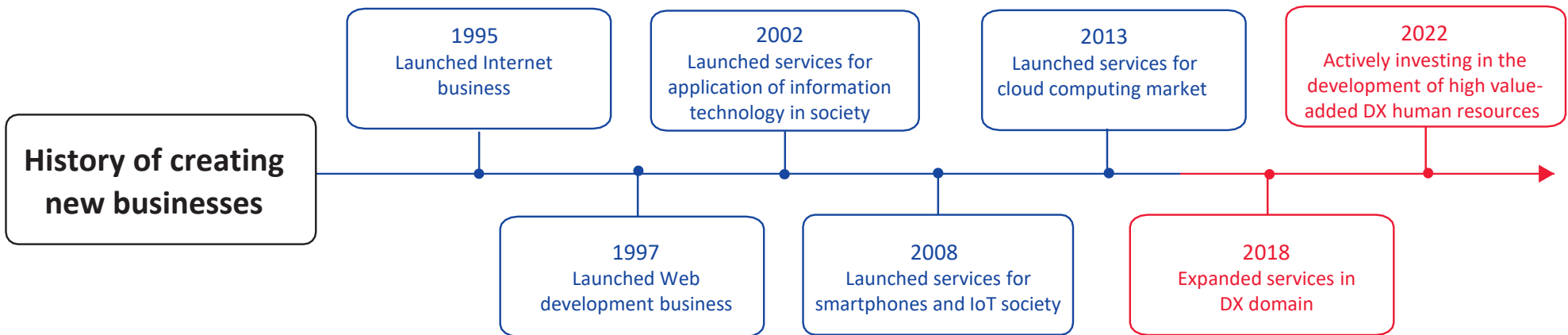
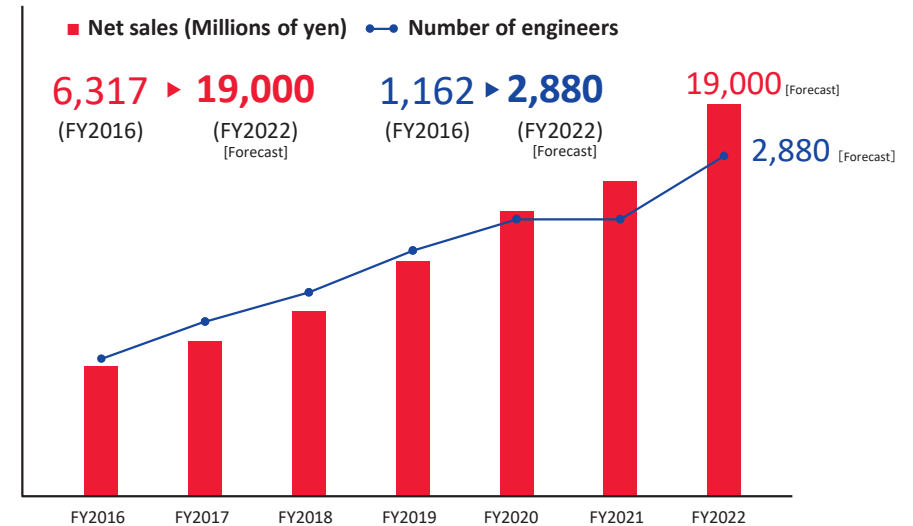


