



ORCHESTRA HOLDINGS

Results of Operations
for the First Quarter of
the Fiscal Year Ending
December 31, 2023

Executive Summary

Net Sales (Gross) 2,781 mil yen YonY +12.9%
Gross Profit 1,397mil yen YonY + 7.7%

Operating Profit 290 mil yen YonY▲44.6%
EBITDA 368 mil yen YonY▲35.4%

Posted all-time high sales (gross). Gross profit also posted record-high 1Q, but operating income declined from the particularly strong Q1 of the previous fiscal year, due to the impact of the DX business undergoing structural reforms and investment in human resources.

Digital Marketing (DM) Segment

With the good progress of PMI, M&A companies grew and contributed to earnings. (page11)
Especially, DIMP※, which acquired in last year, turned profitable due to the synergies such as cross-selling, and some of its clients have grown to top clients in the DM business.

Digital Transformation (DX) Segment

Due to ongoing structural reforms, performance is on a recovery track after bottoming out in the previous 3Q.
Order capacity, quality, and utilization rate improved due to the increase of mid-career hires and the strengthening of the mid-level and PM workforce.

M&A

M&A in 2023Q1

※ PnL consolidation starts from Q2

DM segment (page41)

Adam Technologies Inc. and e2e Inc. -
SEO, Word Press system development

DX segment (page42)

VES Inc., -Software testing business



01 Financial Overview: 1Q FY2023

02 Earnings Forecast: FY2023

03 Business Summary

04 Growth Strategy

05 ESG Activities



01 Financial Overview: 1Q FY2023

1Q FY2023 Consolidated Results



Posted all-time high sales (gross). Gross profit also posted record-high 1Q, but operating income declined from the particularly strong Q1 of the previous fiscal year, due to the impact of the DX business undergoing structural reforms and investment in human resources.

Upfront investment in SkillNavi: 1Q 59million yen

(Millions of yen)	FY2023	FY2022	% Change
Net Sales(Net)	2,781	2,464	12.9%
Gross Profit	1,397	1,297	7.7%
SG&A expenses	1,107	772	43.2%
Operating Profit	290	525	△44.6%
EBITDA	368	570	△35.4%
EBITDA margin	13.2%	23.1%	-9.9pt
Ordinary Profit	298	530	△43.6%
Profit attributable to owners parent	205	291	△29.2%
Reference: Before applying the new revenue recognition standard ※			
Net Sales(Gross)	6,387	4,897	30.4%

※ 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 page7for the details.

1Q FY2023 Segment Results

DM business posted all-time high sales (gross).

In DX business undergoing structural reform, cloud integration business posted sluggish sales growth, but profits showed signs of recovery

Segment (Millions of yen)	1Q/FY2023	1Q/FY2022	% Change
Digital Transformation(DX) business			
Net sales	1,168	1,203	△2.9%
Segment profit	60	204	△70.3%
Digital Marketing business			
Net sales(Net)	1,390	1,061	30.9%
Segment profit	540	572	△5.5%
Other businesses			
Net sales	247	239	3.3%
Segment profit	△ 15	△ 25	-
Reference: Before applying the new revenue recognition standard ※			
Digital Marketing business			
Net sales (Gross)	4,995	3,494	42.9%

While sales in the System Solutions business grew steadily, sales and profits both declined due to continued sluggishness in the Cloud Integration business.

Further structural reforms are ongoing with the renewal of the management structure, including the change of president. Profits are on a recovery trend after bottoming out in the previous 3Q.

Net Sales increased significantly from the previous year, but profits decreased due to the impact of enhanced investment in human resources.

Although investment in new businesses continues, the loss decreased compared to last year due to an increase in "Skill Navi" customers.

※ 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 page7 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 3,605 million yen in the digital marketing business segment for 1Q 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 30.4%
YonY

※ Before the application of the new revenue recognition standard

Gross sales grew significantly and reached a record high due to the expansion of programmatic advertising in the digital marketing business.

On the other hand, net sales grew 12.9% YonY due to the strong impact of the application of the new revenue recognition standard for programmatic advertisements.

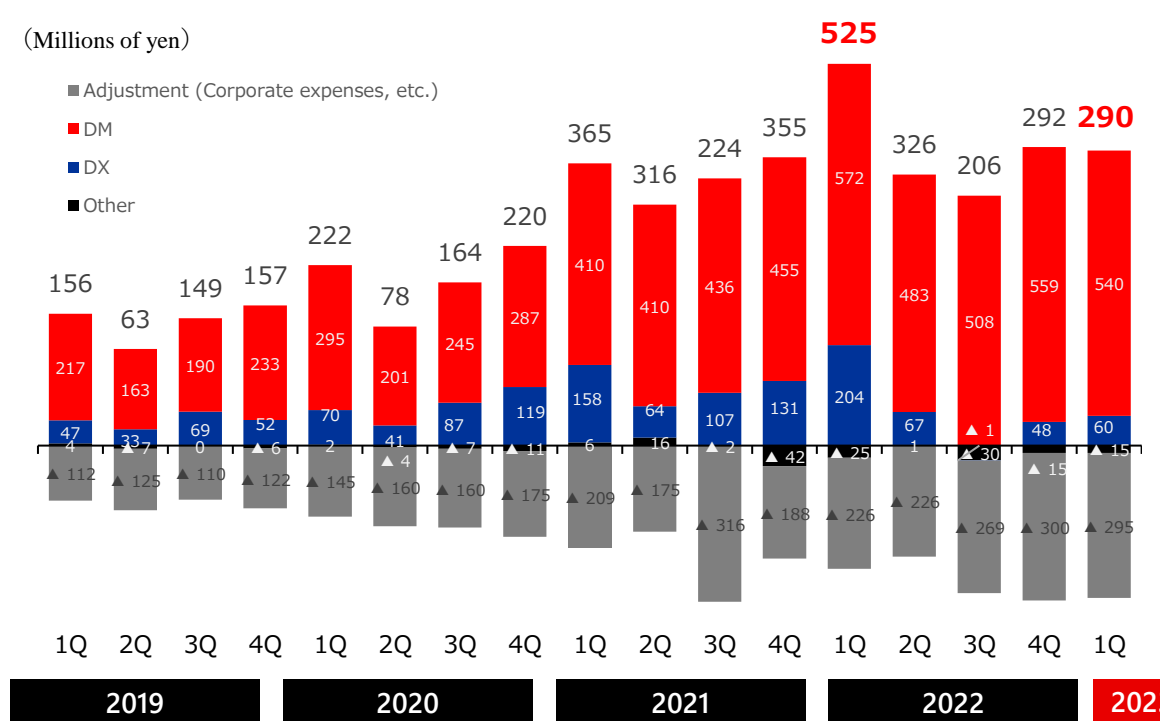
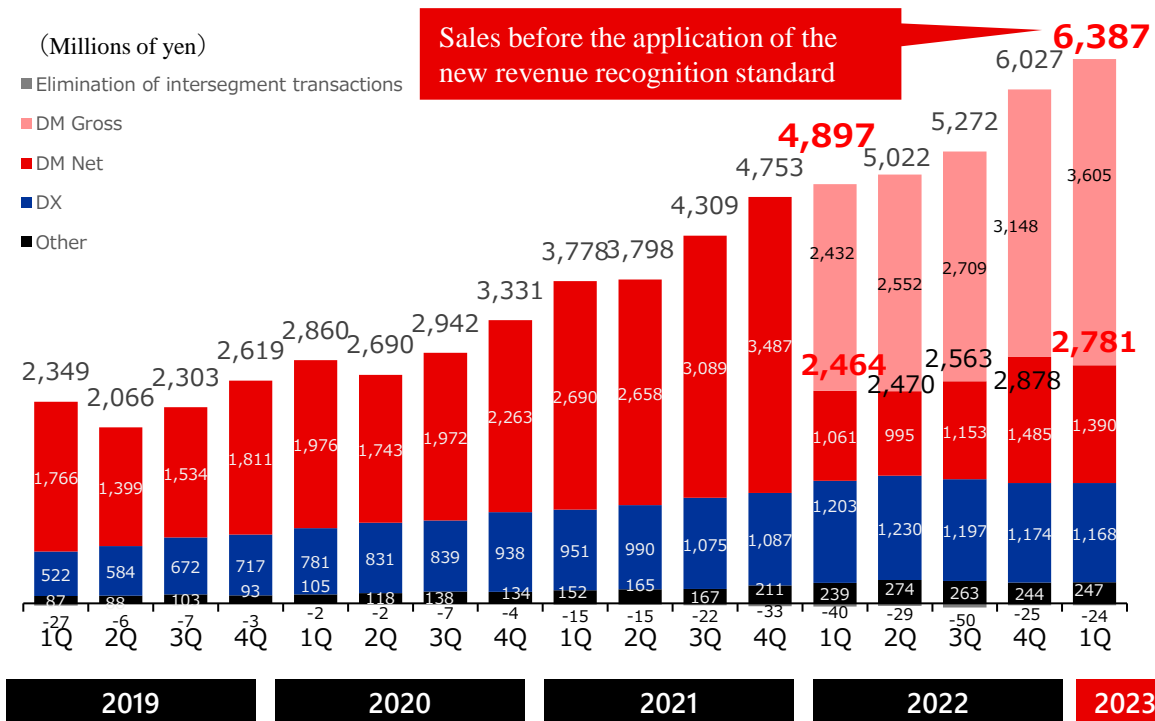
※ From the beginning of FY2022, due to the application of the new revenue recognition standard, part of the sales of the digital marketing business has been changed from Gross to Net. The change has no impact on profits. Refer page7 for the details.

Operating profit

Down 44.6%
YonY

Profits declined significantly from the previous 1Q, which was particularly strong, due to the cloud integration business undergoing structural reform.

On the other hand, profits bottomed out in the previous 3Q and are now recovering.



DX Business: Quarterly Results

Net sales

Down 2.9%
YonY

Sales of the System Solutions business grew, while the Cloud Integration business is in the process of being rebuilt, and sales declined slightly.

Continuing to promote sales reform (6 new solutions/packages were released between January and May 15, 2023).

