

Make society's wishes come true through IT.



TIS Inc.

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Our mission is to draw on leading-edge digital technology and know-how to shape completely new concepts and approaches that solve issues affecting our world.

Guided by this mission, we seek to make society a more colorful and vibrant place and

create a tomorrow full of more smiles than yesterday.

IT has the power to make the future brighter.

Make society's wishes come true through IT.

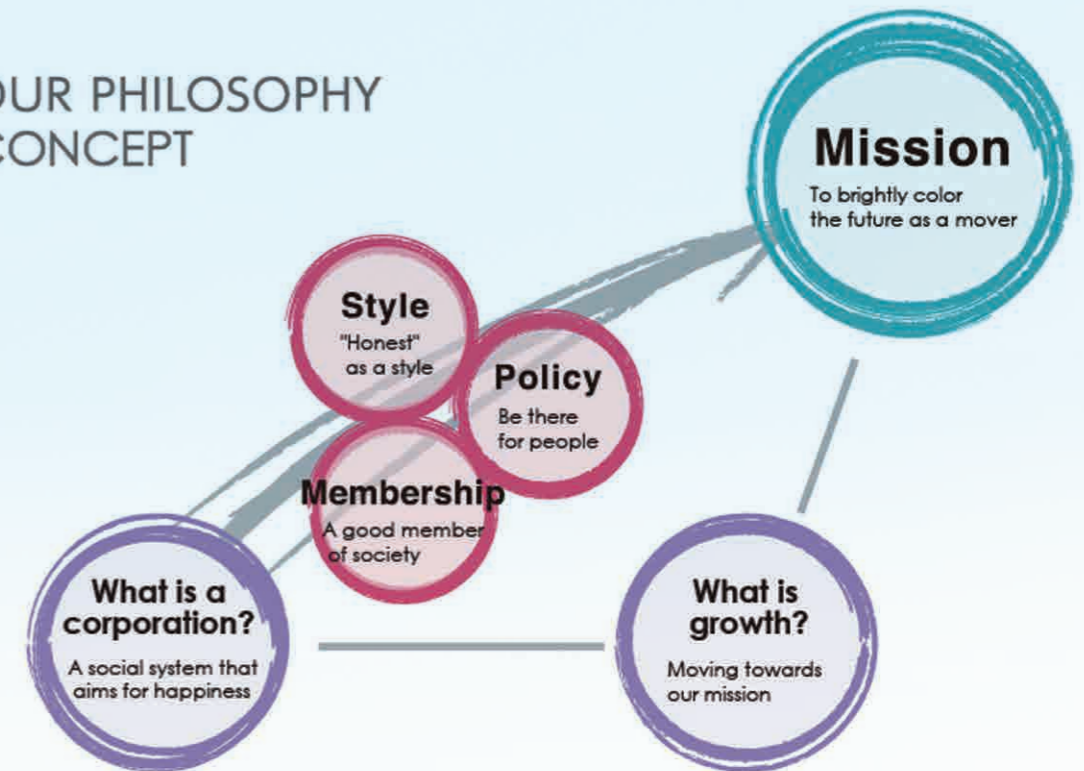


OUR PHILOSOPHY (TIS INTEC Group Philosophy)

OUR PHILOSOPHY represents the values of TIS INTEC Group. It clearly and broadly delineates the thinking and ideals that TIS INTEC Group highly values in its group's management, corporate activities, and constituent members. TIS INTEC Group's entire business revolves around OUR PHILOSOPHY.

