FLECT

(2nd Quarter, Fiscal Year Ending March 2023) Financial Results Presentation Materials

FLECT Co., Ltd. (Securities Code: 4414)

November 10, 2022

会社概要

Company Name	FLECT Co., Ltd.
Established	August 2005
Capital Stock	686 million yen (as of September 2022)
Number of Employees	212 (as of September 2022)
Address	11F, Hamamatsucho Bldg., 1-1-1 Shibaura, Minato-ku, Tokyo
Business Description	・Cloud Integration Services ・Cariot Services

Vision

Realizing an Ideal Future with the Cloud

We are a Multi-Cloud Integrator supporting corporate DX with our cutting-edge cloud technology and designs.

In a society where all people and things are digitally connected, we realize a new digitally optimized customer experiences and support customer-centered business innovation.

Representative Director CEO
Koji Kurokawa

Service Overview

Cloud Integration

Professional services supporting corporate DX

We support "Proactive DX" that can realize a new customer experiences through our cutting-edge cloud technology.
This is a one-stop service for digital transformation in existing and new business initiatives, ranging from service planning, designing, multi-cloud development, to actual implementation.
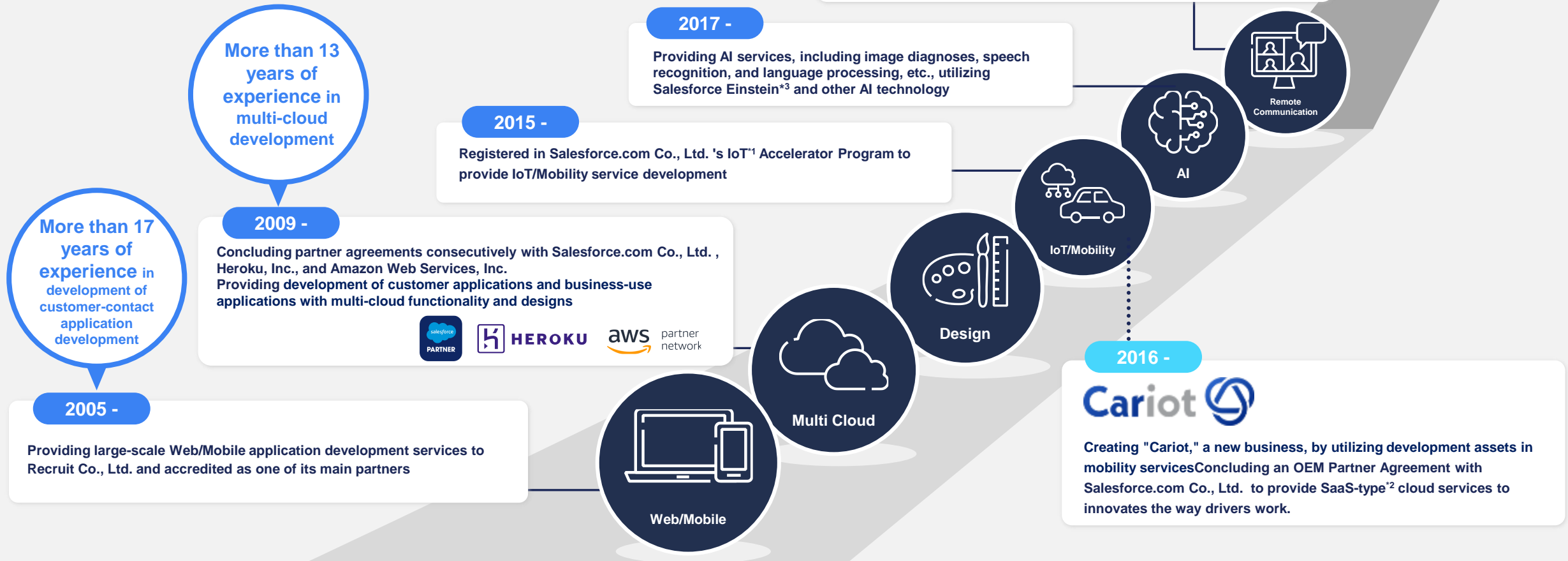

Cariot

Cloud service that innovates the way drivers work and connects vehicles and companies

Cariot is a cloud service that provides work efficiency, peace of mind and safety in the field by using real-time information on commercial vehicles used for logistics, door-to-door services, sales, etc., and management operation DX.
We support the work style innovation of all people involved with vehicles, centered on drivers and also including managers, staff and customers.

History of Our Services Incorporating Cutting-edge Technology

2020 -

Providing online video service development suitable for our new lifestyle in the midst the COVID-19 pandemic.
Starting R&D on remote communication utilizing AR*4

Partnering with MuleSoft, LLC. and Tableau Software, LLC. to strengthen our multi-cloud capabilities

2017 -

Providing AI services, including image diagnoses, speech recognition, and language processing, etc., utilizing Salesforce Einstein*3 and other AI technology

2015 -

Registered in Salesforce.com Co., Ltd. 's IoT*1 Accelerator Program to provide IoT/Mobility service development

More than 13 years of experience in multi-cloud development

2009 -

Concluding partner agreements consecutively with Salesforce.com Co., Ltd. , Heroku, Inc., and Amazon Web Services, Inc.
Providing development of customer applications and business-use applications with multi-cloud functionality and designs

More than 17 years of experience in development of customer-contact application development

2005 -

Providing large-scale Web/Mobile application development services to Recruit Co., Ltd. and accredited as one of its main partners

2016 -

Creating "Cariot," a new business, by utilizing development assets in mobility servicesConcluding an OEM Partner Agreement with Salesforce.com Co., Ltd. to provide SaaS-type*2 cloud services to innovates the way drivers work.

Remote Communication

AI

IoT/Mobility

Design

Multi Cloud

Web/Mobile

Cariot

*1: IoT (Internet of Things): Physical things that can be operated via the Internet
*2: SaaS (Software as a Service): Service to provide applications that used to be provided as packages over the Internet
*3: Salesforce Einstein: Name of the AI (artificial intelligence) service provided by Salesforce.com, Inc.
*4: AR (Augmented Reality): Virtually augmenting the world in front of a viewer by superimposing virtual visual information onto real landscapes
*5: Salesforce.com Co., Ltd. changes company name to Salesforce Japan Co., Ltd. as of February 2022

Our Globally Acclaimed Advanced DX Achievements

Our DX achievements in domestic AI services are critically acclaimed, and received the Salesforce Global Innovation Award in 2019, the first of its kind in Japan.

May 2015
"Special Award," Salesforce Partner Award
Awarded for the achievements in our highly acclaimed IoT projects

December 2017
SORACOM SPS Partner Award 2017
"Partner of the Year"
Awarded for our annual business achievements as a SORACOM partner

May 2018
Salesforce "Innovation Partner of the year"
Awarded for our achievements in the Einstein (AI) Project

October 2018
Introduced as an IoT integrator with high technological capabilities in the CEATEC Keynote Speech by the President and Representative Director of Komatsu Ltd.
As a Smart Construction Service TRUCK VISION creation partner

November 2019
Salesforce Partner Innovation Award
First Japanese company awarded for achievements in our Einstein (AI) Project in Japan

May 2020
Salesforce "Innovation Partner of the year"
Awarded for our achievements in a multi-cloud development project

March 2022
MuleSoft Japan
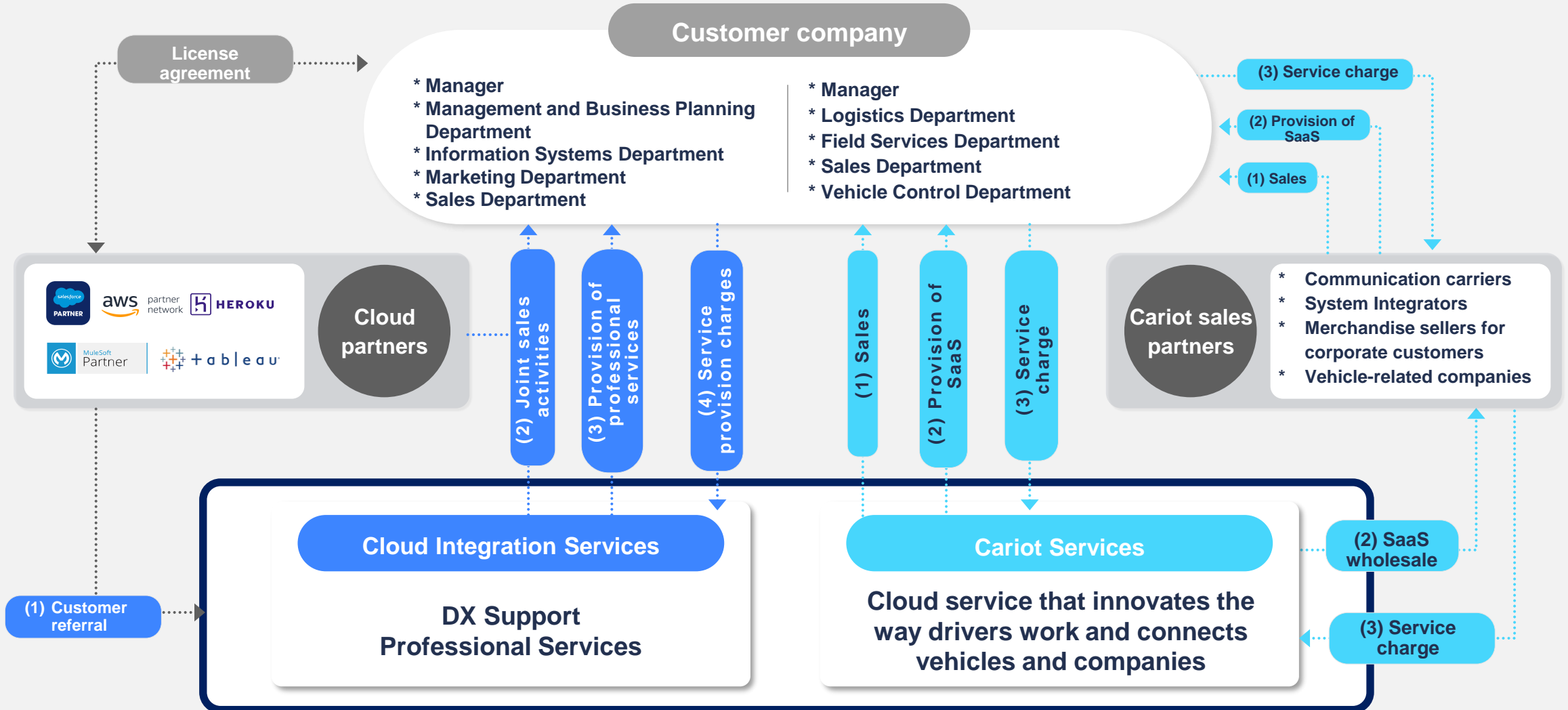**"MuleSoft Japan Partner Enablement Award 2022"**
Awarded for our achievements in MuleSoft business


PARTNER INNOVATION AWARDS 2019 WINNER

Service Flow

In Cloud Integration Services, professional services are provided directly to customer companies through joint sales activities with cloud partners. Cariot Services is a subscription-type business model to provide SaaS licenses primarily in direct sales to customer companies.
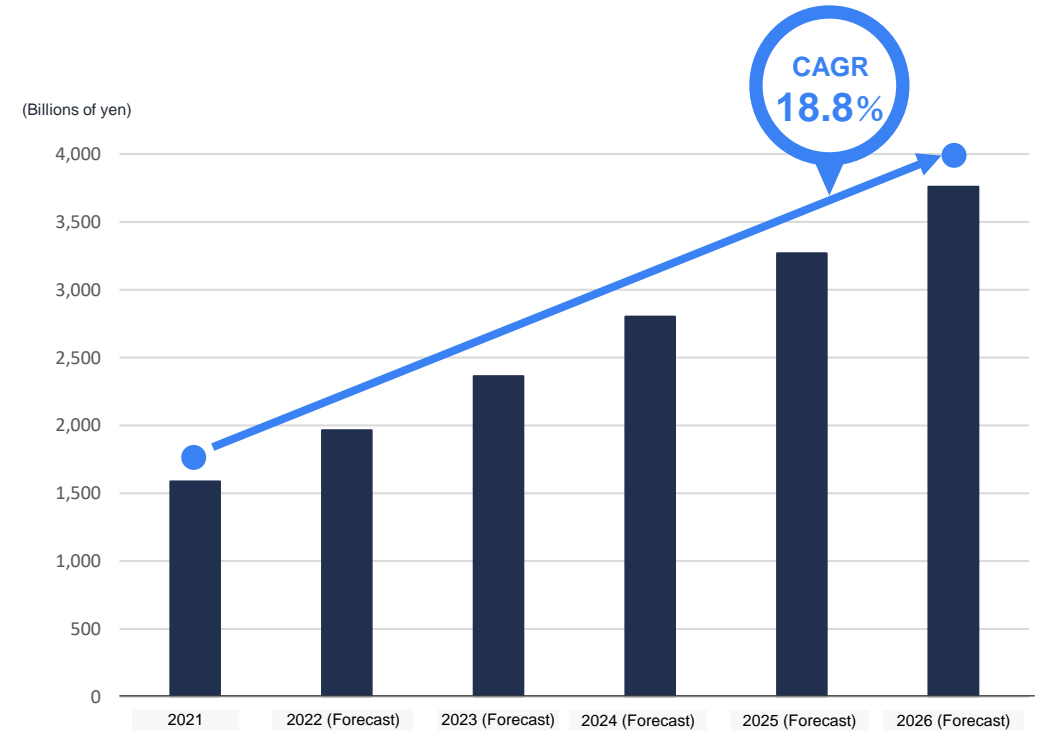
Customer company

