



ORCHESTRA HOLDINGS

Results of Operations
for the Fiscal Year Ended
December 31, 2022

01 Financial Overview: FY2022

02 Earnings Forecast: FY2023

03 Business Summary

04 Growth Strategy



01 Financial Overview: FY2022

FY2022 Consolidated Results



Posted all-time high sales(gross) and record-high gross profits.

Posted record-high 4Q profits and maintained a high performance in Digital Marketing business, but decreased in 4Q operating profit compared to last year, due to slowdown in Cloud Integration division in DX business and investment burden for new business (HR SaaS “SkillNavi” ※1).

In Cloud Integration business, structural business reforms are ongoing to improve profits.

※1 Upfront investment in SkillNavi: YTD 260million yen QTD 57million yen

(Millions of yen)	FY2022	FY2021	% Change	4Q/FY2022	4Q/FY2021	% Change
Net Sales(Net)	10,377	-	-	2,878	-	-
Gross Profit	5,104	3,883	31.4%	1,430	1,133	26.2%
SG&A expenses	3,753	2,620	43.2%	1,137	777	46.3%
Operating Profit	1,350	1,262	7.0%	292	355	△17.7%
EBITDA	1,597	1,515	5.4%	376	396	△5.0%
EBITDA margin	15.4%	-	-	13.1%	-	-
Ordinary Profit	1,400	1,286	8.8%	307	367	△16.3%
Profit attributable to owners parent	853	757	12.7%	253	237	6.6%

Reference: Before applying the new revenue recognition standard ※2

Net Sales(Gross)	21,220	16,640	27.5%	6,027	4,753	26.8%
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※2 From the beginning of the first quarter of FY2022, due to the application of the new revenue recognition standard, part of the sales of the digital marketing business has been changed from Gross to Net. The change has no impact on profits. Refer page6 for the details.

FY2022 Segment Results

DM business maintained high growth - posted all-time high sales and-record high 4Q profits.
In DX business, System Solution division maintained high performance, while Structural reforms are underway in Cloud Integration division.

Segment (Millions of yen)	FY2022	FY2021	% Change	4Q/FY2022	4Q/FY2021	% Change
Digital Transformation(DX) business						
Net sales	4,805	4,104	17.1%	1,174	1,087	8.0%
Segment profit	319	462	△30.9%	48	131	△63.3%
Digital Marketing business						
Net sales(Net)	4,695	-	-	1,485	-	-
Segment profit	2,123	1,712	24.0%	559	455	22.9%
Other businesses						
Net sales	1,022	696	46.8%	244	211	15.7%
Segment profit	△ 69	△ 21	-	△ 15	△ 42	-
Reference: Before applying the new revenue recognition standard ※						
Digital Marketing business						
Net sales (Gross)	15,537	11,926	30.3%	4,633	3,487	32.8%

Sales in the System Solutions division grew steadily, while sales in the Cloud Integration division slowed down. Profit deteriorated due to increase in expenses for 72 new graduates. Working on strengthening the sales system, enforcing the relationship with Salesforce, and improving quality of business. Two executive officers joined the DX business from 3Q. As part of the structural reforms, a change in management, including a change in president, is planned.

Posted record-high 4Q profits. Orders from current and new customers increased steadily.

Earnings increased due to sales from R-Stone (acquired November 2021). On the other hand, profits decreased due to upfront investments in new businesses, such as "Skill Navi".

※From the beginning of the first quarter of FY2022, due to the application of the new revenue recognition standard, part of the sales of the digital marketing business has been changed from Gross to Net. The change has no impact on profits. Refer page6 for the details.

Impact of applying the new revenue recognition standard

“Accounting Standard for Revenue Recognition” (ASBJ Statement No. 29), etc. has been adopted from the beginning of FY2022

Until the previous year, we recognized revenue on a gross basis from the programmatic advertising service etc. in the digital marketing business, as it was considered we were acting as a principal in the transactions. However, after the application of this standard, it is considered we are acting as an agent in the same transactions, and we recognize revenue on a net basis.

Both sales and cost of sales decreased 10,842 million yen in the digital marketing business segment for FY2022, compared to the conventional revenue recognition method.

There is no impact on profits and the balance at the beginning of retained earnings.

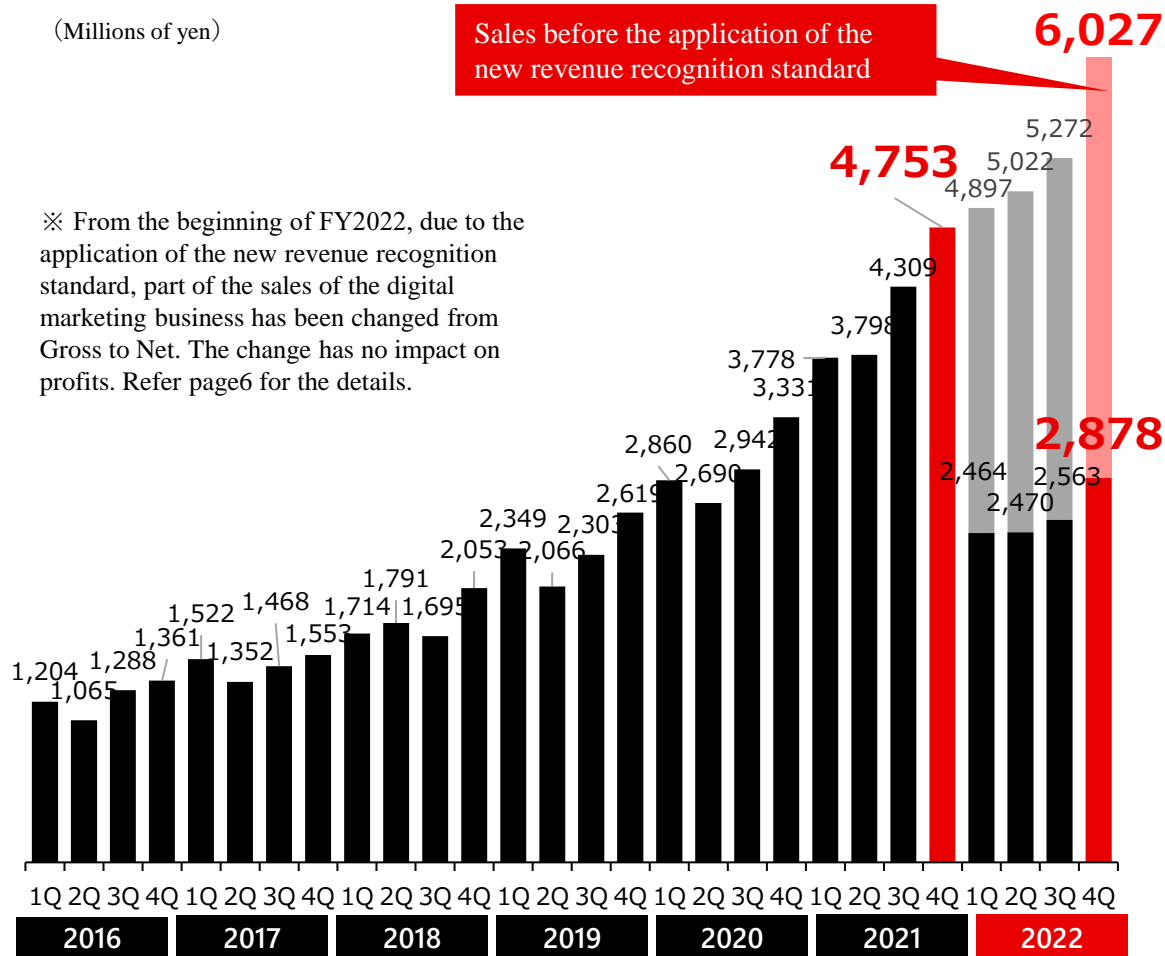
Quarterly Consolidated Results

Net sales

Up 26.8% YoY
Posted all-time high sales

※ Before the application of the new revenue recognition standard

(Millions of yen)

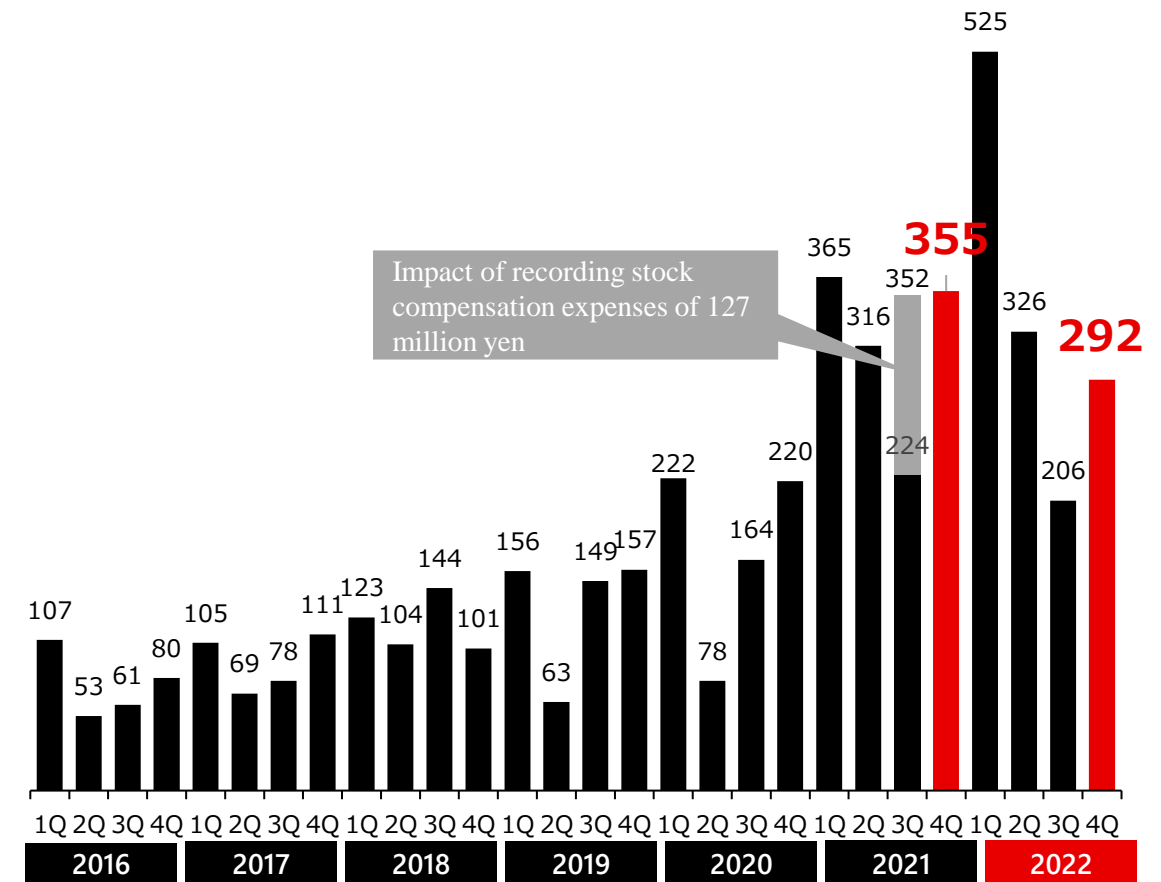


Operating profit

Down 17.7% YoY

Although the DM performed well, profit decreased due to the slowdown in sales growth in DX and investment on new businesses.

