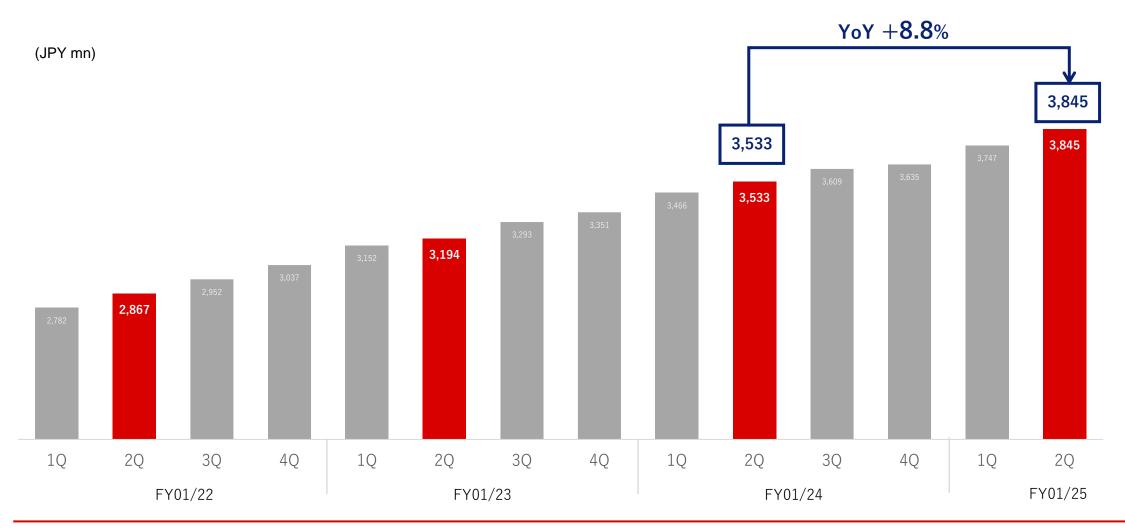


Stock revenue remained steady at +8.8% YoY. The stock revenue ratio was 81.2%.





ARR rose 8.8% YoY due to the growth in both packaged products and cloud services.

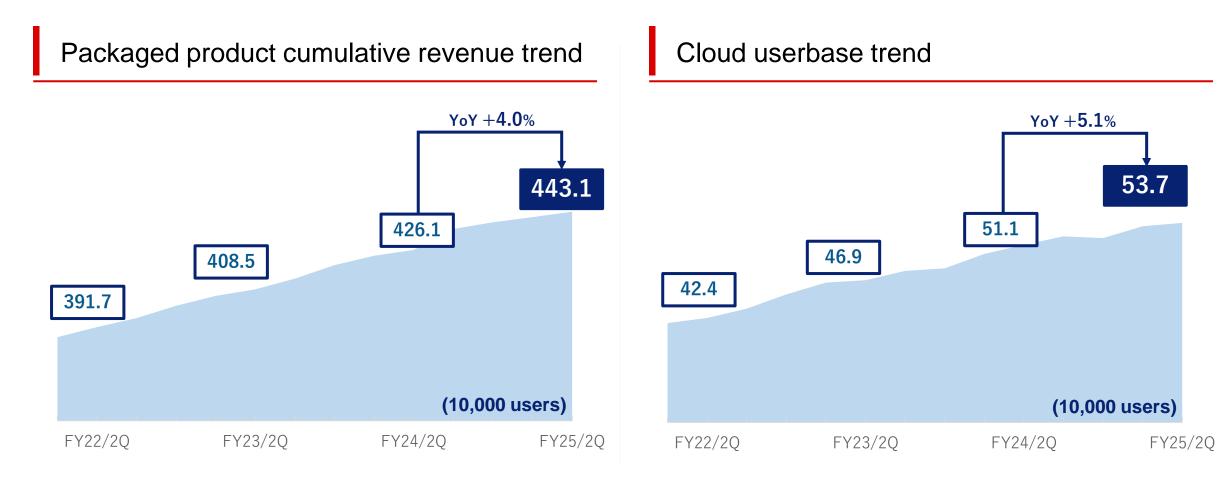


<sup>1.</sup> ARR is defined as single month stock revenue at the end of each quarter annualized by multiplying by 12

# desknet's **NEO** Userbase Trends<sup>(1)</sup>



The number of packaged products results increased by +4.0% YoY. The number of cloud services users also increased by +5.1% YoY.

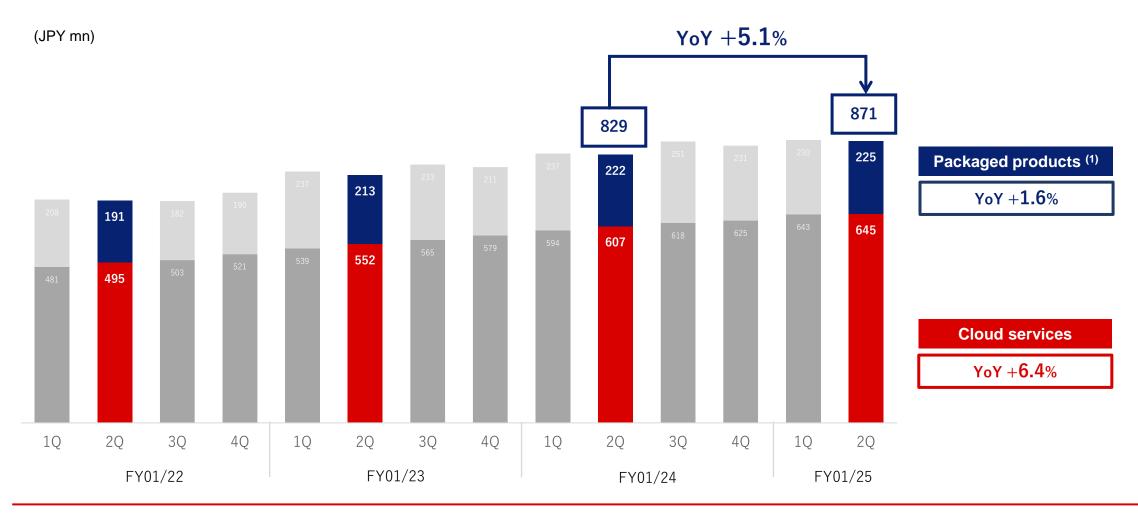


<sup>1.</sup> Figures shown exclude OEM.

