

Consolidated Financial Summary

TIS Inc., and consolidated subsidiaries
Years ended March 31

(Millions of yen)

	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020
Net sales	313,856	323,173	327,417	337,834	346,647	361,025	382,689	393,398	405,648	420,769	443,717
Cost of sales	254,827	261,145	266,159	276,935	283,881	294,927	312,153	317,440	321,286	325,985	337,820
Gross profit	59,029	62,027	61,258	60,899	62,766	66,097	70,535	75,958	84,362	94,784	105,896
Gross profit ratio (%)	18.8%	19.2%	18.7%	18.0%	18.1%	18.3%	18.4%	19.3%	20.8%	22.5%	23.9%
Selling, general and administrative expenses	43,032	49,209	45,636	42,727	43,255	44,976	46,099	48,938	51,618	56,740	61,057
Selling, general and administrative expenses ratio (%)	13.7%	15.2%	13.9%	12.6%	12.5%	12.5%	12.0%	12.4%	12.7%	13.5%	13.8%
Operating income	15,996	12,818	15,621	18,171	19,510	21,121	24,436	27,019	32,743	38,043	44,839
Operating margin (%)	5.1%	4.0%	4.8%	5.4%	5.6%	5.9%	6.4%	6.9%	8.1%	9.0%	10.1%
Recurring profit	15,719	12,625	15,393	17,440	18,971	21,251	24,521	27,092	32,795	38,603	46,070
Recurring profit ratio (%)	5.0%	3.9%	4.7%	5.2%	5.5%	5.9%	6.4%	6.9%	8.1%	9.2%	10.4%
Net income attributable to owners of the parent company	7,659	5,985	2,135	5,868	7,913	10,275	12,678	16,306	20,620	26,034	29,411
Net income ratio (%)	2.4%	1.9%	0.7%	1.7%	2.3%	2.8%	3.3%	4.1%	5.1%	6.2%	6.6%
Current assets	141,967	128,455	142,442	138,219	143,519	140,450	166,666	152,162	162,064	176,231	181,543
Fixed assets	171,109	172,620	167,560	164,083	170,091	205,401	169,828	185,459	204,889	194,426	201,356
Software assets	10,578	11,337	12,197	11,769	12,928	13,252	15,428	16,056	16,866	19,177	22,887
Total assets	313,077	301,076	310,003	302,302	313,610	345,851	336,495	337,622	366,954	370,657	382,899
Current liabilities	86,255	73,090	83,065	91,063	72,790	77,666	91,508	78,676	81,310	91,126	88,479
Non-current liabilities	71,746	76,875	75,972	53,079	76,316	79,395	64,447	59,743	59,344	45,121	46,462
Total liabilities	158,001	149,965	159,038	144,143	149,107	157,062	155,955	138,420	140,655	136,248	134,942
Net assets	155,075	151,110	150,965	158,159	164,502	188,789	180,539	199,202	226,298	234,408	247,957
Total liabilities and net assets	313,077	301,076	310,003	302,302	313,610	345,851	336,495	337,622	366,954	370,657	382,899
Total interest-bearing debt	91,646	77,454	76,515	60,550	58,869	52,114	46,158	35,144	32,876	26,893	22,294
Interest-bearing debt ratio (%)	29.3%	25.7%	24.7%	20.0%	18.8%	15.1%	13.7%	10.4%	9.0%	7.3%	5.8%
Cash flow from operating activities	31,400	27,236	23,658	21,515	25,770	22,938	25,496	18,952	36,386	37,558	38,569
Cash flow from investing activities	(25,726)	(18,957)	(15,158)	(14,391)	(5,334)	(17,744)	8,688	(23,488)	(14,202)	(1,213)	(26,437)
Cash flow from financing activities	6,139	(18,755)	(4,230)	(19,883)	(5,872)	(19,067)	(14,979)	(18,327)	(10,543)	(16,773)	(14,544)
Cash and cash equivalents at the end of the term	46,987	36,492	41,119	28,433	43,142	29,485	48,651	25,730	37,545	57,083	54,684
Free cash flow	5,674	8,279	8,500	7,124	20,436	5,194	34,184	(4,536)	22,184	36,345	12,132
Capital expenditures	15,676	18,325	14,096	12,287	12,544	16,873	14,210	15,159	16,907	13,334	16,702
Depreciation	11,978	12,308	12,745	12,920	12,454	12,809	11,952	11,801	12,572	12,783	12,020
Research and development expenses	912	1,062	962	1,002	853	1,097	1,086	1,178	996	1,003	1,702
Amortization of goodwill	1,389	1,901	1,882	1,741	1,166	1,052	339	326	289	289	171
Goodwill balance at the end of the term	6,863	5,551	3,672	1,914	830	2,021	1,393	1,332	1,118	503	355
Number of employees at the end of the term	20,476	20,831	20,347	19,553	19,081	19,090	19,393	19,843	19,877	19,483	19,744
Number of new-graduate recruits	974	928	649	356	455	620	688	674	712	892	810
Number of regular recruits	512	370	450	379	549	499	687	575	840	661	731
Order Status (Software development)											
Orders received during the term	146,621	162,287	174,680	179,352	172,721	199,842	207,345	208,307	219,225	238,298	246,330
Order backlog at year-end	49,569	47,967	57,778	62,055	58,869	71,095	69,961	64,751	67,716	75,549	79,277