Mission | To brightly color the future as a mover

OUR PHILOSOPHY CONCEPT



Management Platform

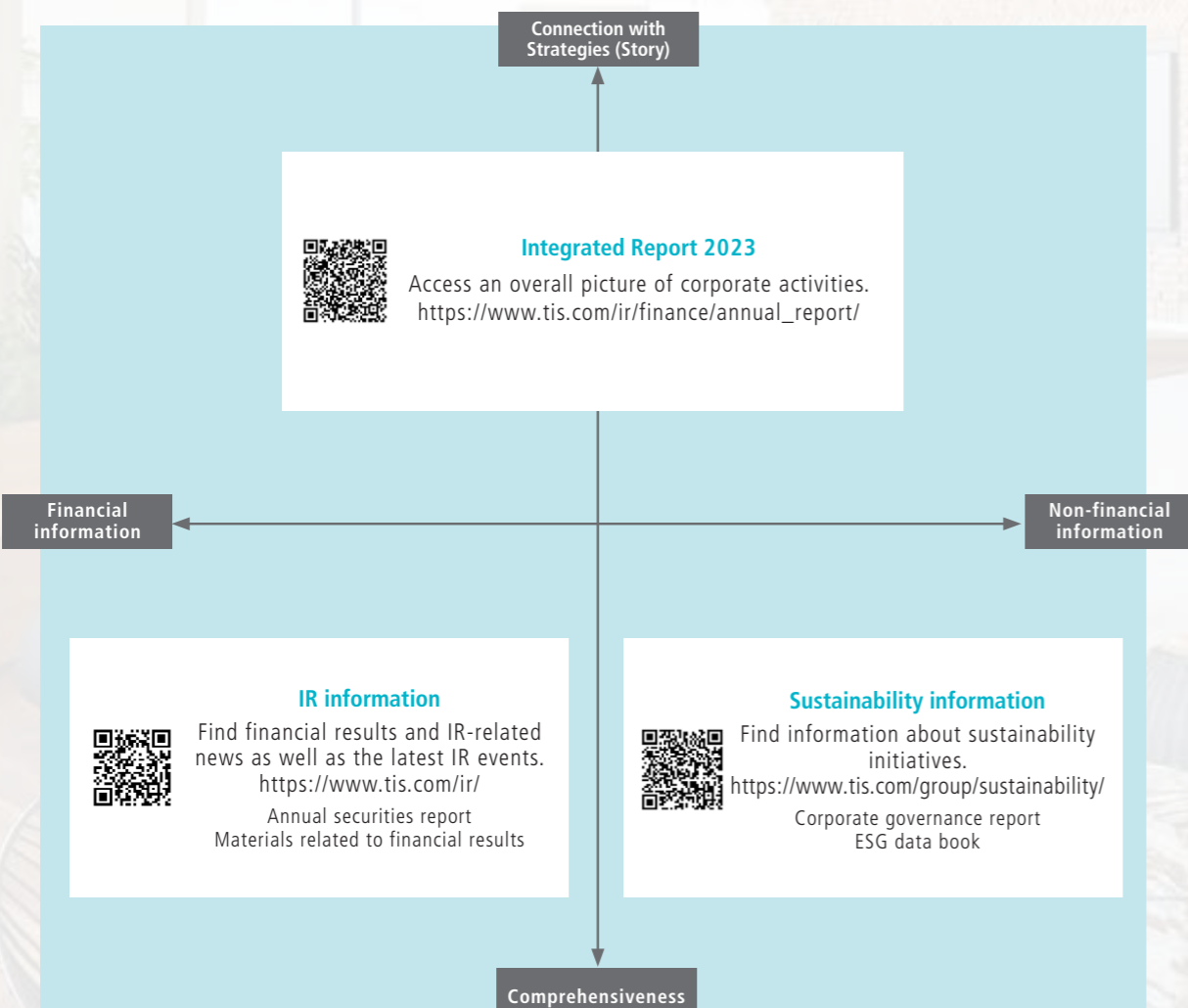
TIS INTEC Group has a clear business management platform. It can be referred to as our business management model. It is constructed with "social," "humanistic," and "rational" approaches in order to allow TIS INTEC Group to actively progress toward its mission, based on the fundamental and underlying concept that the corporation is "a social system that aims for happiness" and engages in value exchange with stakeholders. Let's take a look at the two models within the platform.

3V Management is the basic management platform at TIS INTEC Group. It is a management model centered on the encouragement of Values (Value-based management), Vision (Vision-based management), and Vitality (Vitality-based management), named the 3Vs.

TIS INTEC Group places a great deal of importance on "CPS" in the management of its business. CPS is an acronym for Culture-oriented, People-based, and Social-perspective. It refers to business management that is based on and respects the culture of the country or region where the company is located, is centered and focused on people, and intends to improve sociality.



Editorial Policy



The Group regards the Integrated Report as an important tool for dialogue with all stakeholders, including shareholders and other investors. To provide a clearer understanding of the Group's approach and efforts to sustainably enhance its corporate value, we compiled this report with a focus on matters of particular importance that we wish to convey while also providing important financial and non-financial information.

In addition to top management's explanation of medium- and long-term growth strategies, this special feature section focuses on the status of service-style businesses in the context of our structural transformation. It also introduces the initiatives to realize sustainable improvement in corporate value, connecting business strategy to human resources strategy. Please refer to our corporate website for more detailed information.

We hope that this report will give readers a better understanding of the Group and encourage greater dialogue.

Scope of reporting: TIS (parent) and TIS INTEC Group

Issued: September 2023

Disclaimer: Forward-looking statements, such as performance forecasts, described in this report are based on information available to management regarding the TIS INTEC Group—that is, TIS and the subsidiaries under its umbrella—as of the production date and certain assumptions deemed reasonable at this time. No intent of promise is implied by the Company to achieve such forward-looking statements. Indeed, various factors may cause future results to be substantially different from the assumptions presented in these materials.

The names of the products and services described in this report are trademarks or else registered trademarks of the respective company.

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Three Characteristics and Strengths of the TIS INTEC Group

1. Solid management platform

TIS' solid management platform comprises three building blocks—a broad client base, an extensive business base and a stable financial base—which provides the leverage to drive business forward and underpins good financial health and capital efficiency.

2. Dominant presence in payment services domain

TIS has cemented its position as a leading system integrator in the domestic payment services domain. Drawing on capabilities accumulated through SI activities, we are quickly rolling out service-style operations matched to technological innovation and diversifying payment methods.

