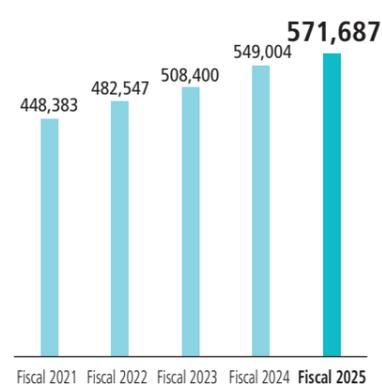


Consolidated Financial/Non-Financial Highlights

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.

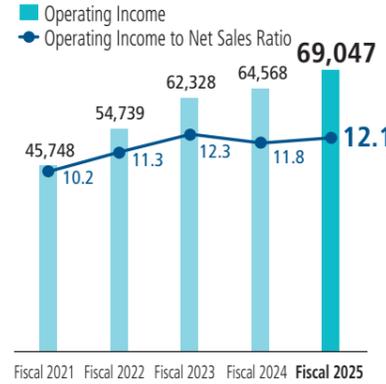
Net Sales

(Millions of yen)



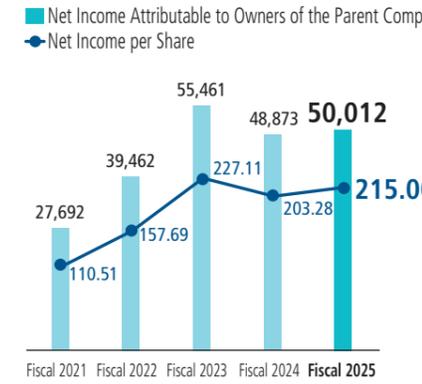
Operating Income, Operating Income to Net Sales Ratio

(Millions of yen, %)



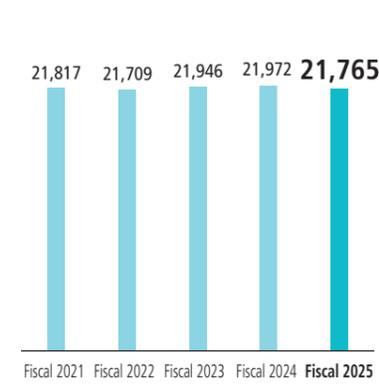
Net Income Attributable to Owners of the Parent Company (Consolidated)*²

(Millions of yen), Net Income per Share (Yen)



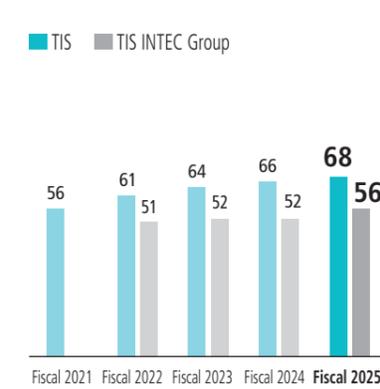
Number of Employees at Year-End (Consolidated)*²

(Person)



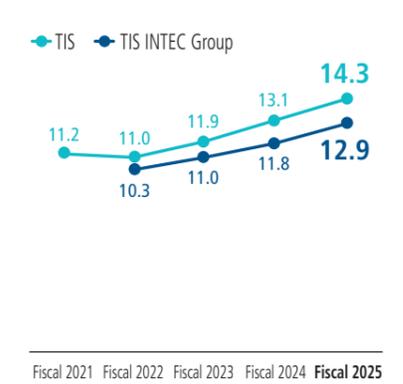
Job Satisfaction*^{1, 3, 4}

(%)



Percentage of Female Employees in Management Positions*^{1, 3}

(%)



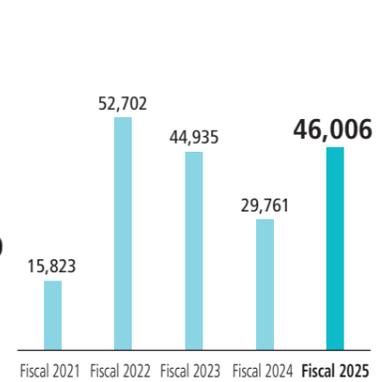
Orders Received during the Term, Order Backlog at Year-End (Total)

