

# Presentation Materials for the Earnings Briefing

for the First Half of the Fiscal Year  
Ending March 31, 2022



November 24, 2021

# Table of contents

1

Group Overview and Business Activities

2

Consolidated Financial Results for the First-half of FY3/22

3

Shalom Business

4

CuBe Business

5

Business Topics for the First-half of FY3/22

6

Growth Strategies

7

Consolidated Earnings Forecast for FY3/22

8

Service Overview





1

# Group Overview and Business Activities

---



- Company name MKSystem Corporation
- Representative Noboru Miyake
- Location Osaka Head office  
30F, Umeda Center Bldg., 2-4-12, Nakazaki-nishi, Kita-ku, Osaka, Japan
- Bases Tokyo; Nagoya; Fukuoka; Ninohe, Iwate Prefecture; and Matsuyama
- Subsidiary Business Net Corporation Co., Ltd. (Minato-ku, Tokyo)
- Date of incorporation February 22, 1989
- Capital stock 219 million yen



# Mission and Vision

## MISSION

Management Philosophy

**We provide cloud solutions that benefit you**

Our services are user-friendly for consumers, their families and employers. Moreover, they support social foundations through contribution to the administration of social security services and human resources development.

## VISION

Management Policies

**Provide comprehensive services in the field of the personnel and labor management**  
**Streamlines operations and supports the creation of added value**

Our services streamline operations and increase productivity at our customers, and simultaneously adds value by supporting the entire organization as well as individual employees.

## VALUES

Action Guidelines



### Technology Driven

Leverage the state-of-the-art technologies to continue to innovate services.



### Speed

Act with speed while being conscious of the concerns of relevant concerned parties.



### Fairness

Act fairly and equitably to grow and develop together with our stakeholders.

## Divided our business into two segments: Shalom Business and CuBe Business

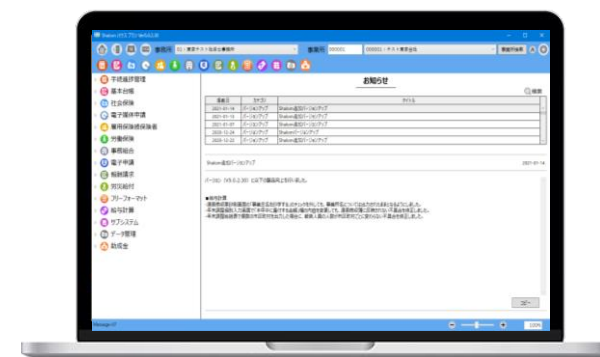
### Shalom Business

- ASP service
- System construction service

Monthly system service fee and initial setup fee, etc.

- System product sale

Sales of working time recording systems and payroll ledgers, etc.



### CuBe Business

- Contracted development type semi-customized services
- Cloud service

System customization and maintenance costs





2

## Consolidated Financial Results for the First-half of FY3/22

---



- 2Q sales **up 9.6% YoY** to 658 million yen along with the build-up of steady revenue streams  
1H earnings reached **42.9%** against the full-year earnings forecast (1H of the previous fiscal year: 41.0%)
- Gross profit **up 4.3% YoY** to 328 million yen due to amortization expenses associated with new product releases
- Steady revenue from the Shalom Business **up 10.4% YoY** to 445 million yen
- Orders received in the CuBe Business **increased 25.0% YoY** to 296 million yen



# Financial summary (consolidated)

**2Q sales up 9.6% to 658 million yen**

**2Q operating profit: 39 million yen despite lower operating margin**

	2Q FY3/21	1Q FY3/22	2Q FY3/22	YoY change	Vs. 1Q FY3/22
Net sales	600	583	<b>658</b>	+9.6%	+12.9%
Gross profit	315	274	<b>328</b>	+4.3%	+20.0%
<i>Gross margin</i>	52.5%	47.0%	<b>50.0%</b>	(2.6)pt	+2.9pt
Operating profit	44	(9)	<b>39</b>	(9.8)%	-
<i>Operating margin</i>	7.3%	-	<b>6.0%</b>	(1.3)pt	-
Profit attributable to owners of parent	30	(19)	<b>14</b>	(51.1)%	-
Basic earnings per share (Yen)	5.59	(3.61)	<b>2.73</b>	-	-

# Balance sheet (consolidated)

**Fixed cost ratio up from the end of the previous fiscal year due to increased stock of software**  
**Stable financial base with an equity ratio of 61.4%**

	FY3/20	2Q FY3/21	FY3/21	2Q FY3/22
Total current assets	1,196	1,073	1,172	<b>1,052</b>
Accounts receivable-trade	420	406	467	<b>429</b>
Total non-current assets	1,038	1,141	1,069	<b>1,088</b>
Total current liabilities	599	545	586	<b>647</b>
Advances received	33	48	42	<b>53</b>
Total non-current liabilities	330	369	252	<b>141</b>
Total net assets	1,304	1,299	1,402	<b>1,350</b>

# Cash flows (consolidated)

**Cash flow from operating activities increased 172.2% YoY to 210 million yen**

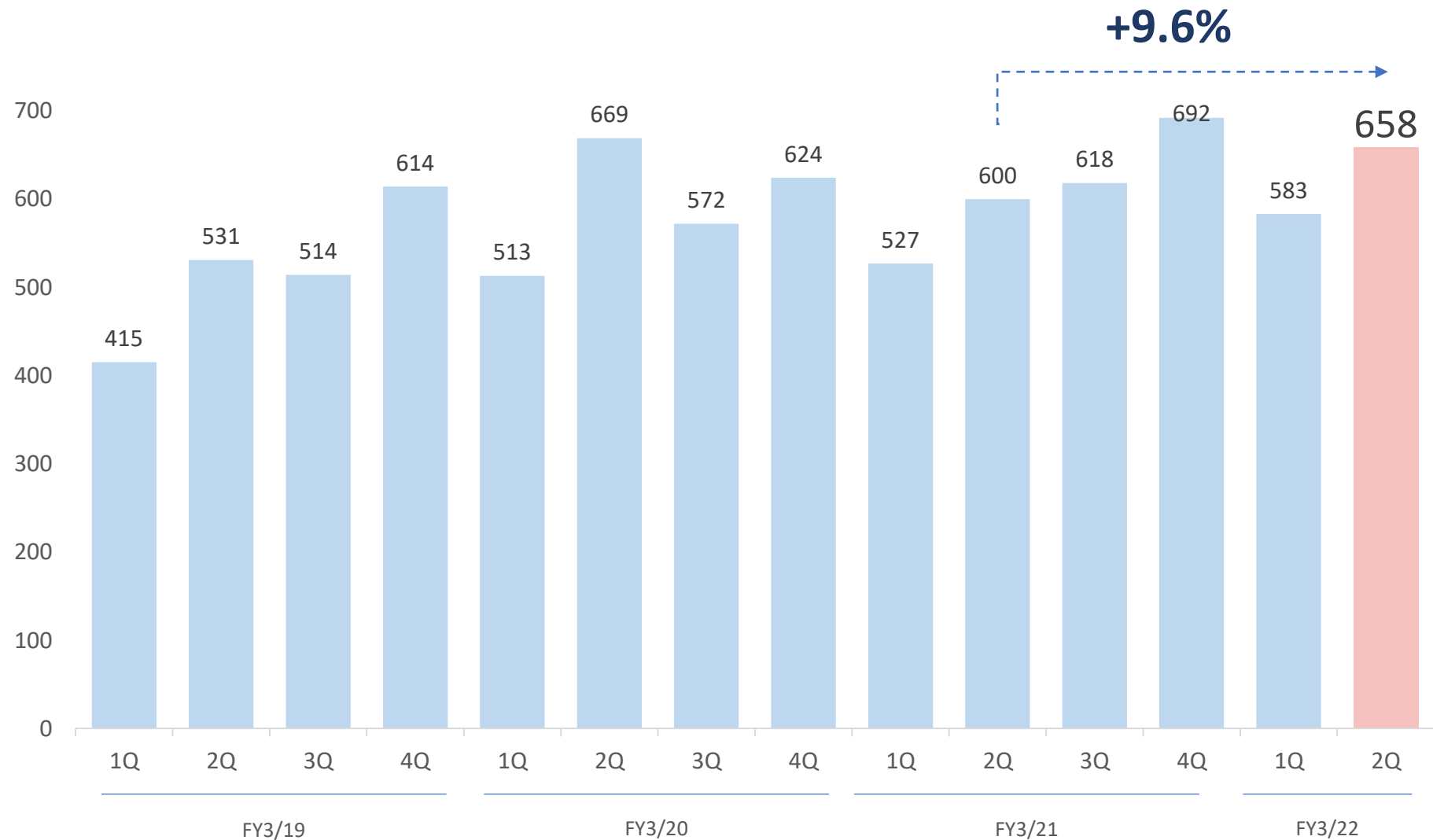
**Stable investment for product development**

**Dividend payment and debt repayment progressed as planned**

	FY3/20	1H FY3/21	FY3/21	1H FY3/22
Cash flows from operating activities	814	77	340	<b>210</b>
Cash flows from investing activities	(330)	(276)	(381)	<b>(227)</b>
Cash flows from financing activities	(60)	62	(64)	<b>(126)</b>
Net increase (decrease) in cash and cash equivalents	423	(137)	(105)	<b>(143)</b>
Cash and cash equivalents at end of period	722	585	617	<b>474</b>

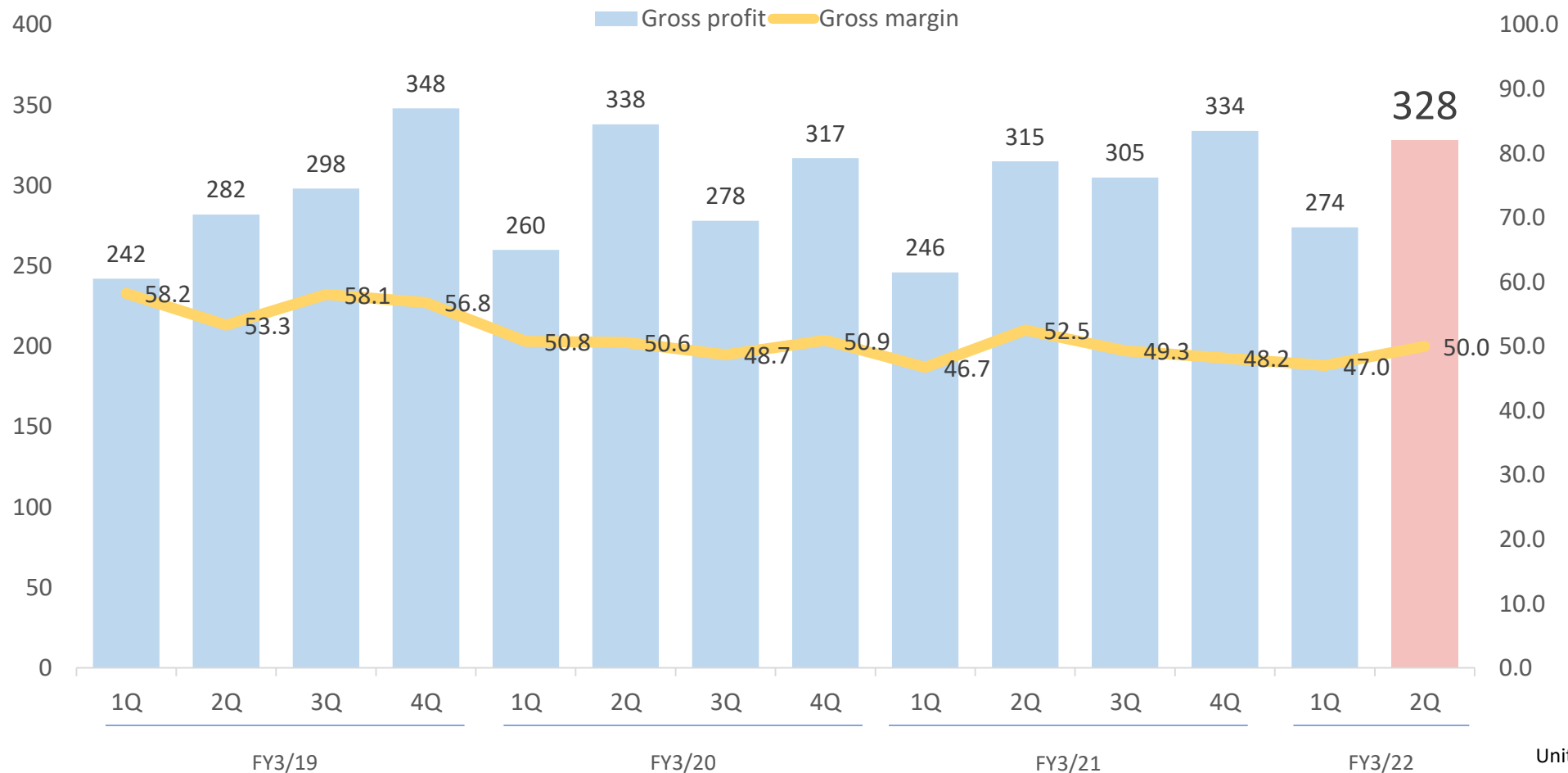
# Net sales (consolidated)

Total sales increased steadily at 9.6% YoY



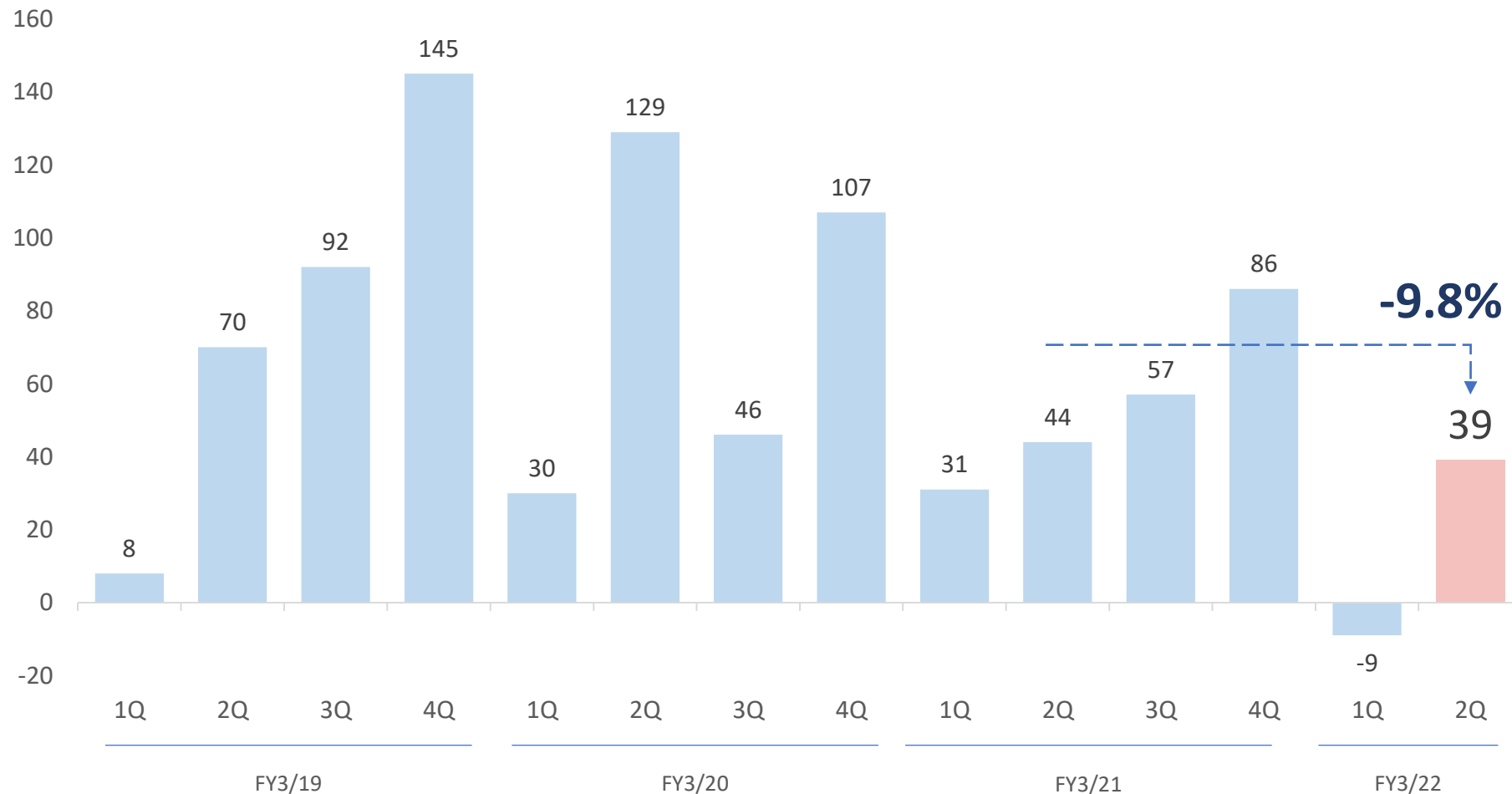
# Gross profit (consolidated)

Gross profit up **4.3%** YoY. However, gross margin declined **2.6pt** compared with the same period a year earlier as the cost of sales rose due to higher amortization expenses, and labor costs associated with the bolstering system development.



