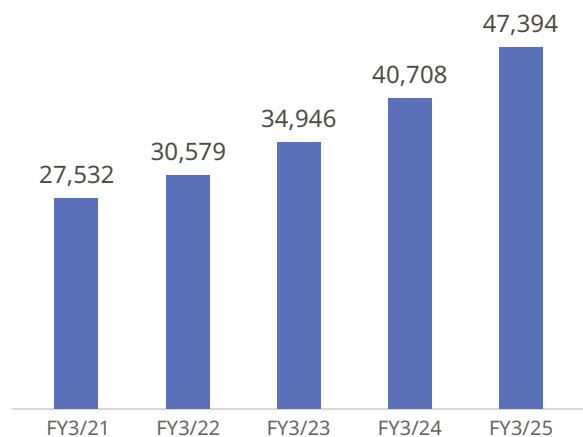


Data

Financial Highlights

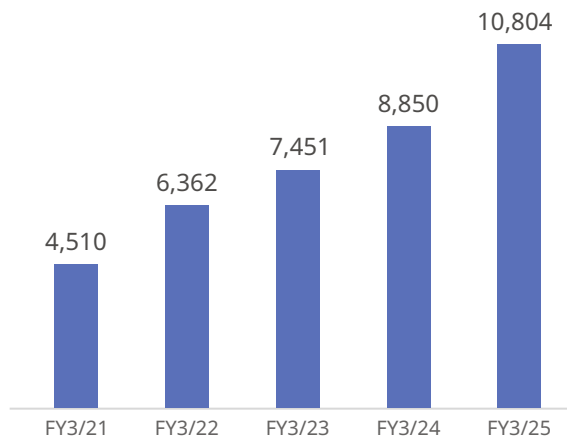
Revenue

(Millions of yen)



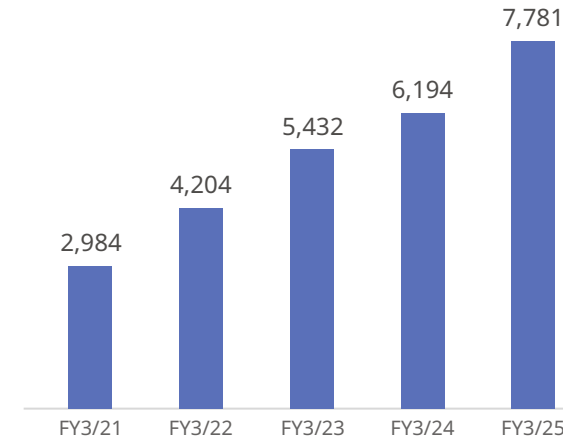
Operating profit

(Millions of yen)

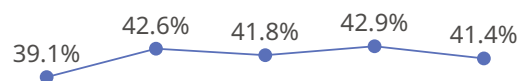


Profit attributable to owners of parent

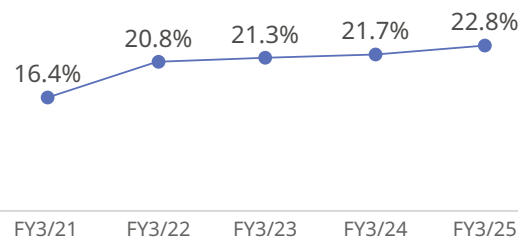
(Millions of yen)



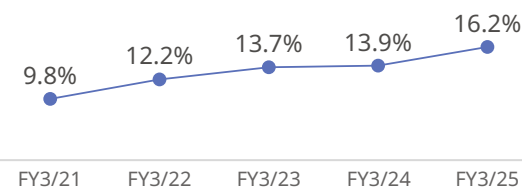
Gross profit margin



Operating profit margin



ROE



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

Data

Financial Data

(Millions of yen)