(Millions of yen)



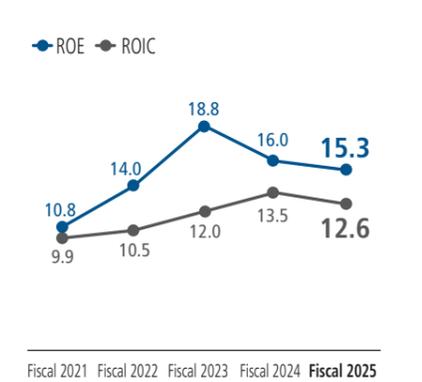
Free Cash Flow

(Millions of yen)



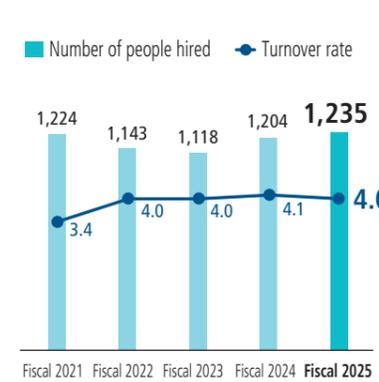
ROE, ROIC

(%)



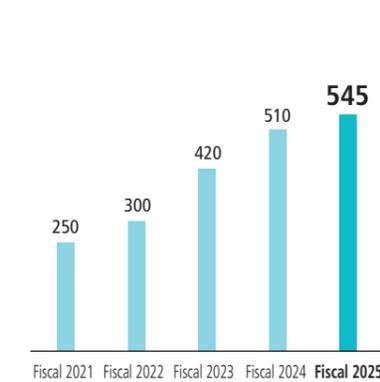
Number of People Hired/Turnover Rate*^{1, 3}

(Person, %)



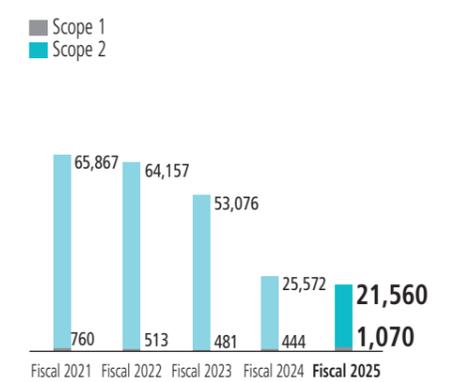
Number of Consultants*^{1, 3}

(Person)



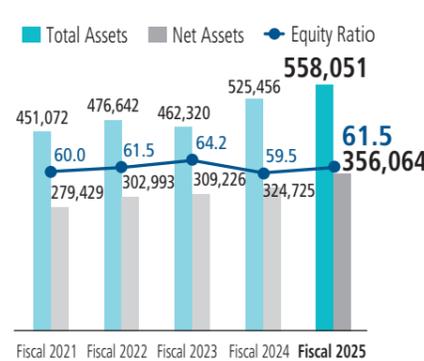
Greenhouse Gas Emissions*⁵

(t-CO₂)



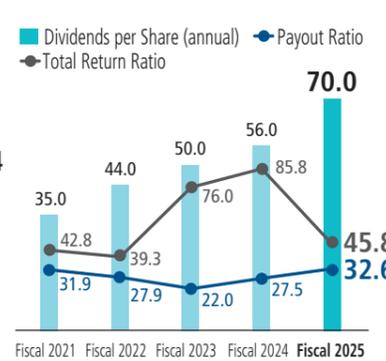
Total Assets, Net Assets, Equity Ratio

(Millions of yen, %)



Dividends per Share, Payout Ratio, Total Return Ratio

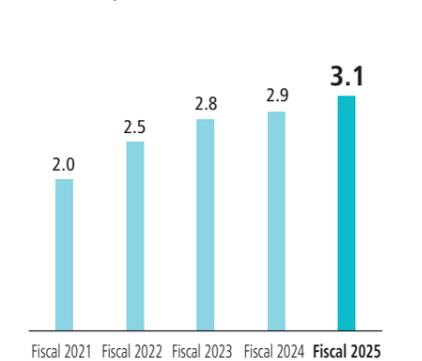
(Yen, %)



* Total return ratio: Total amount of dividends and treasury stock buybacks as a percentage of net income.
* Total return ratio included the effects of treasury stock acquired as part of efforts to optimize capital structure.

