

*It is translated by AI.*

# Management Policy

SB Technology

# Management philosophy

**Mission**

**Information Revolution, Happiness for Everyone**

~ Technologies Design the Future ~

**Vision**

Generating New Value to the World by Leading  
Technologies and Creativeness  
with Diverse Work Styles and Opportunity-full Culture

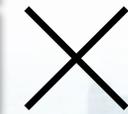
**Value**

Accept Diversity  
Three Perspectives x Three Actions

Growth

Trust

Value



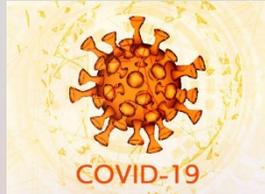
Tanoshimu

Tsukuru

Tsunagu

# Environmental Changes during the Third Medium-Term Management Plan

While society has been greatly altered by the new Corona viral epidemics, significant progress has been made in digitalization, particularly in non-contact and telework applications.



COVID-19

COVID-19  
Spread of infectious diseases



Economic instability  
Business continuity due  
to the Corona disaster



Searching for  
a sustainable society  
without contact



Digital government  
Accelerating  
corporate DX



**SUSTAINABLE DEVELOPMENT GOALS**

The SBT Group aims to realize a sustainable society. We will work to solve various social issues through our business and corporate activities.

## ① To continue requirements from society

- Promoting Cloud & Security
- Promoting DX (servicing, democratization of IT)

## ② To continue providing value

- Promoting employee education and measures tailored to the times
- Strengthen resources, including employees and partners

## ③ Continuing to be trusted by society

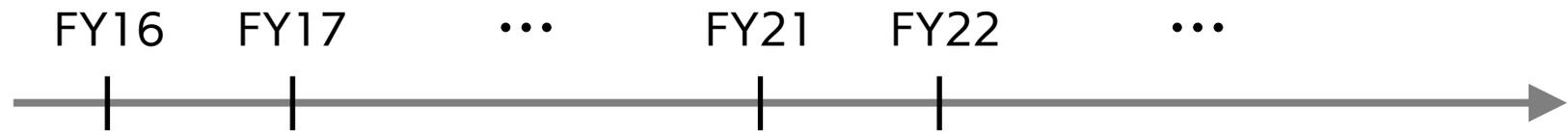
- Formulation of basic sustainability policy and identification of materiality
- Ensuring high levels of governance and transparency

# ① Issues to Be Addressed (Be a service provider for Corp IT)



municipal  
information  
Security Cloud

Sublimation of past know-how and knowledge to service type,  
and supply to 10 prefectures  
Supporting municipalities against increasingly complex  
cyber attacks



Individual development  
(4 prefectures)

Development

5-year-operation

Know-how/ Findings

Service development  
System migration

5-year-operation

Service Types  
(10 prefectures)

# ① Issues to Be Addressed (Consult and Generate Biz IT)

## Realization of “IT democratization” based on a model implemented by staff Promote accessibility to administrative services

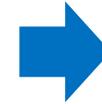
### Electronic application platform development