# desknet's NEO Revenue Trends



Cloud services revenue grew 6.4% YoY. Although Packaged products license revenue were down on the previous year, support services grew, and overall Packaged products revenue increased by 1.6% YoY.

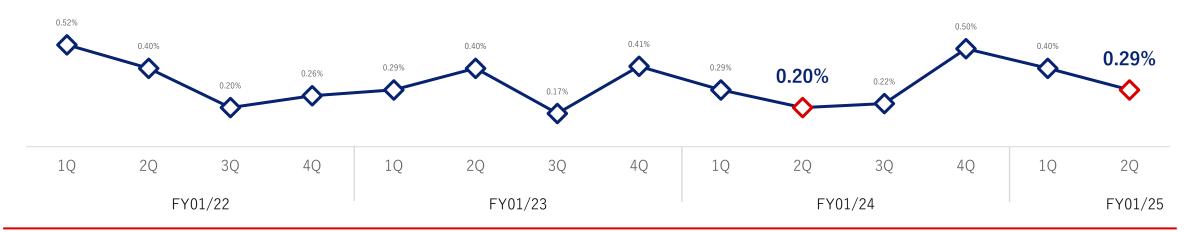


<sup>1.</sup> Total revenue of desknet's NEO license revenue, and support services connected to desknet's NEO

# desknet's NEO Cloud Cancellation Rate (1) Trend



Although we announced a price revision in April 2024, we are maintaining a low cancellation rate at this time. The price revision may temporarily affect the cancellation rate, but we will continue to make further improvements in functions and services and shifting toward discounted service/product bundles.



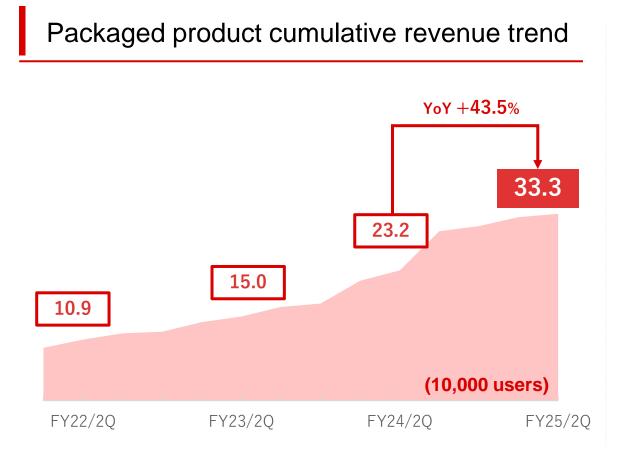
<sup>1.</sup> Calculated by averaging figures obtained by dividing (monthly decline in MRR [2] attributable to service cancellation) by (MRR at end of previous month) for desknet's NEO Cloud users for the relevant quarter

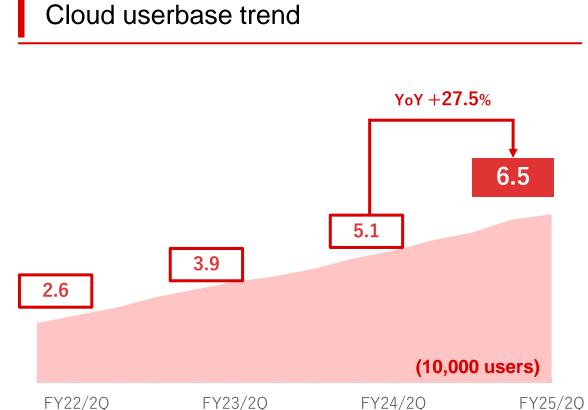
<sup>2.</sup> MRR is calculated based on the monthly charge for continuously billed users as of the end of the target month or the total amount of 1/12 of the annual charge.

# AppSuite Userbase Trends



AppSuite is positioned as a growth engine. The number of packaged products results increased by +43.5% YoY. The number of cloud services users also increased by +27.5% YoY.

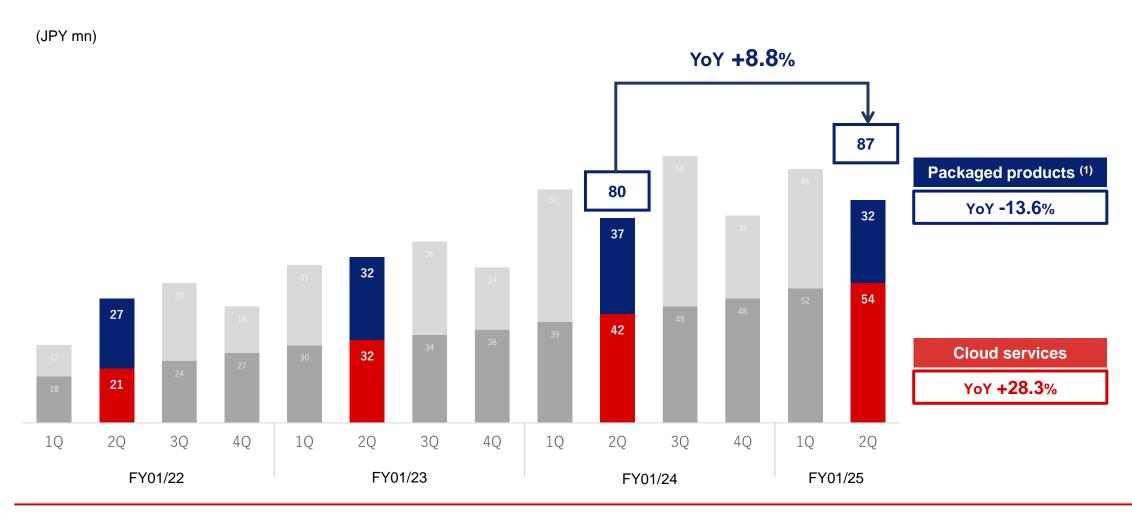




# AppSuite Revenue Trends



Cloud services revenue jumped 28.3% YoY, while packaged products revenue slid 13.6% YoY due in part to the timing of some large-scale transactions.



