

Company Profile for Investors

[as of Feb, 2024]

CRESCO 

We will realize a stimulating future through the best technology and human bonds

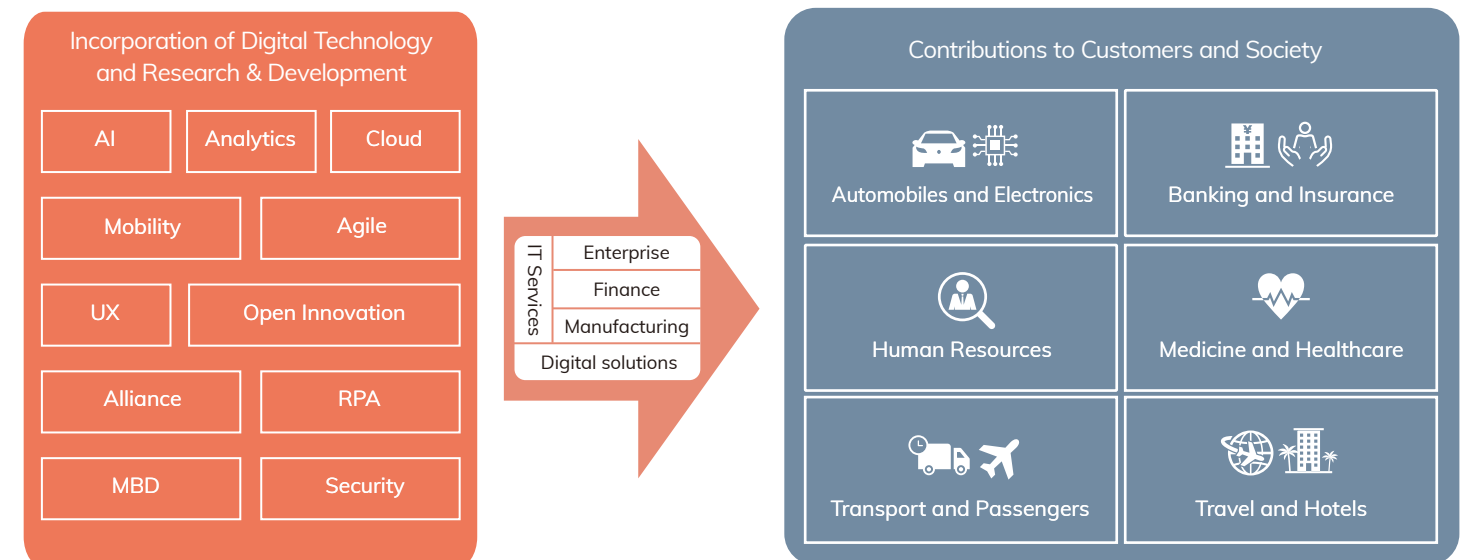
CRESCO is an independent “system integrator” that, ever since its establishment in 1988, has been creating various systems in the world using IT development technology and high quality services.

Our advantage is three core technologies “application development technology, platform line construction technology, embedded development technology” backed by diverse experience and achievements.

From April 2021, we started the management vision “CRESCO Group Ambition 2030” based on a people-centered approach, which has been a basic principle since our founding, by taking a new look ahead to the next ten years to 2030.

