Presentation Materials for the Earnings Briefing
for the Fiscal Year Ended March 31, 2023

August 8, 2023

MKSystem Corporation (stock code: 3910)

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Company profile

- Company name: MKSystem Corporation

- Representative: Noboru Miyake

- Location: Osaka Head office
  30F, Umeda Center Bldg., 2-4-12, Nakazaki-nishi, Kita-ku, Osaka, Japan

- Bases: Tokyo; Nagoya; Fukuoka; Ninohe, Iwate Prefecture; and Matsuyama

- Subsidiary: Business Net Corporation Co., Ltd. (Minato-ku, Tokyo)

- Date of incorporation: February 22, 1989

- Capital stock: 219 million yen

Mission and vision

MISSION

Management Philosophy

We provide cloud solutions that benefit you

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

VISION

Management Policies

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

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

VALUES

Action Guidelines

Technology Driven

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

Speed

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

Fairness

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

Segment structure

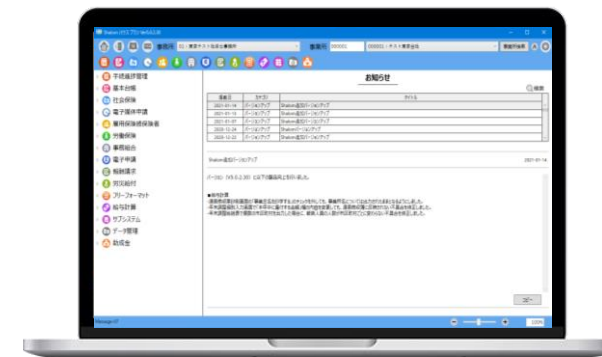## Divided our business into two segments: Shalom Business and CuBe Business

Shalom Business

● ASP service　　　● System construction service

Monthly system service fee and initial setup fee, etc.

● System product sale

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

CuBe Business

● Contracted development type　● Cloud service
semi-customized services

System customization and maintenance costs

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Results highlight (consolidated)

- **Sales up 4.5% YoY to 2,867 million yen along with the build-up of steady revenue streams**

  Sales were 92.0% of the initial fiscal year forecast, a shortfall of 247 million yen

- **Gross profit up 5.9% YoY to 1,349 million yen due to lower amortization expenses**

- **Operating profit up 51.1% YoY to 219 million yen**

  Operating profit was 80.5% of the initial fiscal year forecast, a shortfall of 53 million yen

- **Steady revenue from the Shalom Business up 11.4% YoY to 2,026 million yen**

- **Orders received in the CuBe Business increased 10.6% from the end of the previous fiscal year to 282 million yen**

Financial summary (consolidated)

Sales increased 4.5% YoY to 2,867 million yen.
Operating profit was 219 million yen due to improvement of operating margin.

	FY3/21	FY3/22	FY3/23	Vs. FY3/21	Vs. FY3/22
Net sales	2,439	2,742	**2,867**	+17.6%	+4.5%
Gross profit	1,200	1,274	**1,349**	+12.4%	+5.9%
Gross margin	49.2%	46.5%	**47.1%**	(2.1)pt	+0.6pt
Operating profit	219	145	**219**	+0.1%	+51.1%
Operating margin	9.0%	5.3%	**7.7%**	(1.3)pt	+2.4pt
Profit attributable to owners of parent	138	91	**145**	+5.5%	+59.3%
Basic earnings per share (Yen)	25.44	16.84	**26.82**	-	-

Unit: Millions of yen, %

Balance sheet (consolidated)

Non-current assets up due to increased stock of software associated with developing new products. Stable financial base with an equity ratio of 59.4%.

	FY3/21	FY3/22	2Q FY3/23	FY3/23
Total current assets	1,172	1,056	1,154	**1,232**
Accounts receivable-trade	467	475	438	**507**
Total non-current assets	1,069	1,174	1,253	**1,327**
Total current liabilities	586	751	782	**831**
Advances received	42	86	72	**111**
Total non-current liabilities	252	55	228	**201**
Total net assets	1,402	1,424	1,397	**1,527**

Unit: Millions of yen

Cash flows (consolidated)

Cash flow from operating activities increased 25.0% YoY to 617 million yen.
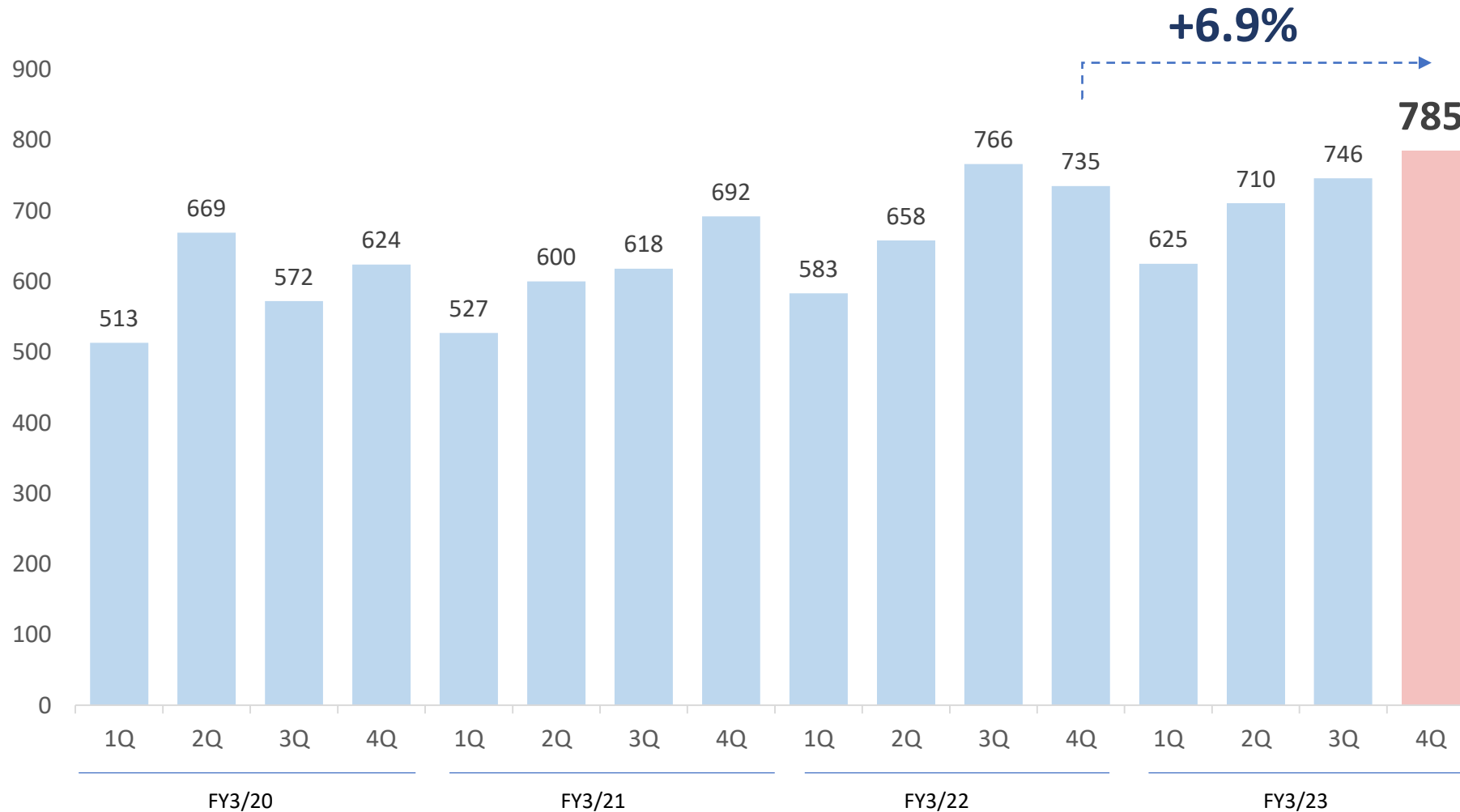
Stable investment for product development.

Dividend payment and debt repayment progressed as planned.

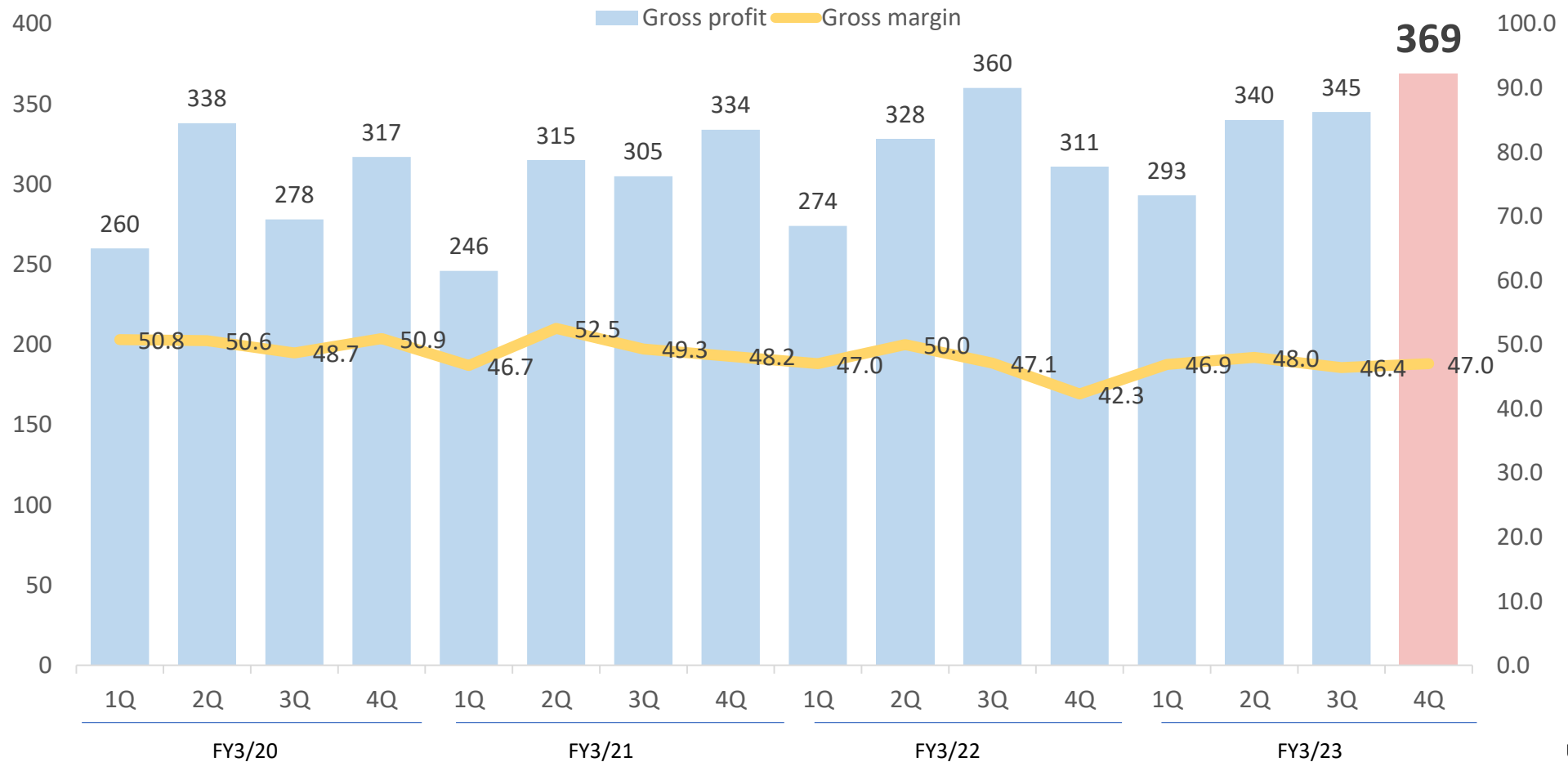|	FY3/21	FY3/22	1H FY3/23	FY3/23
Cash flows from operating activities	340	493	245	**617**
Cash flows from investing activities	(381)	(472)	(284)	**(557)**
Cash flows from financing activities	(64)	(177)	176	**88**
Net increase (decrease) in cash and cash equivalents	(105)	(156)	137	**148**
Cash and cash equivalents at end of period	617	461	598	**609**

Unit: Millions of yen

Net sales (consolidated)

4Q consolidated sales increased steadily at 6.9% YoY.

+6.9%

Values: 513, 669, 572, 624, 527, 600, 618, 692, 583, 658, 766, 735, 625, 710, 746, **785**

| 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q | 1Q | 2Q | 3Q | 4Q |

FY3/20　　　　FY3/21　　　　FY3/22　　　　FY3/23

Unit: Millions of yen

Gross profit (consolidated)

Gross profit up 18.7% YoY. However, gross margin increased 4.7pt compared with the same period a year earlier due to lower amortization, partially offset by higher labor costs associated with the bolstering system development.