# Operating profit (consolidated)

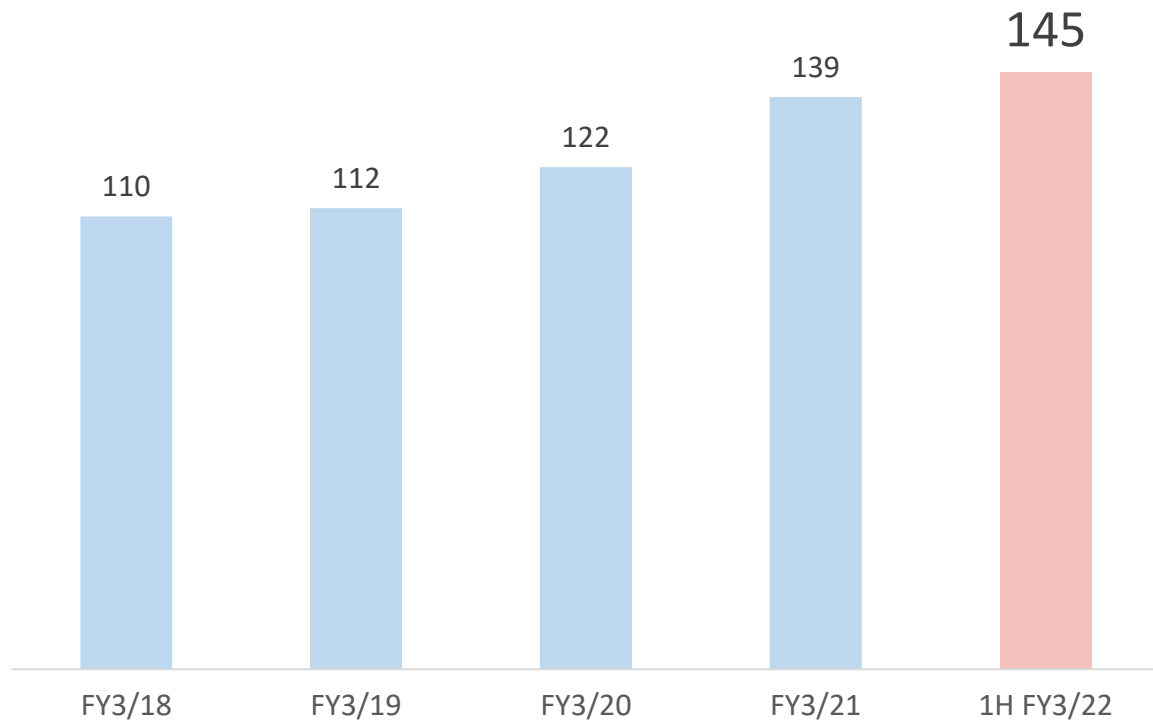
Despite higher sales, operating profit fell 9.8% YoY mainly because we prioritized recruitment, relocated the Tokyo office, and accelerated sales promotion activities



# Number of employees (consolidated)

## Number of employees increased by strengthening sales and development systems

Number of employees



Composition of employees

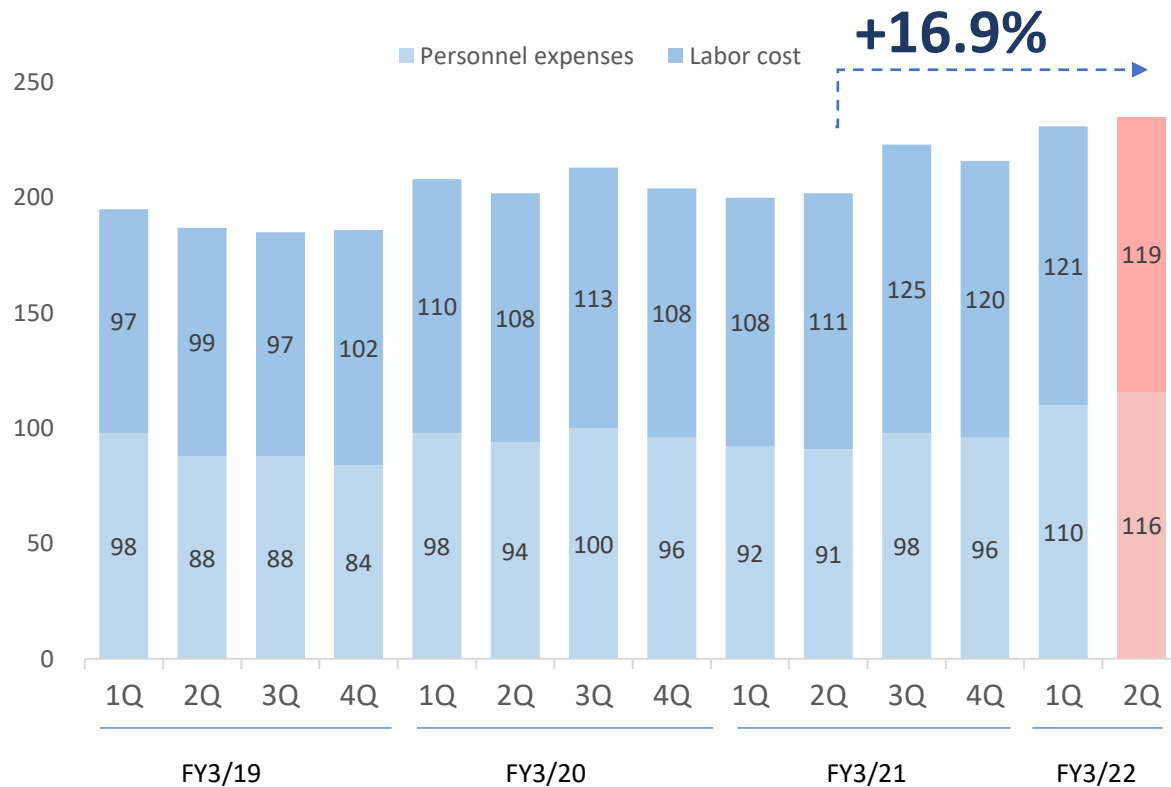


# Personnel and promotion expenses (consolidated)

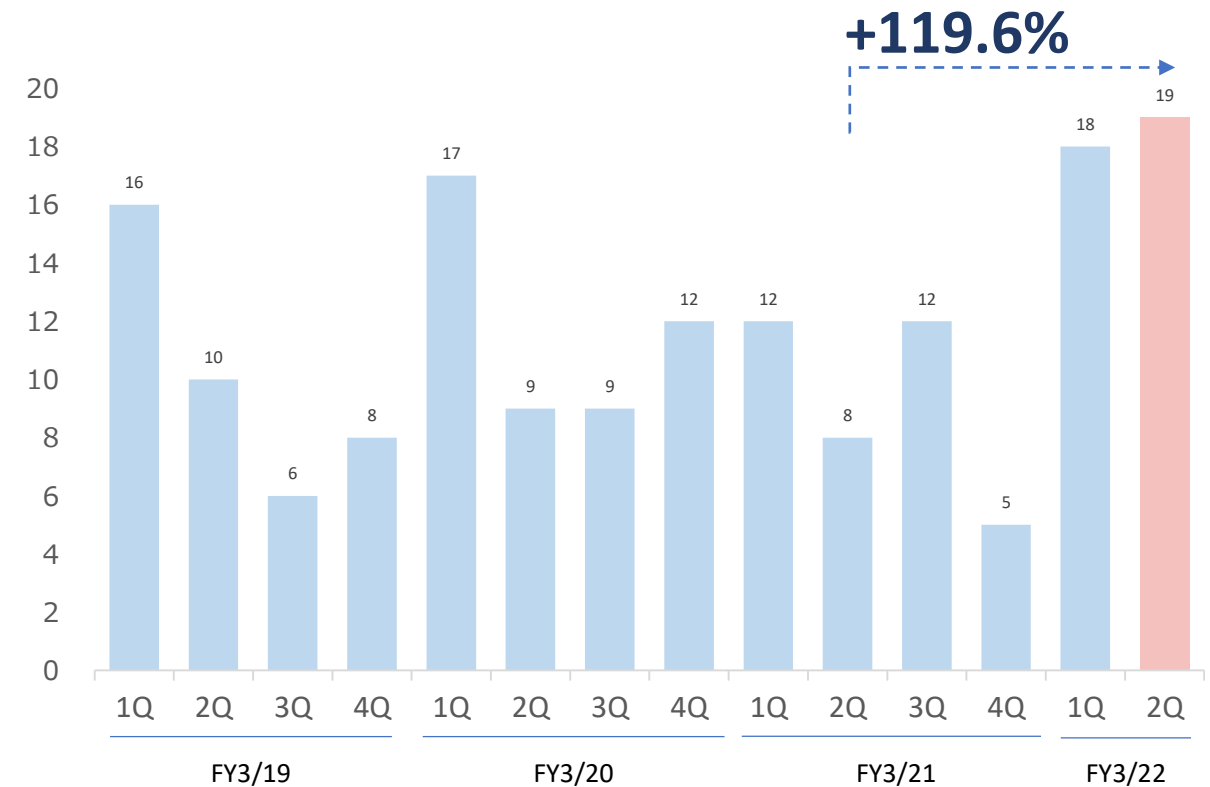
**Prioritized recruitment to strengthen sales and development systems**

**Sales promotion expenses are associated with up-front investment to strengthen digital marketing**

### Personnel expenses / labor cost



### Promotion expenses



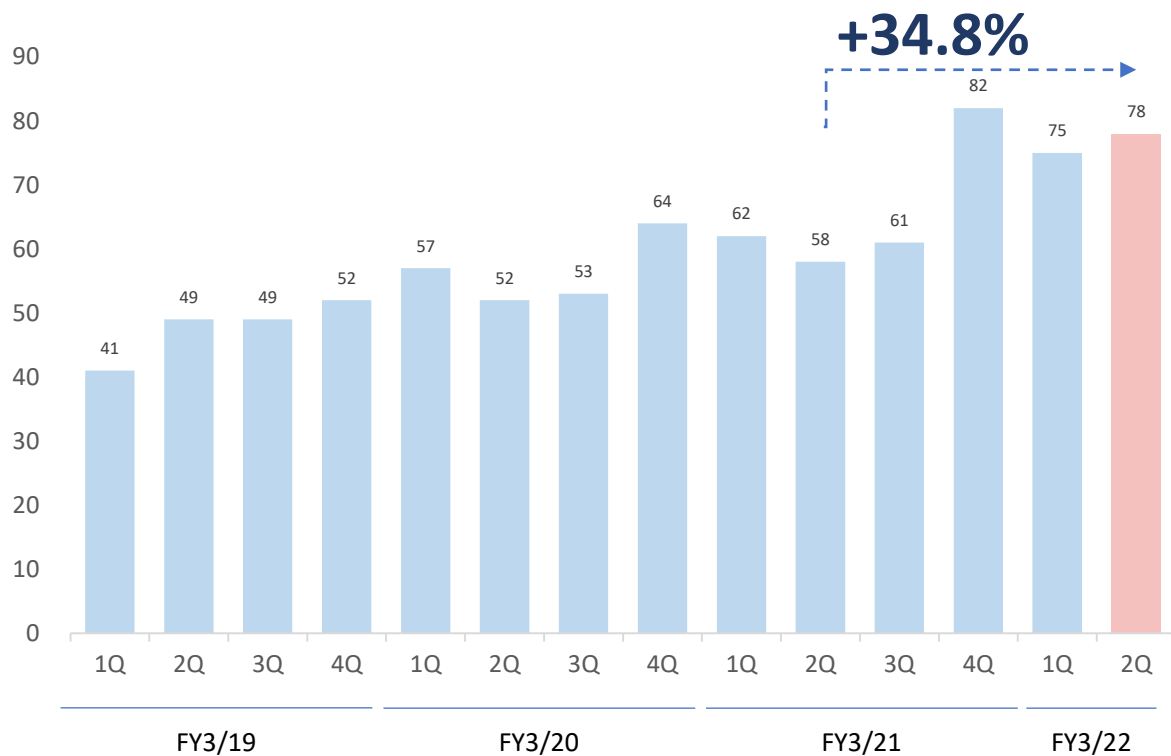


# IDC and software amortization expenses (consolidated)

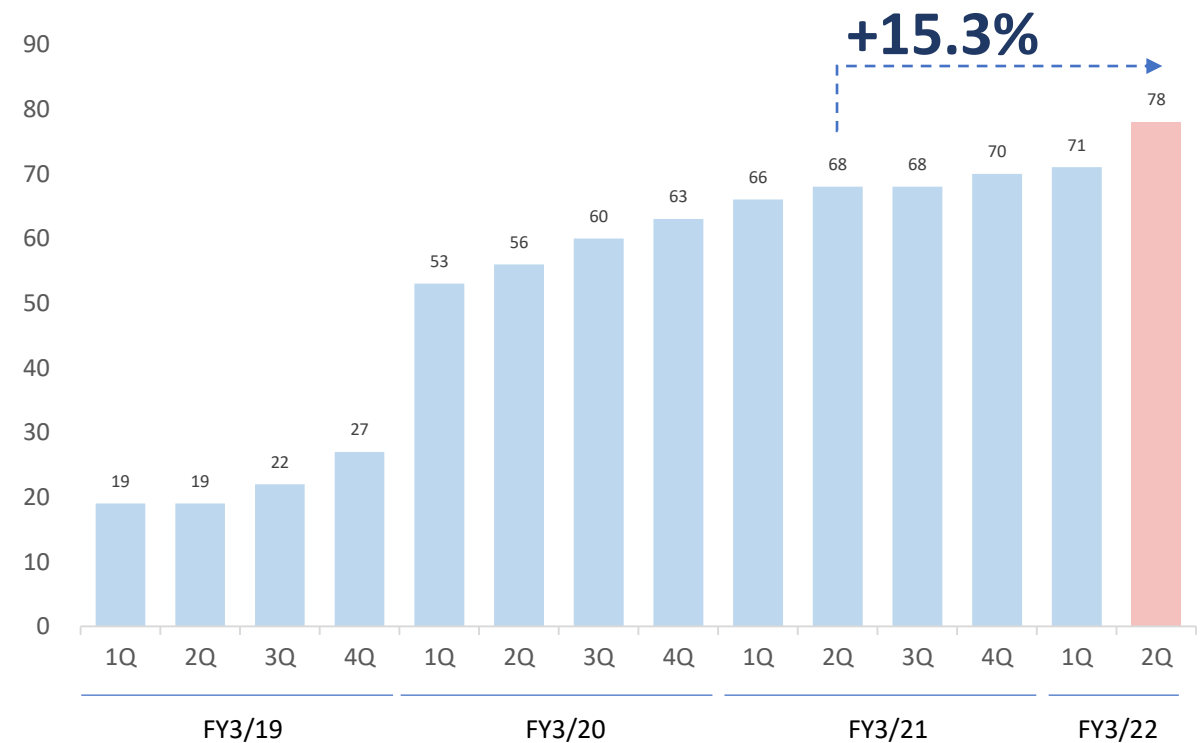
Internet Data Center (IDC) expenses rose in tandem with the growth in users