License agreement

* Manager
* Management and Business Planning Department
* Information Systems Department
* Marketing Department
* Sales Department

* Manager
* Logistics Department
* Field Services Department
* Sales Department
* Vehicle Control Department

(3) Service charge

(2) Provision of SaaS

(1) Sales

Cloud partners

(2) Joint sales activities

(3) Provision of professional services

(4) Service provision charges

(1) Sales

(2) Provision of SaaS

(3) Service charge

Cariot sales partners

* Communication carriers
* System Integrators
* Merchandise sellers for corporate customers
* Vehicle-related companies

Cloud Integration Services

DX Support
Professional Services

Cariot Services

Cloud service that innovates the way drivers work and connects vehicles and companies

(1) Customer referral

(2) SaaS wholesale

(3) Service charge

Both DX and Cloud Markets in Japan Are Steadily Expanding Despite the COVID-19 Pandemic

The domestic DX market is expanding at a CAGR of 14.2% from 2020 to 2030.[*1]

(Billions of yen)

CAGR[※3]
14.2%
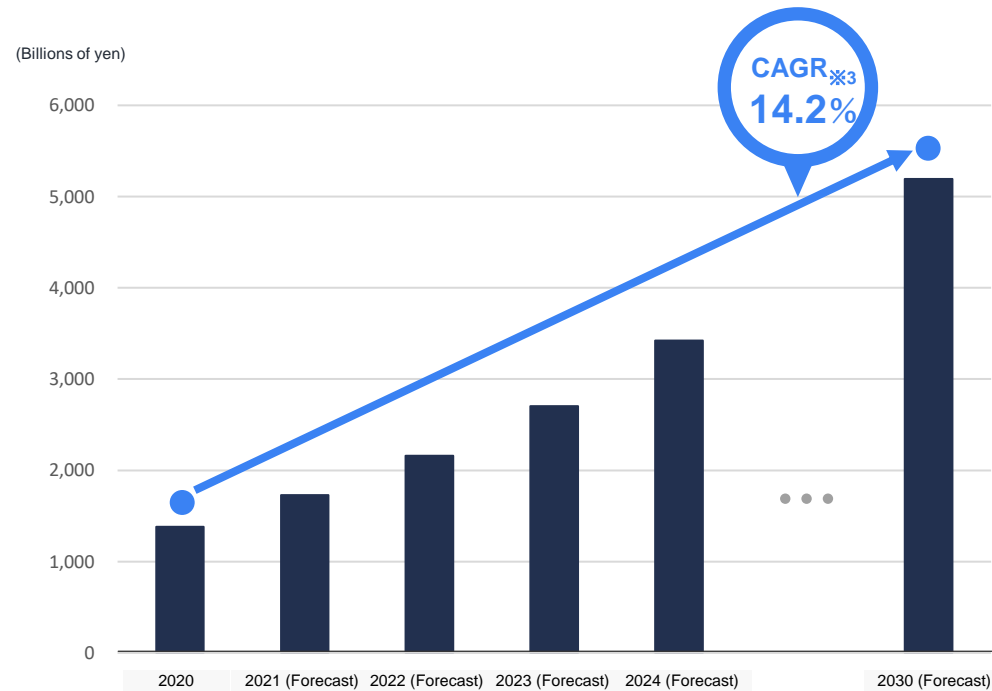
The domestic public cloud market is expanding at a CAGR of 18.8% from 2021 to 2026.[*2]

(Billions of yen)

CAGR
18.8%

Core of DX Lies in "Proactive DX" that can Enhance Corporate Competitiveness

Companies can enhance their competitiveness by shifting from "Defensive DX," digitizing internal analog operations and data through replacement of paper documents with data in order to cut costs, to "Proactive DX," creating new customer experiences designed to enhance revenue and customer engagement.
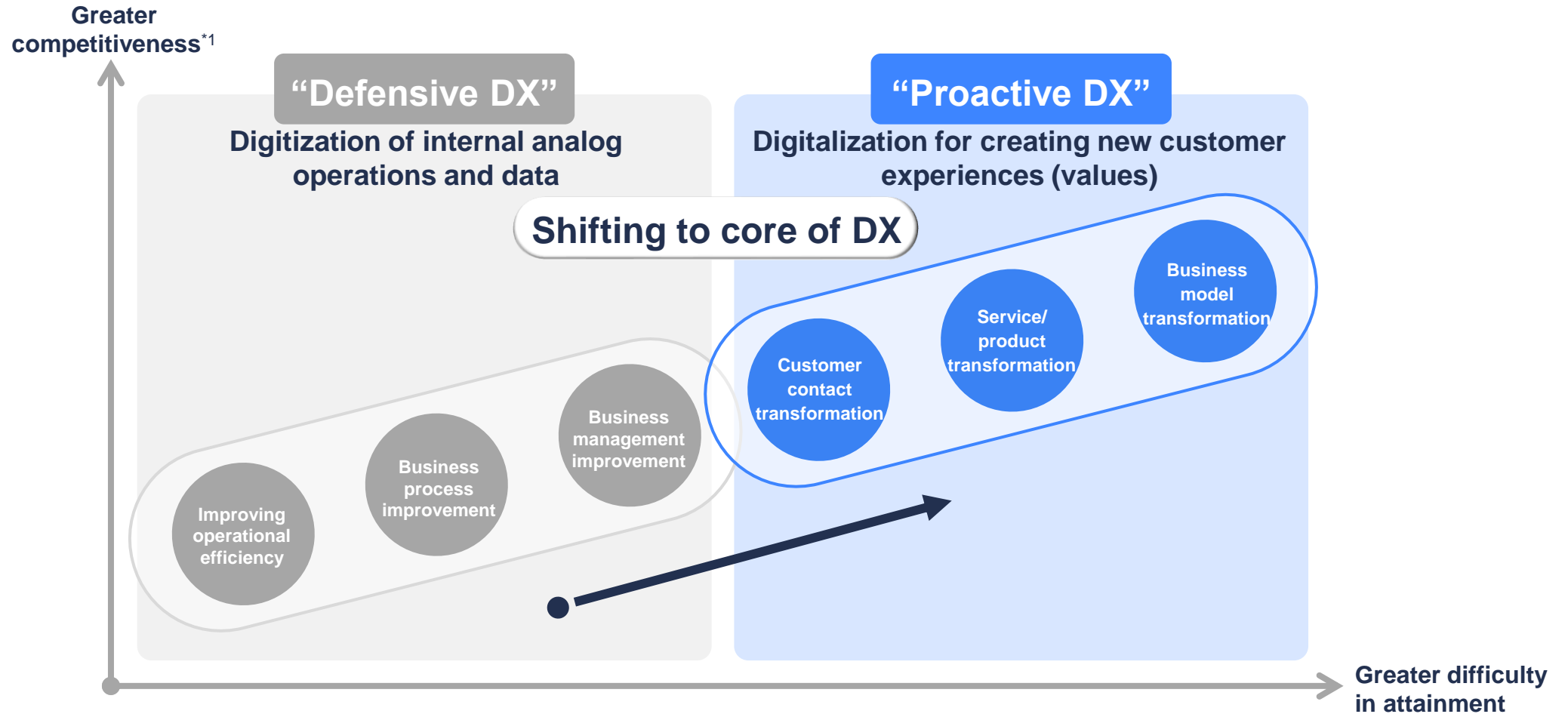
Greater competitiveness[1]

"Defensive DX"
Digitization of internal analog operations and data

- Improving operational efficiency
- Business process improvement
- Business management improvement

Shifting to core of DX

"Proactive DX"
Digitalization for creating new customer experiences (values)

- Customer contact transformation
- Service/ product transformation
- Business model transformation

Greater difficulty in attainment

Current DX Status in Japan

About 90% of the companies have strong needs for "Proactive DX."

**This is due to their concerns about the potential decline of their own advantage and competitiveness.[1]**

Feel so to some extent

Feel so very strongly

Feel so somewhat strongly

Percentage that strongly feels the need for proactive DX

91%
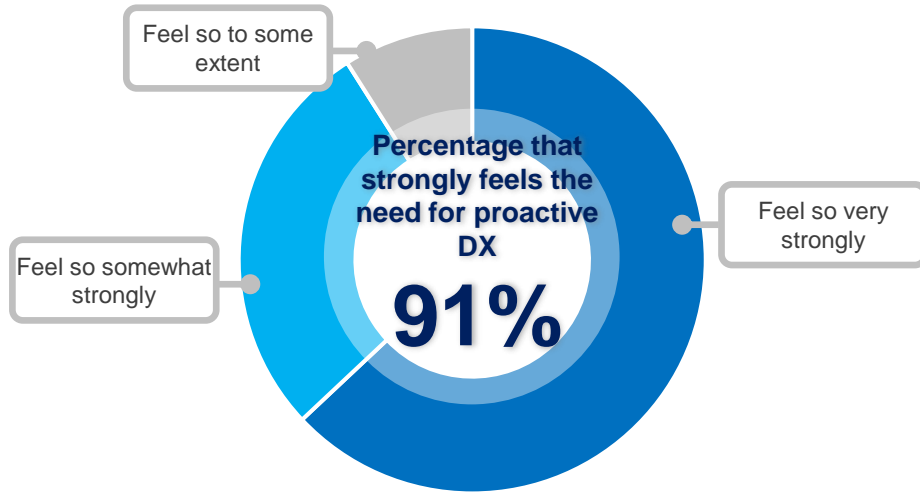
Challenges associated with concerns about the proliferation of digital technology

59%	52%	44%	...
Declining advantages and competitiveness	Emergence of new products/services	Intensifying competition among existing companies	
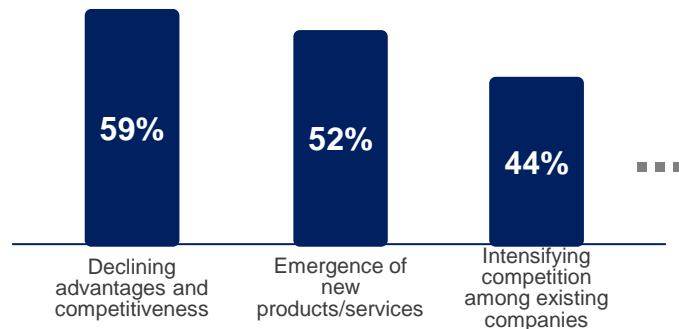
On the other hand, only 6.6% of all companies have succeeded in DX.[2]
Challenges associated with the promotion of DX are manpower/organizational problems frequently cited as "insufficient digital human resources and relevant skills."[3]

Percentage that has succeeded in DX

6.6%
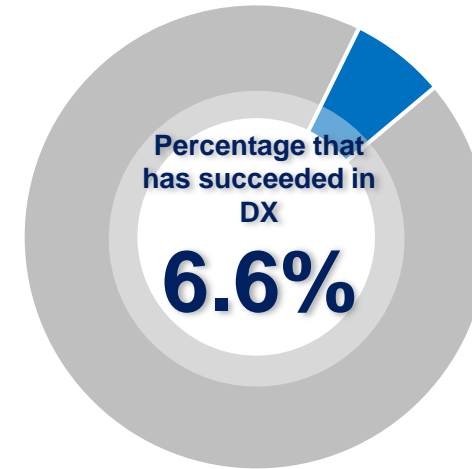
Challenges in promoting DX
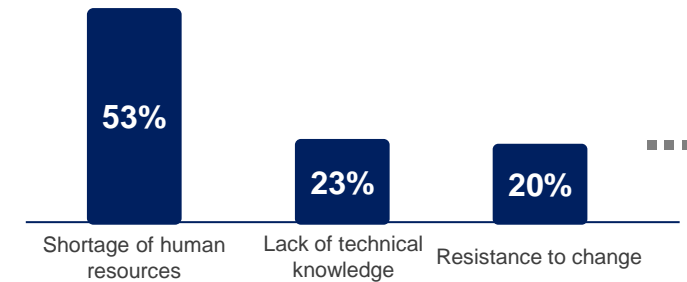
53%	23%	20%	...
Shortage of human resources	Lack of technical knowledge	Resistance to change	

Supporting "Proactive DX" that can Realize a New Customer Experiences Through Our Cutting-edge Cloud Technology