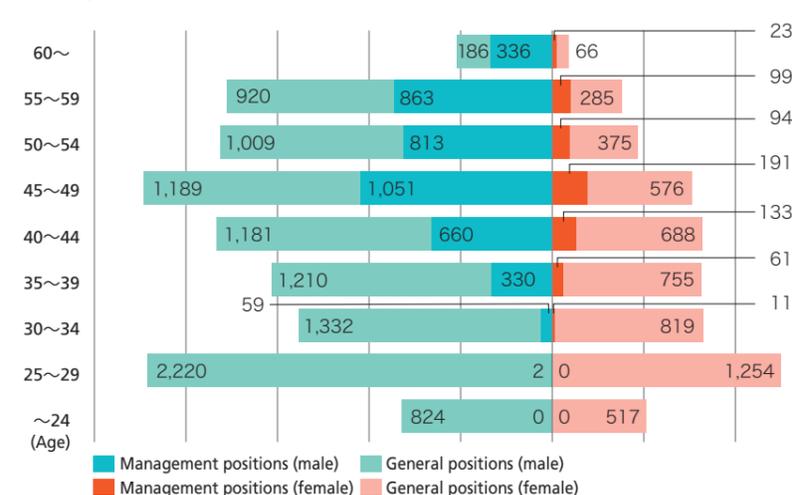
Operating Income per Person

(Millions of yen)



* Calculated as operating income divided by number of employees at fiscal year-end

Employee Composition (As of March 31, 2025) (Person)



*1 The calculation base dates used for the fiscal years ended March 31 in 2021, 2022, 2023, 2024 and 2025 are, respectively, April 1, 2021, March 31, 2022, March 31, 2023, March 31, 2024 and March 31, 2025. 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.
*2 The number of employees conforms to the definition set by Japan's Financial Services Agency for Japanese-language annual securities reports.
*3 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.
*4 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.
*5 (Fiscal 2025) Scope covers TIS INTEC Group, consolidated, (From fiscal 2021 to fiscal 2024) 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

(Millions of yen)

