

Company Profile for Investors

[as of Nov, 2024]

CRESCO 

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

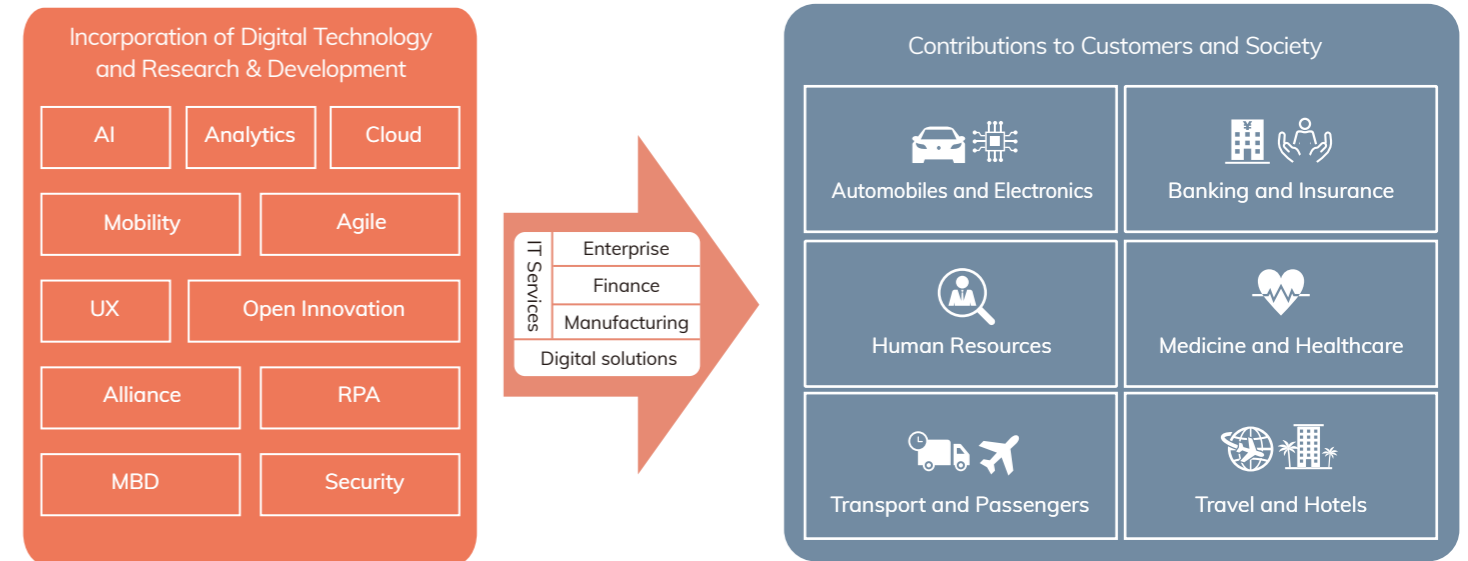
CRESCO is an independent “system integrator” that, ever since its establishment in 1988, has been creating various systems in the world using IT development technology and high quality services.

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.