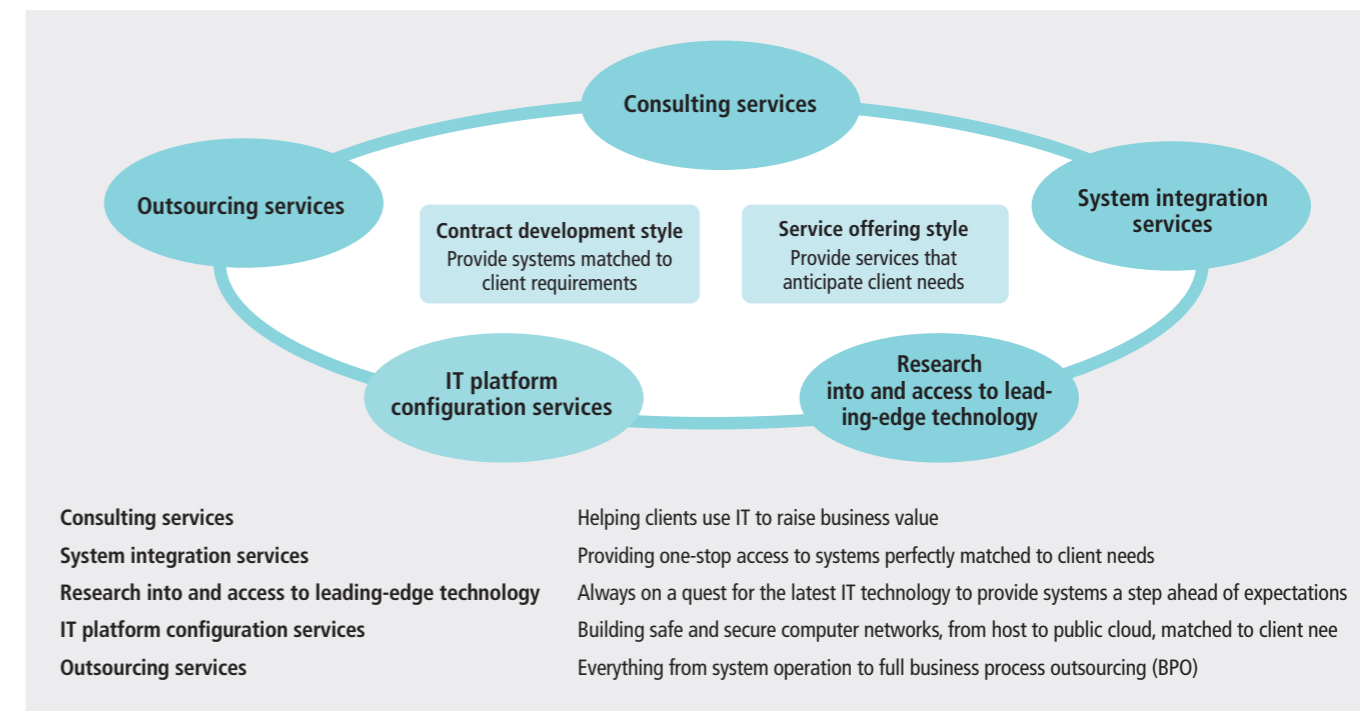
3. Flexible management strategies and speedy decision-making thanks to independent status

The TIS INTEC Group established itself as the top of Japan's IT services industry as a major, independent corporate group free from *keiretsu* ties. The absence of a controlling shareholder ensures management independence facilitates decisions that leverage robust, flexible and speedy business development of Group operations.

TIS INTEC Group Business Activities

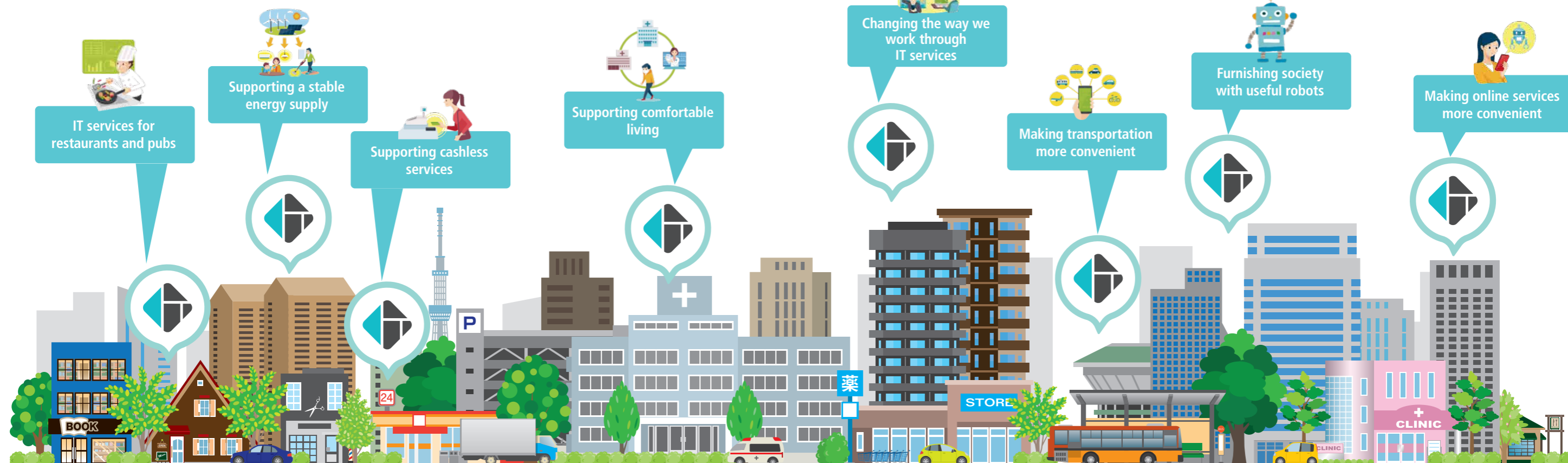
As an IT specialist which partners with clients, the Group handles a wide range of IT services to provide optimal one-stop support.

The Group's IT services supports society in ways some may take for granted, and contributes to meeting social needs through its business.