GROWTH STRATEGY 2022

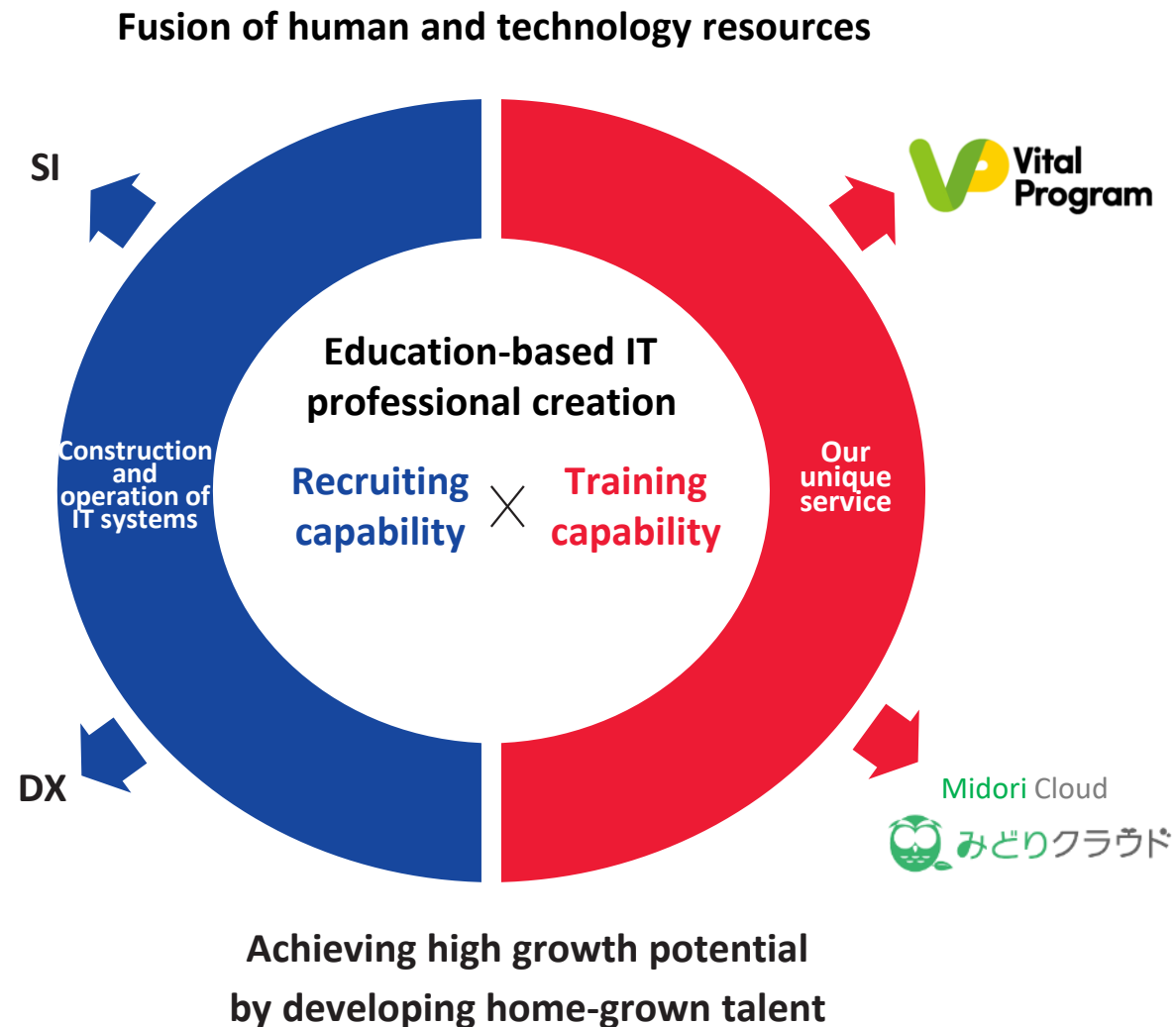
SERAKU's Growth Strategy for Taking on Change

SERAKU creates successful new businesses for new markets in changing times

Impressive track record of growth



Based on "education-oriented IT human resources creation model,"
we intensively invest in domains with high growth potential,
while expanding our earning structure with continuous profit accumulation.



Growth and Development in medium to long term

**We coordinate to develop
as an "education-oriented IT
human resources creator"**



The key to our success is our
**industry-leading
recruiting capability**

Achievement rate

100%^{*1}

According to a mid-career recruitment survey, around 60% of
companies do not achieve their recruitment targets^{*2}

