

# Supplementary Materials for Financial Results for the First Quarter of the Fiscal Year Ending June 30, 2025

System Support Inc. (Security Code: 4396)

November 6, 2024



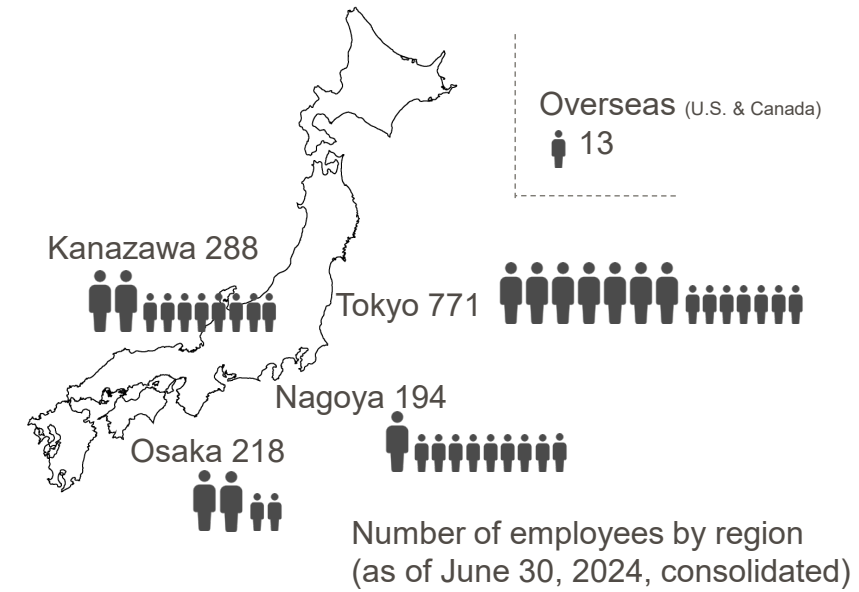
Notice: This document is only for reference purposes. In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.

# Company Profile

<b>Company name</b>	System Support Inc. (STS)
<b>Location</b>	9F Rifare, 1-5-2 Honmachi, Kanazawa-shi, Ishikawa Prefecture
<b>Founding</b>	January 1980
<b>Listed market</b>	Tokyo Stock Exchange Prime Market (security code: 4396)
<b>Capital</b>	723 million yen
<b>Net sales</b>	22,029 million yen (FY6/2024, consolidated)
<b>Representative</b>	Ryoji Koshimizu, Representative Director
<b>Number of employees</b>	1,484 (as of June 30, 2024, consolidated)
<b>Group bases</b>	Tokyo, Nagoya, Osaka, and Kanazawa (headquarters), United States (Silicon Valley, NY, LA, Houston), Canada (Vancouver)

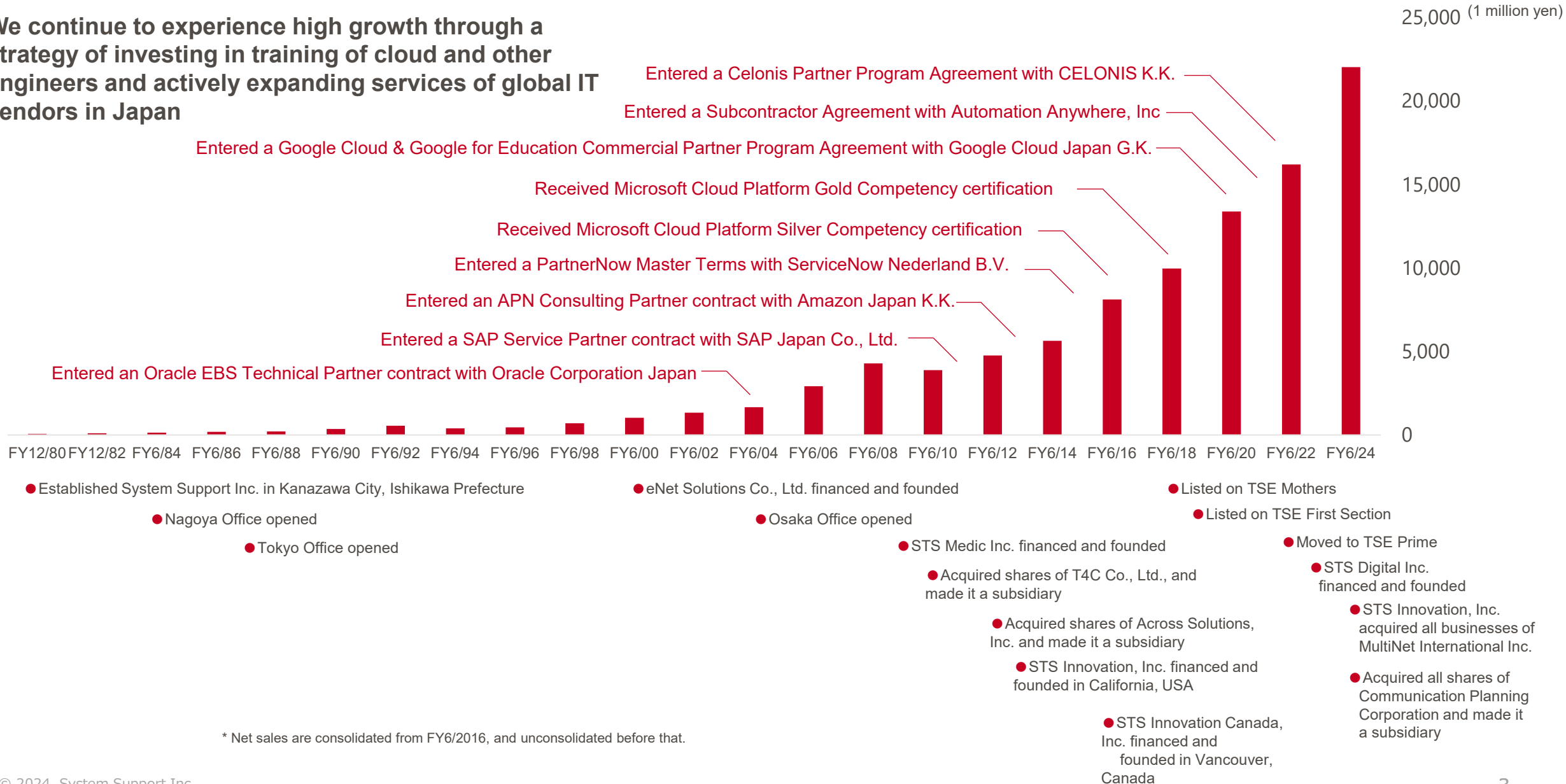
- The head office is located in Kanazawa City, and the center of business including employees and customers is Tokyo, Nagoya, and Osaka.
- 85% of employees are engineers

- Business outline**
- **Cloud Integration Business**  
Technical support for migration and use of cloud services (ServiceNow, Microsoft Azure, AWS, Google Cloud, etc.) and resale of licenses, etc.
  - **System Integration Business**  
Technical support for the introduction and use of ERP packages, construction of infrastructure such as Oracle database, and IT system consulting, design, development, operation, and maintenance
  - **Outsourcing Business**  
Our Group's private cloud and other data center services, data analysis and input, and near-shore system operation and maintenance
  - **Product Business**  
Development and sale of products (software) by Our Group, and customization according to user companies' applications
  - **Overseas Business**  
Overseas system integration, outsourcing of payroll and accounting services, recruitment services, and media management



# Company Profile – Net Sales Trends and History

We continue to experience high growth through a strategy of investing in training of cloud and other engineers and actively expanding services of global IT vendors in Japan



# Summary of Financial Results for 1Q of FY6/2025 and Earning Forecast of FY6/2025

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## Contents

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- ▶ 1. Financial highlights
- ▶ 2. Forecast for full year earning of FY6/2025 (consolidated)
- ▶ 3. Business segments
- ▶ 4. Net sales and income by segment (consolidated)
- ▶ 5. Human resources strategy

# Financial Highlights for 1Q of FY6/2025 (Consolidated)

- ◆ Net sales were satisfactory as the Cloud Integration Business continued to be strong.
- ◆ Both net sales and profit are expected to generally meet the initial plan for the first half and the full year.

Unit: 1 million yen

	1Q FY6/2023 (Cumulative)	1Q FY6/2024 (Cumulative)	1Q FY6/2025 (Cumulative)	Difference (YoY change)	Percentage change (YoY change)	Comment
Net sales	4,404	5,034	<b>6,154</b>	<b>+1,120</b>	<b>+22.3%</b>	<ul style="list-style-type: none"> <li>Progress was satisfactory mainly led by the Cloud Integration Business.</li> </ul>
Gross profit	1,185 (26.9%)	1,399 (27.8%)	<b>1,643 (26.7%)</b>	<b>+243</b>	<b>+17.4%</b>	<ul style="list-style-type: none"> <li>Compared to the same period last year, which saw a number of profitable projects, the gross profit margin slightly declined owing to the changes in the sales composition. However, each project progressed successfully without any troubles.</li> </ul>
Operating profit	304 (6.9%)	399 (7.9%)	<b>436 (7.1%)</b>	<b>+36</b>	<b>+9.0%</b>	<ul style="list-style-type: none"> <li>Although the profit in each stage slightly fell short of the initial plan, it is expected to generally meet the target for the first half and the full year.</li> </ul>
Ordinary profit	309 (7.0%)	404 (8.0%)	<b>406 (6.6%)</b>	<b>+2</b>	<b>+0.7%</b>	<ul style="list-style-type: none"> <li>The difference based on the exchange rate related to an M&amp;A conducted in the US (43 mil. yen) was recorded as a temporary expense on non-operating expenses.</li> </ul>
Profit attributable to owners of parent	205 (4.7%)	282 (5.6%)	<b>247 (4.0%)</b>	<b>-35</b>	<b>-12.4%</b>	<ul style="list-style-type: none"> <li>Although extraordinary incomes associated with the shift to the defined contribution pension system (22 mil. yen) were recorded in the same period last year, no similar incomes were generated in this period.</li> </ul>

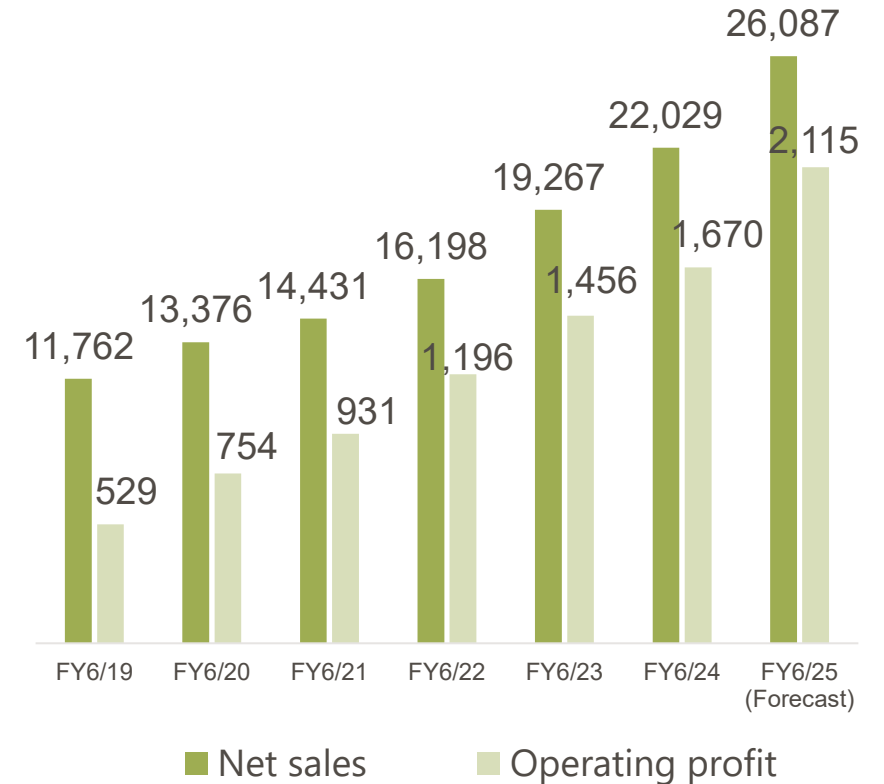
# Forecast for Full Year Earning of FY6/2025 (Consolidated)

