FY2026 Q2 Financial Results Presentation

Orchestra Holdings Inc.

August 14, 2026

ORCHESTRA HOLDINGS

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Vision

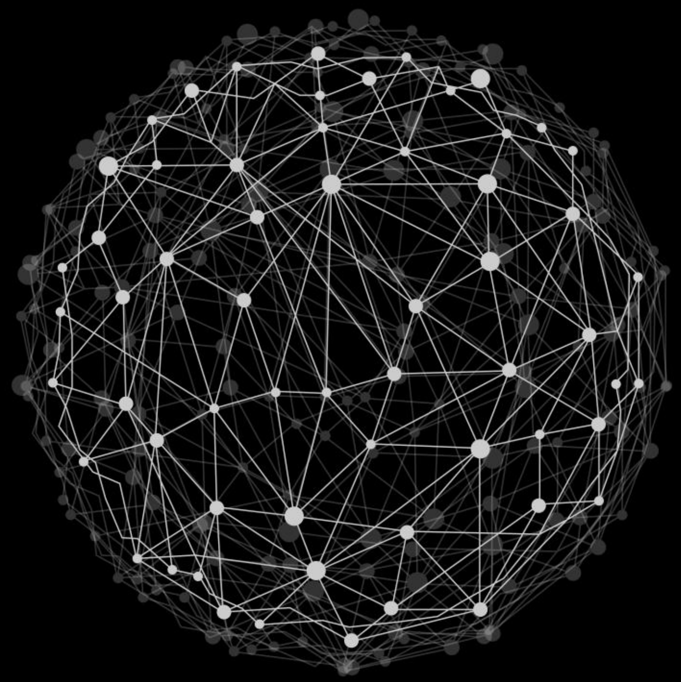
The Chain of Creation

As the global economy continues to grow, Japan faces structural challenges such as a declining population, low productivity due to delayed digitalization, and insufficient investment, leading to a relative decline in its economic position.

To regain growth, Japan must pursue new value creation through digital and AI-driven transformation, flexible use of human resources free from outdated conventions, and investment in new technologies and businesses.

At Orchestra Holdings, under the concept of “the chain of creation,” we foster co-creation among diverse people and businesses, generating continuous cycles of value and innovation.

True to our name, each member performs with professionalism and harmony, combining diverse strengths to contribute to Japan’s economic growth and innovation.



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Markets Addressed and Market Opportunities

Internet Advertising Market

JPY 4.0 trillion ※1

Market Opportunities

Companies are reallocating advertising budgets from mass media to digital channels amid the digitalization of consumer purchasing behavior and the rise in online engagement. Technological advancements, including AI, are driving stronger demand for performance-based digital advertising that enables measurable results.

Domestic Software Market

JPY 16.7 trillion ※2

Market Opportunities

Despite the expanding demand and growing opportunities driven by the advancement of digital transformation (DX) and the emergence of AI, the supply of IT professionals is projected to fall short by more than 800,000 in the medium to long term.

More than 30% of the software development process is accounted for by the testing phase.

※The software testing market is estimated to be approximately JPY 6 trillion. ※3

Content Market

JPY 14.2 trillion ※4

Market Opportunities

Amid the digitalization of traditional content, the growing number of individual creators, the expansion of distribution platforms, and the widespread adoption of the “Oshi” fan culture, demand is increasing for experiential content and for content that leverages cutting-edge technologies such as AI and XR.

※1: Dentsu Inc., “Advertising Expenditures in Japan 2025” (March 2026)

※2: Ministry of Economy, Trade and Industry, based on sales figures for the software industry in the “Basic Survey on the Information and Communications Industry”

※3: Information-technology Promotion Agency (IPA), referring to the proportion of the integration test and system test phases among the five development stages in new software development, as presented in the “Software Development Data White Paper”

※4: Digital Content Association of Japan, “Digital Content White Paper 2025” (September 2025)

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Business Domains of Orchestra Holdings

Digital Marketing (DM Business)

Provides comprehensive, end-to-end digital marketing services encompassing strategic planning, campaign development, and operational execution.
Characterized by a “full-funnel” and high value-added service offering.

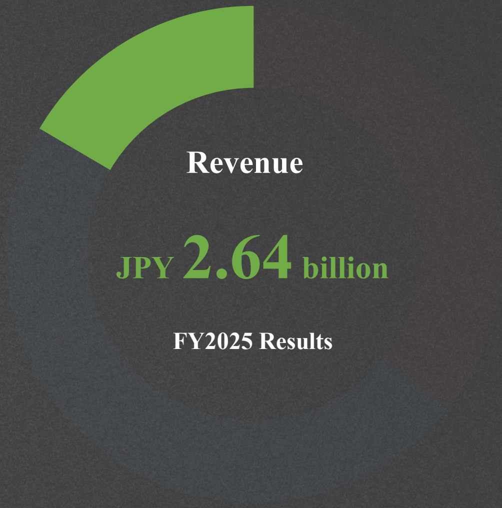
- Strategic Planning
- Data Analysis
- Creative Production
- Awareness Advertising
- Performance Advertising
- SEO

Digital Transformation (DX Business)

Providing a wide range of services, including cloud integration and system solutions.
The software testing service, launched in 2023, is experiencing rapid growth.

- Web-based
- Mobile services
- Core System
- Cloud Integration
- System Solutions
- Software Testing

IP, Entertainment, Other



Developing and nurturing new core businesses and businesses that will become pillars for securing stable revenue.
Another key feature is that it comprises business units contributing to maximizing HD synergy.

- Game Development
- In-house Applications
- IP
- IT Talent Placement
- IT Staffing Services
- HR SaaS

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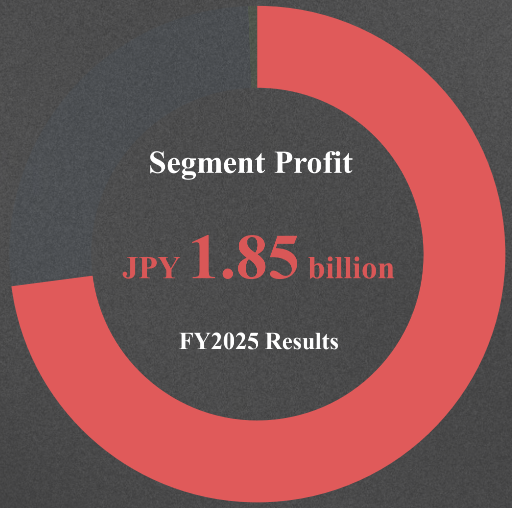
Business Domains of Orchestra Holdings

Digital Marketing (DM Business)



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Orchestra Holdings' Growth Strategy

Our Core Strategy Since Founding

"Competing in Growth Markets"

Positioned as our most important strategic initiative. We will identify and develop new markets and growth opportunities by leveraging macro trends and our proprietary assets.

Opportunities for Non-Linear Growth

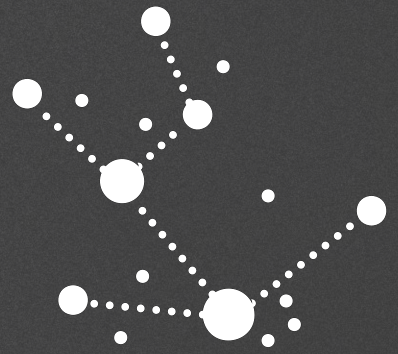
"Strategic Use of M&A"

Since our founding, we have executed approximately 30 M&A transactions. We create non-linear growth opportunities, ranging from entering new markets to strengthening our existing businesses.

HD Synergies through Group Collaboration

"The Chain of Creation"

In new technology and high-growth domains, we will create new services and new businesses through collaboration across the Group, thereby embodying our vision of "The Chain of Creation.



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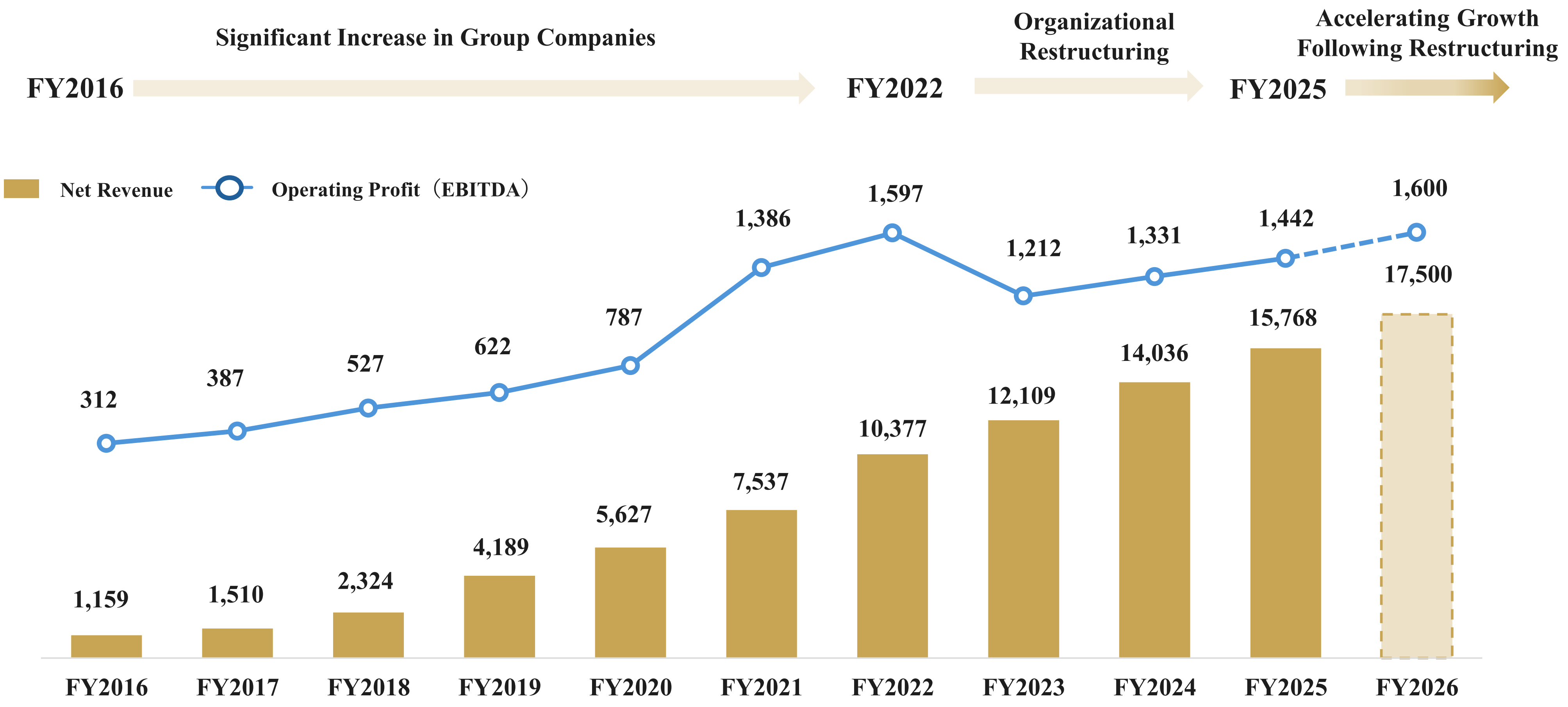
Financial Performance

- The organizational restructuring undertaken from FY2022 through FY2025 has been completed.
- Following the restructuring phase, the Company is entering a new stage from FY2026 onward, aiming to achieve both revenue growth and profit growth.