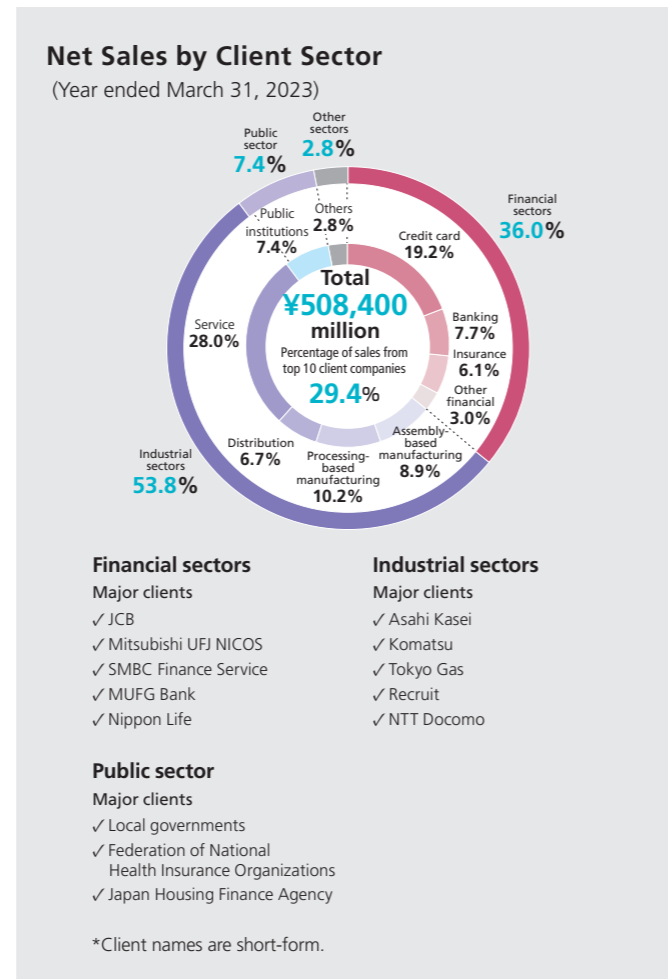
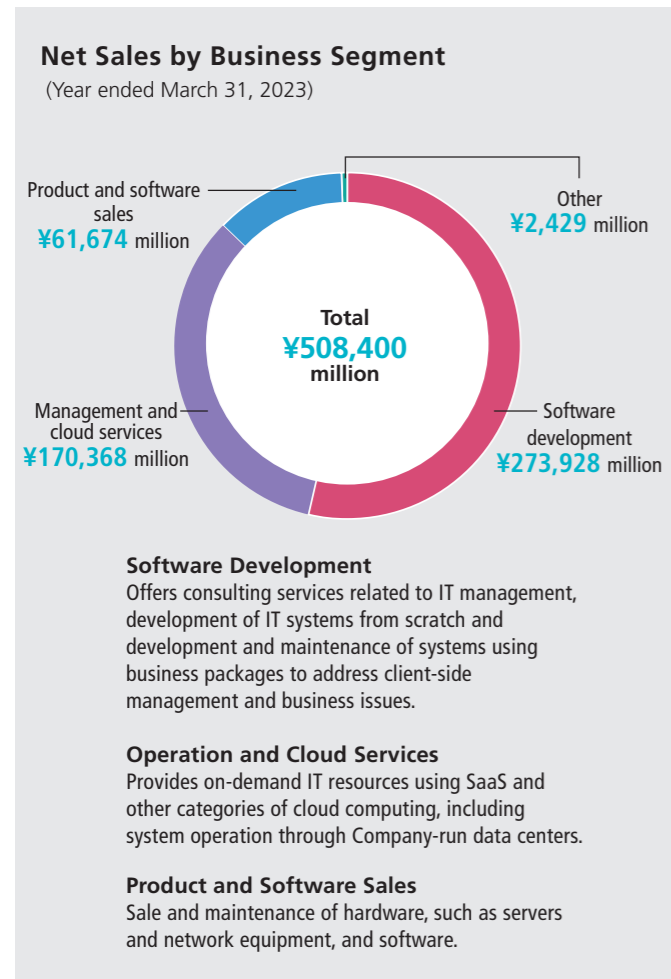