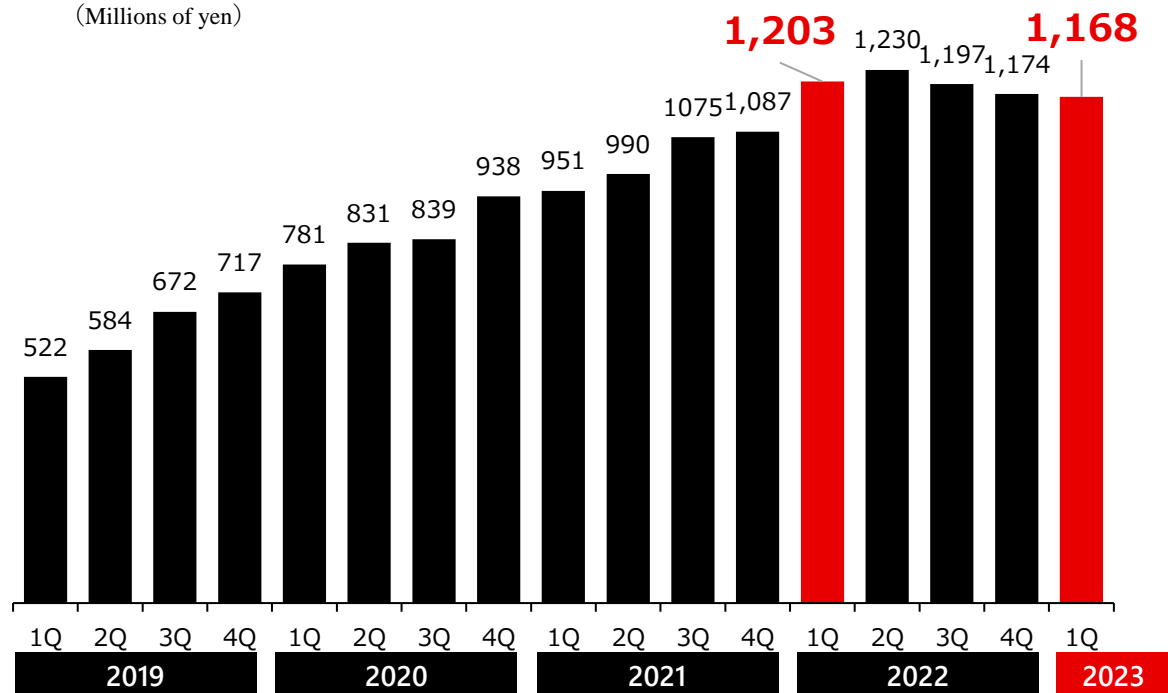
Segment profit

Down 70.3%
YonY

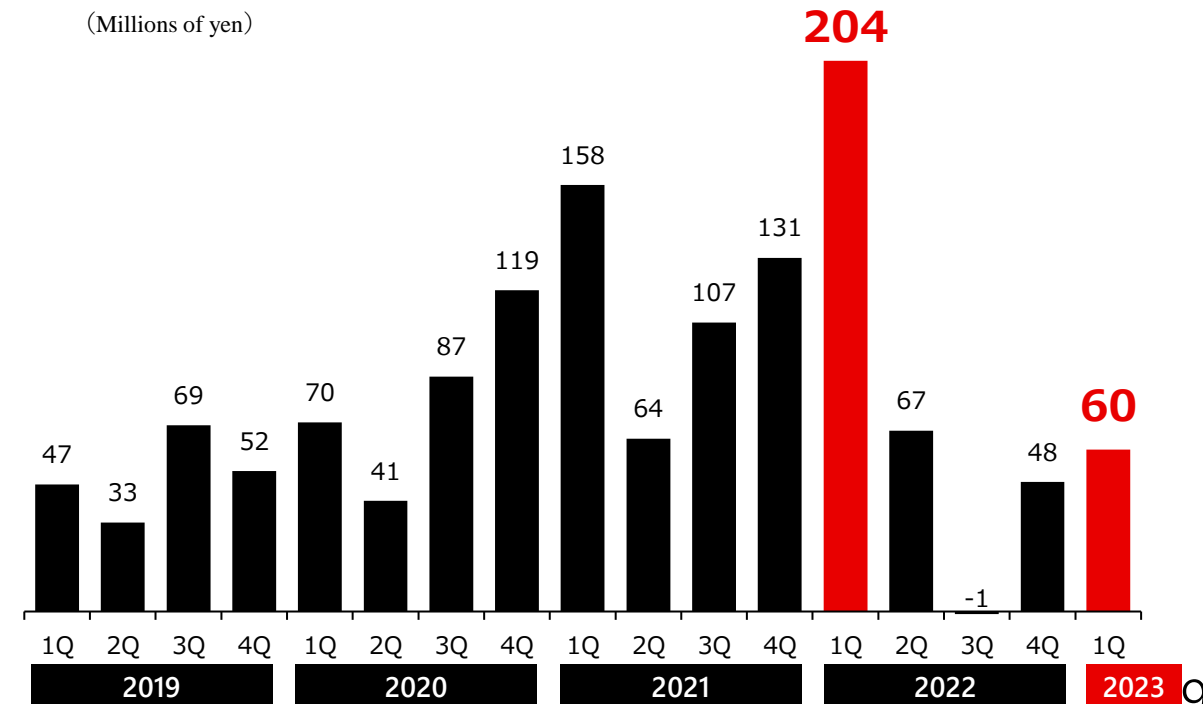
Cloud Integration business did not perform well, and profits declined sharply compared to the previous year.

On the other hand, order capacity, quality, and utilization rate improved due to the increase of mid-career hires (5 more) and the strengthening of the mid-level and PM workforce. Profits bottomed out in the previous 3Q and are on a recovery trend.

(Millions of yen)



(Millions of yen)



Digital Marketing Business: Quarterly Results

Net sales

Up 42.9%
YonY

Gross sales were strong due to the expansion of managed advertising.

Net sales also increased by 30.9% YonY, despite the strong impact of the new revenue recognition standard for programmatic advertising.

※ 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 page7 for the details.

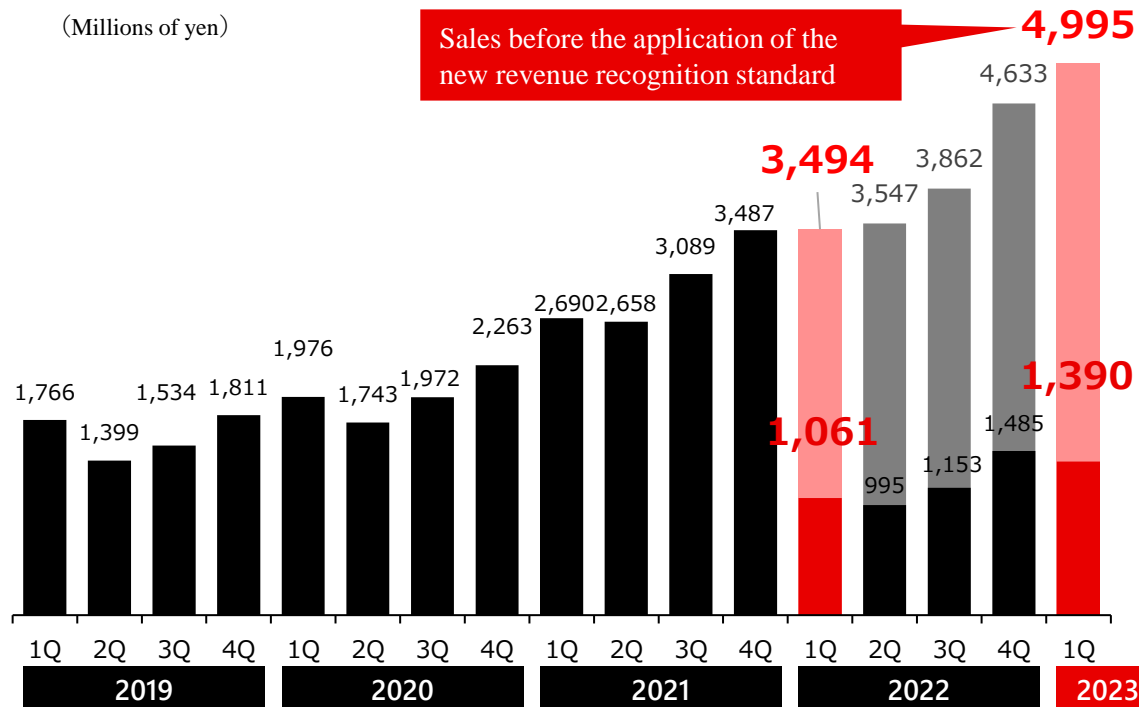
※ Before the application of the new revenue recognition standard

Segment profit

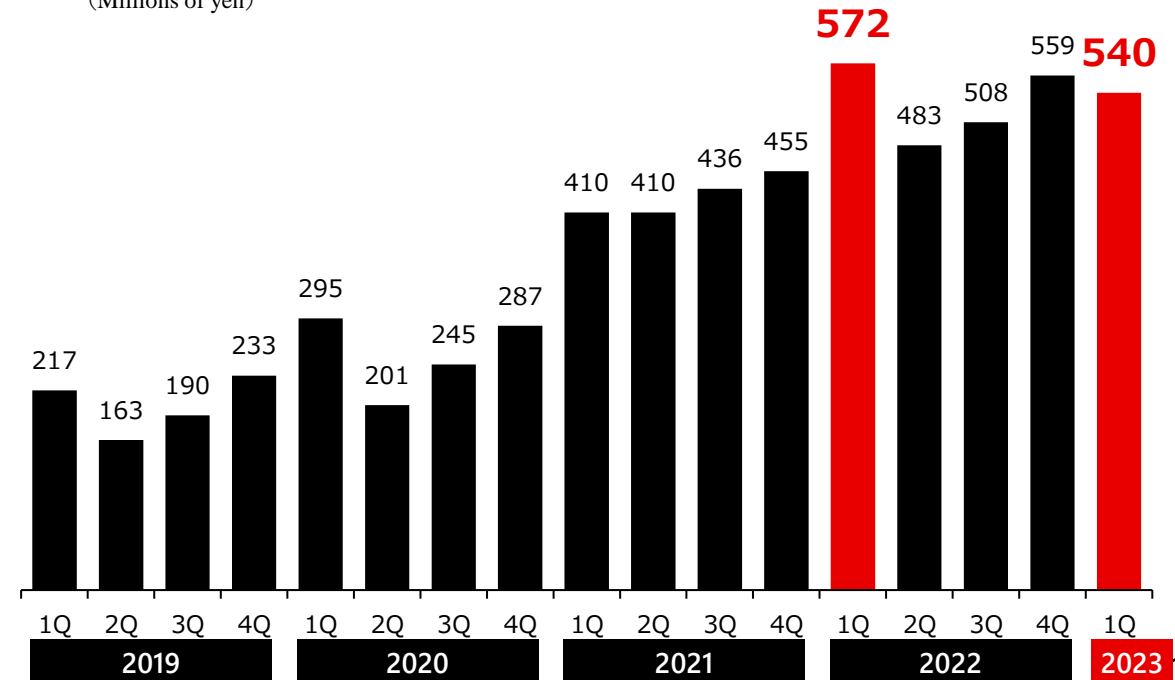
Down 5.5%
YonY

Sales grew, but profits declined slightly due mainly to increased investment in human resources.