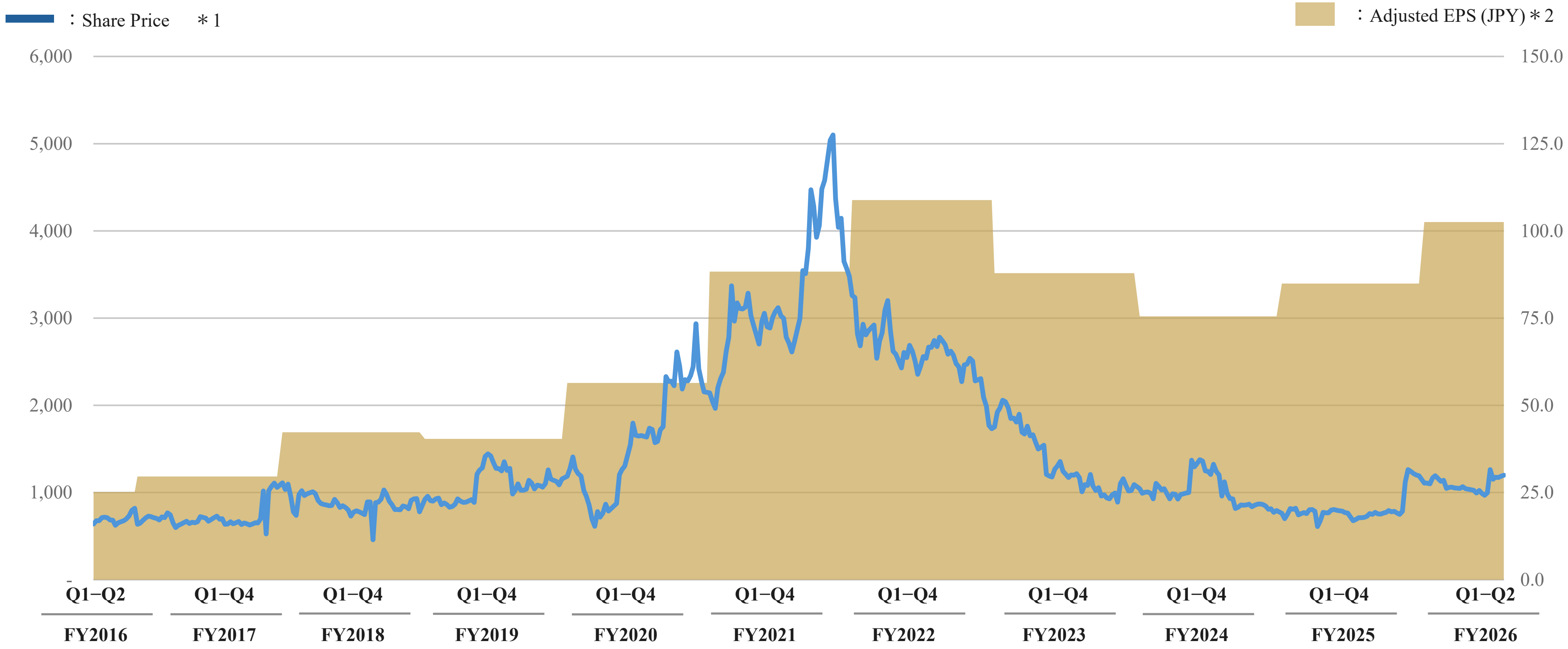


※1：Revenue for FY2021 and earlier is presented for reference purposes as approximate figures calculated as if the new revenue recognition standard had been applied.

※2：EBITDA is used through FY2023. EBITDA is calculated by adding back depreciation and amortization and goodwill amortization to consolidated operating profit under Japanese GAAP.

Share Price and EPS Trends

- **From the FY2016 listing through FY2021, the share price rose on the back of earnings growth driven by the expansion of the DX and DM businesses.**
- **Earnings growth slowed due to the loss of a major account in the DM business and weak performance in the DX business, with the share price following a similar trend. Although profitability improved through organizational restructuring, the downward trend in the share price continued.**
- **With earnings expected to continue growing over the medium to long term, the Company will seek to achieve a share price that appropriately reflects its earnings growth by enhancing shareholder returns and strengthening IR activities.**



＊1：Share prices represent weekly closing prices and have been retrospectively adjusted to reflect the stock splits conducted in 2017 and 2018.

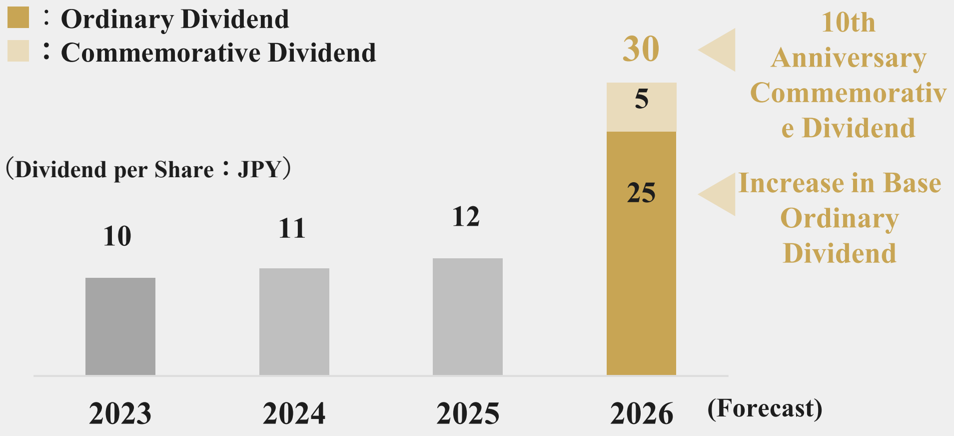
＊2：Adjusted EPS for FY2024 and thereafter represents basic earnings per share calculated under IFRS. For FY2023 and earlier, for comparability purposes, reference figures are calculated by adding goodwill amortization to profit attributable to owners of the parent and dividing the resulting amount by the weighted-average number of shares outstanding during the period.

Shareholder Return Measures

- **The Company continues to actively enhance shareholder returns as a key management priority.**
- **In June 2026, the Company announced an increase in the year-end ordinary dividend, a commemorative dividend marking the 10th anniversary of its listing, and the continuation of its shareholder benefit program.**※1
- **The dividend yield is expected to be 2.6%, with a shareholder benefit yield of 6.5%, resulting in a total yield of 9.0%.**※2

Dividends from Surplus

FY2026 Q2 Highlights： Dividend Increase | Commemorative Dividend



Shareholder Benefit Program

FY2026 Q2 Highlights： Continuation of Shareholder Benefits

Digital Gift	Shareholder Benefit Yield
JPY 15,000	6.5 %

- Introduced in FY2025 to attract stable individual shareholders.
- Eligible shareholders are those who have continuously held 200 or more shares of the Company for at least one year.

＊1：Notice Regarding Revision to the Year-End Dividend Forecast for FY2026 and Future Implementation of the Shareholder Benefit Program (Disclosed on June 22, 2026) https://ssl4.eir-parts.net/doc/6533/tdnet/2838697/00.pdf

＊2：The dividend yield and shareholder benefit yield are calculated based on the closing price of the Company's shares as of June 30, 2026 (JPY 1,162).

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FY2026 Q2 Financial Summary

Quarterly Results

- Revenue of JPY 3.76 billion, driven by strong performance in the DM business and IP & Entertainment domain
- Operating profit increased significantly by 44.5% year on year to JPY 280 million. Progress against the first-half budget reached 54.6%.

Business Progress

- The DM business launched sales of LLMO and AI agent-related products.
- In the DX business, SALTO, a system development company, joined the Group, marking the Company’s first major M&A transaction since the acquisition of VES in 2023.

Progress Against Full-Year Forecast

- Operating profit for the first half of FY2026 reached JPY 870 million (54.6% progress against the full-year forecast), exceeding the planned pace.
- In the second half of FY2026, the Company expects continued strong performance in the DM business, along with accelerated growth in the DX business driven by the earnings contribution from SALTO, which recently joined the Group.

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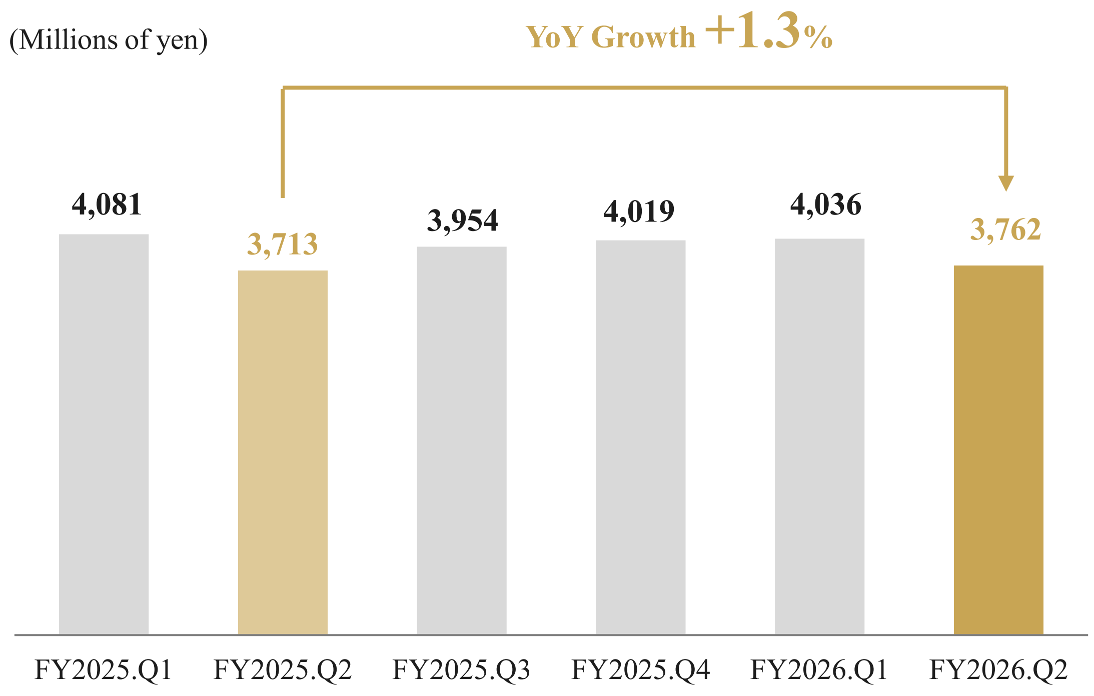
FY2026 Q2 Financial Highlights

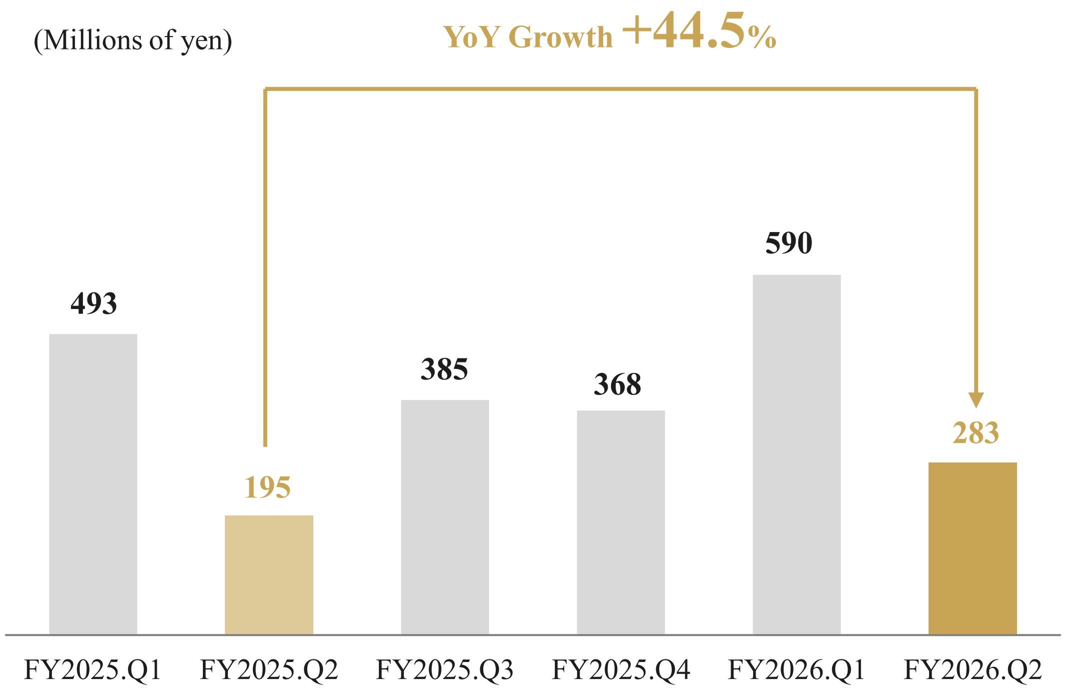
- **Revenue increased year on year. While revenue in the DX business declined due to a shift in the product mix, the DM and IP & Entertainment businesses performed strongly.**
- **Operating profit increased significantly by 44.5% year on year, with progress against the budget reaching 54.6%.**

  ※Q2 revenue and operating profit typically decline from Q1 due to seasonality in the DM business.