Summary of five-year financial results (consolidated)*1 *2	FY3/21	FY3/22	FY3/23	FY3/24	FY3/25
Revenue	27,532	30,579	34,946	40,708	47,394
Gross profit	10,757	13,016	14,597	17,450	19,638
Gross profit margin (%)	39.1	42.6	41.8	42.9	41.4
Operating profit	4,510	6,362	7,451	8,850	10,804
Operating profit margin (%)	16.4	20.8	21.3	21.7	22.8%
Profit before tax	4,324	6,191	7,298	8,744	10,729
Profit attributable to owners of parent	2,984	4,204	5,432	6,194	7,781
Basic earnings per share*3 (yen)	61.80	83.06	96.91	107.54	133.82
Diluted earnings per share*3 (yen)	53.97	71.74	91.23	103.47	130.24
Total assets	61,678	66,934	70,266	79,248	79,022
Total liabilities	30,216	29,640	28,282	32,159	30,212
Total equity	31,462	37,294	41,984	47,089	48,810
Equity ratio (%)	51.0	55.7	59.7	59.4	61.8
Cash flows provided by (used in) operating activities	5,255	7,561	3,733	8,329	9,746
Cash flows provided by (used in) investing activities	△234	△328	△1,441	△3,673	534
Cash flows provided by (used in) financing activities	△2,348	△1,346	△3,435	△3,772	△10,570
Cash and cash equivalents at end of year	8,068	13,966	12,832	13,731	13,438
Share capital	285	814	1,013	1,189	1,350
ROE*4 (%)	9.8	12.2	13.7	13.9	16.2
ROA*4 (%)	4.8	6.5	7.9	8.3	9.8

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

*2 Figures are excerpts from the consolidated financial statements.

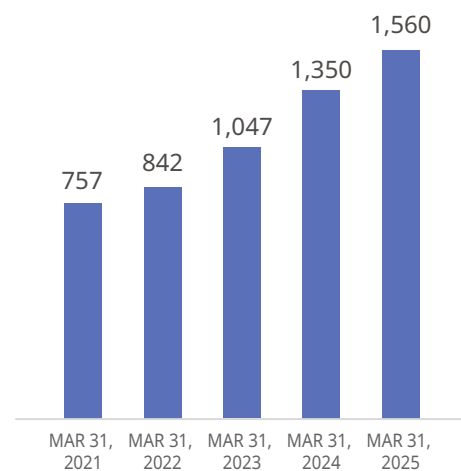
*3 In accordance with a resolution at the Board of Directors' meeting held on Jun 24, 2021, the Company conducted a 100-for-1 stock split of ordinary shares effective on Jul 10, 2021. However, the figures for basic and diluted earnings per share were calculated on the assumption that the stock split had been conducted at the beginning of FY3/21.

*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.