Build a horizontally  
deployable foundation  
on a FY19



### IT Training Service

For a total of about  
3,400 staff  
attended



### Staff implement their own workflow

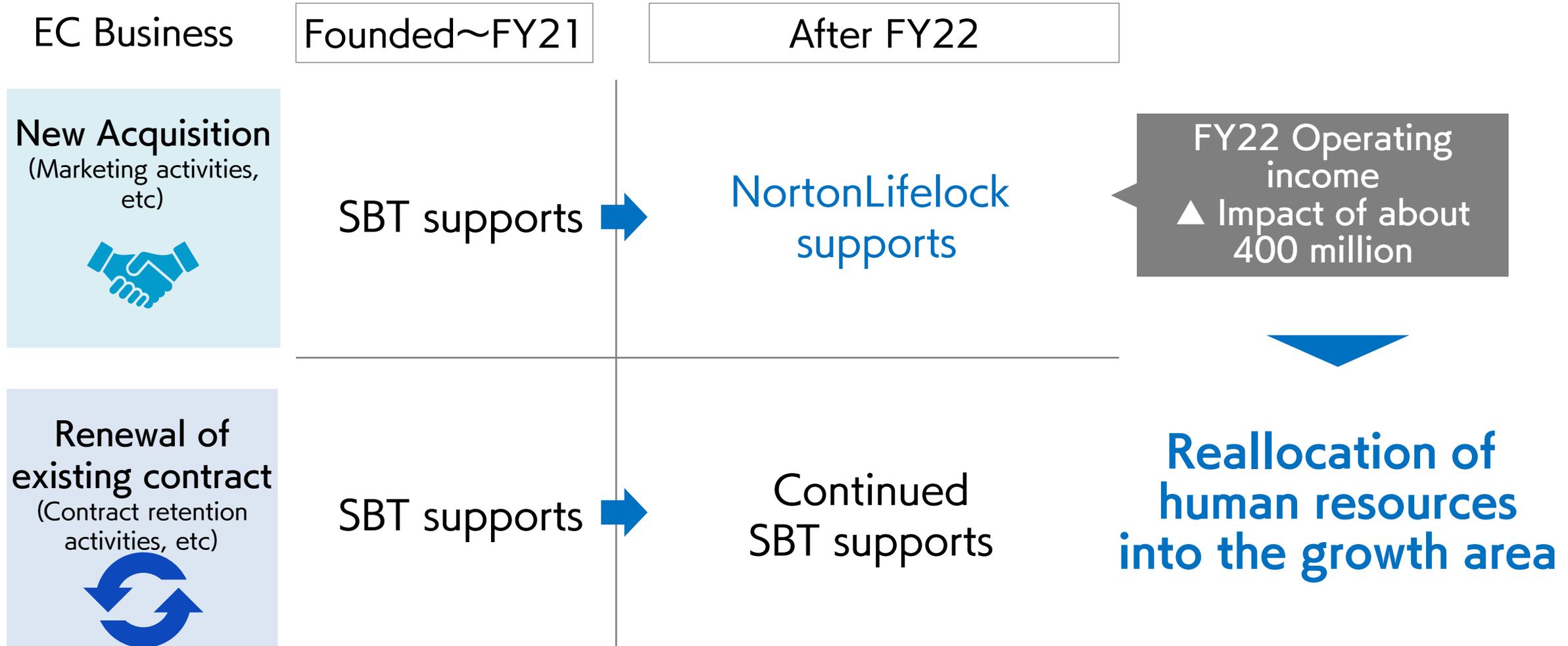
Put more than **2,500 (approximately  
80%)** of 3000 procedures online

(As of March, 2022)