Revenue (Quarterly)



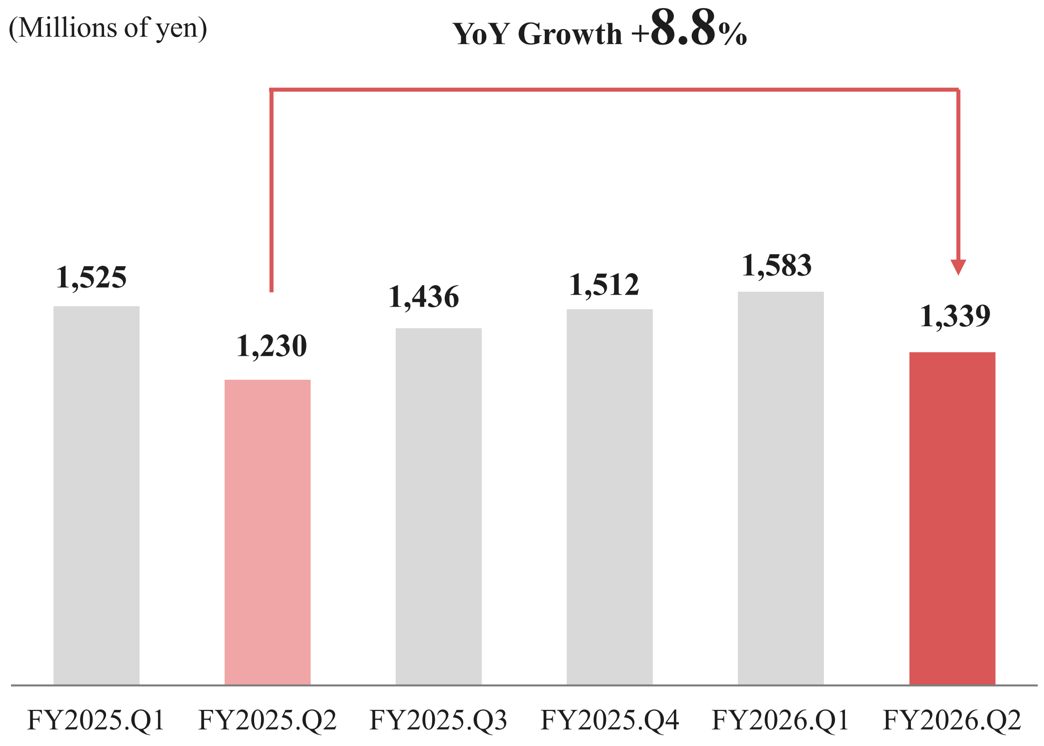
Operating Profit (Quarterly)



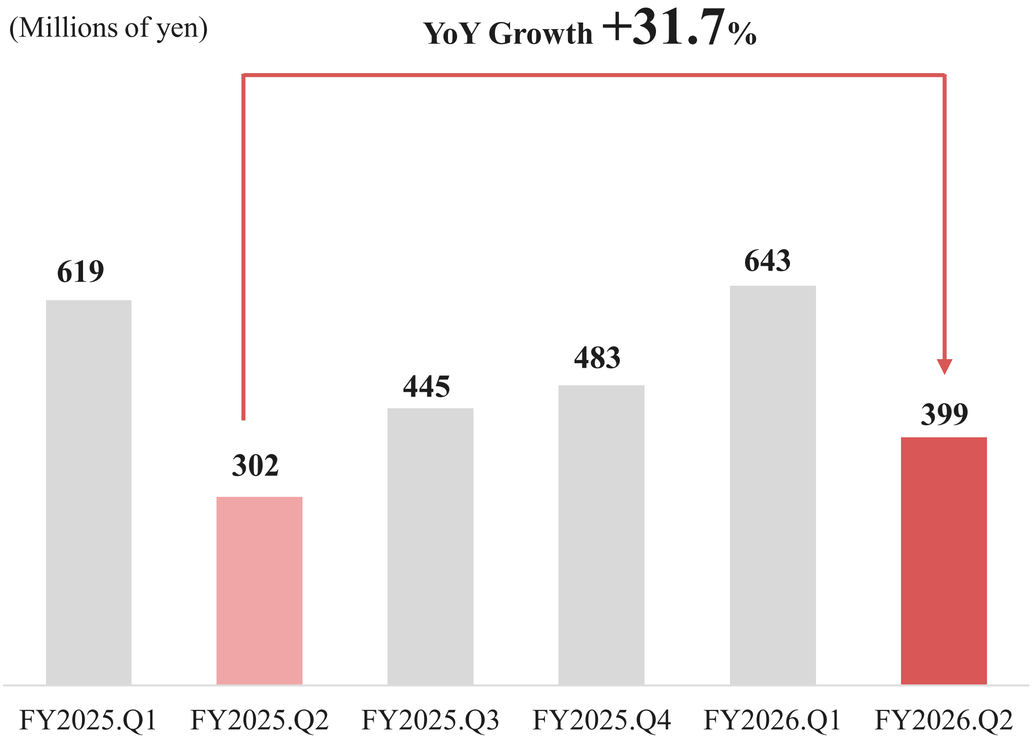
FY2026.Q2 Financial Analysis | DM Business

- **Revenue grew 8.8% year on year, driven by the strengthened sales structure. (Q2 revenue typically declines from Q1 due to seasonality.)**
- **AI-driven initiatives helped limit the increase in SG&A expenses, resulting in a 31.7% year-on-year increase in segment profit.**

Segment Revenue (Quarterly)



Segment Profit (Quarterly)



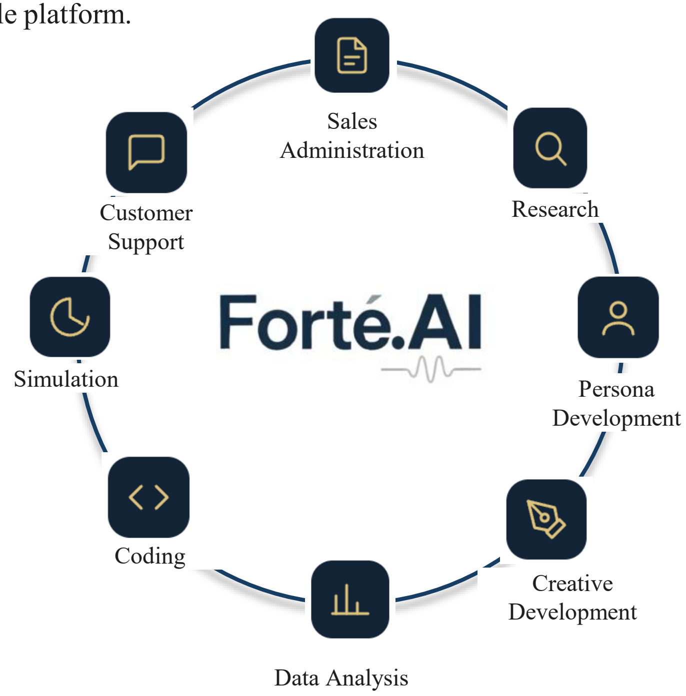
DM Business | FY2026.Q2 Highlights

About Forté.AI

An AI platform covering the entire range of marketing processes. Selected features are now available to external customers.

Covers the Entire Marketing Process in Eight Areas

Designed to support entire workflows, rather than serve as a standalone tool.
From sales administration and research to content generation and analysis, the platform supports the entire marketing process from upstream to downstream—all within a single platform.



Selected Features Refined Through Internal Testing Now Available to External Customers

Forté.AI LLMO Analytics

A dashboard that continuously monitors how generative AI (LLMs) cites and references a company's brand. As information discovery shifts from search engines to LLMs, it enables companies to quantitatively measure their brand visibility and perception.

Forté-MCP

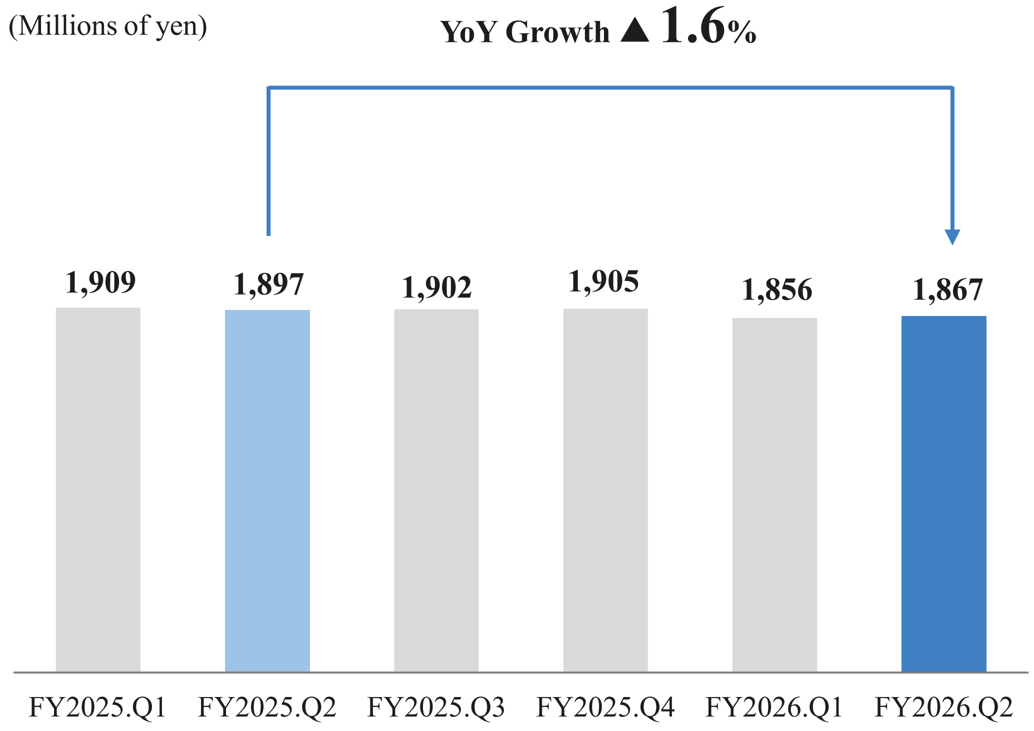
An MCP gateway providing access to Digital Identity's accumulated data and capabilities.※1
Clients can directly access information and capabilities not available in-house through the AI agents they use and leverage them for marketing activities.