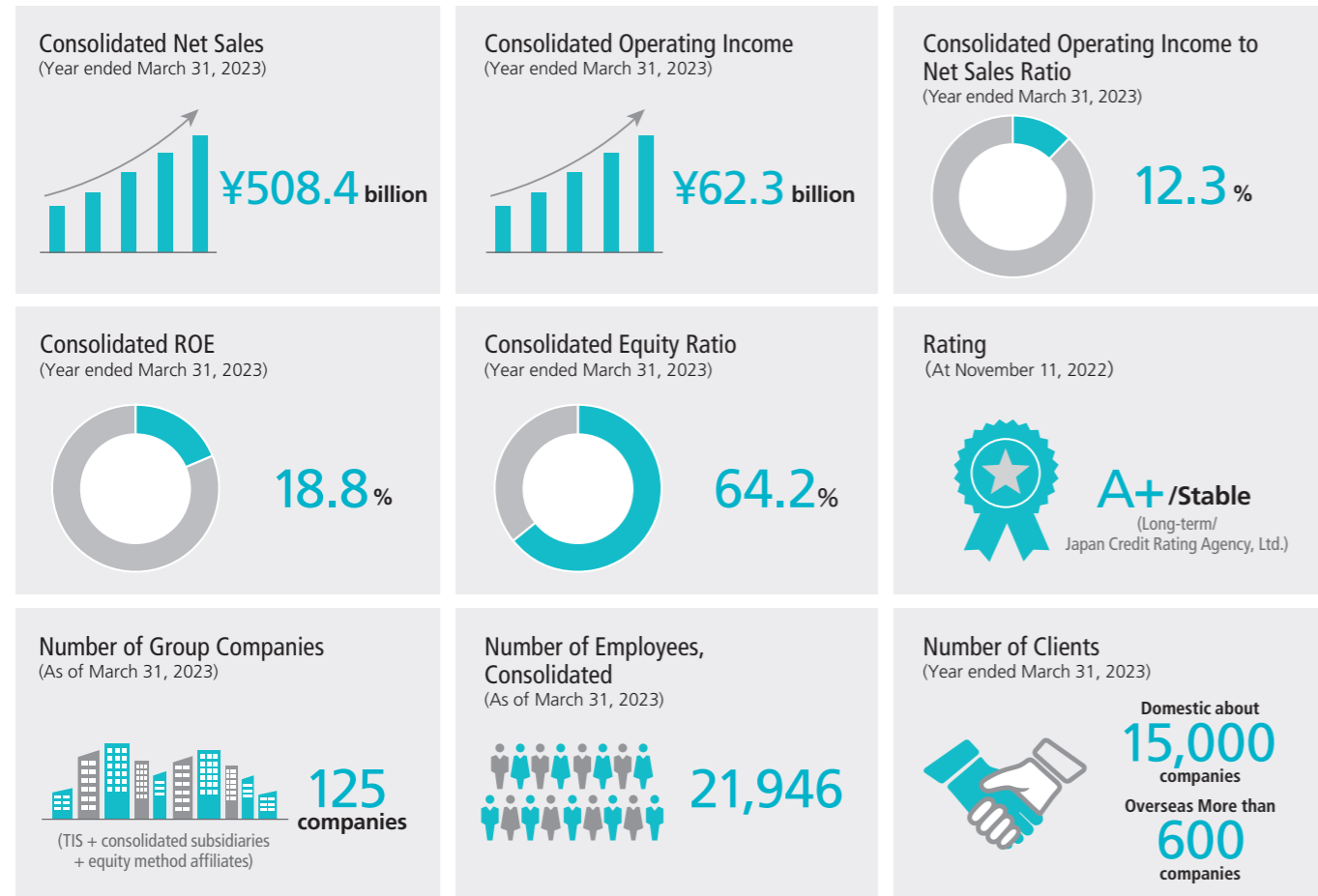