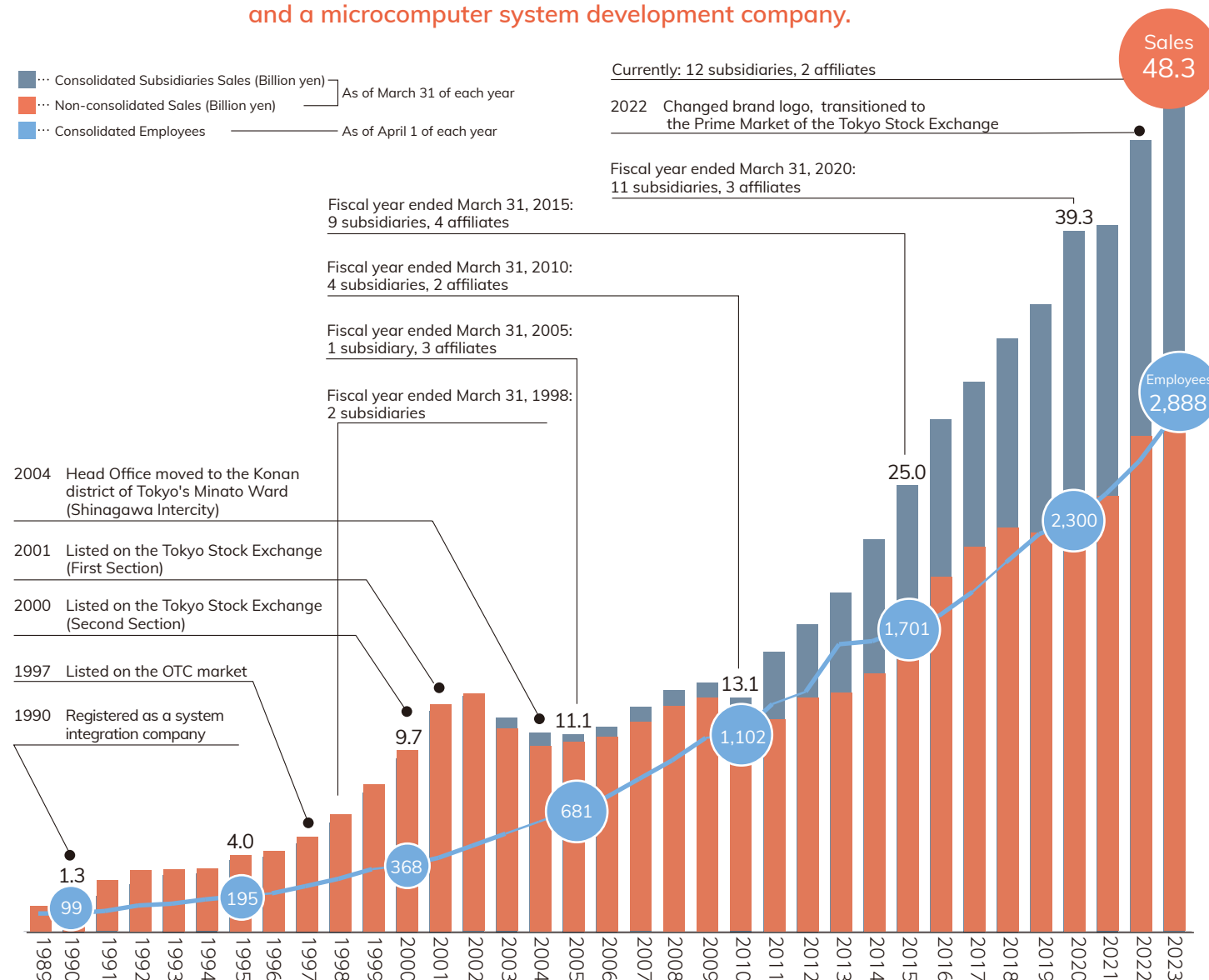
While contributing to society through IT services, which are a core business, and digital solutions that provide new value, by proactively working to create value, we are taking on the challenge of “net sales of ¥100.0 billion in 2030,” and striving to become a leading company in the industry, both in name and reality.

Support Competitiveness and Sustained Growth Through Digital Transformation



* MBD : Abbreviation of Model Based Development, an embedded software development method
 * UX : Abbreviation of User Experience, a general term for worthwhile experience gained through the use of a product or service
 * RPA : Abbreviation of Robotic Process Automation, a concept of using a software-type robot to perform worker tasks and automate processes

CRESCO was founded in 1988 through the merger of an IT infrastructure system construction company and a microcomputer system development company.