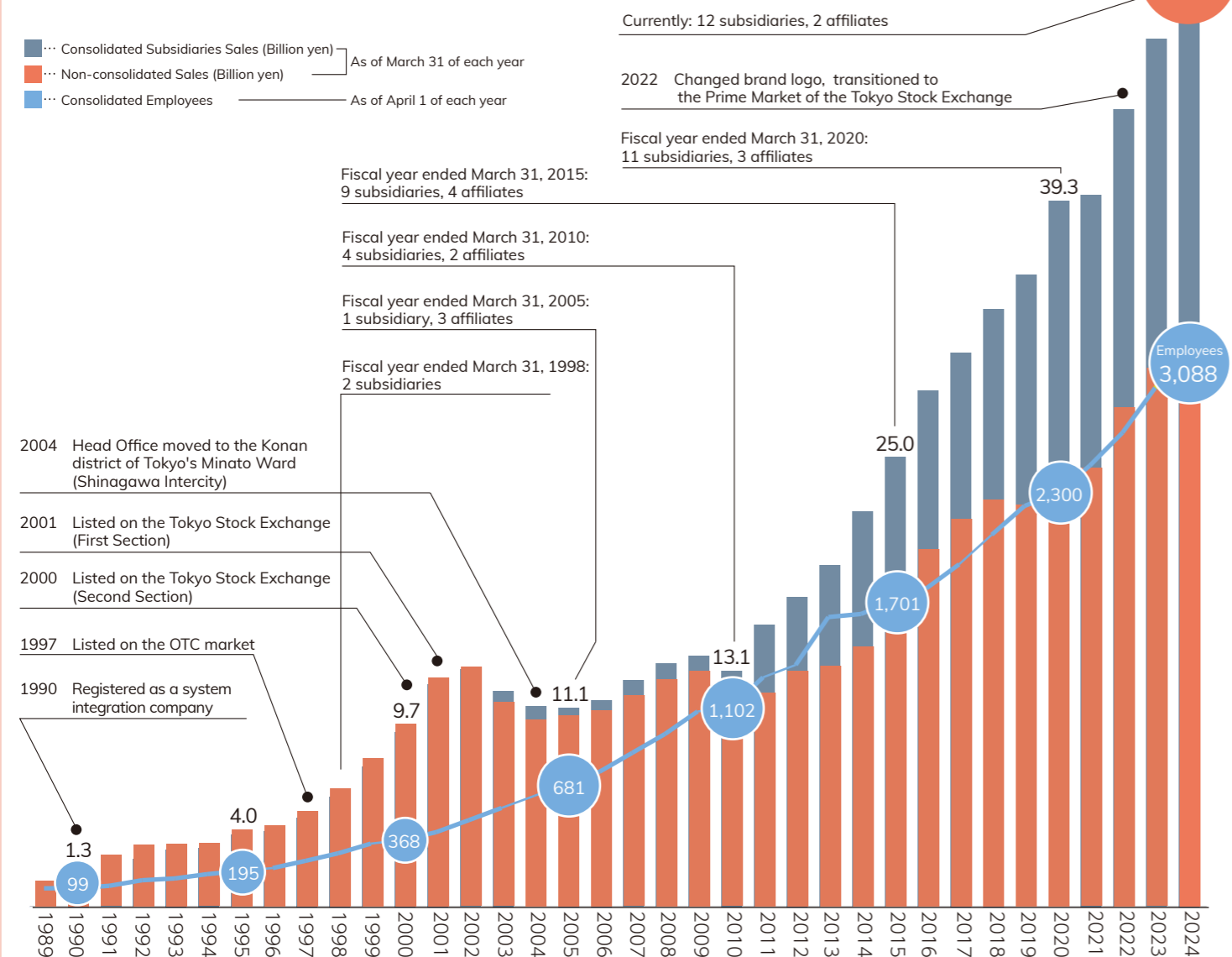
While contributing to society through IT services, which are a core business, and digital solutions that provide new value, by proactively working to create value, we are taking on the challenge of “net sales of ¥100.0 billion in 2030,” and striving to become a leading company in the industry, both in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

- 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



① Establish a co-creation model	As a strategic partner, proactively implement and promote proposals that lead to customer growth. Based on the results and technologies cultivated through that process, strengthen external communication and expand the value provided to future customers
② Exercise quality leadership	Providing the appropriate services and products to co-creation strategic partners that ensure quality levels for safety, security, and excitement and that support customer growth
③ Promote human capital management	To realize our management strategy, build a human resources portfolio in which diverse human resources can be successful and create value by maximizing individual and organizational strength
④ Expand technological and digital solutions	Provide services in response to management issues by expanding technologies and digital solutions from a customer-focused perspective and explore new technologies for the future
⑤ Encourage business coordination	By cooperating and coordinating with diverse partners including companies, universities, and research institutions and creating synergies, we will expand our business ecosystem and draw out our usable capabilities and resources to the maximum
⑥ Realize digital transformation	Digitally innovate internal operations with a focus on the future and enhance operational performance to shift to more creative operations and higher value-added operations
⑦ Integrated Group management	Based on the independent management of each Group company, strengthen business synergies, maximize the value provided to customers, and streamline Group management

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.

Representative



Hiroshi Tominaga
President

Established April 1, 1988

Capital ¥2,514,875,803

Traded on Tokyo Stock Exchange (Prime Market)

Stock Code 4674

Business Areas

- For Information Systems:
 - Consulting and Solution Services
 - Design and Development
 - Operations management and Maintenance Services
 - Investigation, Analysis, Evaluation, and Technical Support