	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Gross profit	260	338	278	317	246	315	305	334	274	328	360	311	293	340	345	369
Gross margin	50.8	50.6	48.7	50.9	46.7	52.5	49.3	48.2	47.0	50.0	47.1	42.3	46.9	48.0	46.4	47.0
		FY3/20				FY3/21				FY3/22				FY3/23		

Unit: Millions of yen / %

Operating profit (consolidated)

Operating profit increased 282.9% YoY to 100 million yen, driven by increased sales and enhanced cost efficiency, which encompassed reduced depreciation expenses.

Unit: Millions of yen
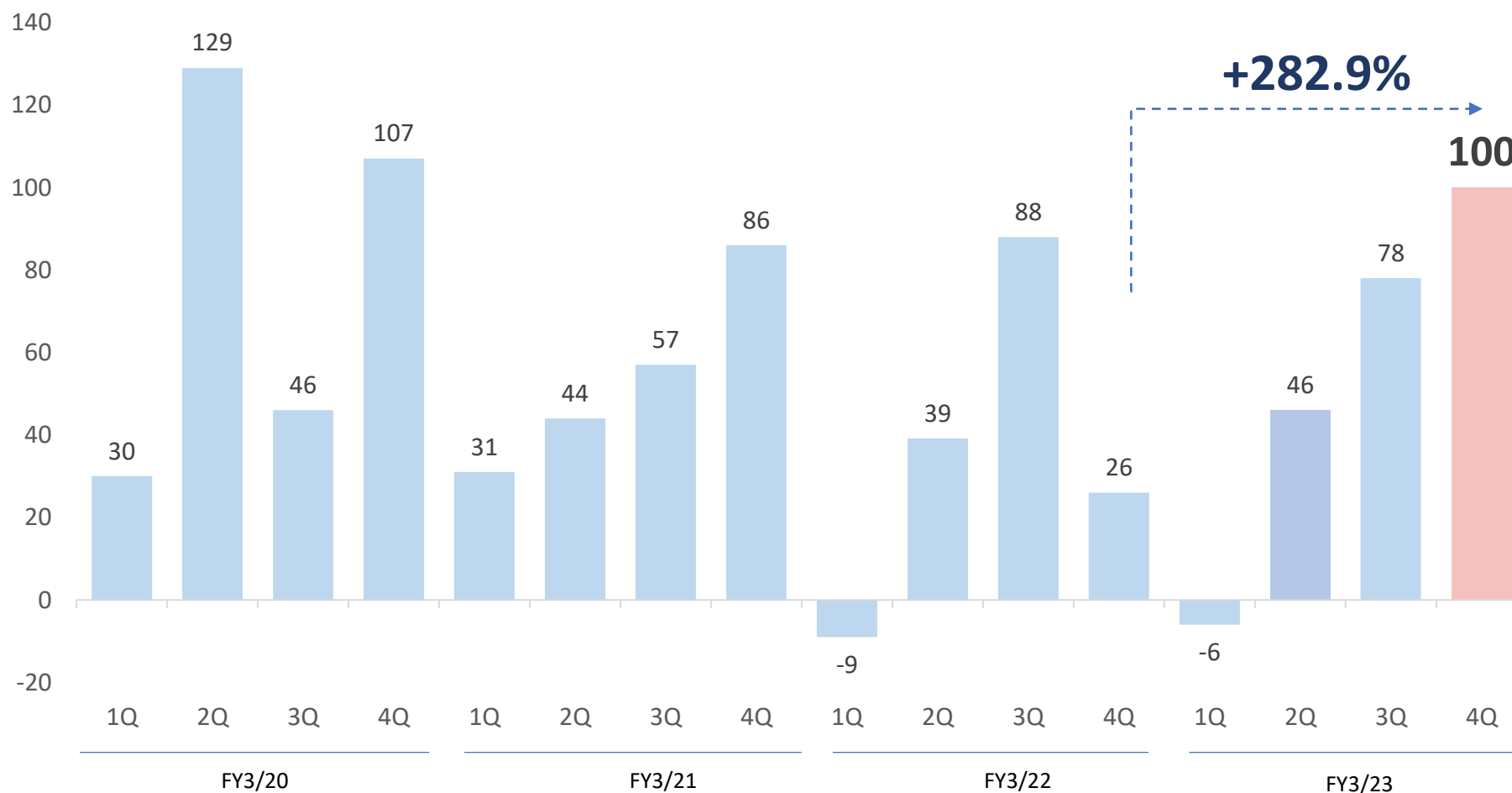
Number of employees (consolidated)

Continuing to hire new college graduates for strengthening capabilities for sales and developing technologies and products.

Number of employees

FY3/19	FY3/20	FY3/21	FY3/22	FY3/23
112	122	139	146	143
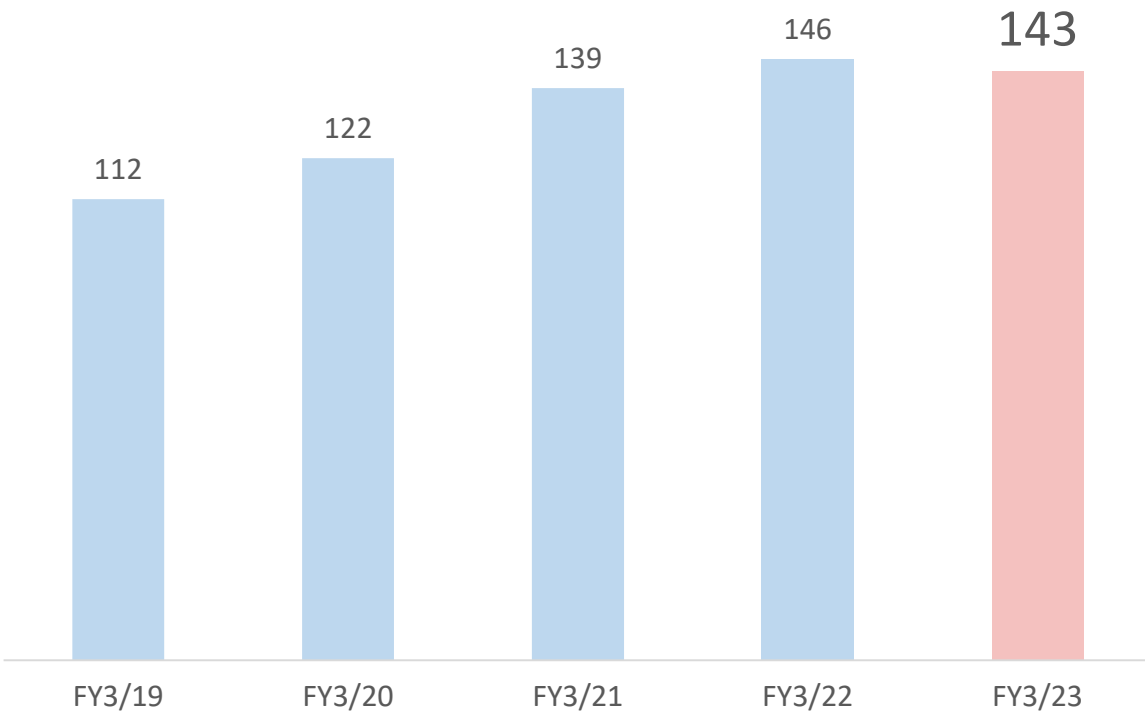
Composition of employees

BNC
Sales
Management
Marketing
143
Customer success
Development

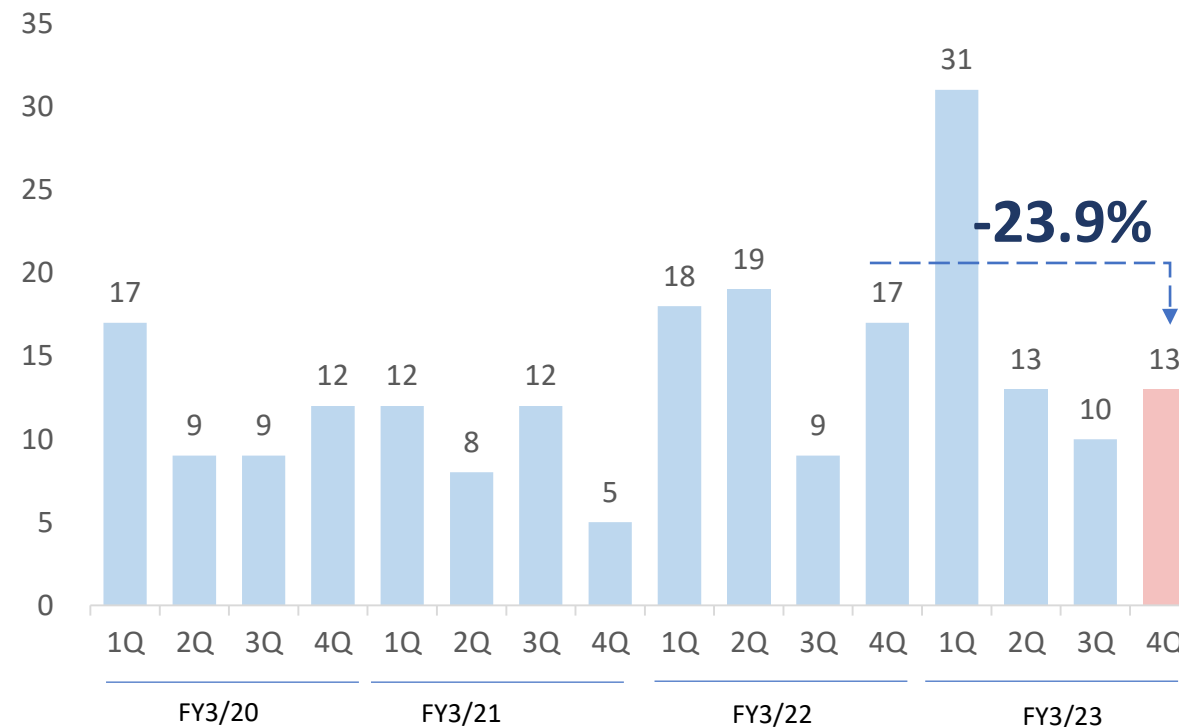# Personnel and promotion expenses (consolidated)

Prioritized recruitment to strengthen sales and development systems.

Continuing marketing expenditures for participation in major exhibitions and increasing promotions and other sales activities.

