Earnings Presentation

FY2026 Q2

Second Quarter of Fiscal Year
Ending December 31, 2026

ibis inc. (TSE Growth: 9343)

August 10, 2026

Q2 Subscription Billing Sales Up 66.4% YoY to a Record High, Recurring Revenue Driving Growth as We Enter the Harvest Phase

	FY2025 Q2 Consolidated Results	FY2026 Q1 Consolidated Results	FY2026 Q2 Consolidated Results	YoY (QoQ)
Subscription Billing Sales	270 million yen	410 million yen	450 million yen	+66.4% (+10.3%)
Number of ibisPaint Subscriptions	303.7 thousand	448.0 thousand	484.5 thousand	+59.5% (+8.2%)
Net Sales	1.21 billion yen	1.46 billion yen	1.54 billion yen	+27.2% (+6.1%)
Operating Profit	260 million yen	370 million yen	260 million yen	-1.5% (-29.6%)
Operating Profit Margin	21.9%	25.6%	17.0%	-4.9pt (-8.6pt)

- The net increase in ibisPaint subscriptions (new subscriptions, net of cancellations) reached 36,527, a Q2 record. Although the net increase declined 27.5% QoQ due to seasonality and a higher cancellation rate following strong subscription additions in Q1, new subscriptions increased 4.5% QoQ, continuing to serve as a key growth driver
- Net sales also reached a record high, as both subscription billing in the mobile segment and contract development in the solutions segment exceeded the company's plan, driving 27.2% YoY and 6.1% QoQ growth in net sales
- Operating profit would have been 390 million yen (YoY +48.9%), but an additional advertising investment of 134 million yen was made above the company's plan to expand recurring revenue from Q3 onward

* YoY stands for "Year over Year"
* Consolidated financial statements have been applied since FY2025. The profit and loss of Techno-Speech, Inc. has been consolidated from April 1, 2025, and the profit and loss of Zeroichi Start Inc. has been consolidated from January 1, 2026
* Pages 3-5 present cumulative results, while pages 2 and 6-8 show results for the accounting period
* Regarding the purchase price allocation (PPA) for the acquisition of Techno-Speech, Inc., figures as of FY2025 Q2 were disclosed based on provisional accounting treatment; following the finalization of the PPA, the figures have been retroactively restated to reflect the finalized accounting treatment

All Metrics Progressing Ahead of the Full-Year Plan, Targeting Full-Year Operating Profit Above the Plan Despite Upfront Investments