(Millions of yen)



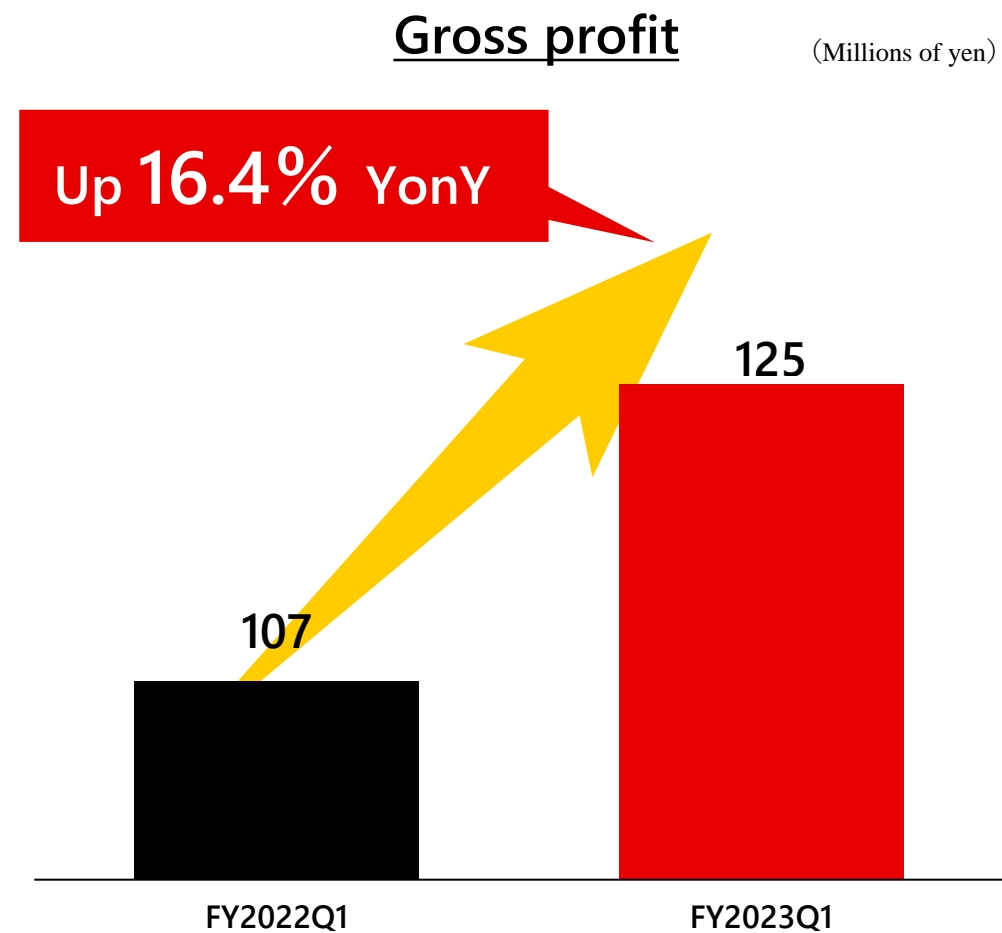
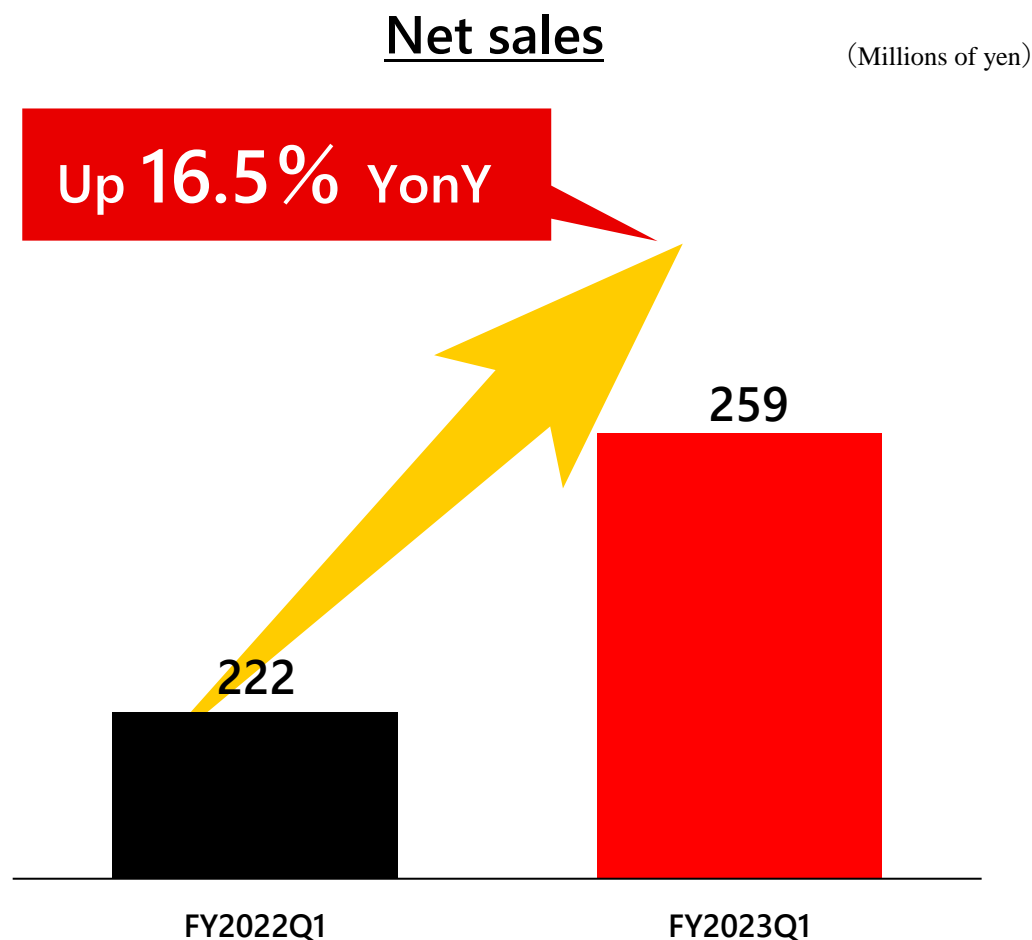
(Millions of yen)



Digital Marketing Business: Post-M&A Growth

Combined growth rate of companies* acquired in DM business in 2021 will be 16.5% YoY for net sales (gross) and 16.4% YoY for gross profit due to cross-selling and other group synergies.

※ Pam Inc. , Peace Inc. , and MediaFox Inc. are included. Mint'z planning Inc. and DI marketing Partners Inc. (ex- LIFULL Marketing Partners) are not included as the acquisition was in FY2022.

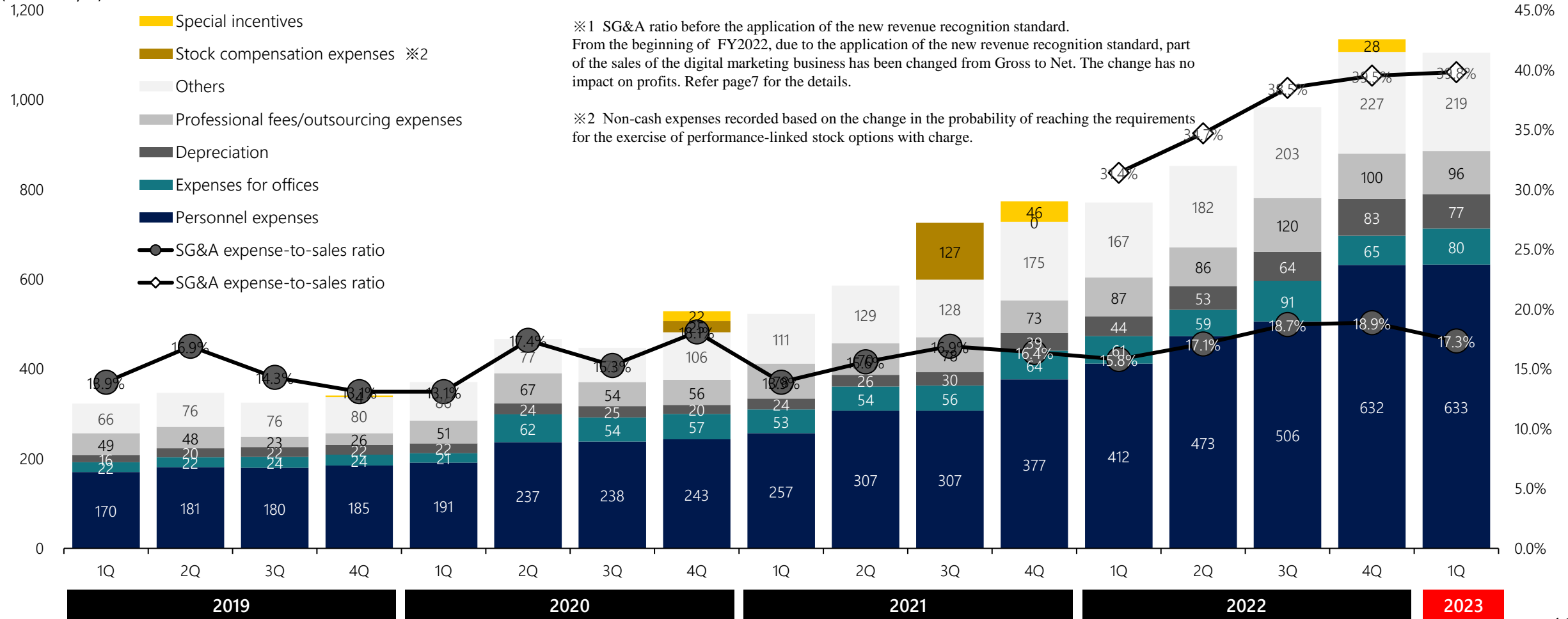


Changes in SG&A Expenses

SG&A expenses increased YonY due to investment in human resources, but maintained the level of the previous quarter, and the SG&A to sales ratio decreased to 17.3% before the application of the new revenue recognition standard. ※1

After application, it will be 39.8%.