Notes: 1. Software assets indicates the total sum of software and software in progress.
2. Total interest-bearing debt indicates the total sum of borrowed money and corporate bonds.
3. Free cash flows indicate the total sum of cash flows from operating activities and cash flows from investing activities.
4. From the first quarter of fiscal 2019, TIS applies "Partial Amendments to Accounting Standard for Tax Effect Accounting" (Accounting Standards Board of Japan, Statement No. 28, February 16, 2018). Figures for fiscal 2018 have been retrospectively restated in line with the aforementioned partial amendments.

	Fiscal 2010	Fiscal 2011	Fiscal 2012	Fiscal 2013	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020
Equity ratio (%)	44.2%	47.7%	46.3%	49.8%	49.9%	53.3%	52.5%	57.8%	60.4%	62.0%	63.3%
Net income to equity capital ratio (ROE) (%)	5.7%	4.2%	1.5%	3.9%	5.1%	6.0%	7.0%	8.8%	9.9%	11.5%	12.5%
Total asset turnover ratio	1.03	1.05	1.07	1.10	1.13	1.09	1.12	1.17	1.15	1.14	1.16
Financial leverage	2.26	2.18	2.13	2.08	2.01	1.93	1.89	1.81	1.69	1.63	1.58
Recurring profit to total assets ratio (ROA) (%)	5.2%	4.1%	5.0%	5.7%	6.2%	6.4%	7.2%	8.0%	9.3%	10.5%	12.2%
Net income per share—basic (yen)	89.25	68.19	24.33	66.86	90.16	117.40	145.22	189.02	241.44	307.83	350.35
Net income per share—diluted (yen)	—	—	24.33	66.83	90.12	—	—	—	—	—	—
Annual dividends per share (yen)	32.00	32.00	18.00	21.00	25.00	30.00	33.00	36.00	40.00	70.00	90.00
Payout ratio (%)	35.9%	46.9%	74.0%	31.4%	27.7%	25.6%	22.7%	19.0%	16.6%	22.8%	25.7%
Total return ratio (%)	35.9%	46.9%	74.0%	31.4%	27.7%	30.4%	35.3%	31.9%	30.5%	39.0%	39.8%
Net assets per share (yen)	1,602.77	1,636.56	1,636.72	1,714.88	1,782.23	2,108.19	2,031.07	2,265.76	2,602.07	2,719.79	2,890.27
Stock price at fiscal year-end (yen)	1,138	870	968	1,243	1,694	2,193	2,664	2,832	4,210	5,240	5,361
Highest stock price during the term	1,995	1,377	978	1,328	1,854	2,257	3,085	2,959	4,410	6,040	7,320
Lowest stock price during the term	952	655	654	798	1,020	1,524	2,156	2,180	2,742	4,060	4,045
Price earning ratio (PER) (times)	12.8	12.8	39.8	18.6	18.8	18.7	18.3	15.0	17.4	17.0	15.3
Price book-value ratio (PBR) (times)	0.71	0.53	0.59	0.72	0.95	1.04	1.31	1.25	1.62	1.93	1.85
Aggregate market value (millions of yen)	98,293	76,376	84,979	109,121	148,714	192,521	233,870	248,618	369,592	460,014	470,637
Number of outstanding shares at fiscal year-end (thousands)	86,373	87,789	87,789	87,789	87,789	87,789	87,789	87,789	87,789	87,789	87,789
Number of treasury stock at fiscal year-end (thousands)	22	15	16	19	4	320	864	1,701	2,613	3,358	3,952
Average number of shares during the term (thousands)	85,821	87,772	87,773	87,771	87,774	87,522	87,305	86,268	85,406	84,574	83,948
Sales by Client Sector											(Millions of yen)
Net sales	313,856	323,173	327,417	337,834	346,647	361,025	382,689	393,398	405,648	420,769	443,717
Credit card	57,151	52,614	45,084	48,846	49,402	53,743	59,274	65,006	73,314	73,648	75,118
Banking	23,480	25,819	26,702	26,230	29,049	25,444	27,867	28,233	27,452	26,583	30,100
Insurance	21,088	23,448	22,931	23,836	25,269	24,972	26,339	25,356	26,262	27,279	29,274
Other finance	19,062	19,178	23,416	21,337	23,481	23,312	20,406	20,857	22,127	19,502	24,289
Assembly-based manufacturing	40,196	46,323	40,363	38,824	40,904	45,785	49,455	42,723	43,777	46,028	45,739
Processing-based manufacturing	29,630	26,135	31,074	38,468	33,843	34,960	35,061	36,953	38,366	38,081	38,998
Distribution	24,983	22,870	26,267	27,398	30,009	31,775	32,702	31,773	28,872	32,908	33,976
Services	61,874	70,017	71,012	73,425	72,666	77,535	79,601	89,607	93,258	103,531	112,722
Public institutions	28,217	28,015	30,107	28,225	30,393	29,891	36,603	37,002	35,923	34,863	36,286
Others	8,175	8,754	10,456	11,241	11,626	13,604	15,376	15,882	16,292	18,343	4,044