(Millions of yen)



DX Business: Quarterly Results



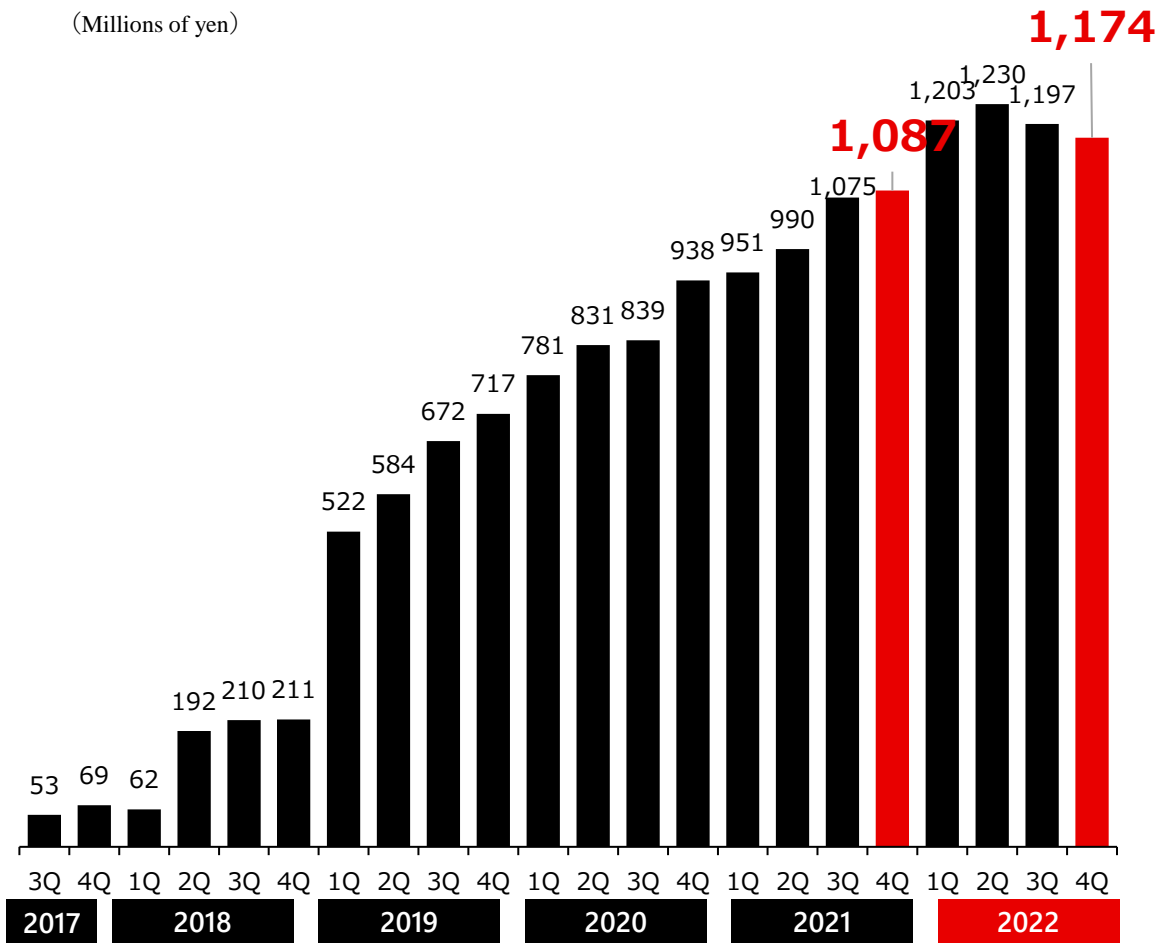
Net sales

Up 8.0% YoY
Posted record-high 4Q sales

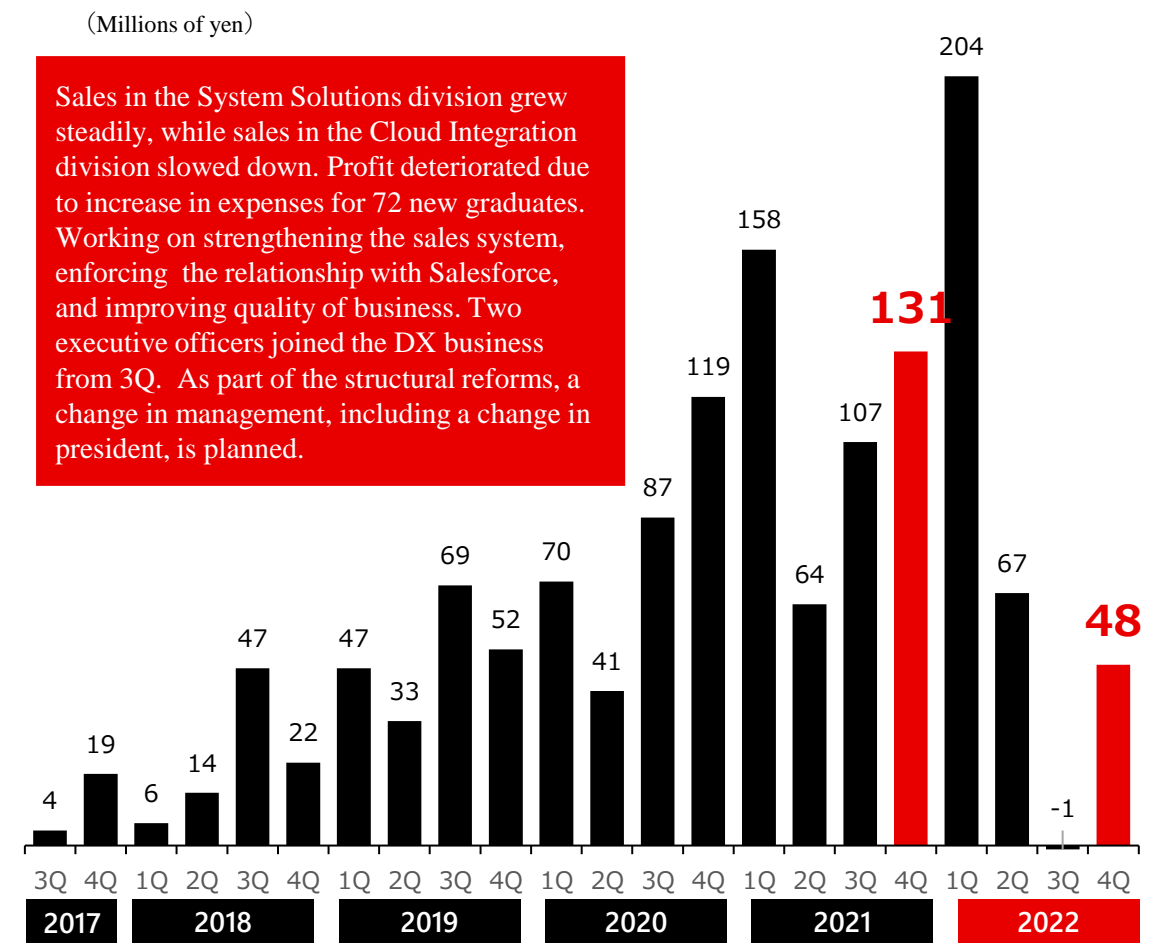
Segment profit

Down 63.3% YoY
Structural reforms are underway in Cloud Integration division.

(Millions of yen)



(Millions of yen)



Sales in the System Solutions division grew steadily, while sales in the Cloud Integration division slowed down. Profit deteriorated due to increase in expenses for 72 new graduates. Working on strengthening the sales system, enforcing the relationship with Salesforce, and improving quality of business. Two executive officers joined the DX business from 3Q. As part of the structural reforms, a change in management, including a change in president, is planned.