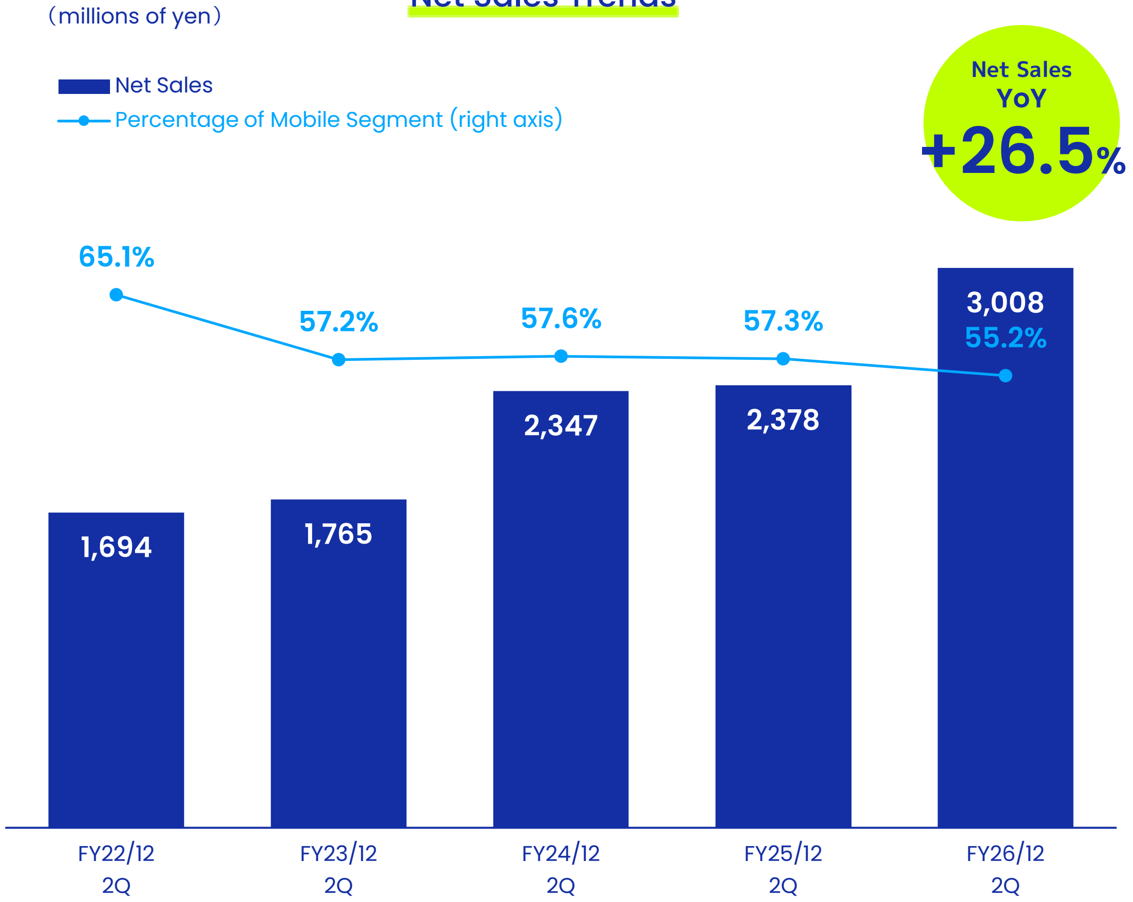
	FY2025 Q2 Consolidated Cumulative Results	FY2026 Q2 Consolidated Cumulative Results	FY2026 Consolidated Cumulative Plan	YoY (% of Plan)
Subscription Billing Sales	520 million yen	870 million yen	1,730 million yen	+67.8% (50.5%)
Number of ibisPaint Subscriptions	303.7 thousand	484.5 thousand	547.4 thousand	+59.5% (Net Additions: 58.0% of full-year plan)
Net Sales	2.37 billion yen	3.00 billion yen	5.45 billion yen	+26.5% (55.2%)
Operating Profit	570 million yen	630 million yen	1,350 million yen	+11.1% (47.0%)
Net Profit Attributable to Owners of the Parent	380 million yen	450 million yen	940 million yen	+19.6% (48.5%)

- First-half progress toward the full-year plan reached 50.5% for subscription billing sales (+9.1% vs. plan) and 58.0% for the net increase in ibisPaint subscriptions (+18.7% vs. plan), both showing steady progress ahead of the plan
- As acquisition efficiency exceeded the plan, we reallocated an additional 150 million yen to advertising in the first half to build up recurring revenue. We will optimize the pace of investment in the second half, while still targeting full-year operating profit above the plan
- Progress is tracking ahead of the plan, but from a conservative standpoint, we maintain our initial full-year guidance, including our net sales forecast