Non-Financial Summary

TIS Inc., and consolidated subsidiaries
Compilation period: April 1 to March 31 of each year or the base date

	Scope of data collection	Related materiality	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020
Employee-related data (Note 1)						
*Averages are calculated as simple combined averages or weighted averages.						
Number of employees	C		15,357	15,638	15,948	16,109
Number of male employees	C	1-a	11,306	11,435	11,529	11,560
Number of female employees	C	1-a	4,051	4,203	4,419	4,549
Percentage of female employees	C	1-a	26.38%	26.88%	27.71%	28.24%
Number of non-Japanese employees	C	1-a	141	156	155	155
Average age	C	1-a	38.35	38.73	39.07	39.29
Average age of male employees	C	1-a	39.49	39.87	40.24	40.31
Average age of female employees	C	1-a	35.22	35.63	36.09	36.23
Average length of service (years)	C	1-a	13.61	14.40	12.88	12.84
Average length of service of male employees (years)	C	1-a	14.21	15.49	13.69	13.95
Average length of service of female employees (years)	C	1-a	11.03	11.47	10.78	11.04
Percentage of employees aged 60 and over (Note 2)	C	1-a	1.69%	1.97%	2.17%	1.71%
Number of employees with a disability (Note 2)	D	1-a	390.5	186.0	199.5	212.0
Percentage of employees with a disability (Note 2)	D	1-a	1.97%	2.18%	2.23%	2.23%
Number of employees in management positions	C	1-a	3,238	3,328	3,443	3,609
Percentage of employees in management positions	C	1-a	21.08%	21.28%	21.59%	22.40%
Number of male employees in management positions	C	1-a	2,999	3,056	3,147	3,278
Percentage of male employees in management positions	C	1-a	26.53%	26.72%	27.30%	28.36%
Number of female employees in management positions	C	1-a	239	272	296	331
Percentage of female employees in management positions	C	1-a	5.90%	6.47%	6.70%	7.28%
Average total working hours per month	C	1-b	171.98	168.37	166.36	162.64
Average non-scheduled hours worked per month	C	1-b	22.64	20.63	19.87	18.28
Percentage of annual paid leave taken	C	1-b	56.74%	67.63%	72.99%	75.69%
Number of employees on childcare leave	C	1-b	445	463	447	467
Number of male employees on childcare leave	C	1-b	29	27	38	53
Number of employees working shorter hours to care for young children	C	1-b	549	670	681	679
Number of male employees working shorter hours to care for young children	C	1-b	9	12	9	10
Number of employees on nursing care leave	C	1-b	8	13	13	19
Number of employees working shorter hours to care for elderly family	C	1-b	2	3	3	6
Turnover rate	C	1-b	4.17%	4.63%	4.82%	5.03%
Spending on learning and research (millions of yen)	C	1-c		1,702	1,805	1,915
Number of days spent on learning and research per person	F	1-c	7.03	12.54	14.39	14.20
Average annual income (10,000 yen)	F	1-c	653.3	668.8	681.3	701.9
Results of employee awareness surveys (See P.36)	F	1-c	34%	38%	45%	48%