Software is amortized over a three-year period by the straight-line method and is increasing along with the release of new software

### IDC expenses\*1



### Software amortization expenses



\*1: Mainly for the maintenance of IDC



3

# Shalom Business

---



# Business highlight (Shalom Business)

● Introductions<sup>\*1</sup>

**3,246**

companies

● IDs issued<sup>\*1</sup>

**11,709**

IDs

● Registered companies<sup>\*1</sup>

**952,000**

companies

● Registered employees<sup>\*1</sup>

**23**

million

● ARPU<sup>\*2</sup>

**43,500**

yen

● ARPA<sup>\*3</sup>

**12,100**

yen

● DAU<sup>\*4</sup>

**10,445**

IDs

● Cancellation rate<sup>\*5</sup>

**0.27**

%

\*1: Number of introductions, IDs issued, companies registered, and employees registered in the Shalom series as of the end of September 2021

\*2: Average Revenue Per User of the Shalom series as of the end of September 2021

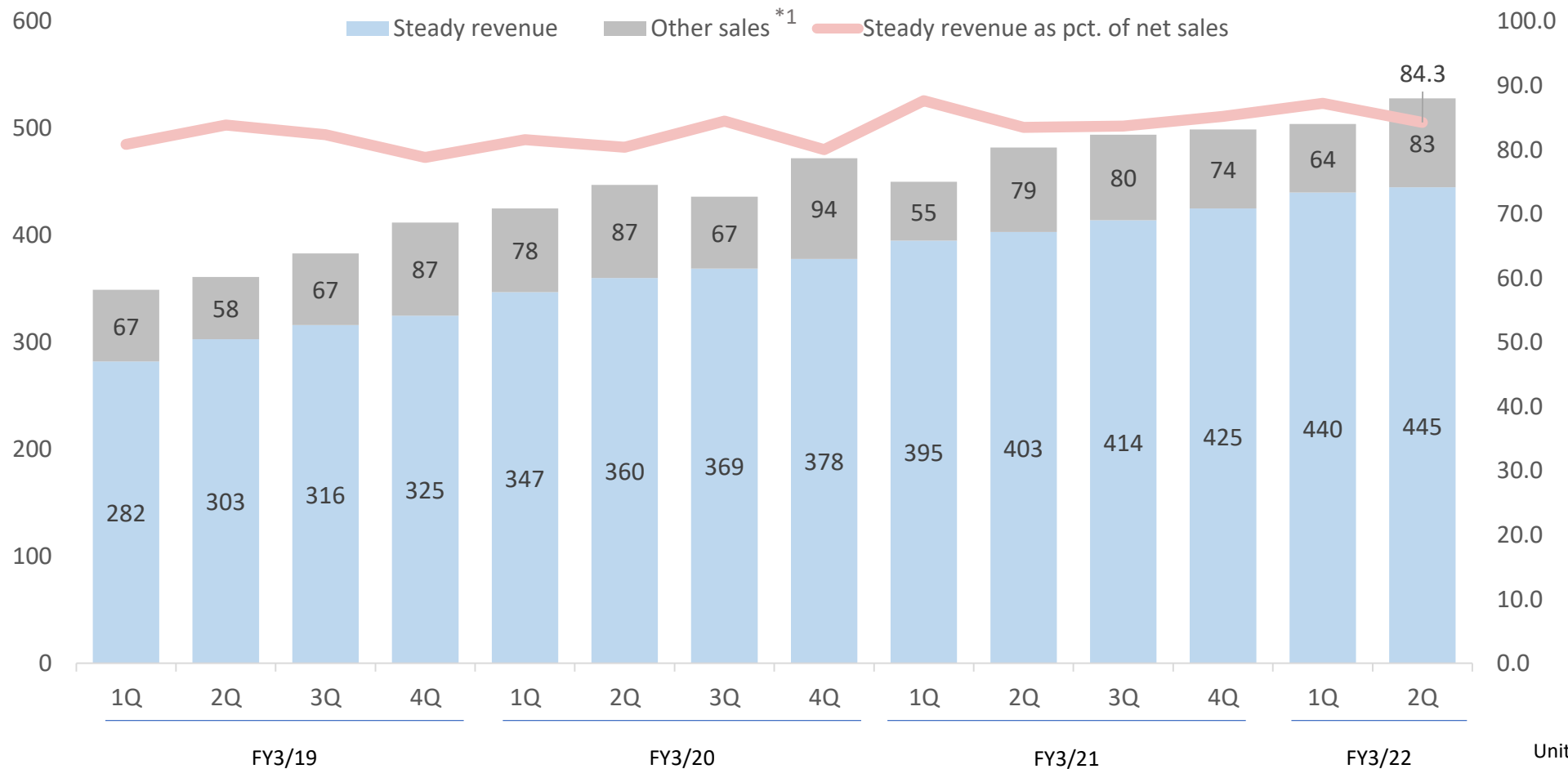
\*3: Average Revenue Per Account using the Shalom series as of the end of September 2021

\*4: Maximum Daily Active Users per day of the Shalom series in the first half. (Including IDs for Net de Chingin)

\*5: Average cancellations as a percentage of introductions of the Shalom series in the first half

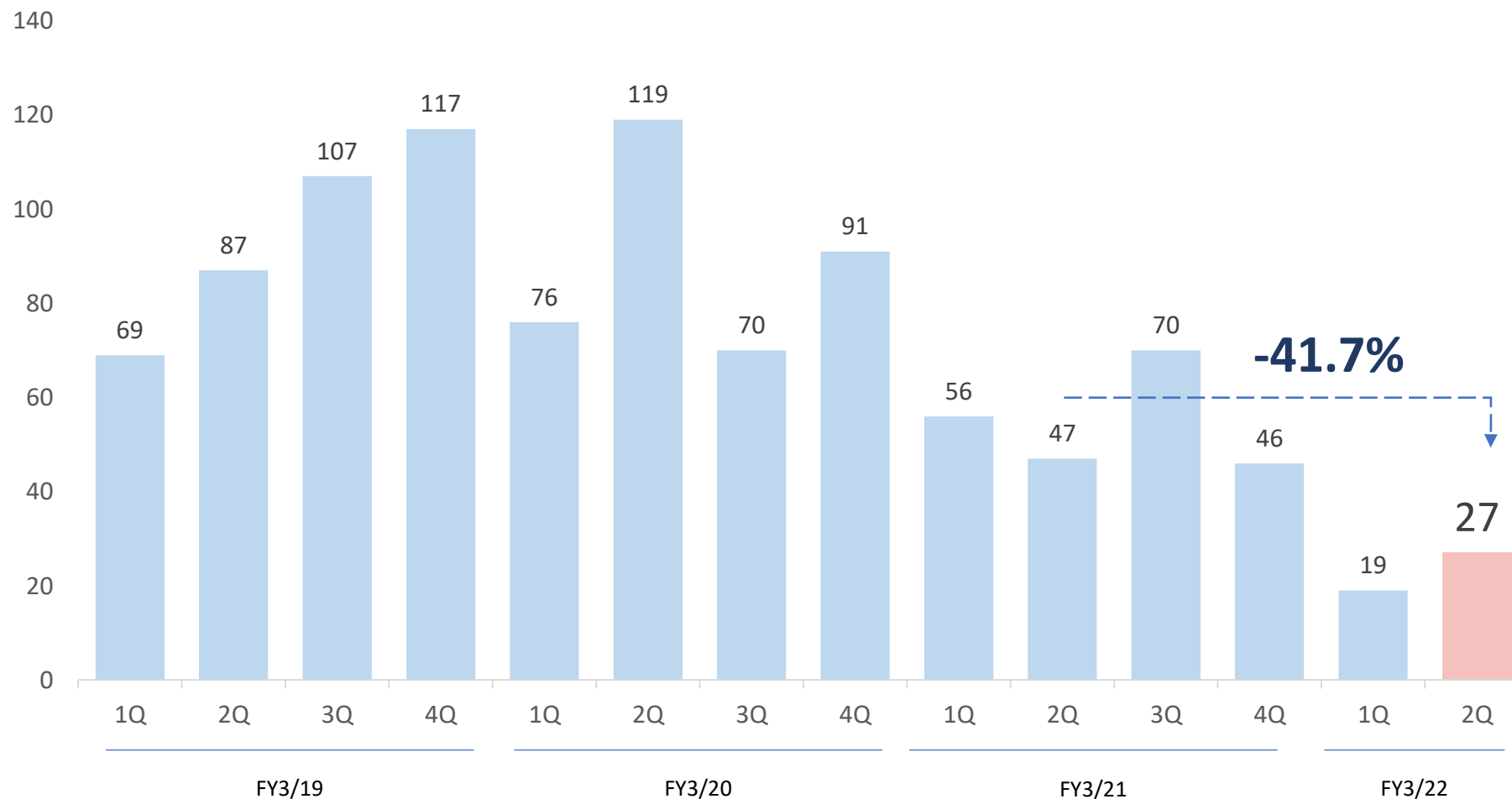
# Net sales (Shalom Business)

## Steady revenue increased 10.4% YoY



# Operating profit (Shalom Business)

Operating profit declined 41.7% owing to higher level of amortization expenses and an increase in personnel expenses associated with the strengthening of software development team



# Introductions of the Shalom series (Shalom Business)

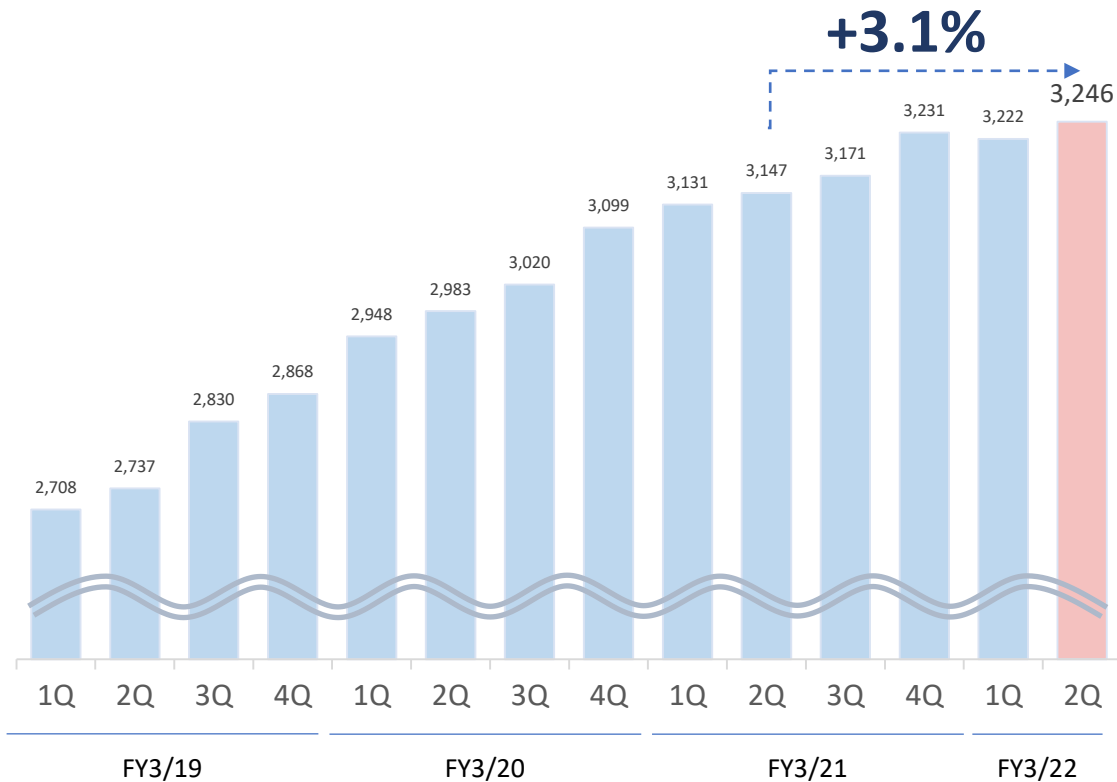
The number of Shalom series, our core product, increased steadily