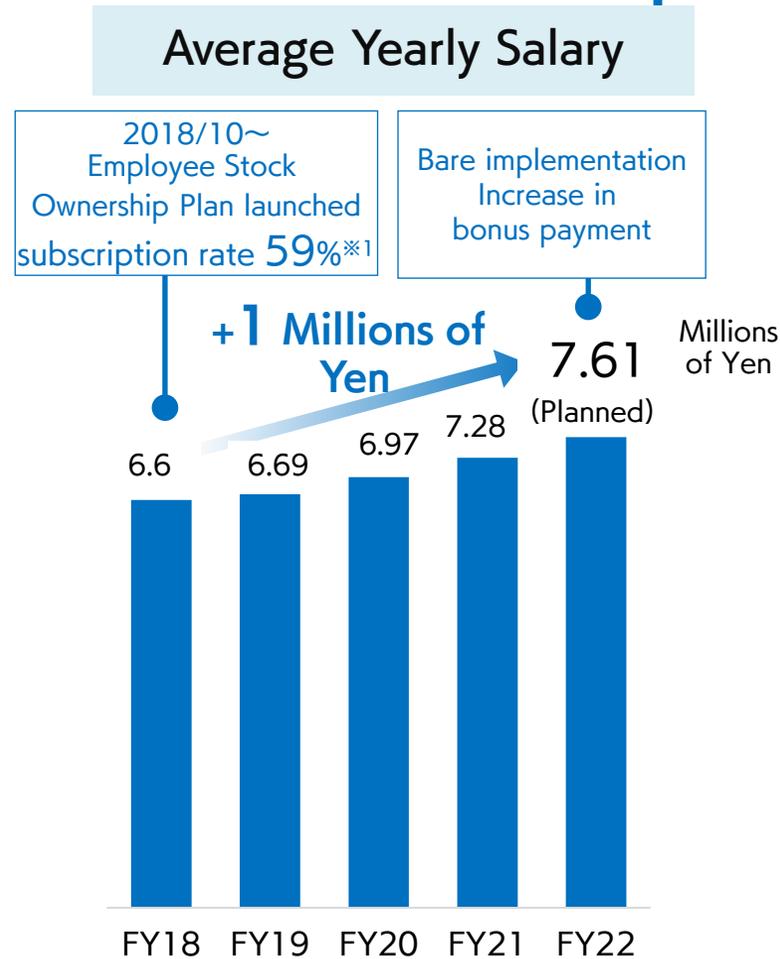
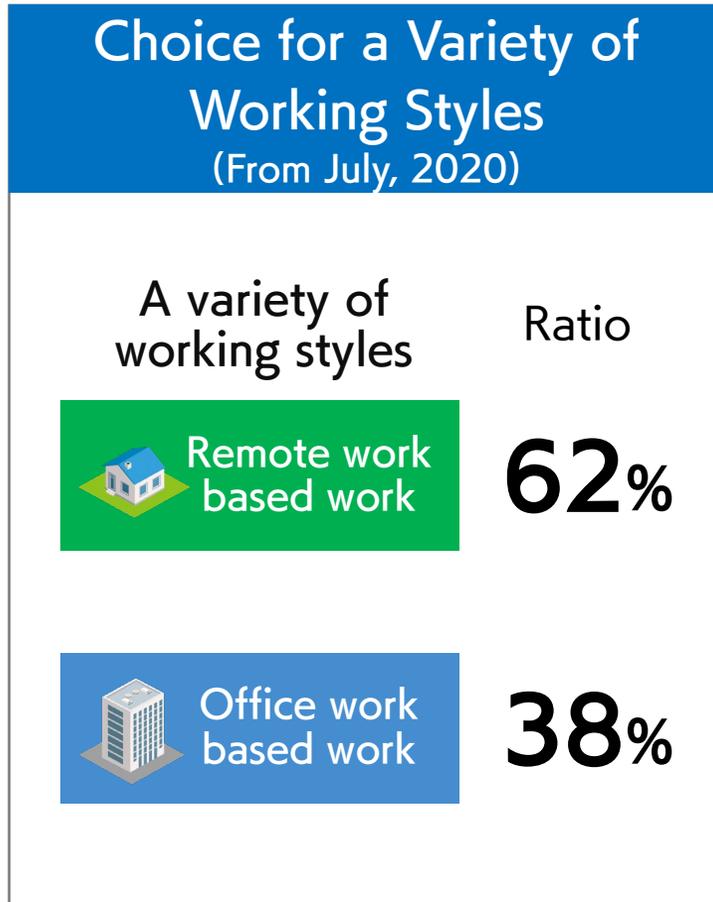
# ① EC Business Shrinkage

Future EC business will only be in charge of renewing existing contracts, and some human resources will be reallocated to growth areas



## ②HR Measures to Continue Providing Value

Implement measures in line with social changes for human resources, which are the source of competitiveness



### Strengthening Forces

#### Hiring Employees

- Challenge of doubling the hiring of new graduates
- Continued adoption of **100** employees
- Advanced Professional\*2 **10**

#### Partner

- Development partners **3,000**

#### Training

- PMP\*3 Holder **129**
- CBAP\*4 Holder **50**
- Skill Development leave

Number of employees who acquired **184**<sup>8</sup>  
 Number of acquired days **410** days