Unit: 1 million yen

	FY6/2023	FY6/2024	FY6/2025 (Forecast)	Percentage change (Period over period)	
Net sales	19,267	22,029	<b>26,087</b>	+ 18.4%	
Operating profit	1,456	1,670	<b>2,115</b>	+ 26.6%	
Ordinary profit	1,465	1,743	<b>2,106</b>	+20.8%	
Profit attributable to owners of parent	1,009	1,224	<b>1,444</b>	+18.0%	
Annual dividends	Interim dividends	15円	18円	<b>24円</b>	-
	Year-end dividends	17円	22円	<b>24円</b>	-
	Total	32円	40円	<b>48円</b>	-

## Net sales/operating profit (consolidated)

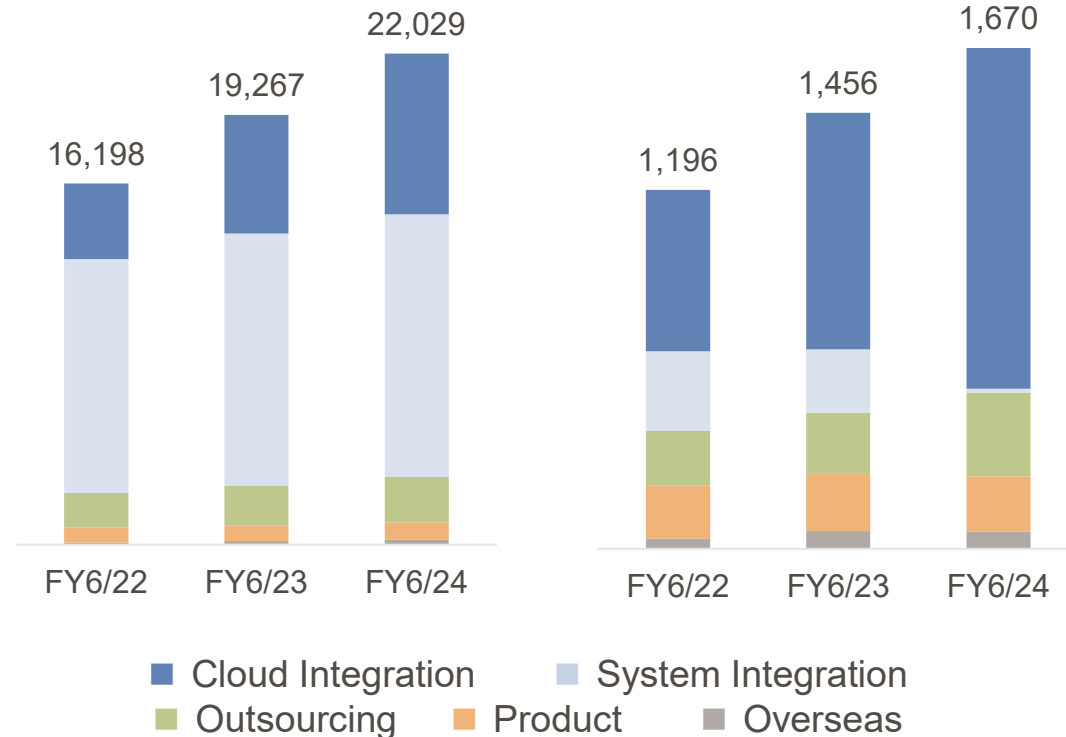
Unit: 1 million yen



# Business segments

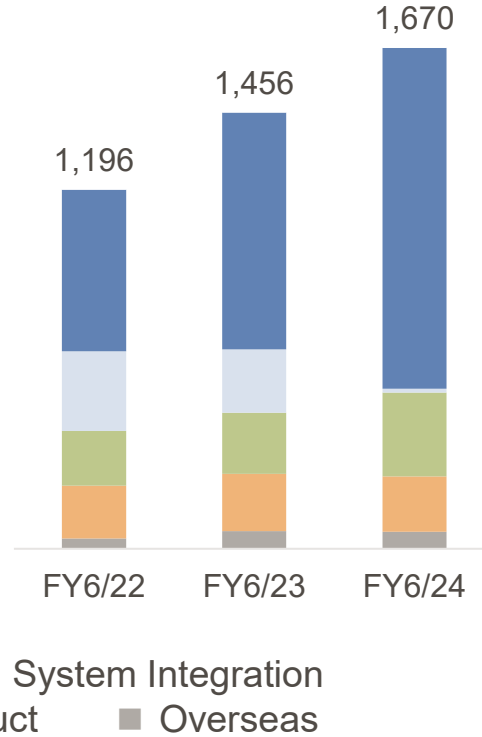
## ■ Net sales (Consolidated)\*1

Unit: 1 million yen



## ■ Operating profit (Consolidated)\*2

Unit: 1 million yen



## Cloud Integration Business

The most important business driving the Group's growth. Taking advantage of market growth, we will actively invest in expanding new areas such as AI and promoting existing businesses, and secure stock-based revenues through resale.

## System Integration Business

Steadily secure sales and profits as a stable business. In addition, we will provide a diverse lineup of services in this business to customers in other businesses to support them to receive orders. We will also encourage engineers to shift their skills to the cloud sector, contributing to a high growth of the entire Group.

## Outsourcing Business

Steadily expand sales and profit by accumulating stock-based revenues, mainly in our own data center.

## Product Business

Steadily build up stock-based revenues such as license fees and expand a high-margin and stable earnings structure.

## Overseas Business

In addition to research on the most advanced IT information in North America, we have strengthened the system to ensure that this business alone generates profits.

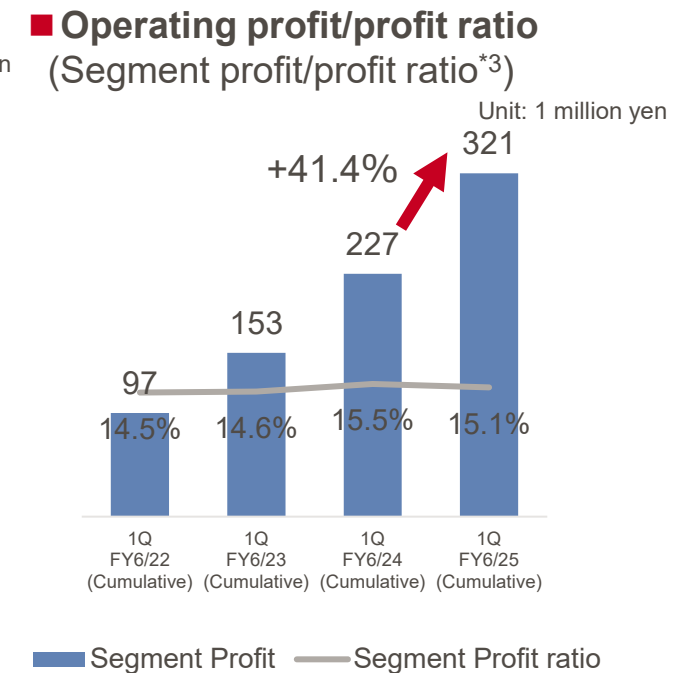
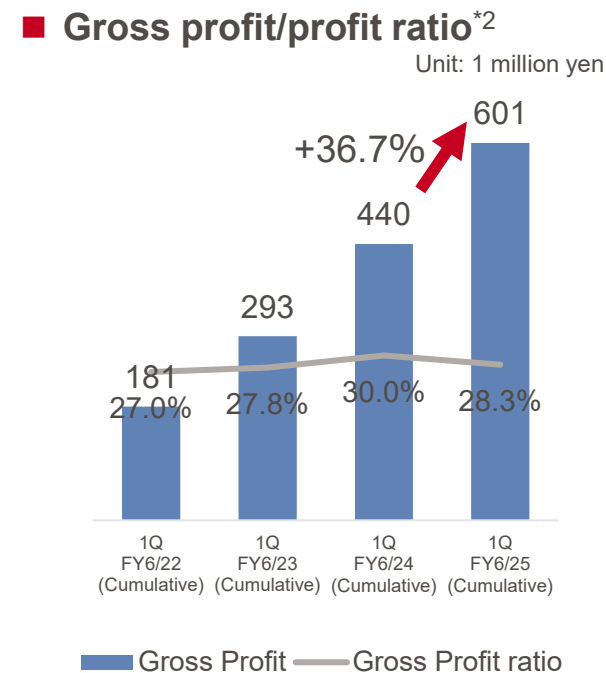
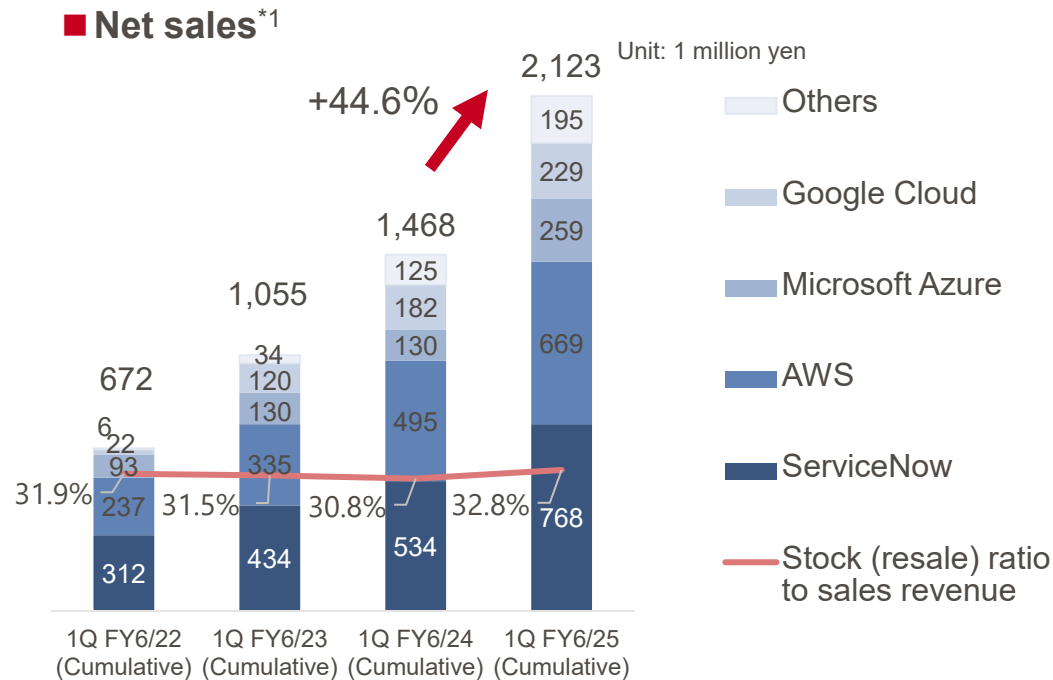
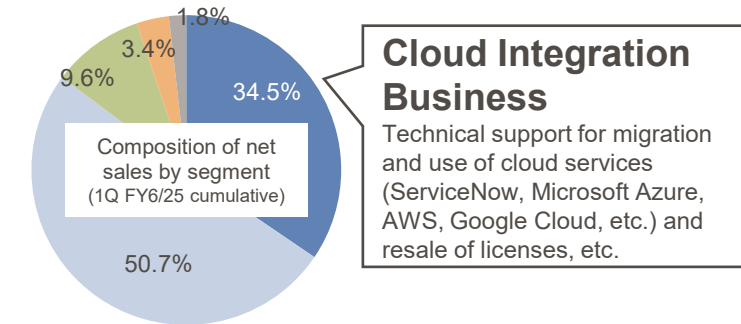
\*1 Net sales are sales to external customers.