 Shalom

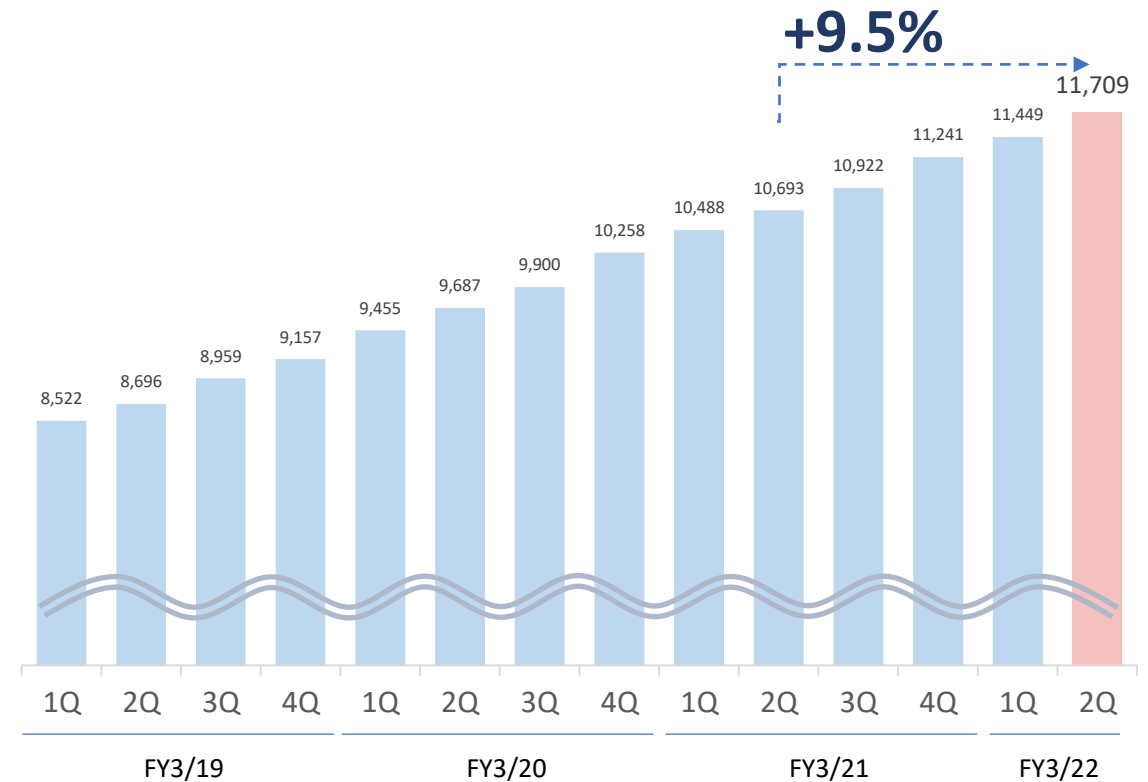
 Company Edition

 ネットde  
事務組合  
Net de  
Jimukumiai

## Number of introductions



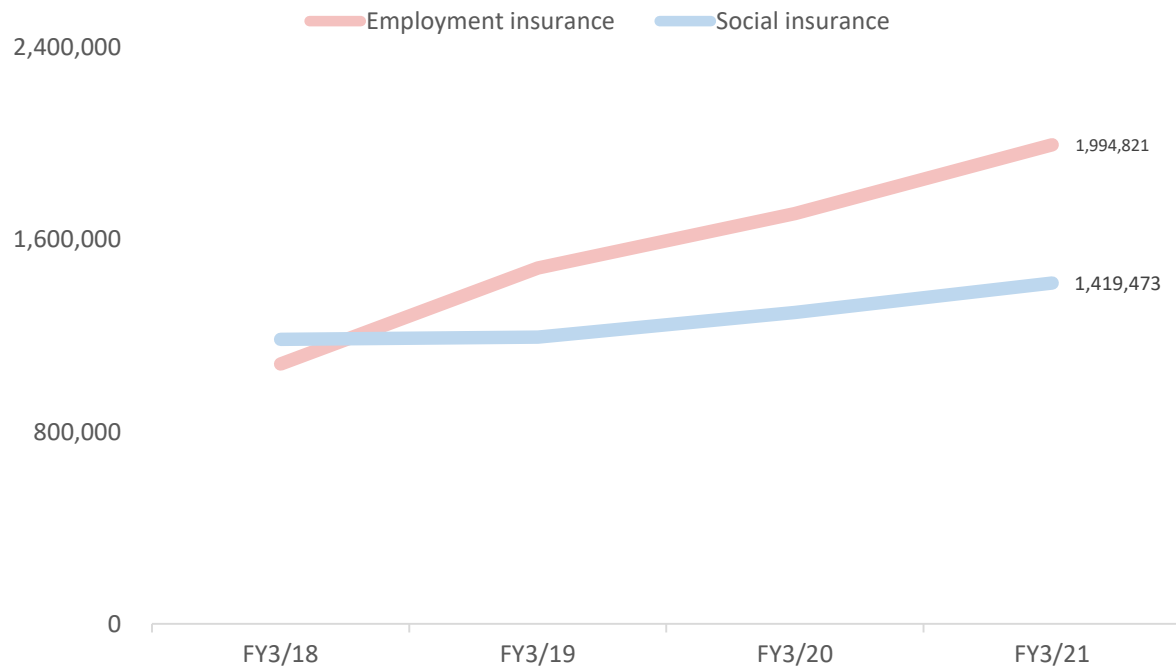
## IDs issued



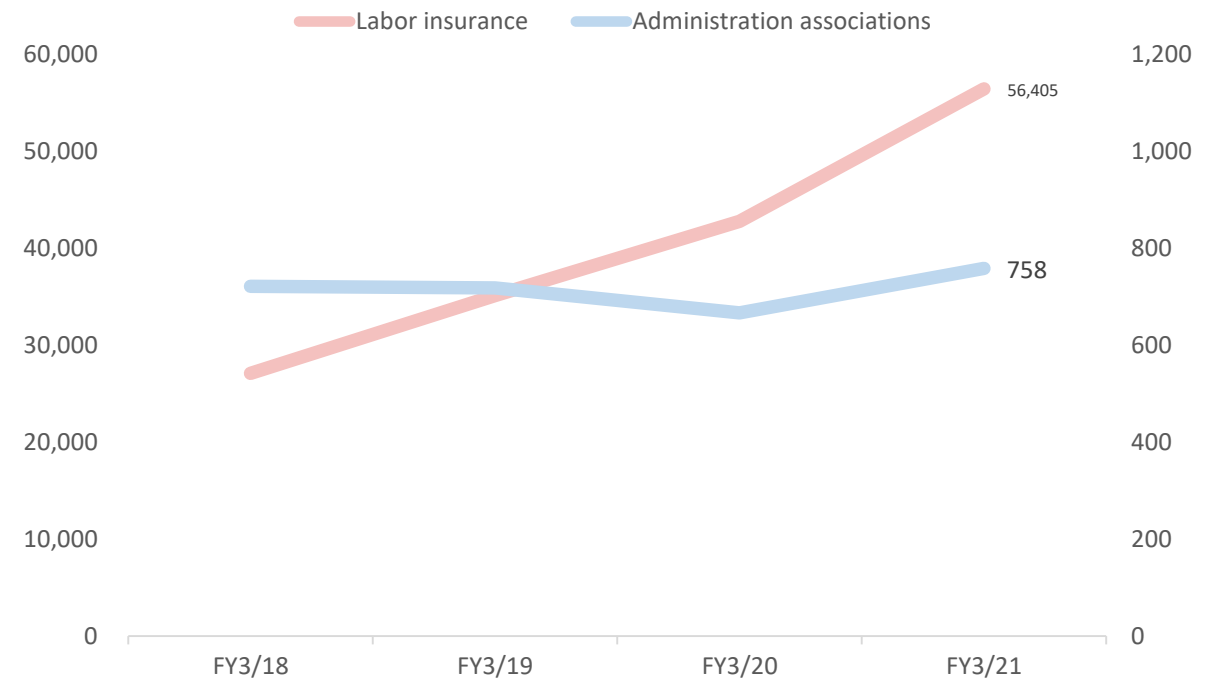
# Electronic application (Shalom Business)

Electronic applications, the core function of Shalom, are on the increase

### Employment insurance / Social insurance



### Labor insurance / Administration associations



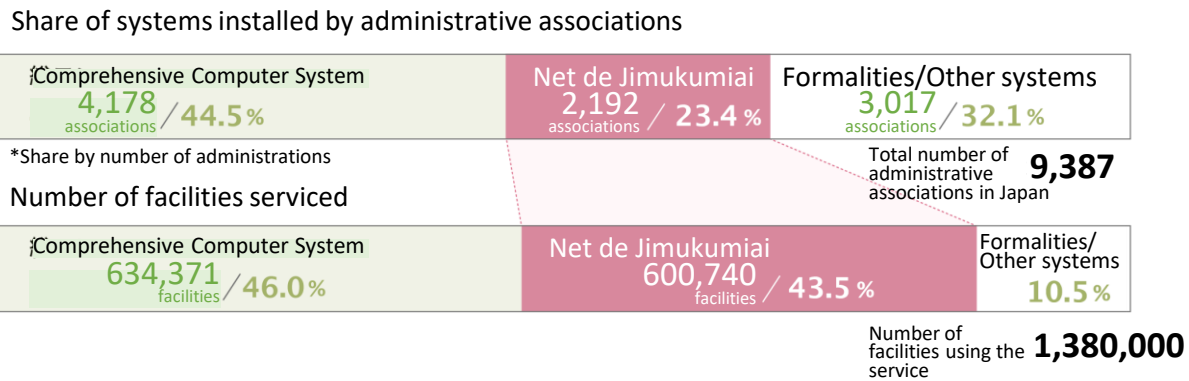
# Supports labor insurance administration association operations



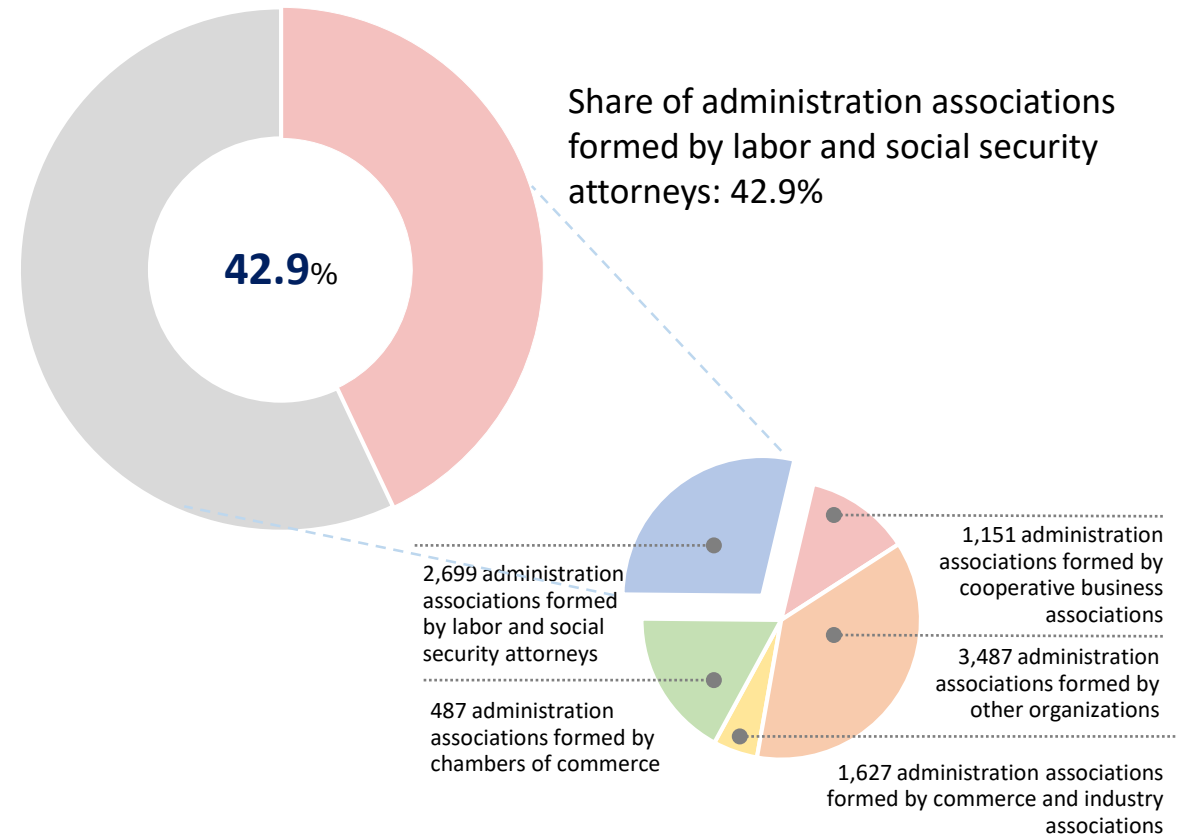
**23.4% of the 2,192 labor insurance administration associations have installed Shalom**



## Comparison of systems installed by administration associations



## Percentage of administration associations formed by labor and social security attorneys



\*1: Aggregated by MKSystem based on Ministry of Health, Labour and Welfare statistical data and National Federation of Labor Insurance website

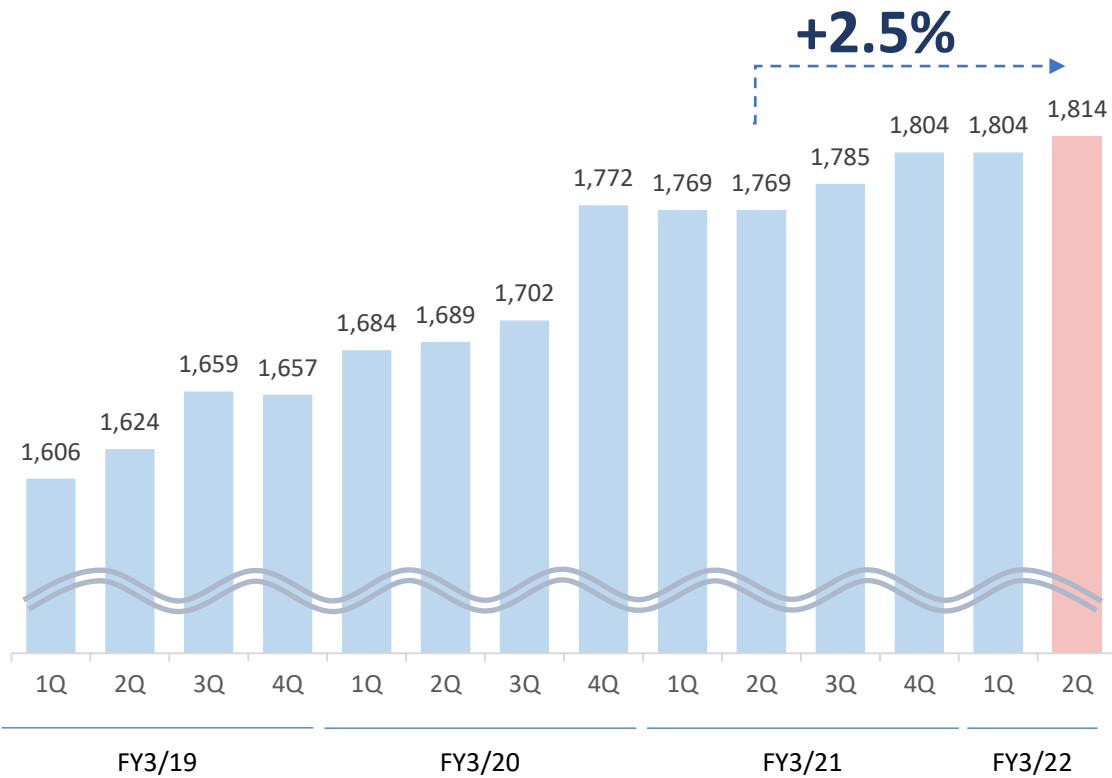


# Introductions of MYNABOX series (Shalom Business)

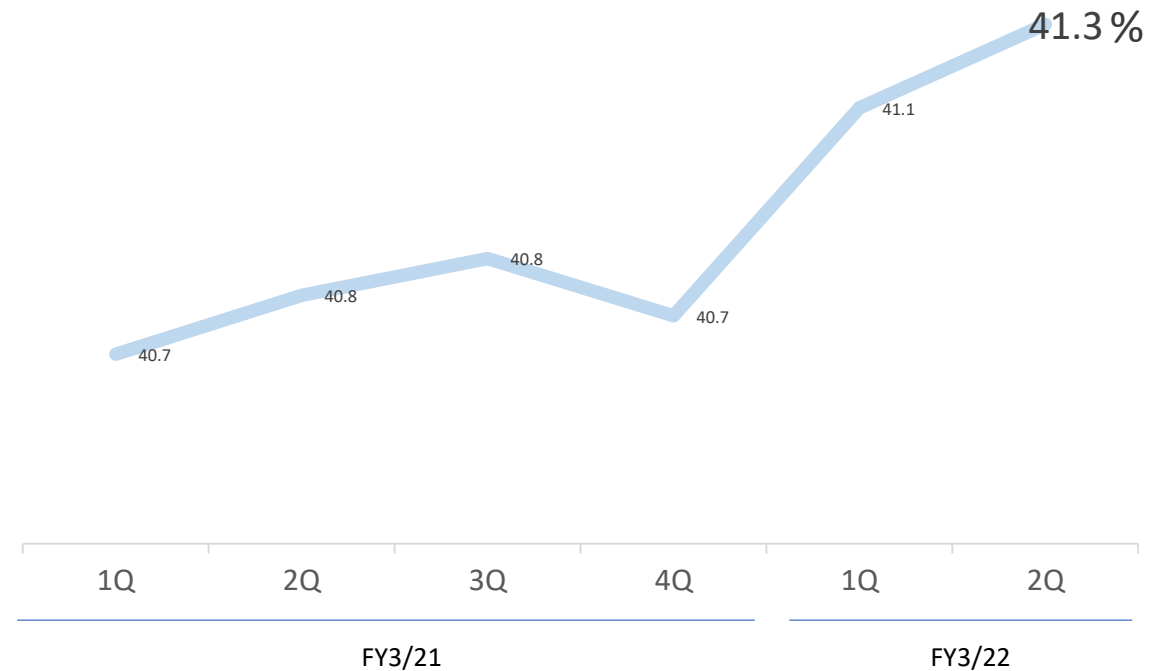
**Steadily increasing number of products linked to the Shalom series**