(Millions of yen)

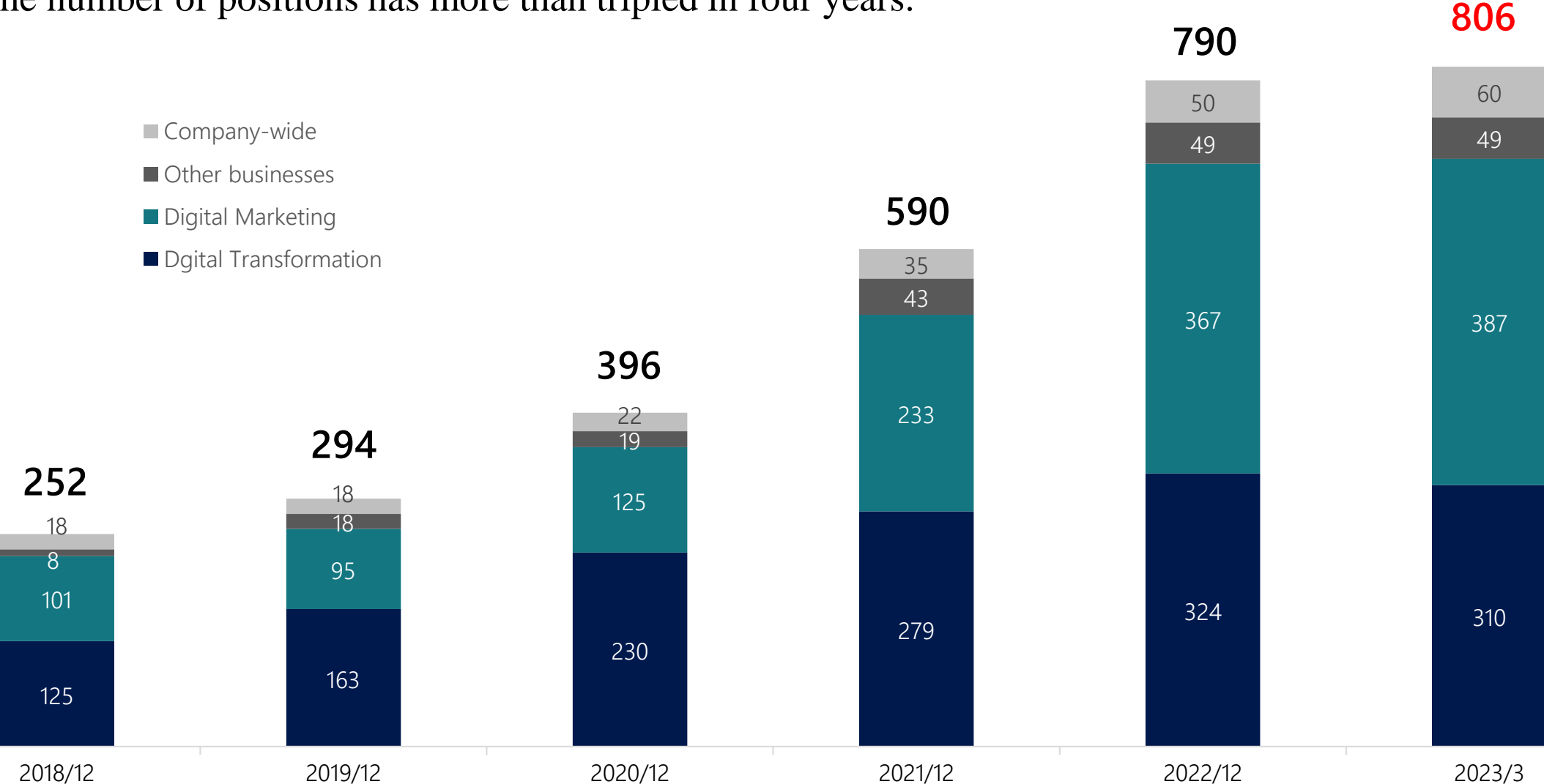


Changes in The Number of executives and employees



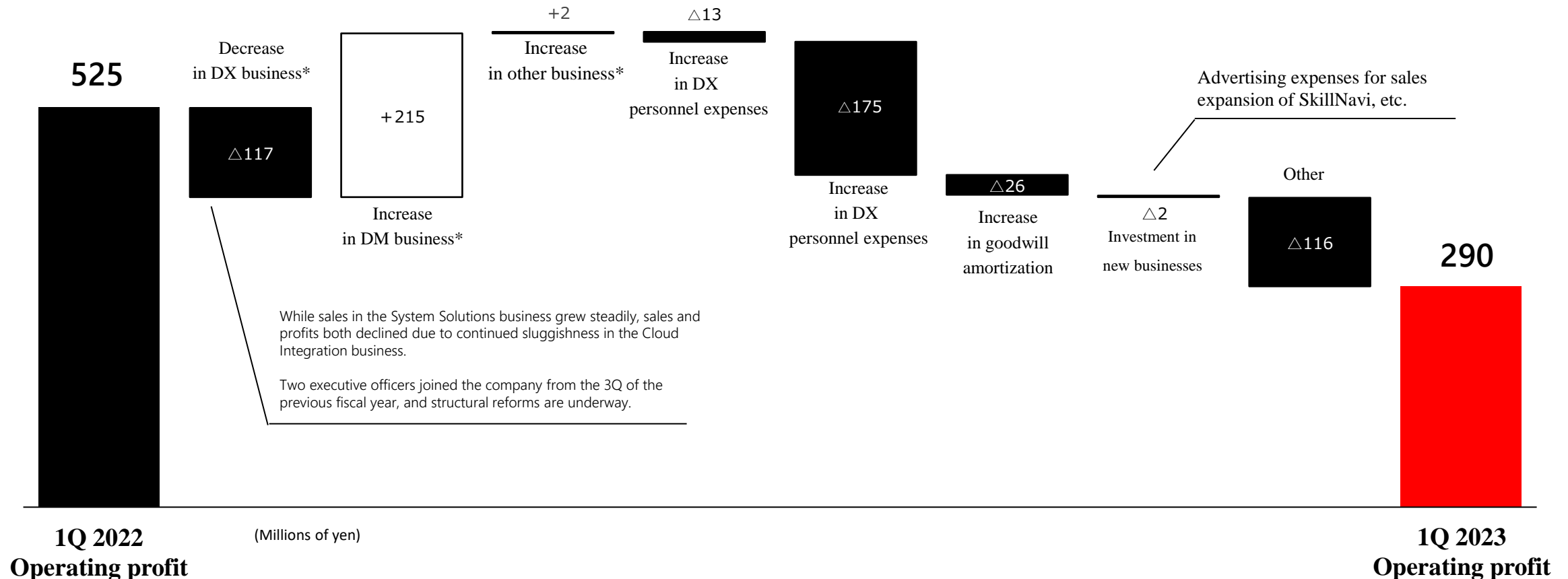
The number of positions has more than tripled in four years.

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



FY2022 Changes in Operating profit

In the DX business, profits declined in the cloud integration business, and in the DM business, gross profit increased, but personnel expenses due to M&A and hiring were also increased, resulting in a 44.6% decline in 1Q operating profit, to 290 million yen.



Performance-linked stock options (4th SO)

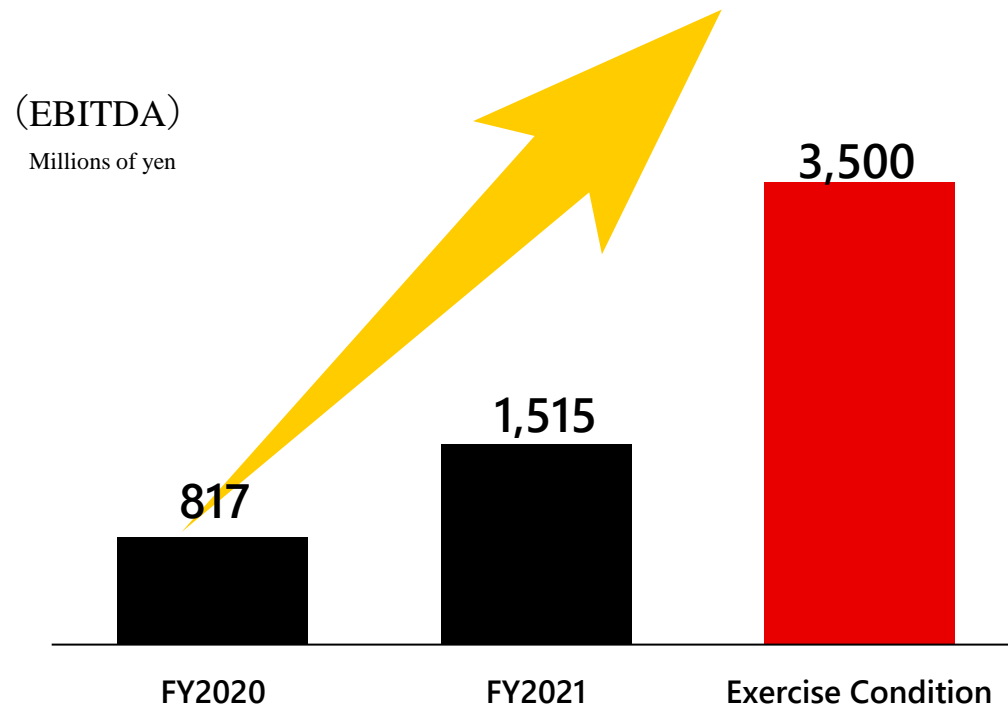
New Performance-linked stock options (4th SO) were issued in 2022 under the following conditions for the purpose of incentives for officers and employees, as the exercise conditions for the 3rd SO have been achieved.