	Scope of data collection	Related materiality	Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020
Environmental data						
Scope 1 emissions (metric tons)	E	2-f	976	958	885	745
Scope 2 emissions (metric tons)	B	2-f	83,769	78,125	71,096	64,488
Energy consumption (Electricity Mwh)	B	2-f	167,907	157,623	149,523	143,383
Energy consumption (Heavy oil kL)	E	2-f	26	28	32	25
Energy consumption (Light oil kL)	E	2-f	11	11	10	0
Energy consumption (City gas, km ³)	E	2-f	389	379	343	302
Other non-financial data						
Social contribution expenses (millions of yen)	F	2-e	20	115	143	99
Political contributions (millions of yen)	F	2-e	—	—	—	—
Development loss rate (See P.66)	A	3-g	2.1%	0.9%	0.9%	0.6%
Results of customer satisfaction surveys (See P.70)	F	3-g	61.3%	69.1%	68.2%	72.7%
Number of directors (Note 3)	F	4-j	10	10	9	9
Number of female directors (Note 3)	F	4-j	0	0	1	1
Percentage of female directors (Note 3)	F	4-j	0.0%	0.0%	11.1%	11.1%
Number of external directors (Note 3)	F	4-j	3	3	3	3
Percentage of external directors (Note 3)	F	4-j	30.0%	30.0%	33.3%	33.3%

Related materiality

- Create a society in which diverse human resources are engaged and thrive
 - Promote diversity
 - Promote workstyle reforms
 - Human resource development and training emphasizing self-fulfillment
- Create a comfortable society through innovation and joint activities
 - Promote a safe, convenient social foundation that supports people and society
 - Connect with stakeholders and promote joint activities
 - Reduce environmental impact
- Create a safe society through high-quality services
 - Continuous quality improvement
 - Information security
 - Safeguard personal information
- Enhance corporate governance and earn the trust of society
 - Corporate governance
 - Compliance
 - Risk management

Scope of data collection

- TIS INTEC Group consolidated
- TIS, INTEC, AGREX, QUALICA, AJS, SorunPure, Chuo System, TIS System Service, TIS Solution Link, TIS Tohoku, TIS Total Service, TIS Nagano, TIS West Japan, TIS Hokkaido, and NEOAXIS
- TIS, INTEC, AGREX, QUALICA, AJS, TIS System Service, and TIS Solution Link
- TIS, SorunPure, and affiliated specially recognized companies under the Group umbrella (11 companies in fiscal 2017 and five companies since fiscal 2018)
- TIS and INTEC
- TIS parent

- Notes: 1. Figures for fiscal 2017, fiscal 2018, fiscal 2019, and fiscal 2020 are based respectively on April 1, 2017; April 1, 2018; April 1, 2019; and April 1, 2020.
2. Figures for fiscal 2017, fiscal 2018, fiscal 2019, and fiscal 2020 are based respectively on June 1, 2017; June 1, 2018; June 1, 2019; and June 1, 2020.
3. Figures for fiscal 2017, fiscal 2018, and fiscal 2019, and fiscal 2020 are based respectively on June 30, 2016; June 30, 2017; June 30, 2018; and June 30, 2019.

TIS INTEC Group

(As of March 31, 2020)

TIS Inc., and 40 consolidated subsidiaries (As of March 31, 2020)

Domestic subsidiaries

TIS and main group companies	Shareholding ratio	Description of Business	Fiscal 2020, ended March 31, 2020 (Millions of yen, non-consolidated basis)	
			Net sales	Operating income (Operating income to net sales ratio)
TIS Inc. (operating holding company)	—	Focuses on credit card companies but pursues business opportunities in a wide range of sectors, including services and manufacturing. Promote to expand payment business. Merged with pure holding company IT Holdings Corporation in July 2016 and became operating holding company. (Incorporated April 1971)	196,661	19,597 (10.0%)
INTEC Inc.	TIS 100%	Focuses on megabanks and life insurers, and assists with CRM for regional banks and offers a wide selection of services to regional public corporations, particularly in the Hokuriku region. (Established January 1964)	116,360	10,055 (8.6%)
AGREX INC.	TIS 100%	Leading company in mainstay BPO field. Began global BPO services in October 2013. Became wholly owned subsidiary in March 2015, and centralized Group's BPO operations at AGREX. (Established September 1965)	33,729	2,149 (6.4%)
QUALICA Inc.	TIS 80% Komatsu 20%	Formerly, information systems subsidiary of Komatsu. Focuses on assembly-based manufacturers, mainly those under the Komatsu Group umbrella, while expanding business with companies in the distribution and restaurant sectors. (Established November 1982)	21,176	2,195 (10.4%)
AJS Inc.	TIS 51% Asahi Kasei 49%	Formerly, information systems subsidiary of Asahi Kasei. Focuses on companies under the Asahi Kasei Group umbrella. (Established March 1987)	16,865	1,892 (11.2%)

