

Corporate Data

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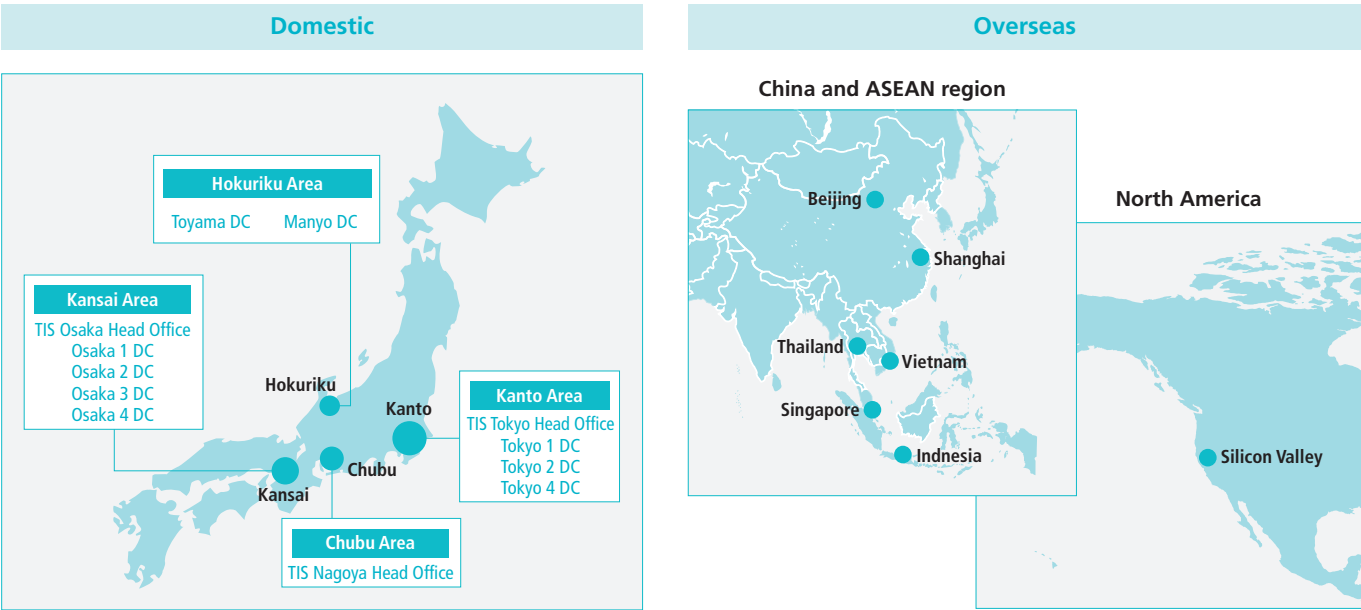
Group Data

■ Group Summary (As of March 31, 2024)

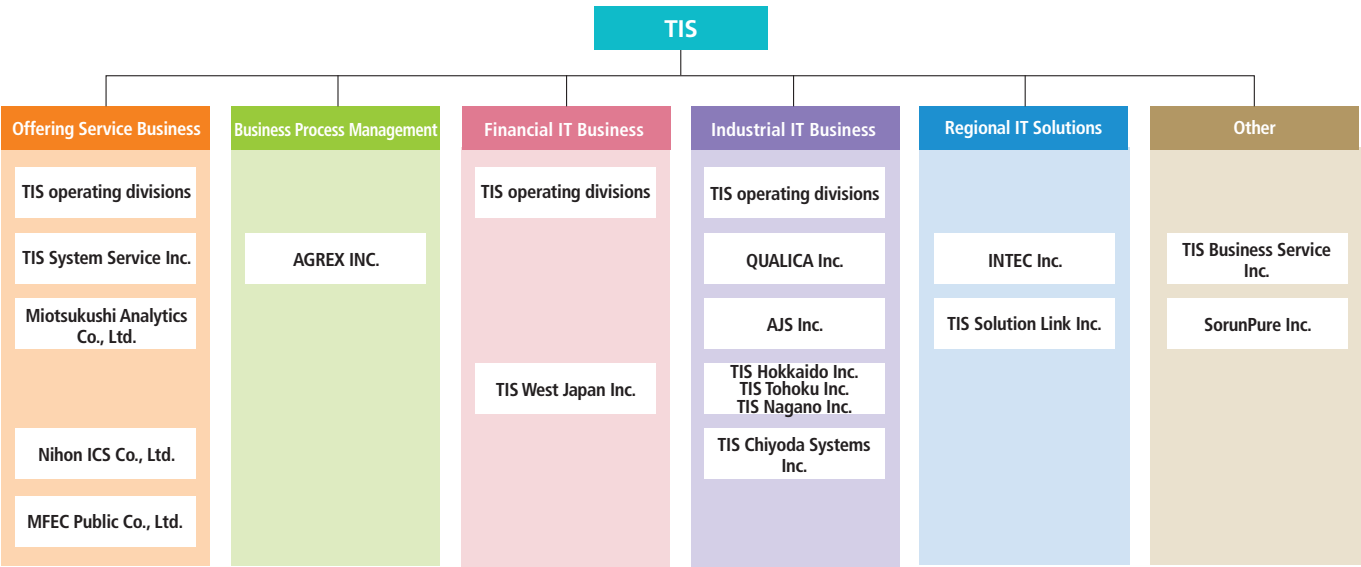
Group Name		TIS INTEC Group	
Coporate Information (Non-Consolidated)	TIS Inc.	Head office	17-1, Nishi-Shinjuku 8-chome, Shinjuku-ku, Tokyo, 160-0023, Japan
	Representative Director and President: Yasuhi Okamoto Paid-in capital ¥10 billion Founded April 28, 1971 Established April 1, 2008 Stock listing Tokyo Stock Exchange, Prime Market (Securities code: 3626)		

Business Hubs

TIS INTEC Group has an extensive business presence, particularly with data centers in Kanto, Chubu, Kansai and Hokuriku. In addition to the nationwide offices, we have overseas offices in the ASEAN region to support clients.