	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018		Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Performance Status												
Net sales	361,025	382,689	393,398	405,648		420,769	443,717	448,383	482,547	508,400	549,004	571,687
Cost of sales	294,927	312,153	317,440	321,286		325,985	337,820	334,671	353,699	366,668	397,365	411,480
Gross profit	66,097	70,535	75,958	84,362		94,784	105,896	113,712	128,848	141,732	151,639	160,206
Gross profit ratio (%)	18.3%	18.4%	19.3%	20.8%		22.5%	23.9%	25.4%	26.7%	27.9%	27.6%	28.0%
Selling, general and administrative expenses	44,976	46,099	48,938	51,618		56,740	61,057	67,963	74,108	79,403	87,070	91,158
Selling, general and administrative expenses ratio (%)	12.5%	12.0%	12.4%	12.7%		13.5%	13.8%	15.2%	15.4%	15.6%	15.9%	15.9%
Operating income	21,121	24,436	27,019	32,743		38,043	44,839	45,748	54,739	62,328	64,568	69,047
Operating margin (%)	5.9%	6.4%	6.9%	8.1%		9.0%	10.1%	10.2%	11.3%	12.3%	11.8%	12.1%
Recurring profit	21,251	24,521	27,092	32,795		38,603	46,070	39,257	55,710	63,204	68,553	70,503
Recurring profit ratio (%)	5.9%	6.4%	6.9%	8.1%		9.2%	10.4%	8.8%	11.5%	12.4%	12.5%	12.3%
Net income attributable to owners of the parent company	10,275	12,678	16,306	20,620		26,034	29,411	27,692	39,462	55,461	48,873	50,012
Net income ratio (%)	2.8%	3.3%	4.1%	5.1%		6.2%	6.6%	6.2%	8.2%	10.9%	8.9%	8.7%
Financial Position												
Current assets	140,450	166,666	152,162	162,064		176,231	181,543	229,965	259,261	268,682	291,556	319,080
Fixed assets	205,401	169,828	185,459	204,889		194,426	201,356	221,106	217,381	193,637	233,899	238,970
Software assets	13,252	15,428	16,056	16,866		19,177	22,887	27,797	26,486	25,648	23,575	20,269
Total assets	345,851	336,495	337,622	366,954		370,657	382,899	451,072	476,642	462,320	525,456	558,051
Current liabilities	77,666	91,508	78,676	81,310		91,126	88,479	100,915	139,236	117,179	140,277	153,210
Non-current liabilities	79,395	64,447	59,743	59,344		45,121	46,462	70,726	34,412	35,914	60,453	48,775
Total liabilities	157,062	155,955	138,420	140,655		136,248	134,942	171,642	173,649	153,094	200,730	201,986
Net assets	188,789	180,539	199,202	226,298		234,408	247,957	279,429	302,993	309,226	324,725	356,064
Total liabilities and net assets	345,851	336,495	337,622	366,954		370,657	382,899	451,072	476,642	462,320	525,456	558,051
Total interest-bearing debt	52,114	46,158	35,144	32,876		26,893	22,294	43,629	37,517	16,043	37,972	37,012
Cash Flow Status												
Cash flow from operating activities	22,938	25,496	18,952	36,386		37,558	38,569	33,345	56,126	33,634	62,578	63,748
Cash flow from investing activities	(17,744)	8,688	(23,488)	(14,202)		(1,213)	(26,437)	(17,522)	(3,424)	11,300	(32,817)	(17,741)
Cash flow from financing activities	(19,067)	(14,979)	(18,327)	(10,543)		(16,773)	(14,544)	12,484	(21,948)	(64,573)	(21,889)	(27,791)
Cash and cash equivalents at the end of the term	29,485	48,651	25,730	37,545		57,083	54,684	82,924	113,820	94,306	102,722	121,288
Free cash flow	5,194	34,184	△4,536	22,184		36,345	12,132	15,823	52,702	44,935	29,761	46,006
Others												
Capital expenditures	16,873	14,210	15,159	16,907		13,334	16,702	25,085	13,783	11,230	19,193	25,961
Depreciation	12,809	11,952	11,801	12,572		12,783	12,020	13,318	15,083	15,700	17,340	18,748
Research and development expenses	1,097	1,086	1,178	996		1,003	1,702	1,789	2,784	3,104	2,958	3,079
Amortization of goodwill	1,052	339	326	289		289	171	312	497	336	1,574	2,028
Goodwill balance at the end of the term	2,021	1,393	1,332	1,118		503	355	2,550	1,556	1,370	31,610	27,814
Order Status												
Orders received during the term (total)	—	—	—	—		427,210	439,748	452,284	495,291	523,956	522,940	577,091
Order backlog at year-end (total)	—	—	—	122,067		132,935	133,121	147,214	161,453	180,373	188,044	197,590
Orders received during the term (software development)	199,842	207,345	208,307	219,225		238,298	246,330	237,323	271,350	282,739	278,508	295,838
Order backlog at year-end (software development)	71,095	69,961	64,751	67,716		75,549	79,277	83,797	94,016	103,282	101,386	107,993

* 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

(Millions of yen)