<sup>1.</sup> Total revenue from AppSuite license revenue and support services connected to AppSuite

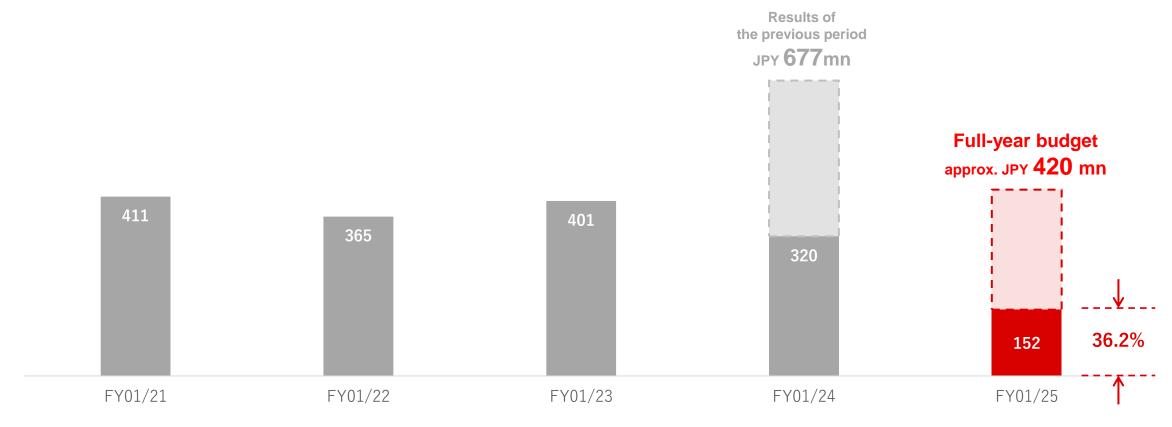


# **Advertising Costs Forecast**



Advertising costs for FY01/25 are projected to be approximately 420 million yen. Following the success of our TV commercials in boosting name recognition during FY01/24, It is our policy not to run TV commercials in this fiscal year. Approximately 64% of the full-year budget is planned to be consumed in the third quarter or later.

(JPY mn)



# **Detailed Data**



	FY2024/2Q	FY2025/2Q	YoY cha	ange
Cloud services	729	773	+43	+6.0%
desknet's NEO <sup>(1)</sup>	607	645	+38	+6.4%
AppSuite <sup>(1)</sup>	42	54	+12	+28.3%
ChatLuck <sup>(1)</sup>	18	20	+2	+13.3%
Other monthly revenue	50	44	-5	-11.6%
Other services	11	7	-3	-31.8%
Packaged products	347	382	+34	+10.0%
desknet's NEO	47	35	-12	-25.8%
AppSuite	21	11	-10	-49.0%
ChatLuck	8	10	+1	+22.7%
Other license revenues	1	1	-0	-25.3%
Support services <sup>(1)</sup>	208	232	+23	+11.3%
Customization	37	30	-7	-19.0%
Other services	22	61	+39	+178.2%
Technological development	17	19	+1	+11.1%
Total Software business revenue	1,094	1,174	+79	+7.3%

<sup>1.</sup> Accounts defined as stock revenues



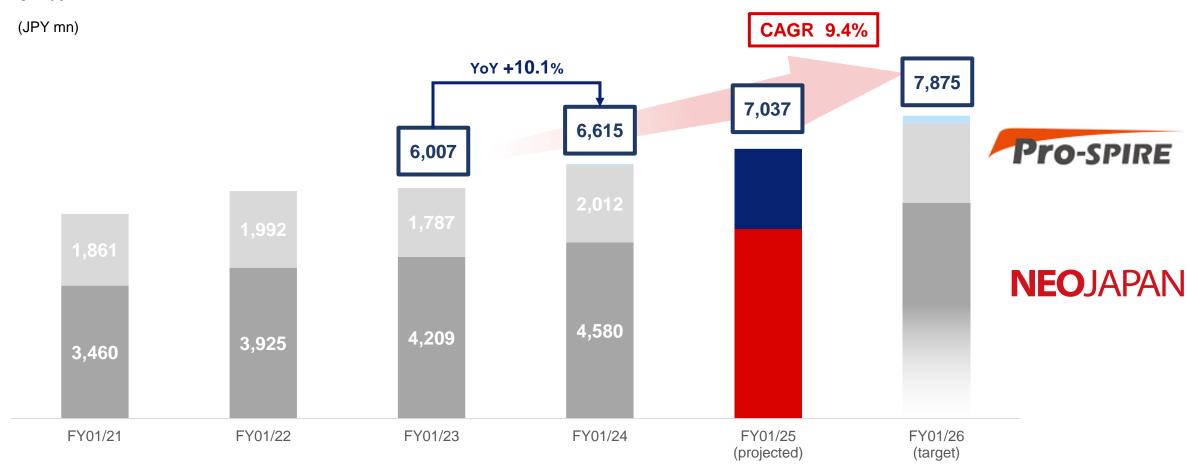
# **Appendix**

ii Progress on Medium-Term Performance Targets

# Consolidated Revenue Target and Progress



On April 26, 2023, we announced a target for consolidated revenue of JPY7,875 million for the year ending January 31, 2026, a CAGR of 9.4%. We are making steady progress toward this goal: revenue in the first fiscal year (FY01/24) was up 10.1%.

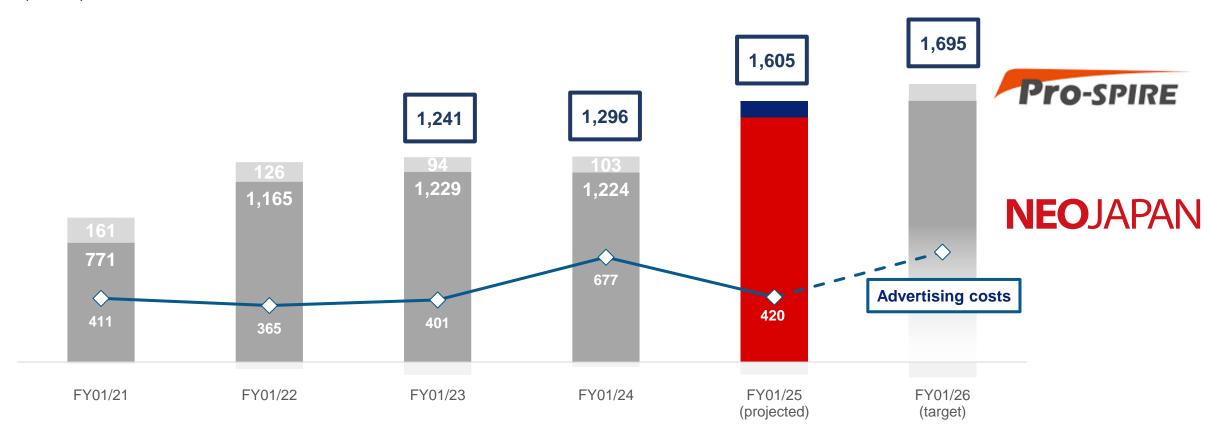


# Consolidated Operating Profit Target and Progress



Profit increased in the first fiscal year (FY01/24) even as advertising costs spiked. In FY01/25, we project consolidated operating profit of JPY1,605 million, close to the FY01/26 target of JPY1,695 million. Medium-term results targets remain unchanged.