Group Formation



TIS Inc., and 51 Consolidated Subsidiaries (Domestic 26, Overseas 25)

Main Consolidated Subsidiaries

TIS and main group companies	Shareholding ratio	Description of business	Fiscal 2024, ended March 31, 2024 (Millions of yen, non-consolidated basis)	
			Net sales	Operating income (operating margin)
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)	251,334	32,025 (12.7%)
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)	122,234	12,087 (9.9%)
AGREX INC.	TIS 100%	Leading company in BPO sector, with emphasis on insurance industry needs. Turned into a wholly owned subsidiary in March 2015, becoming core company for BPO business within the Group. (Established September 1965)	37,185	3,792 (10.2%)
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)	26,534	3,210 (12.1%)
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)	18,662	2,257 (12.1%)
MFEC Public Company Limited	TIS 49% (based on control criteria)	Thai-listed, leading provider of enterprise IT solutions, which has strength in banking, communication, and governments. 9 subsidiaries under the company. (Established March 1997)	30,670*	3,217* (10.5%)

Domestic Subsidiaries

IUK Inc.	TIS Solution Link Inc.	Nihon ICS Co., Ltd.
INTEC Solution Power Inc.	TIS Chiyoda Systems Inc.	Registration Network, Ltd.
ULTRA Inc.	TIS Tohoku Inc.	Nexway Co., Ltd.
KOUSHI INTEC Inc.	TIS Nagano Inc.	HOKKOKU INTEC SERVICE Inc.
SKY INTEC INC.	TIS West Japan Inc.	MicroMates Corp.
SorunPure Inc.	TIS Business Service Inc.	Miotsukushi Analytics Inc.
TIS System Service Inc.	TIS Hokkaido Inc.	RESCHO, INC.

* MFEC Group, consolidated basis (fiscal year ended December 31, 2023). Numerical values based on accounting standards in home country of Thailand using rate prevailing at end of fiscal year.

Overseas Subsidiaries

● China	● Thailand	● Vietnam
QUALICA (SHANGHAI) Inc.	I AM Consulting Co., Ltd.	AGREX DNP Vietnam Co., Ltd.
TISI (Shanghai) Co., Ltd.	(Six subsidiaries under the company)	
	PromptNow Co., Ltd.	
● Singapore	TISI (Thailand) Co., Ltd.	● United States
QUALICA Asia Pacific Pte. Ltd.	QUALICA (Thailand) Co., Ltd.	TIS Ventures, Inc.

58 Equity Method Affiliates (Domestic Five, Overseas 53)

Main Equity Method Affiliates

Domestic affiliates

MUT Business Business Outsourcing Co., Ltd. (Voting rights ownership ratio 49.0%)
Planet Co., Ltd. (Voting rights ownership ratio 0.1%)

Overseas affiliates

● China	● Indonesia
Shanghai CardInfoLink Data Service Co., Ltd. (CardInfoLink) (Voting rights ownership ratio 18.1%, 12 subsidiaries under the company)	PT Anabatic Technologies Tbk (Voting rights ownership ratio 37.3%, acquired convertible bonds with stock acquisition rights, 30 subsidiaries under the company)

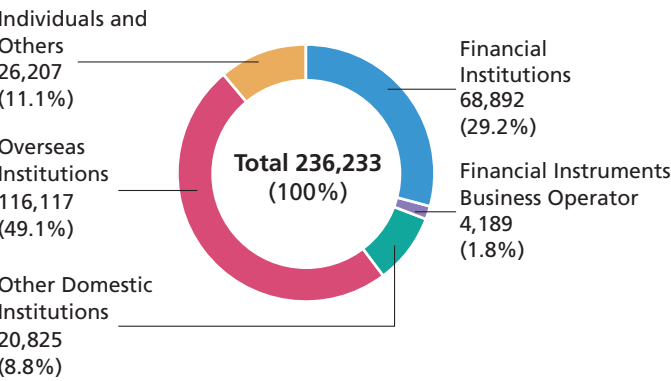
■ Stock and Shareholders Information (As of March 31, 2024)

Stock Information

Securities code	3626
Stock listing	Tokyo Stock Exchange, Prime Market (Securities code: 3626)
Financial year	From April 1 to March 31
General meeting of shareholders	Every June Dates of record: March 31 Record date of shareholders to exercise voting rights at ordinary general meeting of shareholders. Date is determined as necessary with public notice in advance,
Dividend payment shareholder determination date	year-end dividend: March 31 Interim dividend: September 30
Public notice	Public notices by the Company will be announced online. However, if due to accident or some other unavoidable reason that prevents the Company from completing an online announcement should arise, a public notice will be made by posting in the <i>Nihon Keizai Shimbun</i> .
Minimum trading unit	100 shares
Number of shares authorized	840,000,000
Number of shares issued	236,233,411
Number of shareholders	14,259

Share Composition by Shareholder

(Thousands of Shares)



Rating

(At November 13, 2023)

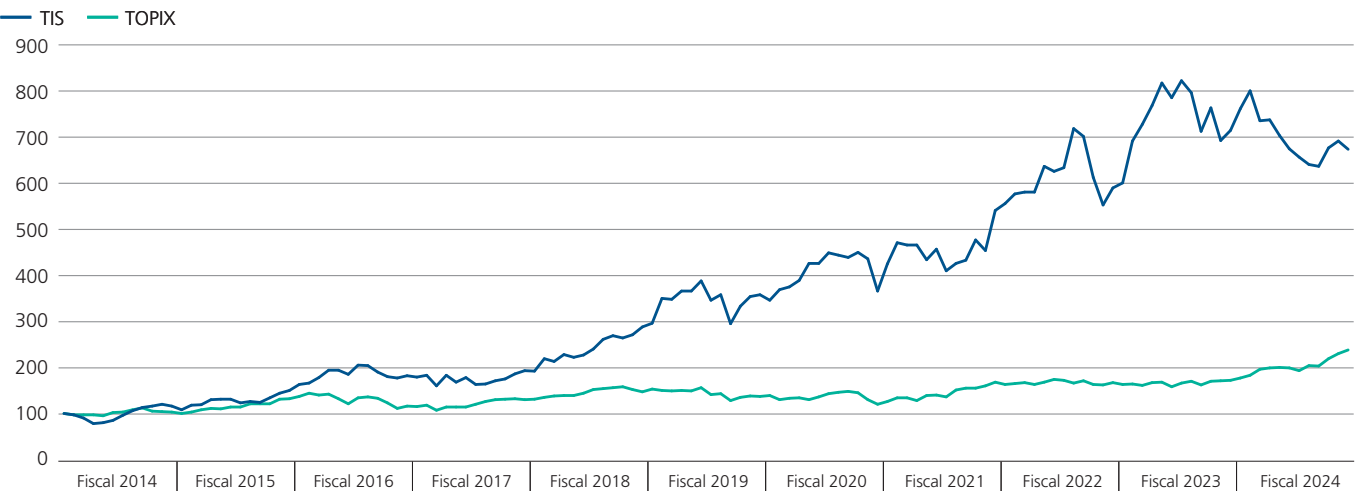
Japan Credit Rating Agency, Ltd.	Long-term	A+/Stable
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Major Shareholders