\*2 Segment profit is the amount after adjustment for operating profit in the consolidated financial statements.

# Net Sales and Income by Segment for 1Q of FY6/2025 (Consolidated)

## ◆ Cloud Integration Business

- The demand remained strong, driven by digital transformation, and the structure of service provision was steadily enhanced through recruitment and in-house training, which resulted in solid progress in sales and profits.
- Changes in the service configuration (an increase in resales and sales of licenses, etc.) had an impact on the gross profit margin.
- ServiceNow and AWS achieved high growth, due to steady orders from end users and strengthened systems for ServiceNow, and due to steady accumulation of resales for AWS.
- Azure OpenAI, services related to Microsoft's generative AI, and Oracle Cloud Infrastructure have grown significantly, steadily expanding the scope of services.



\*1 Net sales are sales to external customers.

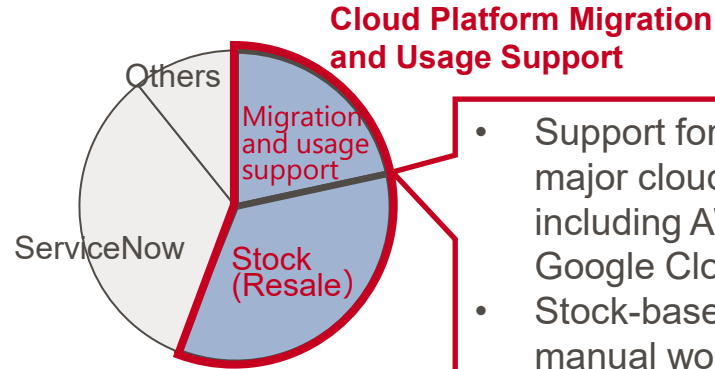
\*2 Gross profit by segment is the amount before adjustment for gross profit in the consolidated financial statements.

\*3 Segment profit is the amount before adjustment for operating profit in the consolidated financial statements.



# Cloud Integration Business Details (1) Cloud platform migration (Microsoft Azure, AWS, Google Cloud) and usage support

Cloud integration business  
Sales composition ratio



- Support for the migration to and use of major cloud-based services in Japan, including AWS, Microsoft Azure, and Google Cloud
- Stock-based revenue that requires no manual work was secured by reselling cloud services after the migration

## ■ Our strengths

### Multi-cloud support

We have extensive experience with major cloud-based services in Japan, including AWS, Microsoft Azure, and Google Cloud, and we support multi-cloud services.

### Widely implement across layers other than infrastructure instead of only focusing on cloud services

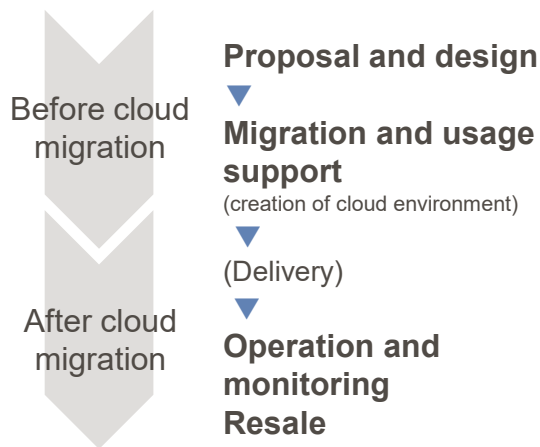
In addition to the migration of IT infrastructure to cloud services, our many years of diverse experience in application development and database construction enable us to overhaul the entire IT systems consistently.

### A research and development framework that can quickly respond new services

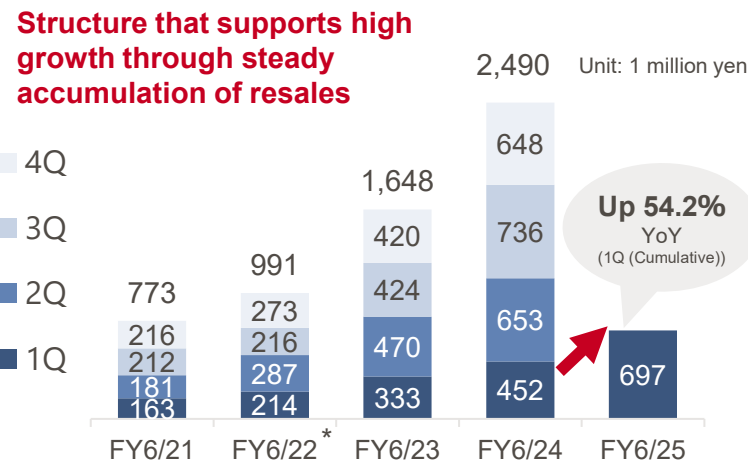
We have a system to intensively conduct R&D in the fields where customer needs align with our strengths, leading to the quick provision of technical support for new services continuously emerging on each cloud-based services.

## ■ Flow of cloud platform migration and usage support

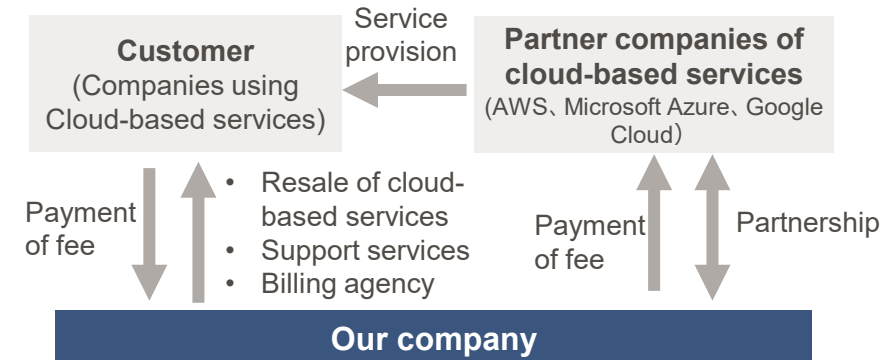
### Our main services



## ■ Changes in resale net sales in net sales for cloud platform migration, usage support, etc.



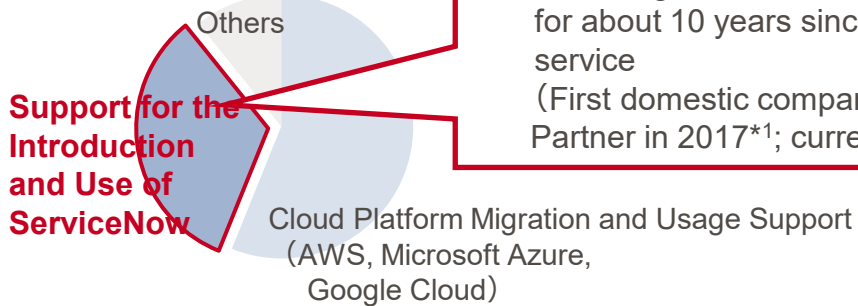
## Outline of resale



The resale mostly generates revenue through a pay-as-you-go system based on the data usage, and as the customer's data usage increases, our revenue also rises. This enables us to secure stock-based revenue without manual work.

# Cloud Integration Business Details (2) Support for the Introduction and Use of ServiceNow

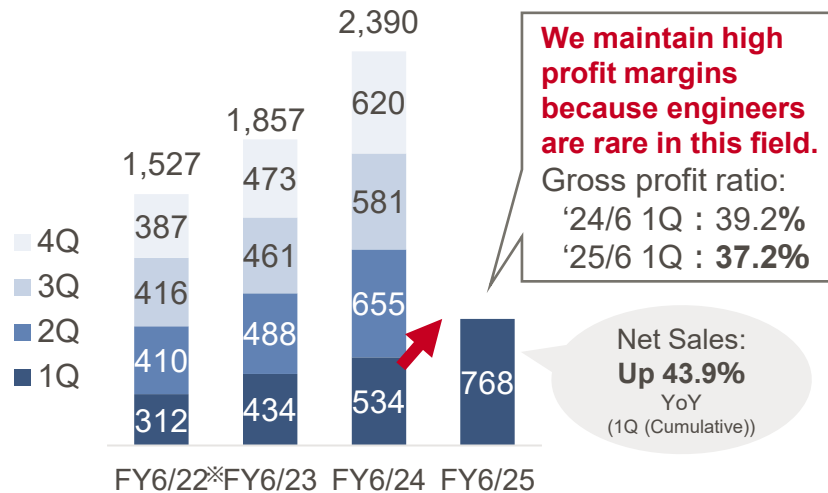
Cloud integration business Sales composition ratio



- Support for introduction and use of ServiceNow, an IT service management cloud service
- Advantage with the knowhow and system accumulated for about 10 years since we started to provide the service (First domestic company certified as a Bronze Services Partner in 2017\*1; currently the Elite Partner.)

## Net sales of ServiceNow

Unit: 1 million yen



## Major ServiceNow partner companies in Japan\*1

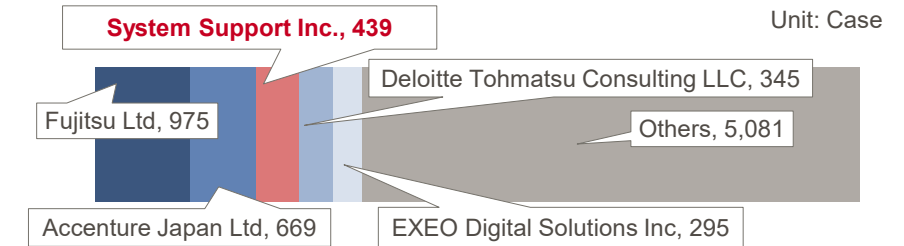


## Our strengths

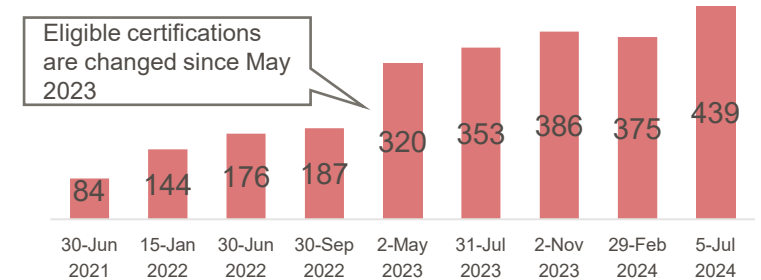


- With a team of over 150 people focusing on the development phase, we cover Nagoya, Osaka, and Kanazawa, as well as Tokyo.
- We cover a broad range of areas, including ITOM, in addition to ITSM as the base of ServiceNow.
- We also collaborate with consulting firms during the consulting phase.

## Number of ServiceNow certifications acquired in Japan\*2



## Number of our ServiceNow certifications\*3



\*There have been minor revisions to the sales figures for each quarter of the fiscal year ended June 30, 2022, as compared to the figures shown in the supplementary materials for the 1Q of the fiscal year ending June 30, 2023, but the full-year total figures remain unchanged.

\*1 From the ServiceNow partner program of ServiceNow, Inc. in the U.S.