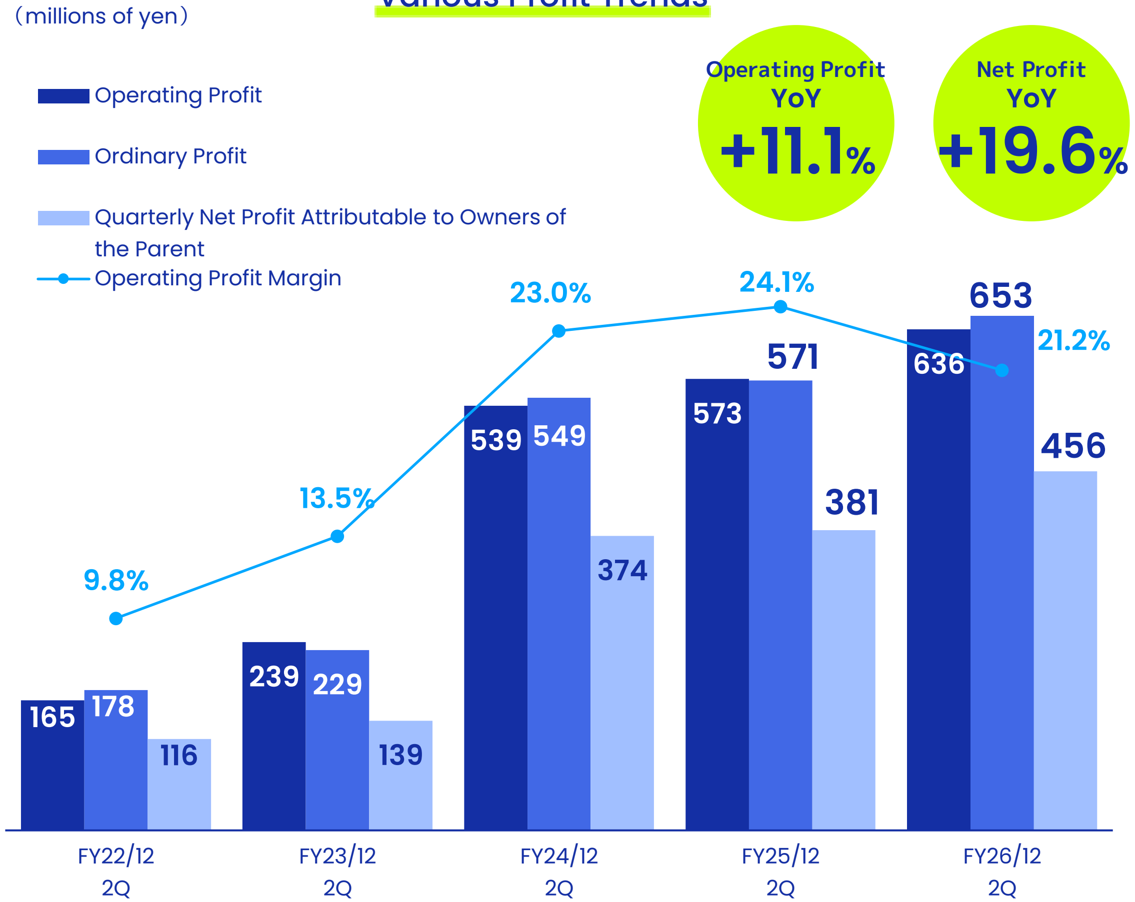
* Consolidated cumulative results (FY2025 Q2 and FY2026 Q2) represent year-to-date "interim net profit attributable to owners of the parent"
* The FY2026 full-year consolidated forecast represents "net profit attributable to owners of the parent" for the full fiscal year
* Regarding the purchase price allocation (PPA) for the acquisition of Techno-Speech, Inc., figures as of FY2025 Q2 were disclosed based on provisional accounting treatment; following the finalization of the PPA, the figures have been retroactively restated to reflect the finalized accounting treatment

Growth in Net Sales and Profit Despite Goodwill Amortization; Strengthening the Earnings Base