Name	Number of shares (Thousands)	Shareholding ratio (%)
The Master Trust Bank of Japan, Ltd. (Trust Account)	32,950	13.95
ICHIGO TRUST PTE. LTD.	23,171	9.81
Custody Bank of Japan, Ltd.(Trust Account)	10,349	4.38
Employees' Shareholding Association of TIS INTEC Group	6,567	2.78
Nippon Life Insurance Company	6,219	2.63
SSBTC CLIENT OMNIBUS ACCOUNT	5,633	2.38
The Master Trust Bank of Japan, Ltd. (Retirement Benefit Trust Account, Mitsubishi Electric Corporation Account)	4,796	2.03
STATE STREET BANK WEST CLIENT - TREATY 505234	4,328	1.83
GOVERNMENT OF NORWAY	4,043	1.71
JCB Co., Ltd.	3,484	1.48

Notes: 1. Shareholding ratio are calculated after deducting treasury stock (1,234 shares). The treasury stock do not include 1,742 thousand shares of Company stock held by TIS INTEC Group Employees' Shareholding Association Exclusive Trust, and 180 thousand shares of Company stock held by Board Incentive Plan (BIP) Trust.
2. Regarding 4,796 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 (Comparison with TOPIX)

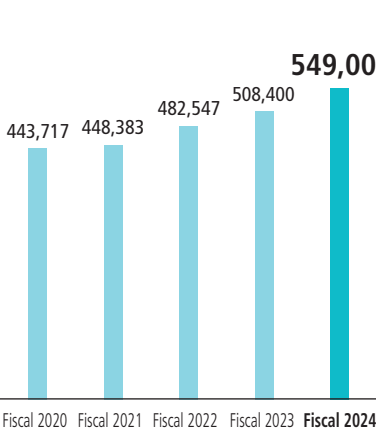


Notes: 1. The TIS stock price and TOPIX (Tokyo Stock Exchange Price Index) are indexed at 100 based on the closing price of stock on April 30, 2013.
2. The Company executed a stock split, with each share of common stock split into three shares, effective April 1, 2020. Figures before fiscal 2020 are presented assuming this stock split was conducted.

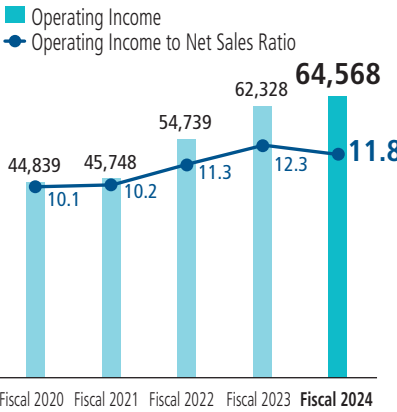
Consolidated Financial/Non-Financial Highlights

The Group achieved steady growth in both financial and non-financial aspects through structural transformation and productivity improvement. We will grow sales and income but also strive to improve capital efficiency and increase corporate value through a balanced approach to promoting growth investments, maintaining financial health and enhancing shareholder returns. In addition, we are actively engaged in measures to reinforce sustainability management.

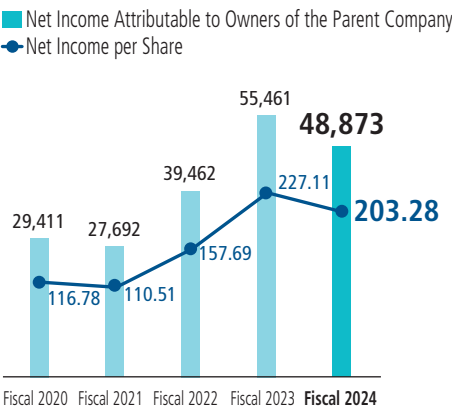
Net Sales
(Millions of yen)



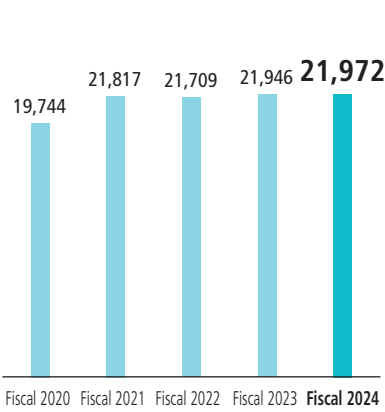
Operating Income, Operating Income to Net Sales Ratio
(Millions of yen, %)



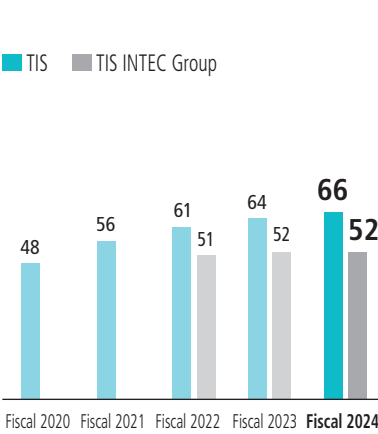
Net Income Attributable to Owners of the Parent Company (Millions of yen), Net Income per Share*1 (Yen)



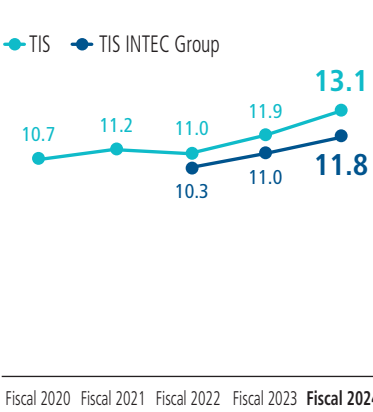
Number of Employees at Year-End (Consolidated)*2, 3 (Person)