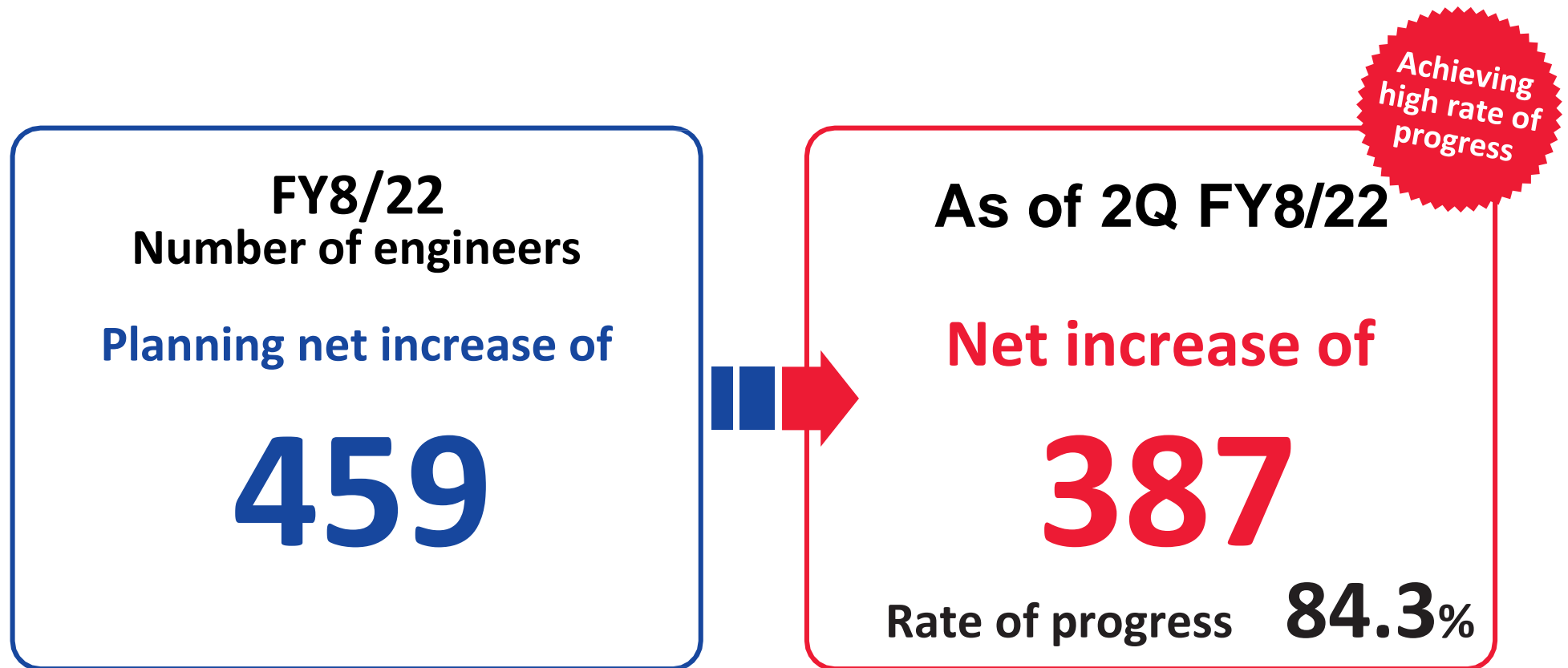


**Surviving and evolving
in a dramatically
changing business
environment**

by strategically securing human resources

*1 Rate of achievement of recruitment targets

*2 Mynavi Corporation's Midcareer Recruitment Survey 2021
(<https://career-research.mynavi.jp/wp-content/uploads/2021/03/chutosaiyoujyoukyoutyousa2021ban.pdf>)