Net Sales Trends



Various Profit Trends

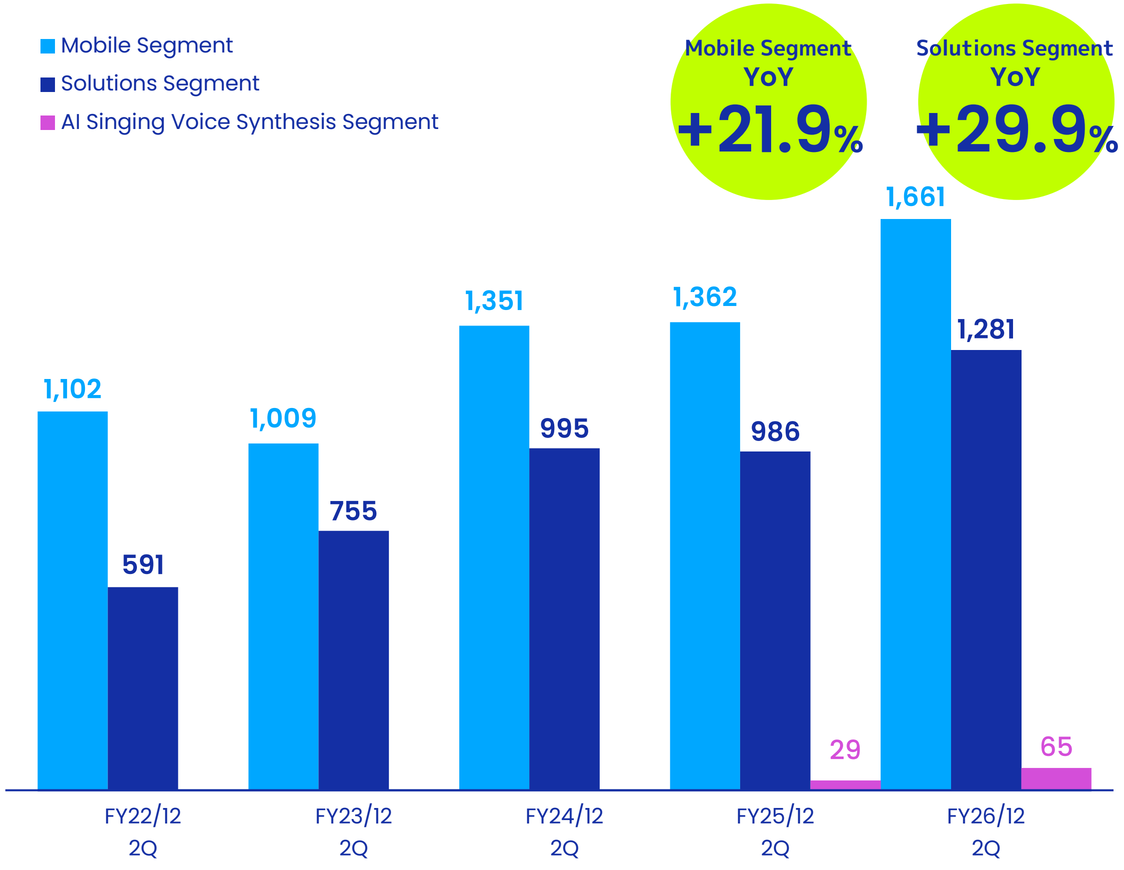


* The mobile segment includes the mobile business, BCS (Business Cloud Service), and other businesses
* Consolidated financial statements have been applied since FY2025. The profit and loss of Techno-Speech, Inc. has been consolidated from April 1, 2025, and the profit and loss of Zeroichi Start Inc. has been consolidated from January 1, 2026
* Regarding the purchase price allocation (PPA) for the acquisition of Techno-Speech, Inc., figures as of FY2025 Q2 were disclosed based on provisional accounting treatment; following the finalization of the PPA, the figures have been retroactively restated to reflect the finalized accounting treatment