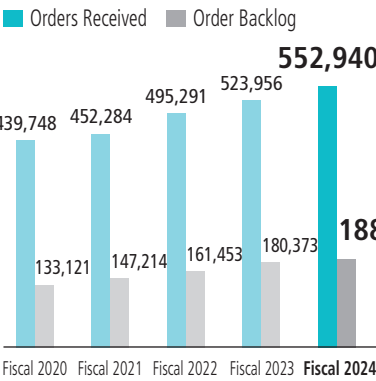
Job Satisfaction*2, 4, 5 (%)



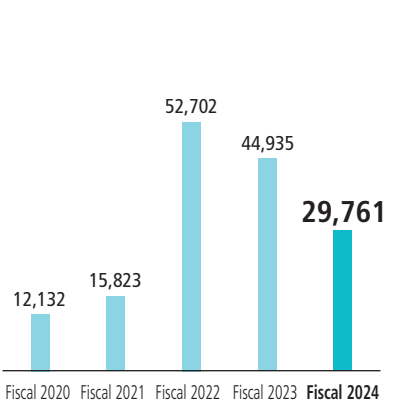
Percentage of Female Employees in Management Positions*2, 4 (%)



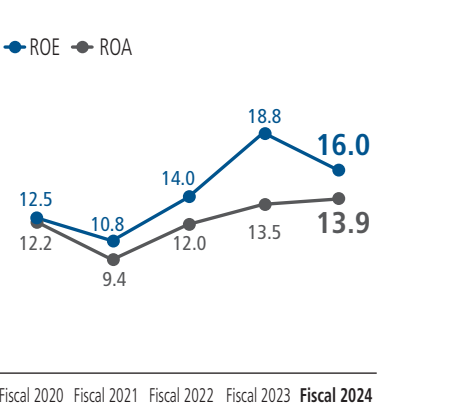
Orders Received during the Term, Order Backlog at Year-End (Total) (Millions of yen)



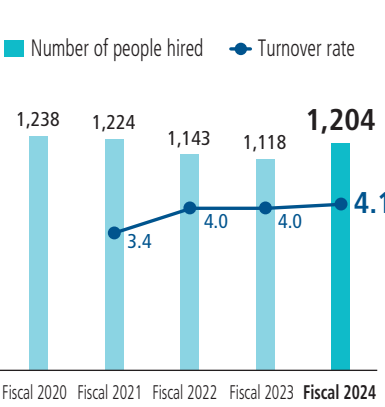
Free Cash Flow
(Millions of yen)



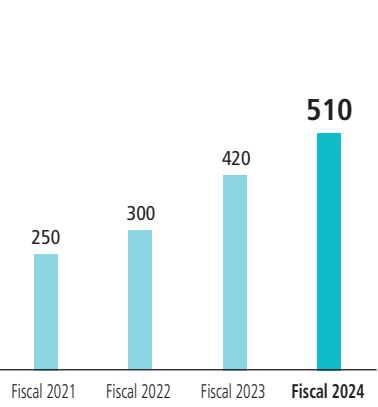
ROE, ROA (%)



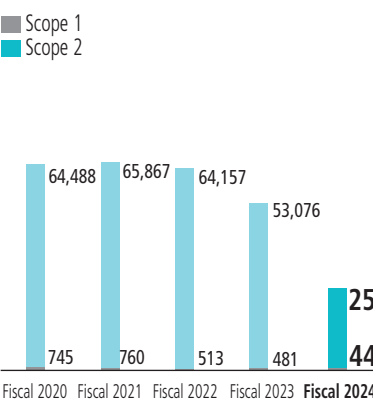
Number of People Hired/ Turnover Rate*2, 4 (Person, %)



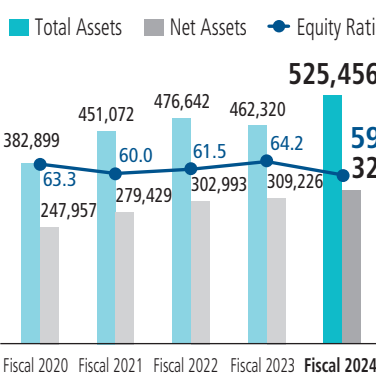
Number of Consultants*2, 4 (Person)



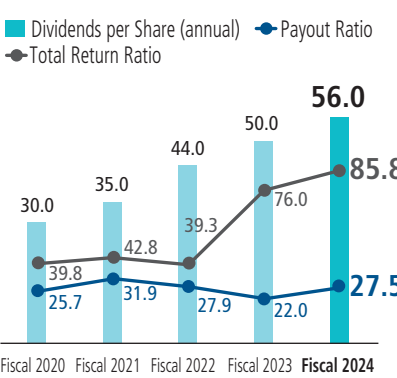
Greenhouse Gas Emissions*6 (t-CO2)



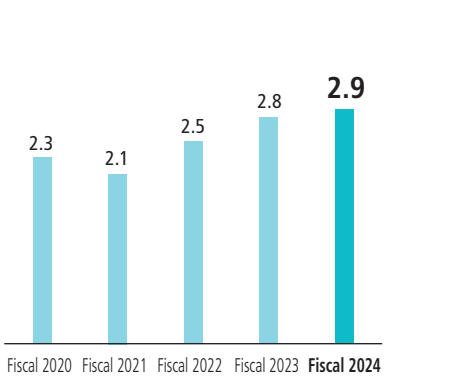
Total Assets, Net Assets, Equity Ratio
(Millions of yen, %)