CRESCO Group's Advantages and Growth Strategy

Basic strategy to strength core business

- | Expansion of IT services | Enhancing quality | Strengthening skills |
|--|---|--|
| Business expansion based on measures established separately for the enterprise, financial and manufacturing segments | Continuous improvement and implementation of management processes suited to new technologies and changing needs | Business expansion through new technologies and key technologies (AI, cloud and agile) |
- Three Core Technologies Accumulated Since Our Founding
 - Application Development Technology : Business-Related, Web-Related and Smartphone Applications
 - Platform Line Construction Technology : OS/Middleware Development and Networks
 - Embedded Development Technology : Telecommunication, Car Electronics, Information Appliances and Control-Related
 - IT Services & Digital Solutions
 - IT Services for Companies Including System Integration (Comprehensive Consulting, IT Planning, Development, and Maintenance Services)
 - Digital Solutions That Create New Value By Promoting DX (Cloud, AI-Related, Data Analysis, RPA, Security, UX & UI, Etc.)
 - Extensive Development System and Solid Customer Base
 - Comprehensive Development System (Requirement Definition, Development and Maintenance) That Meets the Needs and Expectations of Customers
 - Flexible Development System Using Near-Shore Development (Distributed Development Within Japan) and Off-Shore Development (Distributed Development Overseas)
 - Stable Rate of Repeat Business From Customers and Coverage of a Wide Range of Industries Without Focusing Solely on Specific Fields

Key strategy to create new business pillars

- | Strengthening digital solutions | Advancement of flexible management | Further development of people-centered management |
|--|---|---|
| <ul style="list-style-type: none"> - Doubled digital solution sales - Expansion of new digital Solutions | <ul style="list-style-type: none"> - Acquisition of "DX Stocks" certification - Business expansion by enhancing group-wide coordination | <ul style="list-style-type: none"> - Become one of the top "Certified Health & Productivity Management Outstanding Organizations" - Enhancement of human resource development for the next generation |
- Logos: Creage, Minervae, Intelligent Folder, Express, Digital Transformation Certification, 健康経営優良法人 2023
- Sales Expansion of Various Types of Original Solutions
 - Expansion of Lineup Incorporating Advanced Technology
 - Extensive Service System Through Collaboration and Cooperation With 12 Unique Subsidiaries
 - Creation of Sound Work Environment and Human Resource Development Environment
 - Creation of Job Satisfaction and Improvement of Employee Satisfaction

CRESCO Group's ESG (Environment, Society, Governance)

The Group understands that ESG is “expectations for companies from society” that companies should recognize. By seriously working on ESG issues in business areas in the midst of its daily main business, the Group aims to sustainably improve corporate value.

<https://www.cresco.co.jp/en/ir/operation/esg.html>



About Our Name

We believe that our corporate mission is to GROW so that we can make our greatest possible contribution to people's happiness around the world, make our workers proud and happy to work here, and demonstrate our abilities to the utmost. And that is why we chose the name CRESCO, which means “to grow” in Latin.

The CRESCO Charter

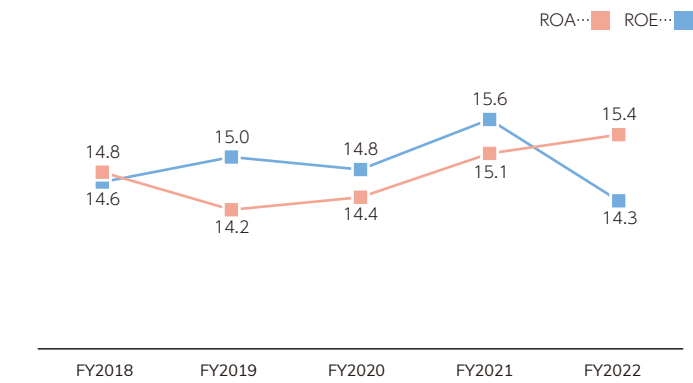
CRESCO is a company with a focus on people and a merit-based philosophy
CRESCO is a company characterized by freedom, youth and dreams
CRESCO is a company that demonstrates the most sophisticated technology
CRESCO is a company where each person participates in running the business
CRESCO is a company that is a citizen of the world