\*1 : As the end of May, 2022

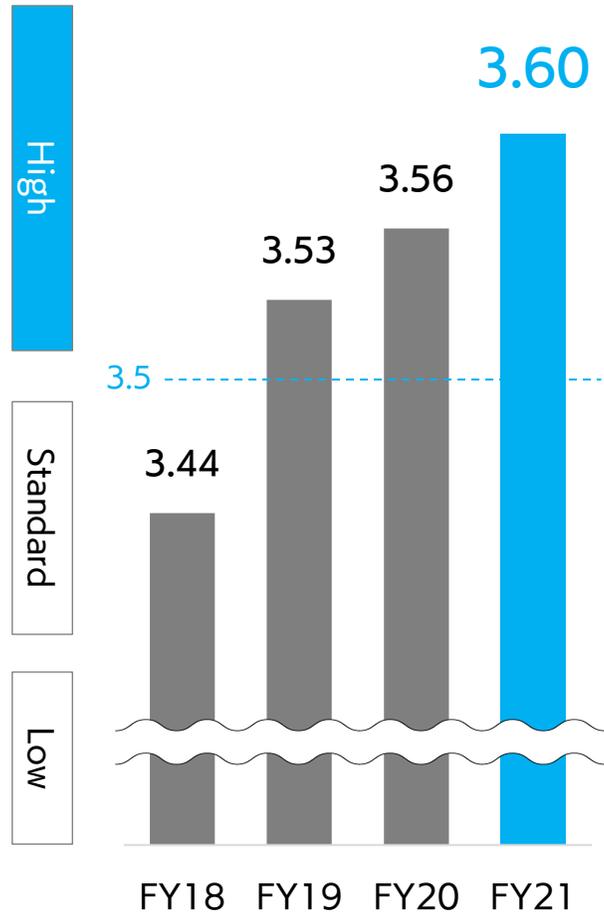
\*2 : Human resources with specialized and advanced professional skills

\*3 : International standard qualification for project management, which requires a wide range of knowledge and practical experience as a project manager

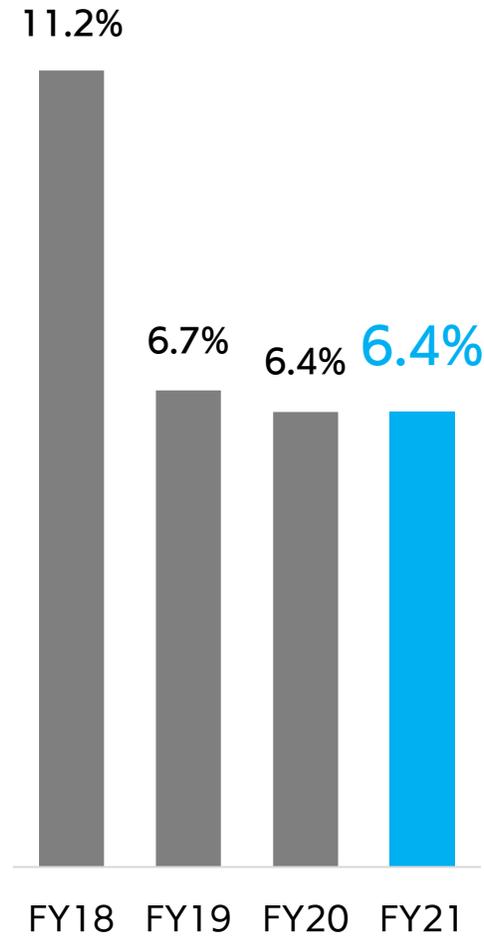
\*4 : Qualification test to qualified business analysis practitioners with more than five years of experience