Meeting Various Social Needs by Providing IT Services

— The TIS INTEC Group operates across all these domains —



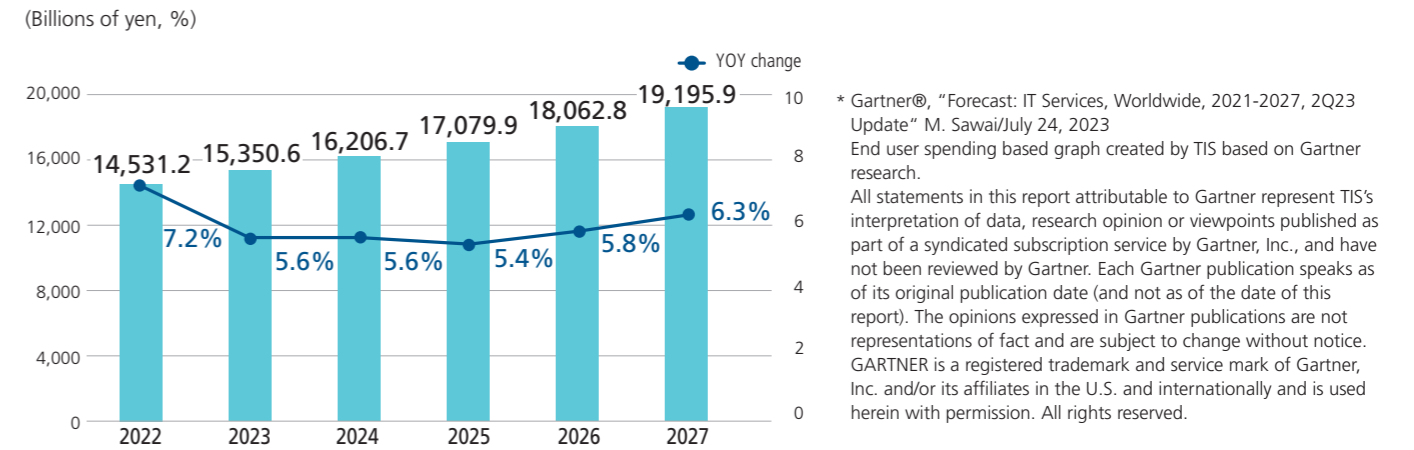
TIS INTEC Group by the Numbers



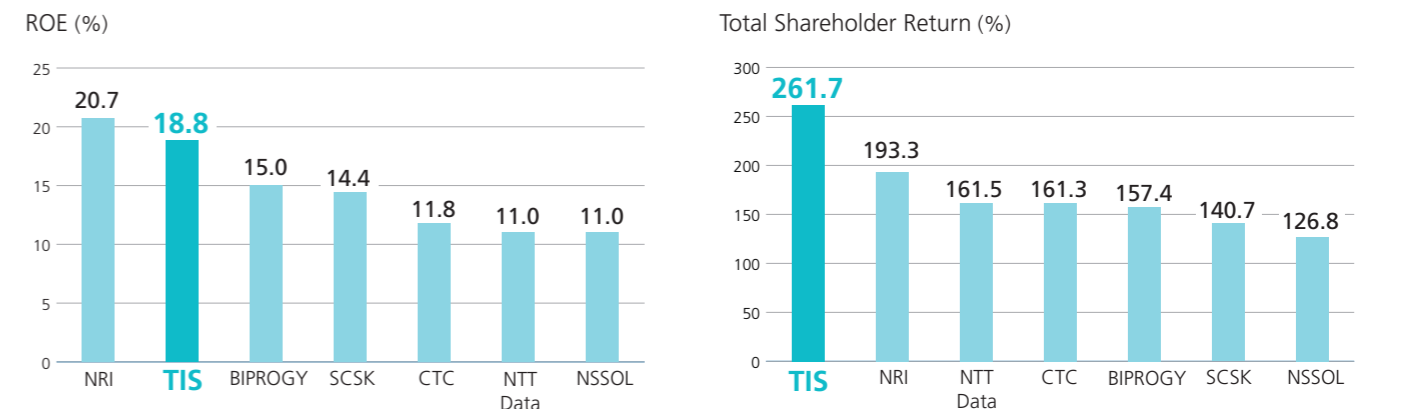
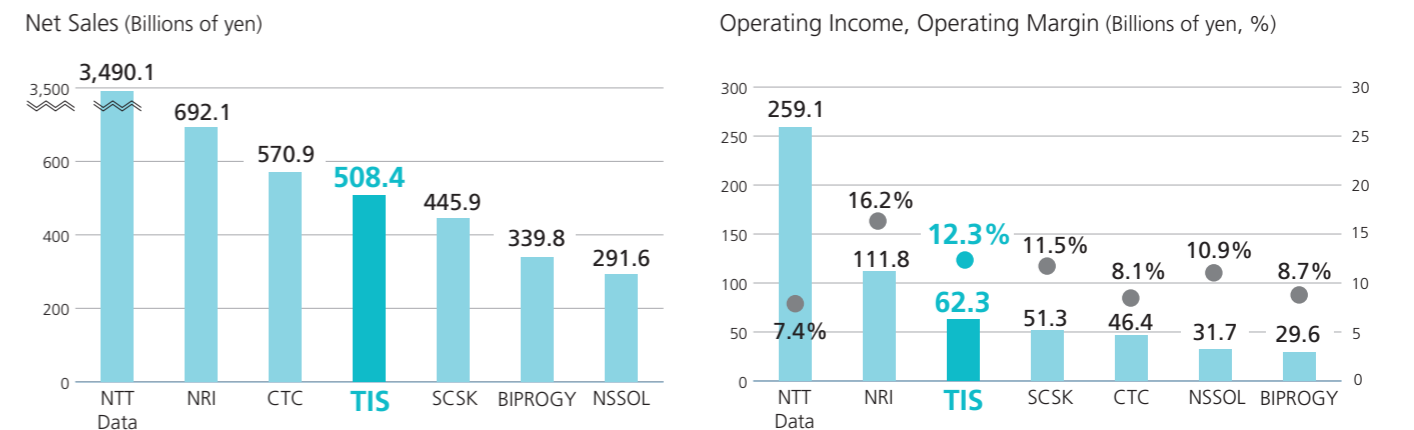
Positioning in the IT Services Market

TIS INTEC Group has cemented a position as a leading, independent prime contractor in Japan's IT services industry—a market that is expected to continue growing against a backdrop of robust corporate demand for digital technology.

IT Services Market Size in Japan



Comparison of Japan's Leading IT Companies (Year ended March 31, 2023)*1



*The above figures are calculated based on 100% of the stock price on March 31, 2018.

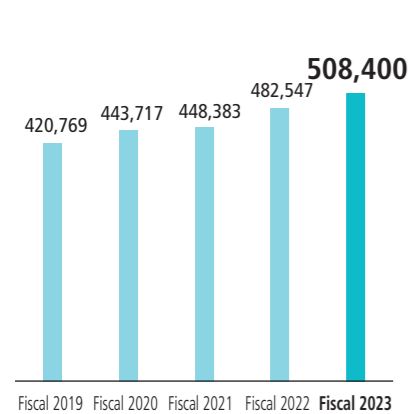
*1The full company names used in the above graphs (NTT Data, NRI, CTC, SCSK, BIPROGY, and NSSOL) are: NTT Data Group Corporation, Nomura Research Institute, Ltd., ITOCHU Techno-Solutions Corporation, SCSK Corporation, BIPROGY Inc., and NS Solutions Corporation. NTT Data, NRI, CTC, SCSK, BIPROGY, and NSSOL amounts are based on the IFRS (International Financial Reporting Standards).