Condition 1

Consolidated EBITDA – over 3.5billion yen

in any fiscal year from FY2022 to FY2025

➔ 50% of stock options can be exercised



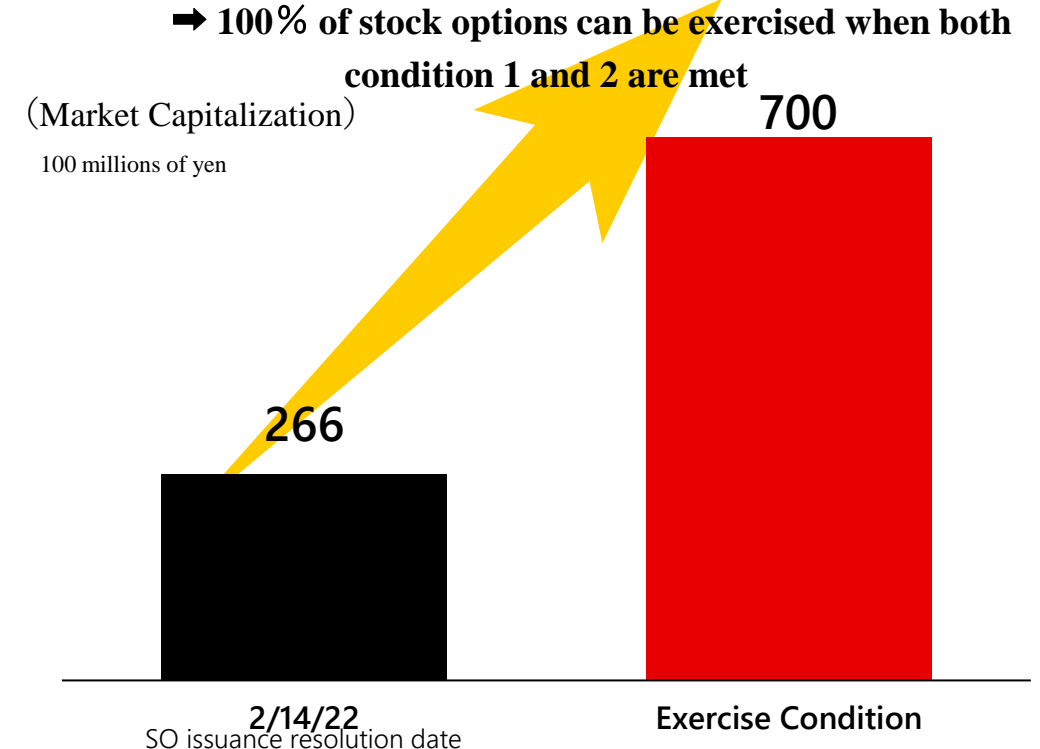
Condition 2

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



1Q FY2023 Consolidated Balance Sheet



Equity ratio was 44.5%; maintain financial soundness while continuing to make investments for growth

(Millions of yen)	Mar.31, 2023	Dec.31, 2022	Change
Current assets	7,403	7,275	127
Non-current assets	4,631	4,134	497
Property, plant and equipment	654	646	7
Intangible assets	2,455	2,042	412
Investments and other assets	1,522	1,444	77
Total assets	12,034	11,410	624
Current liabilities	4,769	4,385	384
Non-current liabilities	1,355	1,289	65
Total liabilities	6,124	5,674	449
Total net assets	5,910	5,735	174
Total liabilities and net assets	12,034	11,410	624

Mainly due to an increase of approximately 0.4 billion yen in goodwill as a result of the acquisition of Adam Technologies and e2e shares.



02 Earnings Forecast: 2023

FY2023 Consolidated Forecast



Since the poor performance of the DX business in 1Q has already been factored into the initial plan, the progress of the plan is generally in line with expectations.

For the full-year plan, both sales and profits are expected to increase by approximately 20%.

Aim for early transition to profitable phase while continuing to invest in human resources and new businesses (HR SaaS "Skill Navi", etc.)

	1Q/FY2023		FY2022	FY2023	YoY Change		
	(Millions of yen)	Amount	Progress ratio	Results	Forecasts	Amount	%
Net sales(Net) ※		2,781	22.3%	10,377	12,500	2,122	20.4%
Operating profit		290	17.9%	1,350	1,630	279	20.7%
Ordinary profit		298	18.2%	1,400	1,640	239	17.1%
Profit attributable to owners of parent		205	20.6%	853	1,000	146	17.1%
Reference: Before applying the new revenue recognition standard							
Net sales(Gross) ※		6,387	24.1%	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)

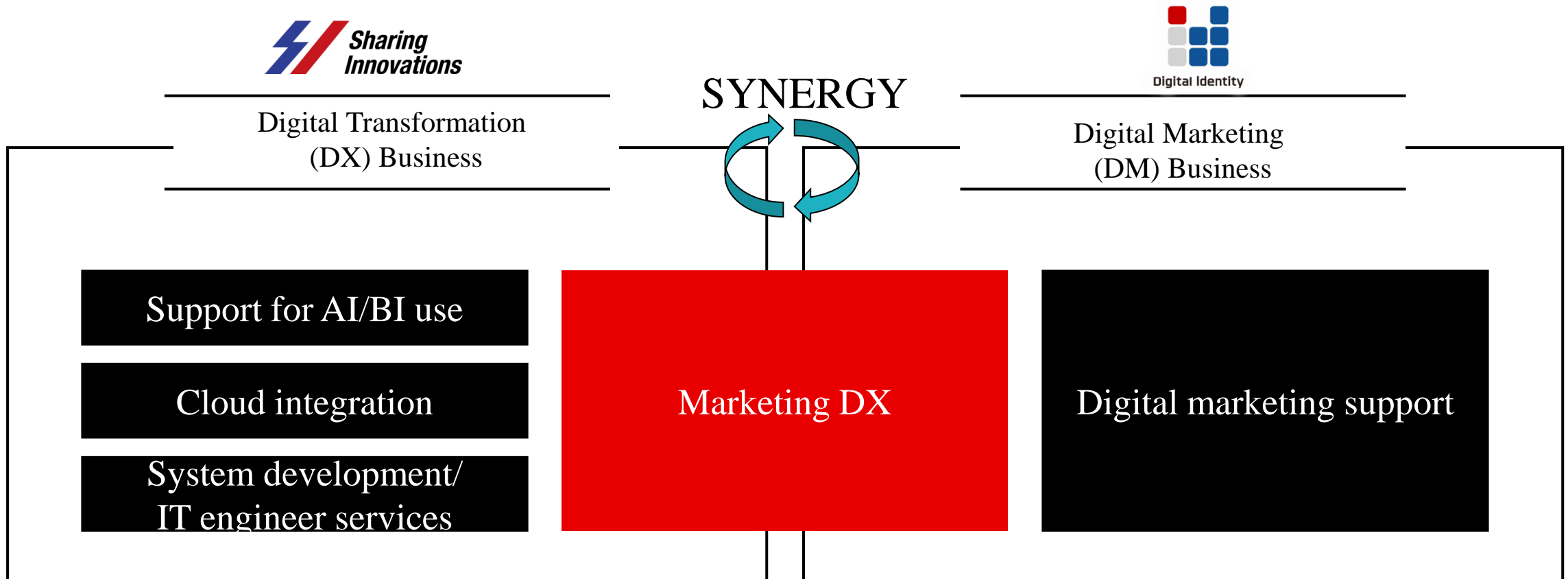
Others



TechReach テックリーチ

To be a leading company in the marketing DX domain

by combining DX business and DM business



Business Summary: Digital Marketing (DM) Business



* Only listed main businesses



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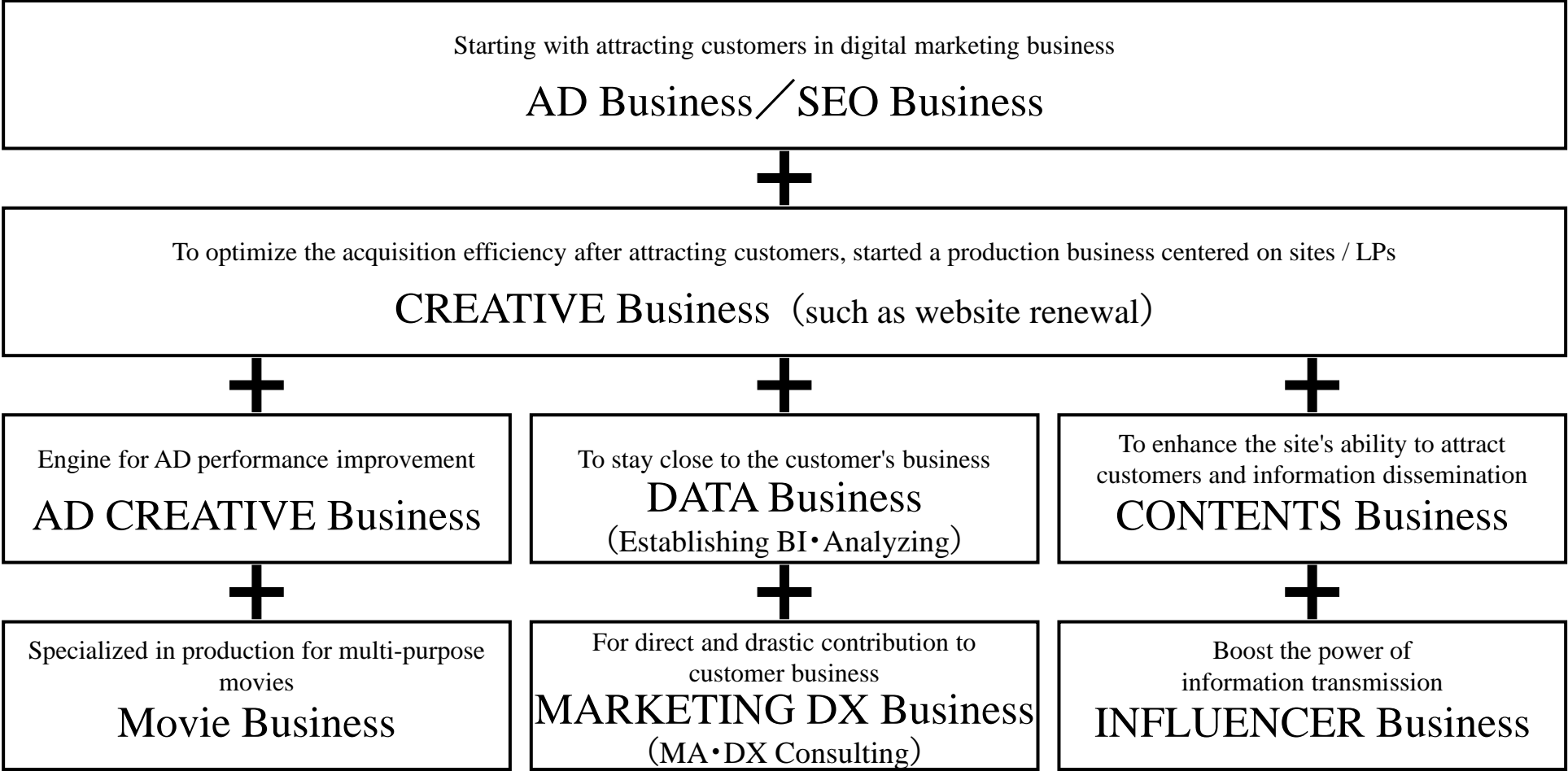


TechReach テックリーチ

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

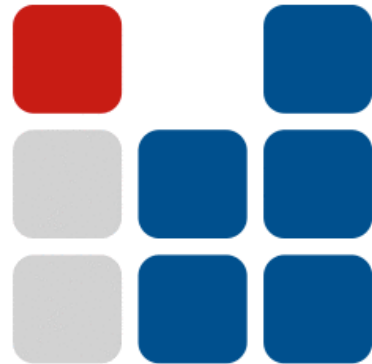
Execution of measures and promotion

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 Marketing (DM) Business

Certified as an Advertisement Operation Certified Partner of the Yahoo! Marketing Solutions Partner Program for 9 consecutive terms

Only 8 companies have accomplished this since the Yahoo! Marketing Solutions Partner Program started.