IUK Inc.
INTEC Solution Power Inc.
KOUSHI INTEC Inc.
SKY INTEC INC.
SorunPure Inc.
Chuo System Corporation
TIS System Service Inc.
TIS Solution Link Inc.
TIS Tohoku Inc.
TIS Total Service Inc.
TIS Nagano Inc.
TIS West Japan Inc.
TIS Business Consultants Inc.
TIS Beijing Inc.
TIS Hokkaido Inc.
Registration Network, Ltd.
NEOAXIS Co., Ltd.
Nexway Co., Ltd.
HOKKOKU INTEC SERVICE Inc.
MicroMates Corp.

Overseas Subsidiaries

● China

QUALICA (SHANGHAI) Inc.
TISI (Shanghai) Co., Ltd.

● Singapore

QUALICA Asia Pacific Pte. Ltd.

● Thailand

Baseline Technology Consultants Co., Ltd.
CODE IT Consulting Co., Ltd.
ECM Consulting Co., Ltd.
I AM Consulting Co., Ltd.
i Coach Co., Ltd.
iHR Consulting Co., Ltd.
iTS-Tradeship Co., Ltd.
PromptNow Co., Ltd.
TISI (Thailand) Co., Ltd.
QUALICA (Thailand) Co., Ltd.

● Vietnam

AGREX DNP Vietnam Co., Ltd.
(Changed company name in June 2020)

● United States

Sequent Software Inc.
TIS Ventures, Inc.

82 Equity Method Affiliates

(As of March 31, 2020)

Main equity method affiliates

● China

Shanghai CardInfoLink Data Service Co., Ltd. (CardInfoLink)
(Voting rights ownership ratio 18.2%, 11 subsidiaries under the company)

● Thailand

MFEC Public Company Limited
(Voting rights ownership ratio 24.9%, 10 subsidiaries under the company)

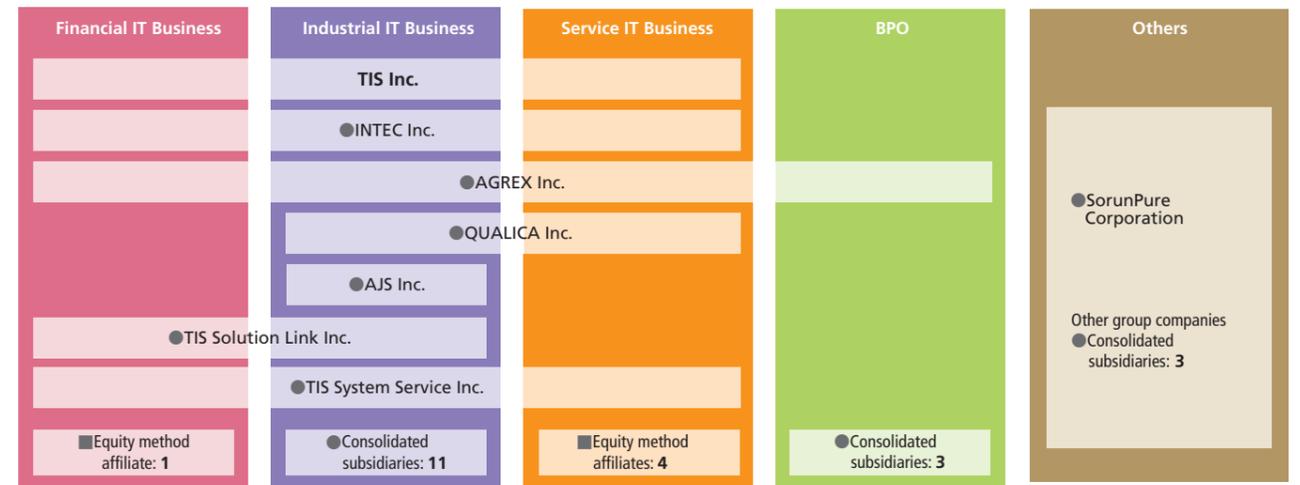
● Indonesia

PT Anabatic Technologies Tbk
(Voting rights ownership ratio 37.3%, acquired convertible bonds with stock acquisition rights, 53 subsidiaries under the company)