※1：An MCP gateway serves as an intermediary platform connecting AI with internal systems and external tools. It standardizes integration across different services, enabling secure and efficient access to data and capabilities.

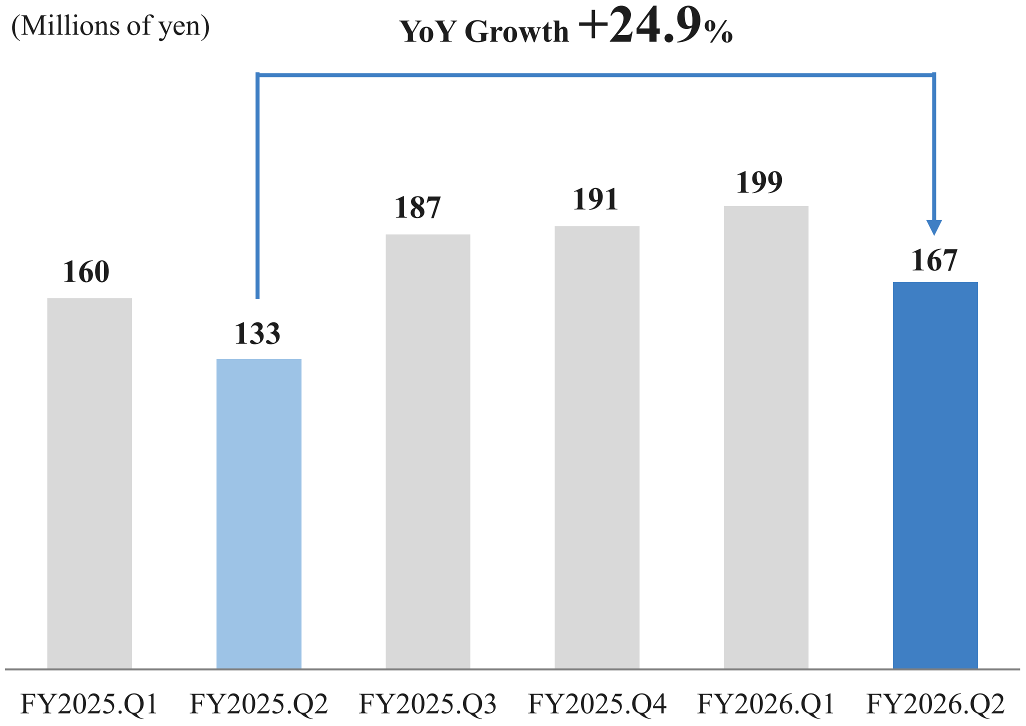
FY2026.Q2 Financial Analysis | DX Business

- Revenue declined due to a shift toward a more profitability-focused product mix, while profitability improved. Segment profit increased 24.9% year on year.
- SALTO joined the Group through an M&A transaction, and is expected to contribute to significant growth in both revenue and profit in the second half of FY2026.
- The Company will continue to shift its product mix, with a focus on AI-related services and automated recognition solutions.

Segment Revenue (Quarterly)



Segment Profit (Quarterly)



DX Business | FY2026.Q2 Highlights

- **Acquired SALTO Co., Ltd., which has an extensive track record in system development.※1**
- **SALTO Co., Ltd.'s addition to the Group strengthens the DX business's development capabilities while expanding its customer base and the range of industries it serves.**

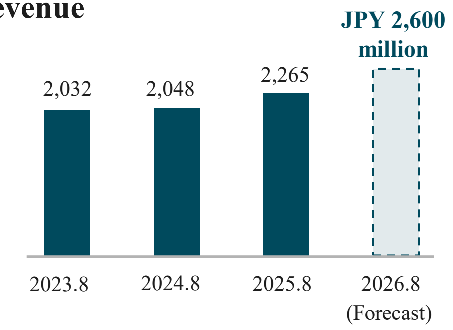
Overview of SALTO and the M&A

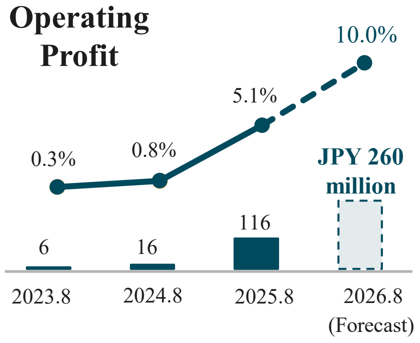
SALTO

Established：September 16, 2015

Core Business：System Development

Number of Employees：Approx. 230





Overview of the M&A Transaction	
Ownership Acquired	：100% of shares (acquired by Orchestra Holdings)
Acquisition Price	：Approx. JPY 1.72 billion (including due diligence and related expenses)
Funding Source	：Cash on hand and borrowings

Synergies from the Acquisition of SALTO

Synergies from Sharing Customer Bases

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IT & Communications / Manufacturing / Services | Defense / AI / Social Infrastructure

Synergies from Combining the Strengths and Expertise of Both Companies

ORCHESTRA HOLDINGS ⟷ SALTO

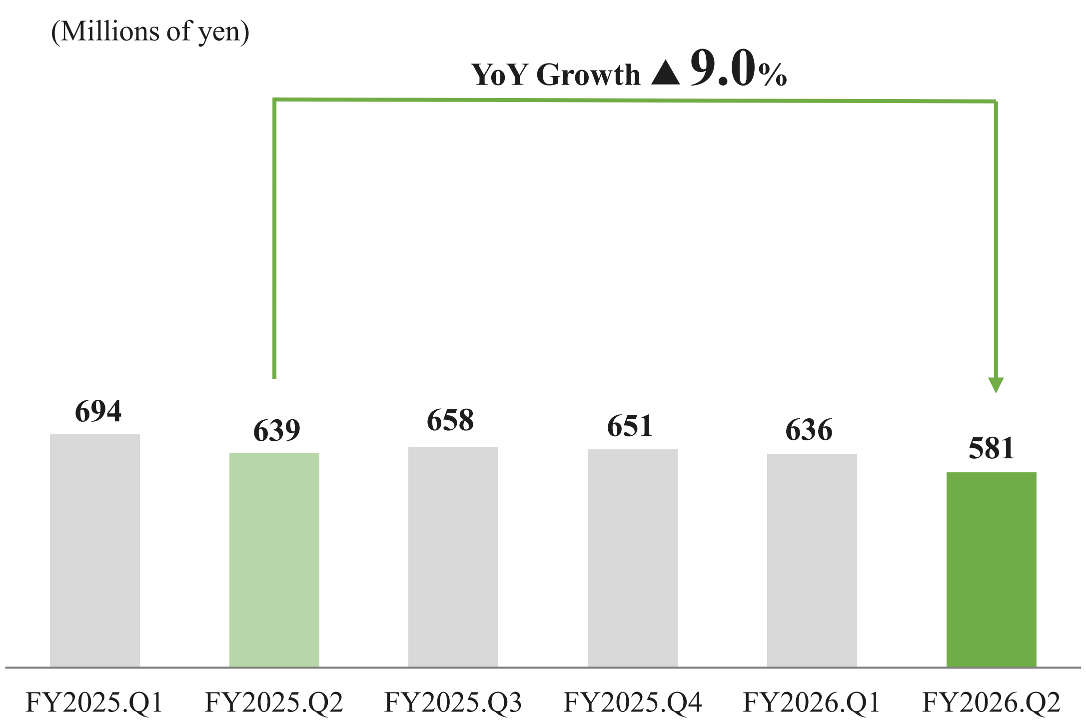
Diverse DX Solutions | Sales Capabilities

※1：Notice Regarding the Acquisition of Shares of SALTO Co., Ltd. (Making It a Consolidated Subsidiary) disclosed on May 27, 2026) https://ssl4.eir-parts.net/doc/6533/tdnet/2823690/00.pdf

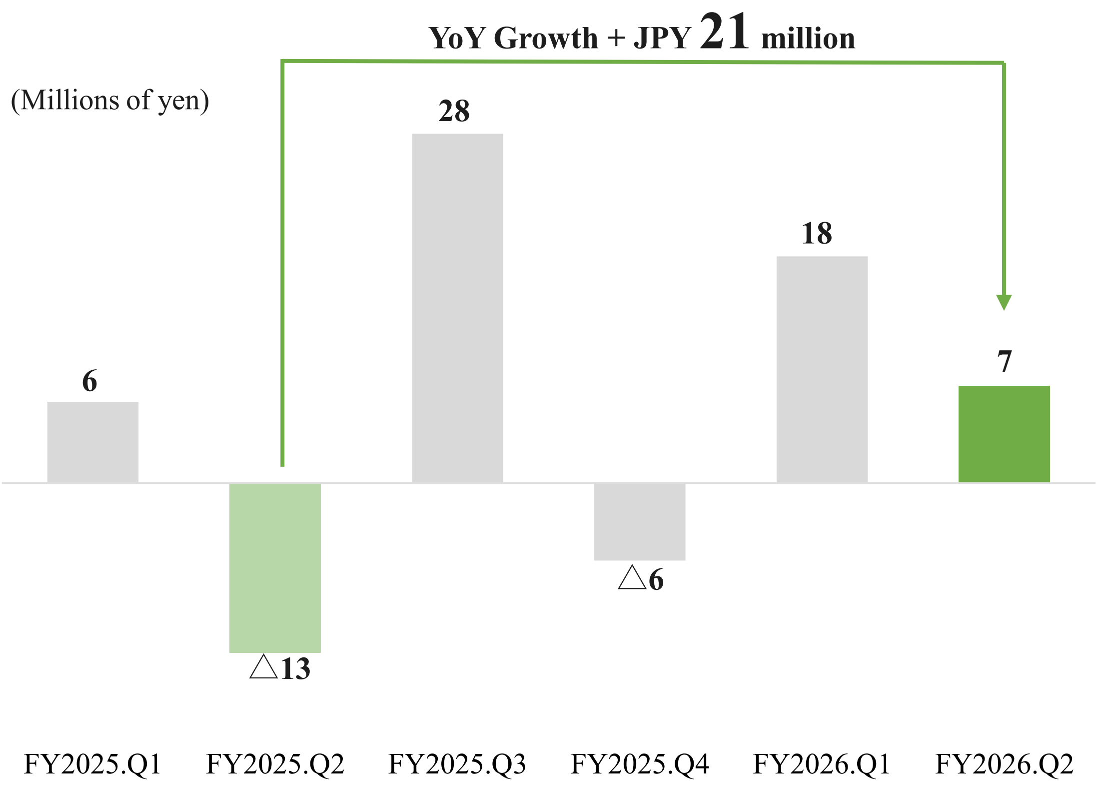
FY2026.Q2 Financial Analysis | IP, Entertainment, Other

- **The IP & Entertainment business continued to grow, driven by strong performance in the IP business. However, revenue in the recruitment business within Other Businesses decreased by JPY 79 million year on year, resulting in an overall decline in revenue.**
- **Profitability improved, particularly in the game development business, resulting in a significant increase in segment profit.**

Segment Revenue (Quarterly)



Segment Profit (Quarterly)



Growth Strategy Update__Building a Consulting Team

- **Launched an initiative to build a consulting team that integrates the DM and DX businesses.**
- **The Company aims to provide comprehensive solutions that combine marketing and DX capabilities across the Group.**

DM Business

- Overall Strategy & Planning
- Data Analytics
- Brand Awareness Advertising
- Performance Advertising
- Metaverse Marketing
- Creative Production
- SEO
- LLMO

↔

Consulting Sales Team

Integrate expertise across both DM and DX to propose optimal solutions tailored to each client's needs.