Number of introductions



Share of MYNABOX\*<sup>1</sup>



\*1: Number of MYNABOX introductions / Number of introductions in the Shalom series

# Other products (Shalom Business)

## Introductions of other products is also on the increase

WEB-based year-end tax adjustment system



**3,744** companies

WEB-based tax return filing system for employees



**353** companies

Shalom-linked cloud service



Net de Komon

**8,918** companies

Net de Meisai

**8,485** companies

Net de Chingin

**4,900** companies

Net de Shugyo



4

# CuBe Business

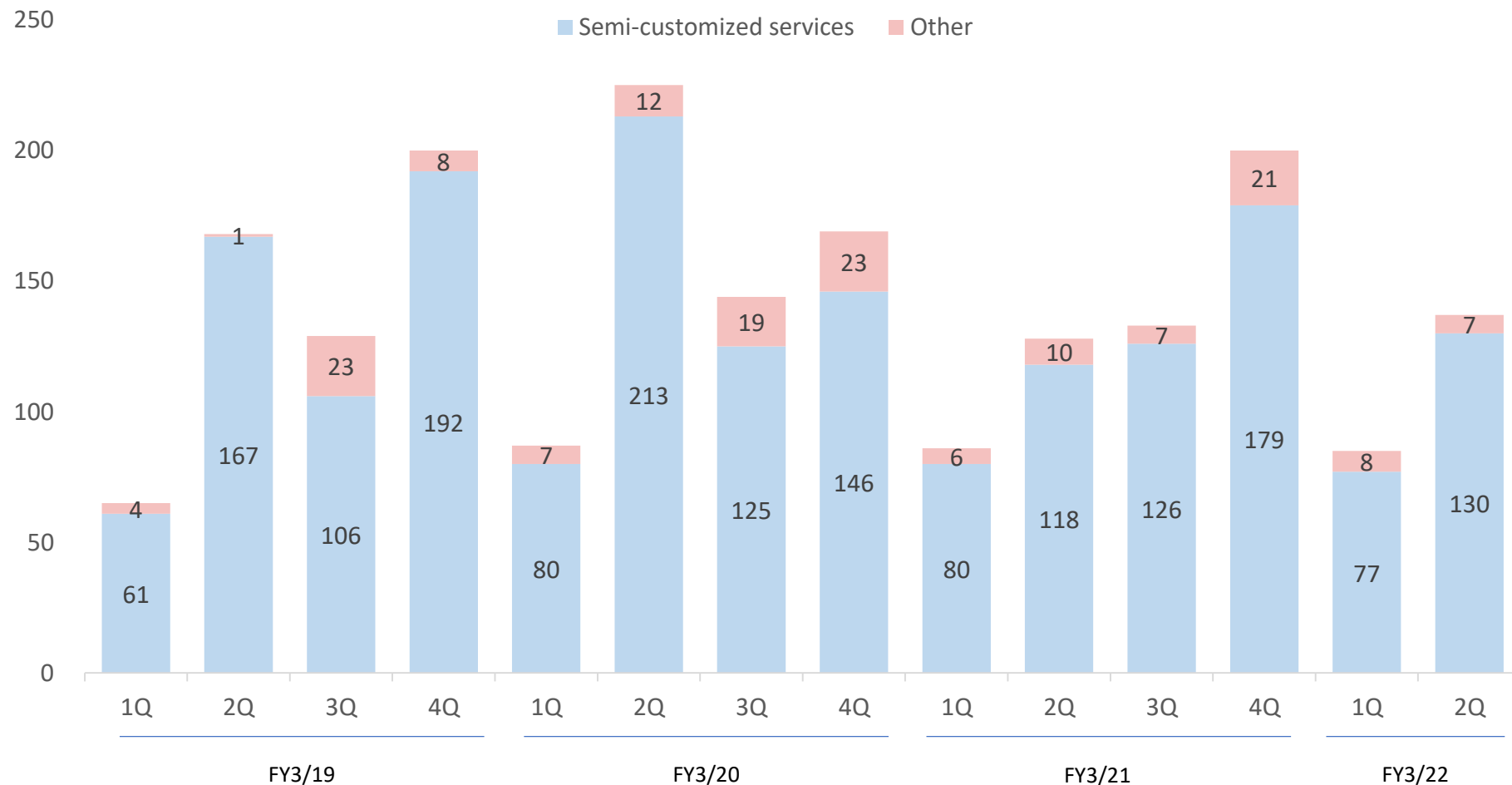
---



# Net sales (CuBe Business)

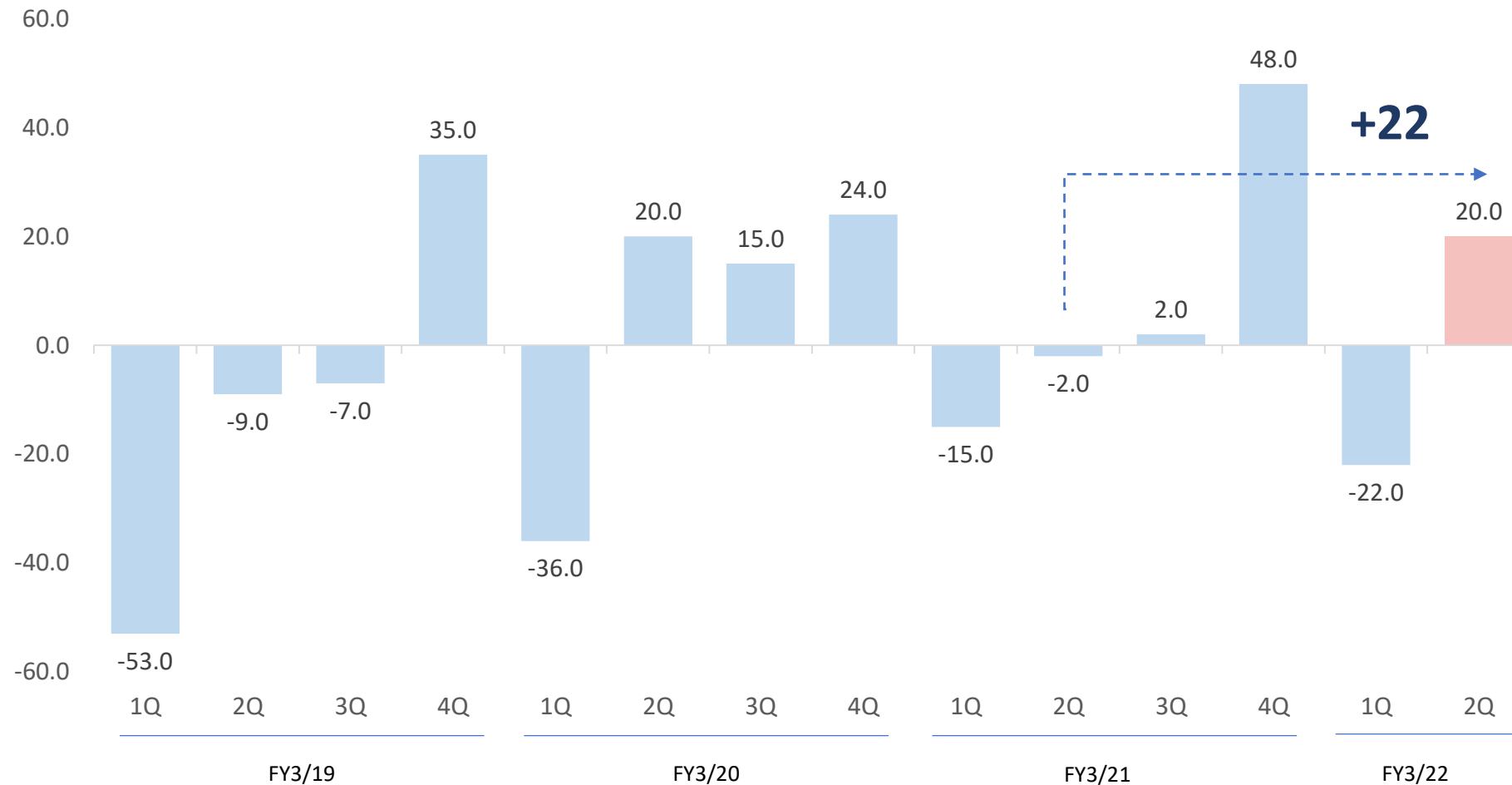
**Semi-customized service sales are stable**

**Increasing the number of steady revenue streams remains an issue to be addressed**



# Operating profit (CuBe Business)

Despite stable costs, operating profit is unstable owing to volatility of sales





5

# Business Topics for the First-half of FY3/22

---



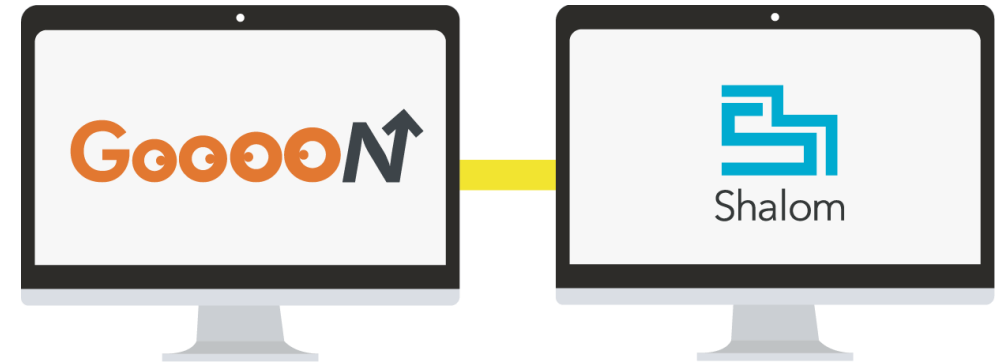
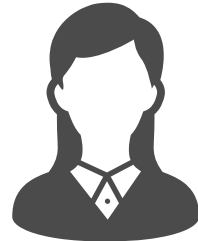
# New services 1

## Personnel management system “GooooN Jinzai Profile (with linkage to Shalom)”

Would like to see improved  
Shalom human resources data.

Would like to propose the HR  
system to companies  
considering installation of a HR  
management system.

Can labor and social security  
attorneys share Shalom’S HR  
data?



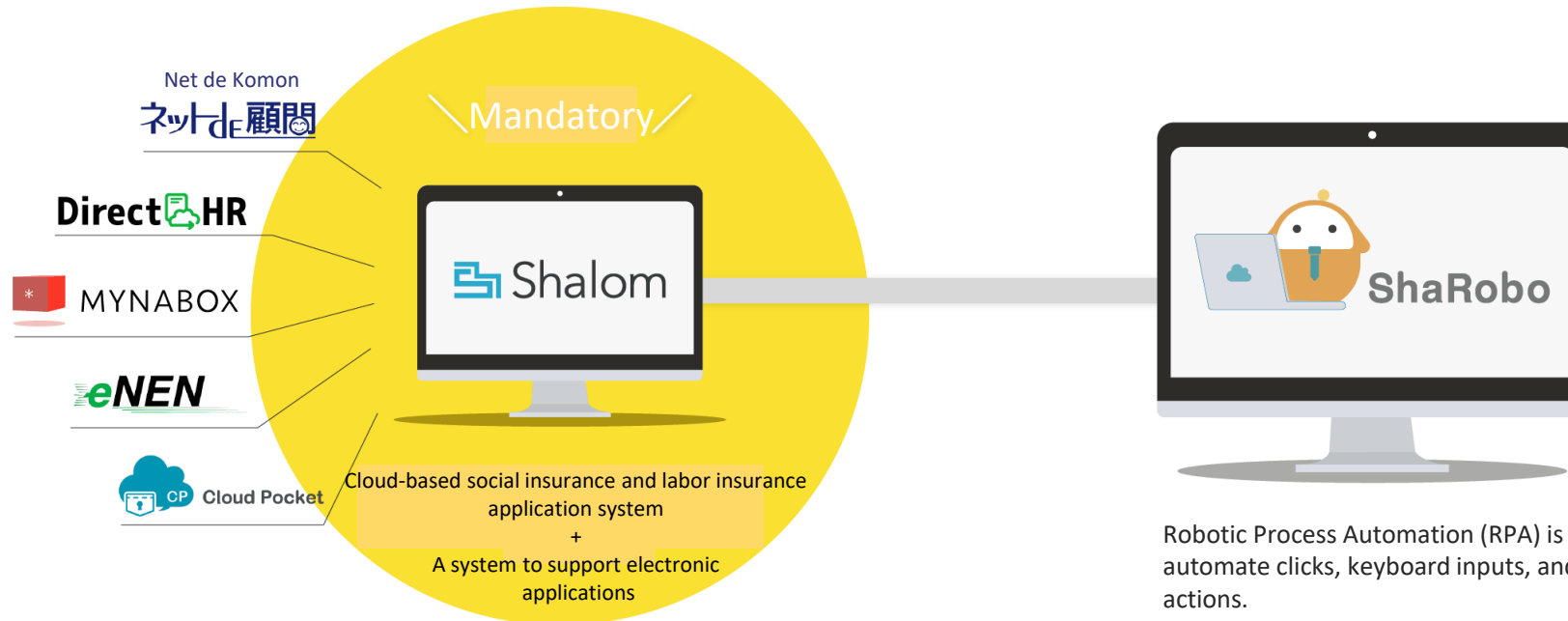
Link to Shalom data

Although limited to labor management related data, “GooooN” can manage overall human resources data.