We support digital transformation of existing and new businesses, including IoT/Mobility, AI, e-Commerce, online video, community, sharing, and matching services, etc. Our customer base is centering on major companies[*1] intending to actively promote DX[*2].
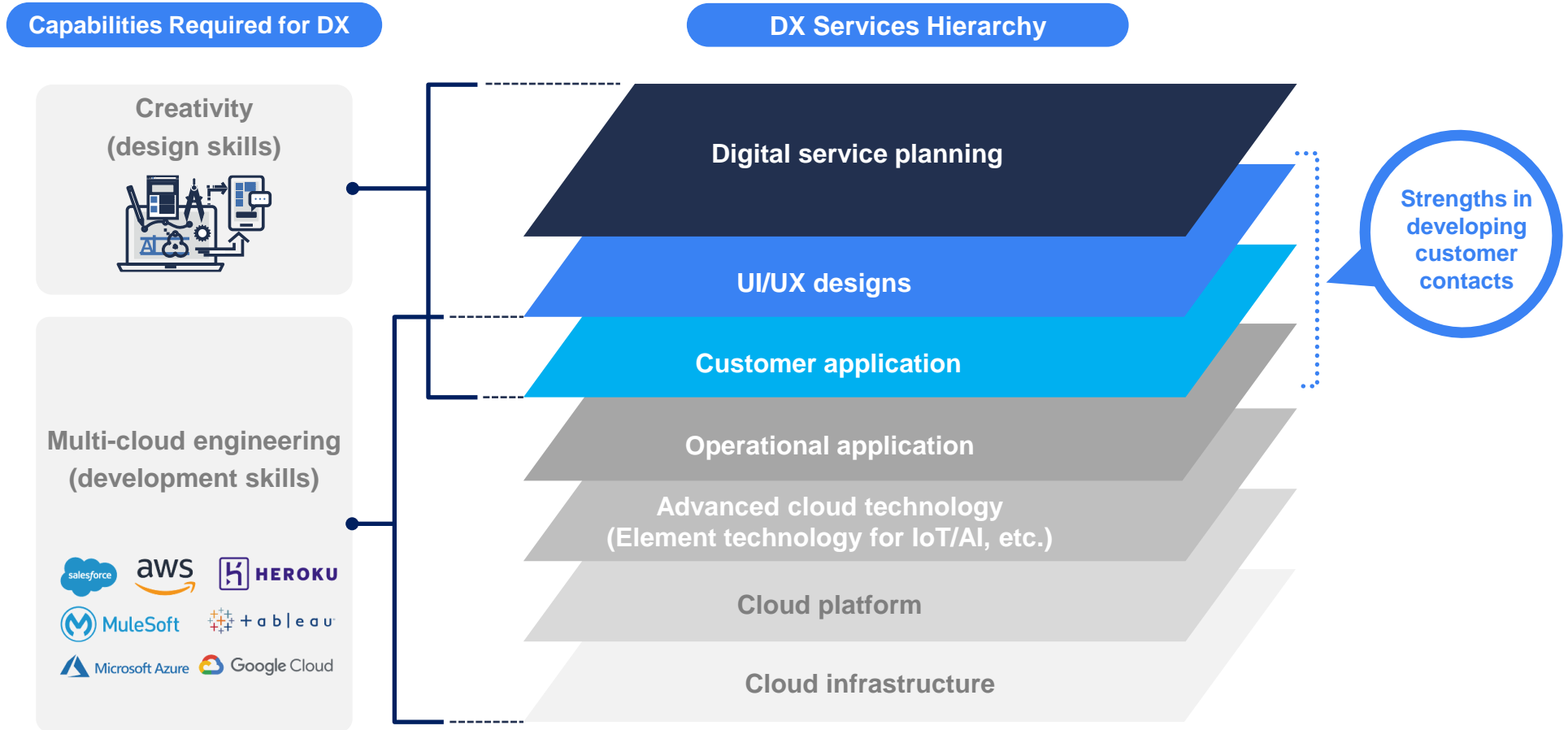
DX provision services

- AI
- Online video
- EC
- Community
- Matching/Sharing
- IoT/Mobility
- Customer (CRM)

ANA | ADVANTEST | NTT docomo

KOMATSU | CASIO | SECOM

JGC 日揮グローバル株式会社 | JPX JAPAN EXCHANGE GROUP | HONDA

ブリヂストンリテールジャパン株式会社 | RECRUIT | ヤマト運輸

O-net | SOME THING | GROOVE X | Duplo

※ Logos are listed in alphabetical order by company size

*1: Major companies: Those listed in Nikkei 225, Nikkei 400, or Nikkei 500; or their group companies or those whose sales are equivalent (100 billion yen or more)
*2: Major companies accounted for 95% of the total sales in 1H fiscal year ending March 2023
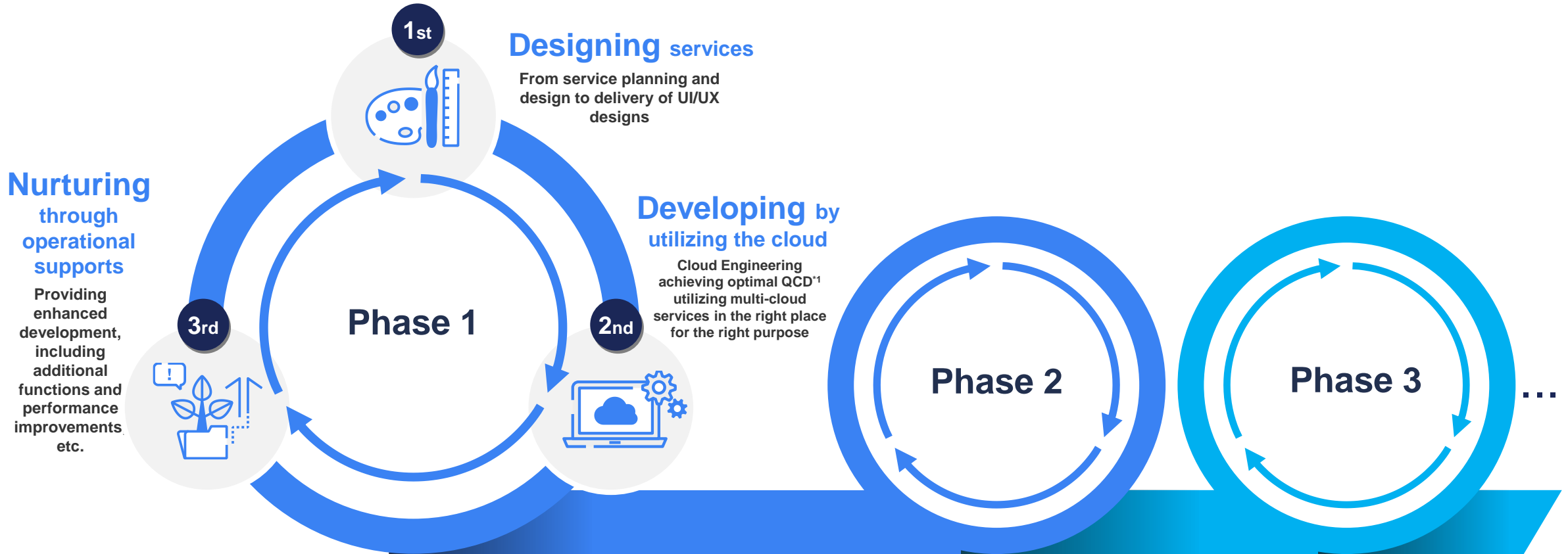
One-stop Service that Create Digital Services

We take advantage of the "Creativity (design skills)" that can achieve proactive DX and the "multi-cloud engineering" capabilities (development skills), and of the strengths in developing value-creating customer contacts (front end).

Capabilities Required for DX

DX Services Hierarchy

Creativity (design skills)

Multi-cloud engineering (development skills)

- salesforce
- aws
- HEROKU
- MuleSoft
- +ableau
- Microsoft Azure
- Google Cloud

Digital service planning

UI/UX designs

Customer application

Operational application

Advanced cloud technology (Element technology for IoT/AI, etc.)

Cloud platform

Cloud infrastructure

Strengths in developing customer contacts

# High Agility in Adapting to Changes (Ability to Think and Move Quickly)

An average period of a single project cycle is about three months. A project does not end with the initial construction but supports DX service growth by repeating the delivery cycles.

1st

Designing services

From service planning and design to delivery of UI/UX designs

Developing by **utilizing the cloud**

Cloud Engineering achieving optimal QCD[1] utilizing multi-cloud services in the right place for the right purpose

2nd

Nurturing through operational supports

Providing enhanced development, including additional functions and performance improvements etc.

3rd

Phase 1

Phase 2

Phase 3

...

*1: QCD: Quality, Costs, Delivery

High Technological Capabilities of Multi-cloud Functions Enabling Business Transformation based on DX

Instead of simply building a single digital service, we develop multiple digital services and bundle them together to help business models to be transformed.
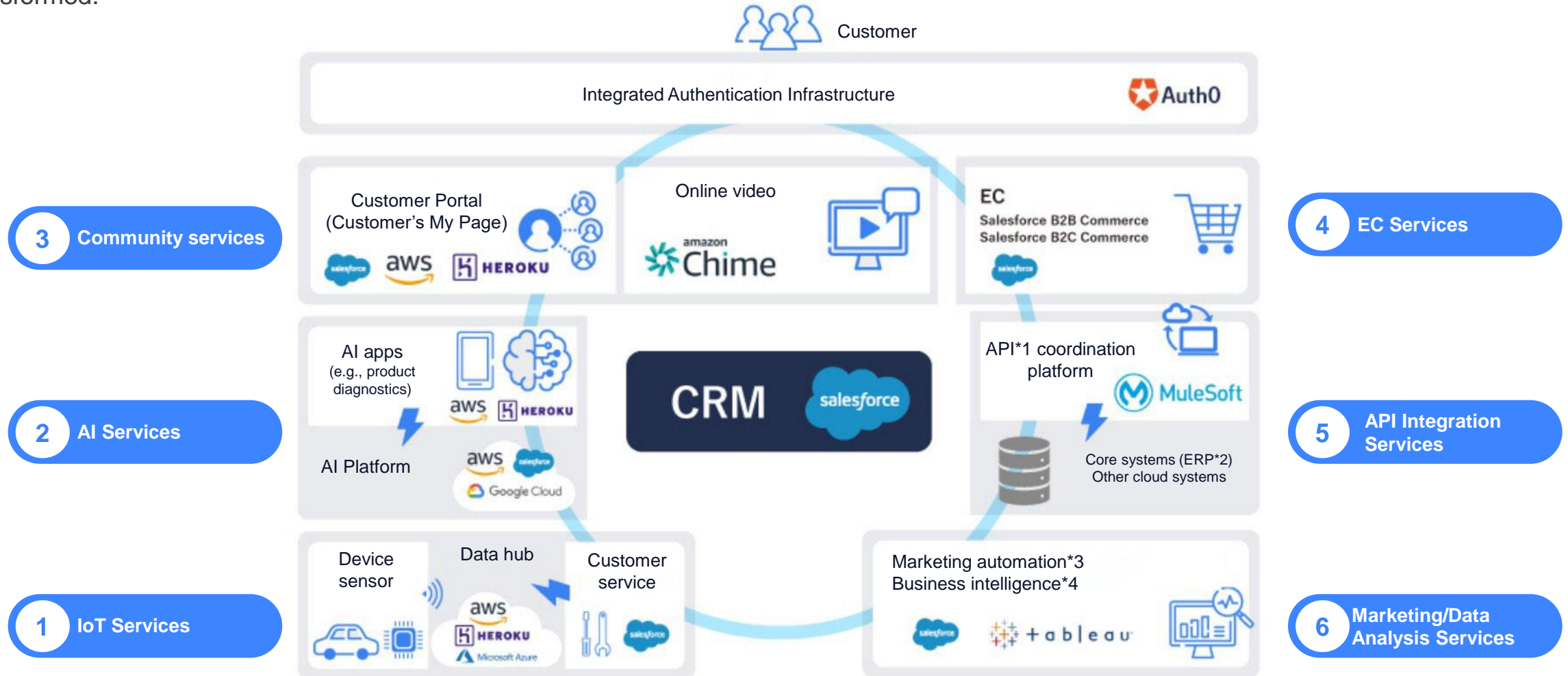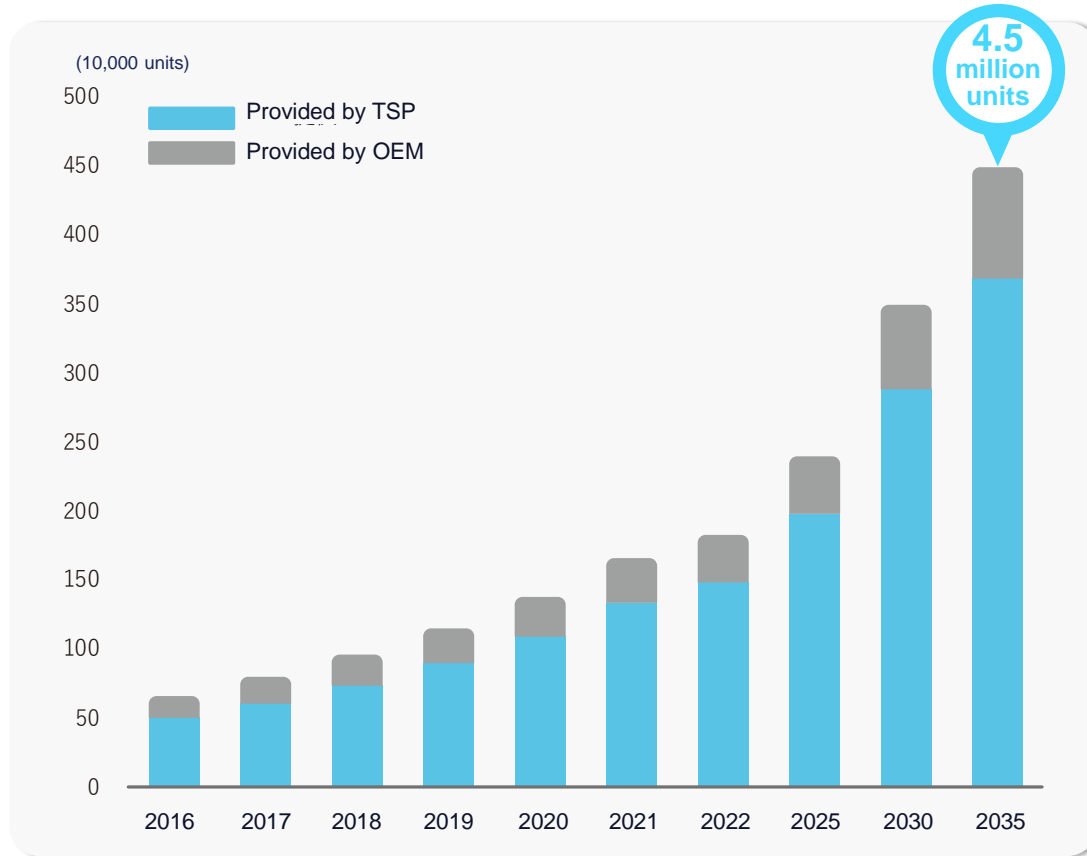

*1: Application Programming Interface: Interface specification used for multiple software products to exchange information with each other
*2: Enterprise Resource Planning: An integrated core operational system
*3 Marketing Automation: A tool to automate marketing activities
*4 Business Intelligence: A tool to collect, accumulate, analyze, and process large amounts of data to support management strategy decisions

Potential of the Commercial Vehicle Telematics Market in Japan

The number of vehicles participating in the telematics market is expected to rise to 4.5 million by 2035 in Japan.