	Fiscal 2015	Fiscal 2016	Fiscal 2017	Fiscal 2018		Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Financial Indicators												
Equity ratio (%)	53.3%	52.5%	57.8%	60.4%		62.0%	63.3%	60.0%	61.5%	64.2%	59.5%	61.5%
Net income to equity capital ratio (ROE) (%)	6.0%	7.0%	8.8%	9.9%		11.5%	12.5%	10.8%	14.0%	18.8%	16.0%	15.3%
Total asset turnover ratio	1.09	1.12	1.17	1.15		1.14	1.16	1.08	1.04	1.08	1.11	1.06
Financial leverage	1.93	1.89	1.81	1.69		1.63	1.58	1.63	1.65	1.59	1.62	1.65
Recurring profit to total assets ratio (ROA) (%)	6.4%	7.2%	8.0%	9.3%		10.5%	12.2%	9.4%	12.0%	13.5%	13.9%	13.0%
Operating income per person	1.1	1.2	1.3	1.6		1.9	2.2	2.0	2.5	2.8	2.9	3.1
Net operating profit after tax (NOPAT)	13,838	15,725	18,921	22,542		26,014	30,569	29,184	34,450	39,406	45,626	46,915
Invested capital (average)	234,931	238,595	235,194	249,619		261,317	265,257	294,870	328,614	327,733	338,395	372,237
Return on Invested capital (ROIC) (%)	5.9%	6.6%	8.0%	9.0%		10.0%	11.5%	9.9%	10.5%	12.0%	13.5%	12.6%
Interest-bearing debt ratio (%)	15.1%	13.7%	10.4%	9.0%		7.3%	5.8%	9.7%	7.9%	3.5%	7.2%	6.6%
Payout ratio (%)	25.6%	22.7%	19.0%	16.6%		22.8%	25.7%	31.9%	27.9%	22.0%	27.5%	32.6%
Total return ratio (%)	30.4%	35.3%	31.9%	30.5%		39.0%	39.8%	42.8%	39.3%	76.0%	85.8%	45.8%
Per Share Data												
Net income per share—basic (yen)*	117.40	145.22	189.02	241.44		307.83	350.35	110.51	157.69	227.11	203.28	215.00
Net income per share—diluted (yen)*	30.00	33.00	36.00	40.00		70.00	90.00	35.00	44.00	50.00	56.00	70.00
Net assets per share (yen)*	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	1,477.61
Stock Information												
Stock price at fiscal year-end (yen)	2,193	2,664	2,832	4,210		5,240	5,361	2,641	2,877	3,490	3,289	4,134
Highest stock price during the term	2,257	3,085	2,959	4,410		6,040	7,320	2,670	3,630	4,320	4,095	4,335
Lowest stock price during the term	1,524	2,156	2,180	2,742		4,060	4,045	1,723	2,466	2,693	2,908	2,799
Price-earning ratio (PER) (times)	18.7	18.3	15.0	17.4		17.0	15.3	23.9	18.2	15.4	16.2	19.2
Price book-value ratio (PBR) (times)	1.04	1.31	1.25	1.62		1.93	1.85	2.45	2.45	2.84	2.47	2.80
Market value at term-end (millions of yen)	192,521	233,870	248,618	369,592		460,014	470,637	695,553	722,589	853,114	776,971	976,589
Number of outstanding shares at fiscal year-end (thousands)	87,789	87,789	87,789	87,789		87,789	87,789	263,367	251,160	244,445	236,233	236,233
Number of treasury stock at fiscal year-end (thousands)	320	864	1,701	2,613		3,358	3,952	12,595	1,394	2,446	1,924	3,865
Average number of shares during the term (thousands)	87,522	87,305	86,268	85,406		84,574	83,948	250,574	250,246	244,212	240,427	232,621
Sales by Client Sector												
Net sales	361,025	382,689	393,398	405,648		420,769	443,717	448,383	482,547	508,400	549,004	571,687
Credit card	53,743	59,274	65,006	73,314		73,648	75,118	79,265	90,314	97,494	98,813	97,291
Banking	25,444	27,867	28,233	27,452		26,583	30,100	30,648	36,394	39,313	46,984	49,905
Insurance	24,972	26,339	25,356	26,262		27,279	29,274	30,140	31,520	31,258	32,012	32,257
Other finance	23,312	20,406	20,857	22,127		19,502	24,289	17,863	16,000	15,075	18,474	19,486
Assembly-based manufacturing	45,785	49,455	42,723	43,777		46,028	45,739	45,103	44,345	45,002	45,843	50,034
Processing-based manufacturing	34,960	35,061	36,953	38,366		38,081	38,998	42,424	53,368	51,706	54,216	55,843
Distribution	31,775	32,702	31,773	28,872		32,908	33,976	31,679	32,904	33,951	35,741	38,754
Services	77,535	79,601	89,607	93,258		103,531	112,722	118,517	132,094	142,276	155,308	168,880
Public institutions	29,891	36,603	37,002	35,923		34,863	36,286	33,649	32,075	37,447	45,552	42,071
Others	13,604	15,376	15,882	16,292		18,343	17,209	19,090	13,527	14,874	16,057	17,162