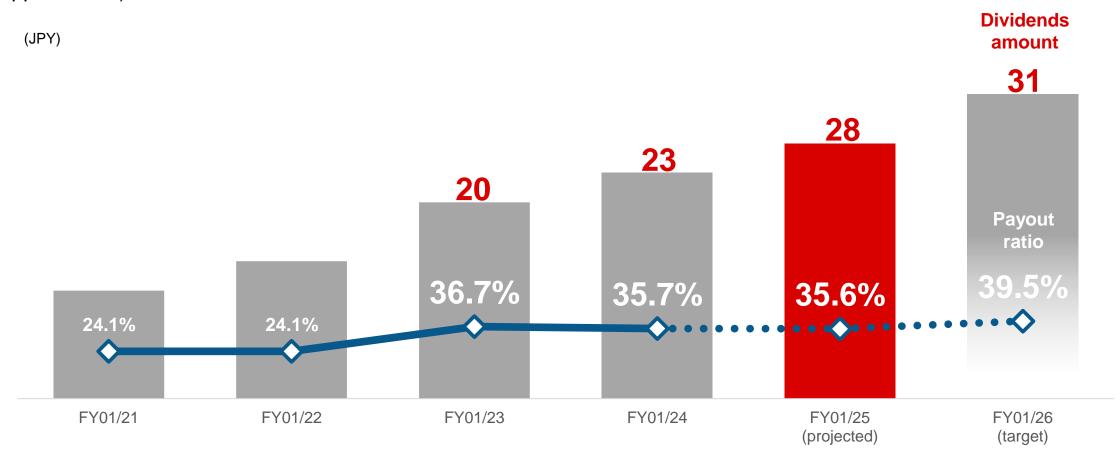
(JPY mn)



### **Planned Dividends**



Recognizing the importance of returning profit to shareholders, we have continued to increase dividends since first listing our shares. We plan to continue increasing dividends, targeting dividends of JPY31.0/share (for a dividend payout ratio of approx. 40%) in FY01/26.



#### Progress on Plans to Meet Prime Market Listing Standards



As described in the plan for meeting listing standards announced April 26, 2023, the Company plans to maintain its listing on the Tokyo Stock Exchange Prime Market following the reorganization of the market. Since May 2024, our share price (closing price) has trended at a level that meets the TSE's standard for continued listing on the Prime Market of 10.0 billion yen in market capitalization of tradable shares.

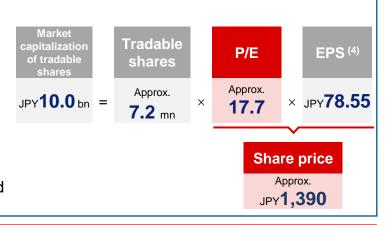
Item	Standard (Prime Market)	Our status as of January 31, 2024	Our present status	Satisfied?
Shareholders	800 or more	5,630	4,692 (1)	Υ
Tradable shares	20,000 trading units or more	58,324 trading units	72,006 trading units projected	Υ
Market capitalization of tradable shares	JPY10 bn or more	JPY5.94 bn	JPY11.47 bn <sup>(2)</sup>	<b>Y</b> (3)
Tradable shares ratio	35% or above	39.1%	51.2% projected	Υ
Net assets	Positive	JPY6.33 bn	JPY5.68 bn	Υ

#### **Progress**

Our market capitalization of tradable shares stood at approximately JPY6.0 bn in April 2023, below the standard level of JPY10.0 bn for continued listing on the Prime Market. In March 2024, our market capitalization of tradable shares increased sharply from 39.1% to 51.2% due to the acquisition as treasury shares of some shares held by former Director Otsubo.

In addition, as the result of an increase in our stock price in response to the announcement of financial results for the year ended January 31, 2024 and the announcement of price revisions, our share price trended from May to July 2024 (average closing price JPY1,594) at a level meeting the listing standards.

we estimate a share price of JPY1,390, which would meet listing standards.



4. Projected EPS shown for year ending January 31, 2025

<sup>.</sup> Based on reference to the number of shares as of July 31, 2024

Calculated by multiplying the average closing share price from May to July 2024 by the projected number of tradable shares.

Judged to satisfy (or not) the listing standards based on multiplying the number of tradable shares at the end of the fiscal year by the average closing price over the three months preceding the end of the fiscal year



# **Appendix**

iii Growth Strategy

# Growth Engine Size of the AppSuite Market

The market for low-code/no-code platforms is projected to grow at a CAGR of 16.8% in FY2021–2026. While AppSuite, a late entry, holds a modest market share at this time, we will strengthen its share by leveraging the business foundations obtained by desknet's NEO to make the business one of our growth engines.

Domestic low-code/no-code platforms JPY133.0 billion market size<sup>(1)</sup> **FY2026** JPY86.7 billion FY2023 JPY350 million AppSuite Revenue<sup>(2)</sup>