Digital Marketing Business: Quarterly Results

Net sales

Up 32.8% YoY
Posted all-time high sales

※ Before the application of the new revenue recognition standard

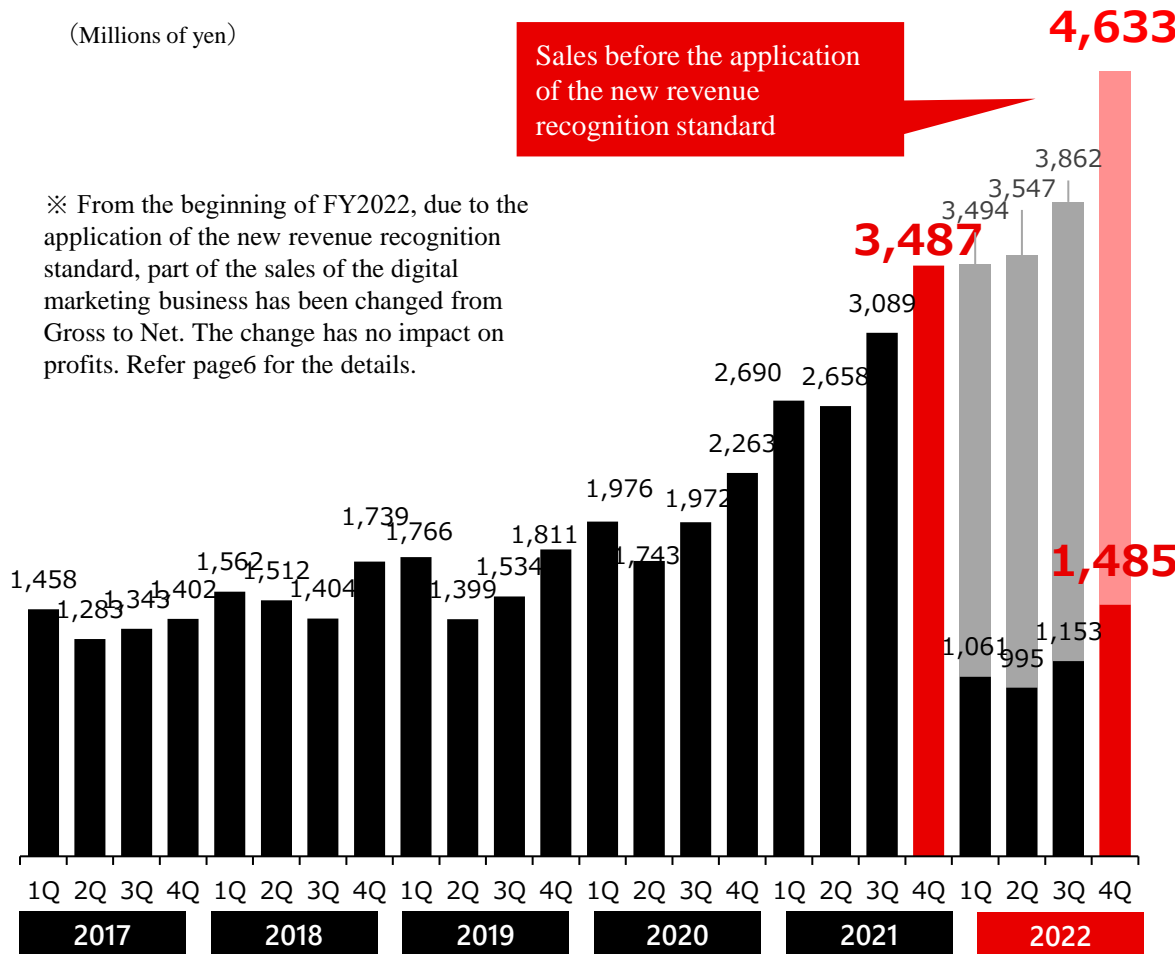
Segment profit

Up 22.9% YoY
Posted record-high 4Q profits

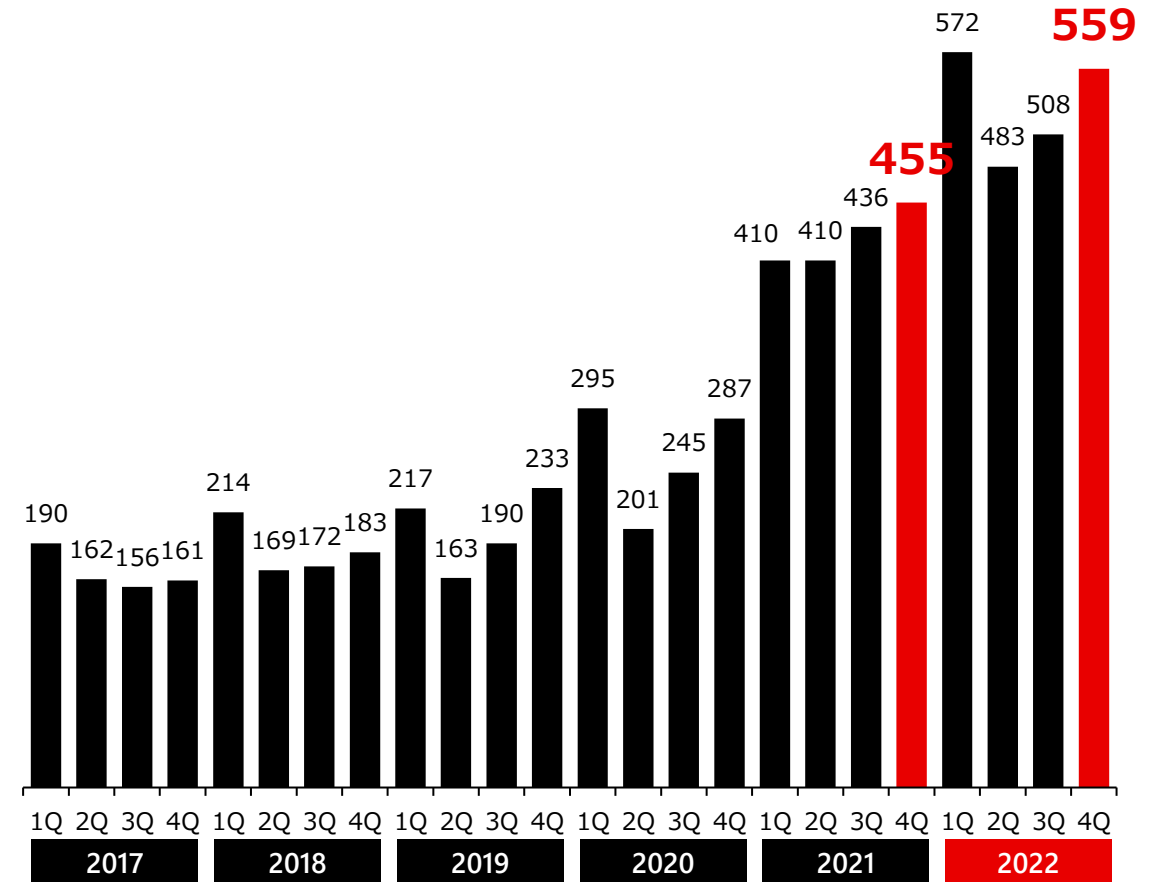
(Millions of yen)

Sales before the application of the new revenue recognition standard

※ From the beginning of FY2022, due to the application of the new revenue recognition standard, part of the sales of the digital marketing business has been changed from Gross to Net. The change has no impact on profits. Refer page6 for the details.

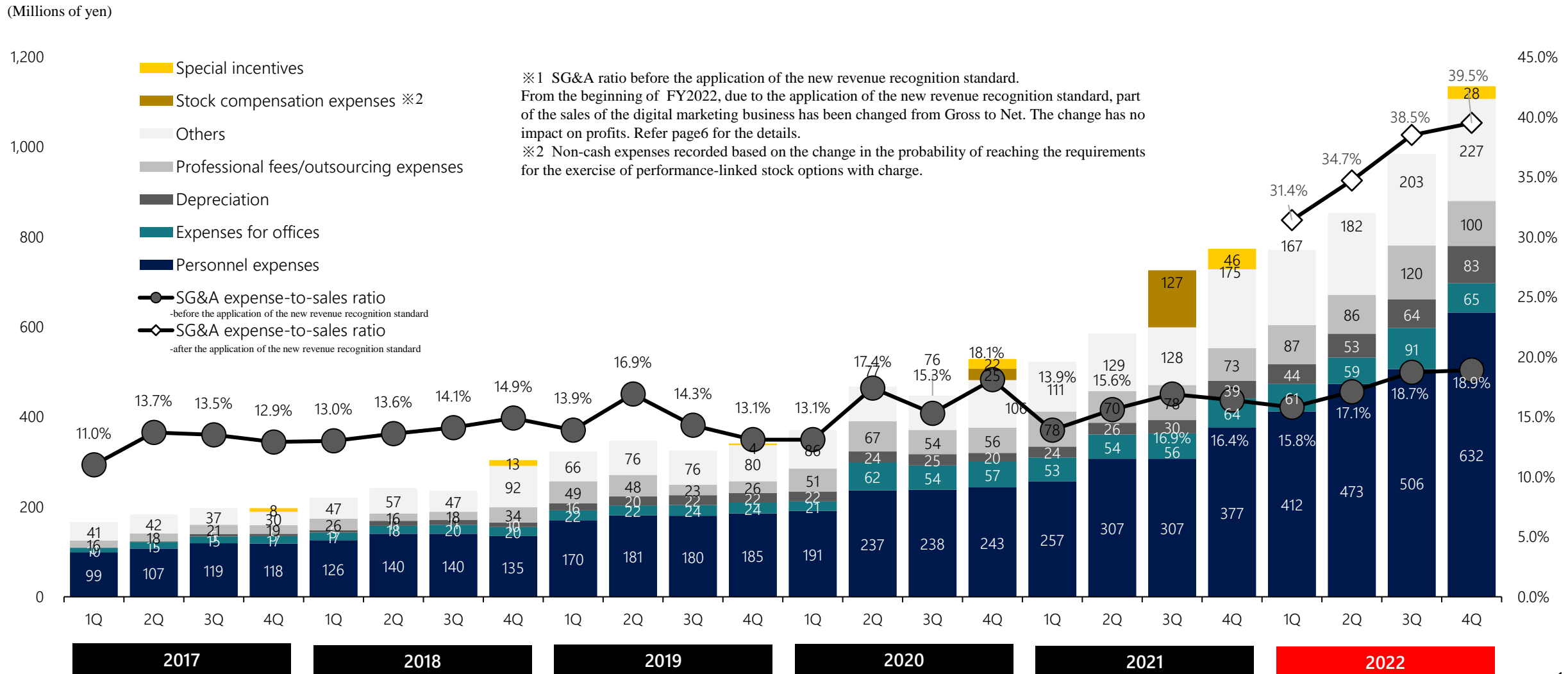


(Millions of yen)



FY2022 Changes in SG&A Expenses

SG & A expenses increased due to active investment in human resources, and the SG & A ratio was 18.9% ※1.