↔

DX Business

- Cloud Integration
- System Development
- Data Utilization
- Digital Twin
- Automatic Identification
- Software Testing
- Cybersecurity

Accelerate clients' business growth by providing integrated DM and DX solutions.

Maximize Value for Existing Clients

Deliver cross-functional solutions that drive clients' business growth and build long-term partnerships.

New Client Acquisition

Address client challenges from both DM and DX perspectives to reach new customer segments.

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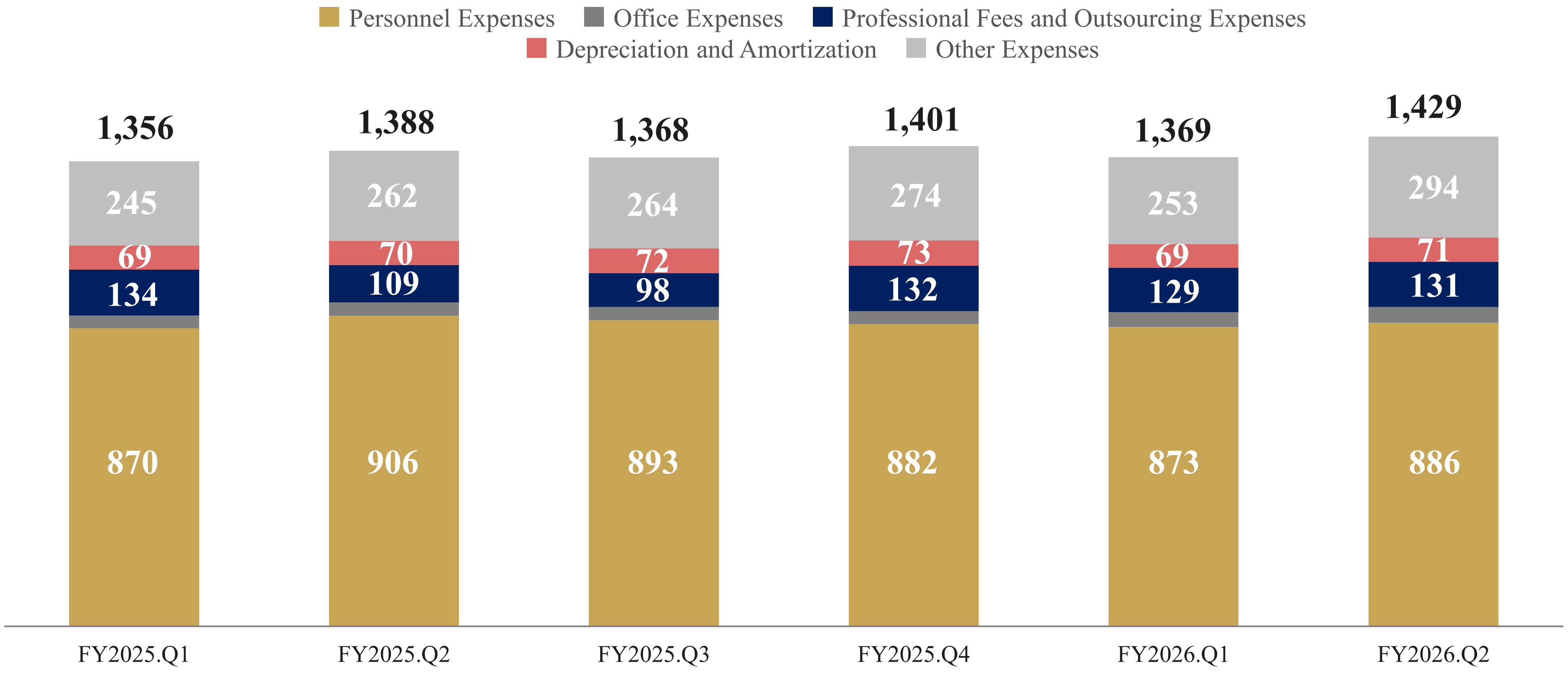
Consolidated Income Statement

- **Revenue increased year on year in the first half. Although revenue in the DX business declined due to a shift in the product mix, the DM business and IP & Entertainment business performed strongly.**
- **Operating profit reached JPY 870 million, up 26.7% year on year. The first-half progress rate against the full-year forecast was 54.6%.**

(Millions of yen)	FY2025 Q2 Accounting Period	FY2026 Q2 Accounting Period	YoY	FY2025 Q2 Cumulative Period	FY2026 Q2 Cumulative Period	YoY
Revenue	3,713	3,762	＋1.3%	7,794	7,798	+0.1%
DM Business	1,230	1,339	＋8.8%	2,756	2,922	+6.0%
DX Business	1,897	1,867	△1.6%	3,806	3,723	△2.2%
IP, Entertainment, Other	639	581	△9.0%	1,334	1,218	△8.7%
Consolidation Adjustments	△53	△25	-	△103	△65	-
Gross Profit	1,539	1,709	＋11.0%	3,393	3,663	+8.0%
Gross Profit Margin	41.5%	45.4%	＋4.0pt	43.5%	47.0%	+3.4pt
Business Profit	151	279	＋84.7%	647	864	+33.4%
Operating Profit	195	283	＋44.5%	689	873	+26.7%
Operating Profit Margin	5.3%	7.5%	＋2.2pt	8.8%	11.2%	+2.4pt

Changes in Selling, General and Administrative Expenses

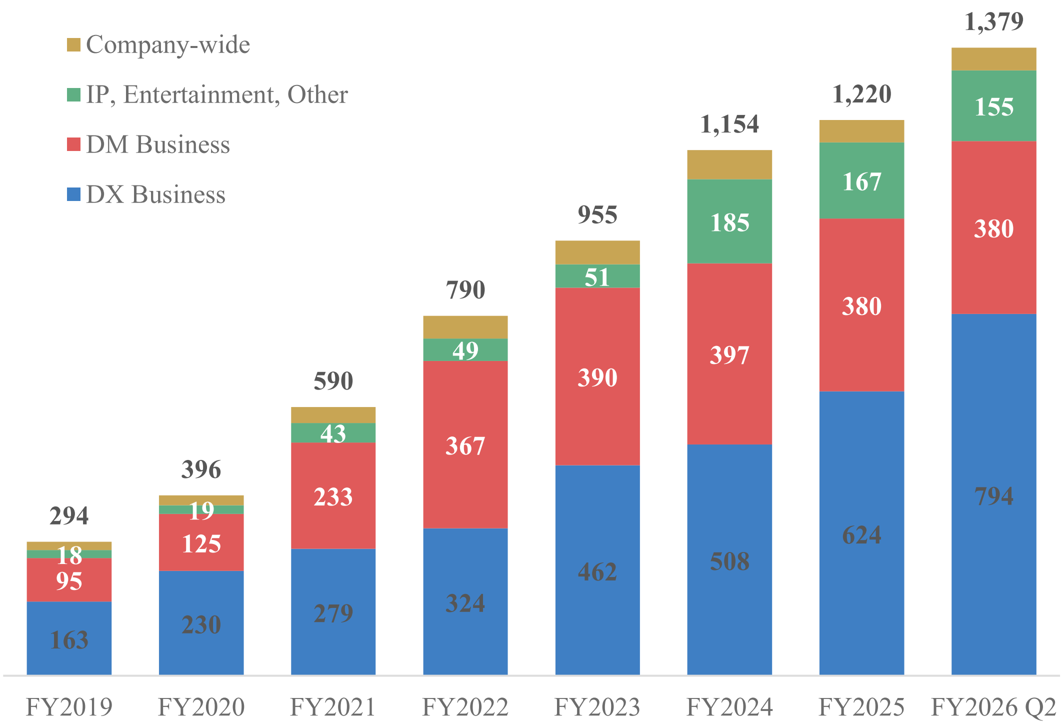
- **Overall, expenses increased 3.0% year on year, mainly due to higher personnel expenses in the DX business following SALTO's addition to the Group, as well as increased outsourcing expenses in the strong-performing DM and IP businesses.**



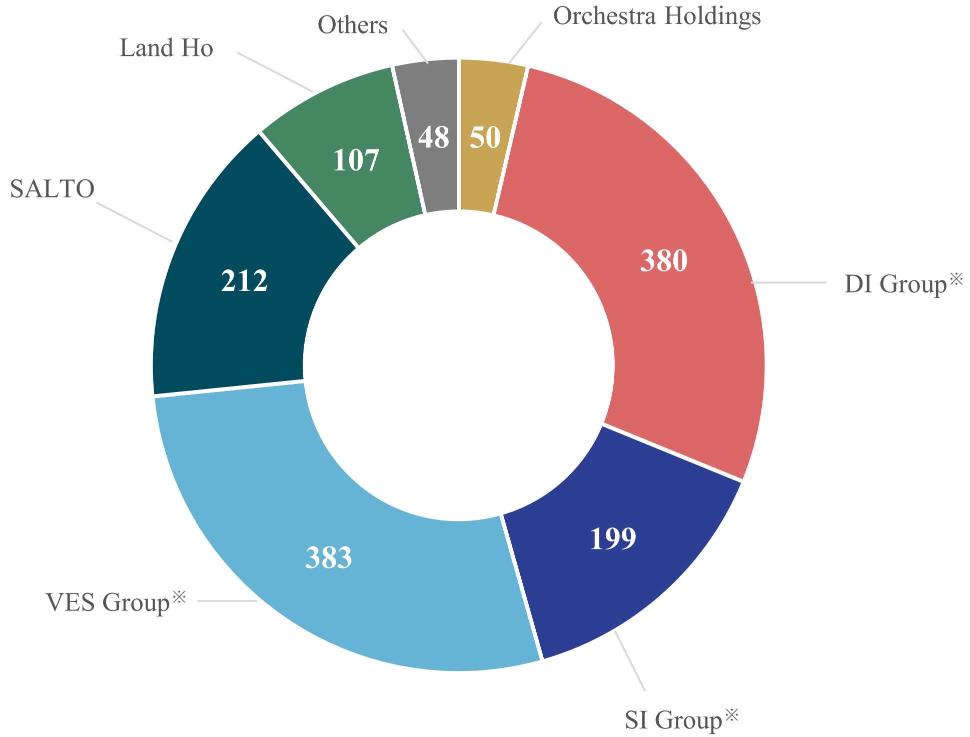
Number of executives and employees

- **The number of employees reached 1,379 as of the end of June 2026.**
- **In the DM business, AI-driven productivity improvements led to higher revenue and profit per employee.**
- **The DX business added approximately 170 employees from the end of the previous fiscal year, strengthening its organizational capabilities through M&A and the recruitment of project managers.**

Number of Employees by Segment



Number of Employees by Group Company (as of June 30, 2026)



※ DI Group：Digital Identity Inc., PEACE Inc., Ltd., and Pam Inc.
SI Group：Sharing Innovations, Sharing Innovations Vietnam, and Coznet LLC.
VES Group：VES, Inc., JTPRO Corporation, and KHWAYz Co.,Ltd.

Consolidated Statement of Financial Position

Equity attributable to owners of the parent ratio was 36.7%. Following the consolidation of SALTO as a subsidiary, the goodwill-to-equity ratio was 0.95x. This reflects strategic investment to strengthen the DX business, and the Company expects to achieve sufficient returns through the realization of synergies.