AppSuite's market share 0.40%



30% of desknet's NEO users with AppSuite on the cloud

♣ AppSuite's market share 4.33%

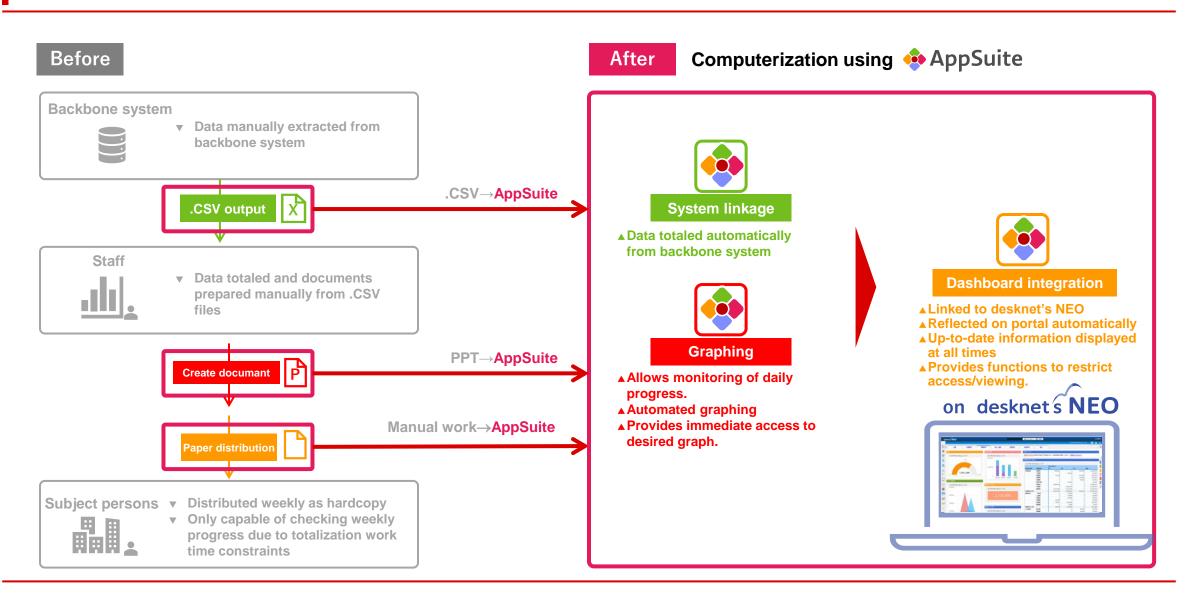
(vs. FY2026)

Considerable room remains for growth in market share. We have identified this as a **priority growth business** in which revenues have significant room to grow.

- 1. Source: ITR, ITR Market View: Low-Code/No-Code Development Market 2023, low-code/no-code development market size trends and forecasts (FY2020–2026 forecasts)
- 2. Results for the FY01/24

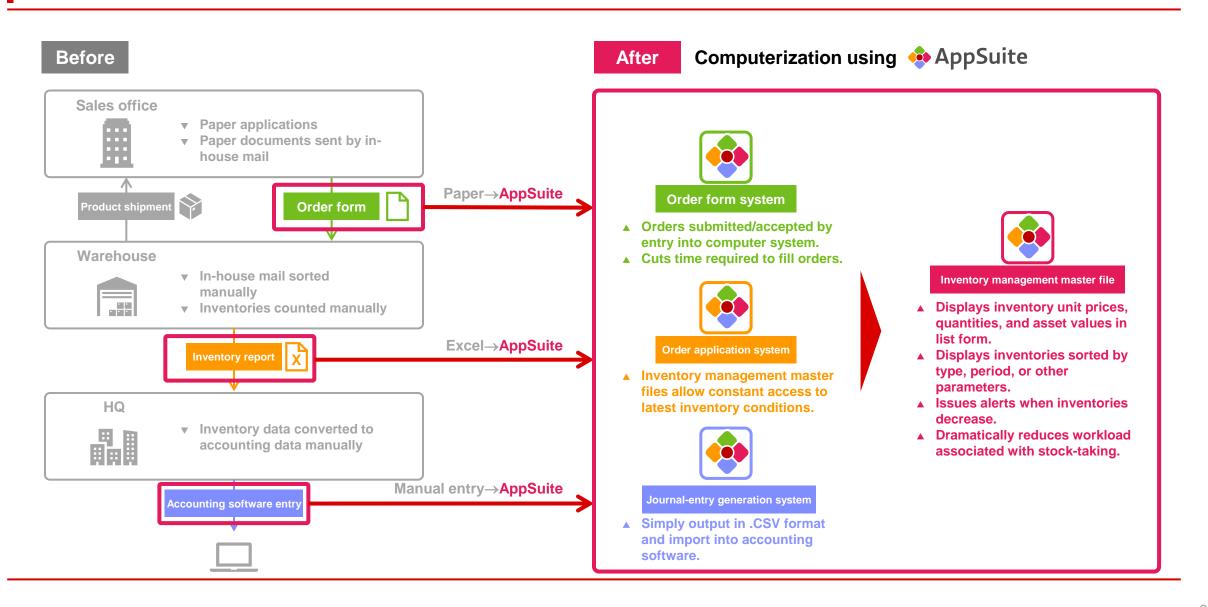
# Automating manual totalization work





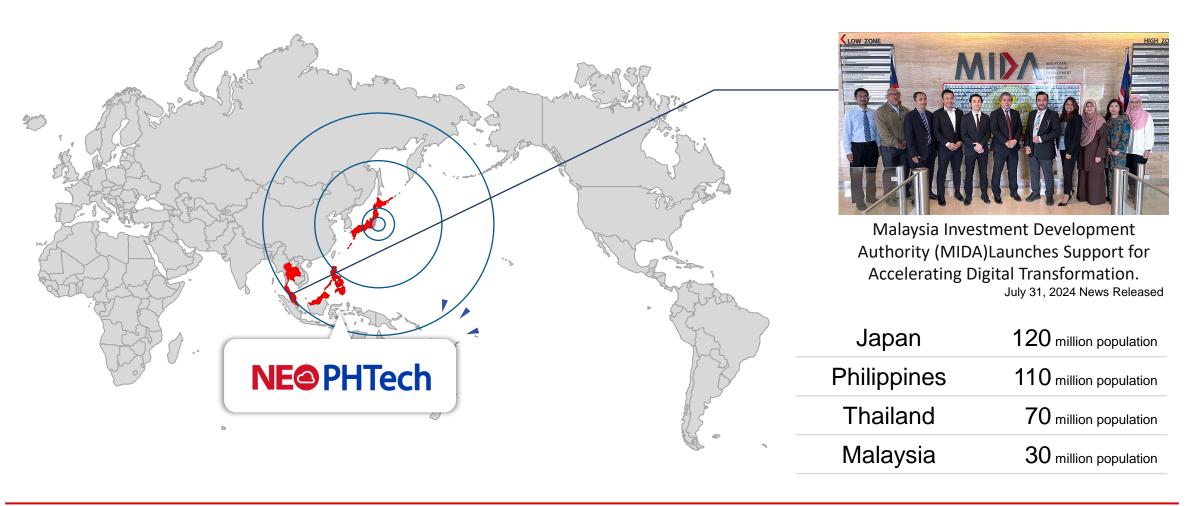
### Major business improvements achieved via computerization of inventory management





# **Overseas Strategy**

As announced in an April 23, 2024 news released, we have established NEOPhilippine Tech as a wholly owned subsidiary in the Philippines. In addition, the Malaysian Investment and Development Authority has started operating our products.

