

Chapter 06

Data

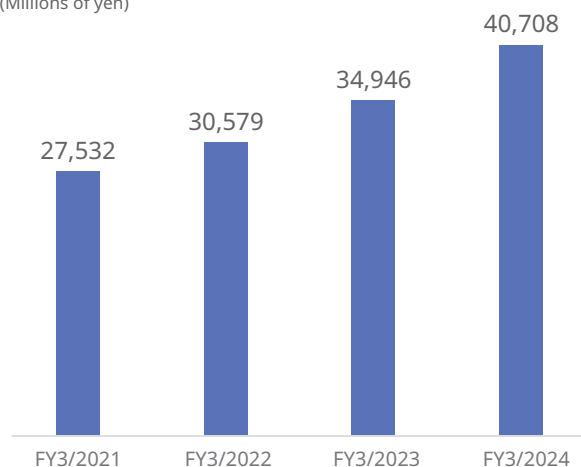
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Financial Highlights

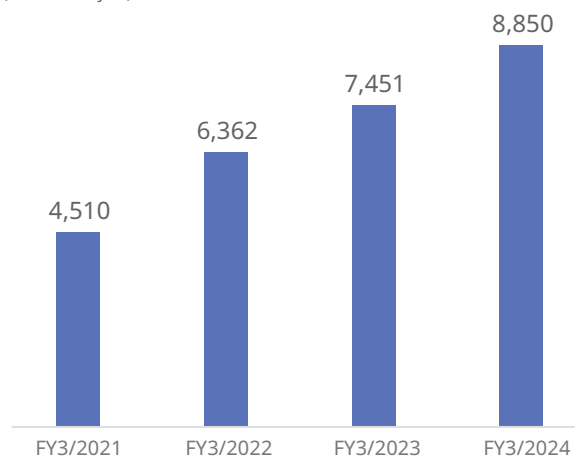
Revenue

(Millions of yen)



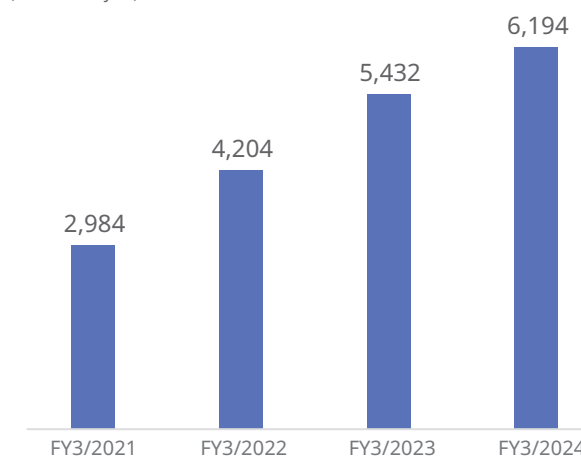
Operating profit

(Millions of yen)

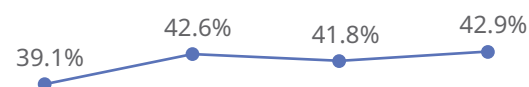


Profit attributable to owners of parent

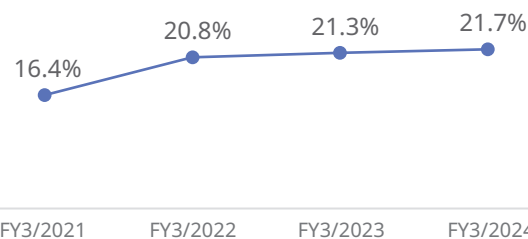
(Millions of yen)



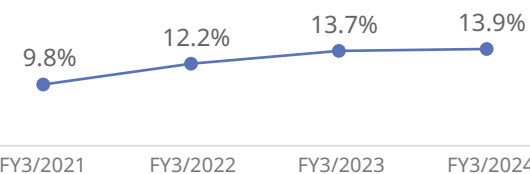
Gross profit margin



Operating profit margin



ROE



* The above figures are prepared in accordance with International Financial Reporting Standards (IFRS).