Achievement of high rate of progress is proof of amazing recruiting ability

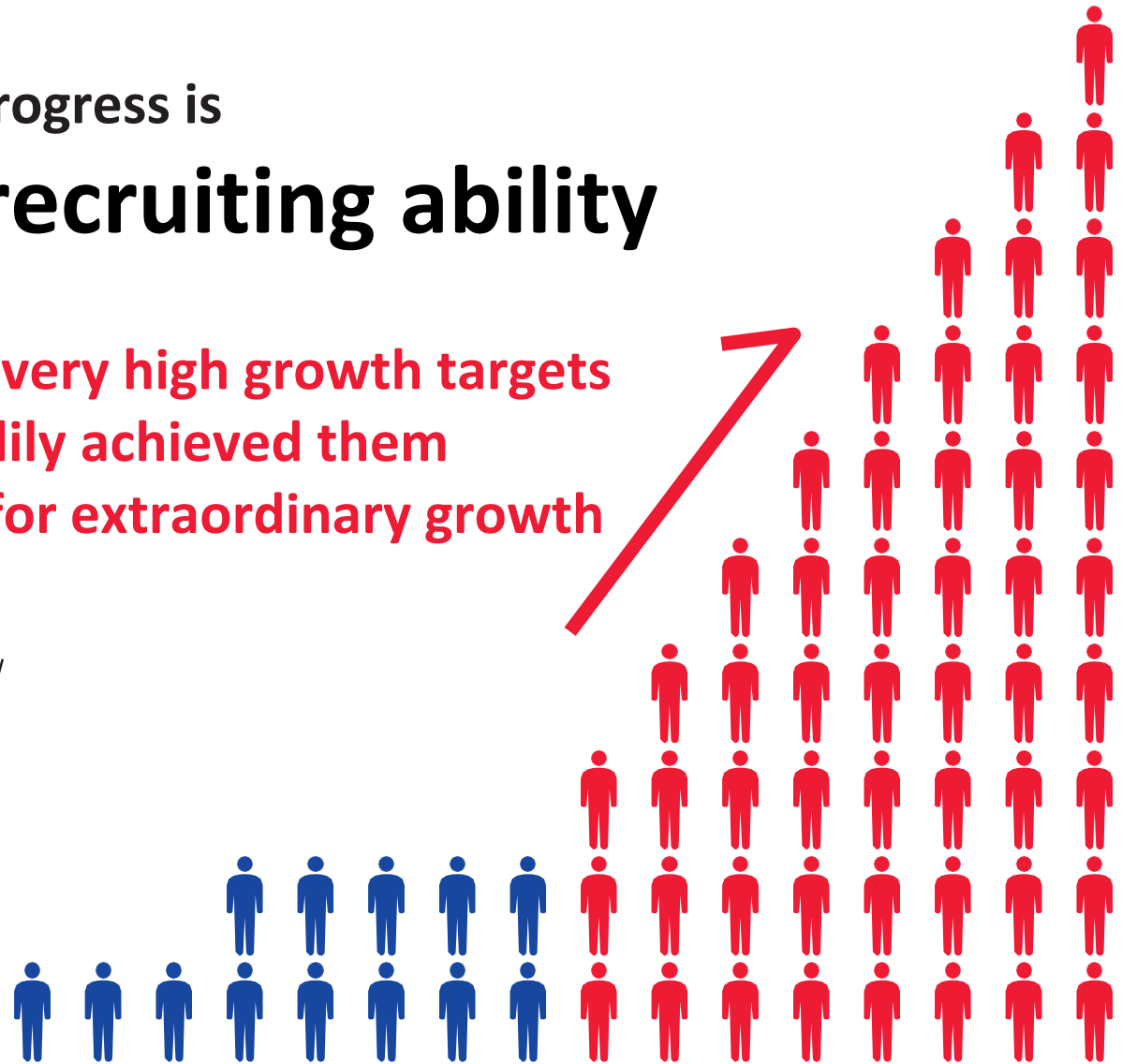
SERAKU has set very high growth targets
and steadily achieved them
and is on track for extraordinary growth

Under existing framework /

Ability to recruit

2,000

engineers a year



Powerfully invest in recruitment and training

Provision of much
needed services



Increase in number
of engineers

**Acceleration of
revenue growth**

Pursuing creation of new businesses in
response to environmental changes

**Business generation
for further business
expansion**

**Establishment of
platform for achieving
net sales of**

50 billion yen
soon to be completed

To accomplish a strong growth

Achieving large-scale
recruitment of engineers

Diversification of recruitment tools

Securing human resources
with managerial competencies

Both in scale and quality
**Significant growth
in obtaining
human resources
for business
expansion**