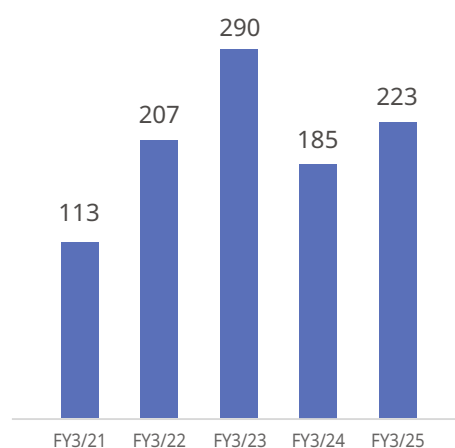
Data

Non-financial Highlights

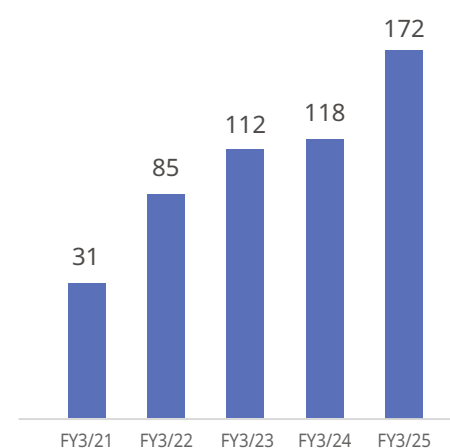
Number of Employees



Number of new graduate hires*¹

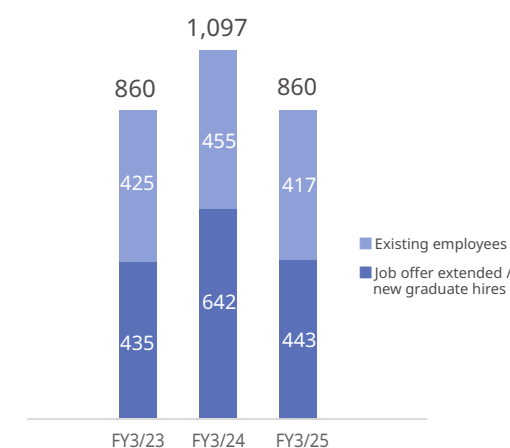


Number of mid-career hires

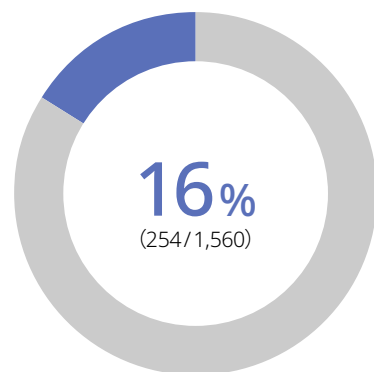


Costs for talent development and training

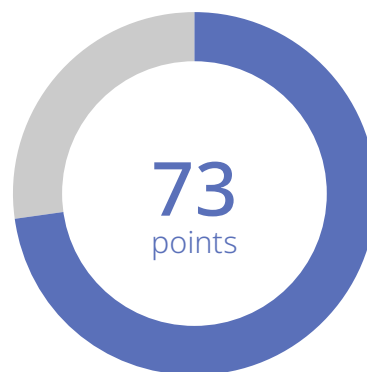
(Millions of yen)



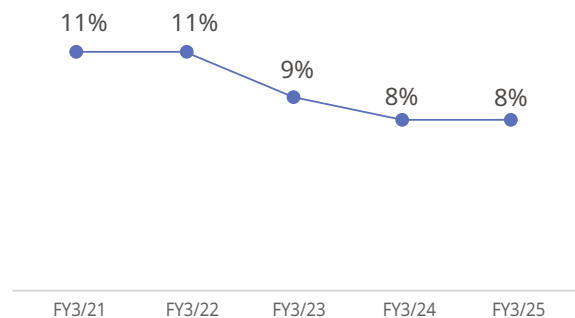
Percentage of women to total employees



Engagement Score*²



Turnover rate



*¹ The number of new graduates hired is based on the number of those offered jobs in FY3/25. Actual employment starts from Apr 1 of the following fiscal year.

*² The results of the engagement survey conducted among the employees of the Group.

Data

Non-financial Data

Social

Employment (consolidated)	FY3/23	FY3/24	FY3/25
Number of employees	1,047	1,350	1,560
Number of employees newly hired	402	303	395
New graduates*1	290	185	223
Mid-career professionals	112	118	172
Turnover rate (%)	9	8	8
Average age (years old)	31.7	31.0	31.3
Average years of service (years)	4.5	4.2	4.3
Average annual salary (thousand yen)	9,565	9,292	9,823

*1 The number of new graduates newly hired is based on the number of those decided to be hired during each fiscal year. Actual employment starts from Apr 1 of the following fiscal year.

Productivity (consolidated)	FY3/23	FY3/24	FY3/25
Average number of engineers and consultants during the period	1,436	1,678	1,912
Employees engineers and consultants	894	1,156	1,387
Business partner engineers and consultants*2	542	522	525
Revenue per engineer/consultant (million yen)*3	24	24	25

*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)	FY3/23	FY3/24	FY3/25
Number of applications for financial support for certification	102	121	121
Number of AWS certifications earned*4	376	593	515
Number of Information Technology Engineer certifications earned*5	738	1,091	1,333
Number of advanced certifications including RISS*6	150	188	209
HR development and training costs (million yen)	860	1,097	860
Personnel expenses incurred during the training period for those who received job offers and new graduates (million yen)	435	642	443
Time spent on training for skill development (hours)	176,454	204,607	147,596
Training hours per employee (hours)*7	169	152	95

*4 AWS: Amazon Web Services

*5 The number of successful candidates in the Information Technology Engineer Examination administered by the Information-technology Promotion Agency, Japan (IPA).

*6 The number of successful candidates in the Advanced Information Technology Engineer Examinations and the number of registered Information Security Specialists (RISS), both administered by IPA.

*7 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 (consolidated)	FY3/23	FY3/24	FY3/25
Number of engagement surveys conducted (times)	4	4	4
Engagement score (marks)*8	73	73	73
Number of in-house short-term study programs used (cases)	14	14	17
Number of internal conferences held (times)	6	4	4
Number of sessions at internal conferences (sessions)	85	55	50

*8 The figures are the results of the engagement survey conducted among the employees of the Group.