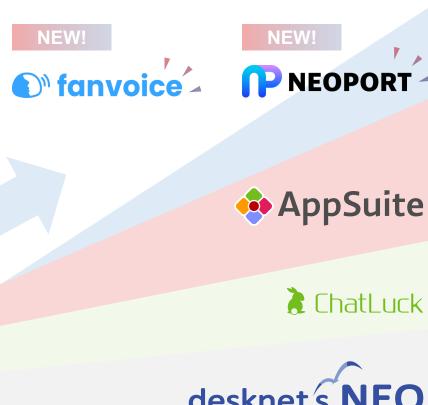


## Medium-term Outlook Growing the Product Lineup



We have traditionally identified cross-sales of products like AppSuite and ChatLuck to the desknet's NEO userbase as a growth scenario. Now, with the launch of new bundle plans, we will accelerate these efforts. We will also seek to strengthen financial results in various other ways, including launching the new service NEOPORT and growing sales of FanVoice AI, a new addition to our lineup.

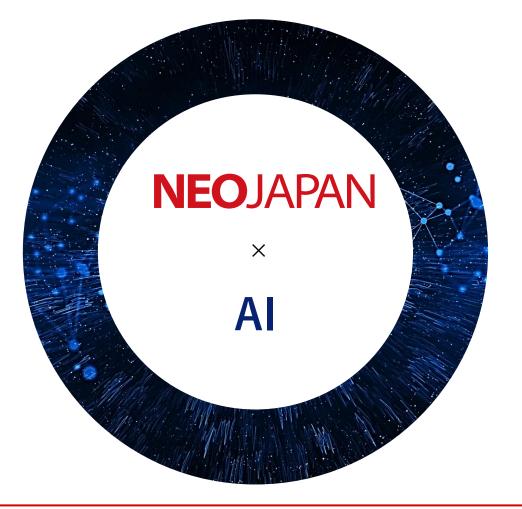
> **Continually growing LTV by** continuing to release new products



# Medium-term Outlook Utilizing Al



desknet's NEO has accumulated business data from a wide range of industries. To facilitate business operations by applying AI, NEOJAPAN is proceeding with various AI-related developments.



- ot desknet s NEO Equipped with ChatGPT "Al assistant"
- © ChatLuck Linkage with ChatGPT
- Hiring Al Engineers at **DELCU**
- Started providing

  Al VoC service (1) fanvoice
- O5 Started providing
  Al customer communication hub NEOPORT

•





# **Appendix**

iv Topics

# Major Topics in FY01/25 2Q



2Q			
May 1, 2024	Products	Evacuation planning and evacuation drill results systems provided to city of Yokohama go online in May	
May 9, 2024	Overseas	Malaysian subsidiary NEOREKA ASIA sponsors ALEPS EKIDEN Half Marathon 2024	
June 3, 2024	Products	New service: Introduction of NEOPORT as a customer communication hub incorporating AI to improve customer service efficiency and quality	
June 6, 2024	Other	Received Digital Transformation Certification from the Ministry of Economy, Trade and Industry of Japan	
June 7, 2024	Awards	desknet's NEO and ChatLuck receive four awards in their respective categories at BOXIL SaaS AWARD Summer 2024	
June 13, 2024	Other	Received Kurumin certification in recognition of our support for employees raising children	
June 14, 2024	IR	Announced change in dividend policy (payment of interim dividends) and revision (increase) to planned dividends	
June 20, 2024	Other	Joined the Sport in Life Consortium promoted by the Japan Sports Agency	
July 17, 2024	Awards	Won the highest rank of Leader in four categories of the ITreview Grid Award 2024 Summer (groupware category) for 21st consecutive term	
July 19, 2024	Other	Sponsorship decided for Egafes 2024, a comedy and music festival organized by comedian Egashira 2:50 and supported by desknet's NEO as Platinum Sponsor	
July 31, 2024	Overseas	NEOREKA ASIA uses AppSuite to support digital reforms in Malaysian Investment Development Authority (MIDA): First wave of migration of existing apps set for August	

### **NEO**JAPAN



### **Briefing for individual investors(KabuBerry Channel)**

June 20, 2024

https://youtu.be/0J3r3QBUy0c?si





### **Original Company Analysis Article(MINKABU)**

May 28, 2024

https://mag.minkabu.jp/companys-features/25793/





### **Equity Research Report(WEALTH ADVISOR)**

March 29, 2024

https://www.wealthadvisor.co.jp/stock/er\_report/pdf/er3921\_240329.pdf





### **President's Dialogue (TOUSHI-WEB)**

November 10, 2023

https://youtu.be/0rNsPgFz300/



### Questions from Institutional Investors



Reviewed below are trends observed in questions received from investors in FY01/25 2Q and the questions most often asked.

Overseas strategy: 9 questions ———

### Growth strategy: 33 questions -

- Q. Your price increases appear likely to add to cash and deposits. What will you use these funds for?
- A. We plan to use these funds to build a development structure capable of swiftly adapting to technological advances and changing needs and to add new features and make qualitative improvements in services. We will also continue to consider M&A activities to contribute to growth.

#### Other:

### 33 questions -

- Q. Can you tell us about your hiring policies?
- A. In principle, our policy is to hire new graduates as development engineers. We are hiring more than 10 such individuals per year, as planned. We also make midcareer hires in fields like general administration and sales.

#### Marketing:

### 46 questions

- Q. What are your thoughts on advertising this year and next?
- A. We are not running any TV commercials this year. We are devoting more of our budget to Web advertising than we did last year. We will consider advertising strategies for the next year and beyond after monitoring the results for this year.

#### Markets:

47 questions

### Management indicators: 134 questions

- Q. Do you expect sales figures to increase as you revise prices for all users from September 1, 2024?
- A. The new prices will not apply uniformly to all users in September, since some have annual or multiyear contracts. The timing of reflecting the new prices will vary according to contract. The new prices will be gradually introduced over the period of about a year starting in September.
- Q. Were there any changes in cancellation rates after the announcement of the price revisions?
- A. There has been no noticeable impact at this stage. While an impact may emerge from September when the prices are revised, we do not expect a dramatic increase in cancellation rates.