Digital Identity



Business Summary: Digital Transformation (DX) Business



* Only listed main businesses



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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: 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



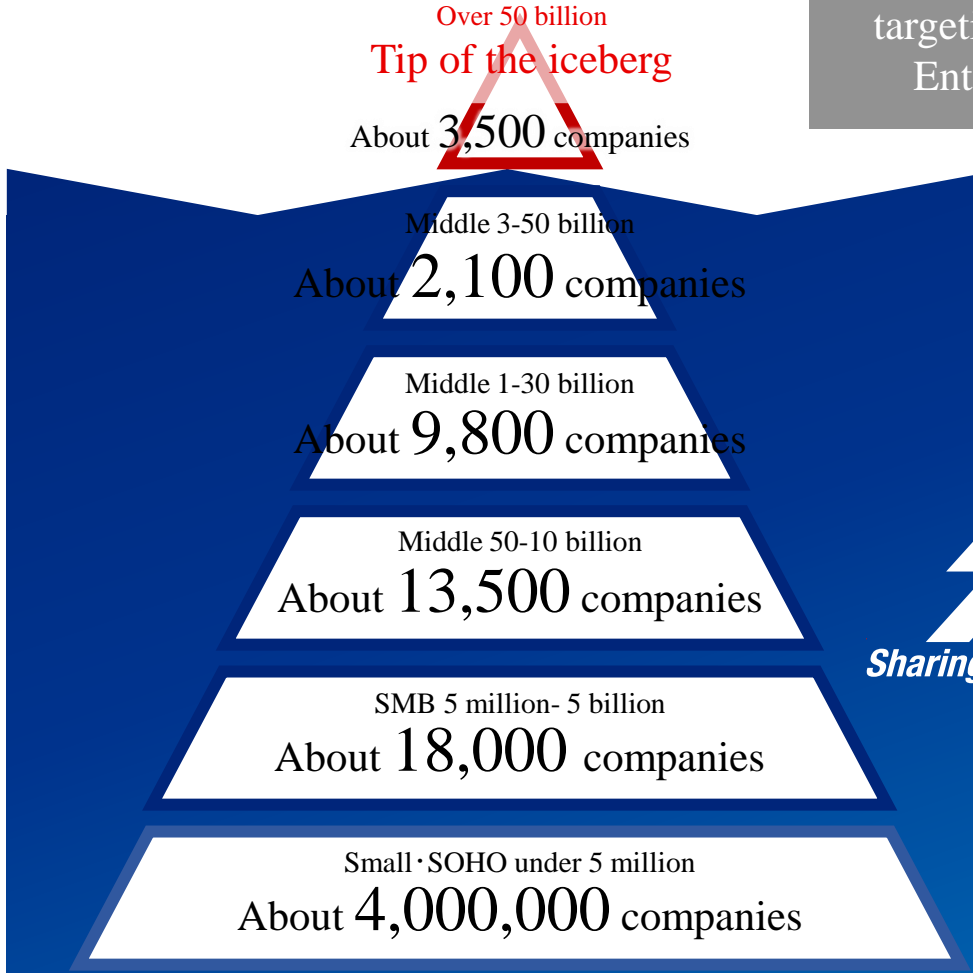
Differentiation through positioning

Salesforce Vendor targeting Large Enterprises

Market
Many major system companies entered the market with multiple subcontracting structures
Red Ocean

Project Risk
High risk due to long-term implementation of large-scale and high-difficulty projects

Engineer Resource
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



* Only listed main businesses



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Planning co.,ltd.

Digital Transformation (DX) business



Sharing Innovations

Mar 24, 2021
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(Growth Market)

Others



TechReach テックリーチ

Business Summary: Other Businesses

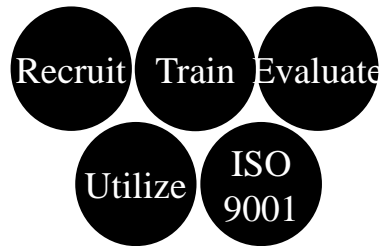
Raising the next core businesses

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 July 2020 IPO Nov. 2020 IPO Dec. 2020 IPO Sept. 2021 IPO Mar. 2022



HR



Marketing



Fraudulent order detection



Payments



Health care



BtoB matching



Cosplay



HR



AI



Fintech



MEO



Real estate



Smart homes



P2C



HR



Health care



HR



Con-tech



Project Management



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

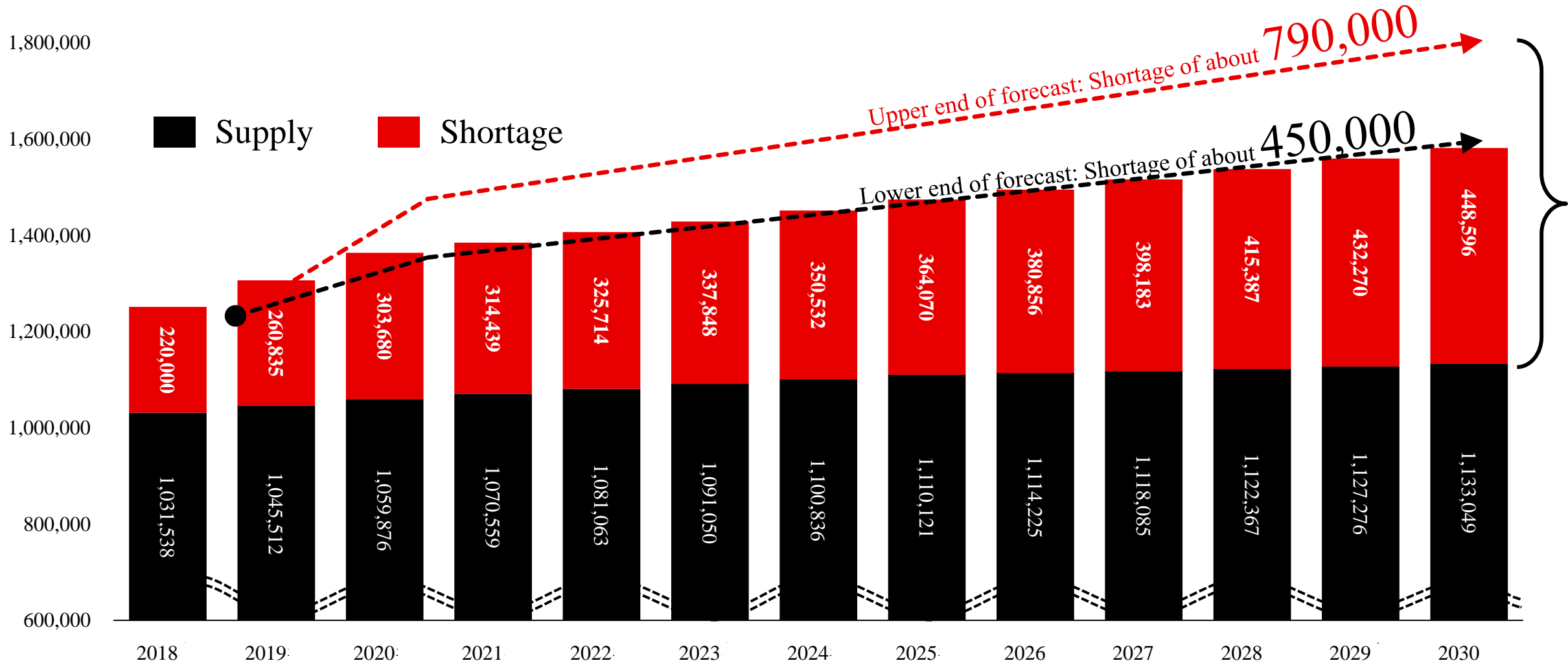
Holdings, recorded **growth of 15.3%** in 2022*³

*3 Source: Dentsu Inc. "2022 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

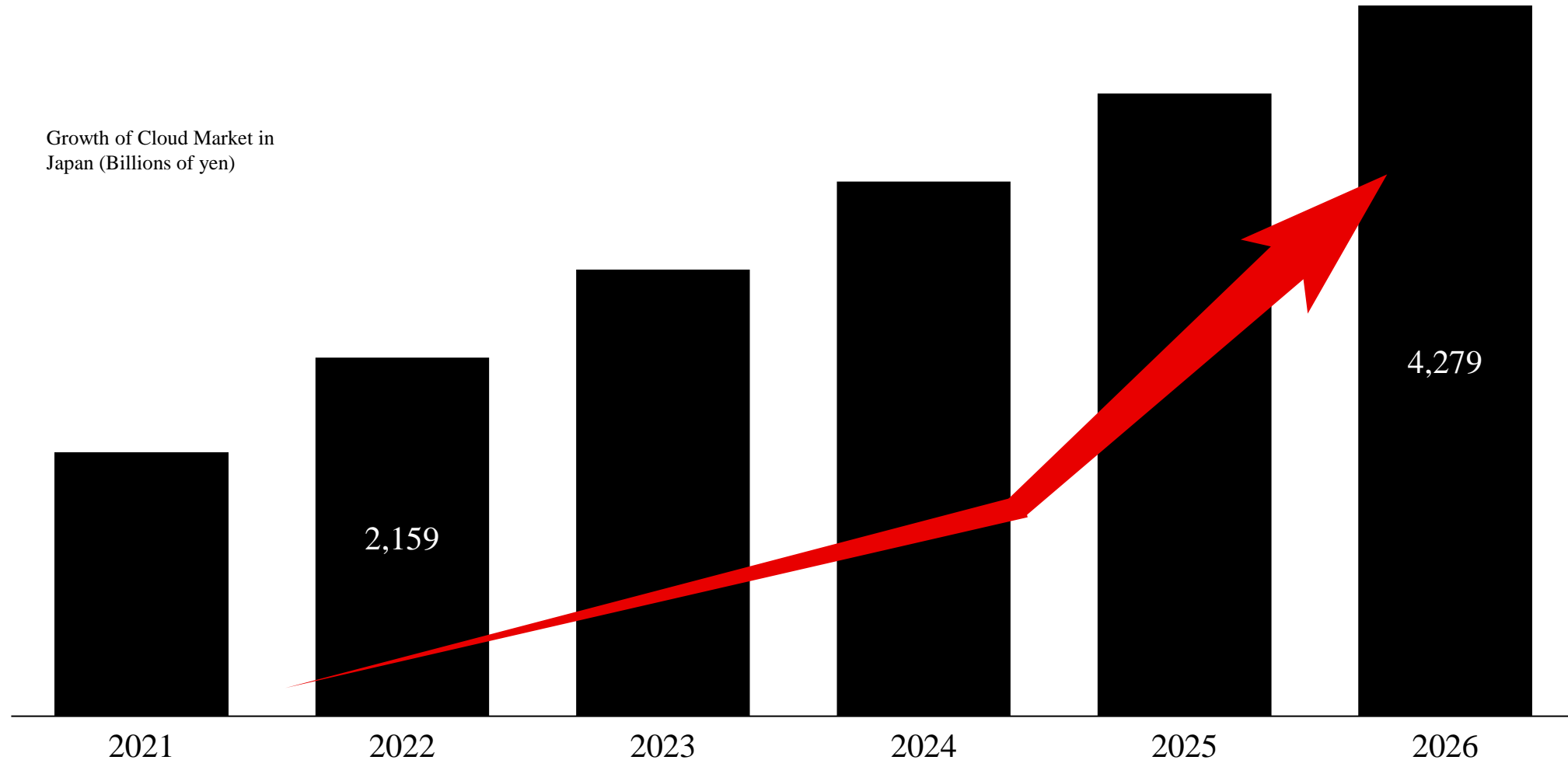


*Source: "IT Personnel Supply and Demand Survey" conducted for the Ministry of Economy, Trade and Industry