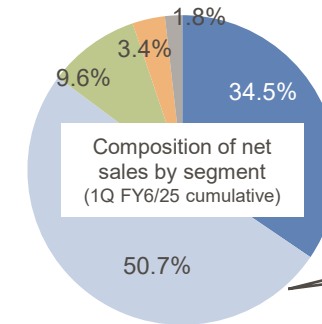
\*2 From the ServiceNow Japan website (As of July 5, 2024) Eligible certifications: CTA, CSA, CAD, CAS-PA, CIS, Developer Core Skills, Suite (Pro)

\*3 Eligible certifications: CIS, CAD, CAS, CTA until the end of September 2022, CTA, CSA, CAD, CAS-PA, CIS, Developer Core Skills, Suite (Pro) from May 2023

# Net Sales and Income by Segment for 1Q of FY6/2025 (Consolidated)

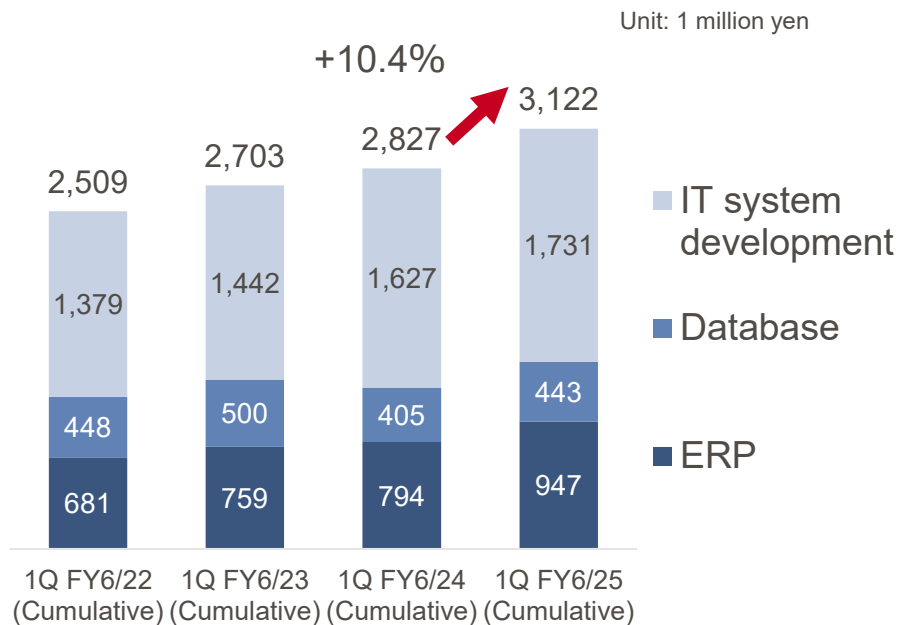
## ◆ System Integration Business

- Although the fact that engineers have been shifting from this business to the cloud integration business has had an impact, the performance has been strong mainly in ERP (SAP)-related services as our group's strength, aided by the effect of M&A.
- The decrease in segment profit was mainly due to the effect of the allocation of SG & A expenses, and it was concluded that there was no significant decrease in the profitability of the business.

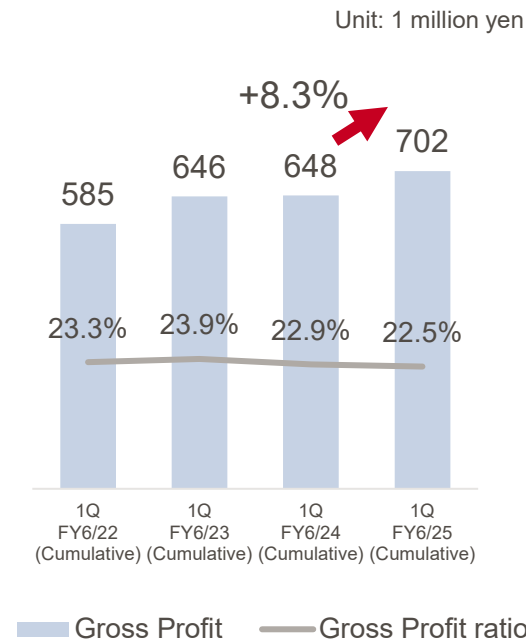


**System Integration Business**  
 Technical support for the introduction and use of ERP packages, construction of infrastructure such as Oracle database, and IT system consulting, design, development, operation, and maintenance

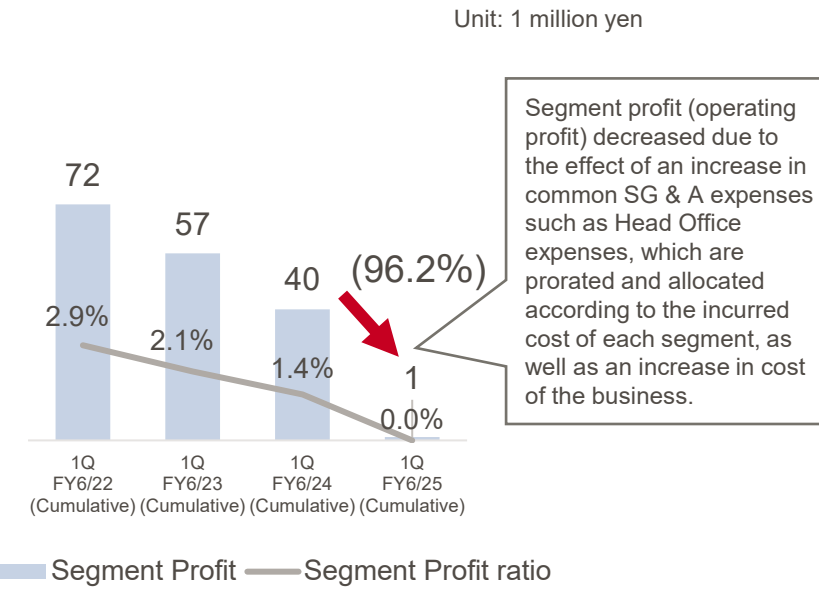
### ■ Net sales\*<sup>1</sup>



### ■ Gross profit/profit ratio\*<sup>2</sup>



### ■ Operating profit/profit ratio (Segment profit/profit ratio\*<sup>3</sup>)



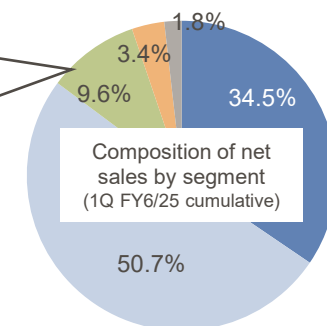
Segment profit (operating profit) decreased due to the effect of an increase in common SG & A expenses such as Head Office expenses, which are prorated and allocated according to the incurred cost of each segment, as well as an increase in cost of the business.

# Net Sales and Income by Segment for 1Q of FY6/2025 (Consolidated)

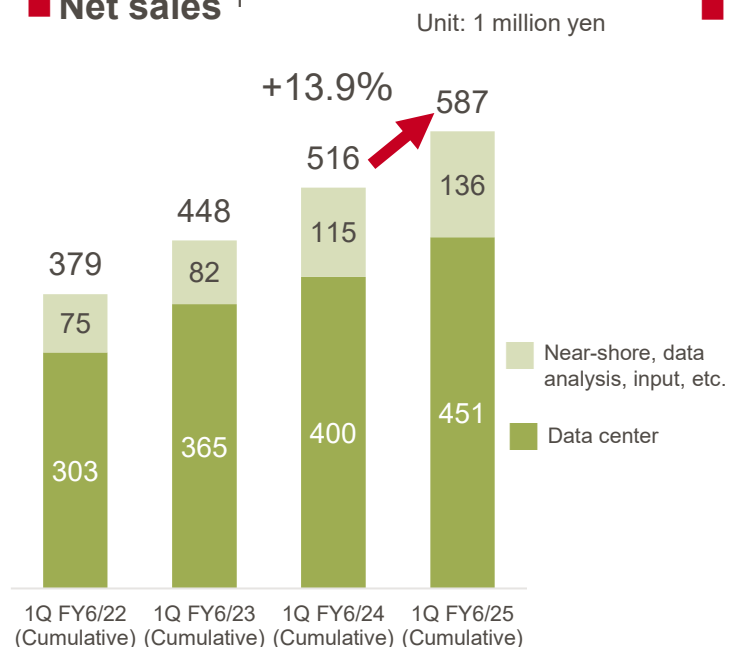
## ◆ Outsourcing Business

- Sales have steadily increased thanks to the accumulation of stock-based revenues, such as data center-related monthly fees, the increase of fees per company as customers expand the business using our services, and the enhanced system of near-shoring (including SAP ERP maintenance) in Kanazawa.
- The decrease in the gross profit was caused mainly by the increase in system construction at the start of use of the data center aimed at customer acquisition, while the decrease in segment profits was caused mainly by the allocation of sales administrative expenses.

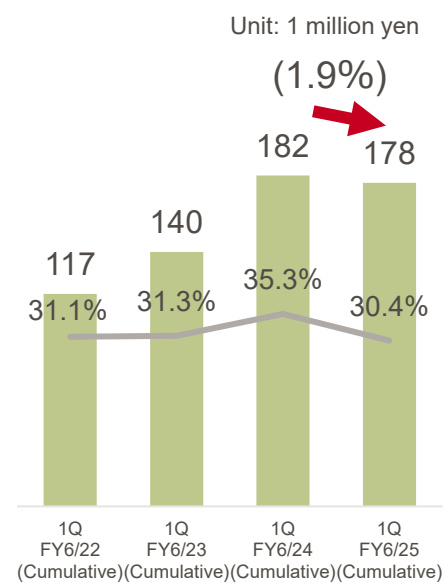
**Outsourcing Business**  
Our Group's private cloud and other data center services, data analysis and input, and near-shore system operation and maintenance