Company name

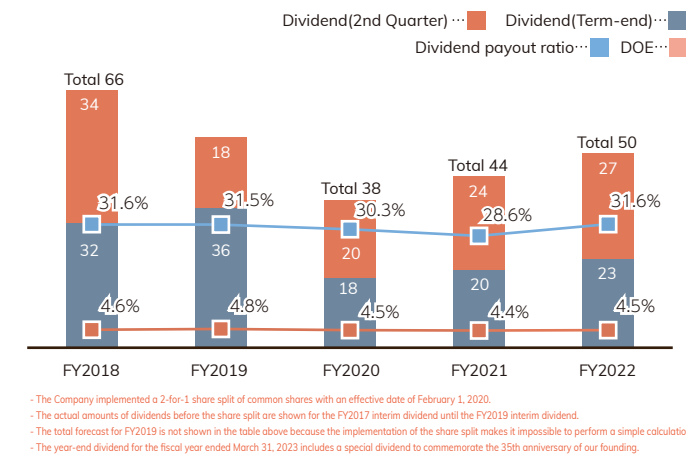
Company name	CRESCO LTD.	Chairman & CEO	Hiroyuki Nemoto (*)
Representative	<div><div><div>Hiroshi Tominaga</div><div>President</div></div><div></div></div>	President & Executive Officer	Hiroshi Tominaga
		Director & Senior Managing Executive Officer	Kazuo Sugiyama Noriyuki Kogawa
		Outside Director	Junichi Fukui (**) Yukie Sato (*) Miyuki Sano
		Director & Full-time Audit and Supervisory Committee Member	Satoshi Takaishi
Established	April 1, 1988	Outside Director & Audit and Supervisory Committee Member	Haruo Sato (*) Masayuki Maekawa (*)
Capital	¥2,514,875,803	Managing Executive Officer	Takayuki Teramura Kenichi Hirano Satoshi Iwami
Traded on	Tokyo Stock Exchange (Prime Market)	Executive Officer	Takahiro Motoki Satoshi Takatsu Minoru Koshika Yasushi Sasaki Atsushi Saida Osamu Tomeoku
Stock Code	4674		** : Remuneration Committee Chairman * : Remuneration Committee Member
Business Areas	For Information Systems: - Consulting and Solution Services - Design and Development - Operations management and Maintenance Services - Investigation, Analysis, Evaluation, and Technical Support		

Major Clients Asahi Kasei Homes Group , Asahi Mutual Life Insurance , At Home Holdings , au Kabucom Securities Co., Ltd. , SBI Shinsei Bank, Limited , NTT DATA Group , OTSUKA CORPORATION , OPTiM Corporation , Olympus Medical Systems Corp. , Kyndryl Japan KK , KNT-CT Holdings Group , XYMAX Corporation , JAL Information Technology Co.,Ltd. , JTB Group , ZXY MEQQE Corporation , Skymark Airlines Inc. , Sumitomo Wiring Systems, Ltd. , ZENSHO Group , Sony Group , SoftBank Group , CHUGAI PHARMACEUTICAL CO., LTD. , CHOWA GIKEN Corporation , DNV BUSINESS ASSURANCE JAPAN K.K. , DENSO TEN Limited , TOYOTA MOTOR CORPORATION , NISSAY INFORMATION TECHNOLOGY CO, LTD. , NIPPON SEIKI CO.,LTD. , IBM Japan , Nomura Research Institute,Ltd. , Pasona Inc. , Hitachi Group , PERSOL GROUP , Panasonic Group , Forum Engineering Inc. , Hokuden Information Technology, Inc. , Honda Motor Co., Ltd. , Mizuho Financial Group , Mitsui Sumitomo Aioi Life Insurance Co., Ltd. , YAMATO Group , Rakuten Group , Recrute Group , etc.