HR diversity (consolidated)	FY3/23	FY3/24	FY3/25
Percentage of women to total employees (%)	12.6	15.7	16.3
Percentage of women in management positions (%)	6.3	6.6	7.2
Percentage of women to employees hired as new graduates (%)	22	15	13.5
Total number of retirees rehired	4	6	10
Number of retirees rehired during the period	3	2	5

Internal environmental improvement (consolidated)	FY3/23	FY3/24	FY3/25
Percentage of paid leave taken (%)*9	61.9	66.6	76.0
Wage disparity between male and female workers (%)*10	81.2	77.5	79.0
Regular workers (%)	81.3	77.7	80.0
Non-regular workers (%)	81.2	73.0	61.2
Number of employees taking birth-related leave before and after childbirth	3	8	8
Number of employees taking childcare leave	13	18	33
Male employees	10	14	26
Female employees	3	4	7
Percentage of male employees taking childcare leave (%)	38.5	53.8	66.7
Percentage of female employees taking childcare leave (%)	100.0	100.0	87.5
Number of employees taking nursing care leave	2	1	1

*9 Since annual paid leave is granted on the record date of Jan 1 of each year, the figures are for the period from Jan 1 to Dec 31, 2022, 2023 and 2024.

*10 The wage disparity between male and female workers for FY3/25 is higher than the average for all companies applying for the 2024 Nadeshiko Brand (71.7%), and the average for companies in the information and telecommunications industry (76.8%). 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.

Data

Governance

Board composition ^{*1} (non-consolidated)	FY3/23	FY3/24	FY3/25
Total number of directors	9	10	9
Outside directors	5	6	5
Percentage of outside directors (%)	56	60	56
Number of female directors	0	1	1
Percentage of female directors (%)	0	10	11

^{*1} As of the date of issue of this report, there were ten directors in total, including six outside directors (60% of the total) and two female directors (20% of the total).

Board of Directors meetings (non-consolidated)	FY3/23	FY3/24	FY3/25
Number of meetings held (times)	12	13	13
Attendance rate of all directors (%)	99	100	100
Attendance rate of outside directors (%)	100	100	100

Audit and Supervisory Committee meetings (non-consolidated)	FY3/23	FY3/24	FY3/25
Number of meetings held (times)	13	14	14
Attendance rate of all Audit and Supervisory Committee members (%)	100	100	100

Nomination and Compensation Committee meetings (non-consolidated)	FY3/23	FY3/24	FY3/25
Number of meetings held (times)	2	2	2
Attendance rate of all Nomination and Compensation Committee members (%)	100	100	100

Information security (Consolidated)	FY3/23	FY3/24	FY3/25
Percentage of employees who participated in the annual measurement of the degree of understanding security (%)	100	100	100
Number of Information Risk Management Committee meetings held (times)	57	57	51
Number of security incident response drills conducted (times)	1	1	1
Number of times information security education themes are communicated internally (times)	12	12	12
ISMS certification obtained ^{*2}	Obtained for certain solutions	Obtained for certain solutions	Obtained for certain solutions

^{*2} For details on ISMS certification, please refer to page 44 Information Security.

Environment

Greenhouse gas (GHG) emissions ^{*3 *4} (consolidated)	FY3/23	FY3/24	FY3/25
Scope1 (direct emissions from owned or controlled sources) (t-CO2)	0	0	0
Scope2 (indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company) (t-CO2)	445.8	10.3	0
Scope3 (all other indirect emissions that occur in the reporting company's supply chain) (t-CO2)	5,270.4	6,880.0	8,347.9
Category 1 Purchased goods and services (t-CO2)	3,575.1	3,376.1	4,219.3
Category 2 Capital goods (t-CO2)	759.2	1,980.0	2,012.2
Category 3 Fuel- and energy-related activities not included in Scope 1 or Scope 2 (t-CO2)	75.2	77.2	89.5
Category 5 Waste generated in operations (t-CO2)	55.5	16.4	26.3
Category 6 Business travel (t-CO2)	149.7	418.2	644.7
Category 7 Employee Commuting (t-CO2)	655.8	1,012.1	1,356.0

^{*3} Each item is calculated based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Mar 2025, 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 an increase in the procurement of office equipment and fixtures associated with the expansion of office space. The permanent factors include an increase of approximately 200 employees from the end of the previous fiscal year and it is expected to increase gradually. Meanwhile, our office buildings have transitioned to renewable energy, enabling us to reduce Scope 2 emissions to zero. Moving forward, we will continue to proactively select sustainable business environments and engage in responsible energy management.