Financial Data

(Millions of yen)

Summary of four-year financial results (consolidated)*1 *2	FY3/2021	FY3/2022	FY3/2023	FY3/2024
Revenue	27,532	30,579	34,946	40,708
Gross profit	10,757	13,016	14,597	17,450
Gross profit margin (%)	39.1	42.6	41.8	42.9
Operating profit	4,510	6,362	7,451	8,850
Operating profit margin (%)	16.4	20.8	21.3	21.7
Profit before tax	4,324	6,191	7,298	8,744
Profit attributable to owners of parent	2,984	4,204	5,432	6,194
Basic earnings per share*3(yen)	61.80	83.06	96.91	107.54
Diluted earnings per share*3(yen)	53.97	71.74	91.23	103.47
Total assets	61,678	66,934	70,266	79,248
Total liabilities	30,216	29,640	28,282	32,159
Total equity	31,462	37,294	41,984	47,089
Equity ratio (%)	51.0	55.7	59.7	59.4
Cash flows provided by (used in) operating activities	5,255	7,561	3,733	8,329
Cash flows provided by (used in) investing activities	△234	△328	△1,441	△3,673
Cash flows provided by (used in) financing activities	△2,348	△1,346	△3,435	△3,772
Cash and cash equivalents at end of year	8,068	13,966	12,832	13,731
Share capital	285	814	1,013	1,189
ROE*4(%)	9.8	12.2	13.7	13.9
ROE*4(%)	4.8	6.5	7.9	8.3

*1 Figures are based on International Financial Reporting Standards (IFRS).

*2 Figures are excerpts from the consolidated financial statements.

*3 In accordance with a resolution at the Board of Directors' meeting held on June 24, 2021, the Company conducted a 100-for-1 stock split of ordinary shares effective on July 10, 2021. However, the figures for basic and diluted earnings per share were calculated on the assumption that the stock split had been conducted at the beginning of FY3/2021.

*4 Amounts of equity attributable to owners of parent and total assets to be used as denominators in calculating ROE and ROA, respectively, are the averages of the beginning and ending balances.

Non-financial Data

Social

Employment (consolidated)	FY3/2023	FY3/2024
Number of employees	1,047	1,350
Number of employees newly hired	402	303
New graduates ^{*1}	290	185
Mid-career professionals	112	118
Turnover rate(%)	9	8
Average age (years old)	31.7	31.0
Average years of service (years)	4.5	4.2
Average annual salary (thousand yen)	9,565	9,292

^{*1} The number of new graduates newly hired is based on the number of those decided to be hired during each fiscal year, and the actual date of joining the company is April 1 of the following fiscal year.

Productivity (consolidated)	FY3/2023	FY3/2024
Average number of engineers and consultants during the period	1,436	1,678
Employees engineers and consultants	894	1,156
Business partner engineers and consultants ^{*2}	542	522
Revenue per engineer/consultant (million yen) ^{*3}	24	24

^{*2} Business partners refer to temporary workers, employees of subcontractors, and equivalents who are engaged in work in the office environment of Simplex Group.

^{*3} The figures are calculated by dividing the annual revenue by the average number of engineers and consultants during the period.

Skills and competencies (consolidated)	FY3/2023	FY3/2024
Number of applications for financial support for certification	102	121
Number of AWS certifications earned ^{*4}	376	593
Number of Information Technology Engineer certifications earned ^{*5}	738	1,091
Number of advanced certifications including RISS (Registered Information Security Specialist) ^{*5}	150	188
HR development and training costs (million yen)	860	1,097
Personnel expenses incurred during the training period for those who received job offers and new graduates (million yen)	435	642
Time spent on training for skill development (hours)	176,454	204,607
Training hours per employee (hours) ^{*6}	169	152

^{*4} AWS: Amazon Web Services

^{*5} Numbers of Information Technology Engineer certifications earned and advanced certifications earned including RISS awarded by the Information-technology Promotion Agency, Japan.