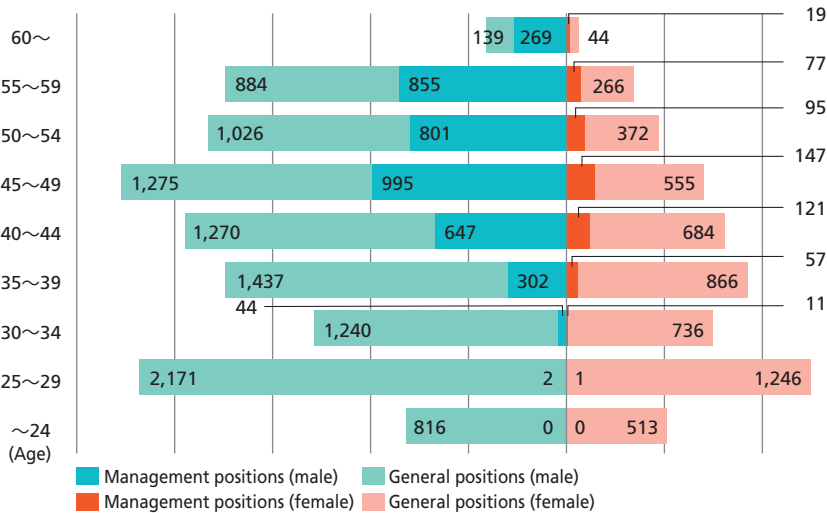
Dividends per Share*1, Payout Ratio, Total Return Ratio (Yen, %)



Operating Income per Person
(Millions of yen)



Employee Composition*2, 4 (As of April 1, 2024) (Person)



*1 The Company executed a stock split, with each share of common stock split into three shares, effective April 1, 2020. Figures for fiscal 2020 assume the impact of this stock split.

*2 The calculation base dates used for the fiscal years ended March 31 in 2020, 2021, 2022, 2023 and 2024 are, respectively, April 1, 2020, April 1, 2021, March 31, 2022, March 31, 2023 and March 31, 2024. Averages are calculated by simple sum or weighted average methods. Unless otherwise noted, the scope of data covers full-time employees, including those who have been seconded to other companies, but does not include non-regular employees or seconded employees.

*3 The number of employees conforms to the definition set by Japan's Financial Services Agency for Japanese-language annual securities reports.

*4 Applicable to TIS and its consolidated subsidiaries (domestic). However, for some indicators, notwithstanding those guaranteed by a third party, data for any company that became a consolidated subsidiary in the period during which data was compiled might be excluded from total, depending on when that company came under the scope of consolidation.

*5 Percentage of employees who responded positively to the statement, "Overall, the company is a good place to work." Weighted average of domestic consolidated operating companies excludes special subsidiary SorunPure.

*6 Scope covers TIS, INTEC, AGREX, QUALICA, AJS, TIS Solution Link, TIS System Service, TIS Tohoku, TIS Nagano, TIS West Japan Inc., TIS Hokkaido, TIS Business Service (changed name from TIS Total Service in April 2022), SorunPure, Chuo System (until November 2021), NEOAXIS (until March 2021), and nine overseas companies (from April 2022).

Consolidated Financial Summary 1

Years ended March 31

	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017		Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024
(Millions of yen)												
Performance Status												
Net sales	346,647	361,025	382,689	393,398		405,648	420,769	443,717	448,383	482,547	508,400	549,004
Cost of sales	283,881	294,927	312,153	317,440		321,286	325,985	337,820	334,671	353,699	366,668	397,365
Gross profit	62,766	66,097	70,535	75,958		84,362	94,784	105,896	113,712	128,848	141,732	151,639
Gross profit ratio (%)	18.1%	18.3%	18.4%	19.3%		20.8%	22.5%	23.9%	25.4%	26.7%	27.9%	27.6%
Selling, general and administrative expenses	43,255	44,976	46,099	48,938		51,618	56,740	61,057	67,963	74,108	79,403	87,070
Selling, general and administrative expenses ratio (%)	12.5%	12.5%	12.0%	12.4%		12.7%	13.5%	13.8%	15.2%	15.4%	15.6%	15.9%
Operating income	19,510	21,121	24,436	27,019		32,743	38,043	44,839	45,748	54,739	62,328	64,568
Operating margin (%)	5.6%	5.9%	6.4%	6.9%		8.1%	9.0%	10.1%	10.2%	11.3%	12.3%	11.8%
Recurring profit	18,971	21,251	24,521	27,092		32,795	38,603	46,070	39,257	55,710	63,204	68,553
Recurring profit ratio (%)	5.5%	5.9%	6.4%	6.9%		8.1%	9.2%	10.4%	8.8%	11.5%	12.4%	12.5%
Net income attributable to owners of the parent company	7,913	10,275	12,678	16,306		20,620	26,034	29,411	27,692	39,462	55,461	48,873
Net income ratio (%)	2.3%	2.8%	3.3%	4.1%		5.1%	6.2%	6.6%	6.2%	8.2%	10.9%	8.9%
Financial Position												
Current assets	143,519	140,450	166,666	152,162		162,064	176,231	181,543	229,965	259,261	268,682	291,556
Fixed assets	170,091	205,401	169,828	185,459		204,889	194,426	201,356	221,106	217,381	193,637	233,899
Software assets	12,928	13,252	15,428	16,056		16,866	19,177	22,887	27,797	26,486	25,648	23,575
Total assets	313,610	345,851	336,495	337,622		366,954	370,657	382,899	451,072	476,642	462,320	525,456
Current liabilities	72,790	77,666	91,508	78,676		81,310	91,126	88,479	100,915	139,236	117,179	140,277
Non-current liabilities	76,316	79,395	64,447	59,743		59,344	45,121	46,462	70,726	34,412	35,914	60,453
Total liabilities	149,107	157,062	155,955	138,420		140,655	136,248	134,942	171,642	173,649	153,094	200,730
Net assets	164,502	188,789	180,539	199,202		226,298	234,408	247,957	279,429	302,993	309,226	324,725
Total liabilities and net assets	313,610	345,851	336,495	337,622		366,954	370,657	382,899	451,072	476,642	462,320	525,456
Total interest-bearing debt	58,869	52,114	46,158	35,144		32,876	26,893	22,294	43,629	37,517	16,043	37,972
Cash Flow Status												
Cash flow from operating activities	25,770	22,938	25,496	18,952		36,386	37,558	38,569	33,345	56,126	33,634	62,578
Cash flow from investing activities	(5,334)	(17,744)	8,688	(23,488)		(14,202)	(1,213)	(26,437)	(17,522)	(3,424)	11,300	(32,817)
Cash flow from financing activities	(5,872)	(19,067)	(14,979)	(18,327)		(10,543)	(16,773)	(14,544)	12,484	(21,948)	(64,573)	(21,889)
Cash and cash equivalents at the end of the term	43,142	29,485	48,651	25,730		37,545	57,083	54,684	82,924	113,820	94,306	102,722
Free cash flow	20,436	5,194	34,184	(4,536)		22,184	36,345	12,132	15,823	52,702	44,935	29,761
Others												
Capital expenditures	12,544	16,873	14,210	15,159		16,907	13,334	16,702	25,085	13,783	11,230	19,193
Depreciation	12,454	12,809	11,952	11,801		12,572	12,783	12,020	13,318	15,083	15,700	17,340
Research and development expenses	853	1,097	1,086	1,178		996	1,003	1,702	1,789	2,784	3,104	2,958
Amortization of goodwill	1,166	1,052	339	326		289	289	171	312	497	336	1,574
Goodwill balance at the end of the term	830	2,021	1,393	1,332		1,118	503	355	2,550	1,556	1,370	31,610