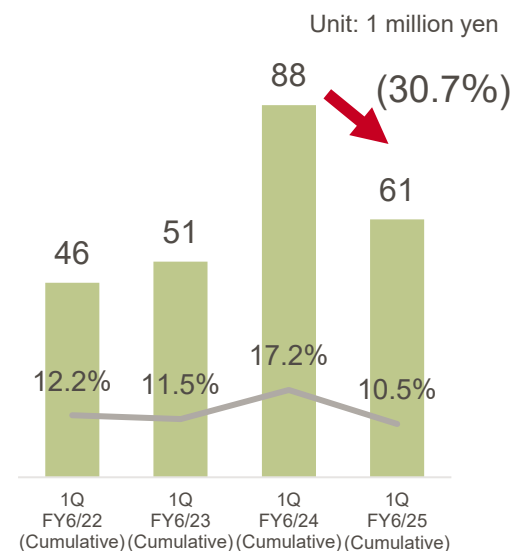
### ■ Net sales\*1



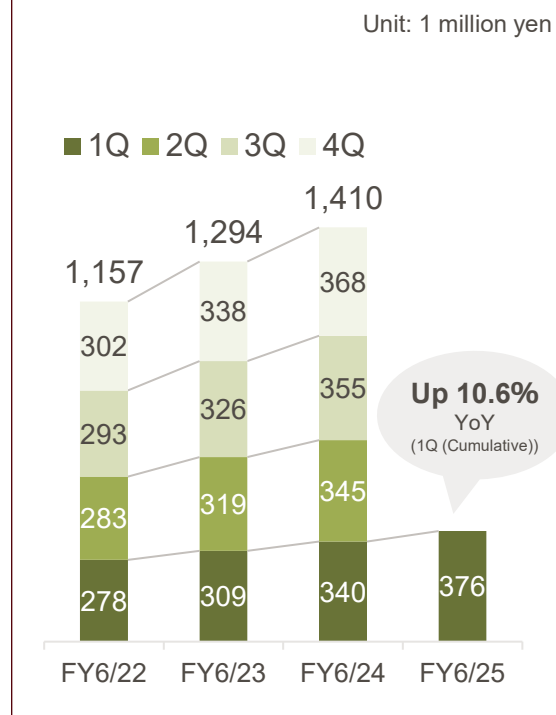
### ■ Gross profit/profit ratio\*2



### ■ Operating profit/profit ratio (Segment profit/profit ratio\*3)



### ■ Changes in stock sales in net sales of Outsourcing Business

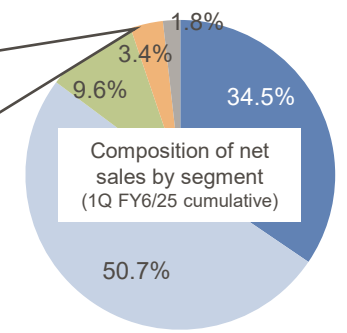


# Net Sales and Income by Segment for 1Q of FY6/2025 (Consolidated)

## ◆ Product Business

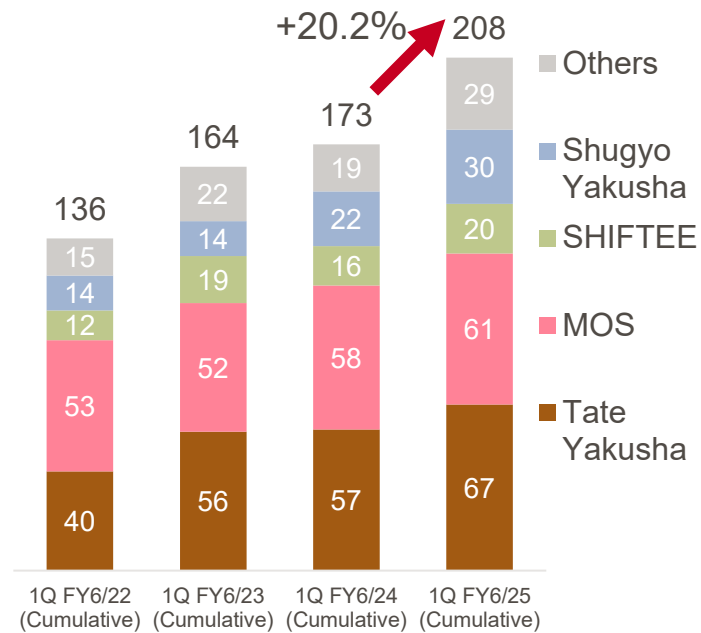
- Stock-based revenues, such as license fees, have been steadily accumulating, and further growth is anticipated.
- The acquisition of large-scale customization projects increased sales and profit, while the gross profit margin declined.

**Product Business**  
Development and sale of products (software) by Our Group, and customization according to user companies' applications



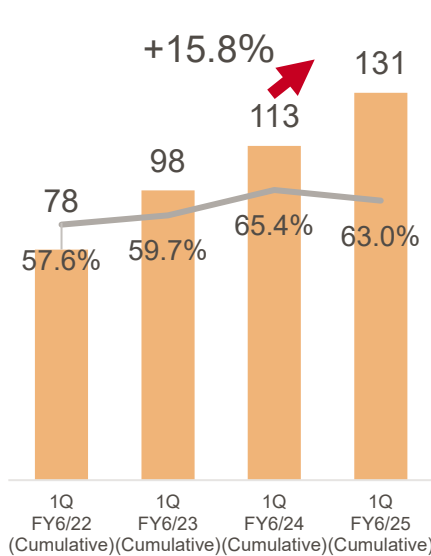
### ■ Net sales\*1

Unit: 1 million yen



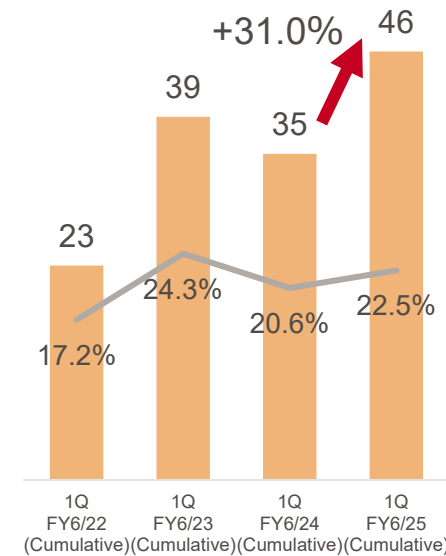
### ■ Gross profit/profit ratio\*2

Unit: 1 million yen



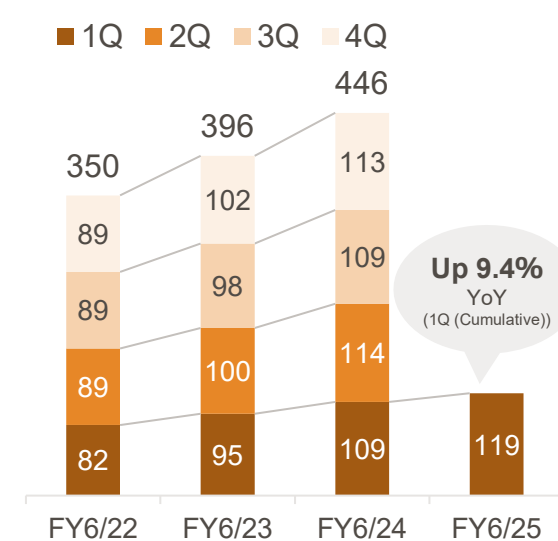
### ■ Operating profit/profit ratio (Segment profit/profit ratio\*3)

Unit: 1 million yen



### ■ Changes in stock sales in net sales of Product Business

Unit: 1 million yen

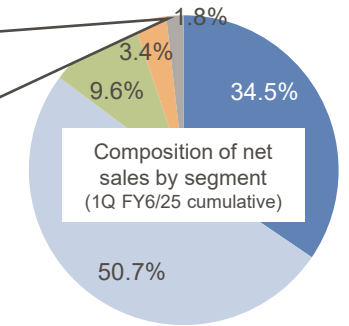


# Net Sales and Income by Segment for 1Q of FY6/2025 (Consolidated)

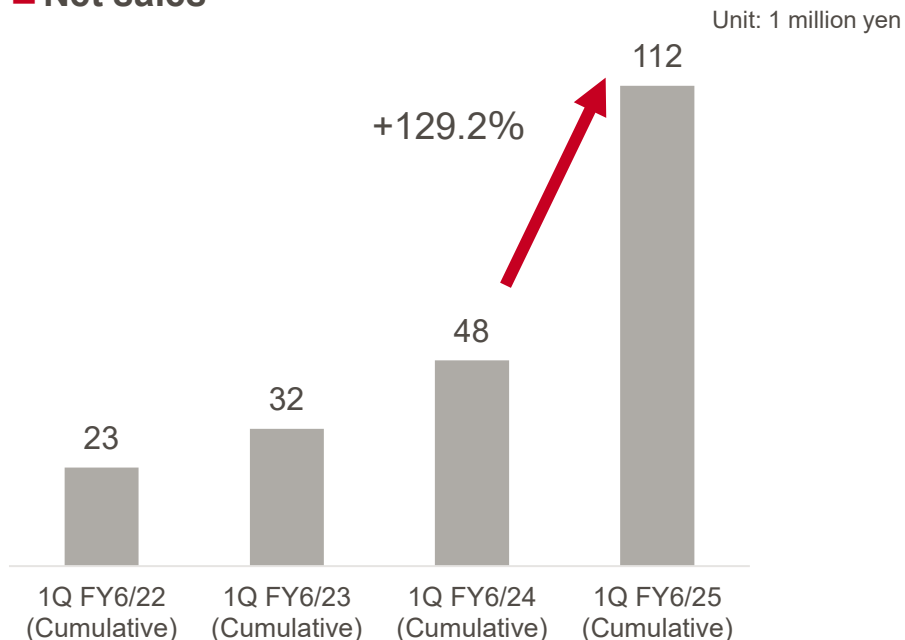
## ◆ Overseas Business

- System integration significantly increased following the business acquisition in July 2024.
- The above-mentioned change in the sales composition impacted the profit margin.
- We are steadily expanding a system that allows this business to generate profits independently.

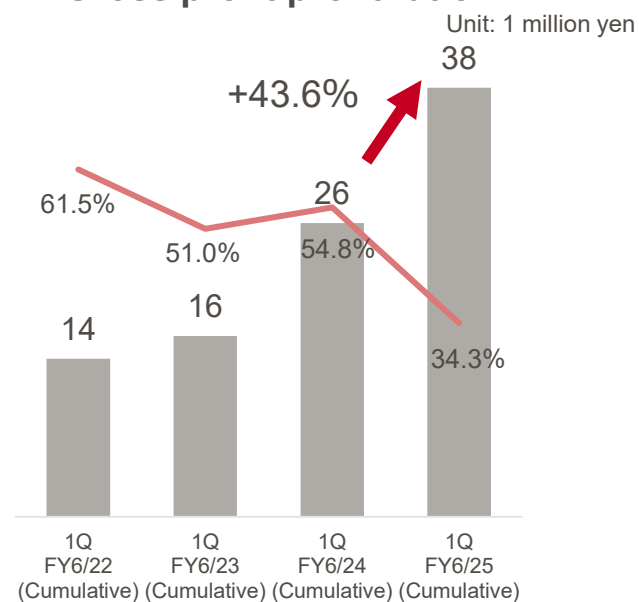
**Overseas Business**  
Overseas system integration, outsourcing of payroll and accounting services, recruitment services, and media management