“GooooN” improves coordination and build closer relationships between labor and social security attorney offices and client companies.

## New services 2

### Official Shalom RPA “ShaRobo Shalom V3.4”



Robotic Process Automation (RPA) is a technology designed to automate clicks, keyboard inputs, and other routine manual actions.

RPA takes over the routine processes (electronic application update, official document storage, etc.) that is conducted by Shalom. RPA reduces the manual workload at users while simultaneously improving speed and accuracy.



## Participation in major exhibitions and various seminars

- **Participated in Online and Digitalization EXPO, Work from Home/Telework EXPO, and New Normal Office EXPO and HR EXPO**

The event was held with adequate COVID-19 infection protection measures, including body temperature measurement and hand disinfection prior to admission. Although visitor numbers were lower than normal, lot of customers interested in our products visited our booth.



- **Held MKSystem-sponsored seminars**

Held various seminars, including seminars on ShaRobo which started offering new services.

Some of the seminars were so successful that they were filled to capacity immediately.

全国 2540 の社労士事務所と顧問会社約 68 万事業所でご利用いただく信頼と実績の「社労士シリーズ」より  
社労士様向け無料セミナー

今成功している先生に聞く！  
紙の受渡し不要のWEB年末調整eNENの  
活用&提案法を伝授！

定員 100名様

全日程・開催時間 13:30~15:00

7月9日(金)	三村様・安保様	8月3日(火)	坂本先生	9月6日(月)	坂本先生
7月12日(月)	出口先生	8月6日(金)	三村様・安保様	9月8日(水)	三村様・安保様
7月16日(金)	坂本先生	8月19日(木)	出口先生	9月10日(金)	出口先生

下記先生にご登壇いただきます詳細はページをご確認ください！



社会保険労務士法人エンチカ  
三村様



社会保険労務士法人エンチカ  
安保様



社会保険労務士法人 出口事務所  
出口先生



TOMA 社会保険労務士法人  
坂本先生

# Strengthen digital marketing

## Sales promotion on SNS and other social media platforms



社労士業務の  
手続き効率化から  
顧問先拡大サポートまで  
**無料**  
トライアル実施中!

Shalom

MKSYSTEM  
Professional Internet Solution System



オールインワンで簡単な労務手続き  
システムを社労士先生へご提供!

Shalom

**無料**  
オンラインセミナー

MKSYSTEM  
Professional Internet Solution System



社労夢 Company Edition で  
人事労務の業務負担を  
**劇的改善**  
2ヶ月無料トライアル

MKSYSTEM  
Professional Internet Solution System

Launch of new initiatives such as SNS (social media) advertising for seminars resulted in a rise in inquiries. Additionally, we increased the use of digital media (for example Google and other platforms) as a part of other digital media marketing strategies.



6

# Growth Strategies

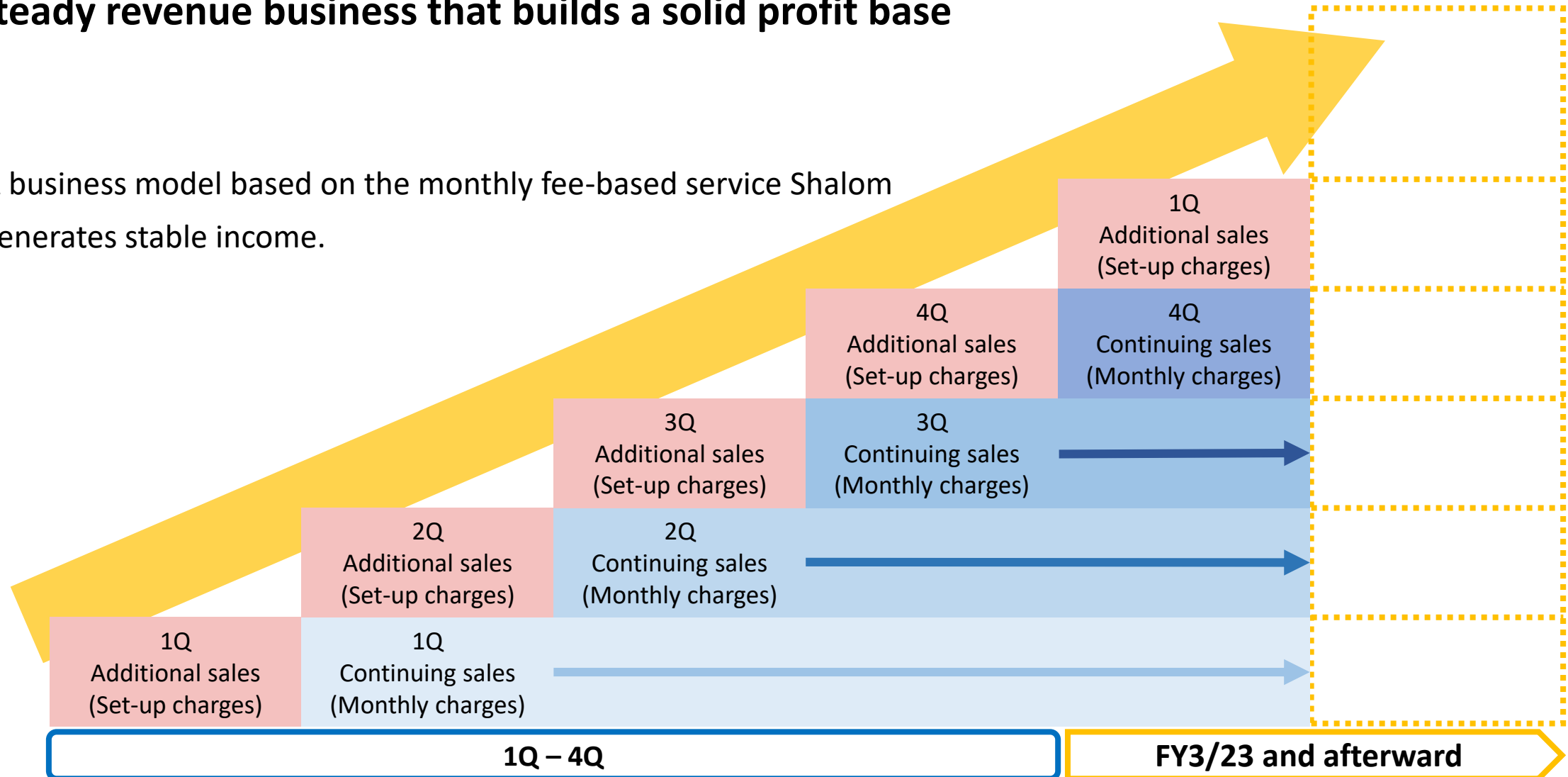
---



# Steady-revenue businesses

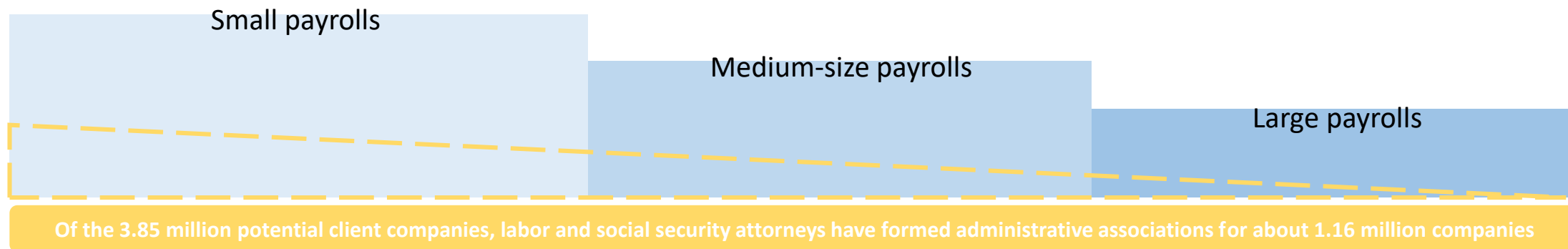
## Steady revenue business that builds a solid profit base

A business model based on the monthly fee-based service Shalom generates stable income.



# Target markets

**Our target extends to all companies that outsource/not outsource to labor and social security attorneys**



Version mainly for labor and social security attorney offices and labor insurance administration associations

 Shalom

 MYNABOX

 ネットde顧問  
Net de Komon

 ネットde事務組合  
Net de Jimdeumiai

Version mainly for general corporations

 Shalom Company Edition

 MYNABOX CL

 Business Net CuBe

All users

 Direct HR

 eNEN

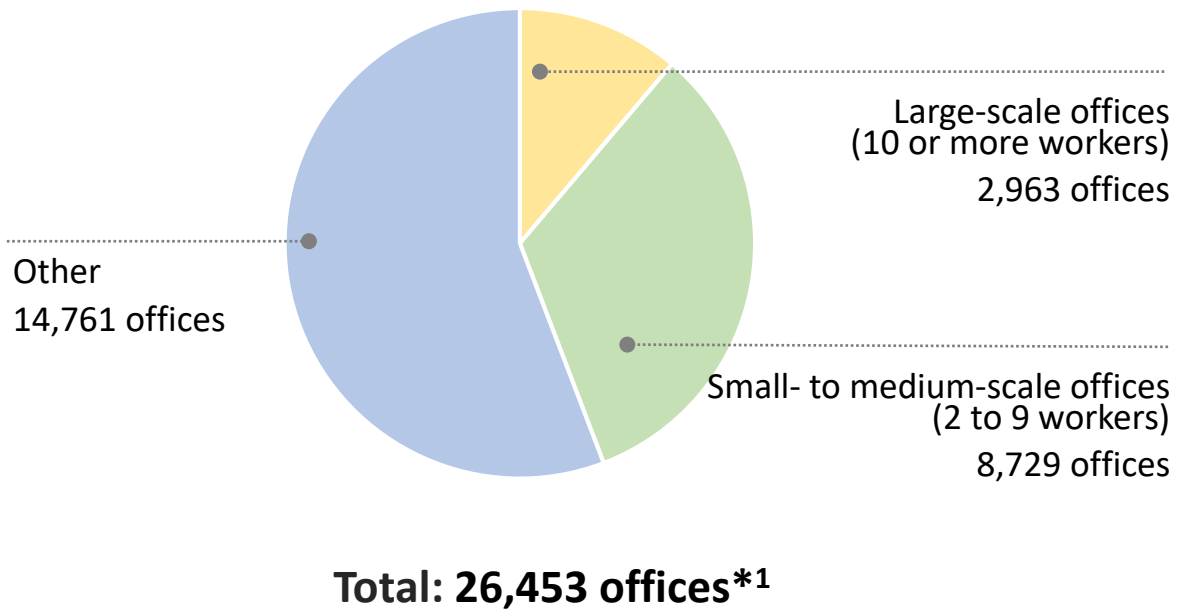
 Cloud Pocket

 ShaRobo

 Goooon

# Target markets and strategies (1)

## Labor and social security attorney market



	End-Sep 2021
Offices with our systems introduced*2	2,560 offices
YoY change	+86 offices
Our market share	9.7%
Number of clients registered in our systems	952,000 offices

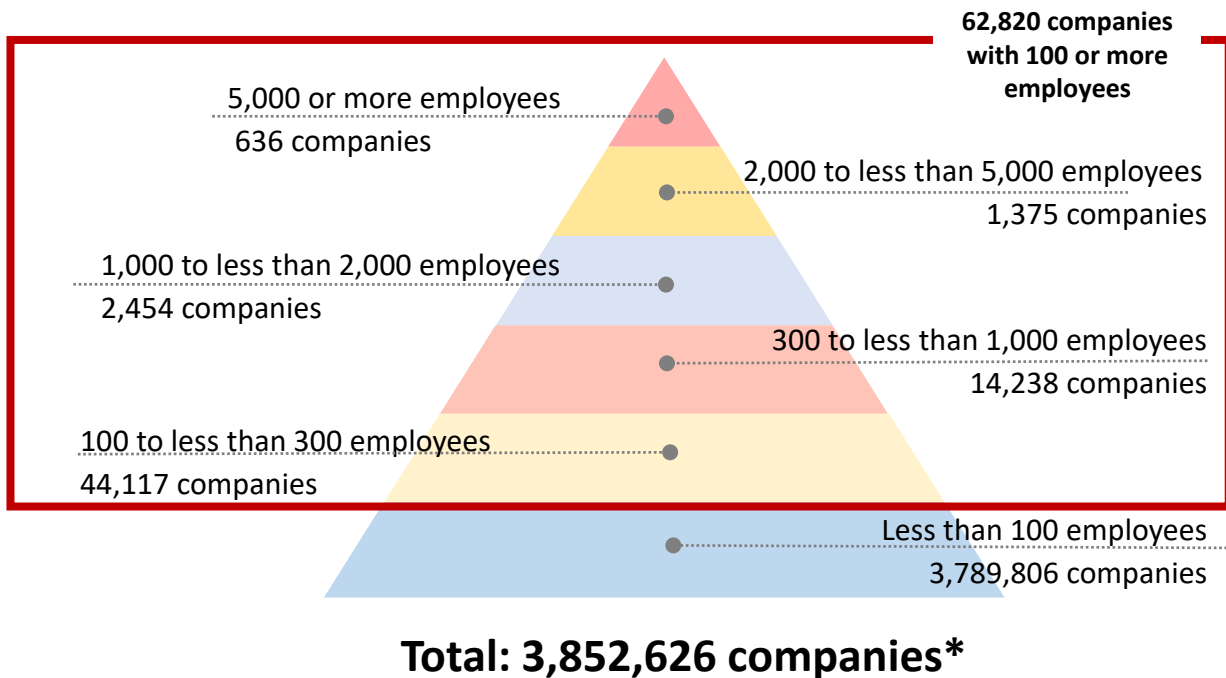
- Number of companies registered in our systems are 24.7% of all companies and 82.4% based on the number of companies involved by labor and social security attorneys
- Expand the product portfolio and develop more linked services for client companies

\*1 The number of labor and social security attorney offices was aggregated by MKSystem based on the Business Report for the fiscal year 2019 prepared by Japan Labor and Social Security Attorney's Association

\*2 Reflects the number of services for the Basic Plan, House Plan and Lite Plan

# Target markets and strategies (2)

## General corporate market



End-Sep 2021

Introductions in the Shalom Business	<b>149</b> companies
Introductions in the CuBe Business	<b>68</b> companies

- There is still a large market for major companies. In addition to the Shalom series, the number of companies using the year-end tax adjustment system and other systems is steadily increasing.
- Enhanced tuning support and BPO support



\*Aggregated by MKSystem based on the 2016 Economic Census for Business Activity (Tabulation of Enterprises, etc. and Tabulation across industries) conducted by the Ministry of Internal Affairs and Communications and the Ministry of Economy, Trade and Industry