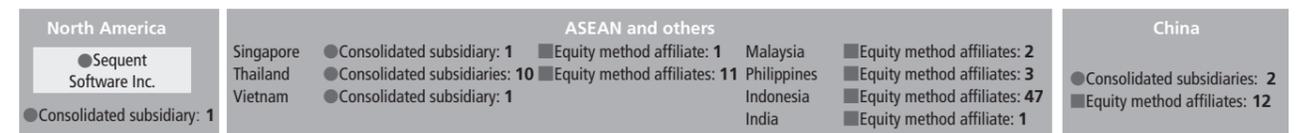
Group Formation

As of March 31, 2020, the TIS INTEC Group consists of 123 companies, including the parent company, 40 consolidated subsidiaries, and 82 equity method affiliates.

Domestic

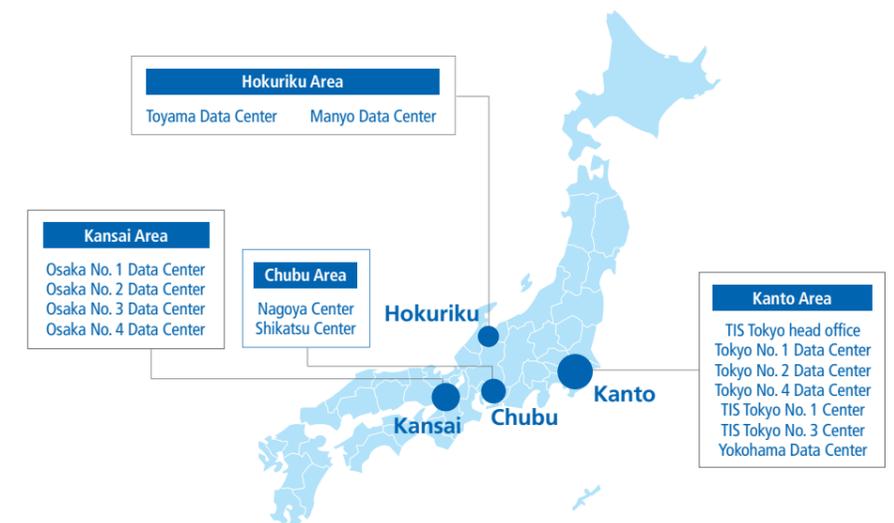


Overseas



Domestic Business Hubs

TIS INTEC Group has an extensive business presence, particularly in Tokyo, Nagoya, Osaka and Toyama. It has 14 data centers in Japan, with locations in major urban centers.



International Business Hubs

We are pursuing development mainly in the ASEAN region, shifting our focus from creation of offshore development hubs to setting up business hubs.

We have established an office in Silicon Valley, United States, to conduct state-of-the-art research and create new business.



Corporate Profile

(As of July 1, 2020)

Company name	TIS Inc.
Founded	April 28, 1971
Established	April 1, 2008
Main business	Outsourcing services, software development, and solution services regarding investments in information technology. Management and business execution of group companies that carry on information and communication business
Head office	Sumitomo Fudosan Shinjuku Grand Tower, 17-1, Nishi-Shinjuku 8-chome, Shinjuku-ku, Tokyo, 160-0023, Japan Tel. +81-3-5337-7070 Fax +81-3-5337-7555
Paid-in capital	¥10 billion
Number of shares authorized	840,000,000 shares
Number of shares issued	263,367,294 shares
Number of shareholders	11,753 (As of March 31, 2020)
Stock listing	Tokyo Stock Exchange, First Section (Securities code: 3626)
Number of employees (consolidated)	19,744 (full-time employees, as of March 31, 2020)

Board of Directors, Audit & Supervisory Board Members

(As of July 1, 2020)