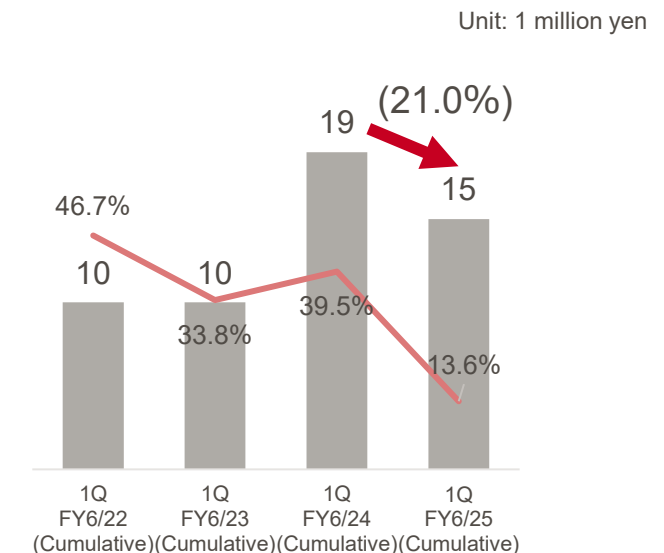
### ■ Net sales\*1



### ■ Gross profit/profit ratio\*2



### ■ Operating profit/profit ratio (Segment profit/profit ratio)\*3



■ Gross Profit

— Gross Profit ratio

■ Segment Profit

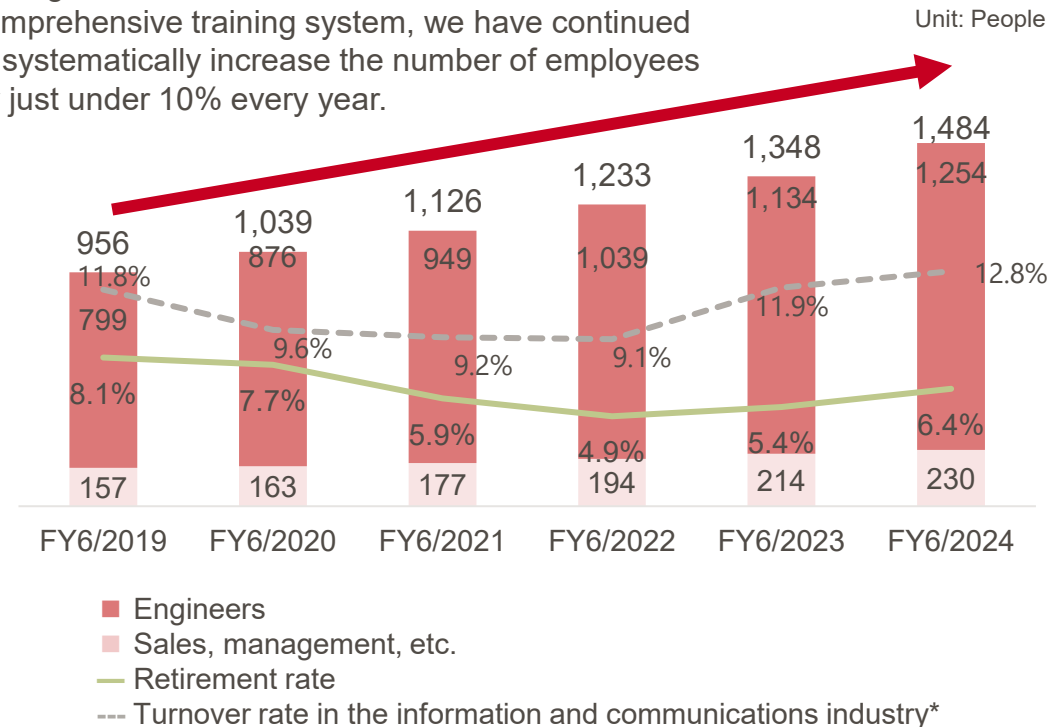
— Segment Profit ratio

# Human Resources Strategy

Our Group regards human resources as a source of business growth, and is actively engaged in the expansion of its education system and recruitment activities.

## ◆ Number of employees (consolidated)

Aiming to achieve both active recruitment and a comprehensive training system, we have continued to systematically increase the number of employees by just under 10% every year.



Unit: People

	FY6/2022	FY6/2023	FY6/2024	FY6/2025
New graduate recruitment (consolidated)	70	85	106	135 (Number of unofficial job offers)
Mid-career recruitment (consolidated)	83	100	120	122 (Planned)
Retirement rate (consolidated)	4.9%	5.4%	6.4%	-
Average age (unconsolidated)	35.4 years old	35.1 years old	34.8 years old	-



# Reference Materials

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## Contents

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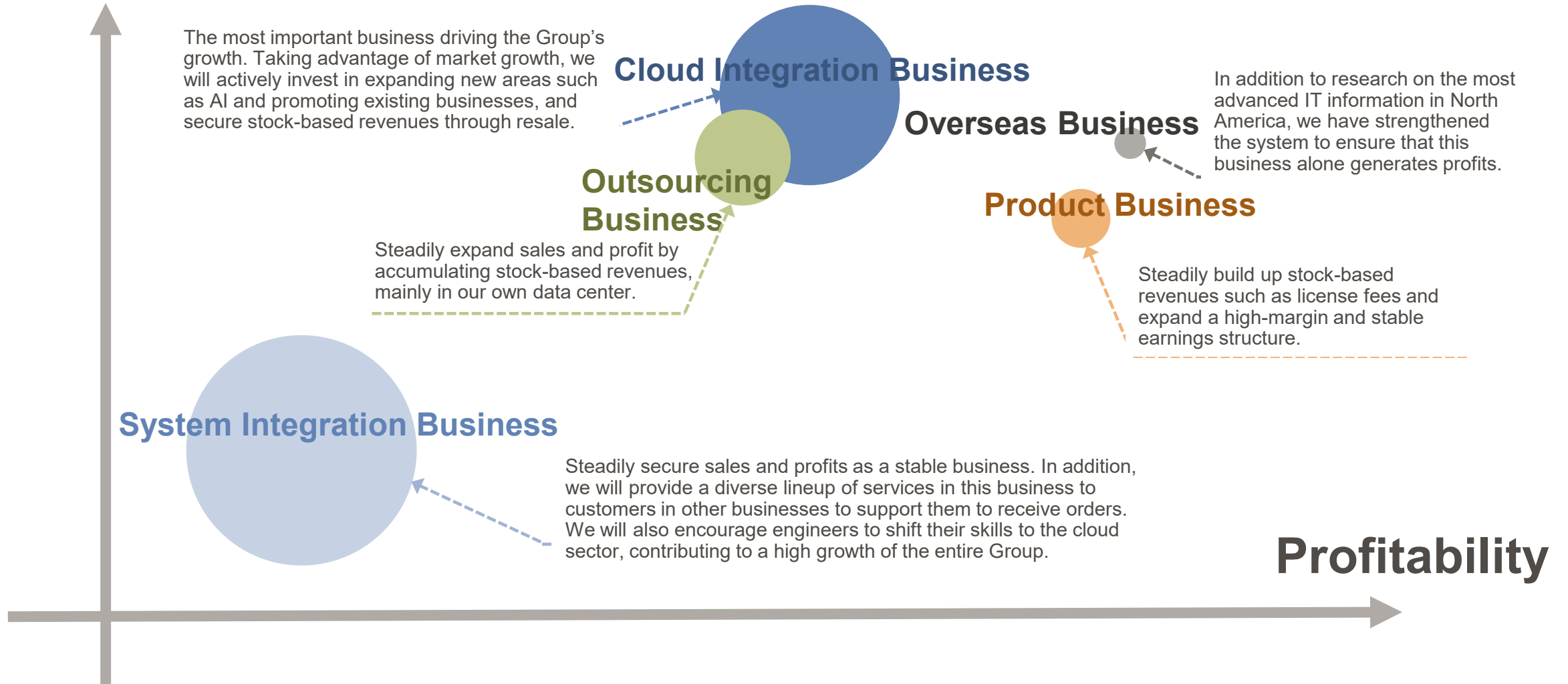
- ▶ 1. Growth strategy by segment
- ▶ 2. Growth Investment Policy
- ▶ 3. Shareholder Return Policy
- ▶ 4. Sustainability Policy
- ▶ 5. Our Company topics



# Growth Strategy by Segment - Whole Picture

\* The size of circle is the amount of sales.

## Growth potential



# Growth Strategy by Segment (Cloud Integration Business)

**Business outline:** Technical support for migration and use of cloud services (ServiceNow, Microsoft Azure, AWS, Google Cloud, etc.) and resale of licenses, etc. (Resale)

◆ In this business, a driving force of our Group, we will actively invest in expanding our scope of business and growing our existing businesses, while also expanding the virtuous cycle in which training engineers leads to increased orders.

## 1 Expansion of the corresponding area

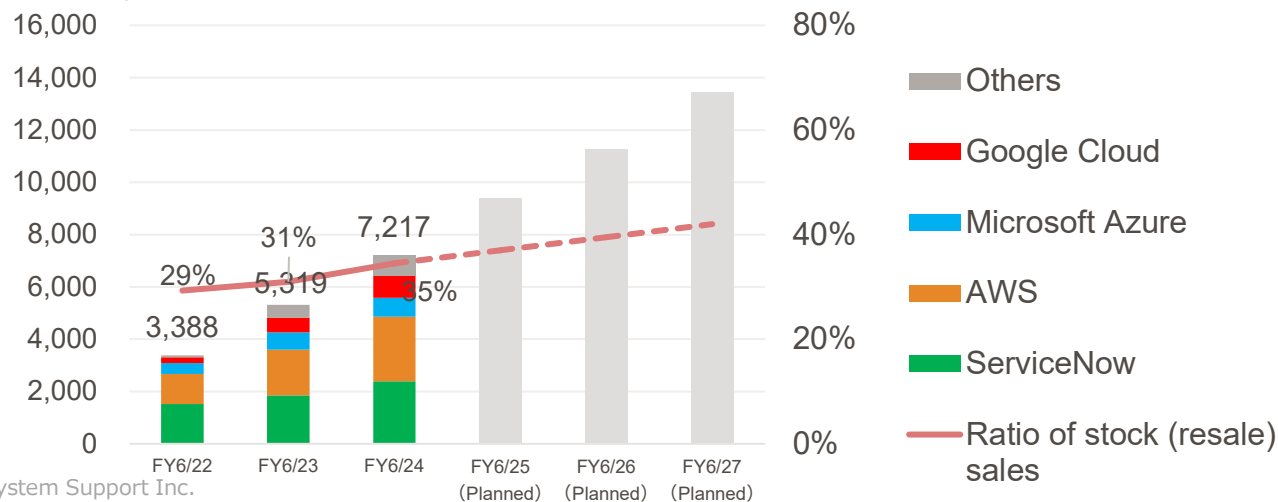
Expand the range of services by investing in AI-related services and new overseas services in order to be the first to deploy such services in the Japanese market.

## 2 Expansion of existing businesses

Focusing on AWS, Microsoft Azure, Google Cloud, and ServiceNow, which are the mainstays of this business, we will promote the recruitment and training of engineers and further enhance customer convenience as well as strengthen the development of unique services to improve the productivity of our Group, aiming to differentiate ourselves from other cloud integrators.

### Net sales of Cloud Integration Business

Unit: 1 million yen



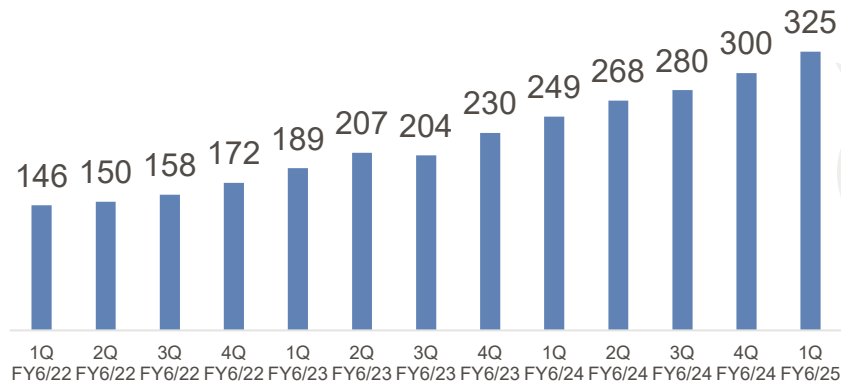
Training cloud-related engineers will lead to an increase in orders, and market growth will further grow our business.



# Growth Strategy by Segment (Cloud Integration Business)

## Changes in number of customers in this business

Unit: Company



Compared to '1Q of FY6/2024, the number of customer companies increases by 76. Customer unit price is also on the rise.

These certifications and awards will strengthen relationships with each vendor and lead to customer introductions and orders.