Personnel expenses / labor cost

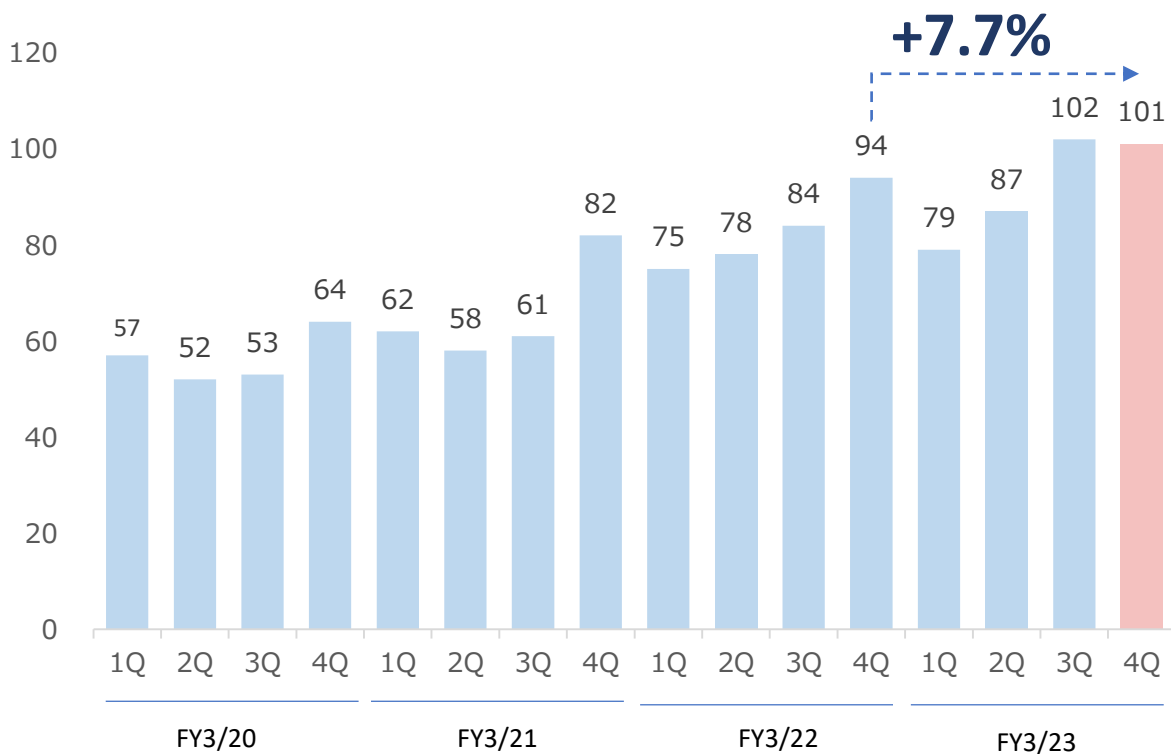Promotion expenses

Unit: Millions of yen
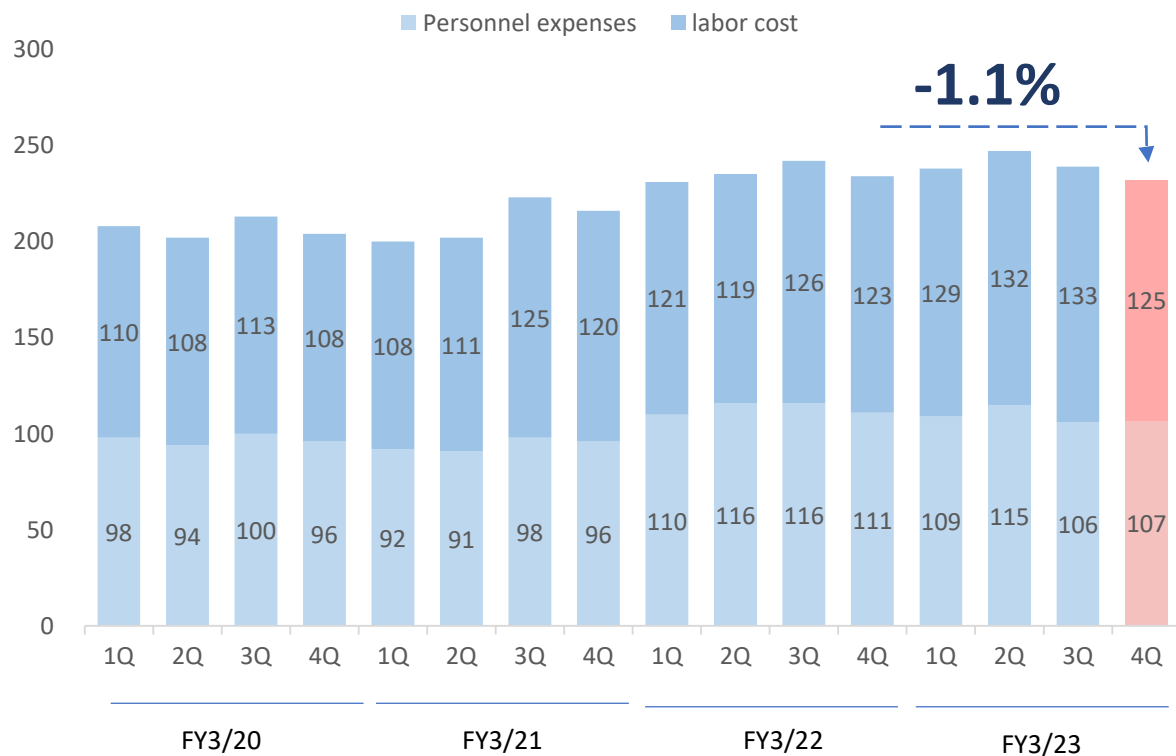
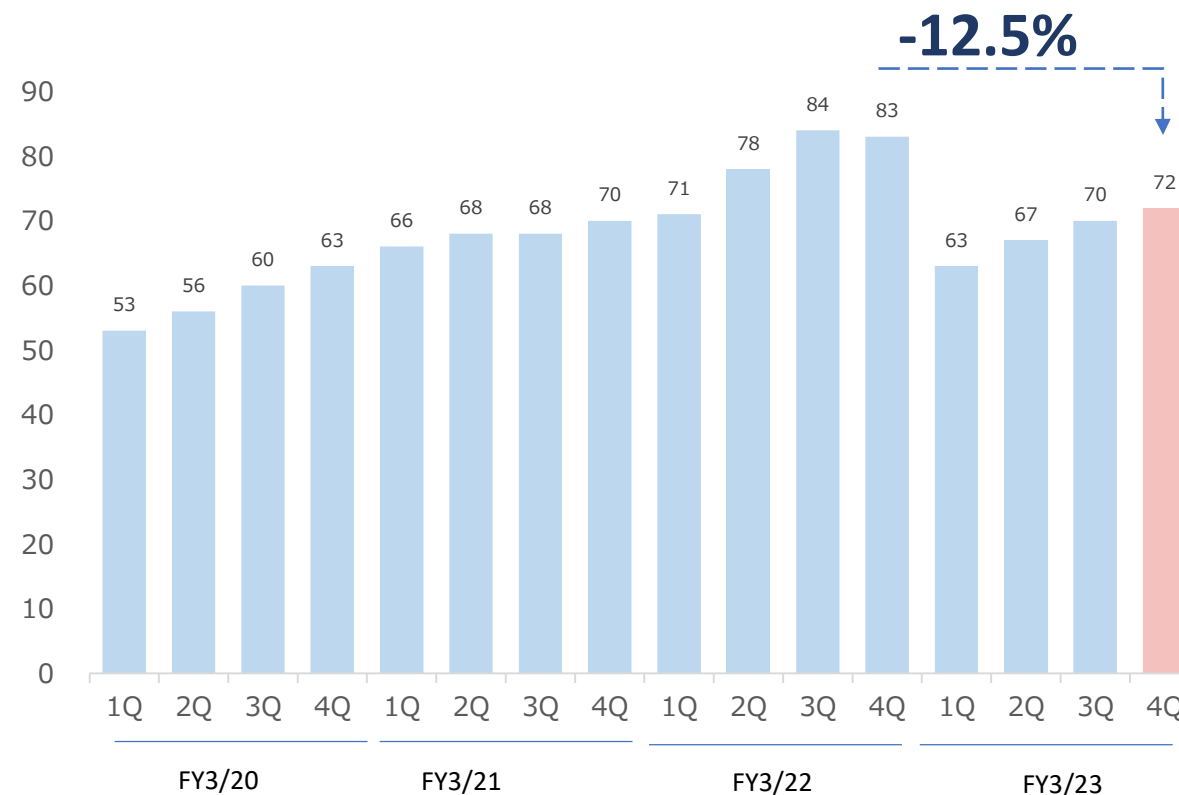# IDC and software amortization expenses (consolidated)

Internet Data Center (IDC) expenses rose in tandem with the growth in users and an increase in license fees.

Software amortization expenses decreased due to the completion of amortization for some products.

IDC expenses[1]

+7.7%

	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
	57	52	53	64	62	58	61	82	75	78	84	94	79	87	102	101
	FY3/20				FY3/21				FY3/22				FY3/23			

Software amortization expenses

-12.5%

	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
	53	56	60	63	66	68	68	70	71	78	84	83	63	67	70	72
	FY3/20				FY3/21				FY3/22				FY3/23			

*1: Expensed mainly for license fee and for the maintenance of IDC

Unit: Millions of yen

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● Introductions[1]

3,434

companies

● IDs issued[1]

12,829

IDs

● Registered companies[1]

1,007,000

companies

● Registered employees[1]

27.06

million

● ARPU[2]

46,500

yen

● ARPA[3]

12,500

yen

● DAU[4]

11,600

IDs

● Cancellation rate[5]

0.27

%

*1: Number of introductions, IDs issued, companies registered, and employees registered in the Shalom series as of the end of March 2023
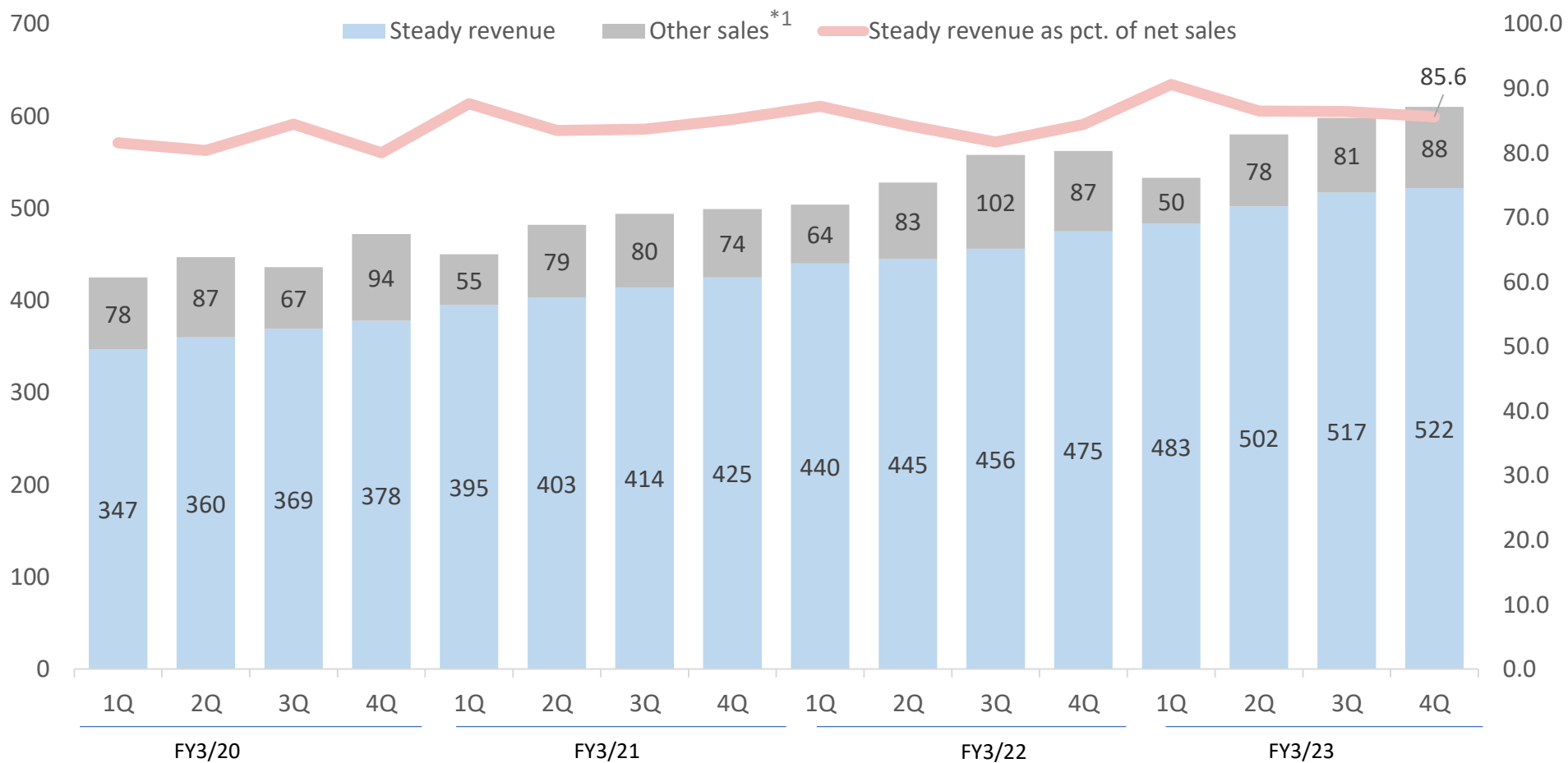*2: Average Revenue Per User of the Shalom series as of the end of March 2023
*3: Average Revenue Per Account using the Shalom series as of the end of March 2023