* The Company executed a 3-for-1 stock split of common stock, effective April 1, 2020.

Non-Financial Summary

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

	Scope of data collection	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Employee-Related Data (Note 1)						
* Averages are calculated as simple combined averages or weighted averages.						
Number of employees (Note 2)	A	21,817	21,709	21,946	21,972	21,765
Number of employees by nationality	A	—	21,796	21,916	22,062	21,951
Number of Japanese employees	A	—	19,319	19,399	19,823	19,913
Number of Thai employees	A	—	2,038	2,085	1,805	1,607
Number of Chinese employees	A	—	252	250	260	276
Number of other employees	A	—	187	182	174	155
Number of employees	B	—	19,498	19,573	20,010	20,132
Percentage of female employees	B	—	28.1%	28.7%	29.0%	29.5%
Percentage of mid-career hires (%)	B	—	24.0%	23.2%	24.2%	24.4%
Average age	B	—	40.1	40.3	40.4	40.5
Average age of male employees	B	—	41.3	41.5	41.6	41.7
Average age of female employees	B	—	37.1	37.3	37.5	37.8
Average length of service (years)	B	—	14.2	14.0	14.2	14.4
Difference in average length of service between men and women (years)	B	—	3.2	3.7	3.6	3.5
Number of employees in management positions (Note 3)	B	—	4,454	4,570	4,470	4,726
Percentage of female employees in management positions	B	—	10.3%	11.0%	11.8%	12.9%
Percentage of employees with a disability (Note 4)	F	2.35%	2.40%	2.30%	2.18%	2.43%
Number of new graduate recruits	B	861	821	806	836	851
Percentage of new female graduate recruits	B	36.0%	38.7%	35.2%	35.5%	35.5%
Number of mid-career hires	B	363	322	312	368	384
Percentage of female mid-career hires	B	29.2%	31.7%	30.1%	33.2%	33.9%
Turnover rate (Note 5)	B	3.4%	4.0%	4.0%	4.1%	4.0%
Retention rate of new graduates after three years of employment (%)	B	—	85.4%	85.2%	84.3%	86.8%
Number of consultants	B	250	300	420	510	545
Number of IT architects	B	—	—	—	—	270
Number of high-level sales talent	B	—	—	—	—	262
Annual education expenditure per person (yen)	B	—	105,254	115,401	118,835	119,228
Number of days spent on learning and research per person per annum	B	—	11.7	12.5	12.1	12.4
Job satisfaction (Note 6)	B	—	51%	52%	52%	56%
Absenteeism (Note 7)	B	—	1.0%	1.0%	1.0%	0.9%
Presenteeism (Note 8)	B	—	—	—	—	22.1%
Average total working hours per month	B	—	156.2	162.7	165.8	163.9
Percentage of employees with average monthly legal overtime of 45 hours or more	B	—	3.6%	4.1%	2.9%	2.6%
Percentage of annual paid leave taken	B	—	63.2%	68.2%	68.5%	66.0%
Percentage of male employees taking short- or long-term childcare leave	B	—	—	75.9%	80.1%	83.0%