Market Data: Growth of the Cloud Market in Japan

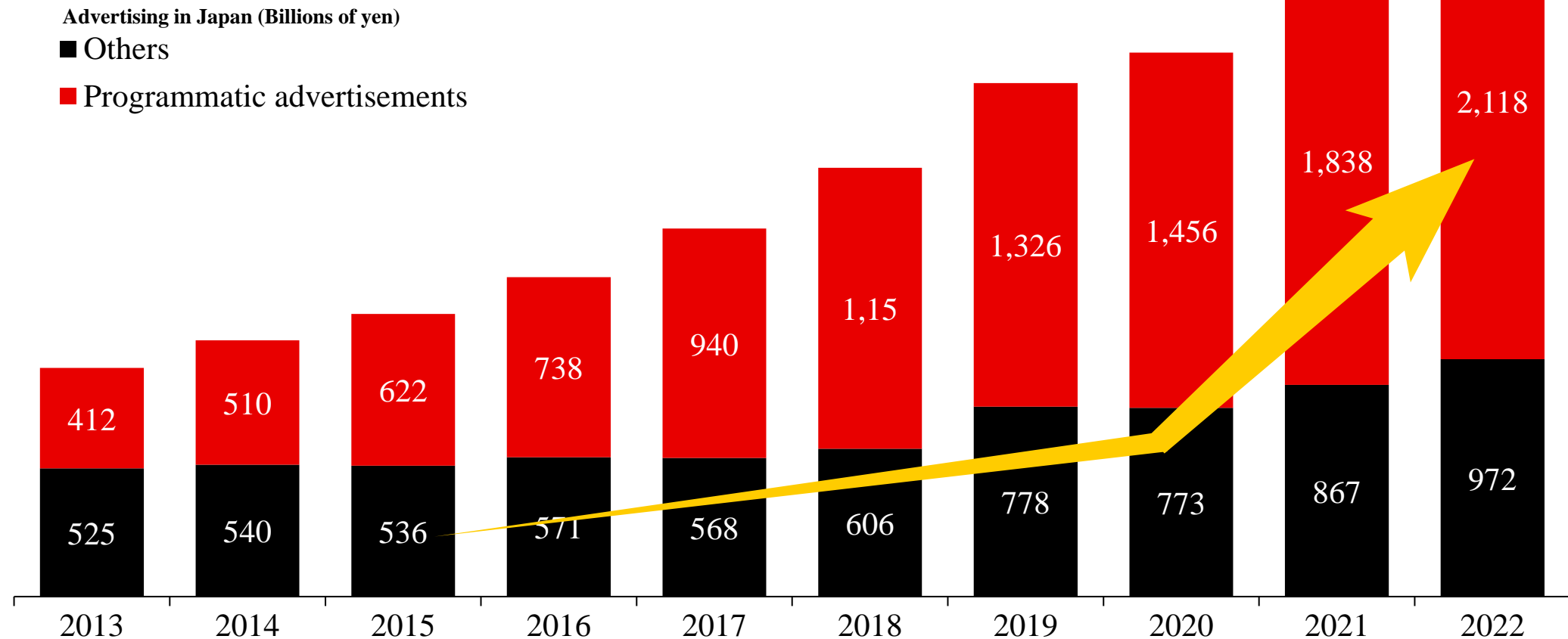
Forecast annual average growth rate of 20.8% between 2021 and 2026

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 15.3% in 2022



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 Strategies: Active use of M&A

Implemented 2 M&As in FY2023



※Details are explained on the next slide



In January 2023, at our consolidated subsidiary Digital Identity, Inc, In January 2023, Digital Identity, a consolidated subsidiary of the Company, made a resolution to acquire shares of Adam Technologies and e2e, and made them its subsidiaries in February.

Adam Technologies specializes in content marketing with strength in SEO, and e2e specializes in WordPress system development, maintenance, and operation.

Growth Strategies: Active use of M&A / VES, Inc.



VES, a company in the software testing business, joins the group.







Overview of the M&A and VES

Outline of Transaction	Shares acquired	100% of the shares of VES, Inc.
	Date of agreement	April 25, 2023
	Date of share acquisition	April 28, 2023
	Acquisition company	Orchestra Holdings Inc.
	Acquisition price	Approx. 1.95 billion yen (including advisory fees, etc.)
	Acquisition funds	Use of borrowed funds and cash on hand
	Impact on business performance	No change to the full-year forecast due to the acquisition during the period, etc.

Outline of VES	Trade name	VES, Inc.
	Establishment	July 1, 2003
	Business	Software Testing Business
	Number of Employees	Approx. 130 employees
	Business Performance	Net sales approx. 1.3 billion yen, Operating income Approx. 38 million yen (FY3/2022) ※ Operating income after reduction of unnecessary expenses is expected to be less than goodwill amortization.

Growth Strategies: Active use of M&A / VES, Inc.

New entry into the approximately 6 trillion yen software testing market by M&A of VES Inc.
Acquired new markets, services, resources, and customers through M&A.

Segment	Domain	Track record	M&A Objectives	Market scale
Digital Marketing	AD/SEO Creative SNS Marketing Started Jun 2009	    LIFULL Marketing Partners	<ul style="list-style-type: none"> • Expansion of service lineup • Share customer base and expand cross-selling opportunities • Strengthen digital human resources 	Approx. 3 trillion yen ※1
DX	System Solutions Started May 2017	 *M&A and integration of 9 companies in the DX area	<ul style="list-style-type: none"> • Expansion of TAM (*4) (new entry into DX market) • Share customer base and expand cross-selling opportunities • Expansion of service lineup • Enter marketing DX with Salesforce at the core • Strengthen DX human resources 	Approx. 16 trillion yen ※2
	Cloud Integration Started Jan 2019			
	Software testing Started May 2023		<ul style="list-style-type: none"> • Expansion of TAM (*4) (new entry into the testing market) • Create synergies with existing businesses ⇒Details are explained in the next slide. 	of which Approx. 6 trillion yen ※3

*1 Source: Dentsu "Advertising Expenditures in Japan" *2 Source: Ministry of Economy, Trade and Industry, "Basic Survey of Information and Communication Industry" (calculated from software industry sales)

*3 Source: Information-technology Promotion Agency, Japan (IPA) "Software Development Analysis Data Collection" *4 TAM=Total Addressable Market

VES M&A Objectives

Strengths of VES

Approximately 130 people, mainly test engineers, belong to the company.

Providing software testing services for 20 years.

Experience in more than 12,000 cases of verification.

Group synergies

◆ Collaboration with Sharing Innovations (SI), a DX business

Enables us to provide a full range of services from design to development to testing

By sharing SI's engineering resources with VES, the following synergies will be created;

⇒ Accelerate business growth by expanding development and verification system

⇒ Improve profitability of the entire group by increasing the utilization ratio of engineers in the DX business

◆ Sharing of customer base and expansion of cross-selling opportunities throughout the group

◆ Accelerate growth by sharing resources within the group

(recruiting and training system, marketing support, corporate functions, etc.)

Growth Strategies: Active use of M&A / VES, Inc.

Under the basic M&A policy of the Group, M&A is utilized as part of the growth strategy.

Basic policy

Selection Criteria for M&A deals

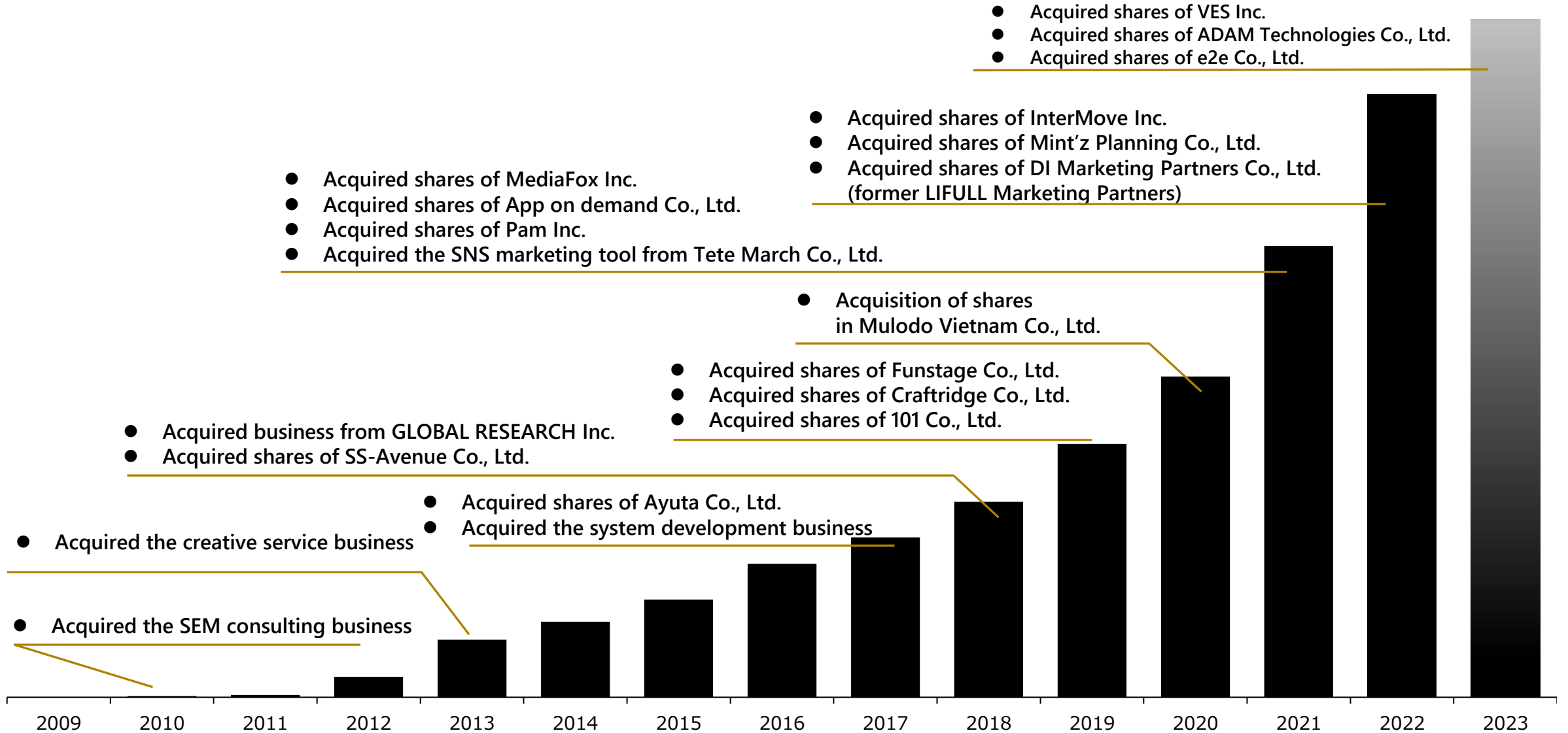
- ◆ Profitability in operating income after amortization of goodwill is expected
- ◆ Further increase in sales and profit through group synergies
- ◆ Business domain with large market size and growth potential