### Products and services: 129 questions

- Q. How are you handling inquiries from customers with regard to price revisions?
- A. We are currently explaining the specifics and background of the price revisions to users and sales partners. We have had few negative reactions to date. Most users understand the changes.
- Q. Can you tell us about your competitive advantages?
- A. Our advantages lie in ease of use and cost performance. Our products were developed to suit Japanese business practices and have a reputation for ease of use. Additionally, we maintain a price advantage even after the price revisions.



# ChatLuck New Version Launched

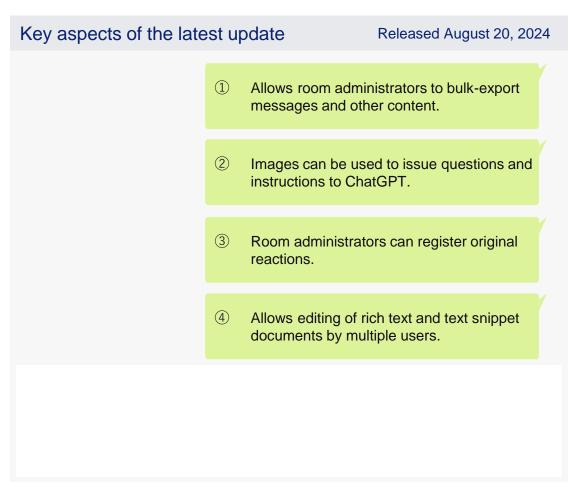


Following the update of the mobile app interface on April 11, 2024, we released Version 6.5 on August 20, 2024. This update enhances ChatGPT integration and updates multiple features, making ChatLuck even easier to use.





**April 11, 2024** update



# New Product Launched



NEOPORT, a new cloud-based communication tool, integrates increasingly diverse customer communication channels like email, chat, and audio and video messaging into a shared platform while allowing teams to interact with customers more efficiently using AI and automation technologies.

June 3, 2024 News Released

- Increasing the efficiency of team customer and partner service on the shared platform
- Linked to desknet's NEO, AppSuite, and Other services
- Al assistant supports more efficient handling of inquiries.

### fanvoice Launched

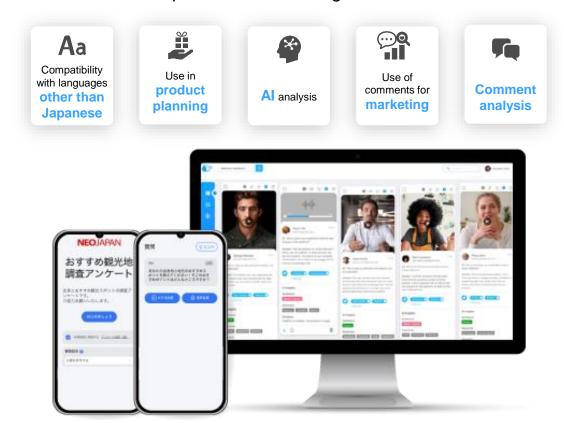


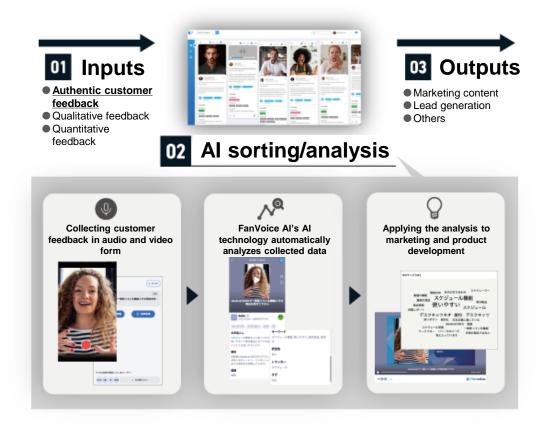
We've concluded a sublicensing agreement with FanKave Inc. for its AI VoC service FanVoice AI and begun providing the service in Japan. This marks the first sublicensing agreement with a Japanese firm.

March 21, 2024 News Released

### Uses authentic **Customer feedback**

to provide the following solutions:





# **NEO**JAPAN



# **Appendix**

v NEOJAPAN Group Overview

# **Corporate Mission**



# Contributing to the formation of a flourishing information society through real IT communication tools

Our services provide vital support for workers in organizations of all scales and industries, including those involved in social infrastructures like rail, electricity, and construction.

# **Company Profile**

# **NEO**JAPAN

Company name	NEOJAPAN Inc.		
Established	February 29, 1992		
	Headquarters	Yokohama Landmark Tower, 10th Floor 2-2-1 Minatomirai, Nishi-ku, Yokohama-shi, Kanagawa, Japan	
Location	Osaka Office	Nakanoshima Dai Building, 7th Floor 3-3-23 Nakanoshima, Kita-ku, Osaka-shi, Osaka, Japan	
(Japan)	Nagoya Office	JP Tower Nagoya, 21st Floor 1-1-1 Meieki, Nakamura-ku, Nagoya-shi, Aichi, Japan	
	Fukuoka Office	Across Cube Hakata Ekimae 3-4-25 Hakataekimae, Hakata-ku, Fukuoka-shi, Fukuoka, Japan	
Consolidated subsidiary (Japan)	Pro-SPIRE Inc.	WIRA Omori Building, 7th Floor 1-6-8 Omori-kita, Ota-ku, Tokyo, Japan	
Consolidated	DELCUI Inc. NEOREKA ASIA Sdn.Bhd. NEO THAI ASIA Co.,Ltd. NEOPhilippine Tech Inc.	California, United States	
subsidiaries		Kuala Lumpur, Malaysia	
(Overseas)		Bangkok, Thailand Metro Manila, Philippines	
Representative	Akinori SAITO, President		
Capital	297million yen(As of January 31, 2024)		
Consolidated revenue	6,615 million yen (FY01/24)		
Number of employees	285 (Consolidated) (As of January 31, 2024)		