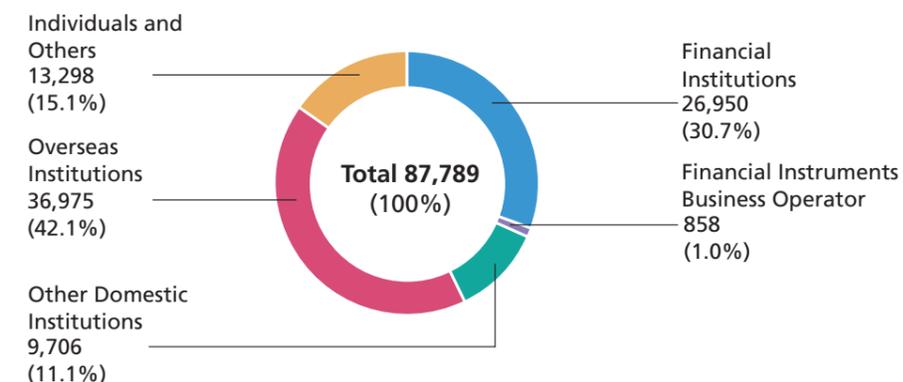
Chairman and President	Toru Kuwano
Representative Director, Executive Vice President	Masahiko Adachi
Director, Executive Vice President	Yasushi Okamoto
Director, Executive Vice President	Josaku Yanai
Director	Takayuki Kitaoka (President and Representative Director of INTEC Inc.)
Director	Akira Shinkai (Director, Executive Vice President of INTEC Inc.)
External Director	Koichi Sano*
External Director	Fumio Tsuchiya*
External Director	Naoko Mizukoshi* (Partner of Leftright Law & IP)
Standing Audit & Supervisory Board Member	Tetsuya Asano
Standing Audit & Supervisory Board Member	Tatsufumi Matsuoka
External Audit & Supervisory Board Member	Sadahei Funakoshi*
External Audit & Supervisory Board Member	Yukio Ono* (President of Accounting Offices of Yukio Ono)
External Audit & Supervisory Board Member	Akiko Yamakawa* (Partner of Vanguard Lawyers Tokyo)

* Designated as an Independent Director/Auditor as specified by the Tokyo Stock Exchange in Japan.

Senior Managing Executive Officers	Jun Ikimune Masahiro Hosokawa	Shinichi Horiguchi
Managing Executive Officers	Masahiro Ueda Kiyotaka Nakamura Tsuyoshi Fukuda Kei Ando	Naoto Kita Hisashi Shimizu Teruaki Akutsu
Executive Officers	Hirofumi Akashi Fumiyasu Mase Akira Ogane Satoru Tayasu Thanawat Lertwattanak Hiroto Ito Manabu Yano Hidehiko Shimoyama	Kyoko Takayanagi Tsuneyoshi Ito Yasushi Tajima Ikuo Shimizu Isao Otokita Yoshiyuki Hayashi Masakazu Kawamura

Share Composition by Shareholder

(As of March 31, 2020; Thousands of Shares)



Major Shareholders

(As of March 31, 2020)

Name	Number of shares (Thousands)	Shareholding ratio (%)
ICHIGO TRUST PTE. LTD.	7,155	8.51
The Master Trust Bank of Japan, Ltd. (Trust Account)	5,371	6.38
Japan Trustee Services Bank, Ltd. (Trust Account)	3,990	4.74
Employees' Shareholding Association of TIS INTEC Group	2,197	2.61
Nippon Life Insurance Company	2,073	2.46
MACQUARIE BANK LIMITED DBU AC	2,000	2.38
MUFG Bank, Ltd.	1,654	1.97
The Master Trust Bank of Japan, Ltd. (Retirement Benefit Trust Account, Mitsubishi Electric Corporation Account)	1,598	1.90
BNYMSANV RE GCLB RE JP RD LMGC	1,415	1.68
JP MORGAN CHASE BANK 385151	1,396	1.66

Notes: 1. The Company holds 3,660 thousand shares of treasury stock. These are excluded from the table of major shareholders above. The 3,660 thousand shares of treasury stock do not include 212 thousand shares of Company stock held by TIS INTEC Group Employees' Shareholding Association Exclusive Trust, and 79 thousand shares of Company stock held by Board Incentive Plan (BIP) Trust.
2. Percentage shareholdings are calculated after deducting treasury stock.
3. Regarding 1,598 thousand shares held by The Master Trust Bank of Japan, Ltd. (Retirement Benefit Trust Account, Mitsubishi Electric Corporation Account), Mitsubishi Electric Corporation reserves exercise of voting rights by Instruction.

Stock Price Range



Notes: 1. The TIS stock price and TOPIX (Tokyo Stock Exchange Price Index) are indexed at 100 based on the closing price of stock on April 30, 2009.
2. The Company executed a stock split, with each share of common stock split into three shares, effective April 1, 2020. The above figures are presented using the number of shares before the stock split.

Evaluations from External Parties

Inclusion in SRI indexes

We have received high marks from various ESG (Environment, Social and Governance) rating agencies in Japan and overseas for our inclusion in the SRI (socially responsible investment) indexes and SRI funds listed below.