* Software assets is the sum of software and software in progress.
* Total interest-bearing debt does not include lease obligations.
* Free cash flow is the sum of cash flow from operating activities and cash flow from investing activities
* Amortization of goodwill and goodwill balance at the end of the term include goodwill associated with intangible assets recognized separately through allocation of acquisition cost.
* From the first quarter of fiscal 2019, TIS has applied “Partial Amendments to Accounting Standard for Tax Effect Accounting” (Accounting Standards Board of Japan, Statement No. 28, February 16, 2018), and figures for fiscal 2018 have been retrospectively restated.
* TIS has applied “Accounting Standard for Revenue Recognition” (ASBJ Statement No. 29, issued March 31, 2020), effective from the first quarter of fiscal 2022, ended March 31, 2022.

Consolidated Financial Summary 2

Years ended March 31

	Fiscal 2014	Fiscal 2015	Fiscal 2016	Fiscal 2017		Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	(Millions of yen) Fiscal 2024
Order Status (Total)												
Orders received during the term	—	—	—	—		—	427,210	439,748	452,284	495,291	523,956	552,940
Order backlog at year-end	—	—	—	—		122,067	132,935	133,121	147,214	161,453	180,373	188,044
Order Status (Software development)												
Orders received during the term	172,721	199,842	207,345	208,307		219,225	238,298	246,330	237,323	271,350	282,739	278,508
Order backlog at year-end	58,869	71,095	69,961	64,751		67,716	75,549	79,277	83,797	94,016	103,282	101,386
Financial Indicators												
Equity ratio (%)	49.9%	53.3%	52.5%	57.8%		60.4%	62.0%	63.3%	60.0%	61.5%	64.2%	59.5%
Net income to equity capital ratio (ROE) (%)	5.1%	6.0%	7.0%	8.8%		9.9%	11.5%	12.5%	10.8%	14.0%	18.8%	16.0%
Total asset turnover ratio	1.13	1.09	1.12	1.17		1.15	1.14	1.16	1.08	1.04	1.08	1.11
Financial leverage	2.01	1.93	1.89	1.81		1.69	1.63	1.58	1.63	1.65	1.59	1.62
Recurring profit to total assets ratio (ROA) (%)	6.2%	6.4%	7.2%	8.0%		9.3%	10.5%	12.2%	9.4%	12.0%	13.5%	13.9%
Interest-bearing debt ratio (%)	18.8%	15.1%	13.7%	10.4%		9.0%	7.3%	5.8%	9.7%	7.9%	3.5%	7.2%
Payout ratio (%)	27.7%	25.6%	22.7%	19.0%		16.6%	22.8%	25.7%	31.9%	27.9%	22.0%	27.5%
Total return ratio (%)	27.7%	30.4%	35.3%	31.9%		30.5%	39.0%	39.8%	42.8%	39.3%	76.0%	85.8%
Per Share Data												
Net income per share—basic (yen)*	90.16	117.40	145.22	189.02		241.44	307.83	350.35	110.51	157.69	227.11	203.28
Net income per share—diluted (yen)*	90.12	—	—	—		—	—	—	—	—	—	—
Annual dividends per share (yen)*	25.00	30.00	33.00	36.00		40.00	70.00	90.00	35.00	44.00	50.00	56.00
Net assets per share (yen)*	1,782.23	2,108.19	2,031.07	2,265.76		2,602.07	2,719.79	2,890.27	1,078.60	1,173.60	1,227.44	1,333.32
Stock Information												
Stock price at fiscal year-end (yen)	1,694	2,193	2,664	2,832		4,210	5,240	5,361	2,641	2,877	3,490	3,289
Highest stock price during the term	1,854	2,257	3,085	2,959		4,410	6,040	7,320	2,670	3,630	4,320	4,095
Lowest stock price during the term	1,020	1,524	2,156	2,180		2,742	4,060	4,045	1,723	2,466	2,693	2,908
Price earning ratio (PER) (times)	18.8	18.7	18.3	15.0		17.4	17.0	15.3	23.9	18.2	15.4	16.2
Price book-value ratio (PBR) (times)	0.95	1.04	1.31	1.25		1.62	1.93	1.85	2.45	2.45	2.84	2.47
Market value at term-end (millions of yen)	148,714	192,521	233,870	248,618		369,592	460,014	470,637	695,553	722,589	853,114	776,971
Number of outstanding shares at fiscal year-end (thousands)	87,789	87,789	87,789	87,789		87,789	87,789	87,789	263,367	251,160	244,445	236,233
Number of treasury stock at fiscal year-end (thousands)	4	320	864	1,701		2,613	3,358	3,952	12,595	1,394	2,446	1,924
Average number of shares during the term (thousands)	87,774	87,522	87,305	86,268		85,406	84,574	83,948	250,574	250,246	244,212	240,427
Sales by Client Sector												
Net sales	346,647	361,025	382,689	393,398		405,648	420,769	443,717	448,383	482,547	508,400	549,004
Credit card	49,402	53,743	59,274	65,006		73,314	73,648	75,118	79,265	90,314	97,494	98,813
Banking	29,049	25,444	27,867	28,233		27,452	26,583	30,100	30,648	36,394	39,313	46,984
Insurance	25,269	24,972	26,339	25,356		26,262	27,279	29,274	30,140	31,520	31,258	32,012
Other finance	23,481	23,312	20,406	20,857		22,127	19,502	24,289	17,863	16,000	15,075	18,474
Assembly-based manufacturing	40,904	45,785	49,455	42,723		43,777	46,028	45,739	45,103	44,345	45,002	45,843
Processing-based manufacturing	33,843	34,960	35,061	36,953		38,366	38,081	38,998	42,424	53,368	51,706	54,216
Distribution	30,009	31,775	32,702	31,773		28,872	32,908	33,976	31,679	32,904	33,951	35,741
Services	72,666	77,535	79,601	89,607		93,258	103,531	112,722	118,517	132,094	142,276	155,308
Public institutions	30,393	29,891	36,603	37,002		35,923	34,863	36,286	33,649	32,075	37,447	45,552
Others	11,626	13,604	15,376	15,882		16,292	18,343	17,209	19,090	13,527	14,874	16,057