*4: Maximum Daily Active Users per day of the Shalom series (Including IDs for Net de Chingin)
*5: Average cancelations as a percentage of introductions of the Shalom series in FY3/23
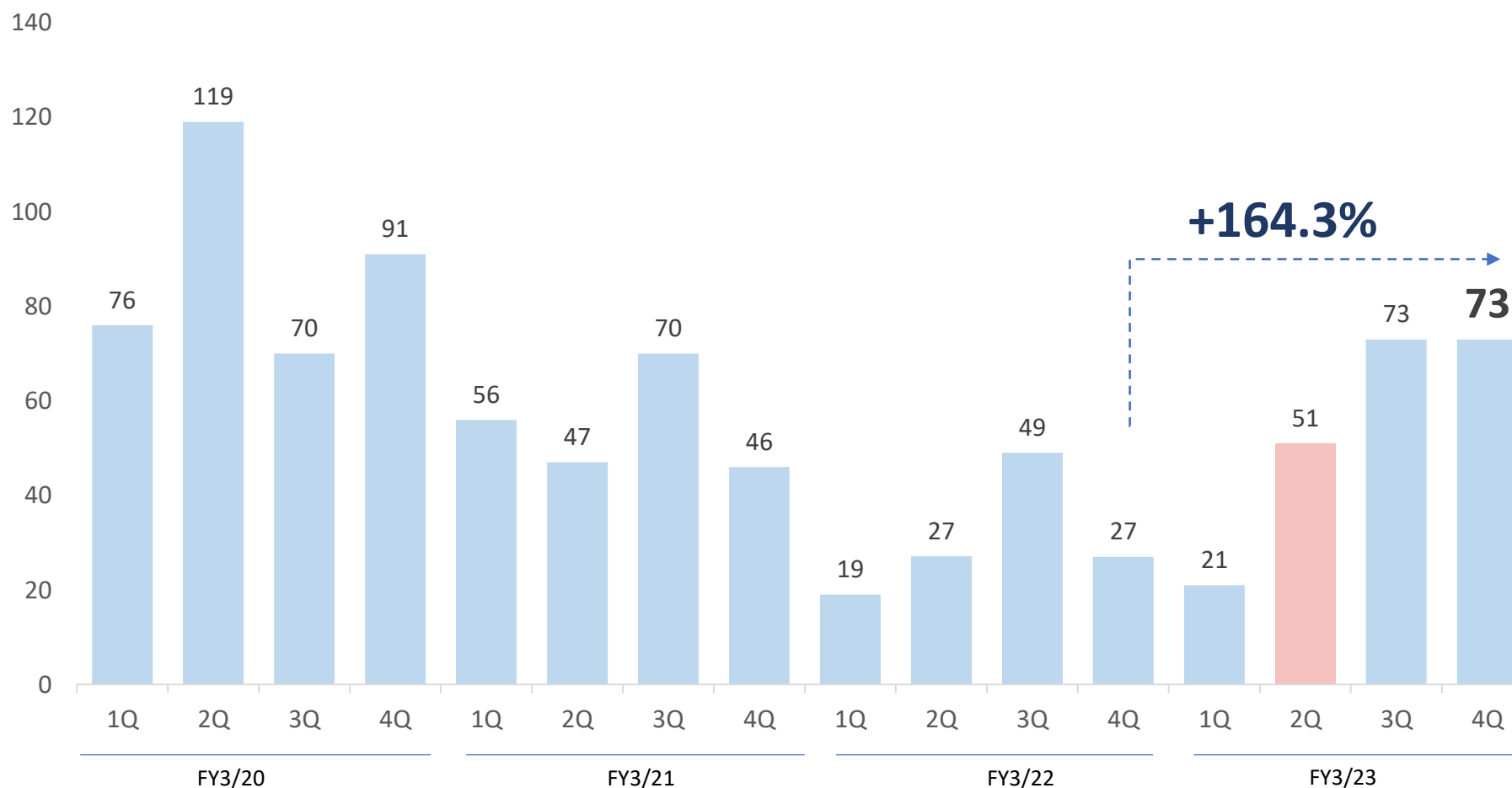
Net sales

4Q steady revenue increased 10.0% YoY.

Steady revenue was 85.6% of net sales.

*1: Initial cost, etc.

Unit: Millions of yen / %

Operating profit

A big increase because of a higher pct. of steady revenue and enhanced cost efficiency, which encompassed reduced depreciation expenses.
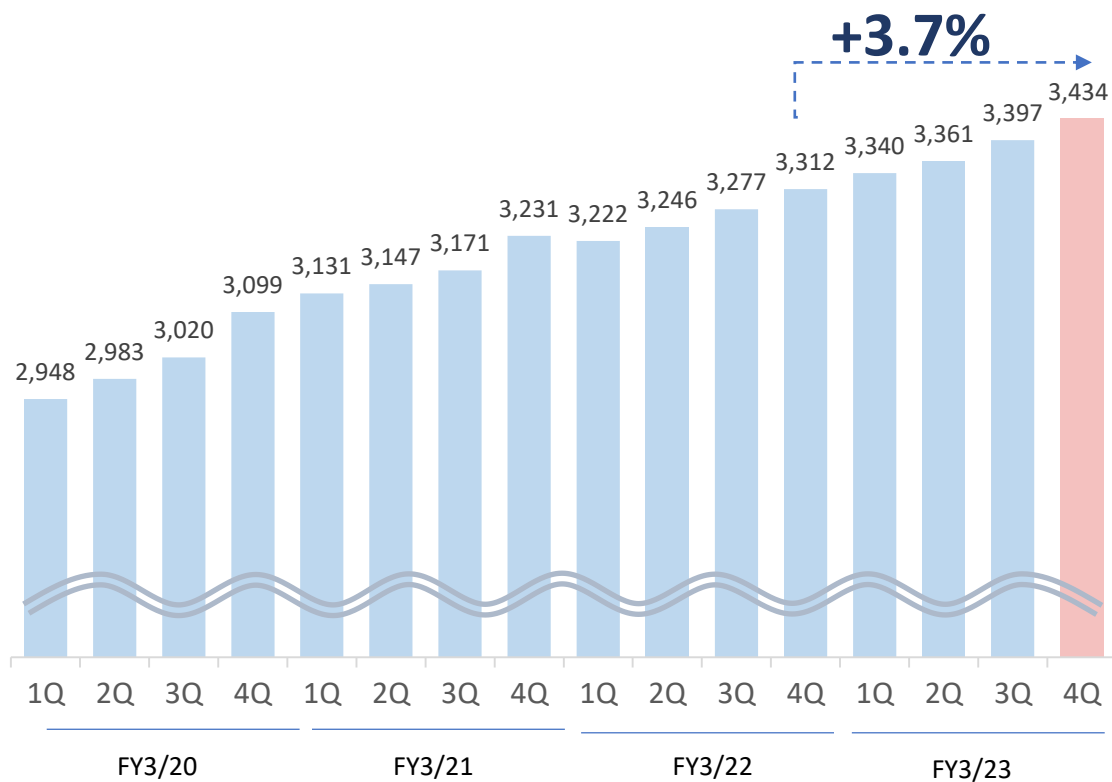

+164.3%

Unit: Millions of yen

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

Shalom   Company Edition   ネットde事務組合

Number of introductions

+3.7%

2,948 · 2,983 · 3,020 · 3,099 · 3,131 · 3,147 · 3,171 · 3,231 · 3,222 · 3,246 · 3,277 · 3,312 · 3,340 · 3,361 · 3,397 · 3,434

1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q
FY3/20 | FY3/21 | FY3/22 | FY3/23

IDs issued

+6.7%

9,455 · 9,687 · 9,900 · 10,258 · 10,488 · 10,693 · 10,922 · 11,241 · 11,449 · 11,709 · 11,831 · 12,024 · 12,216 · 12,410 · 12,620 · 12,829

1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q | 1Q 2Q 3Q 4Q
FY3/20 | FY3/21 | FY3/22 | FY3/23

Electronic application

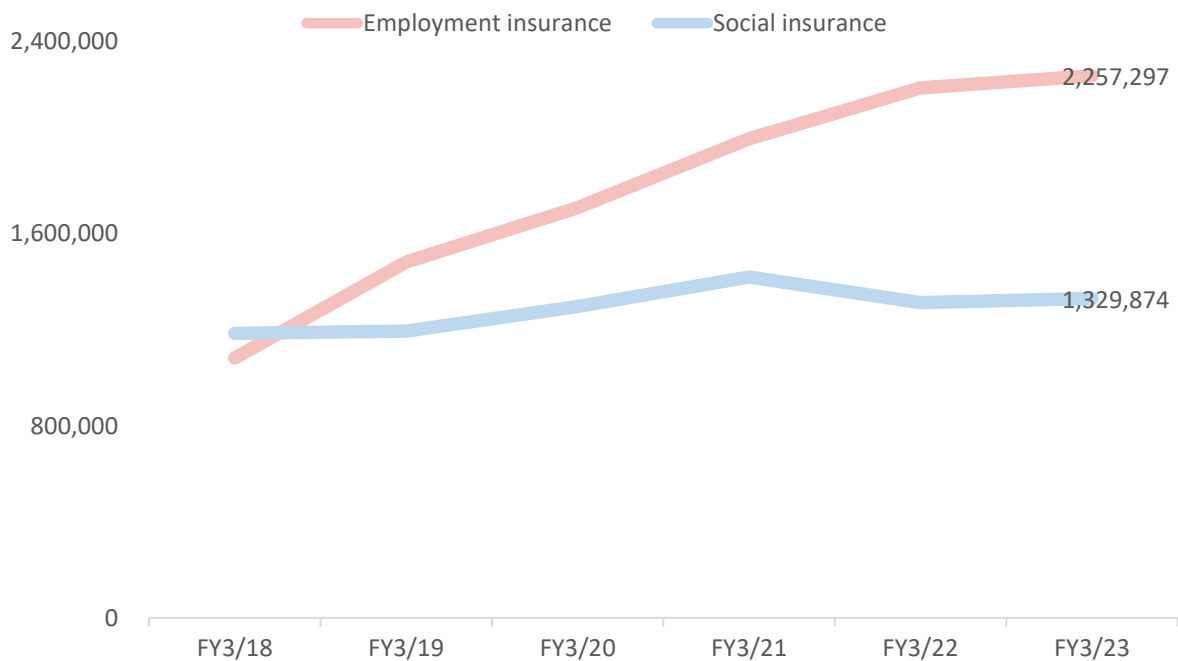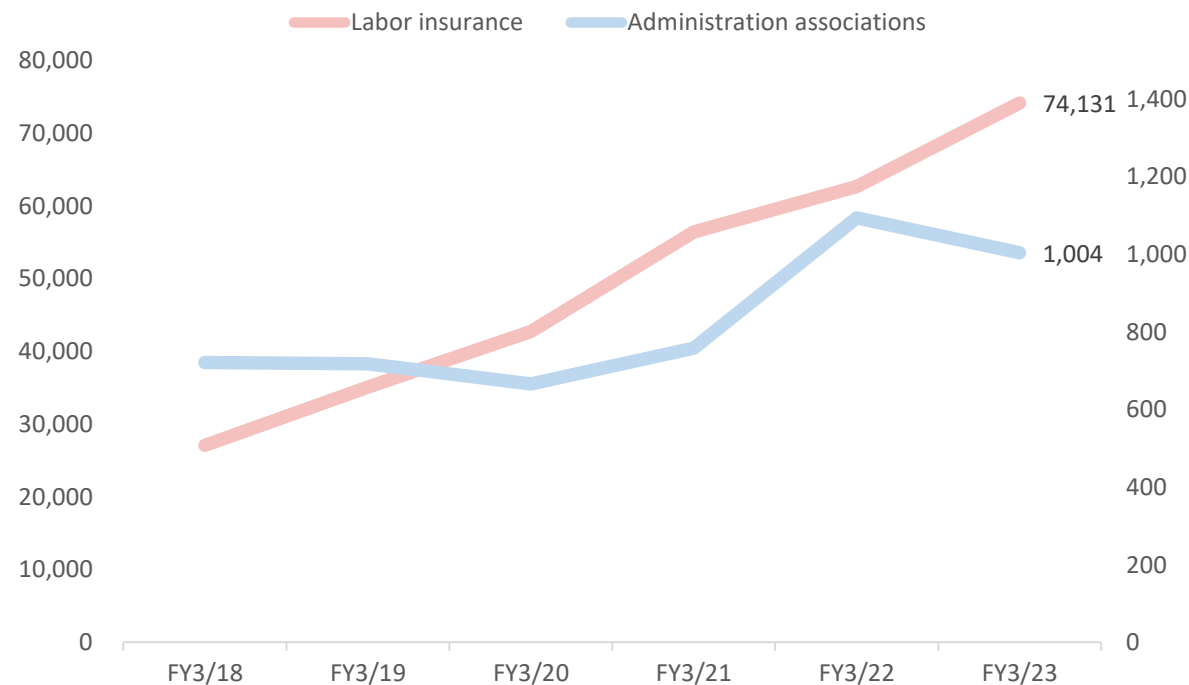**Electronic applications, the core function of Shalom, are on the increase.**

Employment insurance / Social insurance

- Employment insurance
- Social insurance
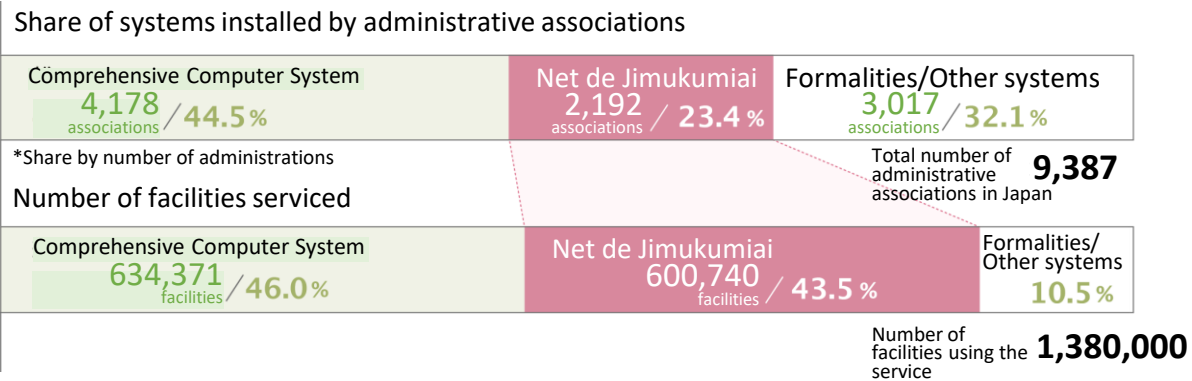
2,257,297
1,329,874