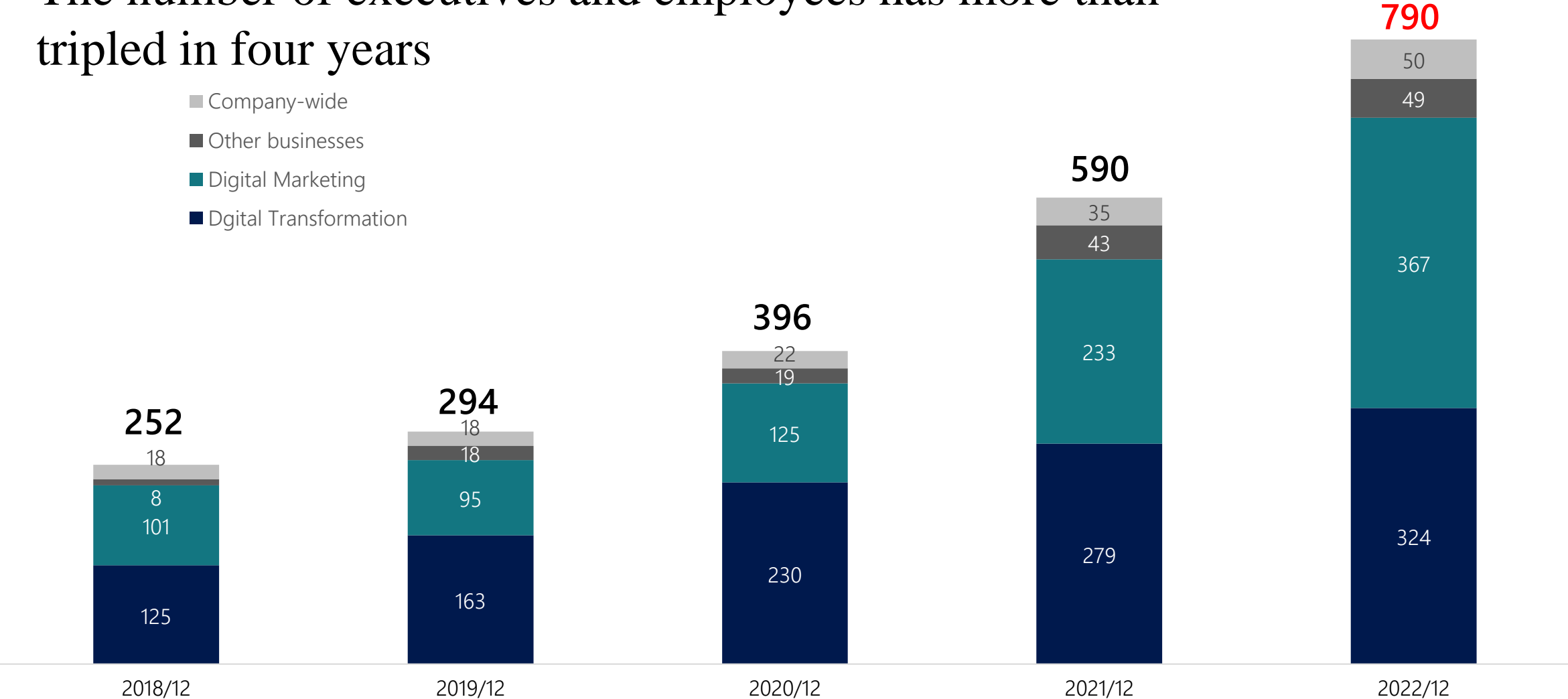


Changes in The Number of executives and employees



The number of executives and employees has more than tripled in four years

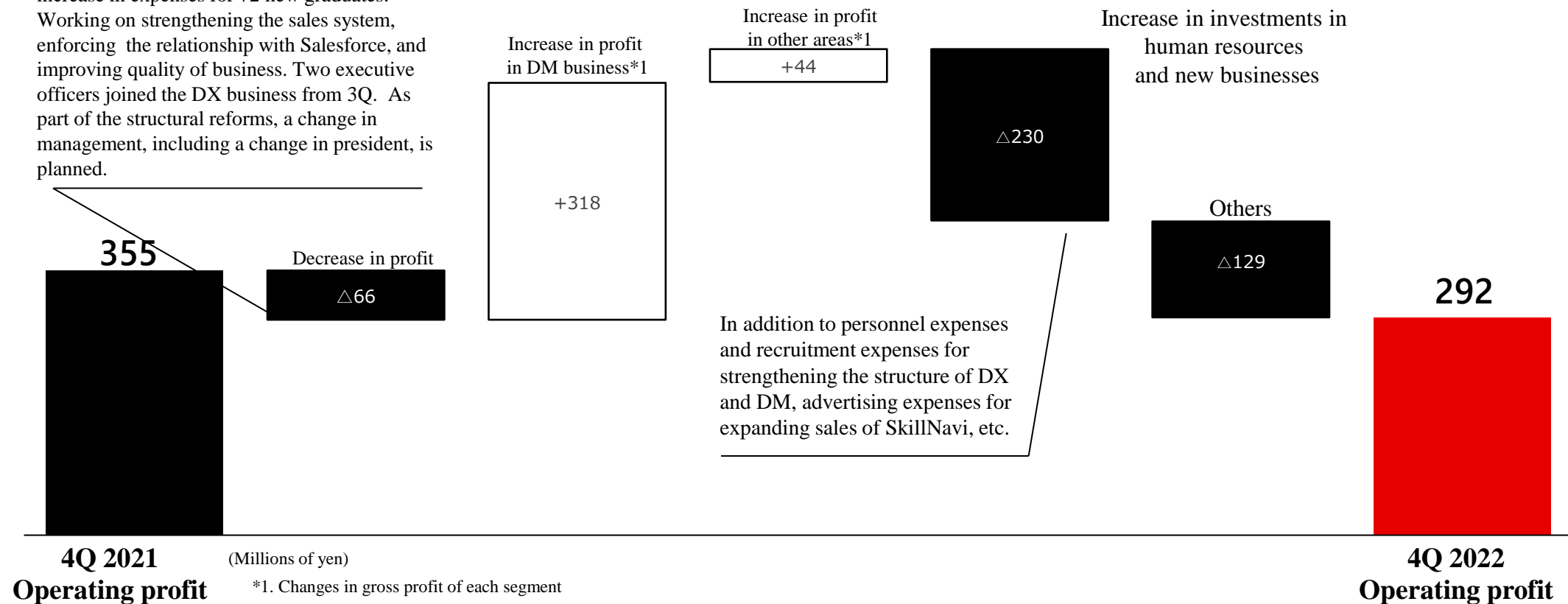
- Company-wide
- Other businesses
- Digital Marketing
- Digital Transformation



FY2022 Changes in Operating profit

Despite significant profit growth in DM, growth in the Cloud Integration within DX slowed down. 4Q operating profit after human resource and new business investment was 292 million yen (down YoY 17.7%)

Sales in the System Solutions division grew steadily, while sales in the Cloud Integration division slowed down. Profit deteriorated due to increase in expenses for 72 new graduates. Working on strengthening the sales system, enforcing the relationship with Salesforce, and improving quality of business. Two executive officers joined the DX business from 3Q. As part of the structural reforms, a change in management, including a change in president, is planned.



Performance-linked stock options (4th SO)

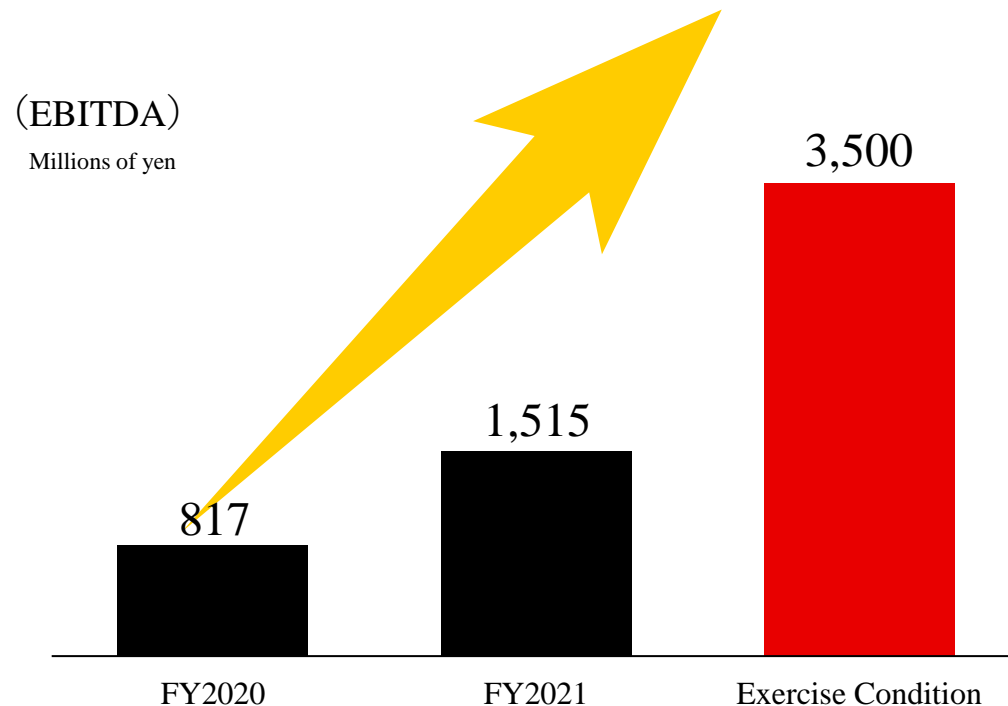
New Performance-linked stock options (4th SO) were issued under the following conditions for the purpose of incentives for officers and employees, as the exercise conditions for the 3rd SO have been achieved.

Condition 1

Consolidated EBITDA – over 3.5billion yen

in any fiscal year from FY2022 to FY2025

➔ **50% of stock options can be exercised**



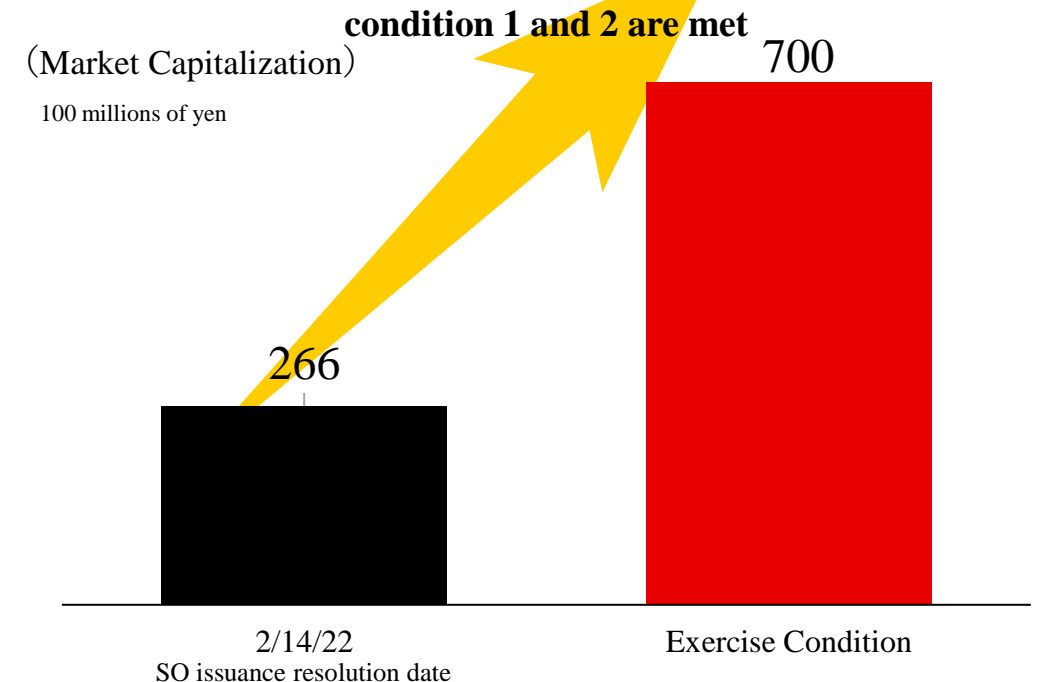
Condition 2

Market capitalization– over 70billion yen

at any point until the expiration of the exercise period

Market capitalization should be calculated based on the number of shares issued at the time of stock option issuance.

➔ **100% of stock options can be exercised when both condition 1 and 2 are met**



FY2022 Consolidated Balance Sheet



Equity ratio was 45.4%; maintain financial soundness while continuing to make investments for growth

(Millions of yen)	Dec.31, 2022	Dec.31, 2021	Change
Current assets	7,275	7,856	△ 580
Non-current assets	4,134	2,704	1,429
Property, plant and equipment	646	619	27
Intangible assets	2,042	1,148	894
Investments and other assets	1,444	936	508
Total assets	11,410	10,560	849
Current liabilities	4,385	4,260	124
Non-current liabilities	1,289	1,354	△ 64
Total liabilities	5,674	5,615	59
Total net assets	5,735	4,945	789
Total liabilities and net assets	11,410	10,560	849

Cash and deposits decreased due to the payment of approximately 1.1 billion yen in income taxes payable in the previous fiscal year.
Of that amount, about 700 million yen is mainly related to the gain on the sale of Sharing Innovations shares in the previous year.