Energy consumption and renewable energy usage ratio (consolidated)	FY3/23	FY3/24	FY3/25
Office building energy consumption (MWh)	1,102	1,131	1,312
Office building renewable energy usage rate (%)	92	98	100
Percentage of data centers and other facilities using renewable energy (%) ^{*5}	56	79	76

^{*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.

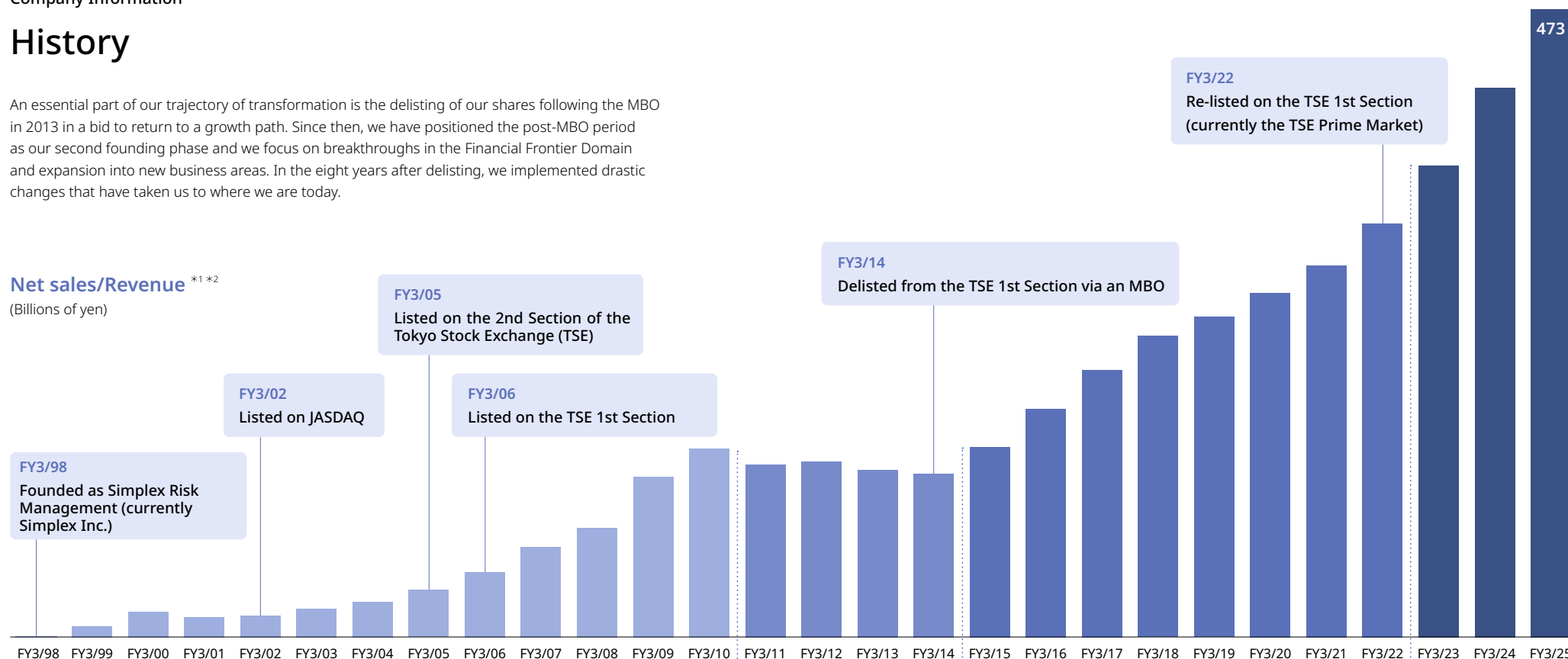
Company Information

History

An essential part of our trajectory of transformation is the delisting of our shares following the MBO in 2013 in a bid to return to a growth path. Since then, we have positioned the post-MBO period as our second founding phase and we focus on breakthroughs in the Financial Frontier Domain and expansion into new business areas. In the eight years after delisting, we implemented drastic changes that have taken us to where we are today.

Net sales/Revenue ^{*1 *2}

(Billions of yen)



First founding phase and listing on the stock exchange (FY3/98–FY3/10)

Simplex, founded in Sep 1997 as Simplex Risk Management, expanded its client base and solution offerings by engaging in a system development business, with a focus on the Financial Frontier Domain. We supported financial institutions in improving profitability from a technological perspective, and steadily increased our earnings. Our shares were listed on the JASDAQ market in Feb 2002, and then on the 1st Section of the Tokyo Stock Exchange in Sep 2005. After the IPO, we continued to achieve steady earnings growth through FY3/10 toward securing a position as Japan's leading provider in the Financial Frontier Domain.