FY3/18 FY3/19 FY3/20 FY3/21 FY3/22 FY3/23

Labor insurance / Administration associations

- Labor insurance
- Administration associations

74,131
1,004

FY3/18 FY3/19 FY3/20 FY3/21 FY3/22 FY3/23

Supports labor insurance administration association operations

MKSYSTEM
Professional Internet Solution System

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

Commerce and industry associations
No. of introductions
410

SR management labor center
No. of introductions
20

Comparison of systems installed by administration associations

Share of systems installed by administrative associations

Comprehensive Computer System	Net de Jimukumiai	Formalities/Other systems
4,178 associations / **44.5%**	2,192 associations / **23.4%**	3,017 associations / **32.1%**

*Share by number of administrations

Total number of administrative associations in Japan **9,387**

Number of facilities serviced

Comprehensive Computer System	Net de Jimukumiai	Formalities/Other systems
634,371 facilities / **46.0%**	600,740 facilities / **43.5%**	**10.5%**

Number of facilities using the service **1,380,000**

Percentage of administration associations formed by labor and social security attorneys

42.9%

Share of administration associations formed by labor and social security attorneys: 42.9%

2,699 administration associations formed by labor and social security attorneys

487 administration associations formed by chambers of commerce

1,151 administration associations formed by cooperative business associations

3,487 administration associations formed by other organizations

1,627 administration associations formed by commerce and industry associations
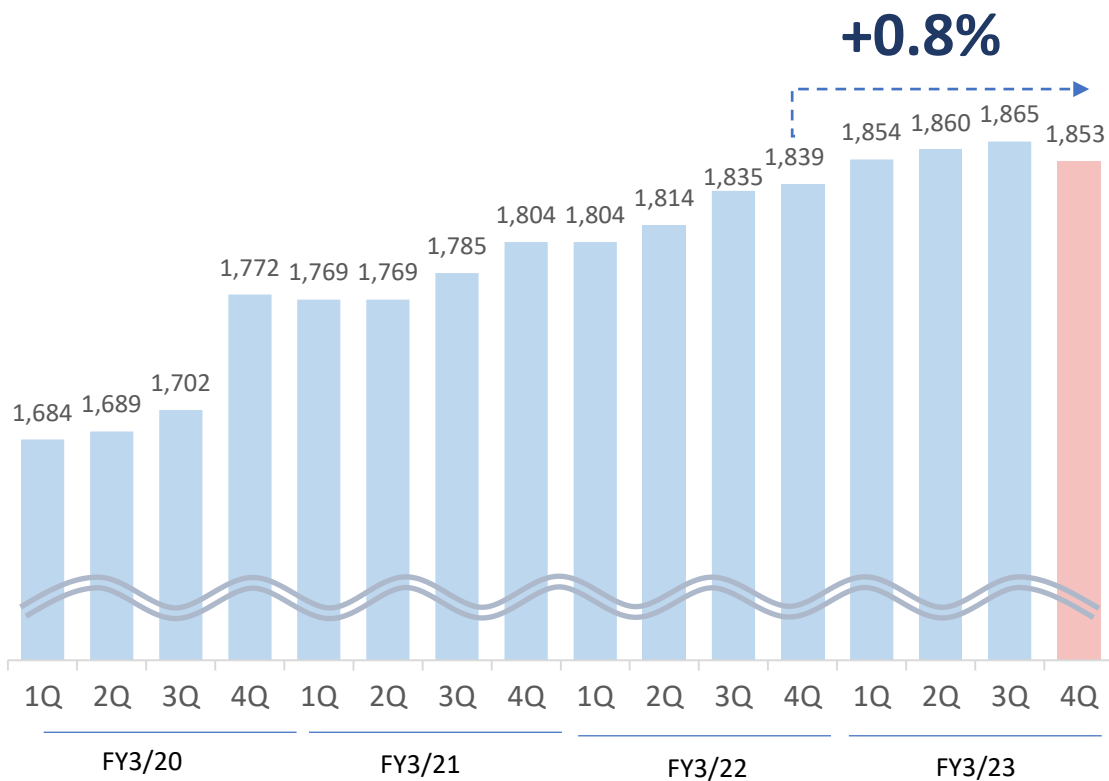
*1: Aggregated by MKSystem based on Ministry of Health, Labour and Welfare statistical data and National Federation of Labor Insurance website
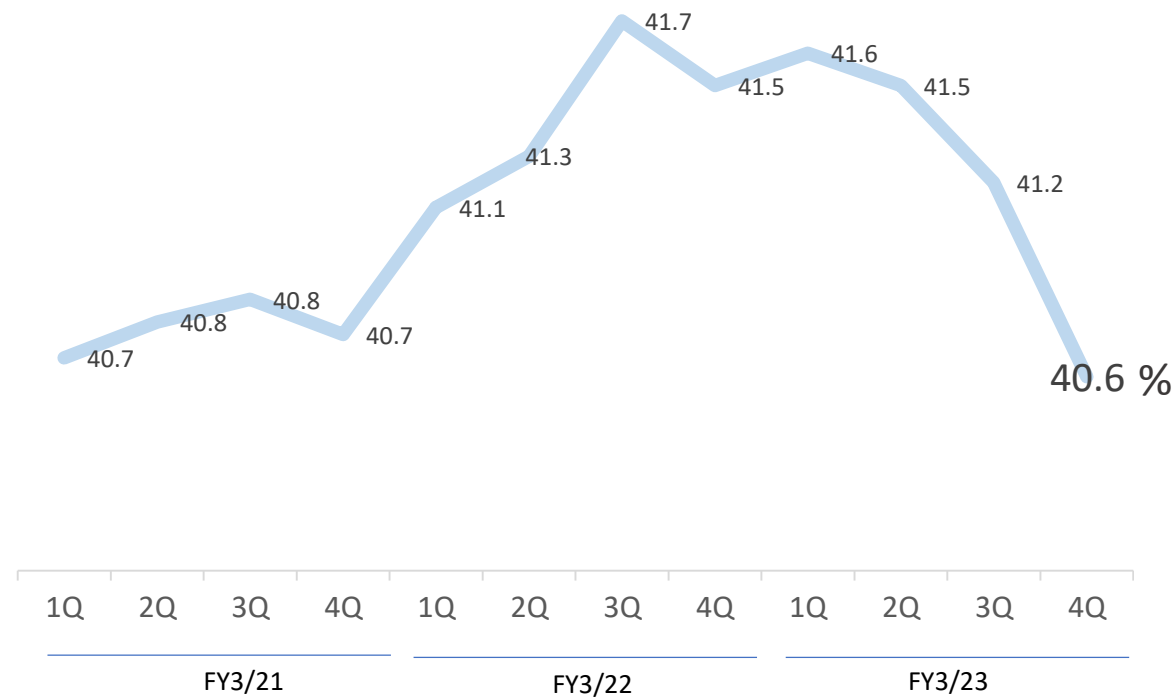
Introductions of MYNABOX series

Steadily increasing number of products linked to the Shalom series

MYNABOX   MYNABOX CL

Number of introductions of MYNABOX series

+0.8%

1,684 1,689 1,702 1,772 1,769 1,769 1,785 1,804 1,804 1,814 1,835 1,839 1,854 1,860 1,865 1,853

1Q 2Q 3Q 4Q	1Q 2Q 3Q 4Q	1Q 2Q 3Q 4Q	1Q 2Q 3Q 4Q
FY3/20	FY3/21	FY3/22	FY3/23

Share of MYNABOX[1]

40.7 40.8 40.8 40.7 41.1 41.3 41.7 41.5 41.6 41.5 41.2 **40.6 %**

1Q 2Q 3Q 4Q	1Q 2Q 3Q 4Q	1Q 2Q 3Q 4Q
FY3/21	FY3/22	FY3/23

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

Other products

Introductions of other products is also on the increase.

WEB-based year-end tax adjustment system

eNEN

5,908 companies

WEB-based tax return filing system for employees

Direct HR

712 companies

Shalom-linked cloud service

ネットde顧問
Net de Komon

24,320 companies

Net de Meisai

15,580 companies
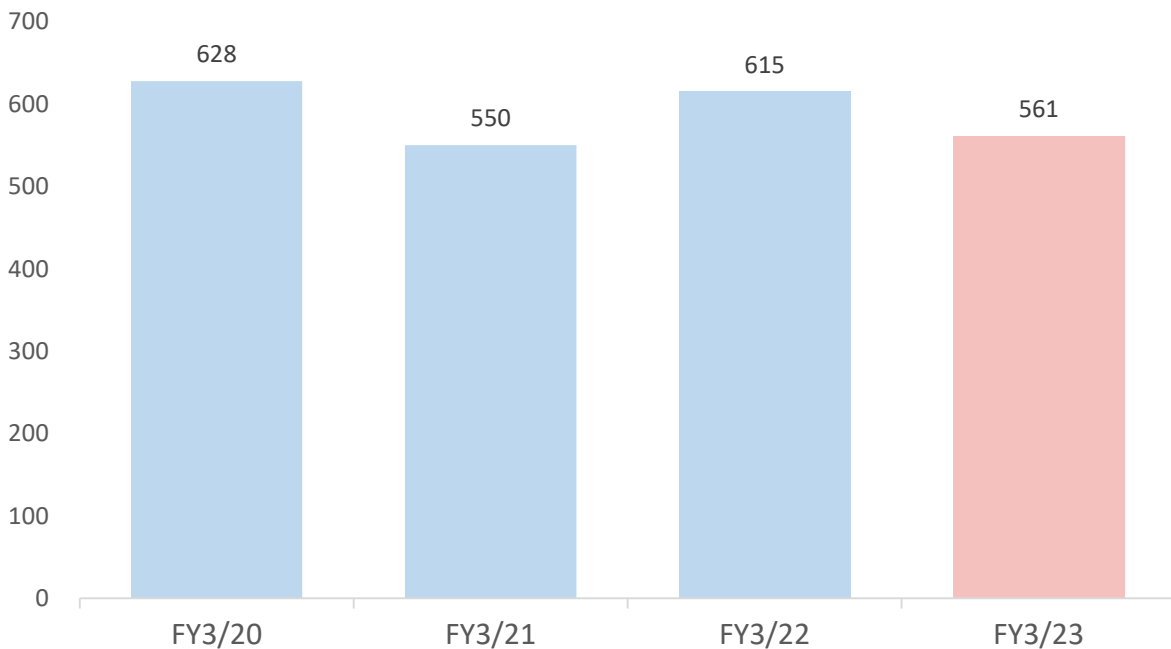
Net de Chingin

14,960 companies

Net de Shugyo

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■ CuBe Business
Net sales and Operating profit

Both sales and operating profit declined compared to the previous fiscal year, attributed to the delay of major development projects. However, the order backlog was up.
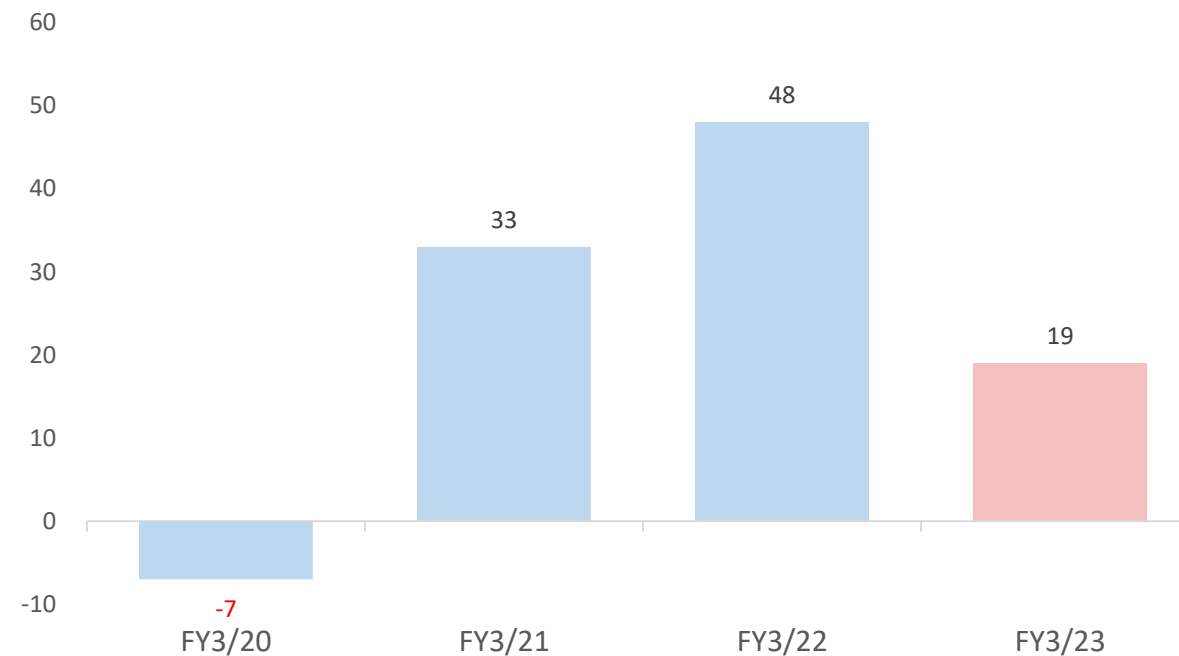
Net sales	Operating profit

Net sales:
- FY3/20: 628
- FY3/21: 550
- FY3/22: 615
- FY3/23: 561

Operating profit:
- FY3/20: -7
- FY3/21: 33
- FY3/22: 48
- FY3/23: 19

Unit: Millions of yen

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Price revisions of major products

Increased the monthly license fee by 500 yen for major products.