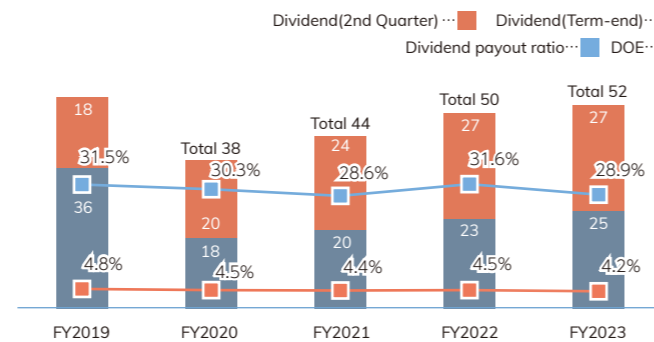
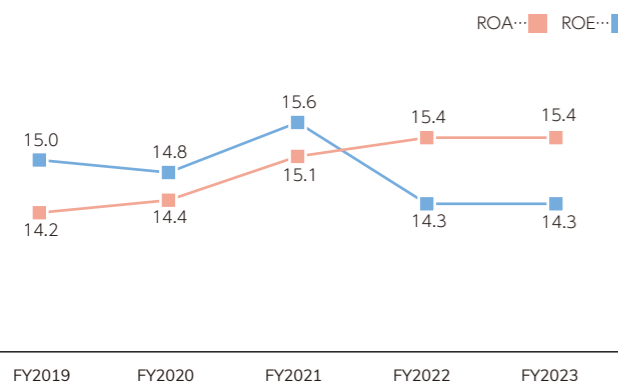
Chairman & CEO	Hiroyuki Nemoto
President & Executive Officer	Hiroshi Tominaga (*)
Director & Senior Managing Executive Officer	Kazuo Sugiyama
Outside Director	Junichi Fukui (**) Yukie Sato (*) Miyuki Sano (*)
Director & Full-time Audit and Supervisory Committee Member	Satoshi Takaishi
Outside Director & Audit and Supervisory Committee Member	Haruo Sato Masayuki Maekawa
Managing Executive Officer	Takayuki Teramura Kenichi Hirano Satoshi Iwami
Executive Officer	Takahiro Motoki Satoshi Takatsu Minoru Koshika Yasushi Sasaki Atsushi Saida Osamu Tomeoku

** : Remuneration Committee Chairman
 * : Remuneration Committee Member

Major Clients

Asahi Kasei Homes Corporation., ASAHI MUTUAL LIFE INSURANCE Group, At Home Holdings, ALPS ALPINE CO., LTD., au Kabucom Securities Co., Ltd., SBI Shinsei Bank, Limited, NTT DATA Japan Corporation, OTSUKA CORPORATION, OPTIM Corporation, Olympus Group, Kyndryl Japan KK, KNT-CT Holdings Co., Ltd., XYMAX Group, JTB Corp., Japan Airlines Group, STAFF SERVICE HOLDINGS CO., LTD., Sumitomo Wiring Systems, Ltd., Zensho Group, Sony Group, Sony Honda Mobility Inc., Chip One Stop, Inc. CHUGAI PHARMACEUTICAL CO., LTD., DENSO TEN Limited, TOYOTA MOTOR CORPORATION, Nagase & Co., Ltd., NIPPON SEIKI CO., LTD., IBM Japan Group, Nomura Research Institute, Ltd., PERSOL Group, Pasona Inc., Panasonic Group, Hitachi Systems Power Services, Ltd., Forum Engineering Inc., Honda Motor Co., Ltd., Mizuho Group, Mitsui Sumitomo Aioi Life Insurance Company, Limited, YAMATO TRANSPORT CO., LTD., Rakuten Group, Recruit Co., Ltd., etc.

ROA・ROE



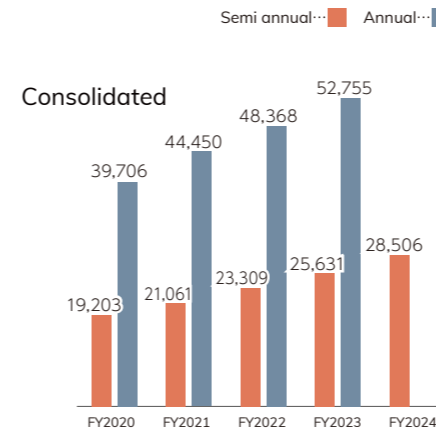
- The Company implemented a 2-for-1 share split of common shares with an effective date of February 1, 2020.
 - The actual amounts of dividends before the share split are shown for the FY2019 interim dividend.
 - The total forecast for FY2019 is not shown in the table above because the implementation of the share split makes it impossible to perform a simple calculation.
 - The year-end dividend for the fiscal year ended March 31, 2023 includes a special dividend to commemorate the 35th anniversary of our founding.