* The Company executed a 3-for-1 stock split of common stock, effective April 1, 2020.
* The total return ratio reflects the acquisition of treasury stock as part of the Company's efforts to optimize its capital structure, in addition to the acquisition of treasury stock in accordance with the basic policy for returning profits to shareholders.

Non-Financial Summary

Compilation period: April 1 to March 31 of each year or the base date

	Scope of data collection	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024
Employee-Related Data (Note 1) * Averages are calculated as simple combined averages or weighted averages.						
Number of employees Note 2	A	19,744	21,817	21,709	21,946	21,972
Number of non-Japanese employees	A	—	—	2,477	2,517	2,239
Number of employees	B	—	—	19,498	19,573	20,010
Number of male employees	B	—	—	14,017	13,959	14,200
Number of female employees	B	—	—	5,481	5,614	5,810
Percentage of female employees	B	—	—	28.1%	28.7%	29.0%
Percentage of mid career hires (%)	B	—	—	24.0%	23.2%	24.2%
Average age	B	—	—	40.1	40.3	40.4
Average age of male employees	B	—	—	41.3	41.5	41.6
Average age of female employees	B	—	—	37.1	37.3	37.5
Average length of service (years)	B	—	—	14.2	14.0	14.2
Average length of service of male employees (years)	B	—	—	15.1	15.1	15.3
Average length of service of female employees (years)	B	—	—	11.9	11.4	11.6
Difference in average length of service between men and women (years)	B	—	—	3.2	3.7	3.6
Number of employees in management positions Note3	B	—	—	4,454	4,570	4,470
Number of male employees in management positions	B	—	—	3,997	4,067	3,942
Number of female employees in management positions	B	—	—	457	503	528
Percentage of female employees in management positions	B	—	—	10.3%	11.0%	11.8%
Number of consultants	B	—	250	300	420	510
Percentage of employees with a disability Note 4	F	2.28%	2.35%	2.40%	2.30%	2.18%
Number of new graduate recruits	B	773	861	821	806	836
Percentage of new female graduate recruits	B	33.1%	36.0%	38.7%	35.2%	35.5%
Number of mid career hires	B	465	363	322	312	368
Percentage of female mid career hires	B	30.8%	29.2%	31.7%	30.1%	33.2%
Turnover rate	B	—	3.4%	4.0%	4.0%	4.1%
Retention rate of new graduates after three years of employment (%)	B	—	—	85.4%	85.2%	84.3%
Job satisfaction Note 5	B	—	—	51%	52%	52%
Absenteeism Note 6	B	—	—	1.0%	1.0%	1.0%
Average total working hours per month	B	—	—	156.2	162.7	165.8
Percentage of annual paid leave taken	B	—	—	63.2%	68.2%	68.5%
Percentage of male employees taking long term childcare leave	B	—	—	—	43.4%	49.8%
Percentage of male employees taking short or long term childcare leave	B	—	—	—	75.9%	80.1%
Annual education expenditure per person (yen)	B	—	—	105,254	115,401	118,835
Number of days spent on learning and research per person per annum	B	—	—	11.7	12.5	12.1

Scope of data collection

- A. TIS INTEC Group, consolidated
- B. TIS and consolidated subsidiaries (domestic). However, for some indicators, notwithstanding those guaranteed by a third party, data for any company that became a consolidated subsidiary in the period during which data was compiled might be excluded from total, depending on when that company came under the scope of consolidation.
- C. TIS and consolidated subsidiaries (domestic), and nine consolidated subsidiaries overseas (from April 2022)
- D. TIS, INTEC, AGREX, QUALICA, AJS, TIS Solution Link, TIS System Service, TIS Tohoku, TIS Nagano, TIS West Japan Inc., TIS Hokkaido, TIS Business Service (changed name from TIS Total Service in April 2022), SorunPure, Chuo System (until November 2021), NEOAXIS (until March 2021), and nine overseas companies (from April 2022).
- E. TIS, INTEC, AGREX, QUALICA, AJS, TIS Solution Link and TIS System Service
- F. TIS, TIS Solution Link, TIS System Service, TIS Business Service and SorunPure
- G. TIS and INTEC
- H. TIS, parent

	Scope of data collection	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024
Environmental Data						
Scope 1 emissions (t-CO2)	D	745	760	513	481	444
Scope 2 emissions (t-CO2)	D	64,488	65,867	64,157	53,076	25,572
Scope 3 emissions (t-CO2)	C	428,977	441,687	418,761	465,226	511,036
Category 1 (purchased goods and services)	C	339,133	323,087	333,379	386,392	444,540
Category 2 (capital goods)	C	59,103	90,068	57,694	48,317	38,135
Category 3 (fuel-and energy-related activities)	C	10,165	10,106	10,269	9,026	4,624
Category 4 (upstream transport and delivery)	C	8,488	7,433	8,215	11,392	12,523
Category 5 (waste generated in operations)	C	1,162	361	703	580	805
Category 6 (business travel)	C	2,465	2,549	2,449	2,752	2,751
Category 7 (employee commuting)	C	8,461	8,083	6,052	6,766	7,658
Energy consumption (Electricity MWh)	D	143,383	141,620	139,560	143,909	138,511
Renewable energy consumption (MWh)	D	—	—	—	—	78,544
Renewable energy utilization rate (&%)	D	—	—	—	—	56.7%
Industrial waste (ton)	E	1,035	290	472	188	291
Other Non-Financial Data						
Social contribution expenses (millions of yen)	A	—	—	—	89	139
Political contributions (10 thousands of yen)	B	0	0	27	32	26
Number of serious information security incidents	B	—	—	0	0	0
Number of employees receiving regular training on information security	B	—	—	18,542	25,369	27,188
Number of reports of leaks, etc. to supervisory authorities of the Personal Information Protection Law	B	—	—	0	4	2
Number of requests for disclosure of information related to personal information	B	—	—	1	3	1
Number of helpline calls: Calls received	H	7	8	13	4	9
Number of helpline calls: Cases investigated	H	7	8	12	4	9
Number of helpline calls: Case involving corrective action	H	4	4	8	3	6
Development loss (millions of yen)	A	1,427	1,938	1,845	404	4,002
Development loss rate	A	0.6%	0.8%	0.7%	0.1%	1.4%
Results of customer satisfaction surveys	H	72.7%	69.0%	71.7%	69.6%	85.6%
Results of business partner satisfaction surveys	G	—	—	—	—	77%
Number of directors Note 7	H	9	9	9	9	9
Number of female directors Note 7	H	1	1	1	1	1
Percentage of female directors Note 7	H	11.1%	11.1%	11.1%	11.1%	11.1%
Number of external directors Note 7	H	3	3	3	3	3
Percentage of external directors Note 7	H	33.3%	33.3%	33.3%	33.3%	33.3%