# Target markets and strategies (3)

## Product strategies


### For labor and social security attorney offices / labor insurance administration associations


- For new customers

 Shalom
 
 Use campaigns and other measures to strengthen sales

 MYNABOX
 Add new customers to maintain the utilization rate

- For current customers


 eNEN
 Improve functions to strengthen sales

 ShaRobo
 Launch new products to increase sales


### For general corporations


- For new customers

 Shalom
 Company Edition
 A version for large companies

 Direct HR
 A version for small- and medium-sized companies

- For current customers

 Cloud Pocket
 Improve functions to strengthen sales

 eNEN
 Improve functions to strengthen sales





7

# Consolidated Earnings Forecast for FY3/22

---



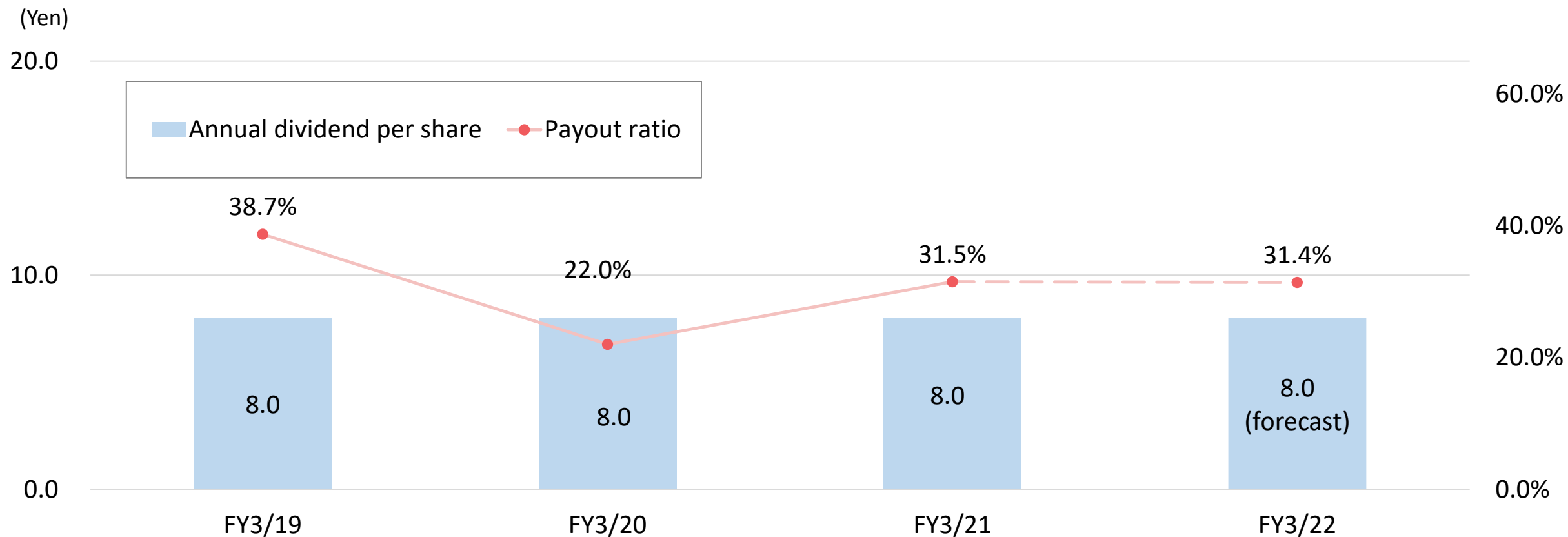
# Financial summary (consolidated)

**Sales expected to increase 18% because of demand involving the digital transformation**  
**Higher expenses lower the operating margin, but operating profit remains unchanged from one year earlier**

	FY3/22 Forecast	FY3/21 Actual	YoY Change
Net sales	2,892	2,439	+18.6%
Gross profit	1,395	1,200	+16.2%
<i>Gross margin</i>	48.2%	49.2%	(1.0)pt
Operating profit	220	219	+0.2%
<i>Operating margin</i>	7.6%	9.0%	(1.4)pt
Profit attributable to owners of parent	136	137	(0.8)%
Basic earnings per share (Yen)	25.19	25.41	

# Dividend forecast for FY3/22

Our basic policy is to pay dividends while placing emphasis on the consistent distribution of earnings to shareholders  
The FY3/21 dividend was based on this earnings distribution policy





8

# Service Overview

---



# Our mainstay service (Shalom 1)

## Shalom

A system for labor and social security attorney offices

For number one and two tasks performed solely by social security attorney offices

### Tasks performed by labor and social security attorneys

#### No. 1 tasks

Preparation of reports submitted to  
govt. agencies and agency services for  
clients

#### No. 2 tasks

Preparation of accounting ledgers in  
accordance with labor and social  
security laws and ordinances

#### No. 3 tasks

Labor management and social security  
consultations and guidance (consulting  
tasks)



#### Client company

Company A staff    Company B staff    Company C staff



#### Labor and social security attorney office



#### Administrative agencies



Public Employment Security Office  
(Hello Work), Pension office, Japan  
Health Insurance Association  
(Kyokaikenpo), Labor Standards  
Inspection Office, Health Insurance  
Society

# Our mainstay service (Shalom 2)

## Shalom Plans and fees

Selected functions	Lite Plan Set-up charges: ¥50,000 Monthly charges: ¥10,500	Basic Plan Set-up charges: ¥100,000 Monthly charges: ¥20,500 or more	House Plan Set-up charges: ¥1,500,000 Monthly charges: ¥30,500 or more
Electronic application	○	○	○
Payroll calculation	○	○	○
Granting worker's compensation	×	○	○
Labor insurance administration association	×	○	○
Procedure progress management	×	×	○
Net de Komon	×	△	○

### Lite Plan

- ✓ Considering e-application software
- ✓ Tasks usually performed by one person
- ✓ Use of business process software for the first time

### Basic Plan

- ✓ Number of employees is about to increase
- ✓ Tasks usually performed by two or more people
- ✓ Labor insurance/other association exists or is to be established
- ✓ Want to try using the app of client companies

### House Plan

- ✓ Want centralized management of progress with procedures
- ✓ Want to use client company apps to attract customers
- ✓ Looking for tools for sales to new customers
- ✓ Need the capability to serve large client companies

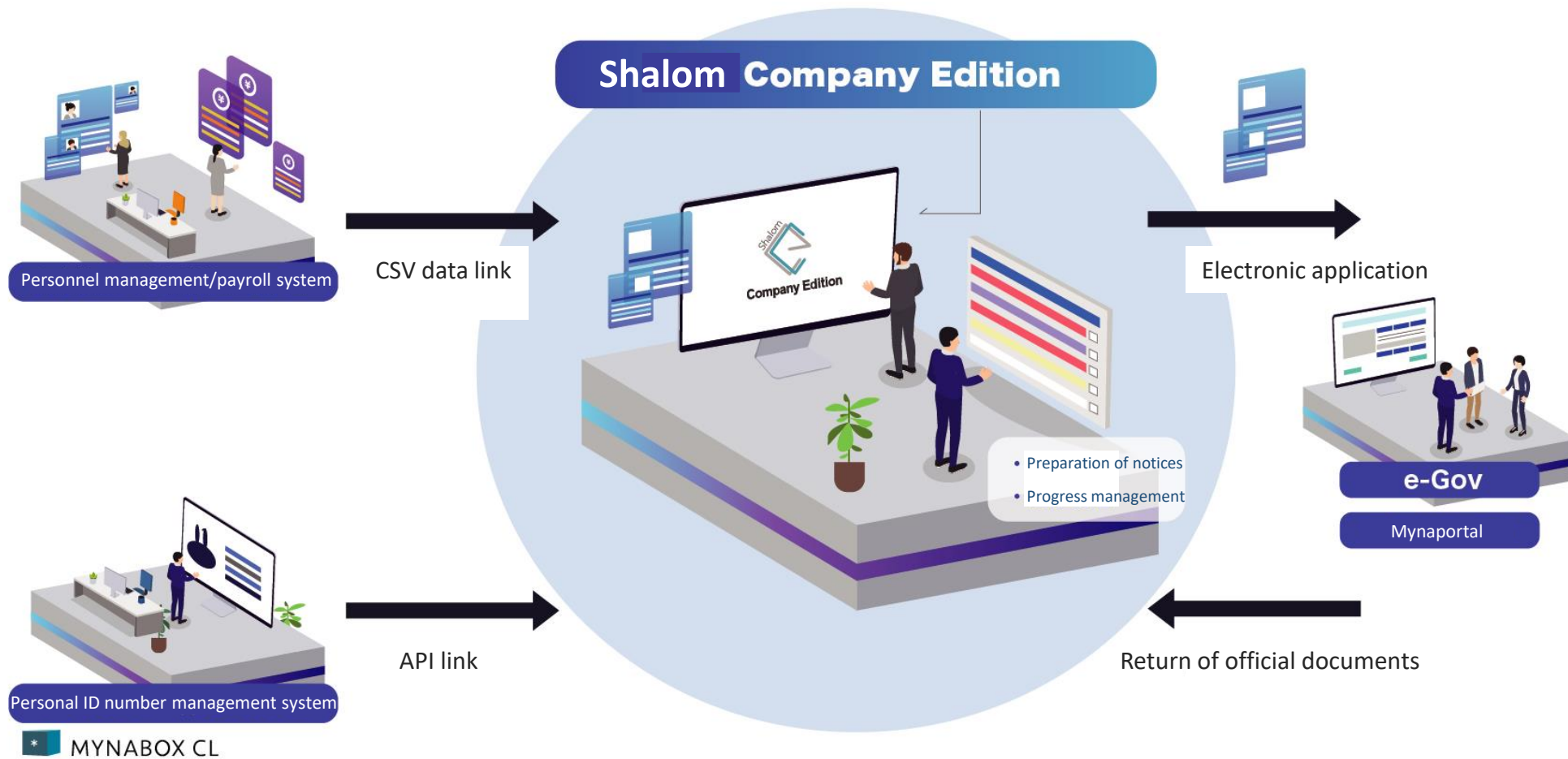
# Our mainstay service (Shalom Company Edition 1)



## Company Edition

A version of Shalom for companies that is fully compatible with making e-applications mandatory at large companies

Allows performing internally all application procedures for unemployment and social security insurance



\*Shalom Series Personal ID number management system

\*Can be linked with products of other companies (consultation required)

# Our mainstay service (Shalom Company Edition 2)



## Benefits of using Shalom and a large customer base

**CASE 1** **KAGOME** — KAGOME CO., LTD. —

Reduction in time needed (2018) **Down by 800 hours**

1,800 hours → 1,000 hours

Document preparation	250 hours
Notices	350 hours
ID number notices	Approx. 200 hours

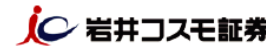
**Improves quality of business processes**

- Eliminates lost/missed unemployment insurance sign ups
- Sharing of results of inquiries about rare cases, etc.
- Accumulation of knowledge – Better manuals
- Provide employees with information that is easier to understand
- Greatly reduces risk of leaks of ID numbers and other personal information
- Greatly reduces the risk of workplace/traffic accidents (liability)

**CASE 2** **PERSOL** — PERSOL HOLDINGS CO., LTD. — **Evaluation: All Ⓞ (2017)**

	Improvements	Results
Quality	<ul style="list-style-type: none"> <li>Visualization of business procedures</li> <li>Better risk management</li> <li>Raises productivity</li> </ul>	<ul style="list-style-type: none"> <li>Members can complete notices without viewing a personal ID number</li> <li>Total saving of about 135 hours/month</li> </ul>
Time	<ul style="list-style-type: none"> <li>Thorough progress management</li> <li>No errors for data entries/additions</li> <li>Progress with simplifying business operations</li> <li>Shifts from paper to data storage</li> </ul>	<ul style="list-style-type: none"> <li>Unemployment insurance about 124 hours/month → About 69 hours/month</li> <li>Welfare pension about 96 hours/month → About 16 hours/month</li> </ul>
Delivery	<ul style="list-style-type: none"> <li>Prevents oversight of compliance with new laws</li> <li>Progress with simplifying business operations</li> <li>Higher pct. of compliance with laws/regulations for notices</li> </ul>	<ul style="list-style-type: none"> <li>Reduces by up to 40% business days needed compared with original documents submitted</li> </ul>
Motivation	<ul style="list-style-type: none"> <li>Robotic process automation (RPA) plan</li> <li>Allows using e-documents with customers</li> </ul>	<ul style="list-style-type: none"> <li>e-documents and RPA are good news and can be accomplished at the next step</li> </ul>

### Examples of companies using Shalom Company Edition



YKK BUSINESS SUPPORT INC., FUJI BAKING GROUP CO., LTD., TORAY ENTERPRISE CORP., MES Facilities Co., Ltd., OCEAN SYSTEM CORPORATION, Loginet Japan Co., Ltd., Nissei Ryutsu Unyu Souko Inc. Tokyu-Wellness

These are only a few of the substantial number of companies currently using Shalom Company Edition.