# ② HR Measures to Continue Providing Value

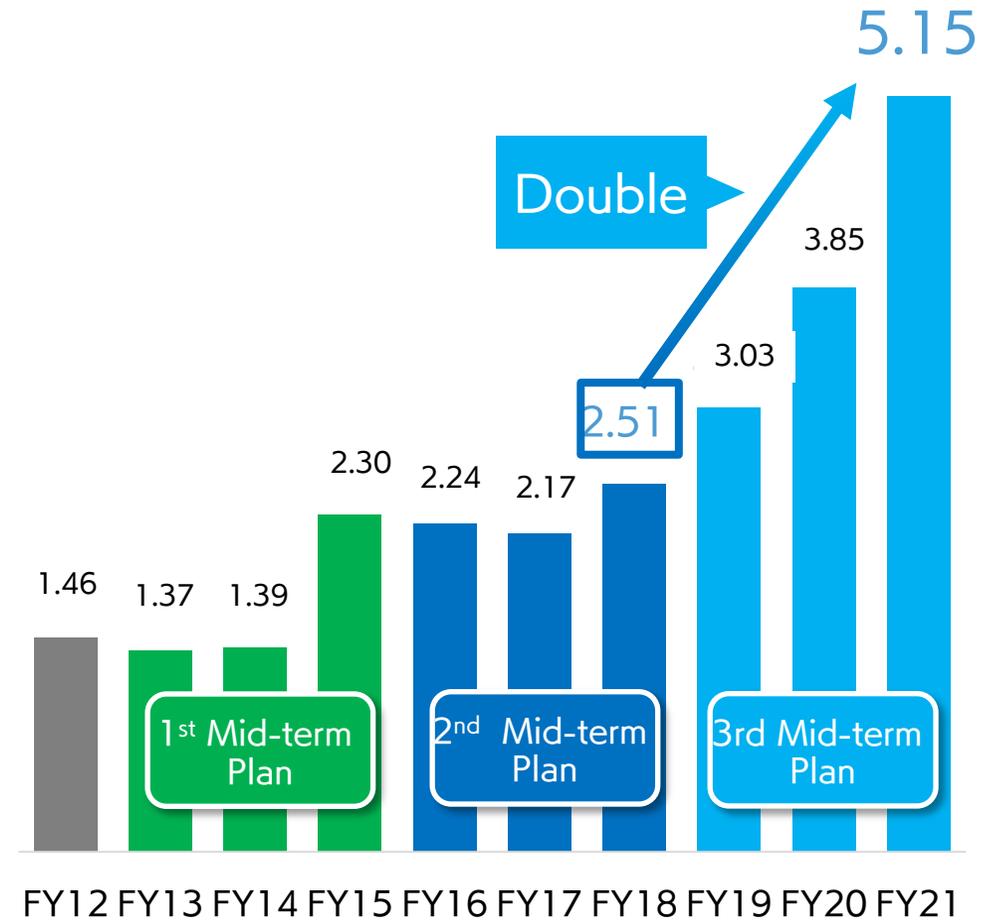
Comprehensive Employee Satisfaction (5-Level Evaluation)



Employee Retirement Rate



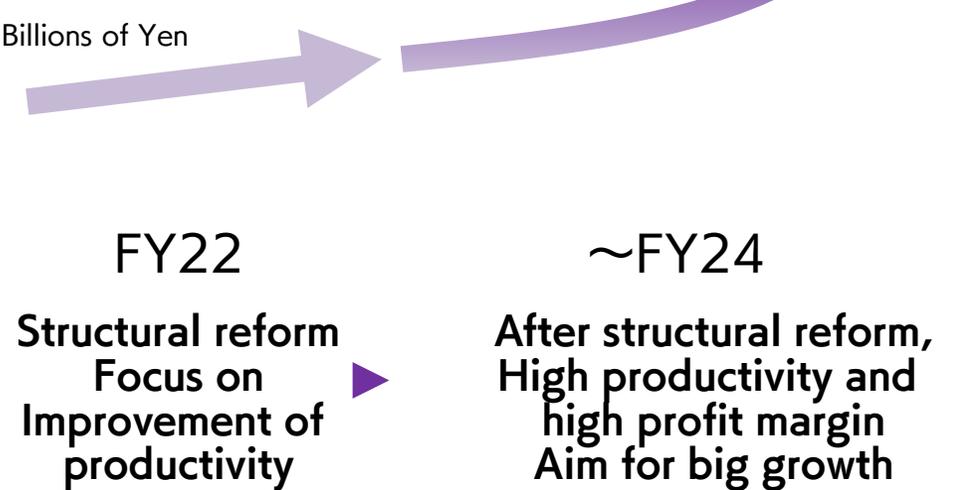
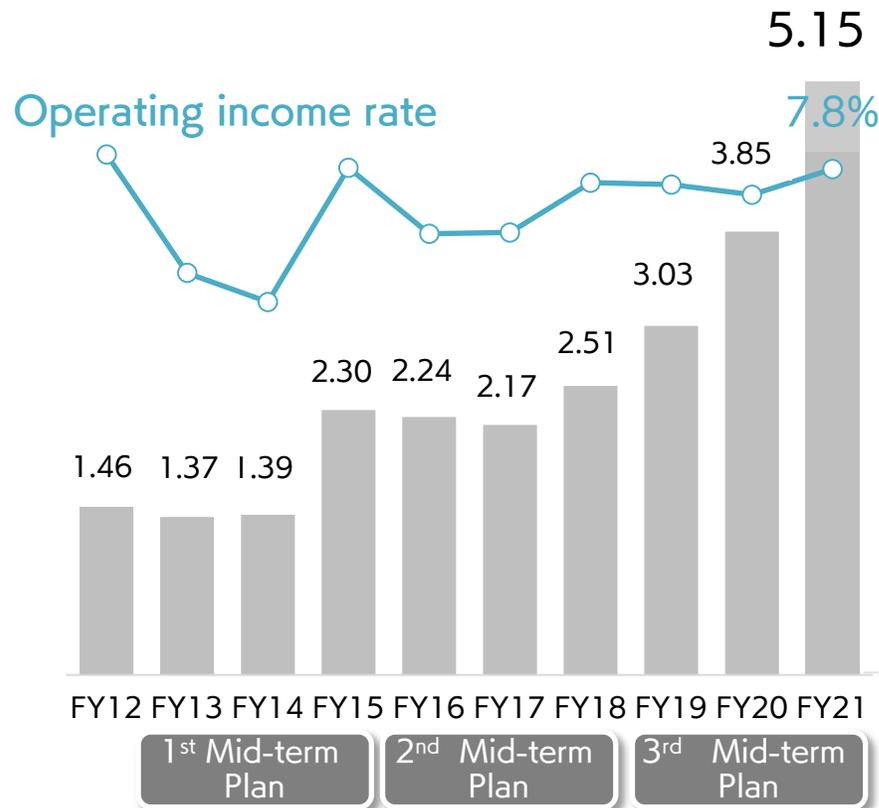
Operating Income