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. (Fiscal 2025) TIS INTEC Group, consolidated, (From fiscal 2021 to fiscal 2024) TIS, INTEC, AGREX, QUALICA, AJS, TIS Solution Link, TIS System Service, TIS Tohoku, 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, QUALICA (from fiscal 2025), TIS Solution Link, and TIS System Service, TIS Business Service, SorunPure and Miotsukushi Analytics (from fiscal 2025)
- G. TIS, INTEC, AGREX, QUALICA, AJS, and TIS Solution Link
- H. TIS and INTEC
- I. TIS, parent

	Scope of data collection	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Environmental Data						
Scope 1 emissions (t-CO ₂)	D	760	513	481	444	1,070
Scope 2 emissions (t-CO ₂)	D	65,867	64,157	53,076	25,572	21,560
Scope 3 emissions (t-CO ₂)	C	441,687	418,761	465,226	511,036	539,183
Category 1 (purchased goods and services)	C	323,087	333,379	386,392	444,540	464,868
Category 2 (capital goods)	C	90,068	57,694	48,317	38,135	43,842
Category 3 (fuel-and energy-related activities)	C	10,106	10,269	9,026	4,624	3,313
Category 4 (upstream transport and delivery)	C	7,433	8,215	11,392	12,523	16,032
Category 5 (waste generated in operations)	C	361	703	580	805	772
Category 6 (business travel)	C	2,549	2,449	2,752	2,751	2,762
Category 7 (employee commuting)	C	8,083	6,052	6,766	7,658	7,595
Energy consumption (Electricity MWh)	D	141,620	139,560	143,909	138,511	130,482
Renewable energy consumption (MWh)	D	—	—	—	78,544	83,614
Renewable energy utilization rate (%)	D	—	—	—	56.7%	64.1%
Industrial waste (tonnes)	E	290	472	188	291	914
Other Non-Financial Data						
Social contribution expenses (millions of yen)	A	—	—	89	139	139
Political contributions (10,000 of yen)	B	0	27	32	26	61
Number of serious information security incidents	B	—	0	0	0	0
Number of employees receiving regular training on information security	B	—	18,542	25,369	27,188	25,254
Number of reports of leaks, etc. to supervisory authorities of the Personal Information Protection Law	B	—	0	4	2	0
Number of requests for disclosure of information related to personal information	B	—	1	3	1	0
Number of helpline calls: Calls received	I	8	13	4	9	10
Number of helpline calls: Cases investigated	I	8	12	4	9	10
Number of helpline calls: Case involving corrective action	I	4	8	3	6	5
Development loss (millions of yen)	A	1,938	1,845	404	4,002	2,644
Development loss rate	A	0.8%	0.7%	0.1%	1.4%	0.9%
Results of client and service satisfaction surveys	G	—	55.9%	54.2%	54.0%	58.5%
Results of business partner satisfaction surveys	I	—	—	—	77%	74%
Number of directors (Note 9)	I	9	9	9	9	9
Number of female directors (Note 9)	I	1	1	1	1	2
Percentage of female directors (Note 9)	I	11.1%	11.1%	11.1%	11.1%	22.2%
Number of external directors (Note 9)	I	3	3	3	3	3
Percentage of external directors (Note 9)	I	33.3%	33.3%	33.3%	33.3%	33.3%

- *1 The base dates for the fiscal years ended March 31 in 2021, 2022, 2023, 2024 and 2025 are, respectively, April 1, 2021, March 31, 2022, March 31, 2023, March 31, 2024 and March 31, 2025. 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 2021, 2022, 2023, 2024 and 2025 are, respectively, June 1, 2020, 2021, 2022, 2023, and 2024.
- *5 Excludes employees who left TIS at the Company's convenience.
- *6 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.
- *7 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.
- *8 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.
- *9 The calculation base dates used for the fiscal years ended March 31 in 2021, 2022, 2023, 2024, and 2025 are, respectively, July 1, 2020, 2021, 2022, 2023, and 2024.