(Millions of yen)	FY2025 Q4	FY2026 Q2	% Change
Current Assets	7,532	8,298	＋10.2%
Non-current Assets	8,627	10,019	+16.1%
Total Assets	16,159	18,317	+13.4%
Current Liabilities	5,417	6,197	+14.4%
Non-current Liabilities	3,728	4,862	+30.4%
Total Liabilities	9,145	11,060	+20.9%
Equity	7,014	7,257	+3.5%
Liabilities and Equity	16,159	18,317	+13.4%

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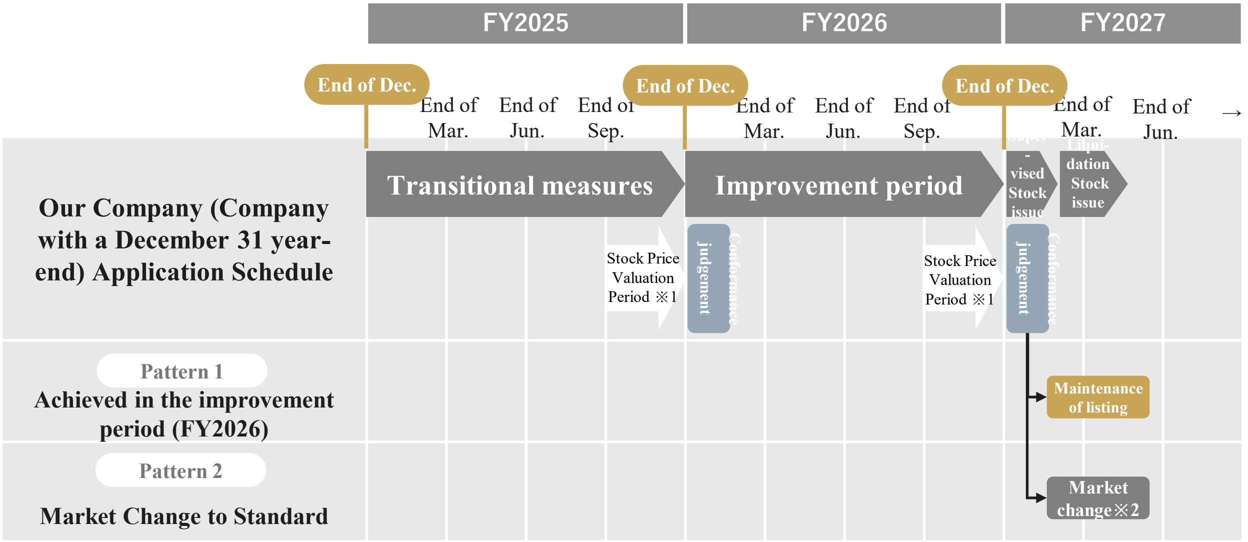
Status of Compliance with Listing Maintenance Standards

- **The company continues to fall short of the Prime Market listing maintenance standard for "market capitalization of freely tradable shares."**
- **The Company aims to meet the Prime Market listing criteria by improving performance and strengthening shareholder returns.**

Compliance Status with Prime Market Listing Maintenance Standards

	Prime Market criteria	As of December 31, 2024	As of December 31, 2025	Compatibility status
Number of shareholders	800 people	3,018 People	5,008 People	○
Number of shares in circulation	20,000 units	39,233 Units	36,609 units	○
Total market value of shares in circulation	10 billion yen	3.28 billion Yen	3.60 billion Yen※1	×
Ratio of shares in circulation	35.0%	39.0%	36.4%	○

Response Schedule



※1: The market capitalization of tradable shares is calculated by multiplying the average of the daily final share price during the stock price evaluation period (three months prior to the end of the fiscal year) by the number of shares in circulation at the end of the fiscal year.
※2: Application for change of market classification must be made by the end of December of FY2026.

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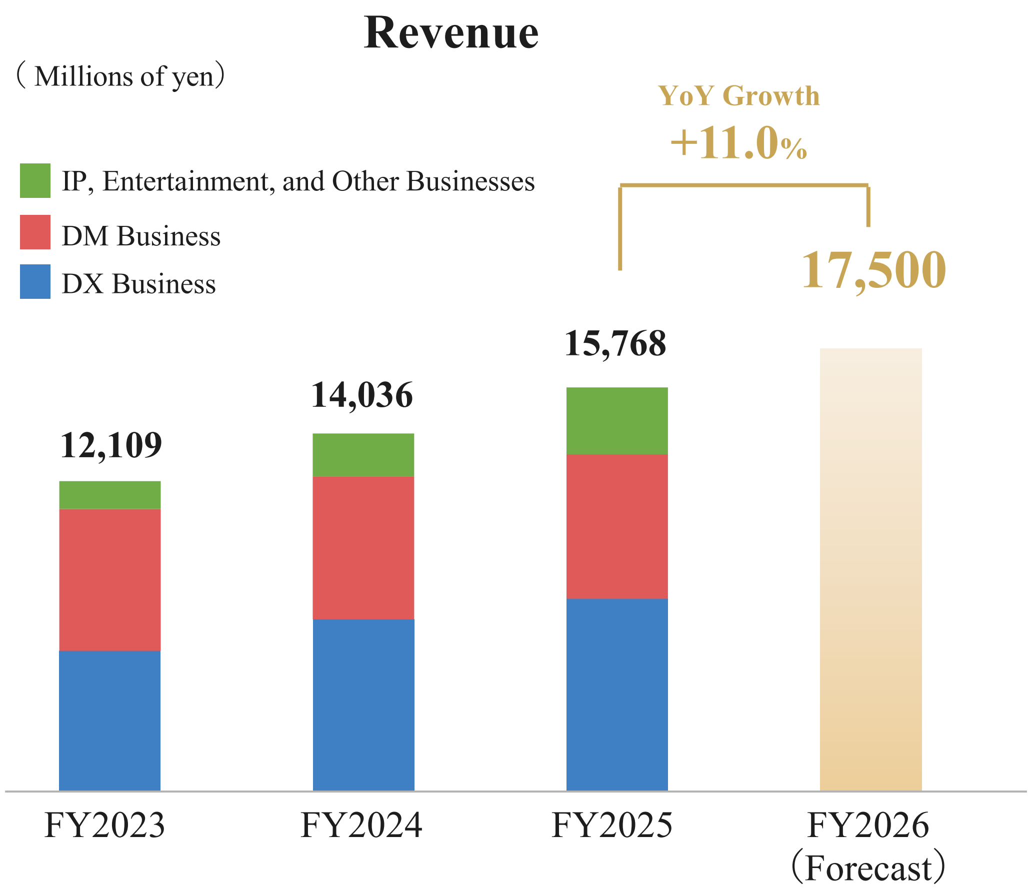
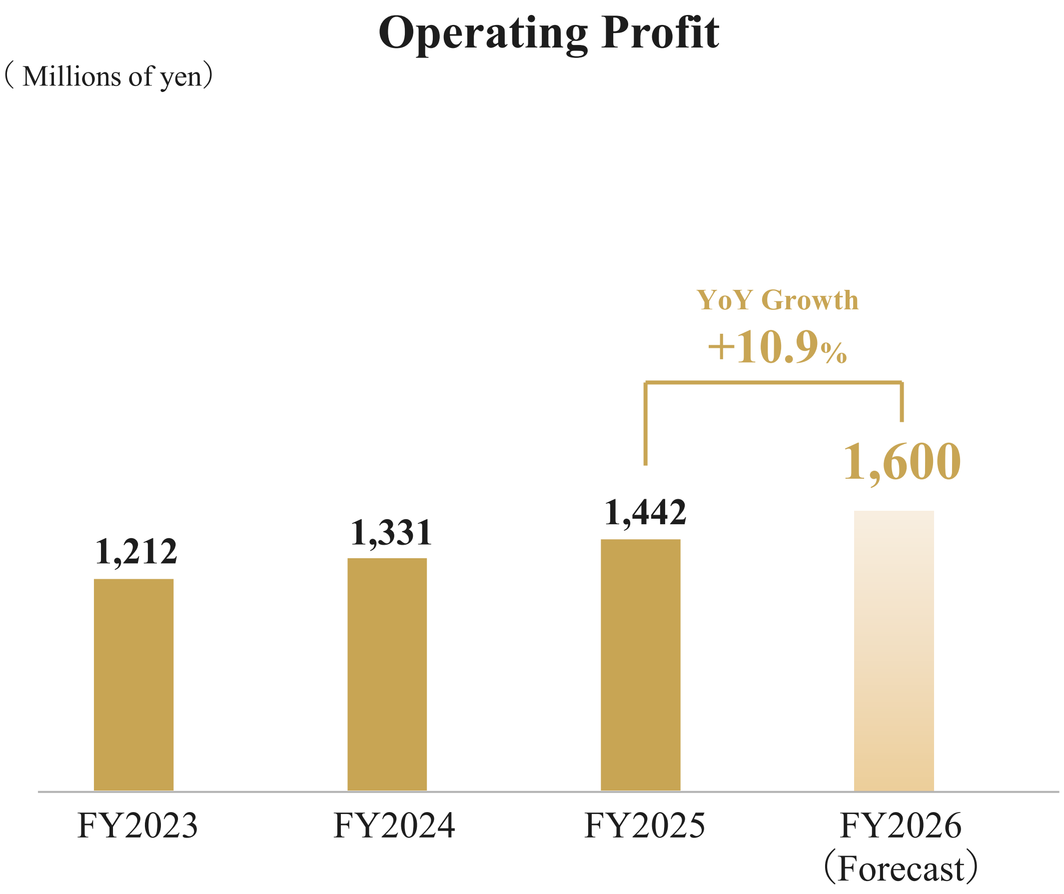
FY2026 Earnings Forecast

- In the DM Business, we will accelerate growth by enhancing our sales and proposal capabilities, building on the momentum from 2H 2025.
- In the DX Business, we will strengthen our organization by expanding our human capital through hiring and M&A.
- In IP, Entertainment and Other Businesses, our current focus areas are expected to continue growing steadily.





Key Priority Themes and Major Initiatives by Business

DM Business

Key Priority Themes

01 Strengthen large-scale project acquisition by building a customer-preferred organization.

02 Continuously enhance value and quality in AI-era digital marketing.

Major Initiatives

- Leverage strengthened organizational, sales, and proposal capabilities to increase large-scale project wins and improve conversion rates.
- Develop AI products for digital marketing to enhance quality and productivity, while accelerating new customer acquisition through selective external sales.

DX Business

Key Priority Themes

01 Expand our human capital through recruitment and M&A, while strengthening customer responsiveness and development and operational capabilities.

02 Strengthen talent development and retention to enhance human capital value.

Major Initiatives

- Pursue M&A opportunities in growth areas while considering synergies with existing DX group companies.
- Continue proactive initiatives to address the increasingly competitive engineer recruitment market.
- Enhance employee engagement and foster a work environment that enables talent to thrive.

IP, Entertainment, Other

Key Priority Themes

01 Pursue growth in the IP and entertainment domain through idol production and game development.

02 Pursue growth in other domains through IT talent placement and SaaS-based talent management businesses.

Major Initiatives

- Grow the idol production business, centered on Honey devil—who performed at TIF, Japan's largest idol festival—while aiming to expand the number of groups.
- Pursue the establishment of new businesses in emerging fields, By leveraging expertise gained through game development, including Roblox-based marketing and Unity-powered digital twin technologies.