FTSE Blossom Japan Index



FTSE Blossom
Japan

FTSE4Good Index Series



FTSE4Good

MSCI Japan Empowering Women Index (WIN)

2020 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

*The inclusion of TIS Inc. in any MSCI INDEX, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of TIS Inc. by MSCI or any of its affiliates. The MSCI Indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

HR-related activities

TIS INTEC Group has endeavored to create a corporate culture and environment that allow diverse individuals to maximize their potential. It has produced results in reducing overtime hours, acquisition rates for annual leave, and various employment programs (shortened work schedules, working from home, flextime, etc.). Its HR-related activities have been highly evaluated by various external organizations.



IR-related activities

The Company believes the disclosure of information to shareholders and investors in a timely, appropriate, and fair manner is an important responsibility of listed companies, and is working to enhance IR activities and improve the content and functionality of its IR website. As one of the achievements in this area, we received the following awards.



2019 Internet IR Commendation Award
(Daiwa Investor Relations Co., Ltd.)
Awarded for nine consecutive years since 2013.



Fiscal 2019 Homepage Quality Ranking Survey of
All Listed Companies
(Nikko Investor Relations Co., Ltd.)
Received highest award as excellent website in comprehensive ranking for five consecutive years since fiscal 2015.



Gomez IR Site Comprehensive Ranking 2019
(Morningstar Japan K.K.)
Awarded for five consecutive years since 2015 as an excellent company.



Selected as one of the 50 candidates for the Tokyo Stock Exchange's
"Corporate Value Improvement Award"
(Fiscal 2017 and fiscal 2019)

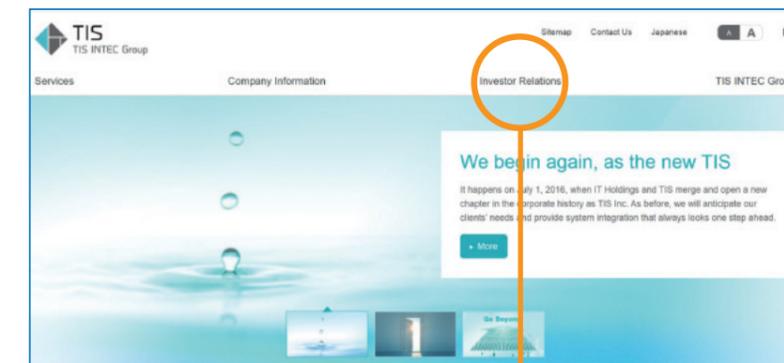
Selected for inclusion in the JPX-Nikkei Index 400
(Since August 2018)

Introduction to Our Website

In addition to the latest annual IR schedule, the latest corporate and financial information is published on our Company website and updated as needed.

Homepage

<http://www.tis.com/>

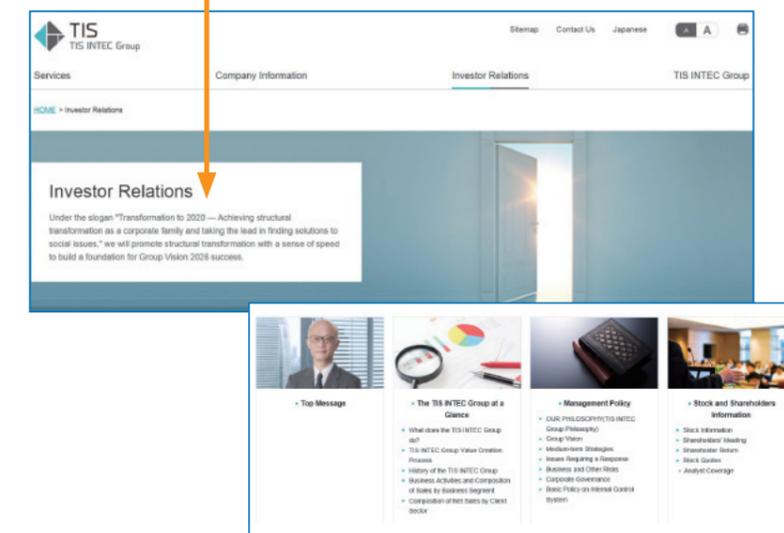


IR Information

<http://www.tis.com/ir/>



Download the latest IR information on financial information, such as integrated reports, from this page.



Corporate Governance

<http://www.tis.com/ir/policy/governance/>



Sustainability

<http://www.tis.com/group/csr/>