# Direction of Growth under the Fourth Medium-Term Management Plan

Slight increase in FY22 due to e-commerce business/restructuring,  
with FY24 operating income of ¥8 Billion

Operating income



4th Medium-Term Plan

FY24 Management Indicators
Operating income <b>8 Billions of yen</b>
Operating income rate <b>9% level</b>
Cloud/Security & Service Net sales <b>Over 50 Billion</b>

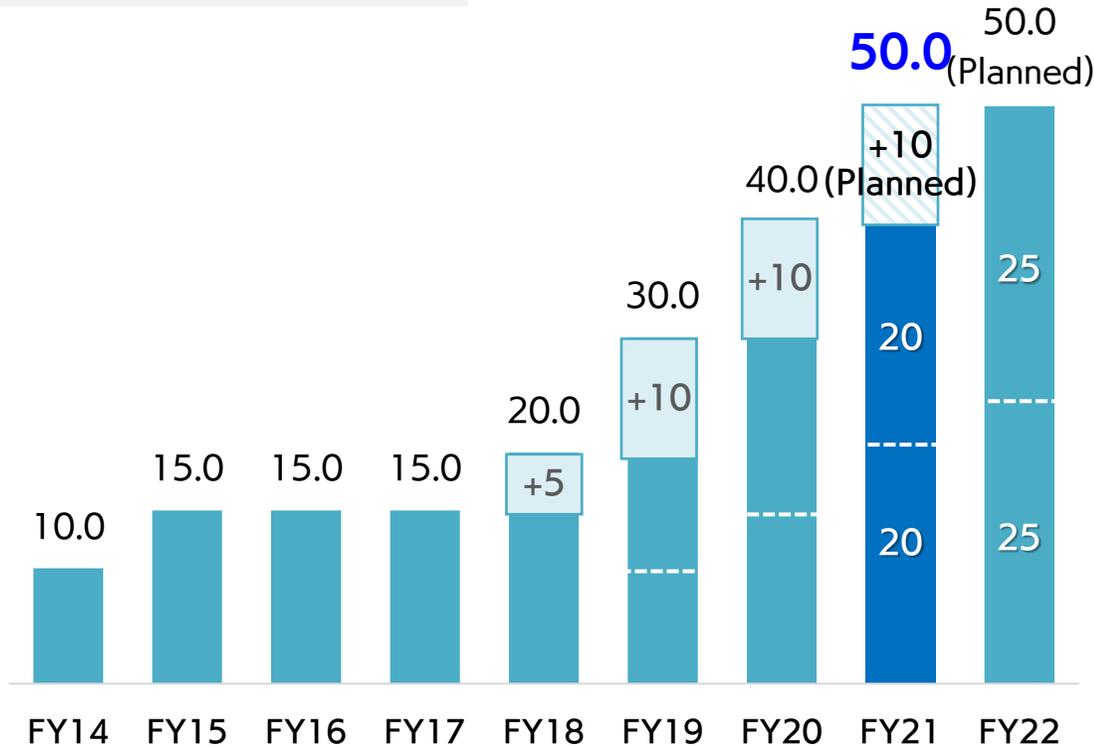
# Shareholder return

Comprehensively considering the consolidated business performance, investment plan cash on hand, etc. of each term, we basically pay stable and continuous dividend. However, we also have the policy to consider acquisition/cancellation of treasury stock as necessary while considering the stock price trends and financial conditions.