Goodwill increased by approximately 500 million yen mainly due to the acquisition of shares of Mint'z Planning, Inter Move and DI Marketing Partners



02 Earnings Forecast: 2023

FY2023 Consolidated Forecast

Sustaining high growth, both sales and profits are expected to increase by 20%.

Continue to invest in new businesses (HR SaaS "Skill Navi", etc.) and aim for early profitability.

(Millions of yen)	FY2022	FY2023	YoY Change	
	Results	Forecasts	Amount	%
Net sales(Net)※	10,377	12,500	2,122	20.4%
Operating profit	1,350	1,630	279	20.7%
Ordinary profit	1,400	1,640	239	17.1%
Profit attributable to owners of parent	853	1,000	146	17.1%
Reference: Before applying the new revenue recognition standard				
Net sales(Gross)※	21,220	26,500	5,279	24.9%

※ The Company adopts "Accounting Standard for Revenue Recognition" (ASBJ Statement No. 29), etc. from the beginning of the first quarter of FY2022
 Net Sales(Gross) = Net sales based on the previous standard
 Net Sales(Net) = Net sales based on Accounting Standard for Revenue Recognition.

2023 Shareholder Distributions

Forecast a 2023 ordinary dividend of 10 yen per share, 1 yen higher than for 2022

Policy for shareholder distributions

Our goal is the constant growth of shareholder value by making investments for growth by using M&A and starting businesses in new market sectors.

Shareholder distributions are an important means of increasing shareholder value. Our policy is to distribute earnings to shareholders while maintaining the balance between these distributions and investments for growth.

In 2023, based on our forecast for sales and earnings, our financial position, and other considerations, we plan to raise the ordinary dividend from 9 yen to 10 yen.

	2022	2023
Dividend per share	9.0 yen (Ordinary dividend: 9.0 yen)	10.0 yen (Ordinary dividend: 10.0 yen)



03 Business Summary

Business Summary



* Only listed main businesses



ORCHESTRA HOLDINGS

Jun 2009 : Established

Sept 2016 : Listed with Mothers of TSE

Dec 2018 : Listed with 1st section of TSE

Digital Marketing (DM) business



Digital Identity

Mint'  Z
Planning co.,ltd.

Digital Transformation (DX) business



Sharing Innovations

Mar 24, 2021
Listed with Mothers
(Growth Market)

Others



TechReach テックリーチ

Business Summary: Marketing DX



To be a leading company in the marketing DX domain

by combining DX business and DM business

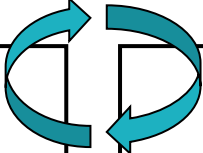


Digital Identity

SYNERGY

Digital Transformation (DX) Business

Digital Marketing (DM) Business



Support for AI/BI use

Cloud integration

System development/
IT engineer services

Marketing DX

Digital marketing support

Business Summary: Digital Marketing (DM) Business



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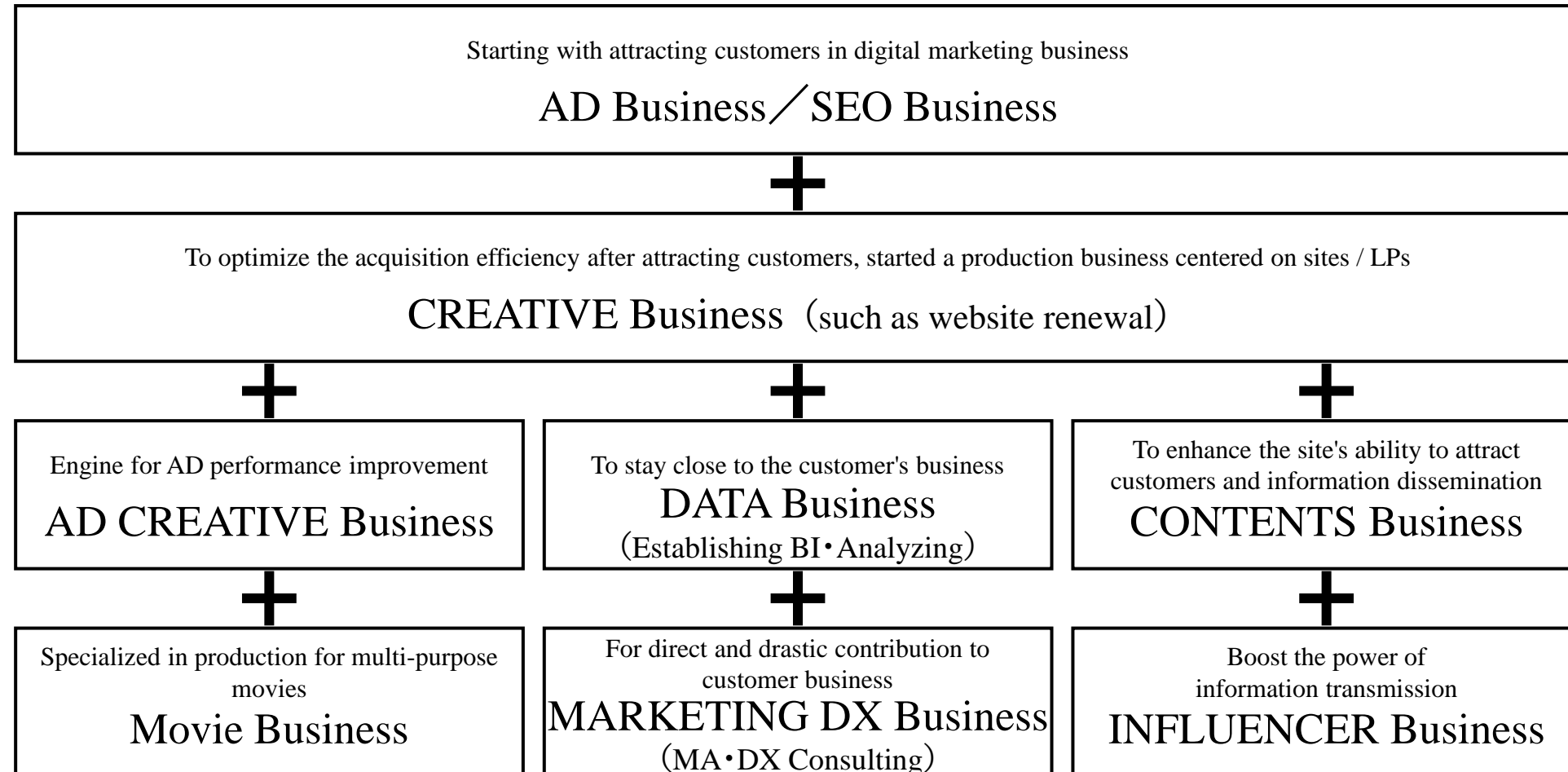
Others



TechReach テックリーチ

Business Summary: Digital Marketing (DM) Business

Starting with attracting customers digitally, developing into various products to provide end-to-end digital marketing service to customers.







Business Summary: Digital Marketing (DM) Business

Build a system that can be executed in a one-stop system from end to end

Overall design and Consulting

Understanding Users			Data Driven		
Market research	Customer journey	In-store survey	Data integration management	Dashboard	BI
Persona development		Action roadmap	Tag management	Statistics/analysis	RPA・AI・machine learning
Insight development	Story Design	Contact channel	Algorithm analysis	Tracking analysis	API・automatic processing

Execution of measures and promotion

Cognitive Advertising	Programmatic Advertising		SEO	Creation	OTHER
					
Tie-up	Listing Ad	App Ad	Internal enforcement	Website creation	MA
Pure Ad	Display Ad	Affiliate Ad	Keyword research	LP	CRM
PR	Ad network・DSP	PMP	Content production	Banner Ad	LINE@
Influencer	Social Ad	Specialized Media 例：インテイド	Media management	Movie	SalesForce Implementation
Event	Movie Ad	Overseas Streaming	External link scrutiny	Email	System development
In-store linkage	Dynamic Ad	In-house production support	Speeding up display speed	UI evaluation/improvement	Chatbot
Mass linkage	Infeed Ad	Report automation	Backend SEO	Access analysis	WEB customer service tool
Campaign	Ad Creative	Account diagnosis	Mobile friendly	App creation	Customer management tool

Business Summary: Digital Transformation (DX) Business



* Only listed main businesses



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Digital Marketing (DM) business



Digital Identity

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Planning co.,ltd.

Digital Transformation (DX) business



Sharing Innovations

Mar 24, 2021
Listed with Mothers
(Growth Market)

Others



 テックリーチ

Business Summary: Digital Transformation (DX) Business

CLOUD INTEGRATION

Cloud service implementation
support centered on Salesforce



DATA SUCCESS

Data Success Consulting
~environment construction
- data utilization support



SYSTEM SOLUTION

DX support in scratch development
centered on open technology



WEB



Smart
Phone



core
system

Business Summary: Digital Transformation (DX) Business



Approach for Multi-Cloud Tools

CLOUD INTEGRATION



Cloud service implementation support centered on Salesforce

[Products that can be implemented]



Sales Cloud



Experience Cloud



CRM Analytics



Service Cloud



Heroku



tableau



Marketing Cloud Account Engagement



Marketing Cloud Engagement



Quip

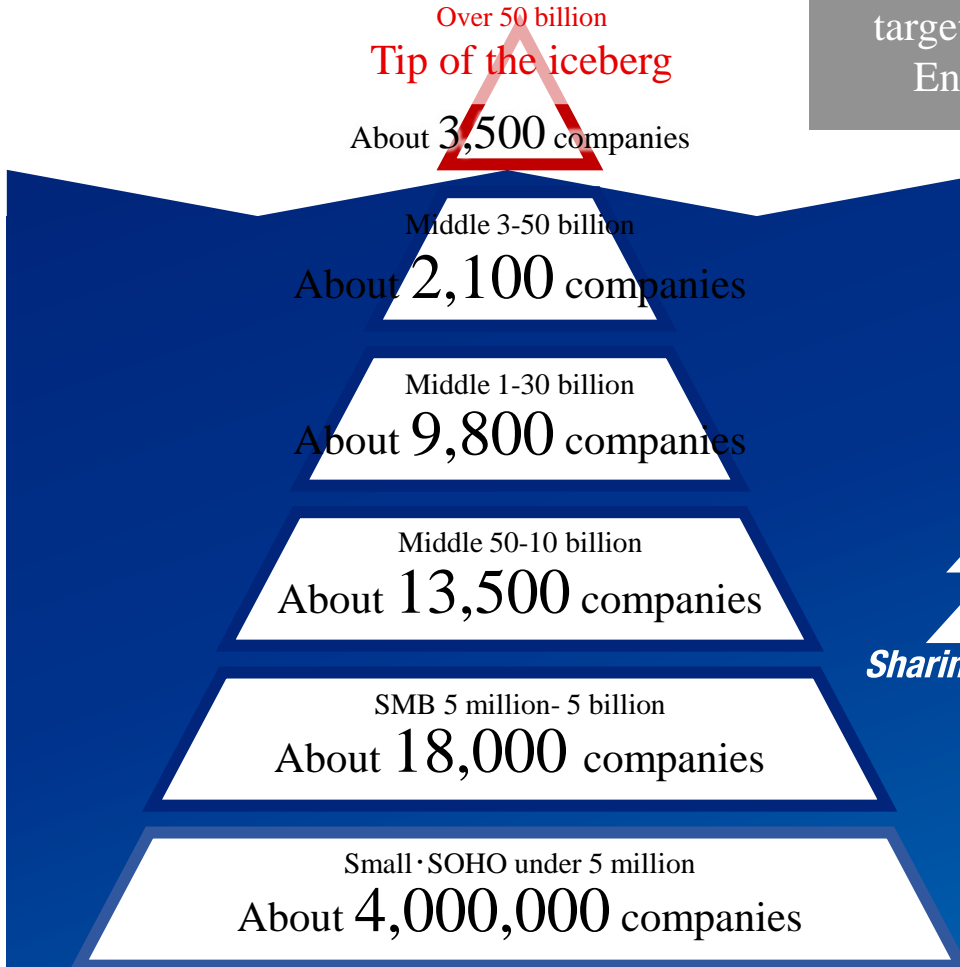
Business Summary: Digital Transformation (DX) Business