Continue accelerating
recruitment in the future

Sources of Growth = Recruitings

+

Framework that allows SERAKU to produce
unique recruitment content

**Fully equipped with studio
exclusively for own media
production operations (8 staff)**

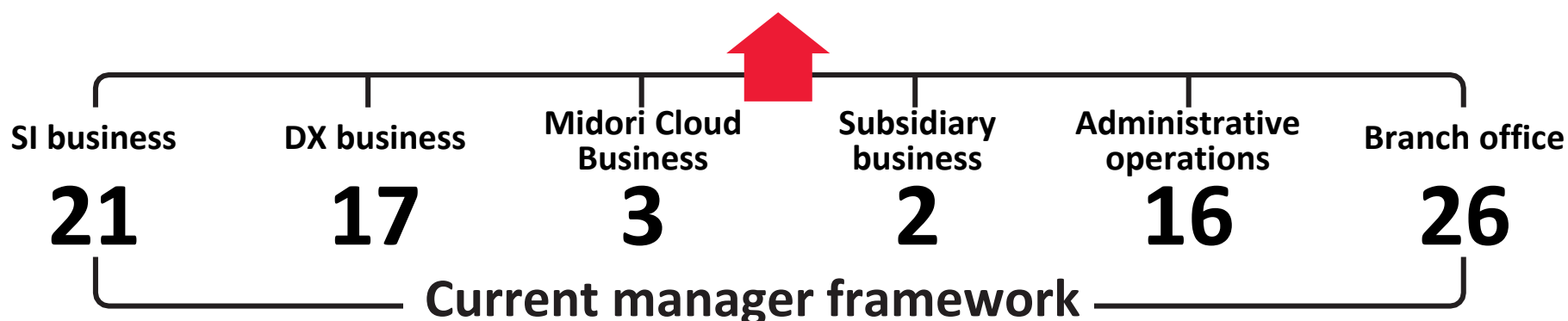
**Achievement
of large-scale
recruitment
by far
differentiates
competitors**

+

**Expanded the
utilization to
training tools
and
sales activity
tools**

Medium-Term Management Plan

Achievement of new sales of **50** billion yen



Managers are key to the growth of each business /

Moving ahead with securing human resources for key positions at quicker pace than planned

SERAKU's greatest
investment

=

the recruitment of
engineers

FY 8/22

(Recruitment expenses, personnel expenses)

Annual investment of
around **1.2** billion yen

Planning net increase in number of engineers of 459

**Achievement of FY8/22
recruitment plan is imminent**



**Commit to annual
revenue growth
of around**

3 billion yen
(459 engineers)

**the following
fiscal year**

SERAKU's greatest
attraction

=

Education-based IT
professional creation

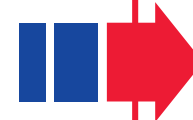
Number of IT qualifications gained a year

More than **1,300** every year

**Outstanding
training curriculum**

Learning content provided by
SERAKU Jonetsu University

More than **200** items a year



**Unbeatable
Creation of
high added
value
engineers**

SERAKU's training program

Trainers deliver a 2-3 month training program to IT beginners

Training expertise accumulated over many years



Trainers with extensive experience in the field
14 trainers across Japan



Annual training investment of approx. 250 million yen

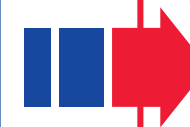
"Tech Lab" hands-on training facility

Use of actual equipment to acquire skills cannot be learned in classroom

Reproduction of IT environment at clients to gain practical training in troubleshooting, etc.

Development of ready to operate engineers through practical training adapted to the latest IT trends

Development of effective IT skills as a competitive strength in a short time



Over **500** engineers are produced every year

SERAKU's inimitable unique career development system

Investment
in training, facilities
and human resources



Accumulation of skills
providing wide range of
services in SI



Creation of engineers
with extensive experience
and knowledge
Currently employing
around 2,000 engineers



Addition of technologies in DX
to technologies in SI



Support for DX training provided by
experienced engineers in DX domain

Salesforce, COMPANY, cybersecurity,
AI (digital healthcare), IoT (Midori Cloud, etc.)



Shifted to DX

Achievement of
the creation of
highly skilled
human resources

Japan has fewer newly graduated or ready –to-operate IT engineers than Europe and the US



Japan's IT market lacks human resources

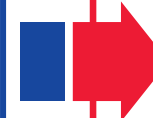


The environment for recruiting IT engineers will become increasingly competitive

A shortfall of approx. 790,000 engineers is forecast in 2030*

Seraku recruits unexperienced juniors and train them itself to create engineers.

Our business model enables us to cultivate IT specialists steadily which is in labor shortage in Japan's market.