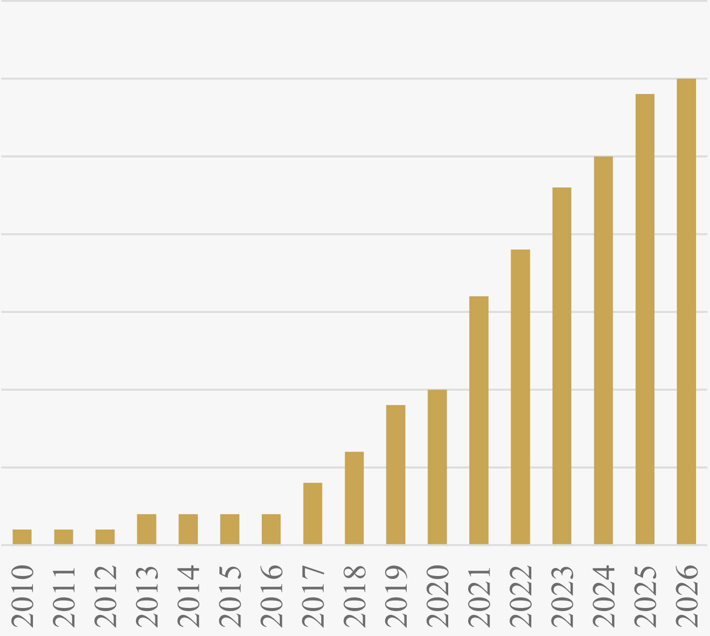
Additional Notes on Our Growth Strategy

M&A Strategy

Strengths and Characteristics in M&A

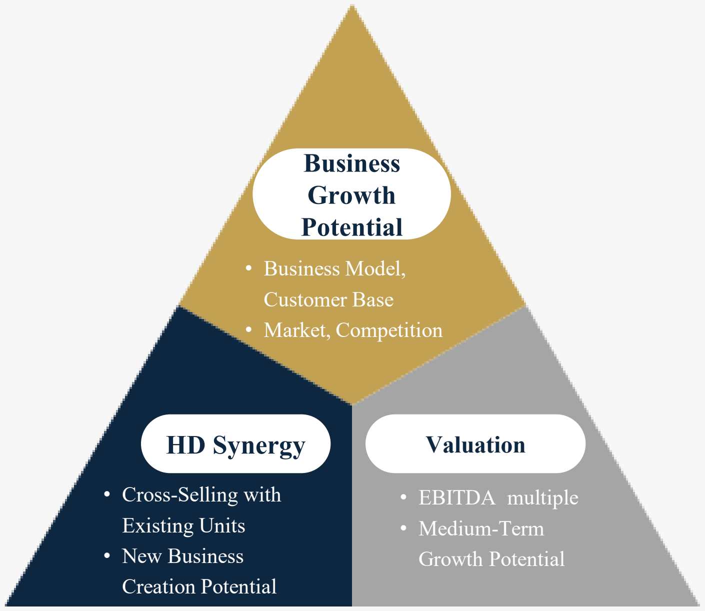
The company's strengths lie in its investment and PMI expertise, as well as its execution capabilities, accumulated through approximately 30 investment transactions.

A total of 30 investments



Investment Criteria

Investment targets are carefully selected based on three criteria: growth potential, holding company synergies, and valuation.



Investment Strategy

Pursuing Opportunities in Both New and Existing Business Areas

01

M&A to Expand TAM

Leverage M&A to enter new growth markets, primarily targeting adjacent markets where synergies with existing businesses can be expected. Currently, the Company is primarily considering companies in upstream development areas, such as IT consulting and ERP implementation, as well as companies in the cybersecurity sector.

02

M&A for Roll-Up Strategy

Expand service offerings, customer bases, and human resources through the acquisition of multiple companies in the same industry. The Company is considering M&A opportunities not only in the DM and DX businesses, but also in the IP & Entertainment business.

Additional Notes on Our Growth Strategy

M&A Investment Case Studies

Domain	Market size	Roll-up Strategy
AD/SEO Creative / SNS Marketing (Starting in June 2009)	Approximately 4 trillion yen ※1	Mint'z Planning co.,ltd.; PAM GROUP; ADAM TECHNOLOGIES; E2E EMPOWERMENT JAPAN; LIFULL Marketing Partners
System Solutions (Starting in June 2017)	Approximately 16 trillion yen ※2	Sharing Innovations; A&B エー・アンド・ビー・コンピュータ; JTPRO Corporation; SALTO
Cloud Integration (Starting in January 2019)		※Acquired and integrated 11 companies in the DX domain; KHWAYz
Software Testing (Starting in May 2023)	Approximately 6 trillion yen ※3	VES validation engineering service
Game Development (Starting in September 2024)	Approximately 2 trillion yen ※5	LANDHO!

TAM Expansion

※1 Source: Dentsu, "Advertising Expenditures in Japan"　※2 Source: Ministry of Economy, Trade and Industry, "Information and Communication Industry Basic Survey" (calculated from software industry sales)

※3 Source: Information-technology Promotion Agency (IPA), "Software Development Analysis Data Collection"　※4 TAM=Total Addressable Market (maximum addressable market)

※5 Source: XENO BRAIN, "Market Size Forecast for Game Software Makers.

Additional Notes on Our Growth Strategy

The Chain of Creation - Creating New Value through Group Synergies after M&A

Development of New Services

Case Example：Marketing DX Support

Digital Identity × Sharing Innovations

By building a marketing data accumulation system through Sharing Innovations and combining it with the marketing services of Digital Identity Inc., the company aims to maximize customer experience and performance outcomes.

Case

- Marketing automation domain within Salesforce

Case Example：Metaverse Marketing

Digital Identity ×

Developing a service that combines game development and marketing technologies to create community spaces and virtual experiences that generate new purchasing channels and enhance brand value.

Case

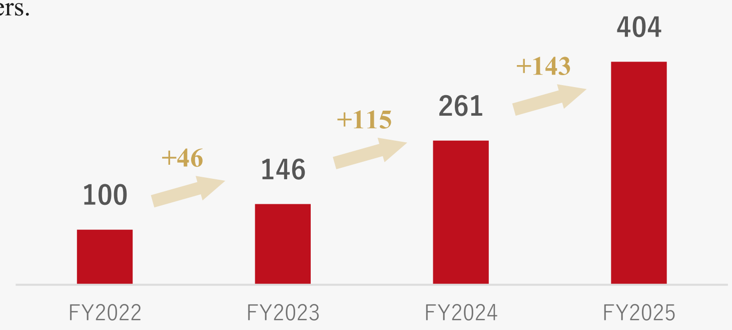
- Marketing to generation Z using Roblox
- Digital twin domain utilizing Unity

Discontinuous Organizational Expansion

Enhancement of Recruitment and Development Capabilities

VES validation engineering service

- The company's recruitment capability improved as a result of gaining brand recognition as part of a listed corporate group.
- Leveraging the Holdings' strength in M&A capabilities, the company enhanced its development capabilities through the acquisition of industry peers.



Changes in the Number of Employees in the VES Group

Table of Contents

Our Group Companies

- **Centralized management structure enables group companies to focus on core operations.**
- **Appropriate governance structures established for listed subsidiaries and subsidiaries preparing for listing.**

ORCHESTRA HOLDINGS **Orchestra Holdings Inc.**

DM Business

Digital Identity Inc.
- Digital Marketing Business

DX Business

Sharing Innovations Inc.
- Cloud Integration Business
- System Solutions Business

VES, Inc.
- Software Testing Business

SALTO Co., Ltd.
- System Development Business

IP, Entertainment, and Other Businesses

Viivo Inc.
- IP Business

Land Ho Co.,Ltd.
- Game Development Business

R-Stone Co.,Ltd.
- Recruitment Business

101 Inc.
- Talent Management Business

Overview of the DM Business

- **We offer a full-funnel consulting service that optimizes every stage of marketing—from strategy and execution to data analysis—to drive customer acquisition and branding success.**

Subsidiaries engaged in the DM business

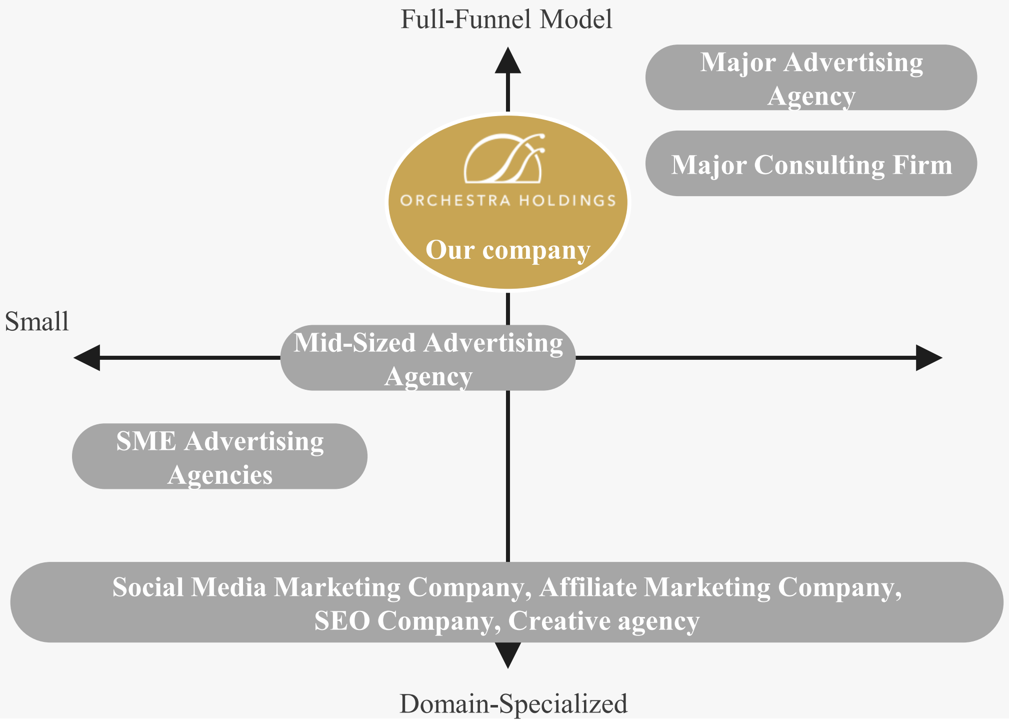
The group operates businesses through two companies.
Digital Identity Inc. represents our original (founding) business.

Digital Identity Inc.
- Digital Marketing
- Strategic Planning

PEACE Inc.
- Brand Consulting
- Web Production

Positioning

Aim to become the leading digital marketing partner in the mid-market segment.