＼ NEW ／

Previous prices

	Basic license	Additional licenses (for each license)
Lite Plan	¥10,500/month	¥5,500/month
Basic Plan	¥20,500/month	¥5,500/month
House Plan	¥30,500/month	¥5,500/month

New prices

	Basic license	Additional licenses (for each license)
Lite Plan	¥11,000/month	¥6,000/month
Basic Plan	¥21,000/month	¥6,000/month
House Plan	¥31,000/month	¥6,000/month

Increased prices starting with software use in July 2022 in conjunction with the higher cost of licenses.

The same price increases were implemented for the Net de Jimukumiai (administrative association).

FOREVER – The new Shalom Project

MK SYSTEM
Professional Internet Solution System

Development work has started on FOREVER, a system that will follow Shalom V5.0.

Transition of Shalom and FOREVER

Sales of Shalom, a cloud-based application system for labor insurance procedures, started in 2007. Subsequent upgrades of the functions of this software led to the 2016 launch of Net de Shalom (V3.4). In 2019, Shalom V5.0 was launched for even better use with the internet and a higher level of security.

FOREVER will be the first Shalom web system. This product will improve the UI/UX and be compatible with many types of devices and browsers. Another feature is even better seamless links with the products of MKSystem and other companies. The goal is to create a system that is extremely user-friendly.

Functions that FOREVER will upgrade

✓ Dashboard function

✓ Life event function

✓ Multi-device/multi-browser compatibility

✓ Seamless linkage with MKSystem products

* Screenshots are under development.

New services

Introduced a version of "ShalomPost," a cutting-edge cloud storage service.

What is "ShalomPost"?

A storage service enabling labor offices and their advisory teams to securely store, organize, and distribute official documents, materials, videos, and various other files.

Features

● Seamless management through integration with Net de Komon.

● Official documents can be transmitted in batches directly from "ShalomPost".

● Personal information can be securely shared with customizable authorization settings.

● Effortless file sharing.

● Comprehensive oversight of storage across various business locations.

Promotion activities 1

The MKSystem booth at HR EXPO 2022

MKSystem again had a booth at the spring HR EXPO along with subsidiary Business Net Corp. Visitors learned about a variety of products, with emphasis on Shalom Company Edition.

Visitors appreciated information about examples of how products are used, mini seminars held at the booth, and the booth's space for meetings for sales and more information.

＼HR EXPO 2022／

＼**Sample visitor questions at the booth**／

- **I want to use a job performance evaluation system.**

  We recommend the GooooN Jinzai Profile personnel management system.

- **I am interested in business process outsourcing.**

  Shalom Company Edition can be used for outsourced labor-related administrative tasks.

- **I am looking for a working time recording system.**

  Net de Komon (Adviser) has seven functions that can improve the efficiency of administrative tasks for recording working hours and other labor management requirements.

- **Does your software use a language other than Japanese?**

  The eNEN year-end tax adjustment system can be used in English.

Promotion activities 2

Seminars

MKSystem holds online seminars on a regular basis for labor and social security attorneys and for companies. Seminars are widely recognized as a source of valuable and useful information.

Seminars include people who are using MKSystem products, explanations of amendments to laws and many other activities.

Updated websites for products

The eNEN and DirectHR websites have been updated.

eNEN：https://www.mks.jp/enen/

Direct HR：https://www.mks.jp/directhr/

ShaRobo Release of new scenario

Quick, easy and reliable procedure for annual insurance renewals
Launch of the long-awaited labor insurance annual renewal scenario

Promotion activities 3

"Labor Consultant Summit 2023 in Nasu Shiobara" centered around the theme "SR DX," which embodies a digital transformation for our advisory clients driven by our users.

Around 230 individuals in total participated in the two-day event held on March 16-17, 2023, both in person at the venue and through online access. Those attending the on-site event had the opportunity to explore TMC Management Support Center Inc.'s "DX Promotion Center," where they received an in-depth overview of the systems designed to facilitate digital transformation for advisory clients.

Eight professors engaged in a panel discussion centered around the imperative for social insurance and labor consultants' offices to implement "DX for advisory clients." During this session, the panelists delved into the promotion of DX through the utilization of "Shalom House" and its forthcoming potential. The discourse also encompassed deliberations on the developmental framework for the upcoming "FOREVER" version of Shalom, as well as addressing inquiries from participants who held high anticipations for the next version of Shalom. The event was rich in substantive content.

Labor Consultant Summit 2023

Opening speech by Noboru Miyake, Representative Director and President

Panel discussion with 8 labor consultants

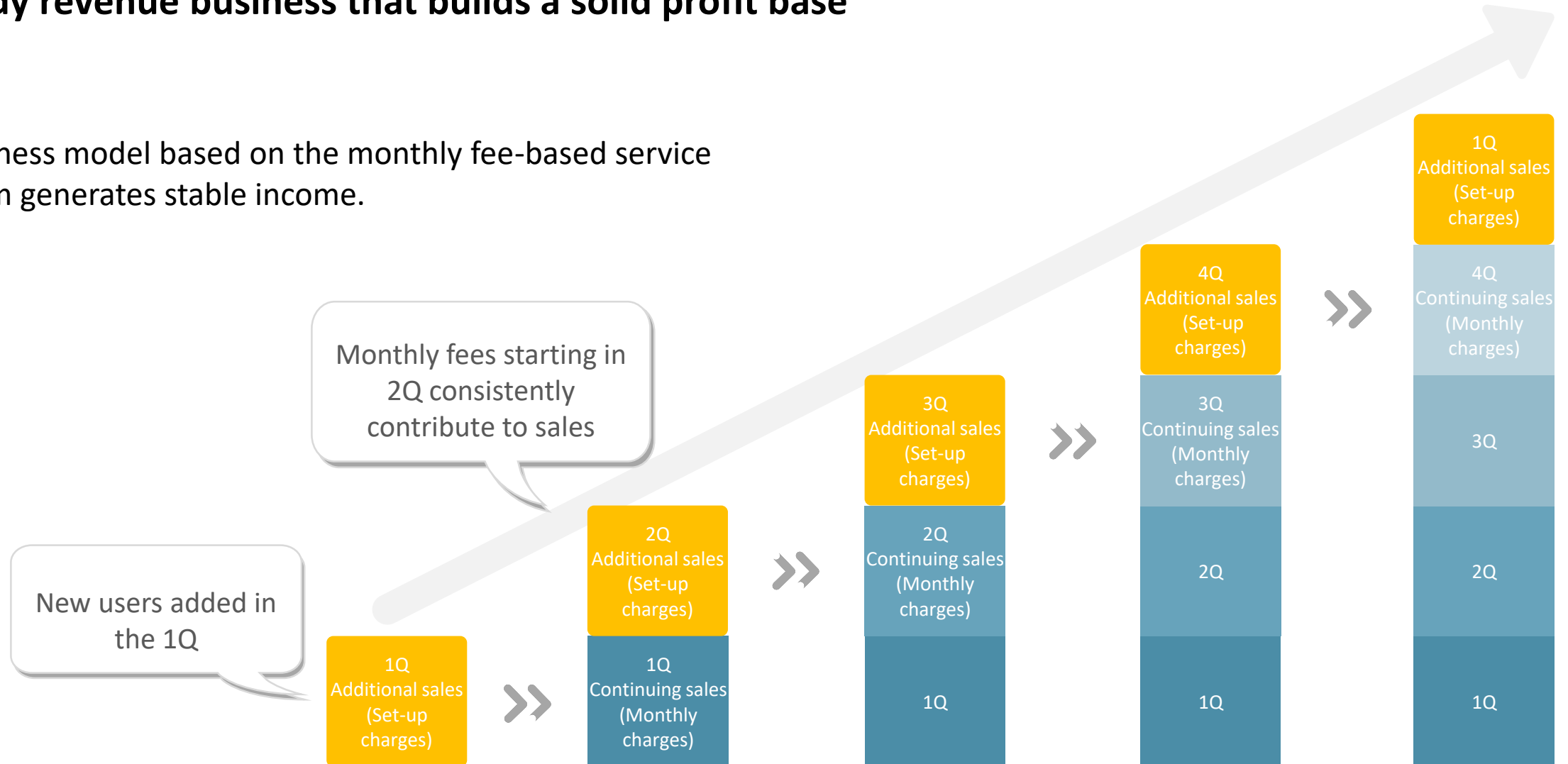Mr. Akihiro Sugiyama, Labor and Social Security Attorney, Akihiro Sugiyama Office

"FOREVER Concept" by Hiroshi Kiyama, General Manager, Product Planning Department
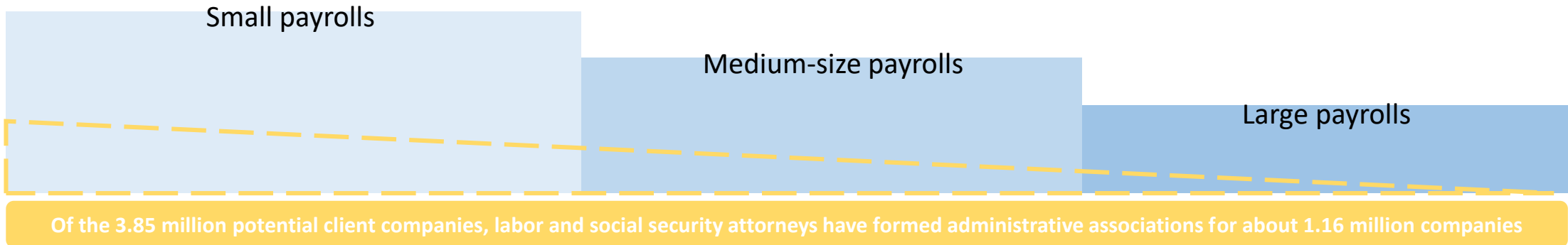
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Steady-revenue businesses

Steady revenue business that builds a solid profit base

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

Monthly fees starting in
2Q consistently
contribute to sales

New users added in
the 1Q

1Q
Additional sales
(Set-up
charges)

1Q
Continuing sales
(Monthly
charges)

2Q
Additional sales
(Set-up
charges)

2Q
Continuing sales
(Monthly
charges)

1Q

3Q
Additional sales
(Set-up
charges)

2Q

1Q

4Q
Additional sales
(Set-up
charges)

3Q
Continuing sales
(Monthly
charges)

2Q

1Q

1Q
Additional sales
(Set-up
charges)

4Q
Continuing sales
(Monthly
charges)

3Q

2Q

1Q

Target markets

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

Small payrolls

Medium-size payrolls

Large payrolls

Of the 3.85 million potential client companies, labor and social security attorneys have formed administrative associations for about 1.16 million companies

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

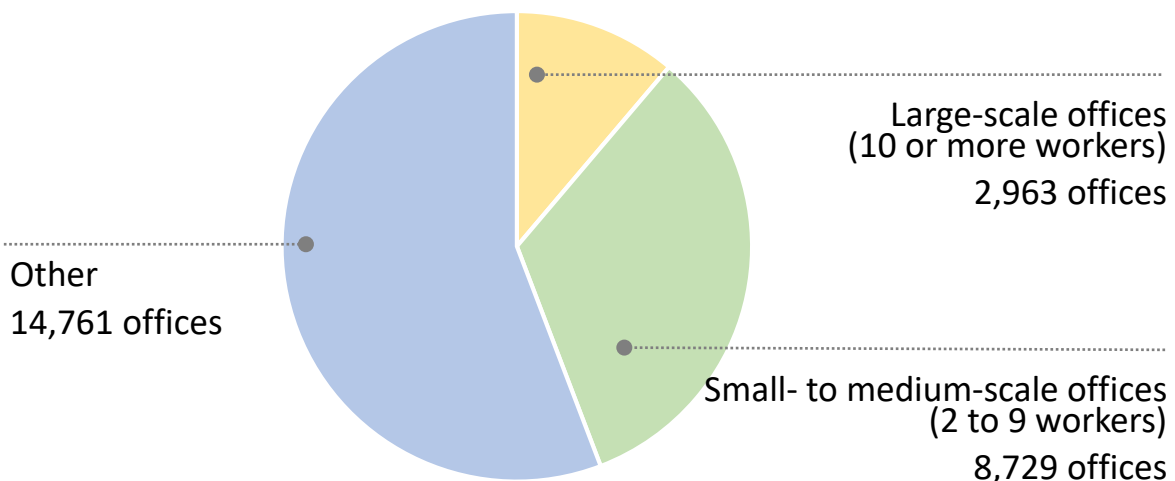**Version mainly for general corporations**