Earnings stagnation and MBO (FY3/11–FY3/14)

However, after FY3/10, our earnings entered a downward trend to the extent that sustainable growth in the future could no longer be expected without drastic business restructuring. Under these circumstances, we decided to conduct a tender offer with the support of the Carlyle Group. We believed that, for us to sustainably increase our corporate value over the medium to long term, we needed to delist our shares by means of an MBO and establish a structure that would enable us to quickly and boldly implement management reforms under a consistent policy. After the completion of the tender offer, our shares were delisted from the 1st Section of the Tokyo Stock Exchange in Oct 2013.

Second founding phase and re-listing (FY3/15–FY3/22)

While defining the period after the delisting due to the MBO as a second founding phase, we then spent the first four years on achieving a breakthrough in the Financial Frontier Domain, which had reached a plateau in its growth. This was done by thoroughly implementing a proactive consulting sales approach. During the latter four years, we developed the key technologies from the Financial Frontier Domain and took these into several new business areas that broadened our target clients outside financial institutions. In order to achieve further growth, we newly defined the Cross Frontier Domain as a business area in which technology could make a significant contribution to improving the profitability of client companies. In Sep 2021, we relisted on the 1st Section of the Tokyo Stock Exchange (currently the Prime Market of the Tokyo Stock Exchange).

*1 Net sales for the period from FY3/11 to FY3/17 exclude those of Virtualex Consulting, which was a consolidated subsidiary from Aug 2010 to Jun 2016.

*2 Revenue for FY3/17 and beyond were prepared in accordance with International Financial Reporting Standards (IFRS).

Company Information

Status of Shareholdings (as of Mar 31, 2025)

Basic information

Stock exchange listing	Tokyo Stock Exchange Prime Market
Securities code	4373
Date of listing	Sep 22, 2021
Total number of shares authorized to be issued	114,704,000 shares
Total number of shares issued	58,707,975 shares
Number of shareholders	4,487 shareholders
Number of trading unit shares	100 shares

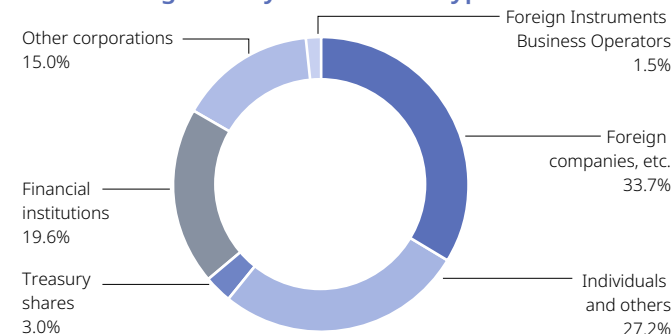
Shareholder distribution

Category	Number of shareholders	Number of shares held
Foreign companies, etc.	205	19,784,151
Individuals and others	4,188	15,980,924
Treasury shares	1	1,758,447
Financial institutions	15	11,521,800
Other corporations	51	8,781,794
Financial Instruments Business Operators	27	880,859
Government and municipalities	—	—
Total	4,487	58,707,975

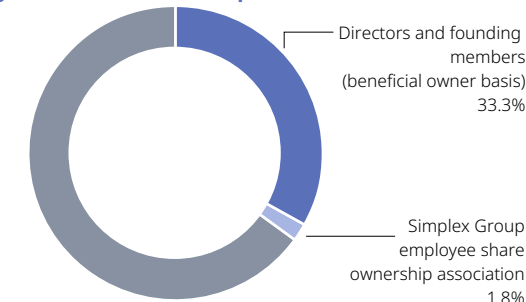
Major shareholders ^{*1 *2}

Shareholder Name	Number of shares held	Shareholding ratio
1 Hideki Kaneko	7,072,812	12.4%
2 The Master Trust Bank of Japan, Ltd. (Trust Account)	6,760,900	11.9%
3 Custody Bank of Japan (Trust Account)	3,481,400	6.1%
4 SBI Holdings, Inc.	3,296,200	5.8%
5 MLPFS CUSTODY ACCOUNT ^{*3}	3,000,000	5.3%
6 Mitsuru Igarashi	2,222,800	3.9%
7 Kenichi Tanaka	1,500,000	2.6%
8 YK & Company K.K. ^{*4}	1,454,544	2.6%
8 TK & Company K.K. ^{*4}	1,454,544	2.6%
10 Karita and Company INC.	1,310,600	2.3%
Total number of shares held by the top 10 major shareholders ^{*4}	31,553,800	55.4%