ROA・ROE [%]

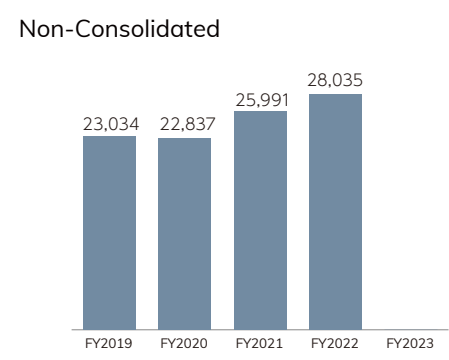
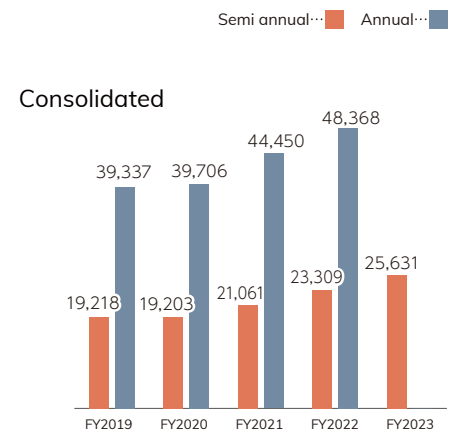


Dividend per share [yen]



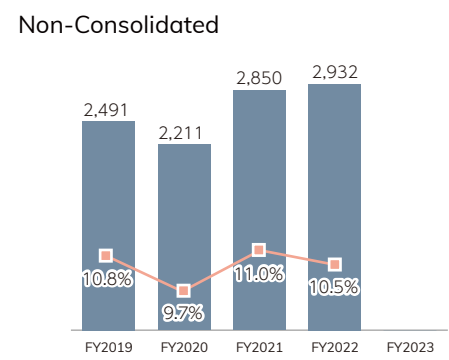
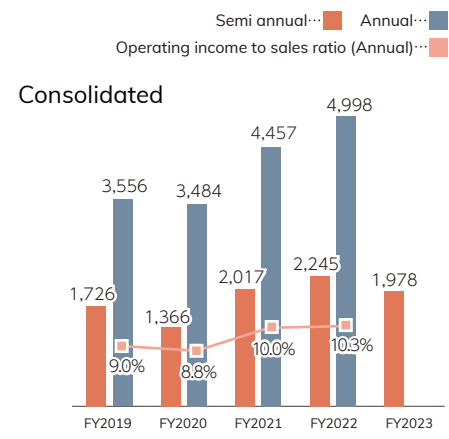
Basic dividend policy The Company considers the return of its profits to shareholders as an important managerial issue. The Company's basic dividend policy is to maintain payouts that are appropriate in light of its financial results, while increasing shareholders' equity and keeping long-term and stable earning power. As for dividends, in principle the Company aims to continually pay out about 30% of profit attributable to owners of parent for each fiscal year, which is calculated from consolidated ordinary profit and assuming extraordinary income and losses are zero.

Net sales [Millions of yen]

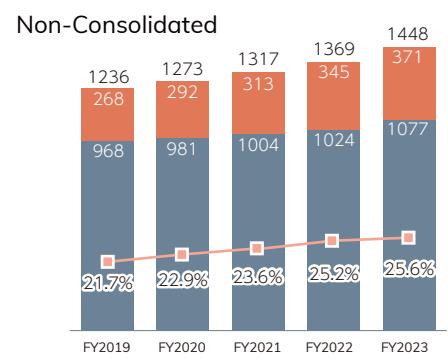
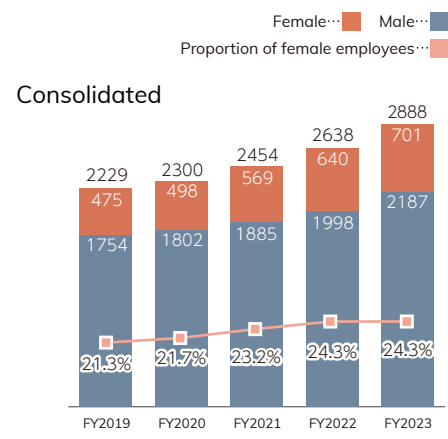


- Semi annual results of non-consolidated business are not disclosed.