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

Group Data

Group Summary (As of March 31, 2025)

Group Name | TIS INTEC Group

Coporate Information (Non-Consolidated)

TIS Inc.
 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)

Head office | 17-1, Nishi-Shinjuku 8-chome,
 Shinjuku-ku, Tokyo, 160-0023,
 Japan

TIS Inc., and 49 Consolidated Subsidiaries (Domestic 26, Overseas 23)

Main Consolidated Subsidiaries

TIS and main group companies	Shareholding ratio	Description of business	Fiscal 2025, ended March 31, 2025 (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)	259,155	31,927 (12.3%)
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)	124,765	14,344 (11.5%)
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)	37,692	4,472 (11.9%)
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)	27,323	3,345 (12.2%)
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)	18,404	1,815 (9.9%)
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 government. Eight subsidiaries under the company. (Established March 1997)	31,815	1,736 (5.5%)

For other group companies, please visit the following webpage.

<https://www.tis.com/company/list/>

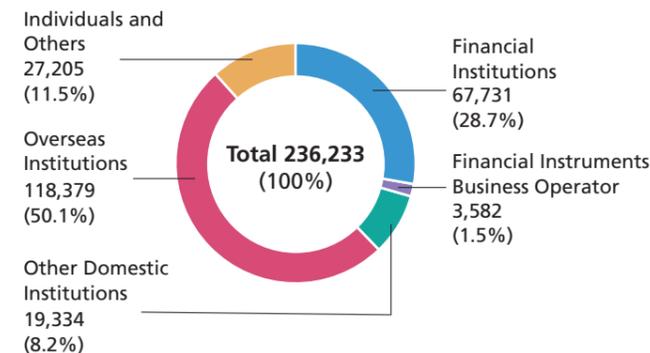
Stock and Shareholders Information (As of March 31, 2025)

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 an 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	13,051

Share Composition by Shareholder

(Thousands of Shares)



Major Shareholders

Shareholder Name	Number of shares (Thousands)	Shareholding ratio (%)
The Master Trust Bank of Japan, Ltd. (Trust Account)	32,059	13.70
ICHIGO TRUST PTE. LTD.	23,171	9.90
Custody Bank of Japan, Ltd.(Trust Account)	11,849	5.06
STATE STREET BANK AND TRUST COMPANY 505001	7,716	3.30
Nippon Life Insurance Company	7,333	3.13
Employees' Shareholding Association of TIS INTEC Group	6,671	2.85
STATE STREET BANK WEST CLIENT - TREATY 505234	5,239	2.24
The Master Trust Bank of Japan, Ltd. (Retirement Benefit Trust Account, Mitsubishi Electric Corporation Account)	4,796	2.05
JCB Co., Ltd.	3,484	1.49
JP MORGAN CHASE BANK 385781	3,183	1.36

Notes: 1. Shareholding ratios are calculated after deducting treasury stock (2,218,758 shares). The treasury stock does not include 1,147 thousand shares of Company stock held by TIS INTEC Group Employees' Shareholding Association Exclusive Trust, and 499 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.

Rating

(At November 18, 2024)

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

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 S&P/JPX Carbon Efficient Index



FTSE4Good



FTSE Blossom Japan Index



FTSE Blossom Japan Sector Relative Index



MSCI Japan ESG Select Leaders

2025 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

MSCI Japan Empowering Women Index (WIN)

2025 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

SOMPO Sustainability Index



Sompo Sustainability Index

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IR-Related Activities

TIS is included in the following indexes and has also been recognized for its robust IR activities.

JPX Prime 150 Index



JPX-Nikkei Index 400



2024 Internet IR Commendation Award (Daiwa Investor Relations Co., Ltd.)



Fiscal 2024 Homepage Quality Ranking Survey of All Listed Companies (Nikko Investor Relations Co., Ltd.)



Gomez IR Site Comprehensive Ranking 2024 (BroadBand Security, Inc.)

Endorsed Initiatives

TIS INTEC Group collaborates with initiatives to promote sustainability issues. Please refer to the ESG Data Book for details.

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