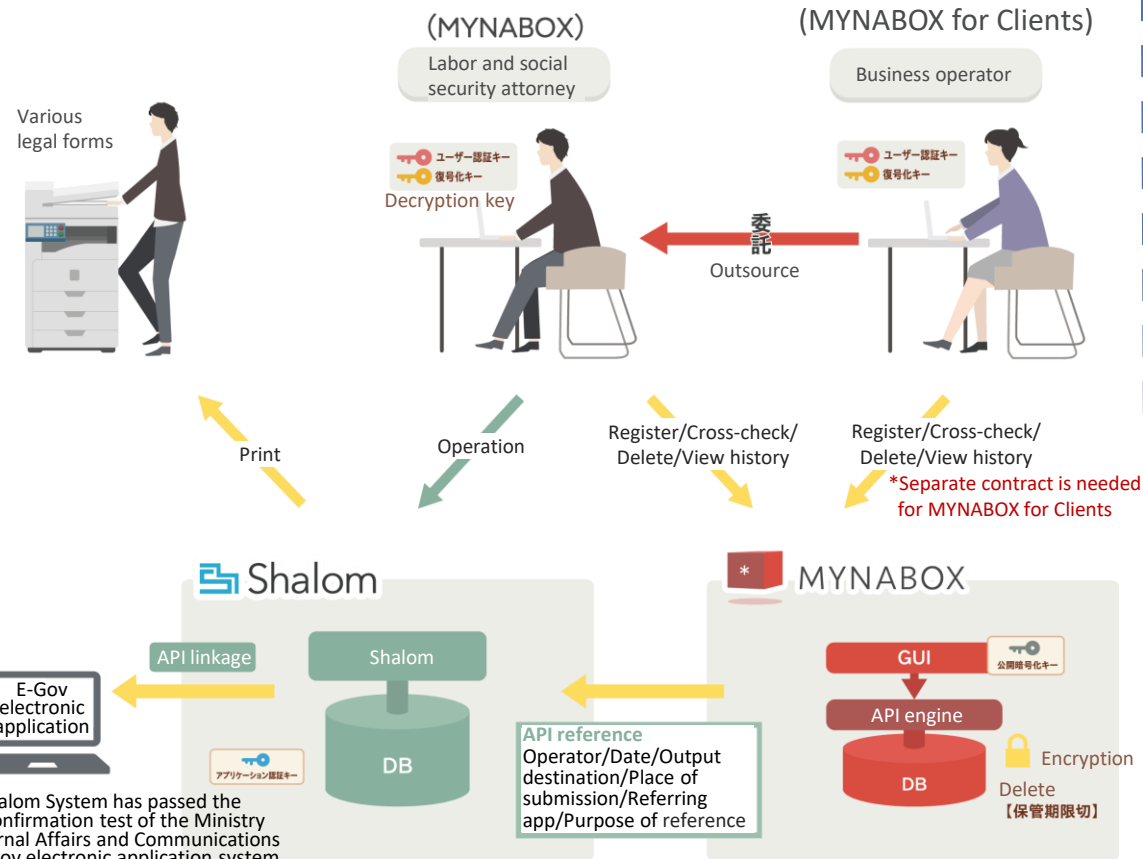


# Our mainstay service (MYNABOX)

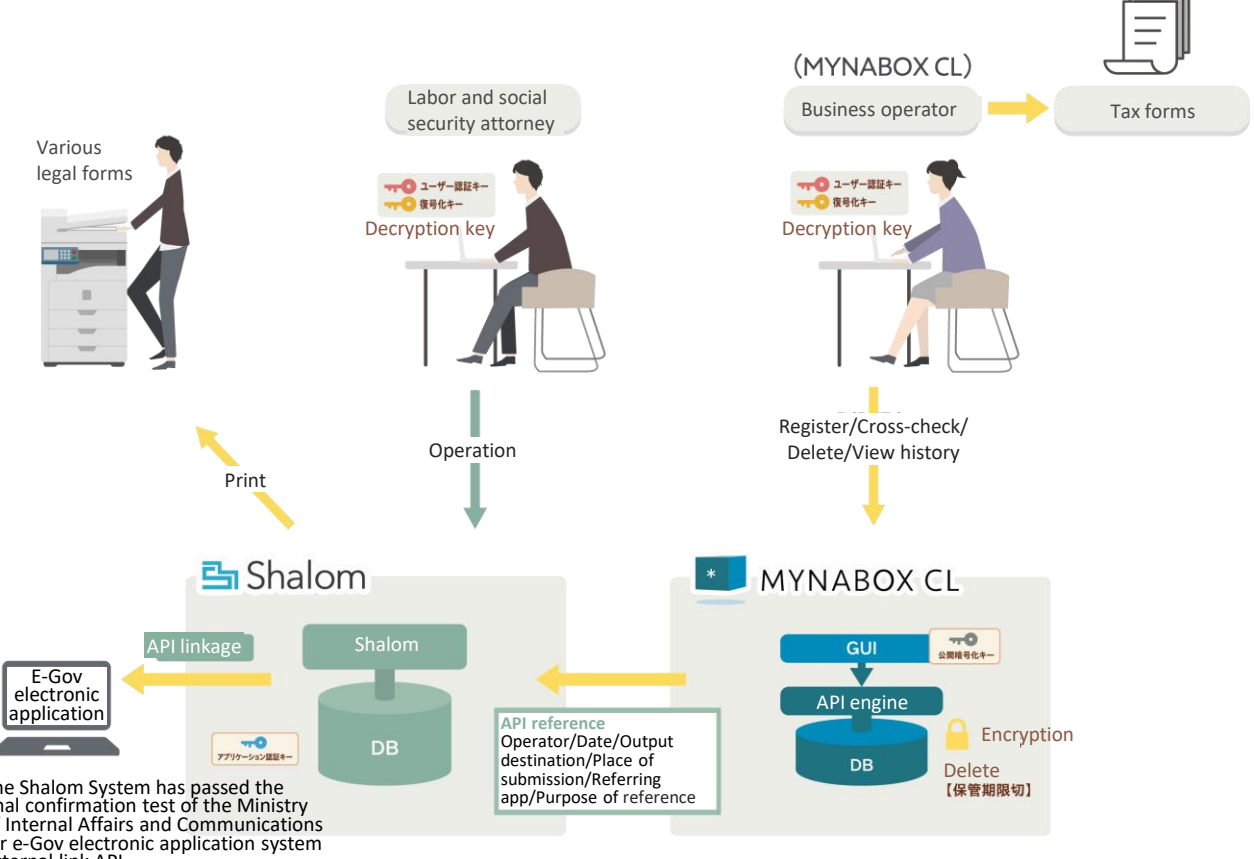


A personal ID number management system that can be used with Shalom Links with a variety of procedures and a use history and other capabilities

## MYNABOX Flowchart



## MYNABOX CL Flowchart



\* The Shalom System has passed the final confirmation test of the Ministry of Internal Affairs and Communications for e-Gov electronic application system external link API

\* The Shalom System has passed the final confirmation test of the Ministry of Internal Affairs and Communications for e-Gov electronic application system external link API

# Our mainstay service (Net de Komon)



Net de Komon

A web application for use with Shalom  
Use with master data recorded in Shalom

Concerned about erroneous transmission?

Can process with correct information.



Client company



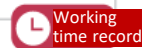
Labor and social security attorney

One step payroll calculation by linking with work attendance data

Can be accessed anywhere and anytime (Smartphone access)

### Net de Shugyo

Real time access to employee's work attendance data. (Smartphone access)



### Net de Chingin

Uses the same payroll accounting system as that of labor and social security attorney offices. Cuts back payroll accounting steps.



### Net de Meisai

Paperless payroll slips. Realizes labor saving in stroke.



### Net de Uketsuke

Place orders with labor and social security attorneys on the web.



Data sharing among employees.



### Net de Daicho

Data managed at labor and social security attorney offices can be accessed around the clock throughout the year



### Net de Kisoku

Facilitates safety management by disclosing labor/employment regulations on the Web



### Net de Shedule

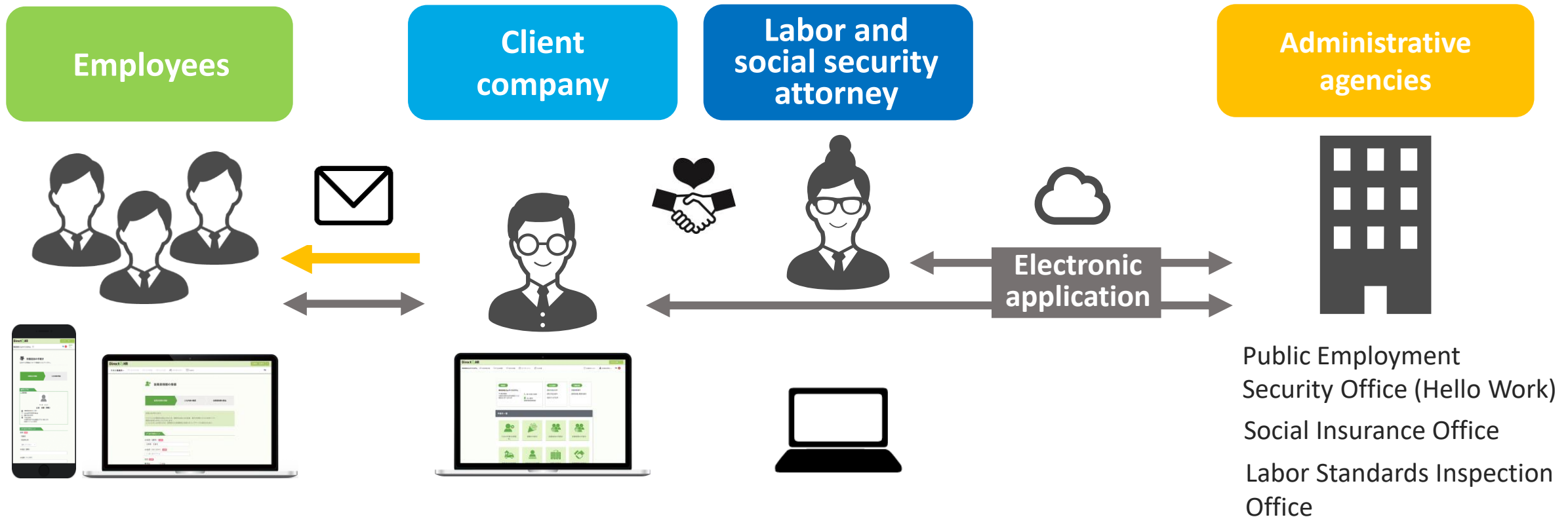
Management of business communication, in-house events, and personal schedules.



# Our mainstay service (DirectHR)

## DirectHR

Centralized management using the cloud for all applications submitted by employees during their entire time at the company, including for events like childbirth. Smartphones and PCs can be used for applications. Handles everything from data input to e-applications.



New employment, retirement, addition/deletion of dependents, change of name and address, transfers, employment contracts, senior employment subsidy, start/end of child birth/care leave, nursing care payment, change in monthly salary, basis for calculating monthly salary, insurance benefit payments, change of category, register/change of personal ID number, year-end tax adjustment, payroll slips

# Our mainstay service (eNEN)



Fully supporting year-end tax adjustment operations by reducing tax filling input and implementing progress management function

## 1. It makes the operation easy to understand!

The screen guides you “what to do,” “when to do,” and “how to do.”



## 2. Registered information is displayed from the start!

- ✓ The screen initially displays a form without redundant inputs.
- ✓ The system automatically calculates the deductible amount.
- ✓ The screen initially displays filling data of the previous year.

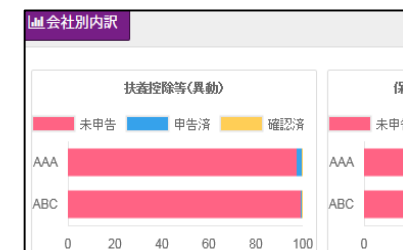
## 3. It reduces your workload at final submission!

- ✓ The system checks for your mistake.
- ✓ The system guides you what to submit.

## Enhanced control with authority settings

Supporting business process of large companies and shared service providers!

Work environment with multiple personnel are classified into three elements (company, department, and person in charge).



## Enhanced efficiency with progress management

It lets you know where the bottleneck is, thereby ensuring on-time delivery!

Progress of each process and the entire business process is managed on the system!



# Our mainstay service (Cloud Pocket)



Cloud Pocket

For the safe and easy distribution and receipt of official documents. Greatly simplifies the distribution of job separation forms, benefit receipt qualification confirmation notices, workplace accident forms and other official forms as well as important company forms and other documents.

Client company



● Official/company forms and documents



Employees



Labor and social security attorney



**Upload** required documents to Cloud Pocket.

Employees can **download** the documents at their convenience.

Eliminates the **time** and **expense** needed to send forms and documents by postal mail to individuals at other offices.

✓ Highly secure folders for individuals

✓ Big reduction in the need for postal mail and hand deliveries

✓ Also handles uploads from labor and social security attorney offices

# Our mainstay service (ShaRobo)



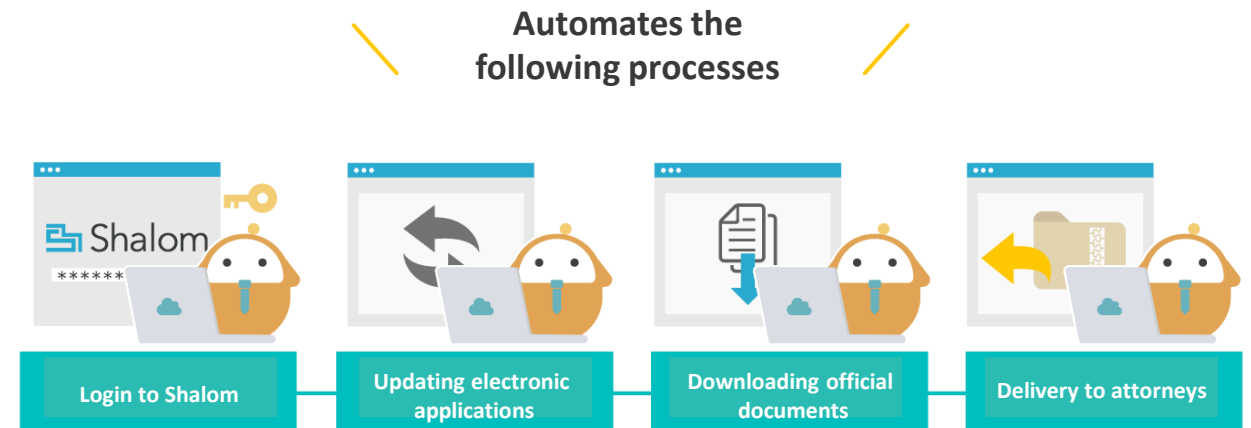
An official Shalom RPA ShaRobo takes over the routine work (electronic application update, official document storage, etc.) normally the province of Shalom



Download official electronic application forms for just

**30,000 yen/month (excluding tax)**

Cuts the number of steps involved in delivery to clients to **one-tenth**



- Official Shalom RPA (Robotic Process Automation) "ShaRobo" helps automate Shalom functions.
- "ShaRobo" implements all operations from the acquisition of official documents to delivery to clients, sharply slashing the manual work steps.
- Since ShaRobo is an official Shalom RPA, it can be used with confidence. The RPA will continue to evolve along with Shalom.

# Our mainstay service

## (Contracted development type semi-customized services / CuBe Business)



### Business Net CuBe

Business process design + semi-customized system development  
Accurate and flexible like the one for custom-built houses

Used by **half a million major company employees**. Your IT partner for the **reform of** human resources and general affairs **functions as well as for transition to DX**

### 人財 CuBe Jinzai CuBe

Based on the job performance evaluation system, supports all the functions necessary for human resource development, self-personal performance assessment and human resource profiling

### 就業 CuBe Shugyo CuBe

Covers all employee-related services, such as attendance management and payrolls and play roll slip checks

### 精算 CuBe Seisan CuBe

Supports all the functions required for internal fiscal management, including payment to business partners and reimbursement of employee expenses



# Our mainstay service (GooooN / Cube Business)



A cloud service for personal job performance evaluation system that supports job performance management of half million employees at major companies  
 GooooN coordinates three business operations, deepens communication with employees, and supports human resource development led by on-site staff

The latest **evaluation and training tool** that you can use **on-site** on **a day-to-day basis**, **crystalizing know-how** that has been used by **large companies** for over 20 years

- 1** Prompting their growth through processes from execution to evaluation of **actual work**.

## Target & performance management

- We wish to let our personnel learn more about the management's intention.
- We wish to set up target & performance management that makes our employees to participate with more enthusiasm.
- We wish to link target management to improvement in corporate performance.

- 2** **Sharing** information from different viewpoints **among people concerned** to encourage daily growth.

## Human resource profile inquiry

- We wish to know personal profile of our staff in a timely manner.
- We wish to manage personnel data in single database and make full use of them.
- We wish to have a system to support employees' career development.
- We wish to have a contact point that directly connects personnel and personnel department.

- 3** Considering about future career, urging the personnel to develop as **he/she wishes**.

## Self-assessment / Career plan

- We wish to make consideration over my current position and the way I want to be in the future.





“We provide cloud solutions that benefit you”

---

The plans, estimates and other forward-looking statements contained in this material are forecast based on information available at the time this material was prepared, and these statements include risk and uncertainty. Actual performance may differ from these statements due to changes in business environment and other factors. In addition, as certain information within this material is quoted from publicly available information, its accuracy is not guaranteed.