- *1 The base dates for the fiscal years ended March 31 in 2020, 2021, 2022, 2023 and 2024 are, respectively, April 1, 2020, April 1, 2021, March 31, 2022, March 31, 2023 and March 31, 2024. Averages are calculated by simple sum or weighted average methods. Unless otherwise noted, the scope of data covers full-time employees, including those who have been seconded to other companies, and does not include non-regular employees or seconded employees.
- *2 The number of employees conforms to the definition set by Japan’s Financial Services Agency for Japanese-language annual securities reports.
- *3 Management positions are those equivalent to section manager and above.
- *4 The base dates used for calculation purposes in the fiscal years ended March 31 in 2020, 2021, 2022, 2023 and 2024 are, respectively, June 1, 2019, 2020, 2021, 2022, and 2023.
- *5 Percentage of employees who responded positively to the statement, “Overall, the company is a good place to work.” Weighted average of domestic consolidated operating companies excludes special subsidiary SorunPure.
- *6 Percentage of employees who were absent from work for 30 or more consecutive days due to injury or illness as of the end of the fiscal year.
- *7 The calculation base dates used for the fiscal years ended March 31 in 2020, 2021, 2022, 2023, and 2024 are, respectively, July 1, 2019, 2020, 2021, 2022, and 2023.



The above non-financial data is excerpted from the ESG Data Book.
For other non-financial data as well as the scope of calculations and other details, please refer to “6. Nonfinancial Data” in the ESG Data Book.
https://www.tis.com/group/sustainability/esg_databook/index.html

Evaluations from External Parties


Inclusion in SRI Indexes

TIS stock is included in socially responsible investment (SRI) indexes and SRI funds. The main evaluations are as follows.

FTSE4Good Index Series/FTSE Blossom Japan Index/
FTSE Blossom Japan Sector Relative Index




FTSE Blossom Japan Index




FTSE Blossom Japan Sector Relative Index

Morningstar Japan ex-REIT Gender Diversity Tilt Index




Japan ex-REIT Gender Diversity Tilt Index
TOP CONSTITUENT 2024


S&P/JPX Carbon Efficient Index




MSCI Japan ESG Select Leaders



MSCI Japan Empowering Women Index (WIN)



SOMPO Sustainability Index




2024
Sompo Sustainability Index


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TIS' activities have also garnered notice, substantiated by validation under various environment, society and governance (ESG) evaluation programs at home and abroad. Followings are principal evaluation.


CDP Climate change A -




DX Certification




EcoVadis Sustainability Survey




Nikkei SDGs




Nikkei SDGs




Certified Health & Productivity Management Outstanding Organizations




Semi-Nadeshiko Brand




Platinum Kurumin Plus




Eruboshi (L-Star)




PRIDE Index




Human Capital Management Certification




"Great Place to Work" certification




Psychological Safety AWARD 2023




Grand Prize in Good Career Company Award 2020



Career Ownership Management Award



DC Excellent Company



*The above are partial examples evaluated as of March 31, 2024.

IR-Related Activities

TIS' robust IR activities have earned high marks, and this status is further complemented by TIS' inclusion in the following indexes.

Second Nikkei Integrated Report Award
Second Place (2022)



2023 Internet IR Commendation Award
(Daiwa Investor Relations Co., Ltd.)
Awarded for eleven consecutive years since 2013.

JPX Prime 150 Index



JPX-Nikkei Index 400



Internet IR Sustainability Excellence Award 2023 Daiwa Investor Relations

First awarded for Sustainability Excellent Award

Fiscal 2023 Homepage Quality Ranking Survey of All Listed Companies (Nikko Investor Relations Co., Ltd.)
Received highest award as excellent website in comprehensive ranking for nine consecutive years since fiscal 2015.



Gomez IR Site Comprehensive Ranking 2023 (BroadBand Security, Inc.)
Awarded for nine consecutive years since 2015 as an excellent company.



Brand Profile

Brand activities launched in the second half of fiscal 2020 emphasized approaches to boost brand recognition through television commercials and other media formats. Our efforts have generated positive results. Going forward, we will strive to become a company—and by extension, a corporate group—that all stakeholders look to first, and we will implement strategies to boost our brand profile.

Knowledge of TV commercial
(Among business people)
TIS survey on February 2024

83%

Group recognition
(Among business people)
TIS survey on February 2024

70%

(Up 51 percentage points after television commercial)

IT industry new graduate job seekers
2025 Company ranking by popularity

Overall: No.8
Independent: No.2



Make society's wishes come true through IT.

Endorsed Initiatives

TIS INTEC Group collaborates with initiatives to promote sustainability issues.

CDP Climate change



Science Based Targets initiative (SBTi)



TCFD (Task Force on Climate-related Financial Disclosures)



JCI (Japan Climate Initiative)



UNGC (United Nations Global Compact)



Keidanren (Japan Business Federation) "Charter of Corporate Behavior"

As a member company of Nippon Keidanren, TIS respects and practices the spirit of the Charter of Corporate Behavior to realize a sustainable society.