Shalom

Shalom Company Edition

MYNABOX

ネットde顧問 Net de Komon

ネットde事務組合 Net de jimukumiai

MYNABOX CL

Business Net CuBe

All users

Direct HR

eNEN

CP Cloud Pocket

ShaRobo

GooooN

Target markets and strategies 1

Labor and social security attorney market

Large-scale offices
(10 or more workers)
2,963 offices

Other
14,761 offices

Small- to medium-scale offices
(2 to 9 workers)
8,729 offices

Total: 26,453 offices*1

	End-Mar 2023
Offices with our systems introduced*2	**2,736** offices
Vs. End-Sep 2022	**+69** offices
Our market share	**10.3**%
Number of clients registered in our systems	**1,007,000** offices

● Number of companies registered in our systems are 26.2% of all companies and 86.8% based on the number of companies involved by labor and social security attorneys

● Expand the product portfolio and develop more linked services for client companies

*1 The number of labor and social security attorney offices was aggregated by MKSystem based on the Business Report for the fiscal year 2019 prepared by Japan Labor and Social Security Attorney's Association
*2 Reflects the number of services for the Basic Plan, House Plan and Lite Plan

Target markets and strategies 2

General corporate market
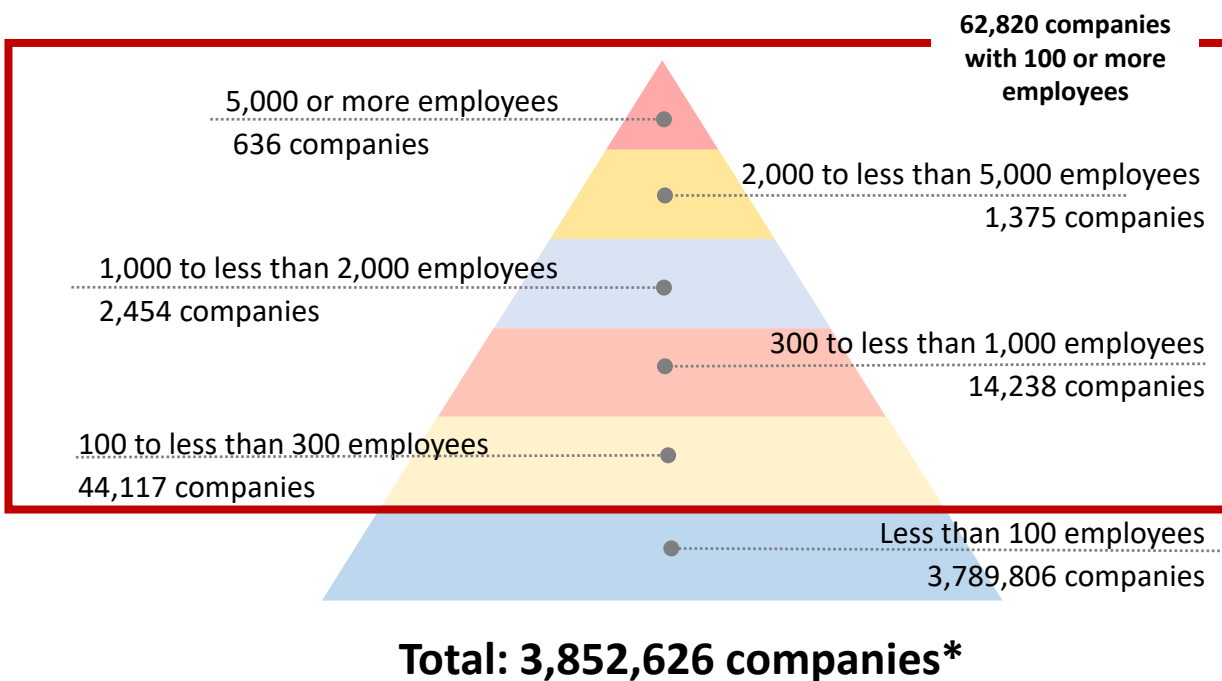
End-Mar 2023

Introductions in the Shalom Business	**155** companies
Introductions in the CuBe Business	**93** companies

62,820 companies with 100 or more employees

5,000 or more employees
636 companies

2,000 to less than 5,000 employees
1,375 companies

1,000 to less than 2,000 employees
2,454 companies

300 to less than 1,000 employees
14,238 companies

100 to less than 300 employees
44,117 companies

Less than 100 employees
3,789,806 companies

Total: 3,852,626 companies*

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

● Enhanced tuning support and BPO support

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

Target markets and strategies 3

Product strategies

<table>
<tr>
<td>

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

</td>
<td>

For general corporations

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</table>

● For new customers

Shalom ネットde事務組合 — Use campaigns and other measures to strengthen sales

MYNABOX — Add new customers to maintain the utilization rate

● For current customers

eNEN — Improve functions to strengthen sales

ShaRobo — Launch new products to increase sales

● For new customers

Shalom Company Edition — A version for large companies

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

● For current customers

CP Cloud Pocket — Improve functions to strengthen sales

eNEN — Improve functions to strengthen sales

Table of contents

Our mainstay service (Shalom 1)

MKSYSTEM
Professional Internet Solution System

Shalom

A system for labor and social security attorney offices
For number one and two tasks performed solely by social security attorney offices

Tasks performed by labor and social security attorneys

No. 1 tasks
Preparation of reports submitted to govt. agencies and agency services for clients

No. 2 tasks
Preparation of accounting ledgers in accordance with labor and social security laws and ordinances

No. 3 tasks
Labor management and social security consultations and guidance (consulting tasks)

Client company

Company A staff   Company B staff   Company C staff

Labor and social security attorney office

Administrative agencies

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

Shalom — Plans and fees

Selected functions	Lite Plan Set-up charges: ¥50,000 Monthly charges: ¥11,000	Basic Plan Set-up charges: ¥100,000 Monthly charges: ¥21,000 or more	House Plan Set-up charges: ¥1,500,000 Monthly charges: ¥31,000 or more
Electronic application	○	○	○
Payroll calculation	○	○	○
Granting worker's compensation	×	○	○
Labor insurance administration association	×	○	○
Procedure progress management	×	×	○
Net de Komon	×	△	○

Lite Plan

✓ Considering e-application software

✓ Tasks usually performed by one person

✓ Use of business process software for the first time

Basic Plan

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

House Plan

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

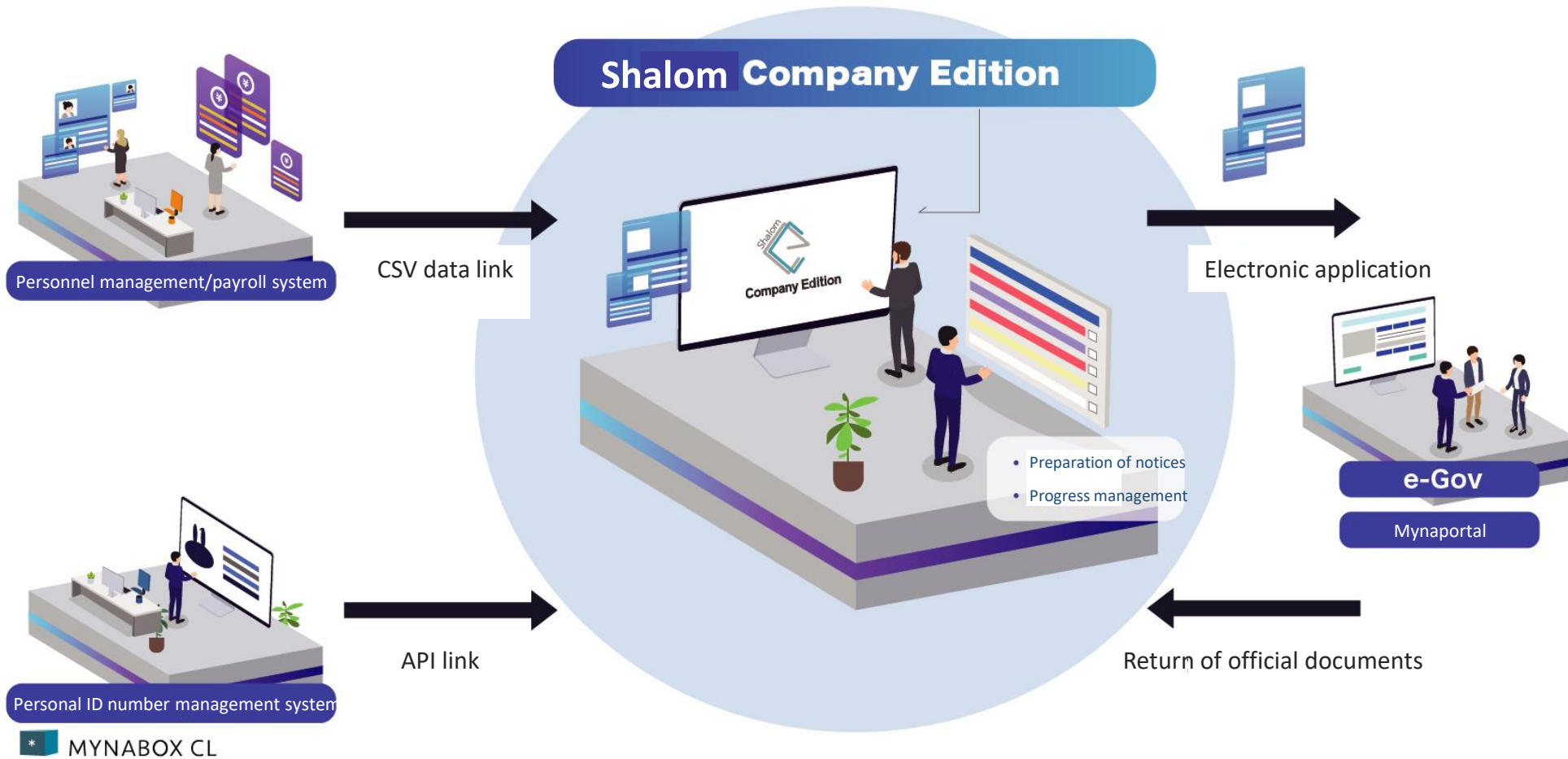# Our mainstay service (Shalom Company)

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

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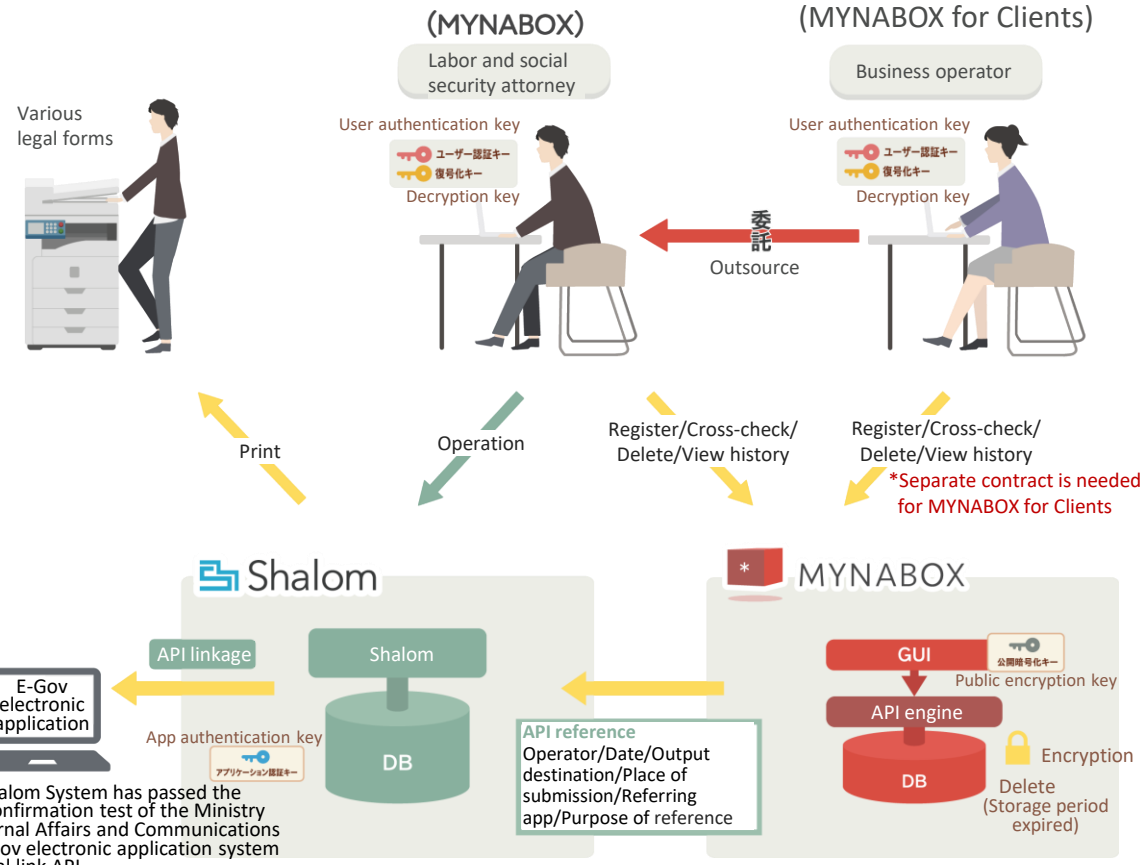