Consolidated Financial/Non-Financial Highlights

Financial Highlights

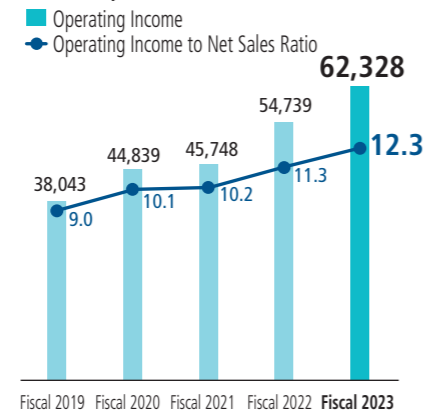
Net Sales

(Millions of yen)



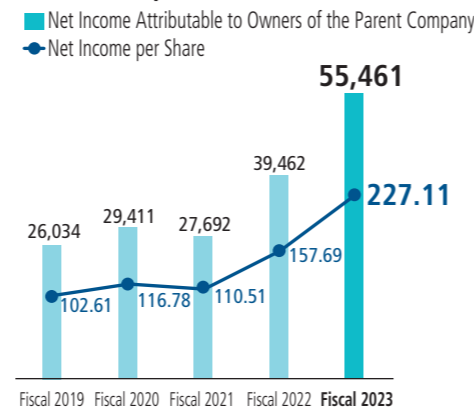
Operating Income, Operating Income to Net Sales Ratio

(Millions of yen, %)



Net Income Attributable to Owners of the Parent Company, Net Income per Share*1

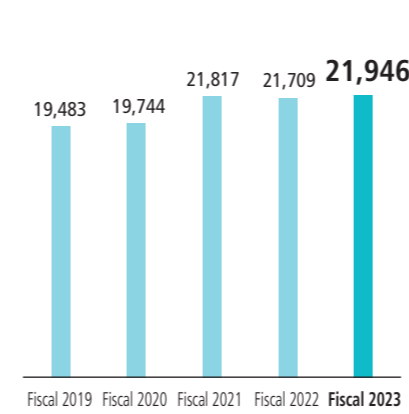
(Millions of yen, Yen)



Non-Financial Highlights

Number of Employees at Year-End (Consolidated)

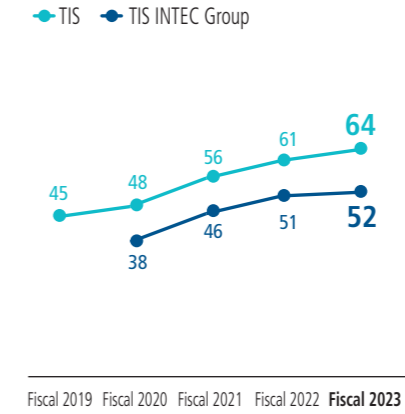
(Person)



Results of Employee Awareness Surveys*2

(%)

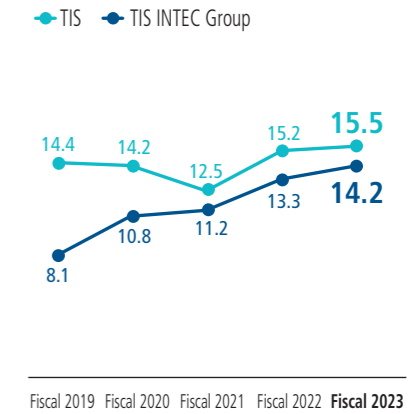
● TIS ● TIS INTEC Group



Number of Days Spent on Learning and Research per Person*2

(Day)

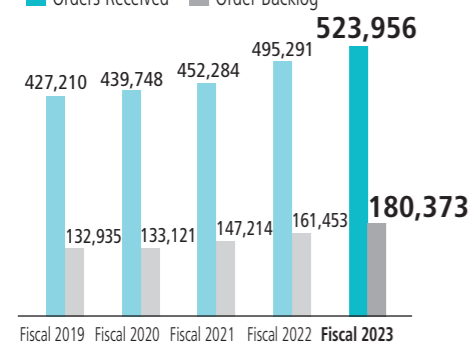
● TIS ● TIS INTEC Group



Orders Received during the Term, Order Backlog at Year-End (Total)

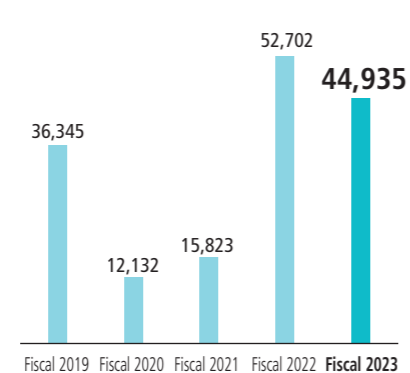
(Millions of yen)

■ Orders Received ■ Order Backlog



Free Cash Flow

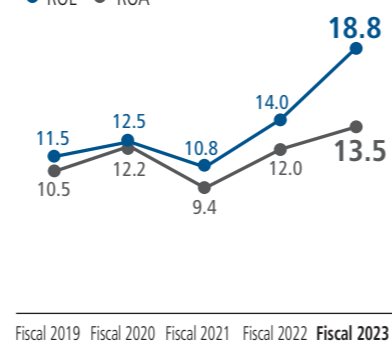
(Millions of yen)



ROE, ROA

(%)

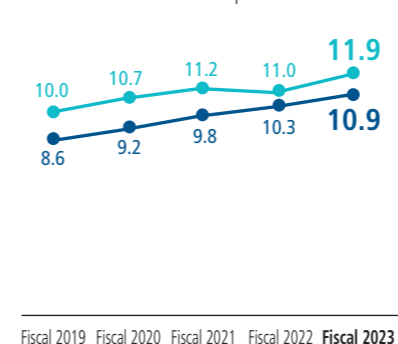
● ROE ● ROA



Percentage of Female Employees in Management Positions*2, 3

(%)