Differentiation through positioning

Salesforce Vendor targeting Large Enterprises

Market	Project Risk	Engineer Resource
Many major system companies entered the market with multiple subcontracting structures Red Ocean	High risk due to long-term implementation of large-scale and high-difficulty projects	Large number of experienced and skilled engineers required



Blue Ocean there are many business opportunities, and Venders can proceed projects under prime contact

The size of each project **makes it easy to appropriately manage risk**

If there is a solid education system, **engineers can be brought into the workforce at an early stage.**

Business Summary: Digital Transformation (DX) Business

Recognized for achievements as a Salesforce and Tableau partner

May 27, 2021

Selected from all 500 Salesforce Consulting Partners



May 24, 2022

Selected as Japan's first Premier Partner



Business Summary: Digital Transformation (DX) Business



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Digital Marketing (DM) business



Digital Identity

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Digital Transformation (DX) business



Sharing Innovations

Mar 24, 2021
Listed with Mothers
(Growth Market)

Others



Business Summary: Other Businesses

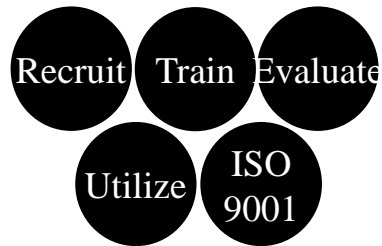
Raising the next core businesses

Major businesses within other business segments:

TALENT MANAGEMENT



- ✓ An SaaS talent management system
- ✓ Visualize HR related activities for more effective and efficient talent management



- ✓ The number of customers continue to increase as a result of the expansion of marketing investment

PLATFORM



- ✓ An iPhone/Android app for fortune telling chat consultations by more than 1000 fortune tellers throughout Japan
- ✓ Cumulative number of consultations exceeded 1.3 million.

HR biz for IT professionals



×



- ✓ Launched "TechReach", a job information site for freelance engineers
- ✓ Acquired "R-stone", a recruiting firm specializing in IT engineers and creators in 2021.

Business Summary: Corporate Venture Capital Investments



Five investees achieved IPO on the Tokyo Stock Exchange

IPO Sept. 2021



Real estate



BtoB matching



Smart homes

IPO July 2020



Payments



Cosplay



Store DX

IPO Dec. 2020



HR



HR



HR

IPO Nov. 2020



Fraudulent order detection



AI



Health care

IPO Mar. 2022



Marketing



Fintech



HR



Health care



MEO



Con-tech



04 Growth Strategy

Growth Strategy

Strength

01

Compete in a growing market

Strength

02

Active utilizations of M&A

Strength

03

Cultivate new business

Growth Strategy: Market Selection

Focusing on growth market

DX business

Japan's IT professional shortage will become even worse

Forecast **a shortage of as much as 790,000** in 2030*¹

*1 Source: "IT Personnel Supply and Demand Survey" conducted for Ministry of Economy, Trade and Industry

Japan's market for public cloud services is expected to expand

at an average annual rate of **20.8%** between 2021 and 2026.

In 2026, this market is expected to be **4,279 billion yen, 160% higher** than in 2021*²

*2 Source: International Data Corporation Japan "Japan Public IT Cloud Services Forecast, 2022 - 2026"

Digital Marketing business

The increasing speed of the digitalization of society is fueling growth of the internet advertising market. The programmatic advertising market, a key strength of Orchestra

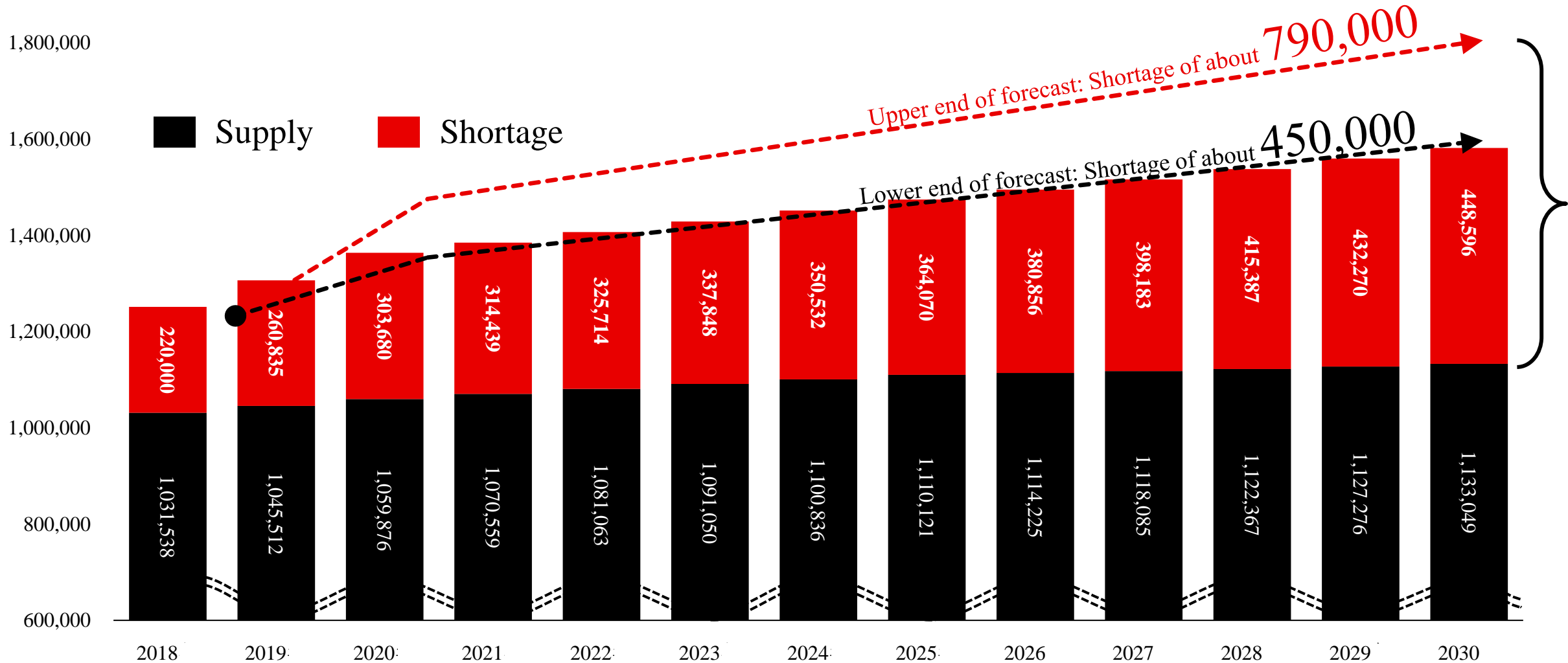
Holdings, recorded **growth of 26.3%** in 2021*³

*3 Source: Dentsu Inc. "2021 Advertising Expenditures in Japan"

Market Data: Projected Shortage of IT Professionals in Japan

Forecast a shortage of up to 790,000 in 2030

Demand for IT professionals is expected to increase steadily

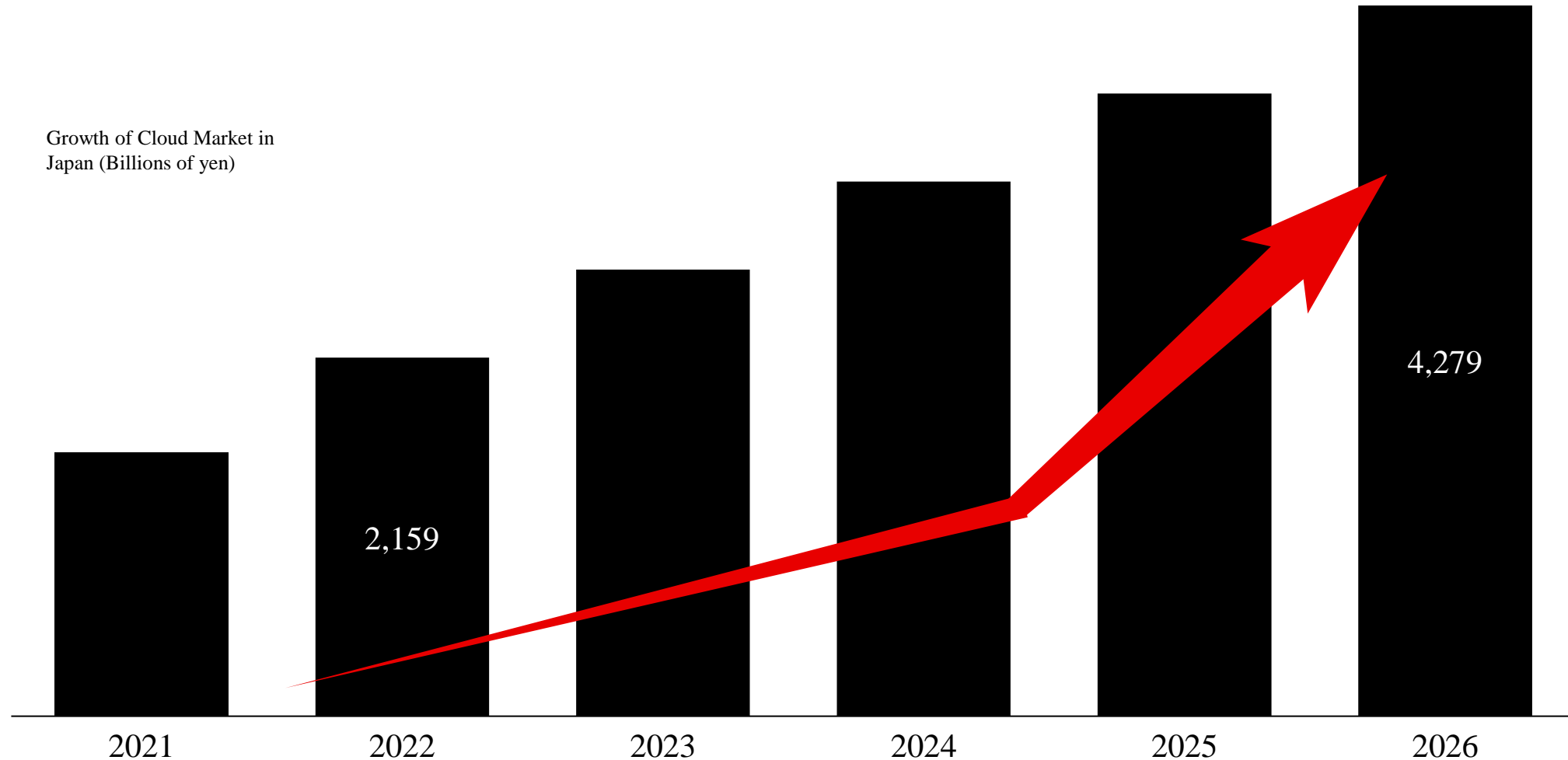


*Source: "IT Personnel Supply and Demand Survey" conducted for the Ministry of Economy, Trade and Industry