*Shalom Series Personal ID number management system
*Can be linked with products of other companies (consultation required)
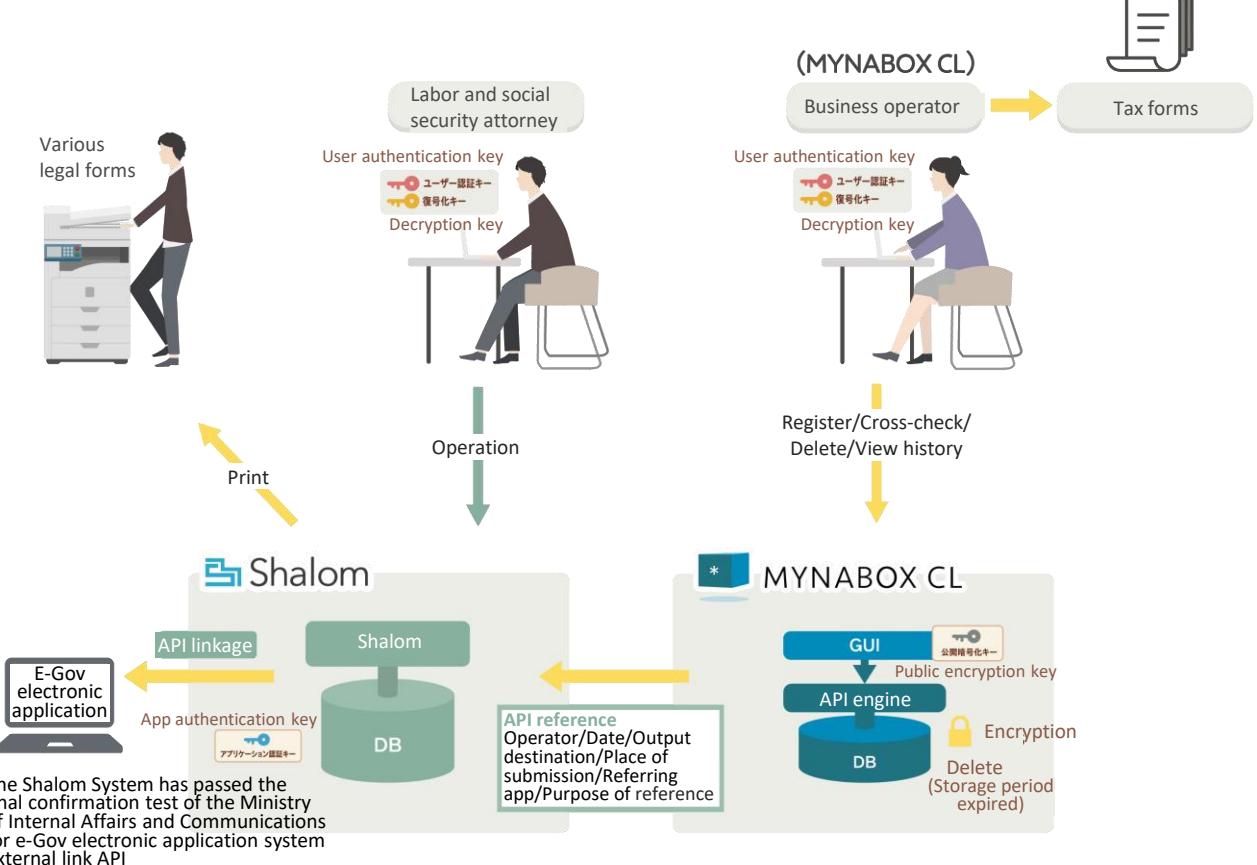
Our mainstay service (MYNABOX)

MK SYSTEM
Professional Internet Solution System

MYNABOX

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

MYNABOX Flowchart

(MYNABOX)
Labor and social security attorney

User authentication key
ユーザー認証キー
復号化キー
Decryption key

(MYNABOX for Clients)
Business operator

User authentication key
ユーザー認証キー
復号化キー
Decryption key

委託
Outsource

Various legal forms

Print
Operation
Register/Cross-check/Delete/View history
Register/Cross-check/Delete/View history
*Separate contract is needed for MYNABOX for Clients

Shalom

API linkage
Shalom
DB

E-Gov electronic application

App authentication key
アプリケーション認証キー

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

MYNABOX

GUI
公開暗号化キー
Public encryption key
API engine
DB

API reference
Operator/Date/Output destination/Place of submission/Referring app/Purpose of reference

Encryption
Delete (Storage period expired)

MYNABOX CL Flowchart

Tax office

(MYNABOX CL)
Business operator

Tax forms

User authentication key
ユーザー認証キー
復号化キー
Decryption key

Labor and social security attorney

User authentication key
ユーザー認証キー
復号化キー
Decryption key

Various legal forms

Print
Operation
Register/Cross-check/Delete/View history

Shalom

API linkage
Shalom
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GUI
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Delete (Storage period expired)

Our mainstay service (Net de Komon)

ネットdE顧問
Net de Komon

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

Concerned about erroneous transmission?

Can process with correct information.

Client company

Labor and social security attorney

One step payroll calculation by linking with work attendance data

Can be accessed anywhere and anytime (Smartphone access)

Net de Shugyo

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

Working time record

Net de Chingin

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

Net de Meisai

Paperless payroll slips. Realizes labor saving in stroke.

Net de Uketsuke

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

Data sharing among employees.

Net de Daicho

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

Net de Kisoku

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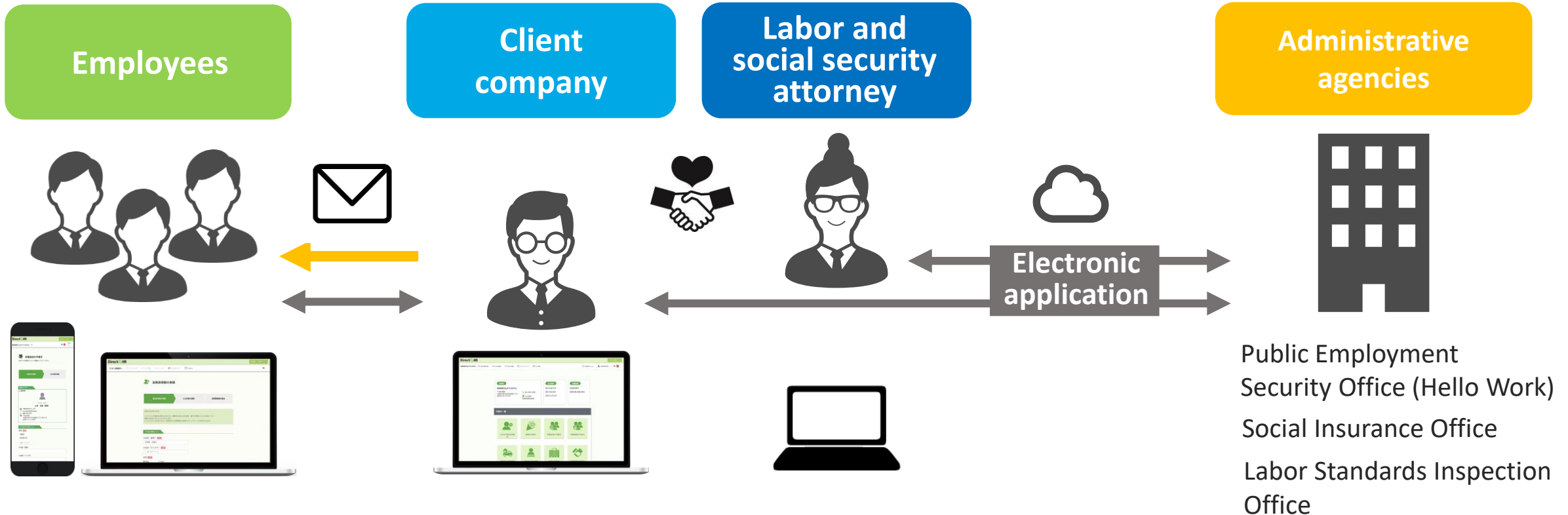
Net de Shedule

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

Our mainstay service (DirectHR)

Direct HR

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

Employees	Client company	Labor and social security attorney	Administrative agencies

Electronic application

Public Employment Security Office (Hello Work)

Social Insurance Office

Labor Standards Inspection Office

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

Our mainstay service (eNEN)

MKSYSTEM Professional Internet Solution System

eNEN

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

1. It makes the operation easy to understand!

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

2. Registered information is displayed from the start!

✓ The screen initially displays a form without redundant inputs.

✓ The system automatically calculates the deductible amount.

✓ The screen initially displays filling data of the previous year.

3. It reduces your workload at final submission!

✓ The system checks for your mistake.

✓ The system guides you what to submit.

Enhanced control with authority settings

Supporting business process of large companies and shared service providers!
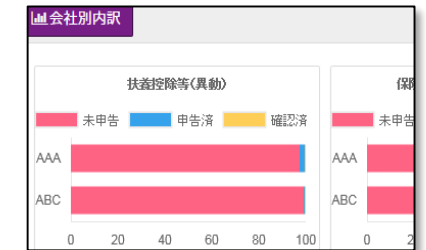
Work environment with multiple personnel are classified into three elements (company, department, and person in charge).

Enhanced efficiency with progress management

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

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

Our mainstay service (Cloud Pocket)

Cloud Pocket

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

Client company

● Official/company forms and documents

Labor and social security attorney

Employees

Upload required documents to Cloud Pocket.

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

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

✓ Highly secure folders for individuals

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

✓ Also handles uploads from labor and social security attorney offices

Our mainstay service (ShaRobo)

MK SYSTEM
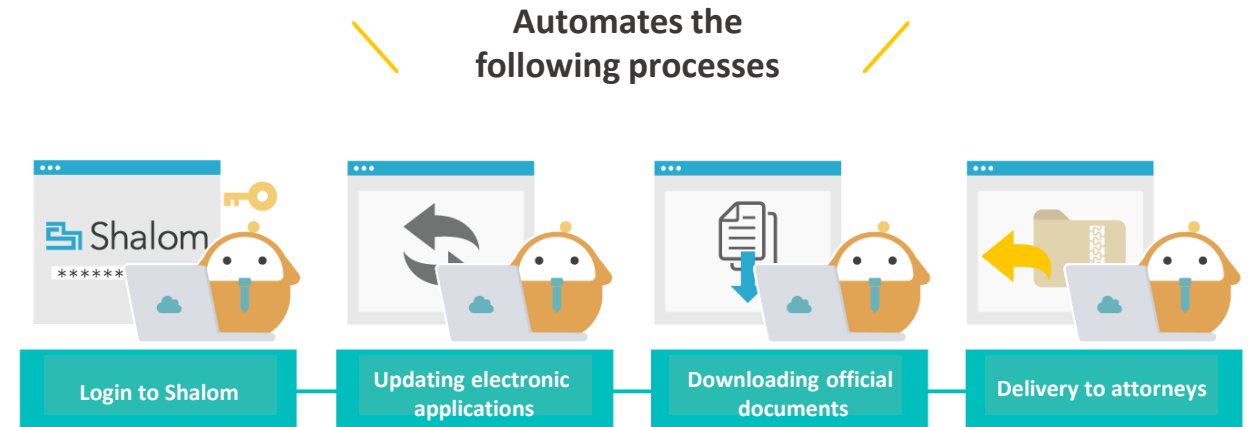*Professional Internet Solution System*

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

ShaRobo

ShaRobo
社ロボ

Download official electronic application forms for just

25,000 yen/month

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

Automates the following processes

| Login to Shalom | Updating electronic applications | Downloading official documents | Delivery to attorneys |

- **Official Shalom RPA (Robotic Process Automation) "ShaRobo" helps automate Shalom functions.**

- **"ShaRobo" implements all operations from the acquisition of official documents to delivery to clients, sharply slashing the manual work steps.**

- **Since ShaRobo is an official Shalom RPA, it can be used with confidence. The RPA will continue to evolve along with Shalom.**

■ Service Overview
Our mainstay service
(Contracted development type semi-customized services / CuBe Business)

MK SYSTEM
Professional Internet Solution System

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

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

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

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

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

Our mainstay service (GooooN / CuBe Business)

GooooN

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

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

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

Target & performance management

- We wish to let our personnel learn more about the management's intention.

- We wish to set up target & performance management that makes our employees to participate with more enthusiasm.

- We wish to link target management to improvement in corporate performance.

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

Human resource profile inquiry

- We wish to know personal profile of our staff in a timely manner.

- We wish to manage personnel data in single database and make full use of them.

- We wish to have a system to support employees' career development.

- We wish to have a contact point that directly connects personnel and personnel department.

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

Self-assessment / Career plan

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

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