Cumulative numbers of vehicles participating in the commercial vehicle telematics market in Japan[1]

(10,000 units)

- Provided by TSP
- Provided by OEM

4.5 million units

500
450
400
350
300
250
200
150
100
50
0

2016 2017 2018 2019 2020 2021 2022 2025 2030 2035

2021

Number of domestic commercial vehicles (TAM [2])

16 million units/576 billion yen

2035

Domestic commercial vehicle telematics

4.5 million units/162 billion yen

2021

Domestic commercial vehicle telematics

1.66 million units/59.8 billion yen

Problems in the Mobility Industry

The critical situation in logistics has emerged due to a shortage of truck drivers, etc. In addition, the "restriction of annual overtime work hours to 960 hours" will be imposed on automobile driving operations in 2024, according to the "Work-style Reform."
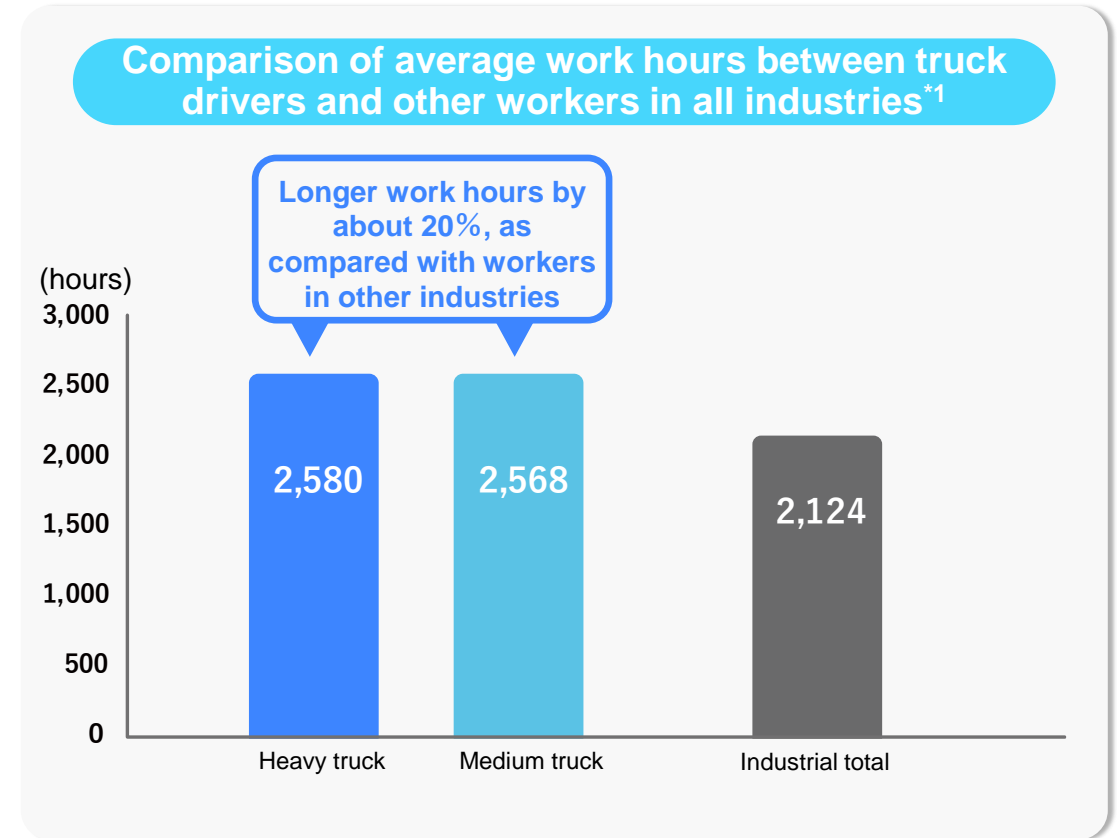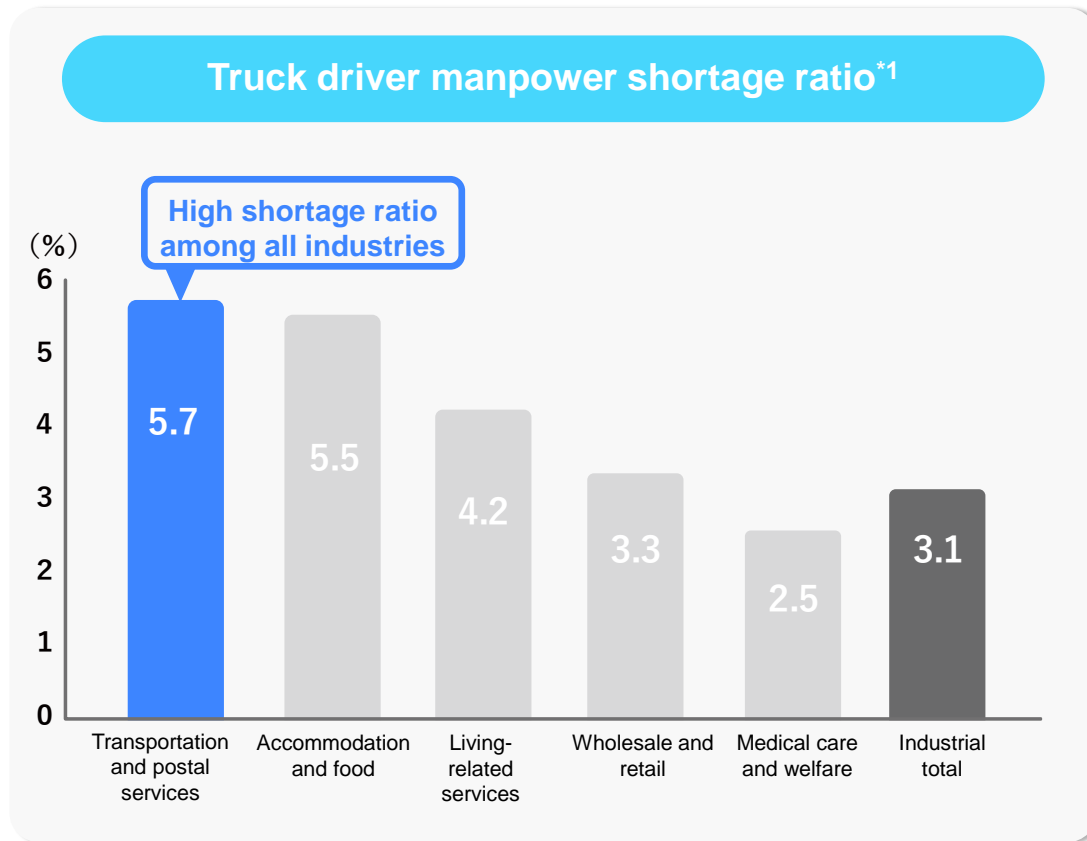
Truck driver manpower shortage ratio[1]

High shortage ratio among all industries

（%）

6	
5	
4	
3	
2	
1	
0	

- Transportation and postal services: **5.7**
- Accommodation and food: **5.5**
- Living-related services: **4.2**
- Wholesale and retail: **3.3**
- Medical care and welfare: **2.5**
- Industrial total: **3.1**

Comparison of average work hours between truck drivers and other workers in all industries[1]

Longer work hours by about 20%, as compared with workers in other industries

(hours)

3,000	
2,500	
2,000	
1,500	
1,000	
500	
0	

- Heavy truck: **2,580**
- Medium truck: **2,568**
- Industrial total: **2,124**

Cloud service that innovates the way drivers work and connects vehicles and companies

Vehicle data are obtained and visualized real-time by means of mounted devices and smartphone applications, and used to support improvement of efficiency in vehicle-related operations.

Cariot-compatible in-vehicle devices

Cariot smartphone apps

Cariot control apps

Cariot cloud

External cloud services linked with Cariot

| CRM/SFA*1 | Berth management | AI optimal route analysis | Car navigation apps |

Features of Cariot

Where a car is, when it will arrive, and how safe it is can be easily found (reducing human inquiries/responses)

Eliciting waste in vehicle management operations and unnecessary travel maneuvers to support improvement and increase efficiency

Robust security (Effective utilization of Salesforce.com/AWS cloud bases)

API-linked mobility eco-system

Financial results for the 2nd quarter of the fiscal year ending March 2023

(2nd quarter, fiscal year ending March 2023) Financial results summary
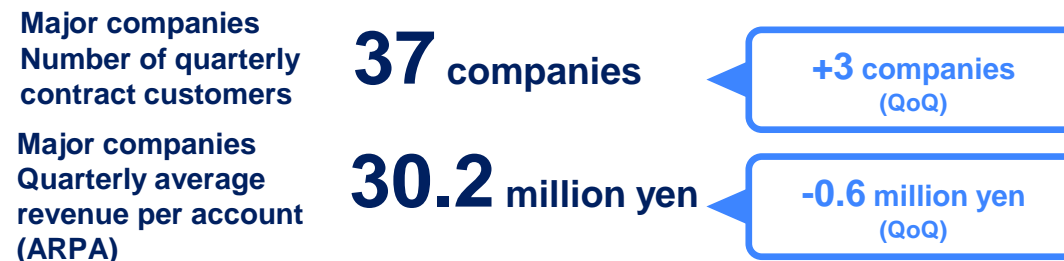
1 **We recorded our highest ever quarterly and 1H sales**

Sales trended strongly against the backdrop of vigorous demand for DX support. The temporary cost increases that occurred in 1Q came under control in 2Q.

1H

Sales **2,429** million yen — **+50.3%** (YoY)

Net income **32** million yen — **-71.7%** (YoY)

2 **New major companies are increasing. We maintained ARPA at around 30 million yen**

We acquired new customers whose ARPA can be expected to increase in future

Major companies Number of quarterly contract customers **37** companies — **+3 companies** (QoQ)

Major companies Quarterly average revenue per account (ARPA) **30.2** million yen — **-0.6 million yen** (QoQ)

3 **The number of engineers and other employees continued to increase**

Despite the human resources market that candidates have advantage, the number of mid-career hires exceeded plans.

Number of engineers and other employees[*1] **160** people — **+46 people** (YoY)

+12 people (Compared to June 2022)

4 **Results forecast for FY2022 maintained due to strong sales and recruitment**

FY2022 forecast

Sales **4,772** million yen — **+31.0%** (YoY)

Net income **275** million yen — **+3.3%** (YoY)
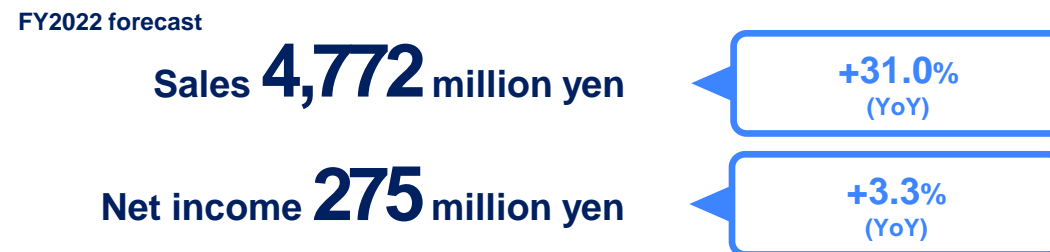
* FY2022 : fiscal year ending March 2023

(2nd quarter, fiscal year ending March 2023) Topics

We received an award in the HR area. In addition, we also achieved our full-year recruitment plan based on acceptances of offers.

We received an award at the HR SUCCESS SUMMIT Awards 2022

We received the "Talent Management Award" at the "HR SUCCESS SUMMIT Awards 2022"[1] sponsored by BizReach Inc.

The company was recognized for its efforts to improve the retention rate significantly through personnel measures such as establishing the foundations of employee data management, strategic development plans and communication during remote work.

Achievement of recruitment plan based on acceptances of offers

In addition to the 160 engineers and other employees of the end of September 2022, we also achieved the initial plan for the number of engineers and other employees of 172 based on acceptances of employment offers from October on, and will increase recruitment further.