Market Data: Growth of the Cloud Market in Japan

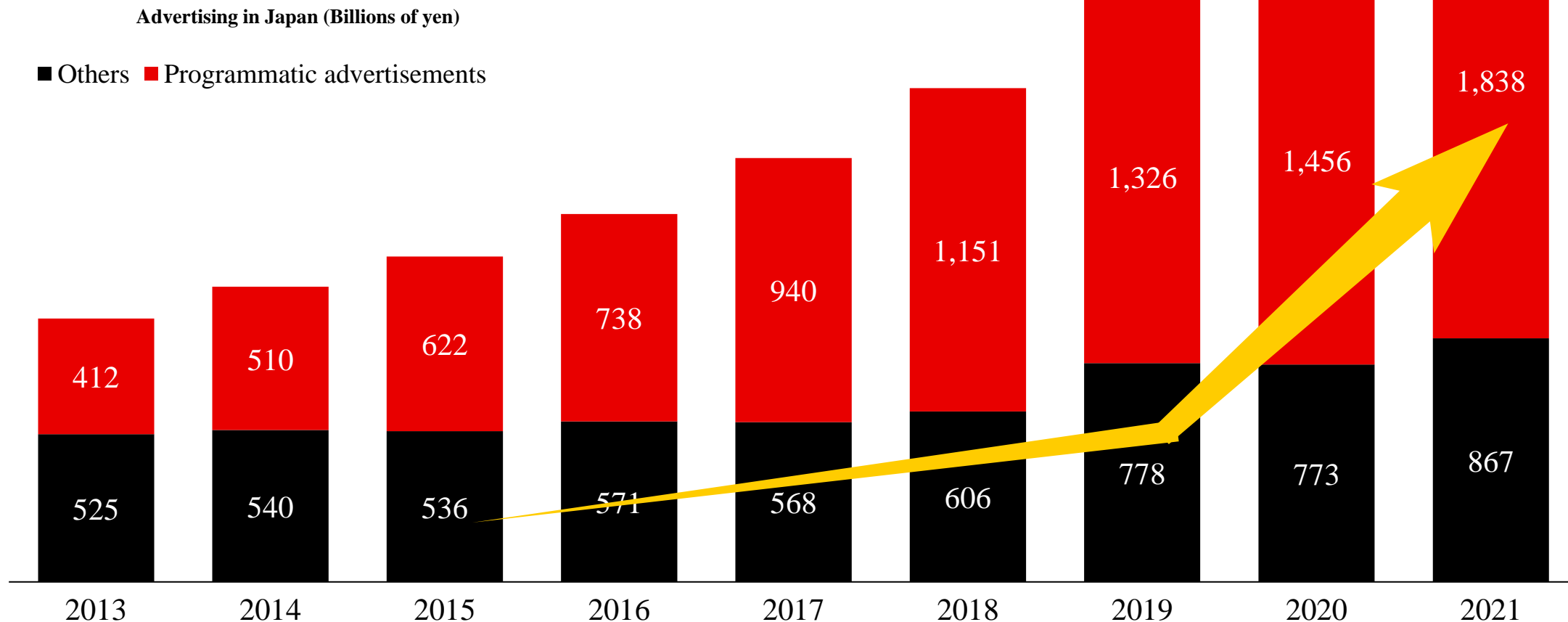
Forecast annual average growth rate of 20.8% between 2021 and 2026

Forecast value of 4,279 billion yen in 2026, 160% higher than in 2021



Market Data: Growth of the Internet Advertising Market

The increasing speed of the digitalization of society is fueling growth of the internet advertising market. The programmatic advertising market, a key strength of Orchestra Holdings, recorded growth of 26.3% in 2021



Source: Publicly announced advertising data since 2012 using “Advertising Expenditures in Japan” by Dentsu Inc.

Growth Strategy

Strength

01

Compete in a growing market

Strength

02

Active utilization of M&A

Strength

03

Cultivate new business

Growth Strategy: Active Utilization of M&A

Implemented 3 M&As in FY2022



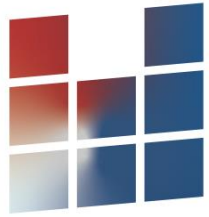
In January 2022, consolidated subsidiary Sharing Innovations purchased all shares of Inter Move to make it a subsidiary. Since its founding in 2006, the company has been engaged in Salesforce integration business based in Nagoya, as well as application business such as "AppMove Workflow" which can be linked with Salesforce. We plan to use Inter Move as the main base for the growth of our DX business in the Chubu region.



In May 2022, consolidated subsidiary Digital Identity purchased 90% of shares of Mint'z Planning to make it a subsidiary. The company is engaged in the SNS marketing business, where the market is growing rapidly. It has strengths in planning and promotion that utilize women's perspectives and sensibilities as consumers, and handles everything from brand communication support to creative production and casting. With Mint'z joining our group, we will be able to provide a wider range of digital marketing support to our clients.

Growth Strategy: Active Utilization of M&A

Implemented 3 M&As in FY2022



DI Marketing Partners

In September 2022, at our consolidated subsidiary, Digital Identity, Acquired all shares of LIFULL Marketing Partners, making it a subsidiary. At the same time, the trade name Changed to DI Marketing Partners.

The company is engaged in the digital marketing business centered on the real estate and housing fields, and based on its extensive promotional track record, it comprehensively handles marketing strategy planning, operation, and improvement proposals. By joining the company in our group, we will be able to support a wider range of digital marketing and expand cross-selling opportunities. Note that sales and profits are incorporated after October.

Growth Strategy: Active Utilization of M&A

One M&A is scheduled to be implemented at the end of February 2023

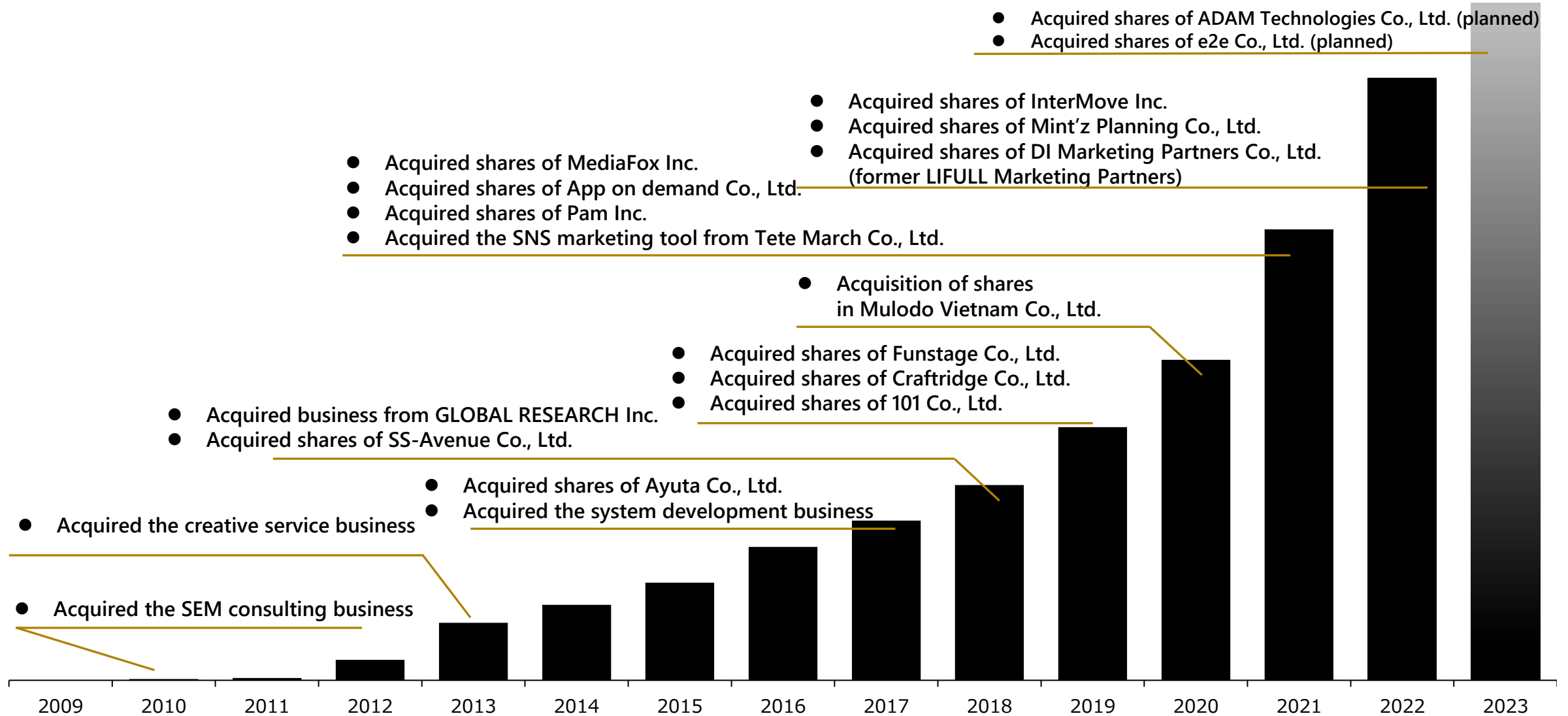


In January 2023, at our consolidated subsidiary, Digital Identity, decided to acquire shares of Adam Technologies and e2e, and plan to make them subsidiaries in February.

Adam Technologies is engaged in content marketing with its strength in SEO measures, and e2e is engaged in system development and maintenance operations specializing in WordPress. With the addition of the two companies to the Group, it will be possible to provide a wider range of digital marketing support.