## History of major certification and awards in this business

### Microsoft Azure

- **Obtained Gold Cloud Platform competency certification**  
Recognized as a partner with an outstanding track record in Microsoft Azure deployments
- **Obtained Advanced Specialization (2020)\*2**  
Obtained highly specialized partner certifications in specific solution areas
- **Won the MVP Award five times in a row**  
Received consecutive awards in the field of data platforms since 2017\*3
- **Received Microsoft Top Partner Engineer Award**  
Received the Award in Azure Field in 2023 \*3

### AWS

- **Obtained Oracle competency** in the AWS competency program\*4
- **Received APN partner award "Rising Star of the Year 2014"**

### Google Cloud

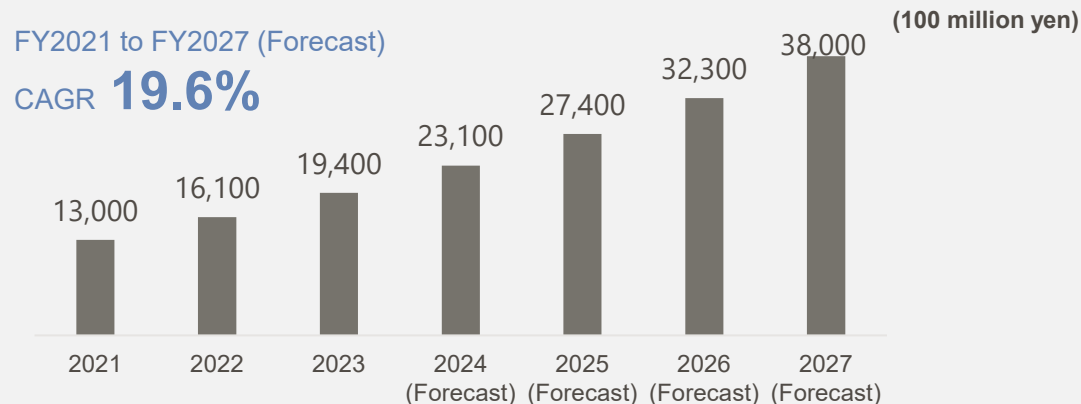
- **Acquire Data Analytics Specialization and Application Development Specialization by the Partner Advantage Program**
- **Attained Premier Partner badges for Google Cloud in the Sell & Service Engagement Models**

### Oracle

- **Received 14 consecutive awards for Oracle Database\*5**  
Received awards including Oracle Certification Award 2020 from Oracle Japan

## Expansion of the Cloud Market

### Cloud platform services (IaaS/PaaS) market trends and forecasts \*1



Note 1: Business operator's net sales base Note 2: Forecasts for 2024 and subsequent years  
Note 3: Market size does not include Software as a Service (SaaS)

\*1 "Survey on the Cloud Platform (IaaS/PaaS) Services Market (2024)," by Yano Research Institute, Inc., announced on April 23, 2024

\*2 Acquired in the "Migrating Windows Server and SQL Server to Microsoft Azure" field

\*3 Awarded by Our Company employees

\*4 Program to identify, validate, and recommend AWS Partner Network (APN) advanced and premium tier partners that have demonstrated technical expertise and customer success for AWS

\*5 Awards from 2007 to 2020

# Growth Strategy by Segment

## Business outline

## Growth strategy

<h3>System Integration Business</h3>	<p>Technical support for the introduction and use of ERP packages, construction of infrastructure such as Oracle database, and IT system consulting, design, development, operation, and maintenance</p>	<ul style="list-style-type: none"> <li> <b>Expansion of existing businesses</b>                      Steadily recruit and train engineers and secure orders for ERP-related, database-related, RPA-related, and other IT system development, which are the mainstay of this business.                 </li> <li> <b>Provide customers with a variety of options</b>                      Provide a variety of services such as application development to customers in other businesses, including the Cloud Integration Business.                 </li> <li> <b>Strengthening project management</b>                      Continue project management from the perspective of quality, duration, cost, and risk control to curb the occurrence of unprofitable projects and improve service quality.                 </li> </ul>	<h3>Client Companies</h3> <p>Percentage of direct transactions: 67.1%*1 Customer repeat rate: 85.1%*2</p> <p>Application development and other various technologies in this business support orders in the Cloud Integration Business.</p> <p>System Integration Business → Cloud Integration Business Shift engineers' skills to the cloud sector.</p>																					
<h3>Outsourcing Business</h3>	<p>Our Group's private cloud and other data center services, data analysis and input, and near-shore system operation and maintenance</p>	<ul style="list-style-type: none"> <li> <b>Data center expansion</b>                      Target customers different from major cloud users, and use AI-related and other unique services as a hook tool to build up the numbers of customers and subscription fees per customer.                 </li> <li> <b>Continuous data center facility expansion</b>                      We will gradually increase equipment at our Group's data centers in Kanazawa and Tokyo according to operating status, achieving both quality improvement and profitability.                 </li> <li> <b>Expansion of ERP near-shore</b>                      With the need for maintenance of ERP products, centered on SAP ERP, expected to increase toward 2027, Our Company is strengthening its system by training near-shore personnel in the Kanazawa area.                 </li> </ul>	<h3>Net sales of Outsourcing Business and ratio of stock sales (annual and monthly data center fees) against net sales</h3> <p>Unit: 1 million yen</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Net sales (1 million yen)</th> <th>Ratio of stock sales (%)</th> </tr> </thead> <tbody> <tr> <td>FY6/22</td> <td>1,541</td> <td>75%</td> </tr> <tr> <td>FY6/23</td> <td>1,772</td> <td>73%</td> </tr> <tr> <td>FY6/24</td> <td>2,043</td> <td>69%</td> </tr> <tr> <td>FY6/25 (Planned)</td> <td>-</td> <td>-</td> </tr> <tr> <td>FY6/26 (Planned)</td> <td>-</td> <td>-</td> </tr> <tr> <td>F6/27 (Planned)</td> <td>-</td> <td>-</td> </tr> </tbody> </table>	Year	Net sales (1 million yen)	Ratio of stock sales (%)	FY6/22	1,541	75%	FY6/23	1,772	73%	FY6/24	2,043	69%	FY6/25 (Planned)	-	-	FY6/26 (Planned)	-	-	F6/27 (Planned)	-	-
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F6/27 (Planned)	-	-																						

# Growth Strategy by Segment

## Business outline

## Growth Strategy

### Product Business

Development, sales, and customization of products (software) by Our Group  
Mainly cloud-based products (monthly billing system)

#### ■ Maintaining and improving stable high profitability

By increasing non-customized sales, we will strengthen the structure in which increased sales lead to higher profits. We will accumulate stock-based sales such as monthly usage fees to ensure stable high profit margins.

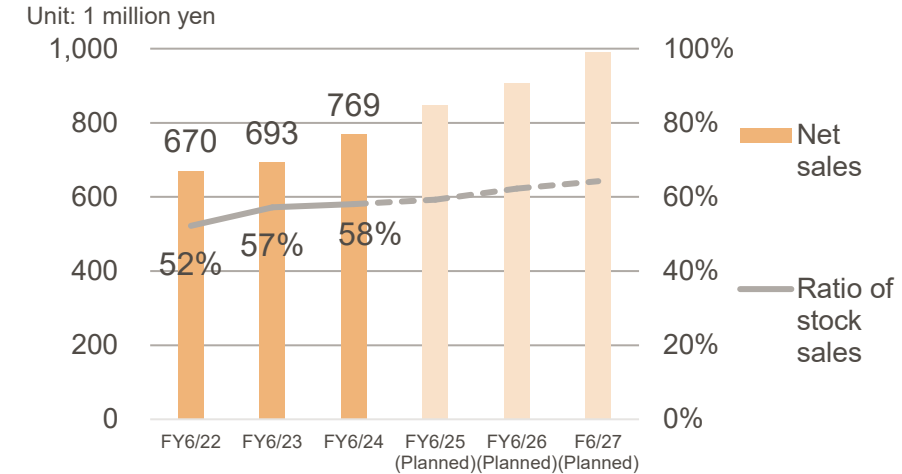
#### ■ Customer expansion

In order to increase new customers, Our Company will expand sales channels for agents and strengthen advertising and publicity.

#### ■ Functional enhancement

Continue to enhance existing products to reduce lead time until introduction and improve competitiveness against other companies' products.

#### ■ Net sales of Product Business and ratio of stock sales (monthly usage fees, etc.) against net sales



### Overseas Business

System integration overseas (in the U.S. and Canada), outsourcing of payroll and accounting services, recruitment services, and media management

#### ■ Expansion of cutting-edge services in Japan

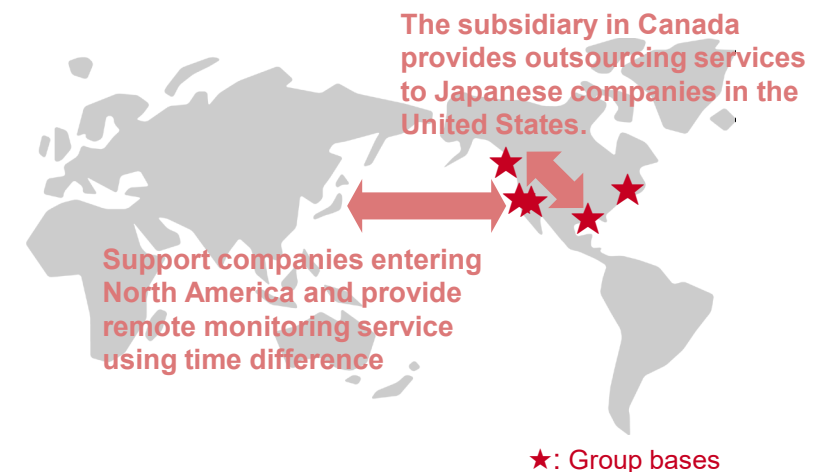
Collecting cutting-edge IT information to develop promising businesses in Japan.

#### ■ Support for companies entering North America

Support for IT infrastructure, recruitment, and marketing of Japanese companies entering North America.

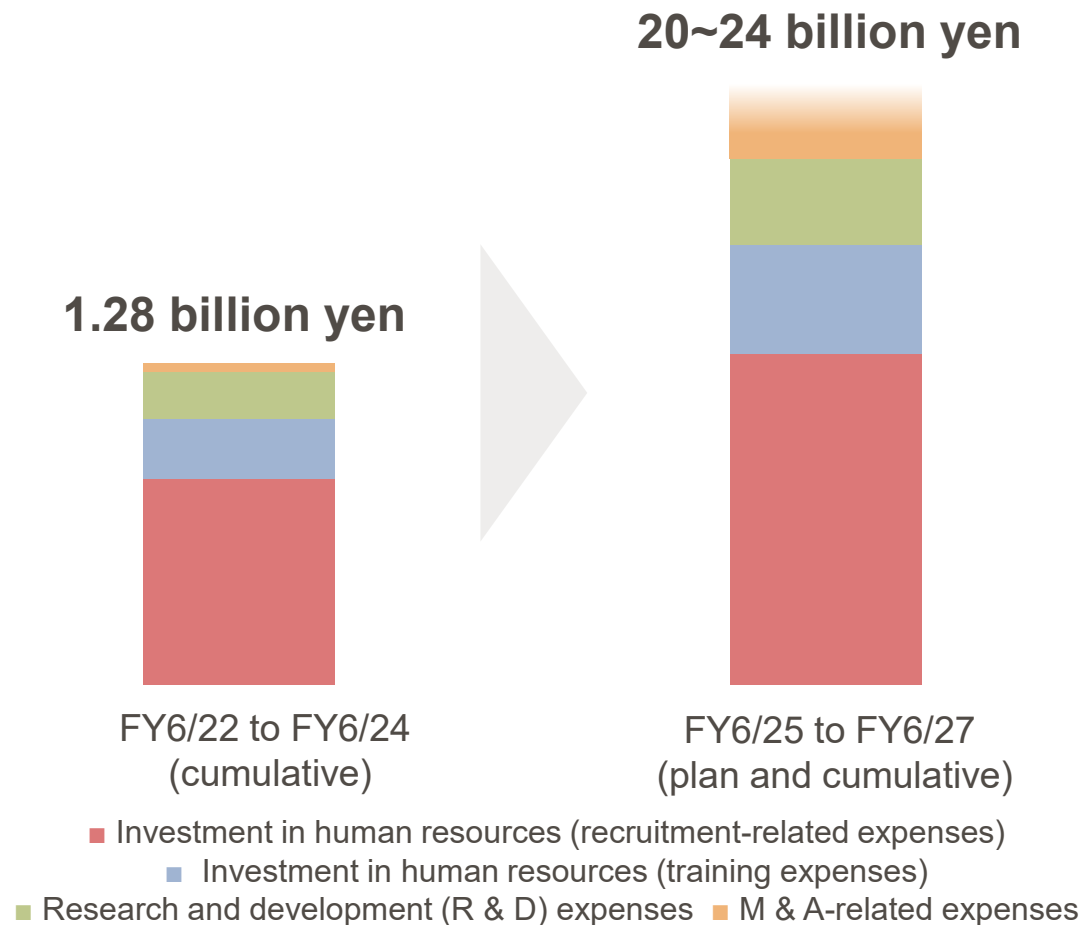
#### ■ Strengthening outsourcing services

Strengthen remote monitoring services for Japanese companies using the time difference between Japan and North America and outsourcing services for Japanese companies in the U.S.