Number of engineers and other employees

(Scheduled to join the company from October 2022)
12 people
Achievement of full-year plan

March 2023 (forecast)
172 people
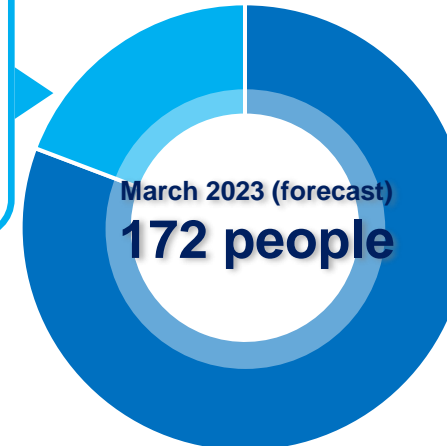
(Number of employees as of September 2022)
160 people

(2nd quarter, fiscal year ending March 2023) Results Highlights

Against the backdrop of vigorous demand for DX support, sales reached a record quarterly high of 1,257 million yen (up 45.2% year-on-year).
Because the temporary cost increases due to the additional resources to guarantee quality on some projects that occurred in 1Q continued, the gross margin for the 2Q accounting period was 37.4% (down 7.3 points year-on-year) and operating income was 73 million yen (down 24.3% year-on-year).
However, the temporary cost increases were brought under control in 2Q so the gross margin for September will improve to 46% and we expect the planned profit margin level from 3Q on.

(Million yen)

	FY2021 2Q (Jul.-Sep.)	FY2022 2Q (Jul.-Sep.)	YoY	
			Change in amount	Rate of change
Sales	866	1,257	+391	+45.2%
Gross profit	386	470	+83	+21.5%
(%)	44.7%	37.4%	-7.3pt	
Operating income	97	73	-23	-24.3%
(%)	11.2%	5.9%	-5.4pt	
Net income	79	52	-27	-34.5%
(%)	9.2%	4.2%	-5.1pt	

(Sep. 2022) gross margin 46%

(1H, fiscal year ending March 2023) Results Highlights

1H sales were a record high of 2,429 million yen (up 50.3% year-on-year).
Sales are progressing above the plan and we expect to achieve the plan for gross profit and operating income by realizing a profit margin level as planned from 3Q on so we are maintaining our full-year forecast.
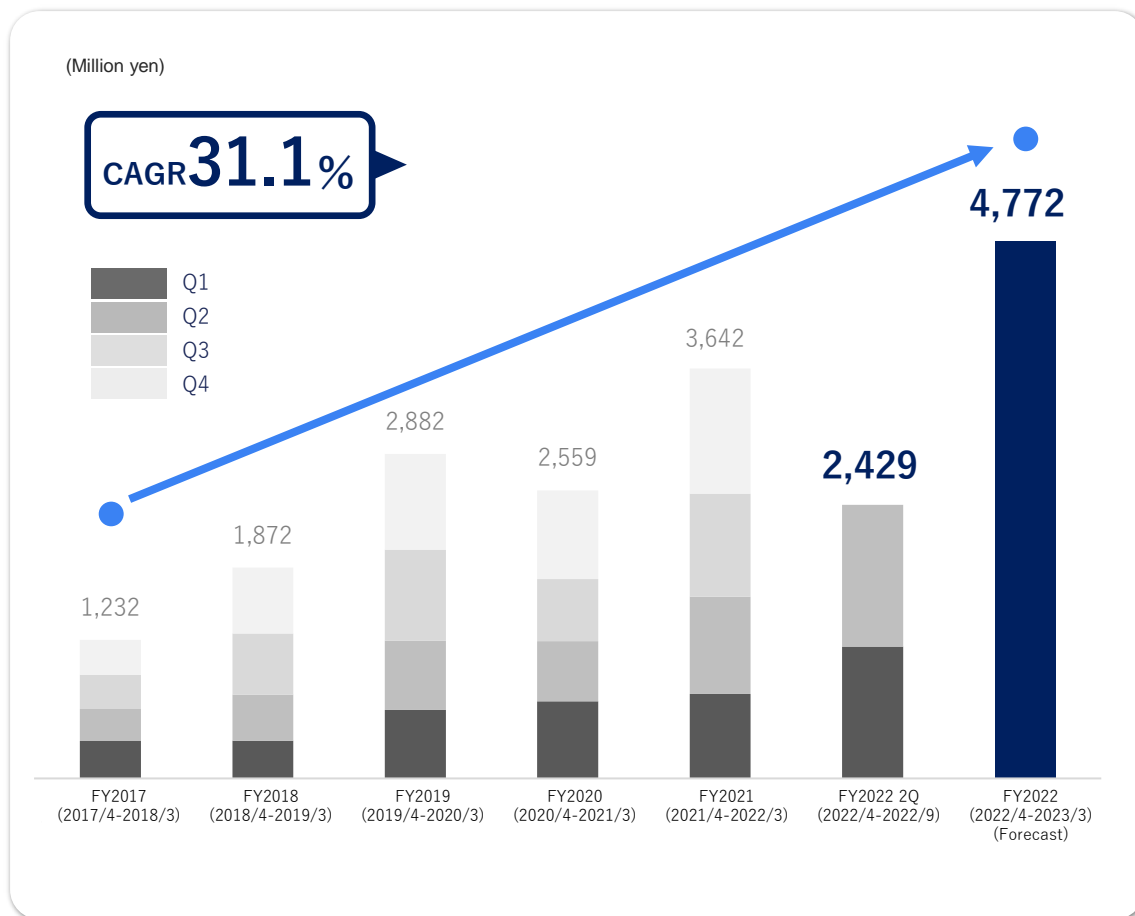
(Million yen)

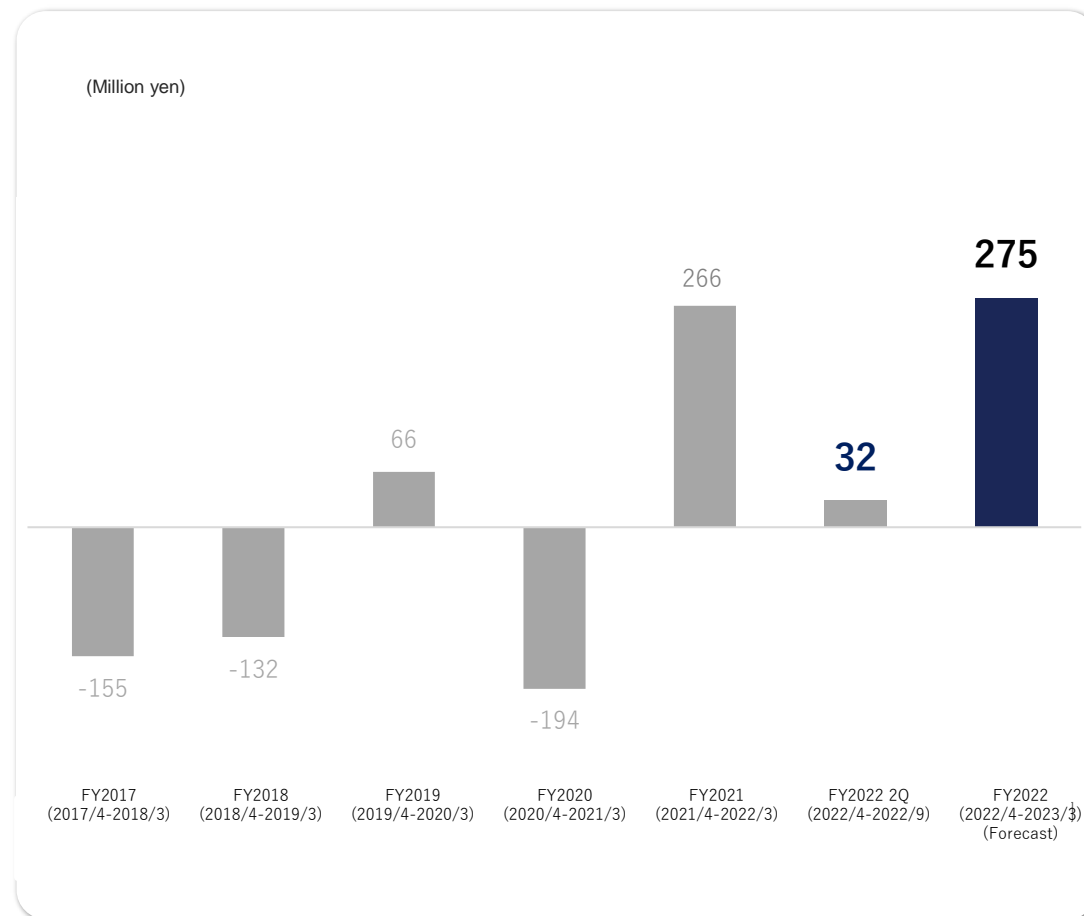|	FY2021 1H (Apr.-Sep.)	FY2022 1H (Apr.-Sep.)	YoY		FY2022 (fiscal year ending March 2023) forecast	Forecast-actual progress rate
			Change in amount	Rate of change		
Sales	1,616	2,429	+813	+50.3%	4,772	50.9%
Gross profit	707	921	+214	+30.4%	2,148	42.9%
(%)	43.7%	37.9%	-5.8pt		45.0%	
Operating income	139	46	-92	-66.4%	386	12.1%
(%)	8.6%	1.9%	-6.7pt		8.1%	
Net income	114	32	-81	-71.7%	275	11.8%
(%)	7.1%	1.3%	-5.7pt		5.8%	

Trend in Results

Due to the impact of COVID-19, results declined temporarily in FY2020, but results recovered in FY2021 and we expect the further expansion of sales in FY2022. As a result, we are planning on a CAGR for sales of 31.1%[*1].

Sales

(Million yen)

CAGR **31.1**%

4,772

Q1
Q2
Q3
Q4

3,642

2,882

2,559

2,429

1,872

1,232

| FY2017 (2017/4-2018/3) | FY2018 (2018/4-2019/3) | FY2019 (2019/4-2020/3) | FY2020 (2020/4-2021/3) | FY2021 (2021/4-2022/3) | FY2022 2Q (2022/4-2022/9) | FY2022 (2022/4-2023/3) (Forecast) |

Net income

(Million yen)

266

275

66

32

-155

-132

-194

| FY2017 (2017/4-2018/3) | FY2018 (2018/4-2019/3) | FY2019 (2019/4-2020/3) | FY2020 (2020/4-2021/3) | FY2021 (2021/4-2022/3) | FY2022 2Q (2022/4-2022/9) | FY2022 (2022/4-2023/3) (Forecast) |

(2nd quarter, fiscal year ending March 2023) Balance Sheet

The main changes were current assets decreasing by 166 million yen and current liabilities decreasing by 154 million yen. Equity ratio of 52.0% is a sound financial foundation.

(Million yen)

|	FY2021 (March 31, 2022)	FY2022 (September 30, 2022)	Change in amount
Total assets	**2,692**	**2,555**	**-136**
Current assets	2,425	2,258	-166
Fixed assets	267	297	+29
Total liabilities	**1,400**	**1,227**	**-173**
Current liabilities	766	612	-154
Fixed liabilities	633	614	-18
Net assets	**1,291**	**1,328**	**+36**
Total assets	**2,692**	**2,555**	**-136**
Cash and deposits	1,639	1,227	-412
Interest-bearing liabilities	691	657	-34
Equity ratio	48.0%	52.0%	+4.0pt

Trend in Results

Sales

Continuing from 1Q, we also achieved record quarterly sales in 2Q of the term ending March 2023. Sales are progressing above the plan and we expect record sales for the full term with a CAGR of 32.0%[*1].
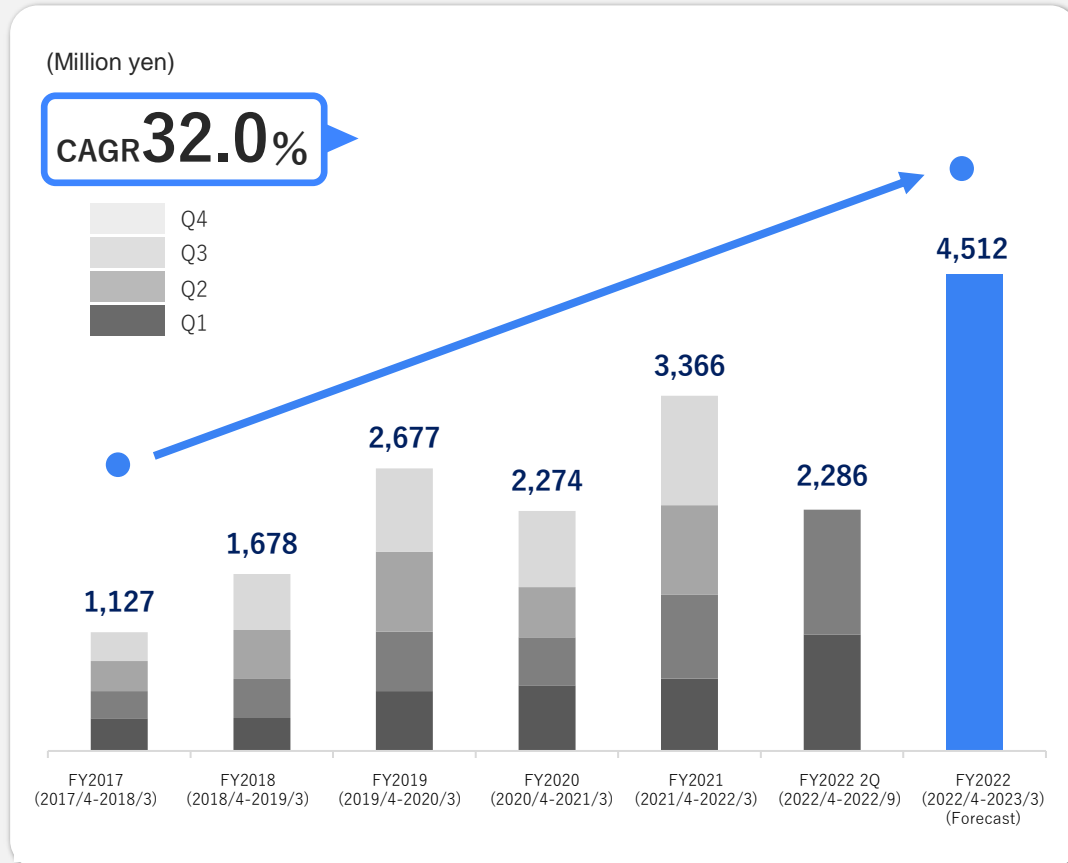
Gross profit (Gross margin)