^{*6} The figures are calculated by dividing the time spent on training for skill development by the number of employees at the end of each fiscal year.

Organizational culture ^{*7} (consolidated)	FY3/2023	FY3/2024
Number of engagement surveys conducted (times)	4	4
Engagement score (marks) ^{*8}	73	73
Number of in-house short-term study programs used (cases)	14	14
Number of internal conferences held (times)	6	4
Number of sessions at internal conferences (sessions)	85	55

^{*7} For details on each activity and program, please refer to page 43 Personnel System.

^{*8} The figures are the results of the engagement surveys conducted in February 2023 and February 2024.

HR diversity (consolidated)	FY3/2023	FY3/2024
Percentage of women to total employees (%)	12.6	15.7
Percentage of women in management positions (%)	6.3	6.6
Percentage of women to employees hired as new graduates (%)	22	15
Total number of retirees rehired	4	6
Number of retirees rehired during the period	3	2

Internal environmental improvement (consolidated)	FY3/2023	FY3/2024
Percentage of paid leave taken (%) ^{*9}	61.9	66.6
Wage disparity between male and female workers (%) ^{*10}	81.2	77.5
Regular workers (%)	81.3	77.7
Non-regular workers (%)	81.2	73.0
Number of employees taking birth-related leave before and after childbirth	3	8
Number of employees taking childcare leave	13	18
Male employees	10	14
Female employees	3	4
Percentage of male employees taking childcare leave (%)	38.5	53.8
Percentage of female employees taking childcare leave (%)	100.0	100.0
Number of employees taking nursing care leave	2	1

^{*9} Since annual paid leave is granted on the record date of January 1 of each year, the figures are for the period from January 1 to December 31, 2022 and 2023.

^{*10} The wage disparity between male and female workers for FY3/2024 is slightly lower than the average for all companies applying for the 2023 Nadeshiko Brand (81.1%), but higher than the average for companies in the information and telecommunications industry (72.0%). This is attributable in part to Simplex Group's evaluation system. Other factors contributing to the disparity are thought to be the salaries of general staff, who are more likely to be women. (See page 43 Personnel System).

Governance

Board composition ^{*1} (non-consolidated)	FY3/2023	FY3/2024
Total number of directors	9	10
Outside directors	5	6
Percentage of outside directors (%)	56	60
Number of female directors	0	1
Percentage of female directors (%)	0	10

*1 As of the date of issue of this report, there were nine directors in total, including five outside directors (56% of the total) and one female director (11% of the total).

Board of Directors meetings (non-consolidated)	FY3/2023	FY3/2024
Number of meetings held (times)	12	13
Attendance rate of all directors (%)	99	100
Attendance rate of outside directors (%)	100	100

Audit and Supervisory Committee meetings (non-consolidated)	FY3/2023	FY3/2024
Number of meetings held (times)	13	14
Attendance rate of all Audit and Supervisory Committee members (%)	100	100

Nomination and Compensation Committee meetings (non-consolidated)	FY3/2023	FY3/2024
Number of meetings held (times)	2	2
Attendance rate of all Nomination and Compensation Committee members (%)	100	100

Sustainability Council meetings (non-consolidated)	FY3/2023	FY3/2024
Number of meetings held (times)	3	10

Information security (Consolidated)	FY3/2023	FY3/2024
Percentage of employees who participated in the annual measurement of the degree of understanding security (%)	100	100
Number of Information Risk Management Committee meetings held (times)	57	57
Number of security incident response drills conducted (times)	1	1
Number of times information security education themes are communicated internally (times)	12	12
ISMS certification obtained ^{*2}	Obtained for certain solutions	Obtained for certain solutions

*2 For details on ISMS certification, please refer to page 56 Information Security.