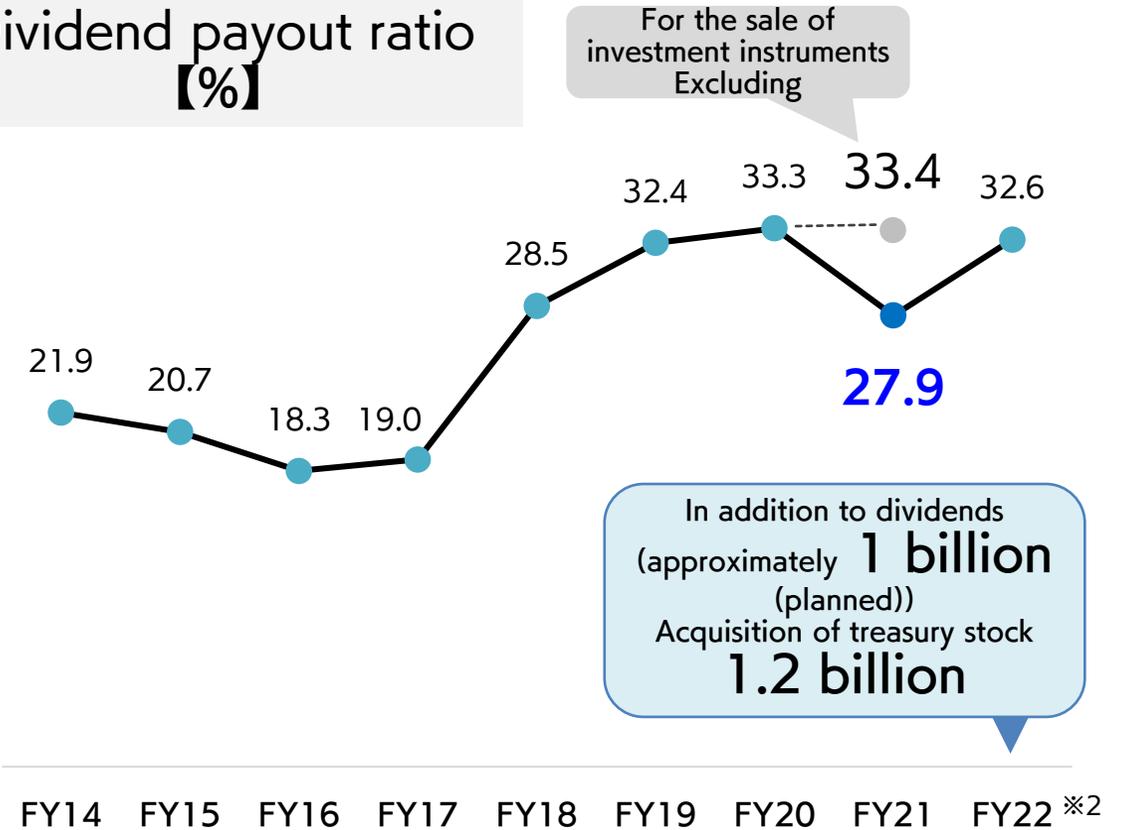
Achieved net income of ¥3.63 billion (YoY+49.5%) in fiscal 2022

Increase year-end dividend by **¥10 (plans)** as an expansion of shareholder returns

Dividend 【JPY】 ※1



Dividend payout ratio 【%】



※1 : On June 1, 2017, the Company conducted a 2-for-1 stock split and adjusted for dividends paid prior to the stock split

※2 : Calculated based on FY21 net income excluding sales of investment securities

# To become the No.1 IT service company in Cloud & Security

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Service

**SB Technology**



Platform