Although the gross margin declined in 1Q of the term ending March 2023 due to a temporary increase in costs, the rate of progress is at a similar level to previous years, and gross profit for the full year is scheduled to grow at a CAGR of 49.5%[*1]
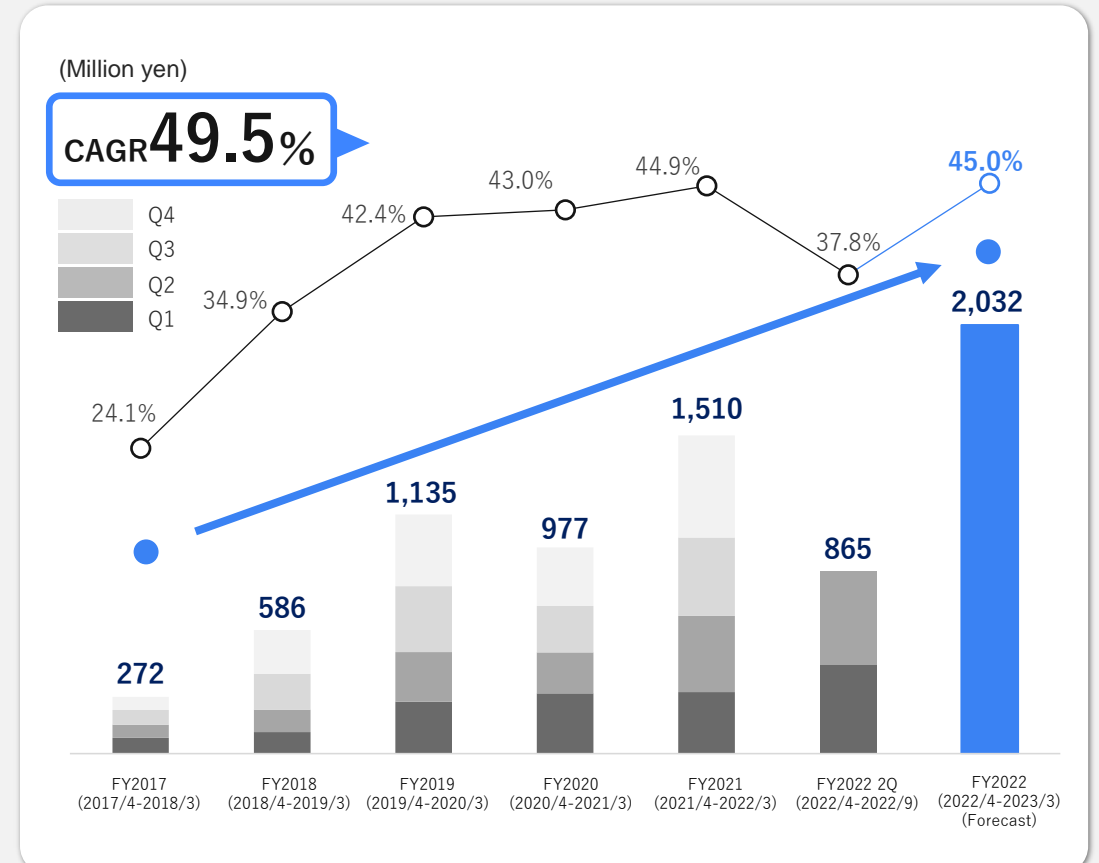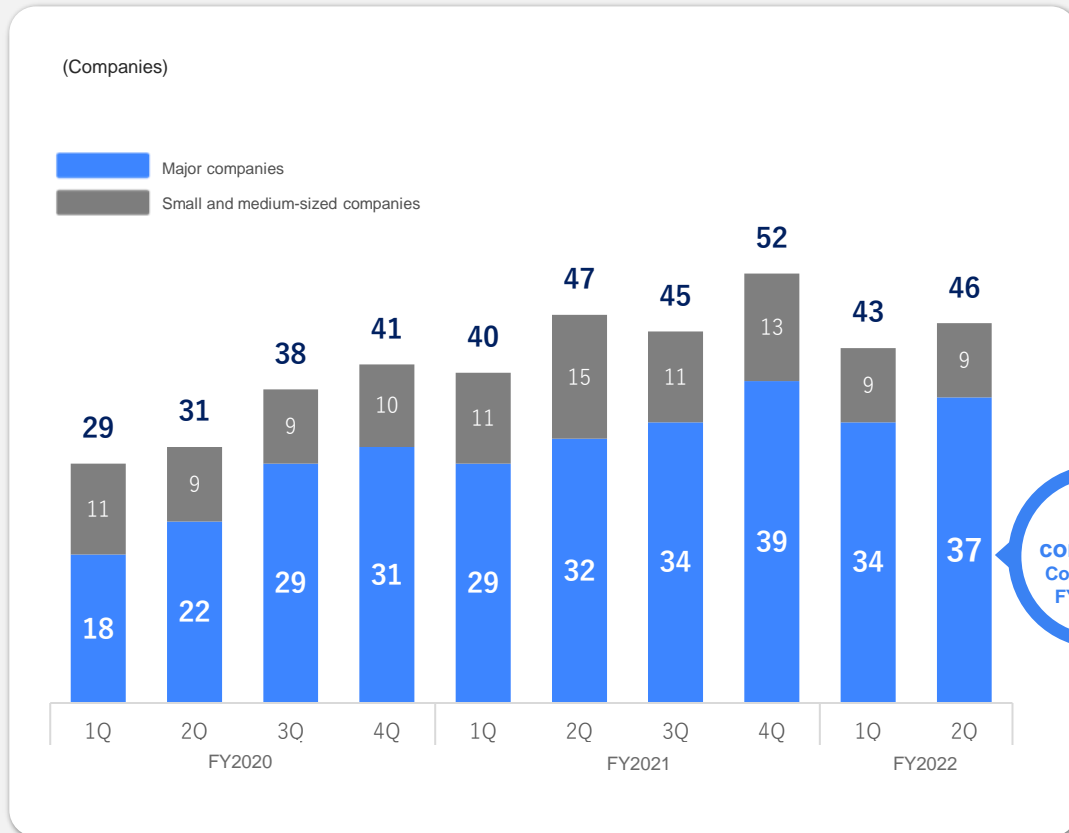

*1 CAGR is the average annual growth rate from FY2017 to FY2022 (Forecast)

KPI Trends (Quarterly Basis)

Number of quarterly contract customers[*1]

We acquired new customers whose future ARPA can be expected to increase and the number of major company quarterly contract customers increase by three companies to 37 in 2Q of the term ending March 2023 compared to 1Q.

Quarterly average revenue per account (ARPA[*2])

As a result of focusing on the expansion of transactions with existing major customers in addition to the acquisition of new customers, we maintained ARPA for major companies around 30 million at 30.2 million yen in 2Q of the term ending March 2023.
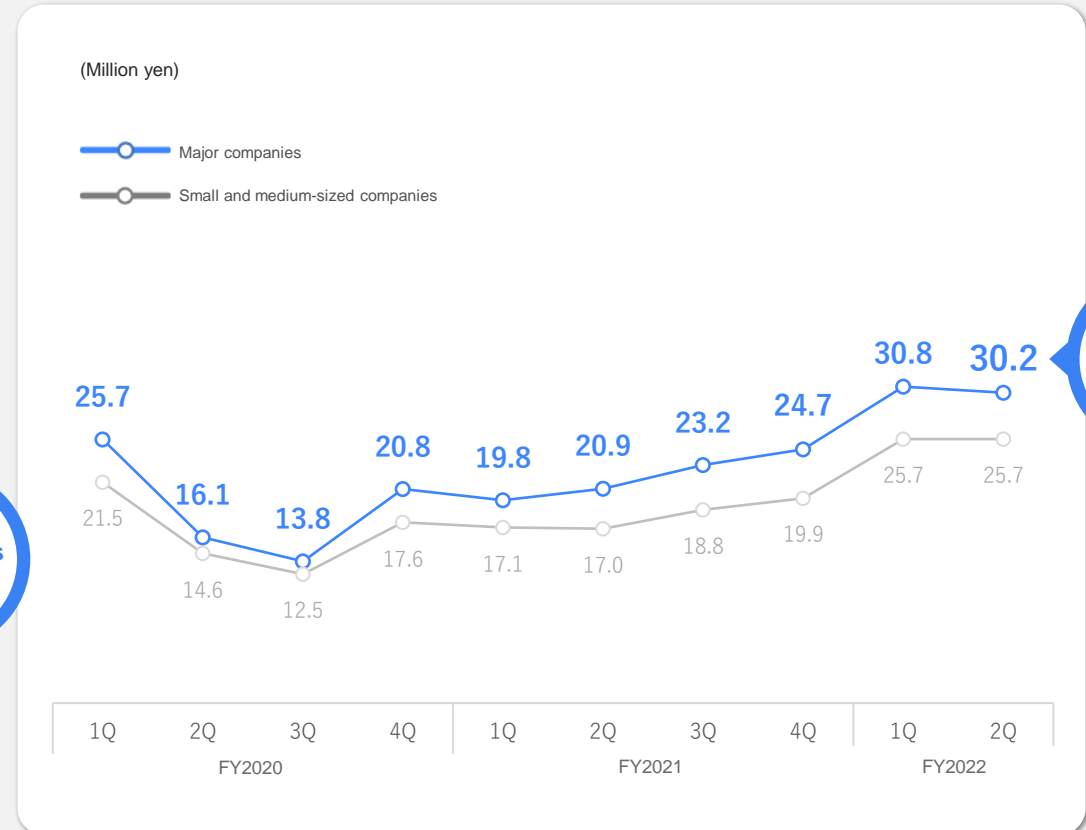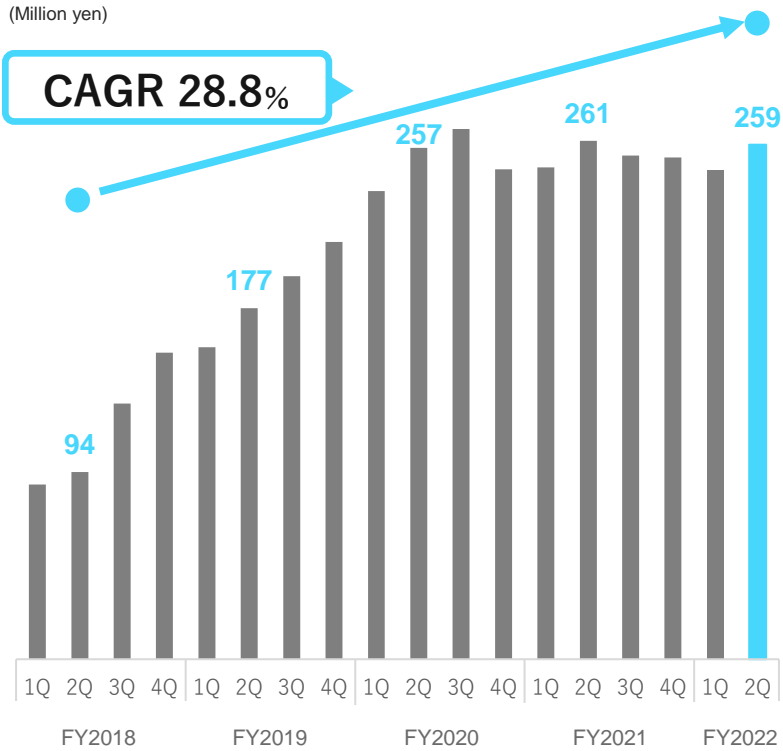
*1 Number of contract customers during the quarterly accounting period excluding resale matters. A resale matter is a resale of a license purchased by the company to a customer, and those customers are excluded because the amount is small at the company.
*2 This is an acronym of average revenue per account (average sales per customer) and is average quarterly sales per customer excluding resale matters. Calculated by quarterly sales excluding resale matters / number of quarterly contract customers
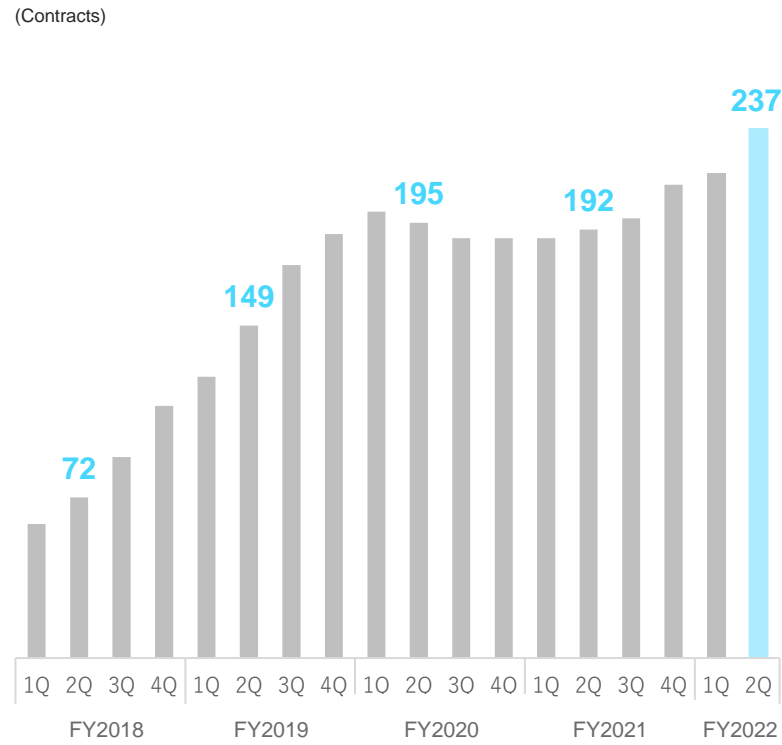
KPI Trends