# Growth Investment Policy

- ◆ Accelerate growth by investing cash generated from business activities for developing new areas and strengthening business foundations.



## Policies in each sector

### ■ Investment in human resources

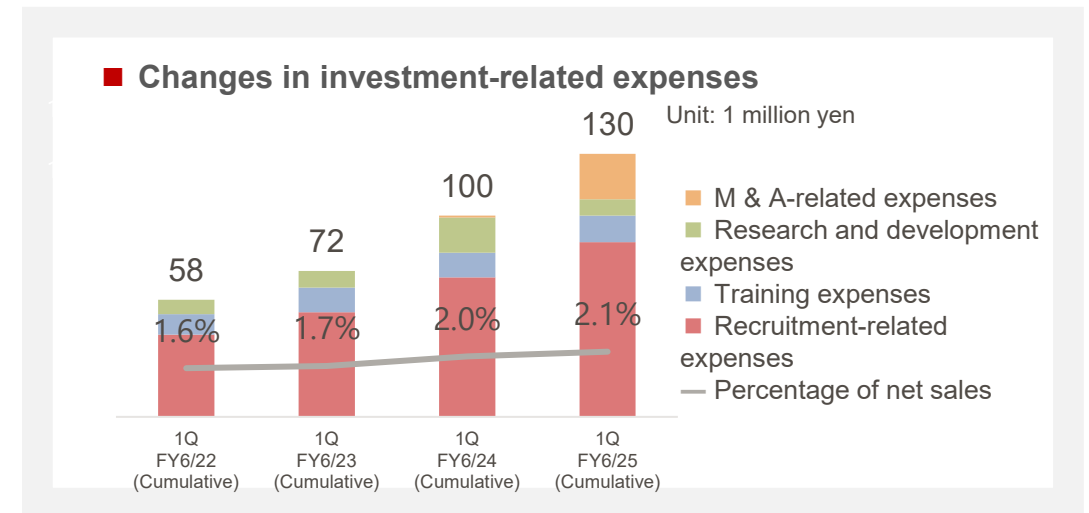
Positioning human resources as a source of business growth, we will invest mainly in “active recruitment and appointment of diverse human resources” and “human resources development” (see page 14 for human resources strategy)

### ■ R & D investment

Focus on considering the development and strengthening of services, especially AI and cloud services.

### ■ M & A investment

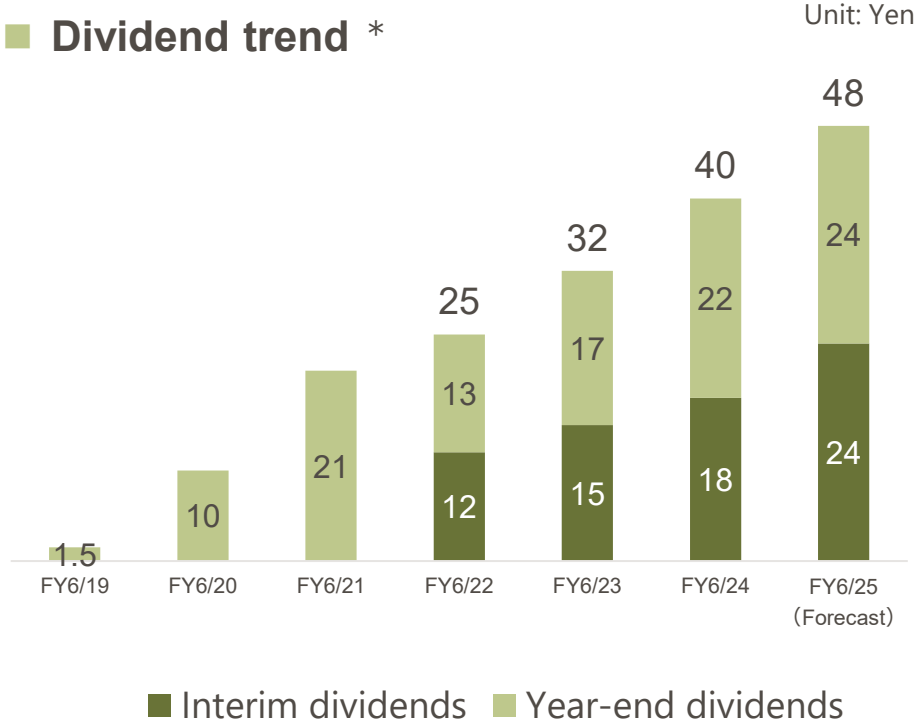
Dynamic implementation of M & A to expand the service lineup and resources in growth areas.



# Shareholder Return Policy

## ◆ Dividend policy

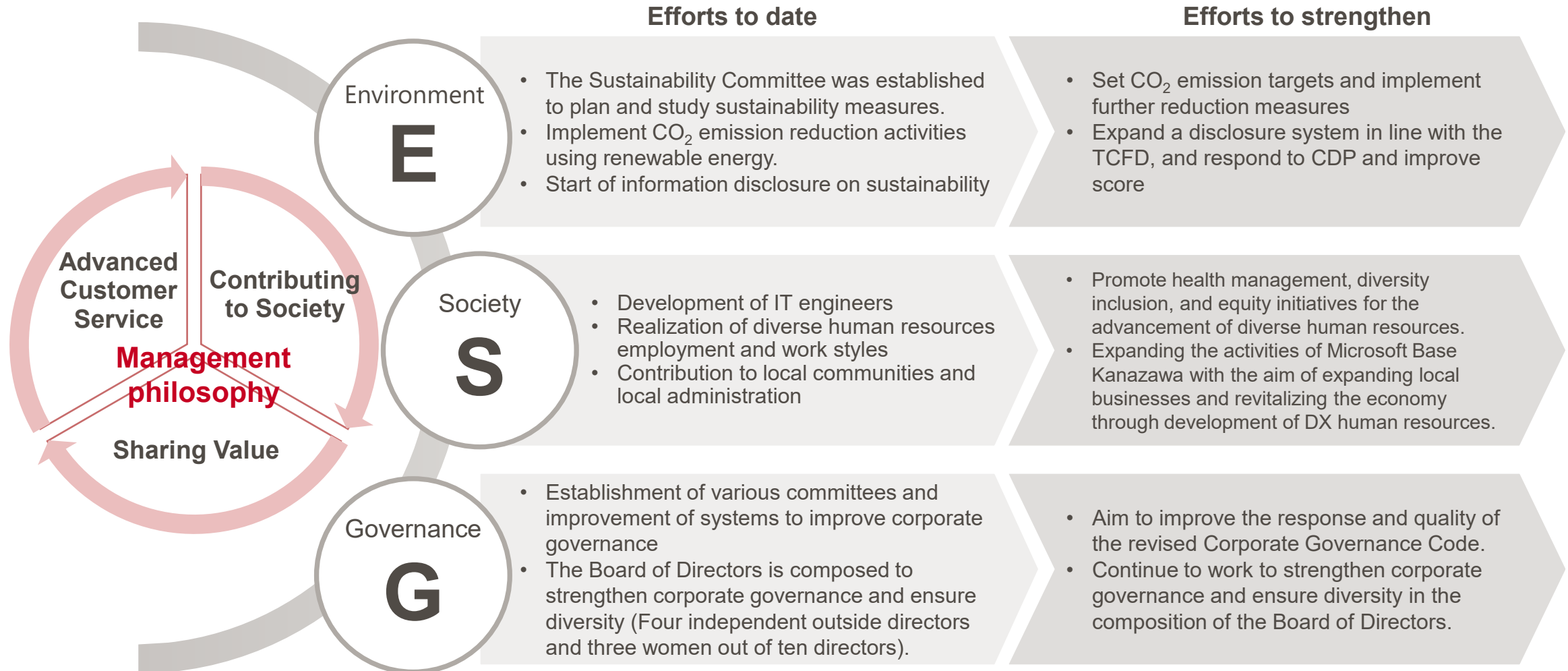
Our basic profit distribution policy is to continue to pay progressive dividends to shareholders and increase the level of dividends in accordance with our performance and profit level, while investing in future growth and strengthening our management structure.





# Sustainability Policy

## ◆ Address social issues through sustainability management based on the management philosophy.





# Our Company Topics for FY6/2025 (July 2024 to September 2024)

Date	Subject
July 2, 2024	STS Innovation, Inc. acquired all businesses of MultiNet International Inc.
July 3, 2024	Acquired a patent related to a food inventory forecasting system for restaurants “Smart Rabbit”
July 9, 2024	On the 20th anniversary of our construction work information management system for the building industry “Tate Yakusha,” it was renewed to a new model with enhanced standard functions, and a 20th-anniversary campaign is held
July 26, 2024	Acquired all shares of Communication Planning Corporation and made it a wholly owned subsidiary
July 29, 2024	Commenced the provision of a coaching support system “Smart Assist” for an intra-company AI assistant chat system Smart Generative Chat Provided support for the efficient introduction and use of generative AI
August 1, 2024	Announced the revision of expected dividends (increase)
August 7, 2024	Announced the change in the dividend policy (introduction of progressive dividends)
August 7, 2024	Announced the conclusion of an absorption-type split agreement associated with the transition to a holding company system due to a company split, along with partial amendments to the articles of incorporation (including some changes to the tradename and business purpose)
August 8, 2024	Provided internships utilizing the immersive space in Microsoft Teams at Microsoft Base Kanazawa for students from Ishikawa Special Needs Education School
August 9, 2024	Celebrated the second anniversary of Microsoft Base Kanazawa
August 14, 2024	Announced a share buyback and self-tender through off-floor self-tender trading (ToSTNeT-3)
August 15, 2024	Announced the results of the self-tender through off-floor self-tender trading (ToSTNeT-3) and the end of the buyback
August 21, 2024	Announced the abolishment of the retirement benefit system for directors
August 27, 2024	Our cloud-based shift management system “SHIFTEE” collaborated with a cloud human resource software “SmarHR” and was listed on “SmarHR Plus”
September 26, 2024	Announced the policy on the disposal of treasury shares as restricted shares

# Disclaimer and Forward Looking Statements

- ◆ This document has been prepared by System Support Inc. (hereinafter referred to as “Our Company”) for the purpose of providing investors with an understanding of the current status of Our Company.
- ◆ The contents of this document are prepared based on economic, social, and other conditions generally recognized as prevailing at the time this report was prepared, as well as certain assumptions that we have judged to be reasonable, but may be subject to change without notice due to changes in the business environment or other reasons.
- ◆ The materials and information provided in this presentation include so-called “forward looking statements.” These statements are based on current expectations, projections, and assumptions with risks and involve uncertainties that could cause results to differ materially from those in the statements.
- ◆ Such risks and uncertainties include general industry and market conditions, and general domestic and international economic conditions such as interest rate and currency exchange rate fluctuations.

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**Thank you**

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 システムサポート