Growth Strategy: Active Utilization of M&A

Continuing the strategic use of M&A for accelerating business growth



Growth Strategy

Strength

01

Compete in a growing market

Strength

02

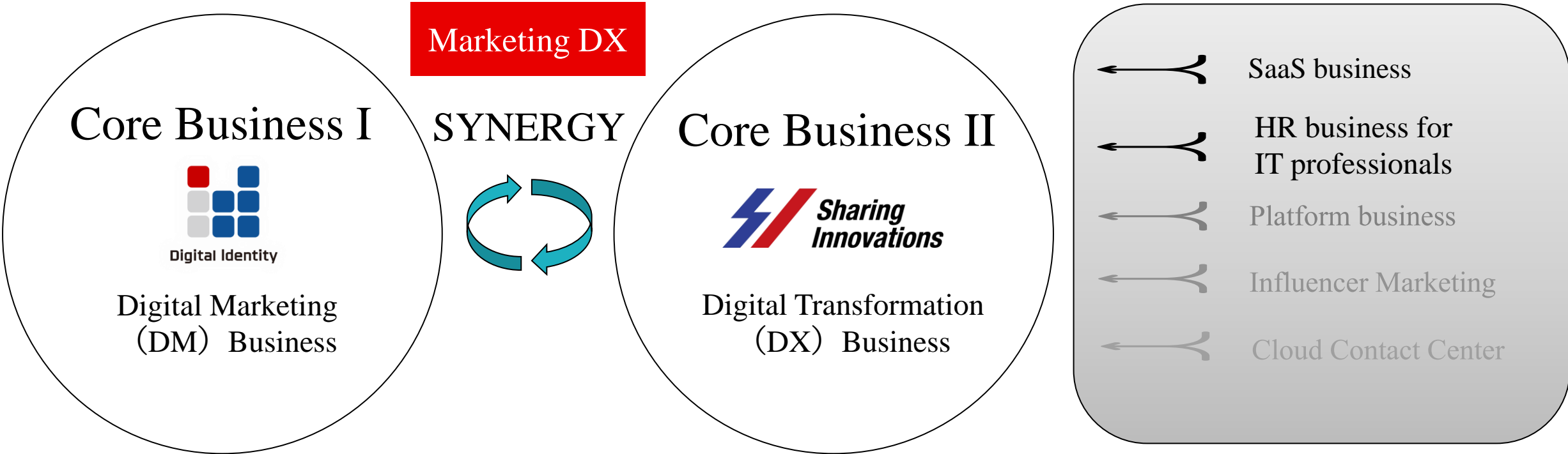
Active utilizations of M&A

Strength

03

Cultivate new business

Continue to grow the next core business



Growth Strategy : New Business / Skill Navi

- Developed SaaS-type talent management system “Skill Navi”
- Developed by a team of database engineers who were active at the forefront of Oracle
- Aiming for the lowest price in the industry even with abundant standard functions



スキルナビは豊富な標準機能を搭載

社員管理		研修・試験・資格管理		分析機能		その他機能	
社員の基本情報 社員の基本情報を管理。項目は自由に追加可能。	キャリアサポート 社員のキャリアアップの作成や承認までシステム上で可能。	研修検索 研修の検索が可能。外部研修・内訓研修どちらも対応。	受講履歴管理 受講履歴の管理が可能。	社員条件検索 社員の検索を条件として設定し検索が可能。	異動シミュレーション 異動シミュレーションを行い変化し業務をグラフで確認。	有給申請 有給申請や有給申請の承認がシステム上で可能。	プロジェクト管理 プロジェクトの進行管理や進捗を管理可能。
履歴管理 社員の履歴など人事情報をシステムで管理・更新が可能。	履歴書の管理 応募時の履歴書をファイルでアップロードが可能。	研修申し込み 研修の申込、承認フローを作成・管理が可能。	研修評価管理 研修後の感想や研修の評価管理が可能。	エンゲージメント分析 集積した情報からエンゲージメント分析が可能。	アンケート分析 集積したアンケートからデータ分析が可能。	CSV機能 システムにあるデータはすべてCSVで管理可能。	給与・賞与情報 給与や賞与の情報を管理可能。
キャリアモデル管理 社員のキャリアモデルの表示や更新が可能。	能力診断履歴 必要能力のランクを表示。過去のランクの履歴が可能。	試験の登録 受講日や費消点数の登録を行うことが可能。	試験結果の確認 過去の試験結果を一覧で確認可能。結果条件としても設定可能。	人事評価分析 人事評価項目を掛け合わせ分析グラフでの表示。	スキル分析 スキルの習得や、スキル取得による履歴等を分析。	アラートメール送信 様々なアラートに対してメールの送信が可能。	管理権限 役割以外の個人レベルでの権限設定が可能。
勤怠管理 社員のキャリアモデルの表示や更新が可能。	社外活動履歴 必要能力のランクを表示。過去のランクの履歴が可能。	資格の登録 社員の取得資格や取得しなけらばならない資格を管理。	資格の検索 資格を取得している人の条件検索して絞り込むことが可能。	個人間分析 個人を指定し分析が可能。	部門間分析 部門内部署で様々なデータの掛け合わせ分析が可能。	アラートメール送信 様々なアラートに対してメールの送信が可能。	任職のフォーム作成 自由に設定可能なフォーム作成機能で簡単にフォーム作成可能。
人事評価		スキル管理		二軸分析 様々な軸を設定し、二軸分析が可能。	ワブロック分析 指定した条件からワブロック分析が可能。	パワハラ相談 パワハラやセクハラの相談がシステム上で可能。	
MBO評価 MBO評価に対応可能。	OKR評価 OKR評価に対応可能。	スキルの自己評価 業務や職能に必要なスキルを表示・更新・管理が可能。	上長によるスキル補正 自己評価をもとに上長によるスキル評価を行うことが可能。	グループ間比較 手動で指定したグループ間での比較・分析が可能。	統計グラフ表示 様々な統計グラフを作成可能。		
コンピテンシー評価 コンピテンシー評価に対応可能。	360度評価 360度評価に対応可能。	スキルの検索 スキル指定・レベル指定を行い検索をすることが可能。	スキルアップ促進 スキルに必須の研修などを紹介することが可能。				
業績評価 業績評価に対応可能。	BSC評価 BSC評価に対応可能。						

スキルナビは全て標準機能で設定可能！！（※上記機能は一例です。）

スキルナビは標準機能が豊富に搭載されており、標準機能はすべてライセンス料金で使用可能です。その他機能はお問い合わせください。 p10



Growth Strategy : New Business / Skill Navi

Major customers of SkillNavi

The number of companies using Skill Navi and prospective companies are steadily increasing

NEXCO 中日本
三井住友信託銀行 SUMITOMO MITSUI TRUST BANK
DNP
東京都
XCCIT クロスキャスト
ヤマユ
SEVEN&i Food Systems ひと皿に豊かな明日を
SAPIX
Nipponham
ADK
Members
DAIKIN
OKI
SMBC SMBC コンシューマーファイナンス
NGFホールディングス株式会社 NGF Holdings, INC.
JFE JFEシステムズ
Sumitomo Mitsui Trust Holdings 三井住友トラスト・システム&サービス
NISSAN GROUP OF JAPAN 日産トレーディング株式会社
YOKOGAWA 横河ソリューションサービス
MIRISE TECHNOLOGIES
ClassNK CHARTING THE FUTURE
Daiseiki
NCD Nippon Computer Dynamics Co., Ltd.
Bridge sales promotion
AGLANZ
Re+alive
Hajimari
NIHON KNOWLEDGE
LINK.com
Melsmon Pharmaceutical
Ortoise Corporate
木村情報技術株式会社 KIMURA INFORMATION TECHNOLOGY Co., Ltd.
Orbray
TADA farm
inet
WOOD TEC
YAMABISHI POWER EVOLUTION
R-Stone.co.,ltd.
Polestar-ID
ICT LINK
NODAICHI 野田市グループ
YASKAWA 株式会社 安川ロジステック
NAGANO SCIENCE
PMI
GNT 野口精機株式会社
PLANNING
ソフトウェア開発技術 Software Development Technologies
NEWONE あたらしい、個人と組織の関係を。
深田サルベージ建設株式会社 FUKADA SALVAGE & MARINE WORKS CO., LTD.
Tsukiden

Growth Strategy : New Business / HR biz -IT professionals

- Launched “TechReach”, an IT recruiting and project introduction media
- Acquired R-Stone, a career change agency specializing in the IT field, through M&A

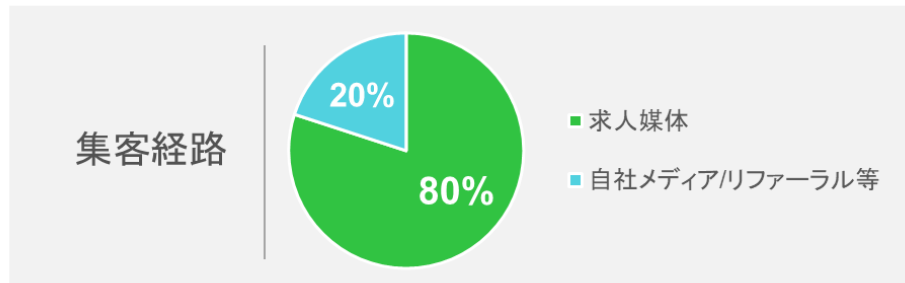


人材紹介サービスについて

クリエイター・エンジニアに特化したコンサルタントが採用活動をサポート

主なターゲット層	年齢	希望勤務地	現在年収
	20代後半～40代後半	東京	350～1000万円台

月間登録者数	エンジニア 120 名	クリエイター 80 名
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☰ エントリー

職種

ポジション

スキル

案件単位

Q キーワードを入力する

検索 🔍

- Specialized in freerance
 - Engineer
 - Creator
 - PM・PMO...
- Strength of TechReach
 - About 5000 or more registered projects
 - 80% are end/main contractor direct projects
 - 15 days payment cycle

Growth Strategy : New Business / HR biz -IT professionals

Launched "TechReach", a job information site for freelance engineers. Acquired "R-stone", a recruiting firm specializing in IT professionals. Utilizing the experience in digital marketing, DX and HR business, our group provide total support for the success of IT professionals.

IT professionals



WEB media creation
Digital Marketing



WEB media creation
Digital marketing



Education/Training
DX business



Freelance dispatch
DX business

Adoption in-house to
strengthen DX support

Recruiting Firm
HR biz for IT
professionals

DX & Digital Marketing Business



Group Growth Strategy

Digital Marketing business

- A driver of overall growth by targeting the steady growth of this market
-

DX business

- Quickly establish DX as the second core profit center by expanding the presence of this business in rapidly growing market sectors
-

New businesses/M&A

- Aim for rapid growth by adding new services
- Using M&A for the faster growth of existing businesses and making investments in new business domains with rapid growth and high profitability

New businesses/M&A

DX business

Digital Marketing business

Vision

The Chain of Creation



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Thank You!