Aiming to become a group with more than 5,000 IT specialists by the end of the 38th period

* METI's Survey on IT human resources supply and demand (summary) (https://www.meti.go.jp/policy/it_policy/jinzai/gaiyou.pdf)

Constantly achieving revenue growth

through continued investment in recruitment and training of human resources every period

Average revenue in most recent 5 years

Growth rate of

approx. **19%**

(* All-industry average for companies listed on 1st section of TSE: -2.48%)

(*ICT industry average for companies listed on 1st section of TSE: -7.32%)

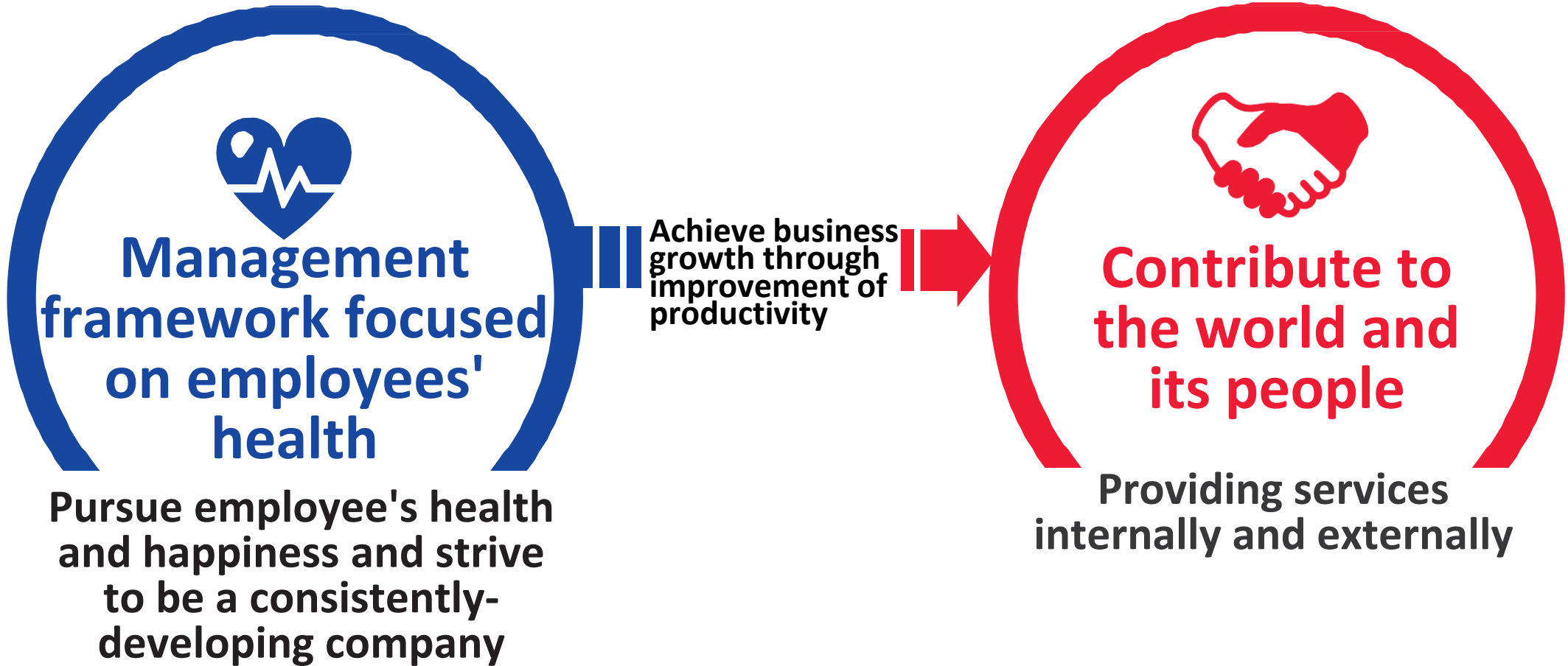


Net sales of

50 billion yen

is a reachable target

* Calculated based on aggregate results in financial announcements made to the Tokyo Stock Exchange (1st section) as of the end of March 2022



Documents and information provided at today's presentation include forward looking statements. These statements are based on assumptions that include current expectations, forecasts and risk factors. As a result, forward-looking statements include many uncertainties that may cause actual performance to differ from these statements.

Risk factors and uncertainties include the condition of industries and markets where SERAKU operates, changes in interest rates and foreign exchange rates, and other items involving the Japanese and global economies.

SERAKU has no obligation to update or correct these forward-looking statements even if there is subsequently new information or an event that affects these statements.