Basic dividend policy

As for dividends, until the year-end dividend for the fiscal year ending March 2024, 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. From the interim dividend for the fiscal year ending March 2025, in principle the Company aims to continually pay out 40% of profit attributable to owners of parent for each fiscal year.

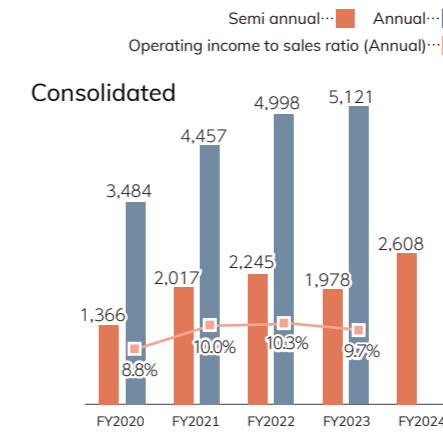
Net sales

[Millions of yen]

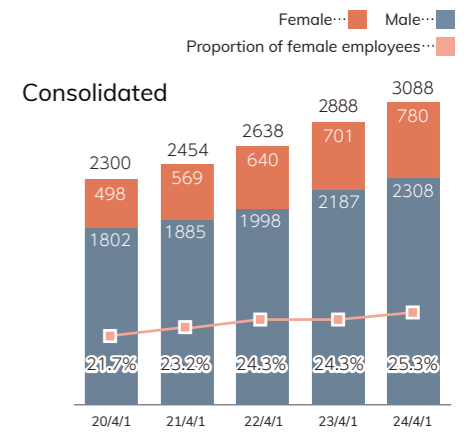


Operating income

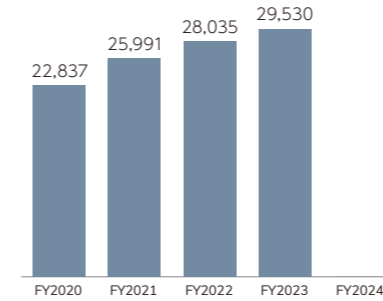
[Millions of yen]