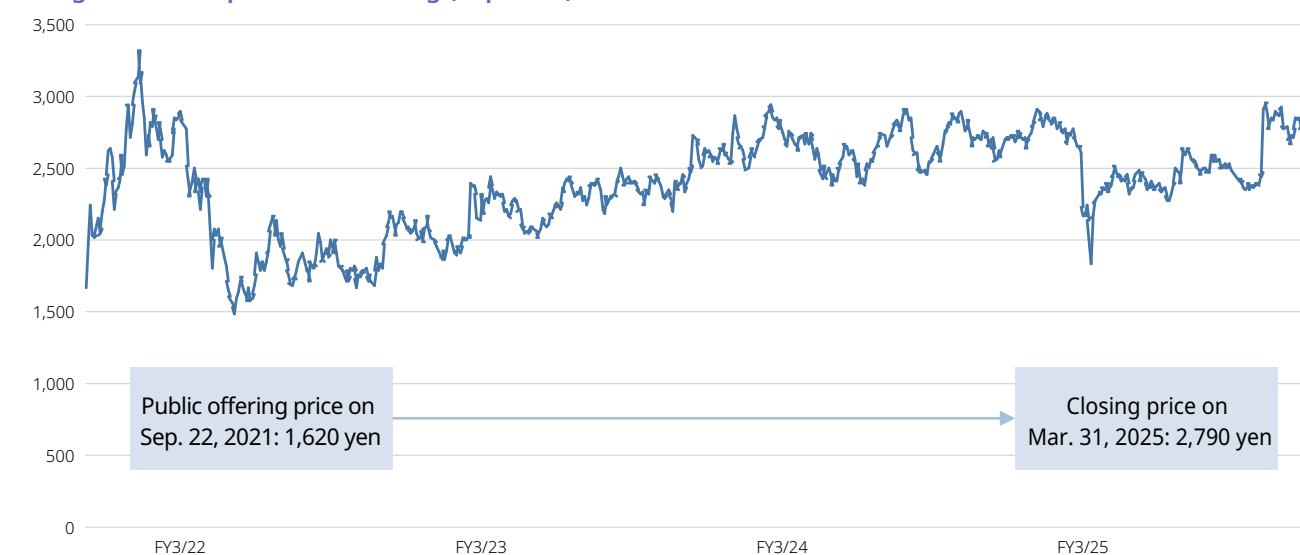
Shareholding ratio by shareholder type



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



Changes in share price since listing (Sep 2021)



^{*1} 1,758,447 shares of treasury shares held by the Company are excluded from the list of major shareholders shown on the left.

^{*2} Shareholding ratio is calculated by excluding treasury shares.

^{*3} 3,000,000 shares held by MLPFS CUSTODY ACCOUNT are beneficially owned by Mitsuru Igarashi, a founding member of the Company. Including the shares held in his own name, Mitsuru Igarashi's beneficial shareholding ratio is 9.2%.

^{*4} 1,454,544 shares held by YK & Company K.K. and 1,454,544 shares held by TK & Company K.K. are beneficially owned by Hideki Kaneko, Representative Director, President and CEO of the Company. Including the shares held in his own name, Hideki Kaneko's beneficial shareholding ratio is 17.5%.

Company Information

Company Information (as of Mar 31, 2025)

Company Outline

Company Name	Simplex Holdings, Inc.
Founded	Sep 16, 1997
Incorporated	Dec 1, 2016 (newly established through corporate reorganization)
Share capital	1,350 million yen
Number of employees	1,560 (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 Toranomom, Minato-ku, Tokyo, Japan Toranomon Office 19F Toranomom Hills Mori Tower,1-23-1 Toranomom, Minato-ku, Tokyo 105-6319, Japan Azabudai Office 18F Azabudai Hills Mori JPTower,1-3-1 Azabudai, Minato-ku, Tokyo 106-0041, Japan

IR Site Information



IR Information

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

Sustainability Site Information



Sustainability

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

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/PkRYQD1GYC?origin=lprLink>

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.