Environment

Greenhouse gas (GHG) emissions ^{*3 *4} (consolidated)	FY3/2023	FY3/2024
Scope 1 (direct emissions from owned or controlled sources) (t-CO2)	0	0
Scope 2 (indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company) (t-CO2)	445.8	10.3
Scope 3 (all other indirect emissions that occur in the reporting company's supply chain) (t-CO2)	5,270.4	6,880.0
Category 1 Purchased goods and services (t-CO2)	3,575.1	3,376.1
Category 2 Capital goods (t-CO2)	759.2	1,980.0
Category 3 Fuel- and energy-related activities not included in Scope 1 or Scope 2 (t-CO2)	75.2	77.2
Category 5 Waste generated in operations (t-CO2)	55.5	16.4
Category 6 Business travel (t-CO2)	149.7	418.2
Category 7 Employee Commuting (t-CO2)	655.8	1,012.1

*3 Each item is calculated based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (March 2022, Ministry of the Environment and Ministry of Economy, Trade and Industry). Scope 1 emissions of Simplex Group are excluded from the calculation because they are negligible. In addition, categories not listed above are not included in the calculation because they are either not applicable or of low significance to Simplex Group.

*4 The main factors for the increase in GHG emissions consist of temporary and permanent factors. The temporary factors include the replacement of the internal system environment and an increase in capital goods expenditures associated with the expansion of office space. The permanent factors include an increase of approximately 300 employees from the end of the previous fiscal year, the resumption of off-site training programs following the end of the COVID-19 infection, and an increase in business travel and commuting expenses, all of which are expected to increase gradually. On the other hand, the decrease in GHG emissions was mainly due to the switch to renewable energy sources in office buildings, cloud services, and data centers, which are expected to continue contributing to the reduction of emissions.

Energy consumption and renewable energy usage ratio (consolidated)	FY3/2023	FY3/2024
Office building energy consumption (MWh)	1,102	1,131
Office building renewable energy usage rate (%)	92	98
Percentage of data centers and other facilities using renewable energy (%) ^{*5}	56	79

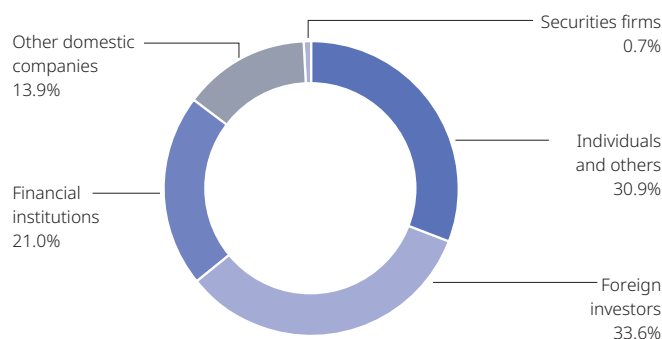
*5 In calculating the percentage, the percentage of renewable energy and the reduction contribution rate for electricity used the data centers and cloud services contracted by Simplex Group are translated into electricity consumption.

Status of Shareholdings (as of March 31, 2024)

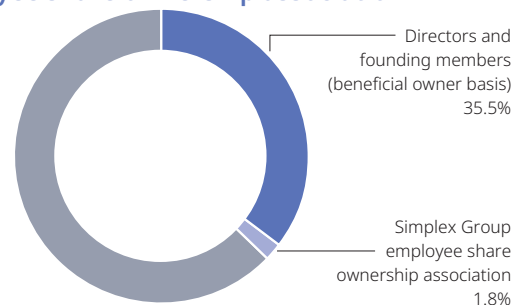
Basic information

Stock exchange listing	Tokyo Stock Exchange Prime Market
Securities code	4373
Date of listing	September 22, 2021
Total number of shares authorized to be issued	114,704,000 shares
Total number of shares issued	58,182,950 shares
Number of shareholders	5,002 shareholders
Number of trading unit shares	100 shares

Shareholding ratio by shareholder type



Shareholding ratio by directors, founding members and employee share ownership association



Shareholder distribution

Category	Number of shareholders	Number of shares held
Government and municipalities	—	—
Individuals and others	4,690	17,967,937
Foreign investors	210	19,530,017
Financial institutions	18	12,195,200
Other domestic companies	53	8,091,799
Securities firms	30	397,850
Shares held in own names	1	147
Total	5,002	58,182,950