As a result of focusing on targeted areas where we can take advantage of our competitive superiority, we obtained a large number of new customers, with the number of contracts increasing to a record high of 237 in 2Q of the term ending March 2023. ARR in 2Q of the term ending March 2023 increased 13 million yen compared to the previous quarter to 259 million yen.
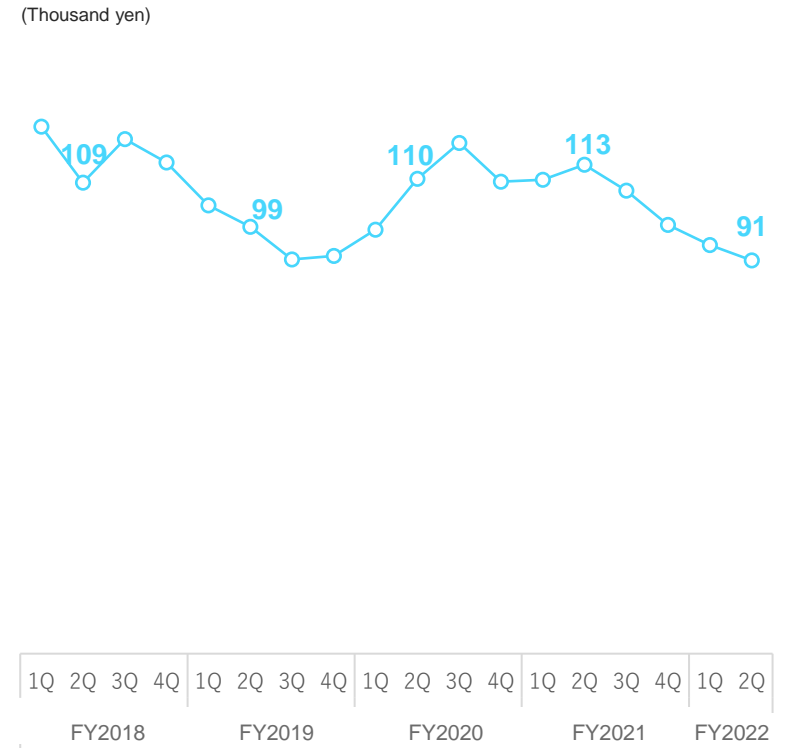
ARR[1]

(Million yen)

CAGR 28.8%

94 | 177 | 257 | 261 | 259

1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q
FY2018 | FY2019 | FY2020 | FY2021 | FY2022

Number of contracts[2]

(Contracts)

72 | 149 | 195 | 192 | 237

1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q
FY2018 | FY2019 | FY2020 | FY2021 | FY2022

ARPA[3]

(Thousand yen)

109 | 99 | 110 | 113 | 91

1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q
FY2018 | FY2019 | FY2020 | FY2021 | FY2022

*1 Abbreviation of annual recurring revenue. Annual recurring revenue calculated by multiplying MRR (abbreviation of monthly recurring revenue) at the end of the month by 12
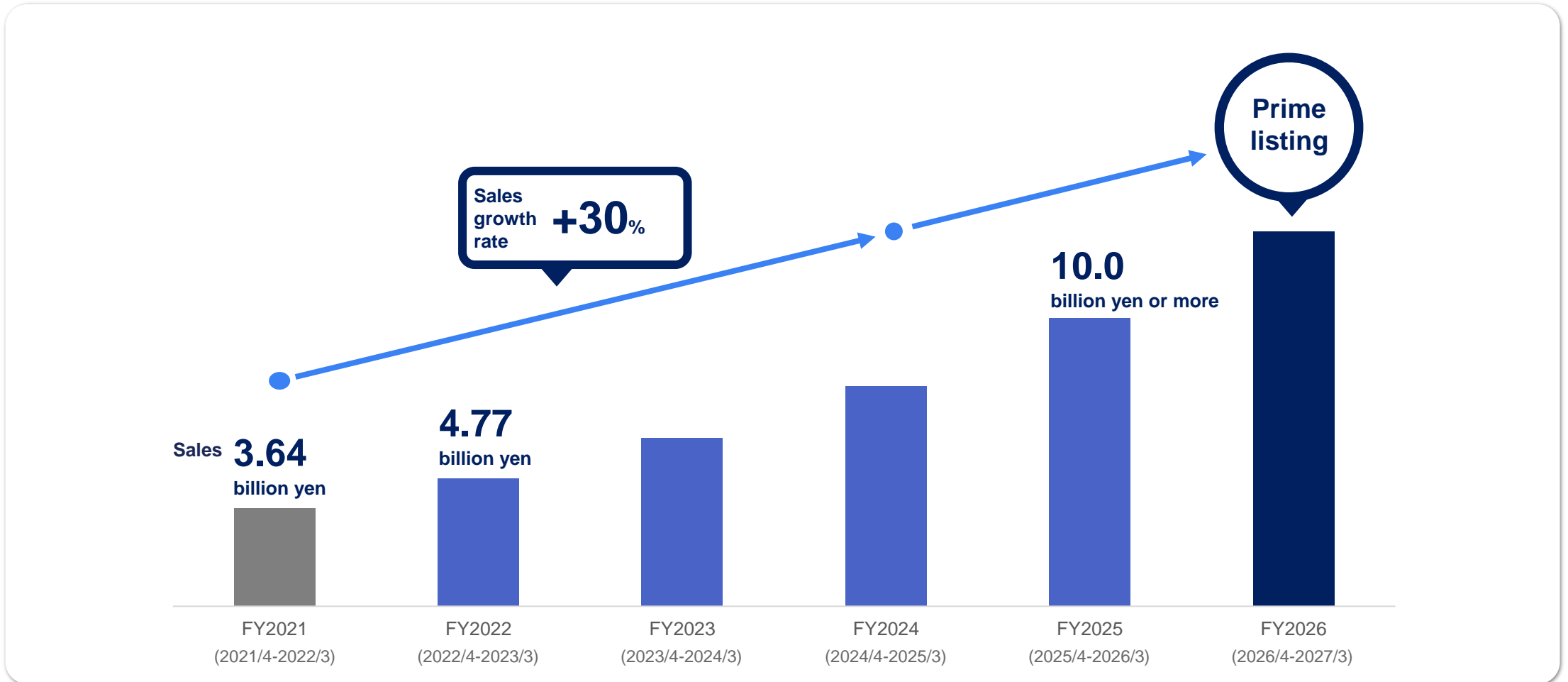*2 Number of contracts per month at end of quarter
*3 Abbreviation of average revenue per account. Average MRR per contract

Growth Strategy

Medium to long-term growth plan aimed at Prime market listing

By promoting the growth strategies of "multi-cloud strengthening and development," "investment in human resources (education and recruitment)," "investment in R&D" and "investment in Cariot," we will continue 30% year-on-year growth in net sales over the next three years, centered on Cloud Integration Services, and will aim to achieve net sales of at least 10 billion yen in FY2025 and a listing on the Tokyo Stock Exchange Prime market in FY2026.

Prime listing

Sales growth rate **+30**%

10.0 billion yen or more

Sales **3.64** billion yen

4.77 billion yen

FY2021	FY2022	FY2023	FY2024	FY2025	FY2026
(2021/4-2022/3)	(2022/4-2023/3)	(2023/4-2024/3)	(2024/4-2025/3)	(2025/4-2026/3)	(2026/4-2027/3)

Enhancing and Developing Multi-cloud Services

Centering on major companies, our client base has constantly and steadily grown with an increasing number of client contracts and Monthly Average Revenue per Account (ARPA) .

Increasing number of contracted customers
(New customer acquisition phase)

✕

Increasing ARPA
(Existing customer cross-selling phase)

amazon Chime

Against the background of the COVID-19 pandemic, demand is steadily increasing for customized online video services to promote company products and services to be embedded in video contents.

We are the only Japanese company to be certified as one of "Amazon Chime SDK and Chime Voice Connector Partners."

+

IoT/Mobility	AI Services	Matching and other new services

We cover Salesforce's cloud services achieving a 360-degree connection centering on a customer;
and also achieve an integration of cloud and on-premise operations with MuleSoft, as well as API management, and promoting cross-selling by connecting all systems.

+

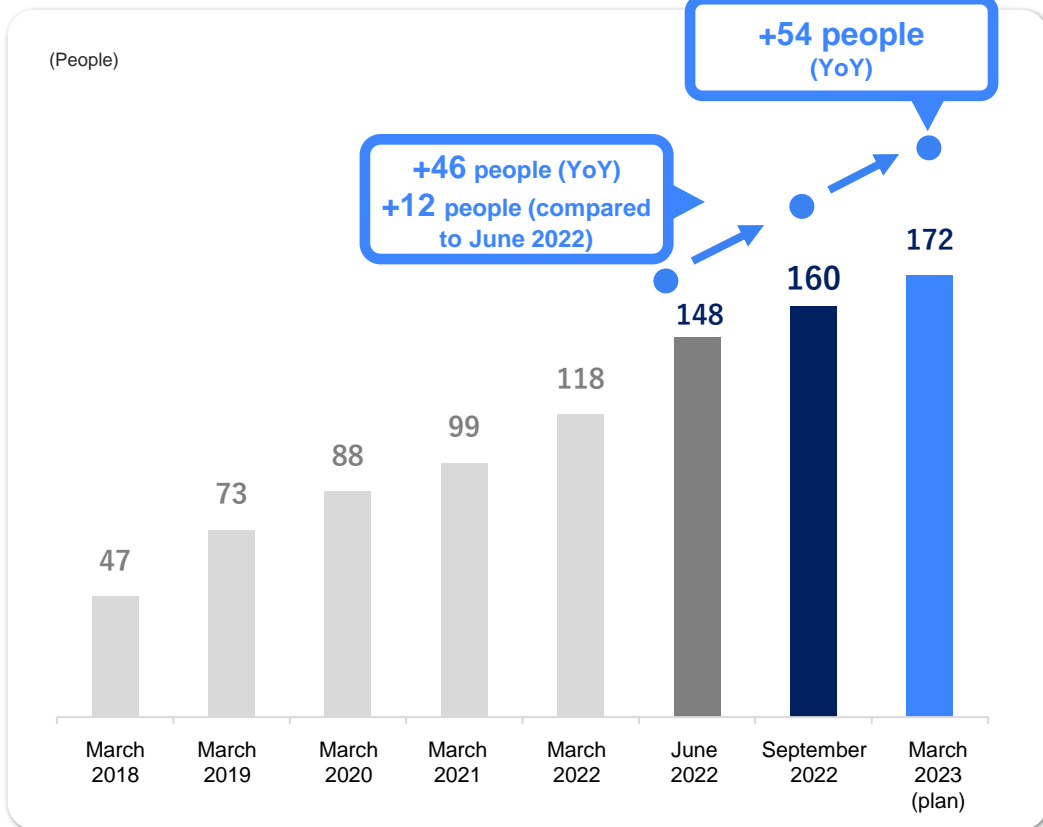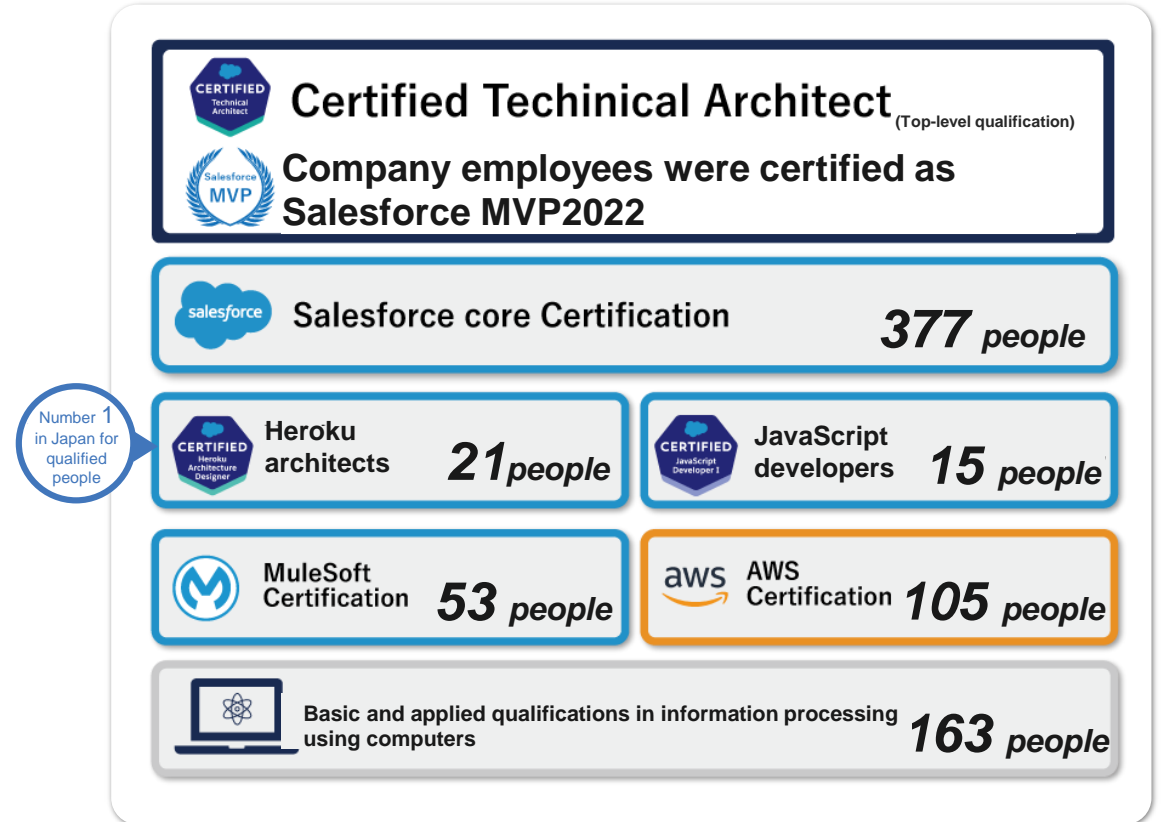| Community services	EC Services	MA/BI Services