VES M&A

- ◆ Expect to achieve positive operating income after amortization of goodwill by divesting loss-making businesses other than software testing (already divested prior to M&A) and reducing expenses that will no longer be necessary after M&A.
- ◆ Business growth potential through utilization of group resources, including collaboration with Sharing Innovations, is large.
- ◆ Software testing market is approximately 6 trillion yen

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

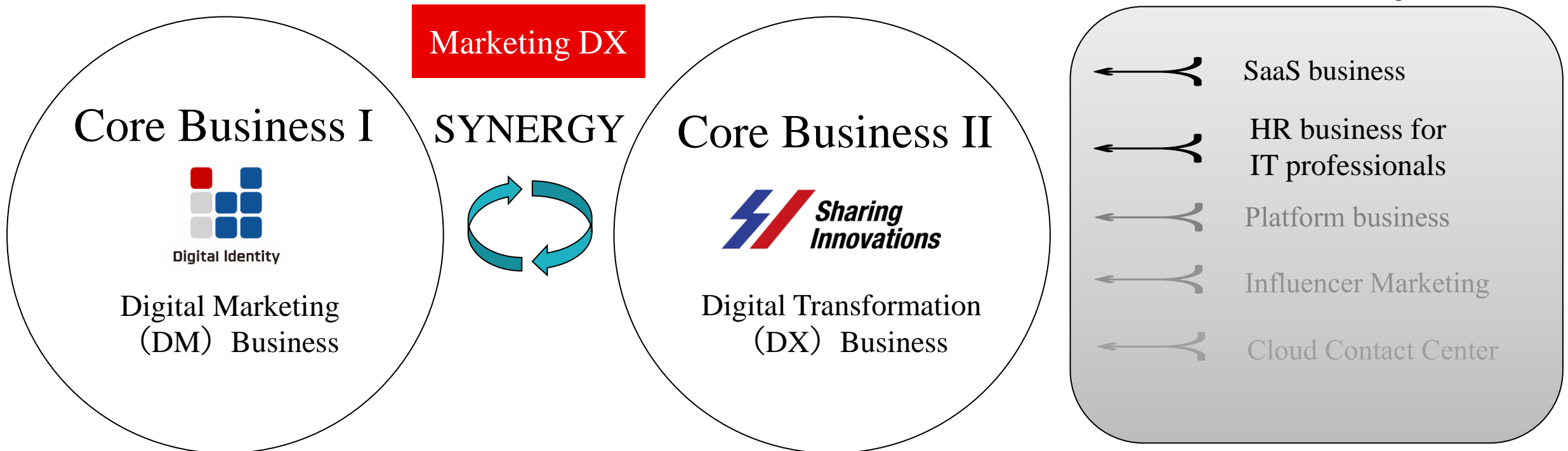
Active utilizations of M&A

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”
- The company is strong in visualization and management of skills, and supports areas that will be the focus of attention in the future in terms of work styles, such as reskilling and job-based work.
- The Tokyo Metropolitan Government and major manufacturing companies have introduced the system for the main purpose of skills management.

スキル管理特化型
タレントマネジメントシステムなら
スキルナビ

評価シートのデジタル化だけではない、**本格的なタレントマネジメント**を実現！
スキル管理、目標管理、統計データ、人材情報の見える化や分析など、
人事戦略の立案と実行に役立つクラウドシステムです。

- Flexible database structure enables utilization for human capital management.

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。 キャリアシート 社員のキャリアシートの作成・印刷が可能。履歴もシステム上で管理可能。 履歴管理 社員の履歴などを人事管理システム上で管理・更新が可能。 キャリアモデル管理 社員のキャリアモデルの表示・更新が可能。 履歴管理 社員のキャリアモデルの表示・更新が可能。	研修検索 研修の検索が可能。外部研修・内訓検索も対応可能。 受講履歴管理 受講履歴の管理が可能。 研修申し込み 研修の申し込み・申請フローを構成・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。 試験の登録 受験日や受験機種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。受験条件としても設定可能。 資格の登録 資格の取得履歴や取得・有効期限を管理可能。	社員条件検索 社員の検索を条件として絞り込み可能。 エンゲージメント分析 組織・人材層からエンゲージメント分析が可能。 人事評価分析 人事評価項目別の分析グラフの作成が可能。 個人別分析 個人を指定し分析が可能。 二重分析 複数の軸を設定し、二重分析が可能。 グループ別比較 手元の指定したグループ間での比較・分析が可能。	有給申請 有給申請や休暇申請の承認システム上で可能。 CSV機能 システムにあるデータ列すべてをCSVで管理可能。 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。 ハワハラ相談 ハワハラやセクハラの相談システム上で可能。
人事評価 MBO評価 MBO評価に対応可能。 コンパテンシー評価 コンパテンシー評価に対応可能。 業績評価 業績評価に対応可能。	スキル管理 スキルの自己評価 スキルの自己評価。上長によるスキル矯正。業務や職種に必要スキルを明示・更新・管理が可能。 スキルの検索 スキル検索。レベル設定を行い検索をすることが可能。 スキルアップ促進 スキルに必要な研修の情報を提供することが可能。	異動シミュレーション 異動シミュレーションを行い、異動した際のスキル分析が可能。 アンケート分析 集めたアンケートからデータ分析が可能。 スキル分析 スキル別集計や、スキル取得による業績等を分析。 部門別分析 部門や部署で異なるデータの属性別分析が可能。 タグ分析 指定した条件からタグ分析が可能。 統計グラフ表示 様々な統計グラフを作成可能。	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。 給与・賞与情報 給与や賞与の情報を管理可能。 管理権限 権限別で個人レベルでの権限設定が可能。 任意のフォーム作成 自由に設定可能なフォーム作成機能で様々なフォーム作成可能。

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

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

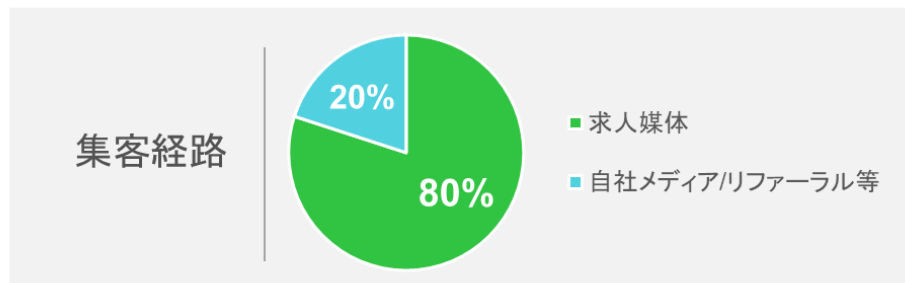


人材紹介サービスについて

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

案件単価

🔍 キーワードを入力する

検索 🔍

- Specialized in freerance
 - Engineer
 - Creator
 - PM・PMO...
- Strength of TechReach
 - 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



05 ESG Activities

Basic Sustainability Policy

We believe that contributing to the resolution of social issues through our business activities contributes to the creation of a sustainable society, which in turn leads to the sustainable growth of our group and enhancement of our corporate value.

To this end, we will set materiality issues and promote sustainability activities through our business activities, taking into consideration various factors such as the business environment surrounding our group, our business situation, and the stage of our business.

Materiality Initiatives

Environment

Realization of office ecology through support for corporate DX

The Group will contribute to paperless, energy-saving and CO2 reductions by supporting the DX of companies through salesforce implementation support and its consulting services, by promoting the computerization, streamlining of internal procedures and the reform of work styles through teleworking, etc.

Social

IT Human Resource Development

The group will promote the development of IT human resources in order to address the increasingly serious shortage of IT personnel, contribute to the realization of an efficient and affluent society by addressing the digitization of society, which is expected to become even more prominent in the future.

Promoting Diversity and Diverse Work Styles

The Group does not tolerate discrimination on the basis of race, nationality, gender, age, religion or political ideology, disability, marital status, child status, sexual orientation, gender identity, etc., in its corporate activities.
The Group provides equal opportunities to all people and respects their human rights to the fullest extent.

Respect for human rights

In accordance with the "Orchestra Holdings Human Rights Policy, we will contribute to the development of a sustainable society by respecting human rights in all aspects of our operations.

Governance

Strengthening the Governance System

The Group recognizes that strengthening and enhancing corporate governance is an important management issue in order to maintain and improve its competitiveness over the long term.
We will implement measures such as the establishment of various committees, further appointment of outside directors, and evaluation of the effectiveness of the Board of Directors.

Vision

The Chain of Creation



ORCHESTRA HOLDINGS

Precautions concerning forward-looking statements

- This presentation includes forward-looking statements that are based on current outlooks, forecasts and assumptions concerning risk factors. Actual results of operations may be different because these statements incorporate uncertainties. These risk factors and uncertainties include, but are not limited to, changes involving industries and markets and the Japanese and global economies, such as interest rate and foreign exchange rate movements.
- Orchestra Holdings is not obligated to update or revise forward-looking statements in this presentation even if there is new information or events that affect these statements.
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Thank You!