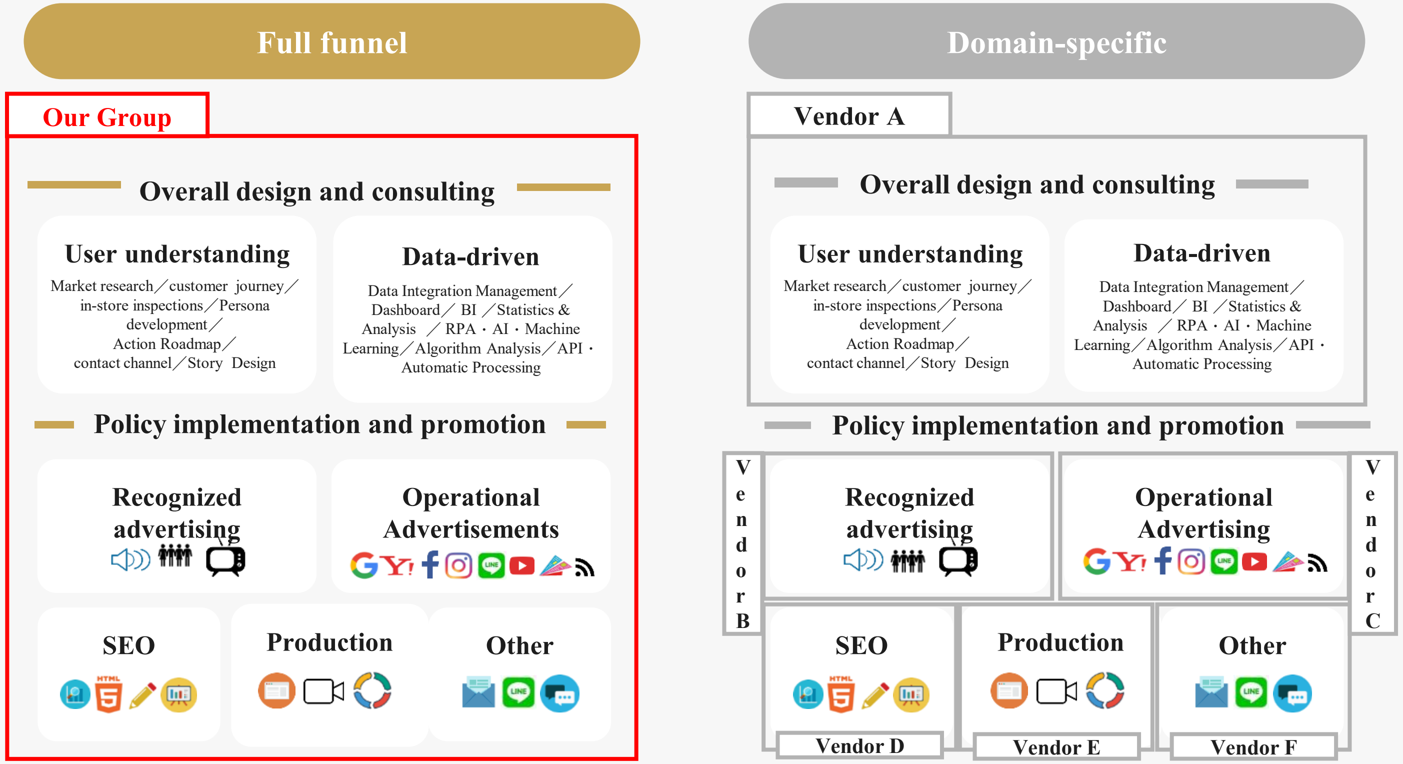


Strengths and Growth Strategy of the DM Business

We offer a comprehensive, full-funnel consulting service that optimizes every aspect of digital marketing—from strategic planning, proposal, and execution to data analysis—helping clients enhance customer acquisition, branding, and overall marketing effectiveness.

Strengths

We provide a diverse range of services that adapt to evolving digital marketing technologies and increasingly complex customer needs.



Growth Strategy

1 Proposals Leveraging Full-Funnel Strengths

We have established a structure that enables comprehensive, full-funnel support—from strategic planning to execution—by centrally managing brand awareness ads, performance ads, SEO, and content production.
This integrated approach serves as a major source of our competitive advantage.

2 Industry-Wide Track Record and Growth Strategy

We have an extensive track record across a wide range of industries, including finance, real estate, pharmaceuticals, life insurance, commercial facilities, and web services.
Leveraging these strengths, we aim to actively pursue large-scale projects to further expand our business scale and enhance profitability.

3 Empowering Proposals Through Generative AI

In response to the advancement of generative AI, we are enhancing both the quality of our proposals and solutions to drive initiatives that enable clients to solve challenges while achieving sustainable growth.

ORCHESTRA HOLDINGS

Overview of the DX Business

- **Serving primarily companies with over JPY 100 billion in revenue, the DX business offers three core services: cloud integration, system development, and software testing.**

DX Business Subsidiaries

Operating through five Group companies.
VES Inc., which provides software testing services, has recently achieved strong growth.

Sharing Innovations Inc.
- Cloud Integration
- Data Analytics Consulting

㈱SALTO
- System Development
- Lab-based and Contract Development

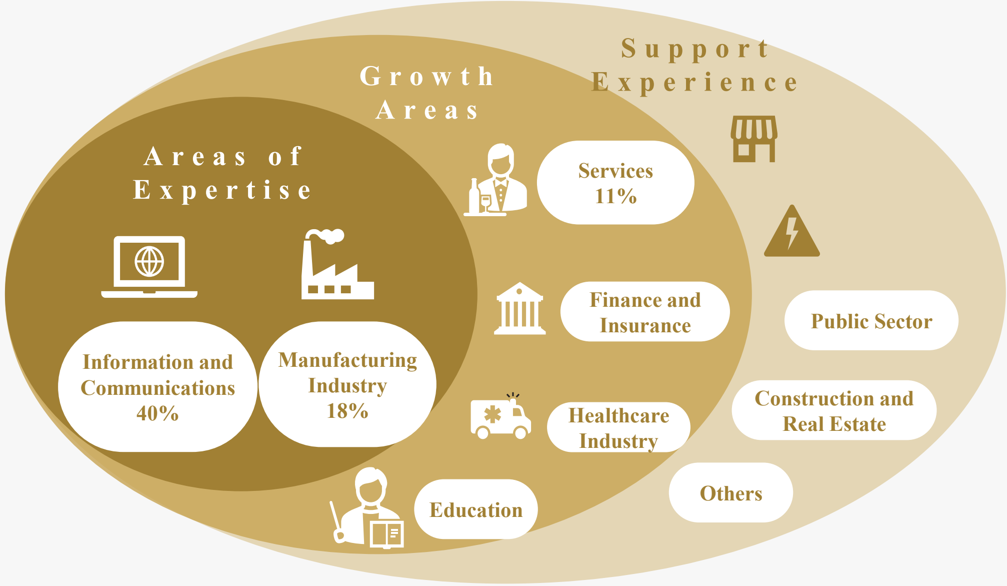
VES, Inc.
- Software Testing
- IT Engineer Staffing

KHWAYzCo.,Ltd.
- AIDC System Development
- IoT System Development

JTPRO Corporation
- Website and Web System Development
- Core Business System Development

Target Company

Serving primarily mid-sized and large enterprises across a wide range of industries with annual revenue of over JPY 100 billion.

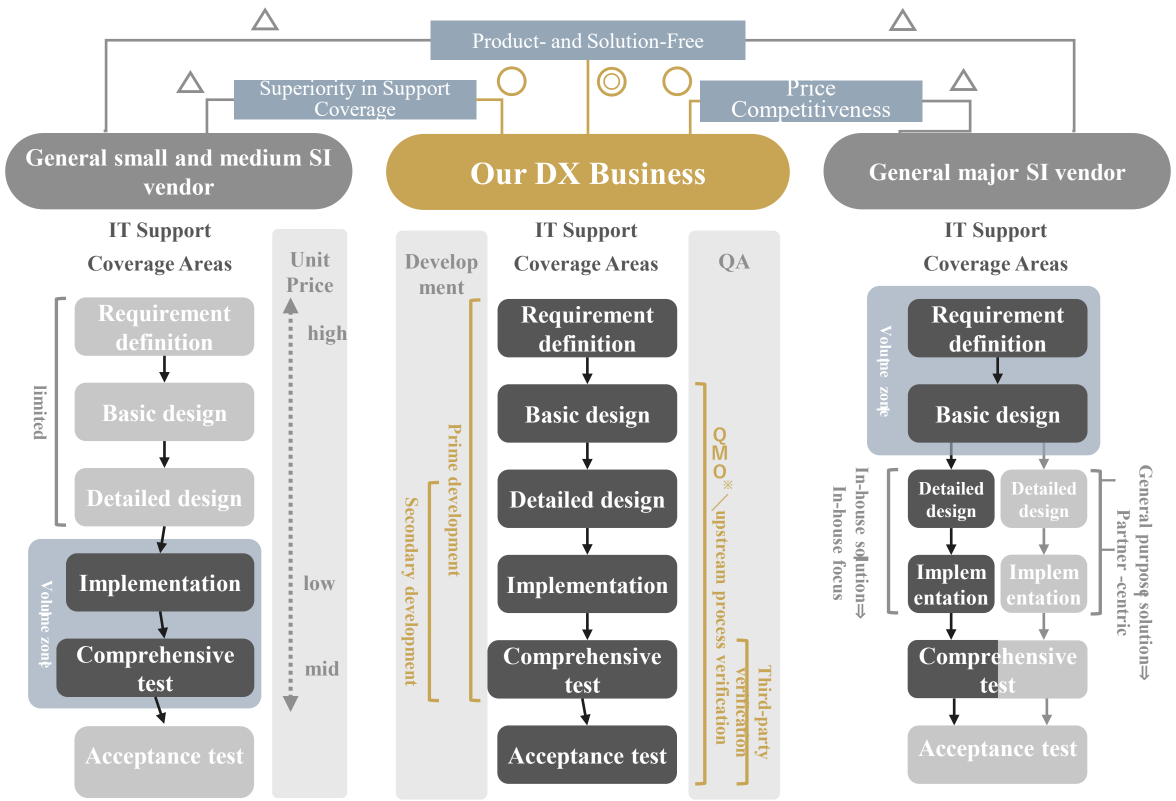


Strengths and Growth Strategy of the DX Business

Strengthen recruitment, training, and development infrastructure to expand orders.
Establish a sustainable growth cycle through the acquisition of large-scale projects.

Strengths

flexibility・price advantage・coverage areas



Growth Strategy

Recruitment × **Training** × **Development Capability**

Customer Base

- We hire top talent from about 1,000 applicants each year and strengthen training based on solid certification achievements.
- Going forward, we will expand recruitment and development, increasing projects and creating opportunities for young talent.
- With stronger development capabilities, we aim to win larger projects and accelerate revenue growth.
- Through this growth cycle, we will enhance client value and build a competitive edge through both technology and talent.

Overview of the IP and Entertainment Market

Expanding services in the "IP & Entertainment" domain, expected to become the third growth pillar, while investing in future growth businesses.

IP & Entertainment Business

IP
- Talent Management
- Idol Group Production

Game Development
- Engages in the planning, development, and operation of games across multiple platforms.
- Also focusing on development within the Roblox platform.

Platform for Fortune-Telling Advisors
- A fortune-telling service that allows users to consult with over 1,000 professional advisors via chat.

Other Businesses

Skill Management SaaS
- SaaS-Based Skill Management System
- Supports skill management and human resource development through the use of advanced technologies.

IT Staffing Agency
- A recruitment agency specializing in IT professionals and creators.

Job Listing Website
- Job and Project Listing Website for Freelance Engineers

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ESG Initiatives

We identified material issues under the fundamental policy of "Contributing to the resolution of social issues through business activities."

Materiality Basic Policy

Our Group believes that contributing to solving social issues through our business activities helps build a sustainable society, which ultimately leads to our Group's sustainable growth and enhanced corporate value.

We will set materiality (key issues) by considering various factors surrounding our Group, such as the business environment, management situation, and business stage, and promote sustainability through our business activities.

ESG Goals and Sustainability Commitments

Sustainability Initiatives

1 Achieving Eco-Friendly Offices Through Corporate DX Support

Through Salesforce implementation support and consulting, we assist companies in their digital transformation, promoting workstyle reforms such as digitizing and streamlining internal procedures and enabling remote work. This achieves paperless operations, reduced power consumption, and CO2 reduction.

2 IT talent development, promoting diversity and flexible work arrangements, and respecting human rights

We will actively engage in the digitalization of society, which is expected to advance further, contributing to the realization of an efficient and prosperous society while promoting the development of IT talent.
Furthermore, by providing equal opportunities to all and maximally respecting individual human rights, we will strive to create an environment where human rights are protected in all situations, contributing to the development of a sustainable society.

3 Strengthening the governance framework

Strengthening corporate governance through measures such as establishing various committees, further appointing outside directors, and implementing board effectiveness evaluations.

Vision

The Chain of Creation

– Through our business, we continue to produce pioneers of innovation –

ORCHESTRA HOLDINGS

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