Organizational expansion centered on cloud engineers and other professional employees

The number of cloud engineers and other employees increased by 46 year-on-year, and by 12 compared to the end of June 2022 to 160 people as of the end of September 2022. Mid-career recruitment is progressing faster than planned due to various measures to strengthen recruitment. As of the end of September, we had achieved our initial plan of 172 employees based on acceptances of offers from October on. We will continue to focus on recruitment activities towards the augmentation of the initial plan.

Trend in the number of engineers and other employees*1

(People)

+54 people (YoY)

+46 people (YoY)
+12 people (compared to June 2022)

	March 2018	March 2019	March 2020	March 2021	March 2022	June 2022	September 2022	March 2023 (plan)
People	47	73	88	99	118	148	160	172

Promotion of the acquisition of multi-cloud qualifications*2

Certified Techinical Architect (Top-level qualification)
Company employees were certified as Salesforce MVP2022

Salesforce core Certification — **377** people

Number 1 in Japan for qualified people

Heroku architects — **21** people

JavaScript developers — **15** people

MuleSoft Certification — **53** people

AWS Certification — **105** people

Basic and applied qualifications in information processing using computers — **163** people

*1 Professional human resources such as engineers and managers in Cloud Integration Services Division, excluding administrative personnel
*2 Total number of qualified people as of the end of September 2022

Promotion of Systems Fostering Multi-disciplinary Expertise and Human Resource Development

With a team dedicated to education enablement (promotion) as a focal point, we constantly promote employee education and systemic improvement activities.
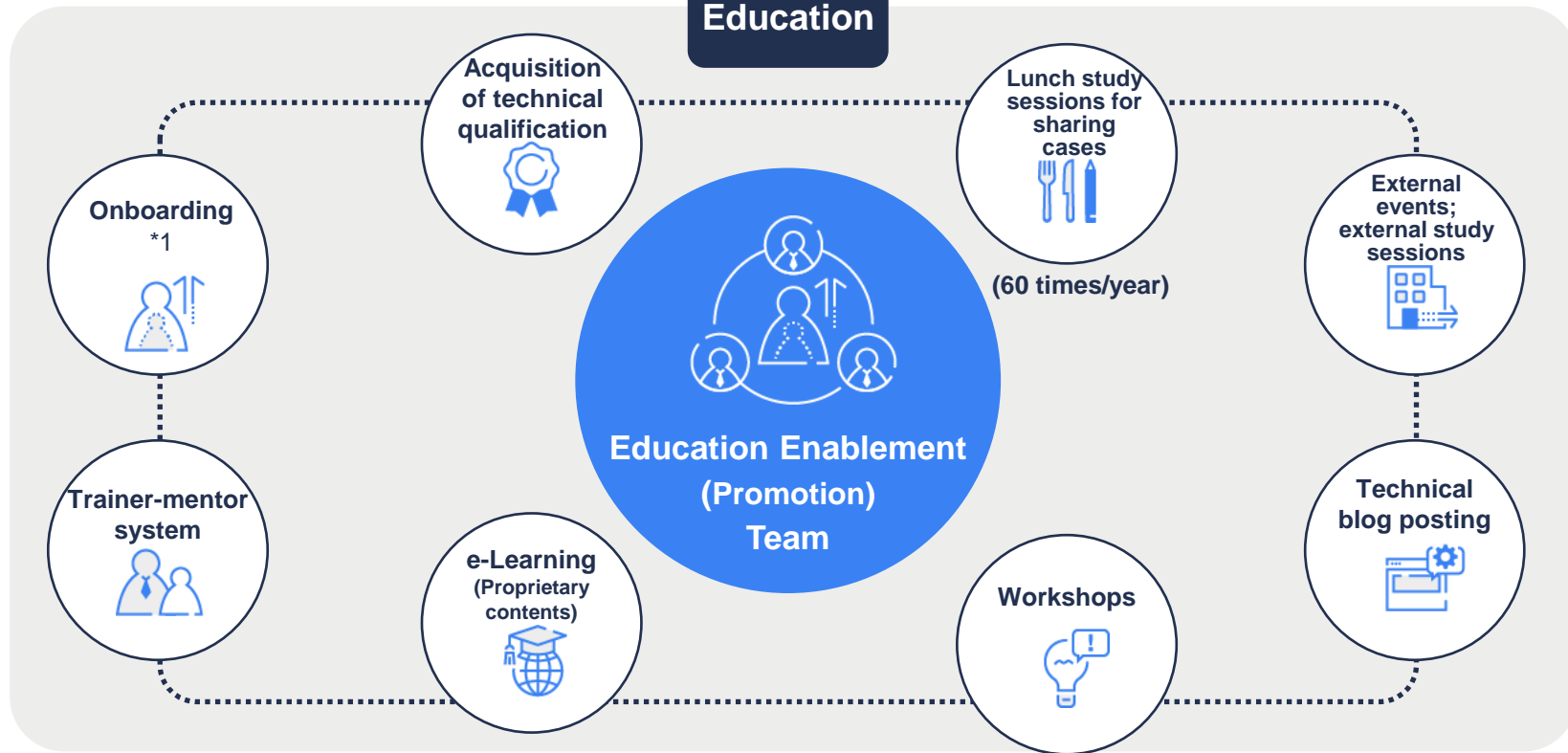
One month from joining the company to project assignment

Joining

Education

Actual work

Ratio of new mid-career recruits having no job experience in cloud business
90%

Acquisition of technical qualification

Lunch study sessions for sharing cases
(60 times/year)

External events; external study sessions

Onboarding *1

Education Enablement (Promotion) Team

Technical blog posting

Trainer-mentor system

e-Learning (Proprietary contents)

Workshops

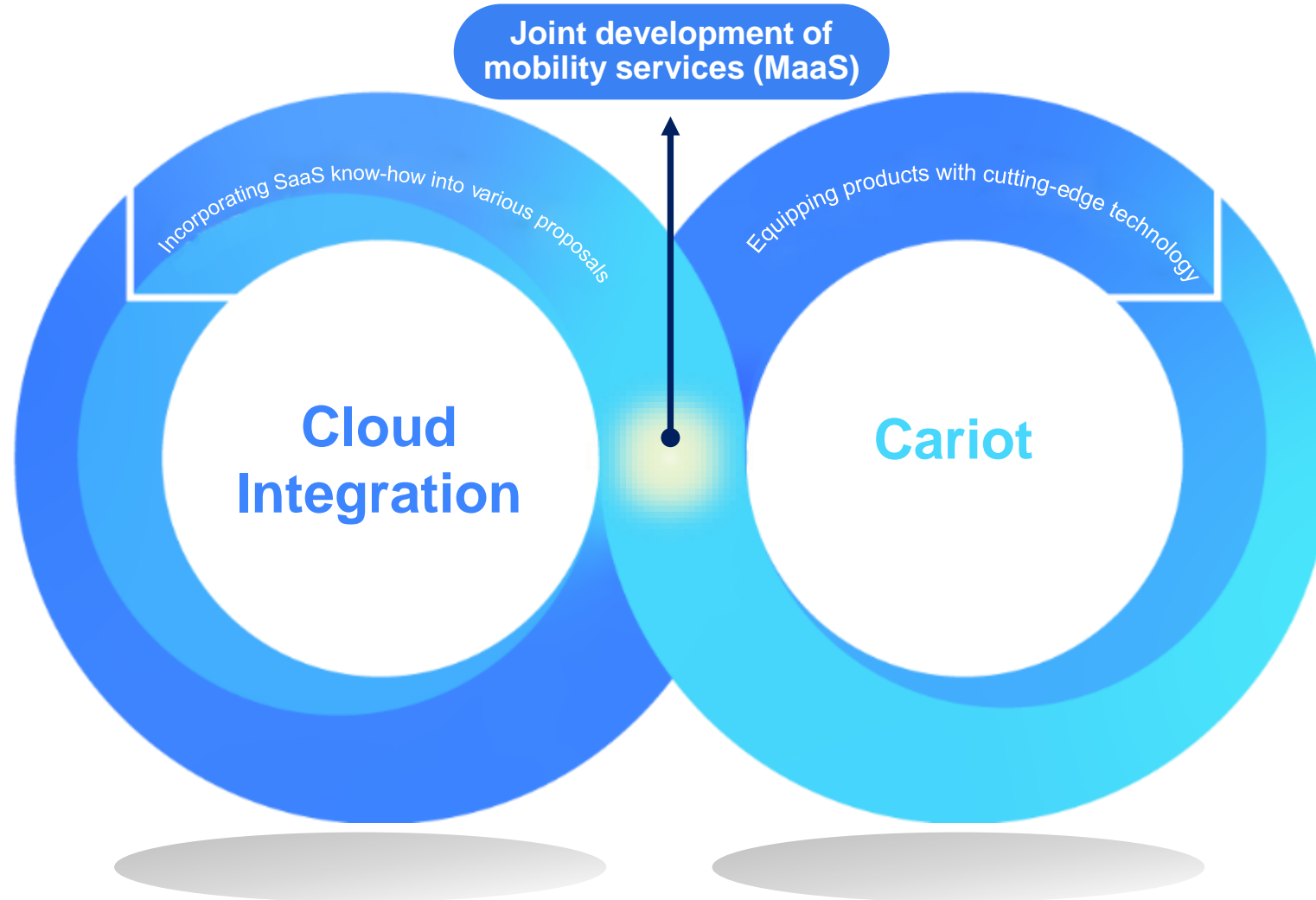Continuous improvement through feedback cycles

R&D Investments to Create High Added Value with Cutting-edge Technology

We apply our cutting-edge cloud technology obtained through R&D expeditiously to a wide variety of issues taking place in companies and society. Through accumulating this know-how, we can create packages of the most advanced cloud technology, which can then be rolled out to similar issues and constitute our unique competitiveness ahead of our competitors in specialized fields totally unfamiliar to them.

STEP 01 Research and development

Discovering new issues

Gathering information on advanced technology in new areas of digital services

STEP 04 Acquiring unique positions in specialized fields

Research and Development Team

STEP 02 Business applications

Accumulating know-how; integrating themes

Rolling out a relevant package to similar issues

STEP 03 Packaging

SaaS Business Investment in Cariot

In conjunction with the growing Cariot Services, we create synergy by aligning and integrating both services.

Joint development of mobility services (MaaS)

Incorporating SaaS know-how into various proposals

Equipping products with cutting-edge technology

Cloud Integration

Cariot

Appendix

Management Team

Founder/
Representative Director and CEO
Koji Kurokawa

Starting a company as a student and accumulating entrepreneurial experience in IT for 20 years

Based on his experience of founding a predecessor IT company, Mr. Kurokawa established FLECT Co., Ltd. in 2005. As Representative Director and CEO, he launched its cloud services and established the business bases and has steadfastly directed its course at the helm. With the mission of "Pursuit of Everyone's Fulfilment of Life through the Internet," he firmly intends to maximize the happiness all stakeholders of the Company can enjoy and values it can present.

Director and COO
Masaoki Ohashi

Selected one of the 99 people capable of changing the IoT in Japan

Mr. Ohashi joined Sony Ericsson Mobile Communications in 2004 and was first engaged in the development of smartphone middleware. He joined FLECT Co., Ltd. in 2007, and was appointed director in 2009. He then took charge of its cloud business, and successfully led it onto a path of growth. Subsequently he took up the Company's IoT initiatives, and started up Cariot, the Company's connected car business, and has led it to growth. Since 2017, Mr. Ohashi has supervised overall company operations.

External Director, Audit and Supervisory Committee Member
Yosuke Tetsukawa
Representative Partner, Improve Tax Co. Certified Public Accountant

External Director, Audit and Supervisory Committee Member
Akihito Fujiwara
Former Standing Audit and Supervisory Board Member, Recruit Holdings Co., Ltd.

External Director, Audit and Supervisory Committee Member
Shuya Ogawa
Attorney at Law, Partner, TMI Associates

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