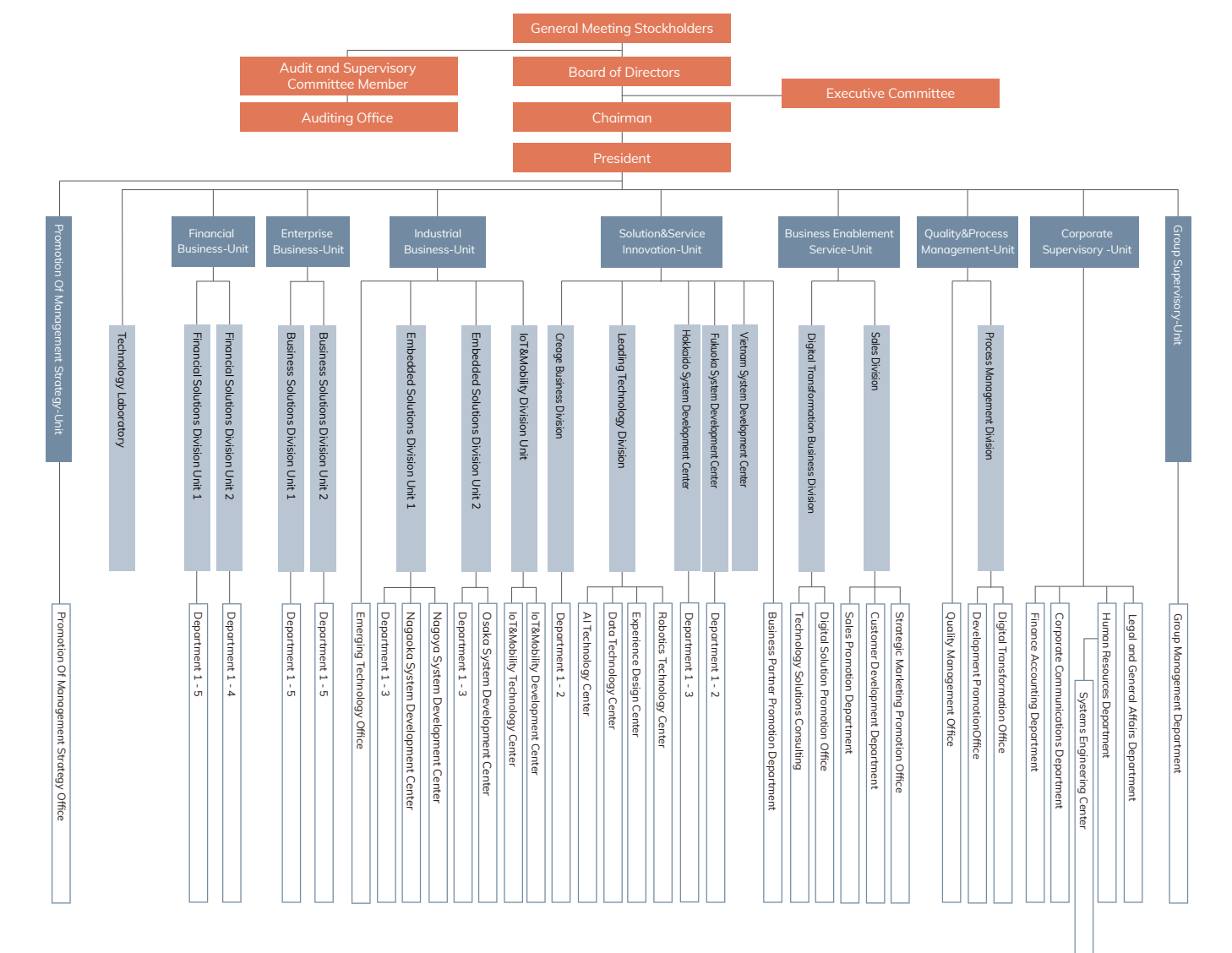
Operating income [Millions of yen]



Number of Employees



Organization



Cresco Group aims for business portfolio optimization, flexible organizational management addressed changes in the environment, and its sustained growth and greater corporate value.

CRESKO Group

1


A CRESKO COMPANY



IOS Co.Ltd.

<https://www.ios-net.co.jp/>

Participation in Group: Apr.2010
Holding Ratio of Voting Rights: 100.0%

1


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Enisias Co., Ltd.

<https://www.enisias.com/>

Participation in Group: Apr.2020
Holding Ratio of Voting Rights: 100.0%

1


A CRESKO COMPANY



Cresco e-Solution Co.,Ltd.