Major shareholders

Shareholder Name	Number of shares held	Shareholding ratio
1 Hideki Kaneko	7,819,712	13.4%
2 The Master Trust Bank of Japan, Ltd. (Trust Account)	5,936,500	10.2%
3 Custody Bank of Japan (Trust Account)	4,199,800	7.2%
4 SBI Holdings, Inc.	3,296,200	5.7%
5 MLPFS CUSTODY ACCOUNT*1	3,000,000	5.2%
6 Mitsuru Igarashi	2,222,800	3.8%
7 Kenichi Tanaka	1,715,000	2.9%
8 TK & Company K.K.*2	1,454,544	2.5%
8 YK & Company K.K.*2	1,454,544	2.5%
10 Yasuhito Fukui	1,400,000	2.4%

*1 The beneficial owner of this account is Mitsuru Igarashi, a founding member of the Company.

*2 The beneficial owner of this account is Hideki Kaneko, Representative Director, President and CEO of the Company.

Changes in share price since listing (September 2021)



Company Information (as of March 31, 2024)

Company Outline

Company Name	Simplex Holdings, Inc.
Founded	September 16, 1997
Incorporated	December 1, 2016 (newly established through corporate reorganization)
Share capital	1,189 million yen
Number of employees	1,350 (consolidated)
Group companies	Simplex Inc. Xspear Consulting, Inc. Deep Percept Inc. Simplex Global Inc. Simplex U.S.A., Inc. Simplex Consulting Hong Kong, Limited
Main business	Management and control of subsidiaries and all activities incidental or related thereto
Location	Head office (registered) 1-23-1 Toranomon, Minato-ku, Tokyo, Japan Toranomon Office 19F Toranomon Hills Mori Tower, 1-23-1 Toranomon, Minato-ku, Tokyo 105-6319, Japan Azabudai Office (opened in May 2024) 18F Azabudai Hills Mori JPTower, 1-3-1 Azabudai, Minato-ku, Tokyo 106-0041, Japan

Reader Survey

We are fully aware that stakeholder feedback is essential for improving and enhancing the Integrated Report in the future. We look forward to hearing your opinions.



Readers' Survey in Forms
<https://forms.office.com/r/z80sf9Uzhe?origin=IprLink>

IR Site Information



IR Information
<https://www.simplex.holdings/en/ir/>

Sustainability Site Information



Sustainability
<https://www.simplex.holdings/en/sustainability/>

Disclosure Policy

Basis of information disclosure
We will carry out prompt disclosure of information under the principles of transparency, openness and continuity in accordance with relevant laws and regulations such as the Financial Instruments and Exchange Act, and rules defined by the Tokyo Stock Exchange pertaining to timely disclosure (the “Timely Disclosure Rules”). Information determined to be important or beneficial for shareholders or investors to understand us will be proactively and fairly disclosed even if this information is not required to be disclosed by relevant laws and regulations or the Timely Disclosure Rules.

How information will be disclosed
For information disclosure following the Timely Disclosure Rules, the information will be disclosed on TDnet (Timely Disclosure network) provided by the Tokyo Stock Exchange, and then promptly posted on our website. We will endeavor as much as possible to fairly and widely convey information which does not fall under the Timely Disclosure Rules by, for example, similarly posting such information on our website.

Forward-looking statements
Information disclosed by the Company pertaining to the future, such as forecasts, predictions, targets, and plans for Simplex Group is based on determinations or assumptions made by the Company at the time of disclosure, and do not constitute a promise or guarantee to our future financial results and measures. Actual results may take on greatly different outcomes due to various factors.

Quiet Period
In order to prevent the leakage of important corporate information and ensure fairness, the Company has a “Quiet Period” from a week before the end of the fiscal quarter to the earnings release day as a general rule. In this period, the Company refrains from answering questions regarding the Company’s results and giving relevant comments. However, this does not apply to the occurrence of material events that the Company believe will have a significant impact on the investment decisions of shareholders or investors, even during this period.