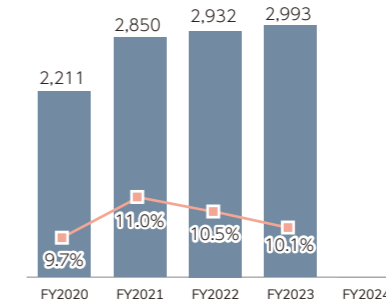
Number of Employees



Non-Consolidated

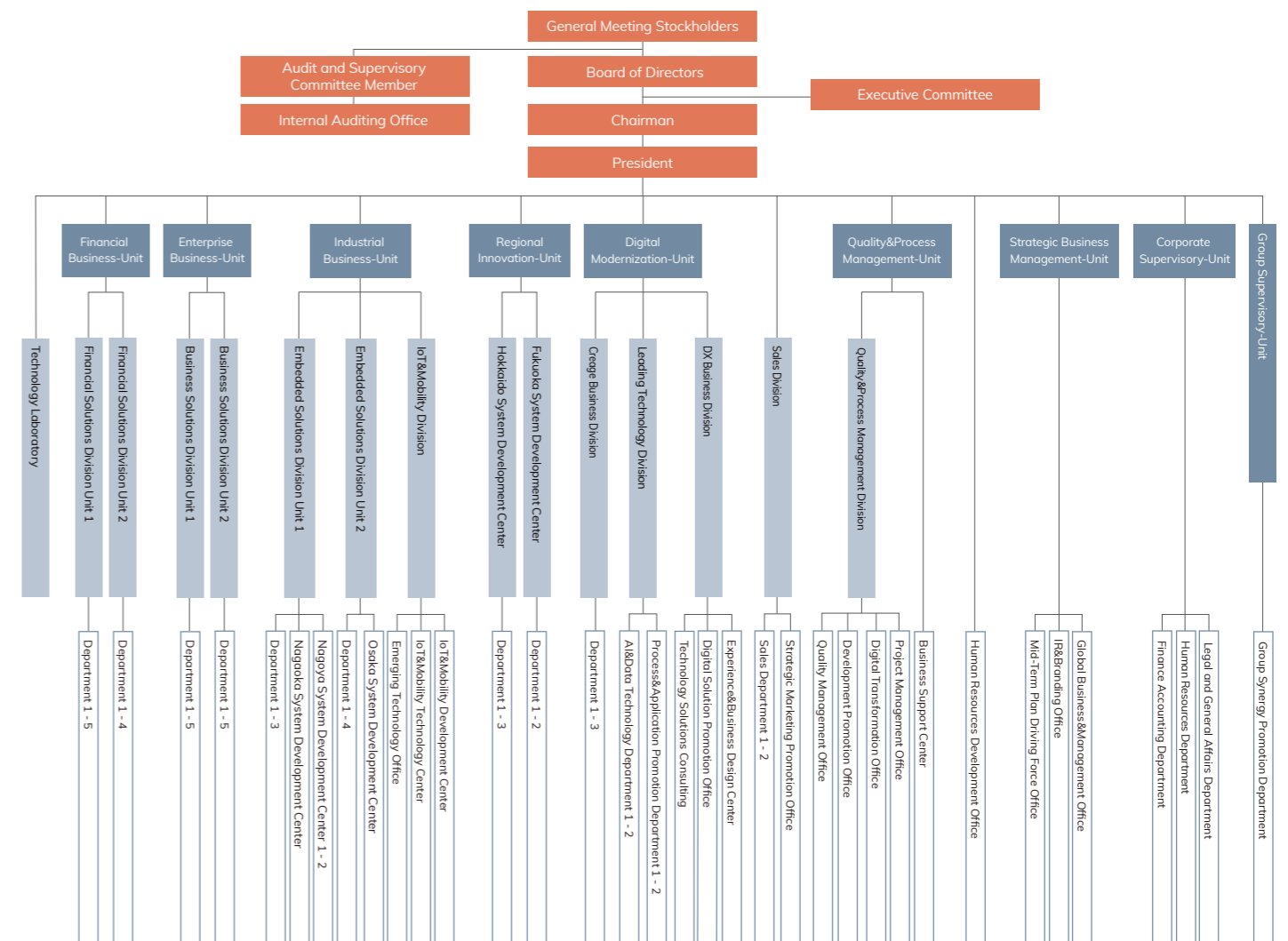


Non-Consolidated



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

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  **IOS Co., Ltd.**
 A CRESKO COMPANY 
<https://www.ios-net.co.jp/>
 Participation in Group: Apr.2010
 Holding Ratio of Voting Rights: 100.0%

1  **Enisias Co., Ltd.**
 A CRESKO COMPANY 
<https://www.enisias.com/>
 Participation in Group: Apr.2020
 Holding Ratio of Voting Rights: 100.0%

1 **CRESKO**  **e-SOLUTION** 
Cresco e-Solution Co.,Ltd.
<https://www.cresco-es.co.jp/en/>
 Participation in Group: Aug.1999
 Holding Ratio of Voting Rights: 100.0%

1 **CRESKO**  **J CUBE** 
CRESKO J CUBE CO., LTD
<https://www.cresco-jcube.co.jp>
 Participation in Group: Sep.2016
 Holding Ratio of Voting Rights: 100.0%

1 **CRESKO**  **DIGITAL TECH** 
CRESKO Digital Technologies Ltd.
<https://www.cresco-dt.co.jp/>
 Participation in Group: Apr.2013
 Holding Ratio of Voting Rights: 100.0%

1 **CRESKO**  **NEXIO** 
CRESKO NEXIO CO., LTD.
<https://www.cresco-nexio.co.jp/>
 Participation in Group: Jul.2021
 Holding Ratio of Voting Rights: 100.0%


CRESKO  **VIETNAM** 
CRESKO VIETNAM CO., LTD.
<https://cresco-vn.com.vn/en/>
 Participation in Group: Sep.2019
 Holding Ratio of Voting Rights: 100.0%

4 **CRESKO**  **HOKURIKU** 
CRESKO HOKURIKU, LTD.
<http://www.cresco-hokuriku.jp/>
 Participation in Group: Apr.2012
 Holding Ratio of Voting Rights: 100.0%

1 **JET**  **A CRESKO COMPANY** 
Jet Technologies.Co.,Ltd.
<https://www.jet-t.co.jp/>
 Participation in Group: Apr.2024
 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** 
Mexess Co.,Ltd.
<http://www.mexess.co.jp/>
 Participation in Group: Oct.2015
 Holding Ratio of Voting Rights: 100.0%

1  **ZXY MEQQE Corporation** 
<https://zxy-meqqe.co.jp/>
 Subsidiary Since: Apr.2020
 Holding Ratio of Voting Rights: 34.0%

1  **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**
 2nd Nagoya Sanco Bldg. 7th Floor,
 3-19-14, 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