<https://www.cresco-es.co.jp/en/>

Participation in Group: Aug.1999
Holding Ratio of Voting Rights: 100.0%

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CRESKO J CUBE CO., LTD

<https://www.cresco-jcube.co.jp>

Participation in Group: Sep.2016
Holding Ratio of Voting Rights: 100.0%

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CRESKO Digital Technologies Ltd.

<https://www.cresco-dt.co.jp/>

Participation in Group: Apr.2013
Holding Ratio of Voting Rights: 100.0%

1


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CRESKO NEXIO CO., LTD.

<https://www.cresco-nexio.co.jp/>

Participation in Group: Jul.2021
Holding Ratio of Voting Rights: 100.0%

1


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CRESKO VIETNAM CO., LTD.

<https://cresco-vn.com.vn/en/>

Participation in Group: Sep.2019
Holding Ratio of Voting Rights: 100.0%

4


A CRESKO COMPANY



CRESKO HOKURIKU, LTD.

<http://www.cresco-hokuriku.jp/>

Participation in Group: Apr.2012
Holding Ratio of Voting Rights: 100.0%

1


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Cresco Wireless, Inc.

<https://wireless-t.jp/>

Participation in Group: Oct.2005
Holding Ratio of Voting Rights: 100.0%

5


A CRESKO COMPANY



C Three Co.Ltd.

<http://www.c3w.co.jp/>

Participation in Group: Dec.2012
Holding Ratio of Voting Rights: 100.0%

7


A CRESKO COMPANY



Japan Software Design CO.,LTD.

<http://www.jsdcom.co.jp/>

Participation in Group: Feb.2023
Holding Ratio of Voting Rights: 100.0%

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A CRESKO COMPANY



Mexess Co.,Ltd.

<http://www.mexess.co.jp/>

Participation in Group: Oct.2015
Holding Ratio of Voting Rights: 100.0%

1


A CRESKO COMPANY



ZXY MEQQE Corporation

<https://zxy-meqqe.co.jp/>

Subsidiary Since: Apr.2020
Holding Ratio of Voting Rights: 34.0%

1


A CRESKO COMPANY



Buerger Consulting Inc.

<https://en.buerger-consulting.com/>

Subsidiary Since: Apr.2012
Holding Ratio of Voting Rights: 34.0%

■ Subsidiary
■ Affiliate Company

CRESKO LTD.

1

Head Office

Shinagawa Intercity A-tower 25th-27th Floor,
2-15-1, Kounan, Minato-ku,
Tokyo 108-6026
TEL.+81-3-5769-8011 FAX.+81-3-5769-8019

2

Sapporo Office

Sapporo Kita Sanjyo Bldg. 2nd & 3rd Floor,
1, Kita 3 Nishi 3, Chuo-ku, Sapporo-shi,
Hokkaido 060-0003
TEL.+81-11-200-5550 FAX.+81-11-200-5665

3

Nagaoka Office

Nippon Seimei Nagaoka Bldg. 6th Floor,
3-2-6, Higashisakanouemachi, Nagaoka-shi,
Niigata 940-0066
TEL.+81-258-30-0370 FAX.+81-258-33-1771

6

Nagoya Office

Orchid Bldg. 3rd Floor,
2-38-2, Meieki, Nakamura-ku, NagoYa-shi,
Aichi 450-0002
TEL.+81-52-589-9045 FAX.+81-52-589-9025

7

Osaka Office

Honmachi Sankei Bldg. 14th Floor,
4-3-9, Honmachi, Chuo-ku, Osaka-shi,
Osaka 541-0053
TEL.+81-6-6121-2580 FAX.+81-6-6121-2585

8

Fukuoka Office

No.14 Okabe Bldg. 7th Floor,
1-7-22, Hakataekimae, Hakata-ku, Fukuoka-shi,
Fukuoka 812-0011
TEL.+81-92-415-3540 FAX.+81-92-415-3541





株式会社クレスコ

<https://www.cresco.co.jp/en/index.html>

[For investor information]

ir@cresco.co.jp