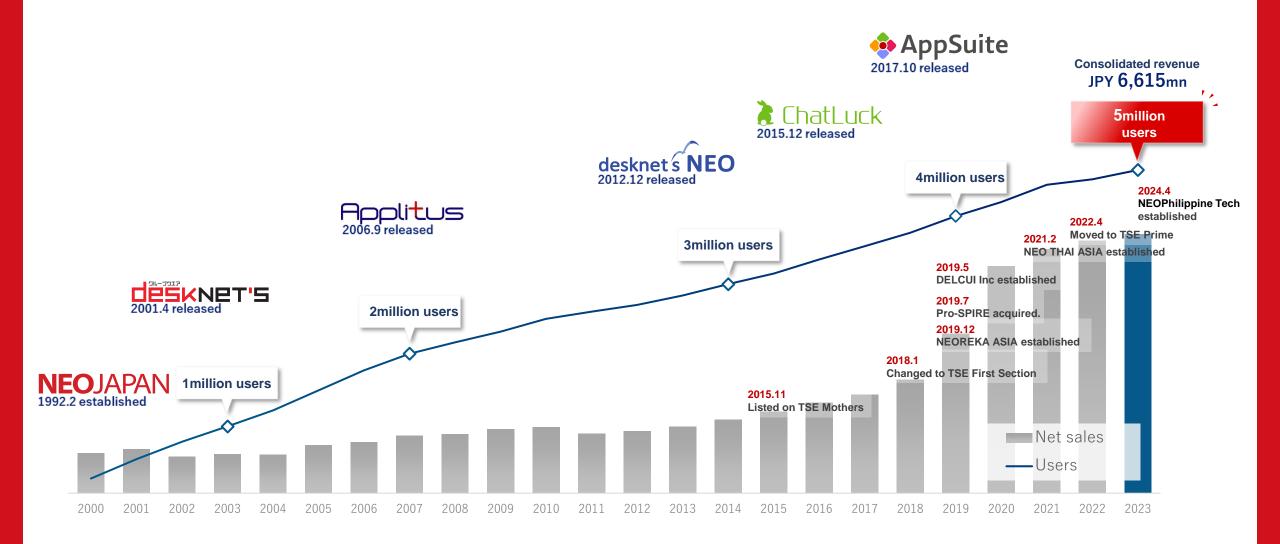
Office Entrance



Development Area

# **Company History**

## **NEO**JAPAN



## **Corporate Sales**

**NEO**JAPAN

desknet's NEO has been sold by many companies regardless of industry or size. Cumulative sales exceeded **5.1 million users** <sup>(1)</sup> and are still expanding.













# Sales to Government Agencies and Local Governments

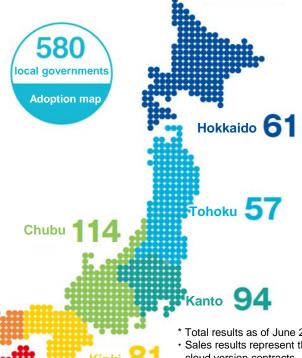


### [Adopted by more than 1,100 government agencies and local governments]

Chugoku 3

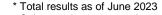
Local governments	580
Prefectures Ordinance-designated major cities Wards (23 wards of Tokyo) Cities Towns Villages Adoption by some departments	18 6 5 187 245 42 77





**Adopted** bv

Numerous customers, including the Ministry of Internal Affairs and Communications, Akita Prefecture, Miyagi Prefecture, Shiga Prefecture, Sunagawa in Hokkaido, Yokohama in Kanagawa Prefecture, Kobe in Hyogo Prefecture, and Naha in Okinawa **Prefecture** 



- Sales results represent the total of packaged products shipped and cloud version contracts.
- · Figures on the map represent sales to local governments (prefectures/municipalities), not including customers who have stopped using our products or services due to mergers or other
- · An organization with multiple contracts is counted as one customer.
- · Adoption by some departments: Sales to prefectures, special wards, and cities with fewer than 300 users or towns and villages with fewer than 50 users

# Health Management Initiatives



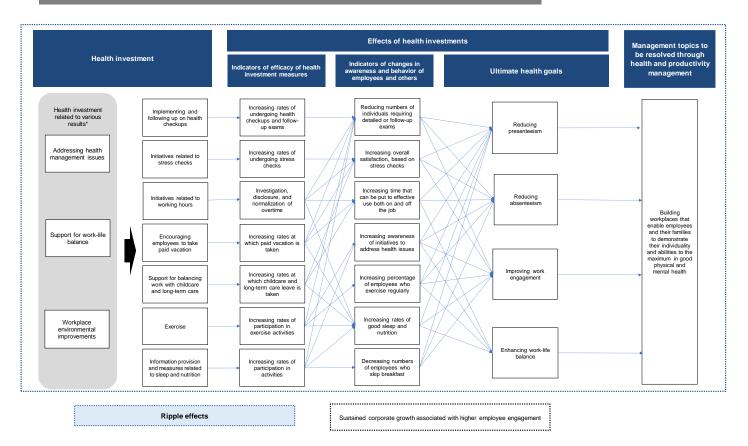
We recognize that the mental and physical health of our employees and their families, as well as comfortable working environments in which individuals can demonstrate their abilities in good health, contribute to corporate growth. Based on that understanding, we are promoting health management to support the health of our employees and their families.

#### **Promotion organization Board of Directors** President General Safety and Industrial physician Health Manager (Officer responsible) Health insurance Health Health Manager Observers society Committee **Auditors** Internal auditing **Administrative Division** Committee Legal Health Promotion Group Selection of **Employee** committee nembers Recommend-**Employees Employee families Certifications**

Yokohama Health Management

KENKO Investment for Health Stock Selection program

### Health and productivity management strategic map



# **NEO**JAPAN





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### Disclaimer



This document contains forward-looking statements regarding estimations, forecasts, targets and plans in relation to the results of operations, financial conditions and other overall management of the company and/or the group as a whole (the "forward-looking statements"). The forward-looking statements are made based upon, among other things, the company's current estimations, perceptions and evaluations. In addition, in order for the company to adopt such estimations, forecasts, targets and plans regarding future events, certain assumptions have been made. Accordingly, due to various risks and uncertainties, the statements and assumptions are inherently not guarantees of future performance, may be considered differently from alternative perspectives and may result in material differences from the actual result. Therefore, these forward-looking statements are dependent on various risks and uncertainties, and actual results may significantly differ from the results expressed or implied in the forward-looking statements. Accordingly, you should not place undue reliance on the forward-looking statements. We are not under any obligation to change or correct the forward-looking statements according to new information, future events or other discoveries.