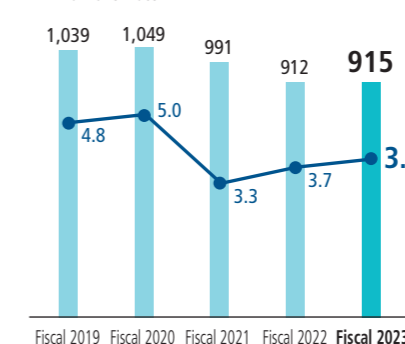
● TIS ● TIS INTEC Group



Number of People Hired/Turnover Rate*2

(Person, %)

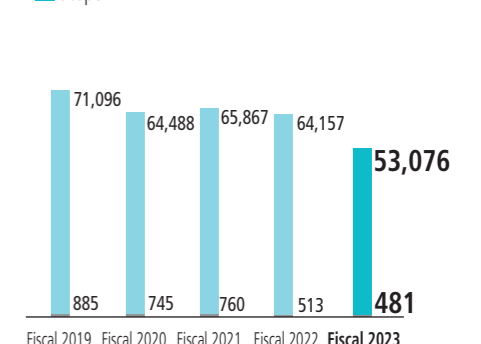
■ Number of new graduate recruits and mid-career hired ● Turnover rate



Greenhouse Gas Emissions*4

(t-CO₂)

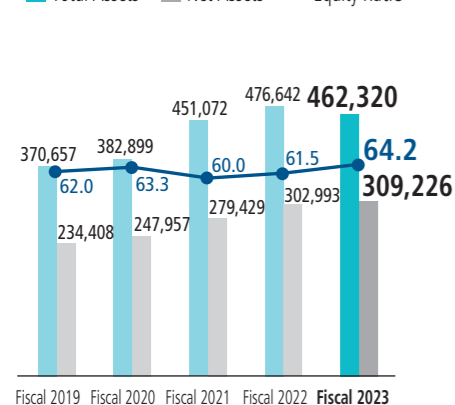
■ Scope 1 ■ Scope 2



Total Assets, Net Assets, Equity Ratio

(Millions of yen, %)

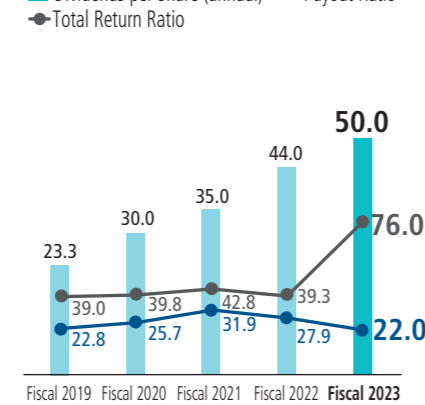
■ Total Assets ■ Net Assets ● Equity Ratio



Dividends per Share*1, Payout Ratio, Total Return Ratio

(Yen, %)

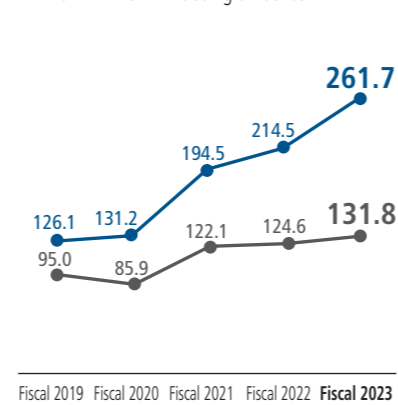
■ Dividends per Share (annual) ● Payout Ratio ● Total Return Ratio



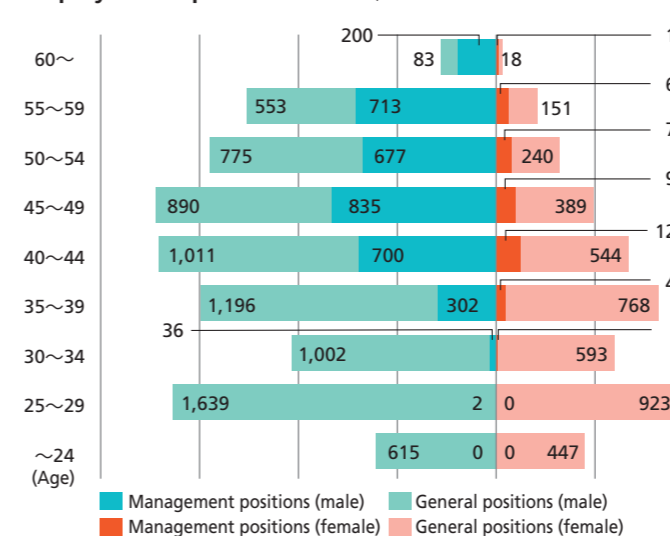
Total Shareholder Return

(%)

● TIS ● TOPIX including dividends



Employee Composition*2 (As of April 1, 2023) (Person)



*1 The Company executed a stock split, with each share of common stock split into three shares, effective April 1, 2020. Figures before fiscal 2020 are presented assuming this stock split was conducted.

*2 The figures include the TIS INTEC Group's seven principal companies (TIS, INTEC, AGREX, QUALICA, AJS, TIS System Service, and TIS Solution Link).

*3 Figures for fiscal 2019, fiscal 2020, fiscal 2021, fiscal 2022, and fiscal 2023 are based respectively on April 1, 2019; April 1, 2020; April 1, 2021; March 31, 2022; and March 31, 2023.

*4 The figures include TIS, 12 consolidated subsidiaries (domestic) and nine consolidated subsidiaries (overseas).

*Other non-financial data and scope of collection, details refer to "6. Nonfinancial data" of the "ESG Data Book".

https://www.tis.com/group/sustainability/esg_databook/index.html