Over 20% Sales Growth Maintained in Both Mobile and Solutions Segments

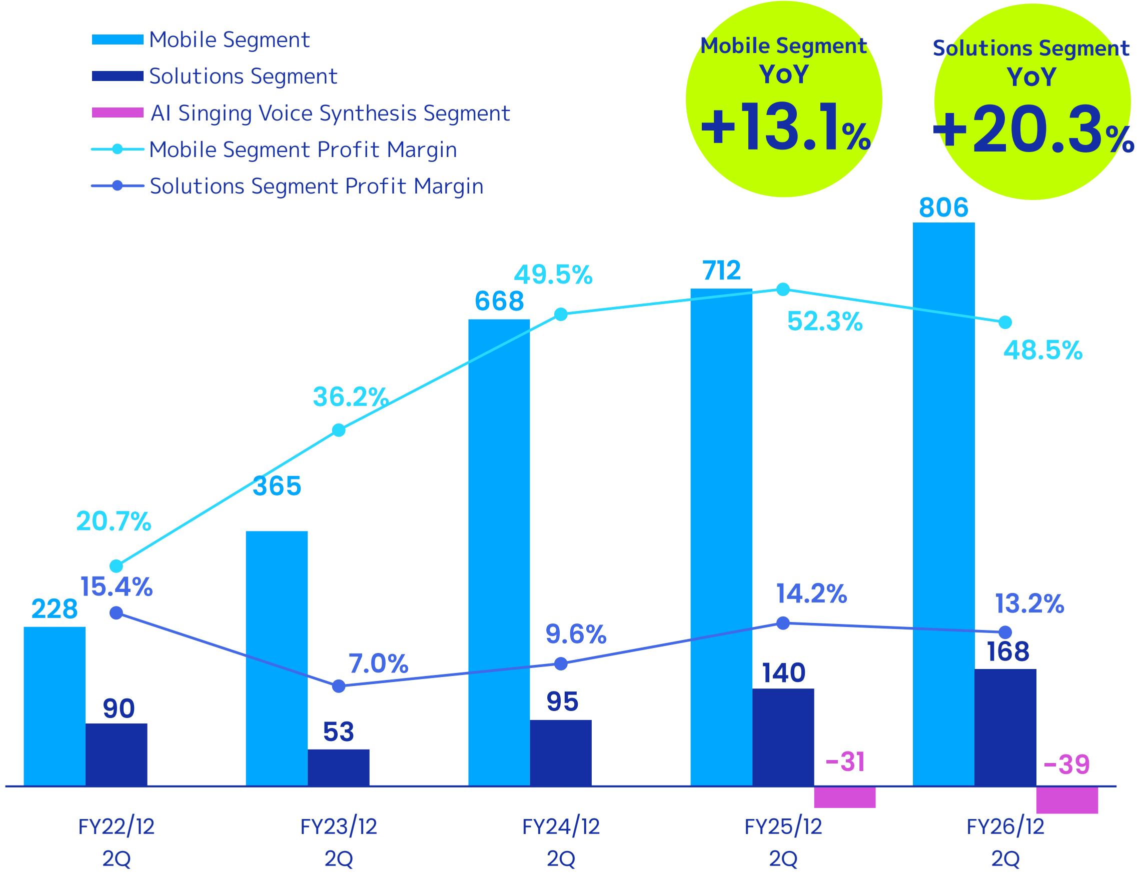
Net Sales Trends

(millions of yen)



Segment Profit Trends

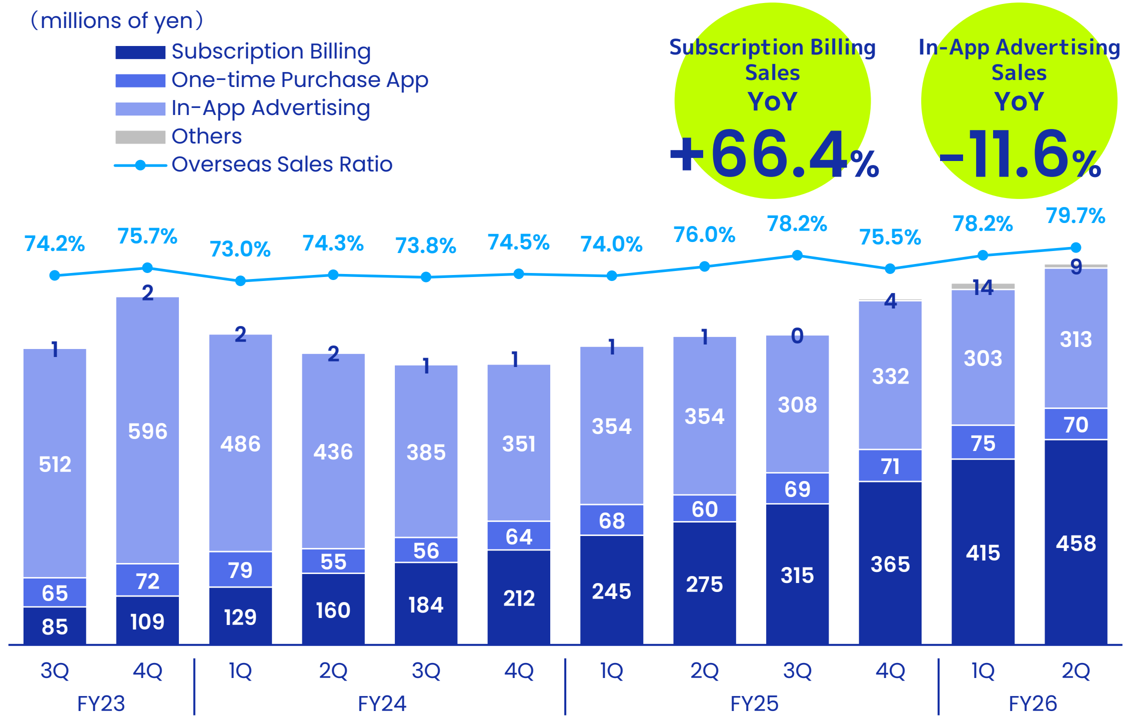
(millions of yen)



* Consolidated financial statements have been applied since FY2025. The profit and loss of Techno-Speech, Inc. has been consolidated from April 1, 2025, and the profit and loss of Zeroichi Start Inc. has been consolidated from January 1, 2026
* For convenience, VoiSona sales include sales for CeVIO in the same B2C area, as well as from the production of voice libraries for VoiSona and CeVIO
* Regarding the purchase price allocation (PPA) for the acquisition of Techno-Speech, Inc., figures as of FY2025 Q2 were disclosed based on provisional accounting treatment; following the finalization of the PPA, the figures have been retroactively restated to reflect the finalized accounting treatment

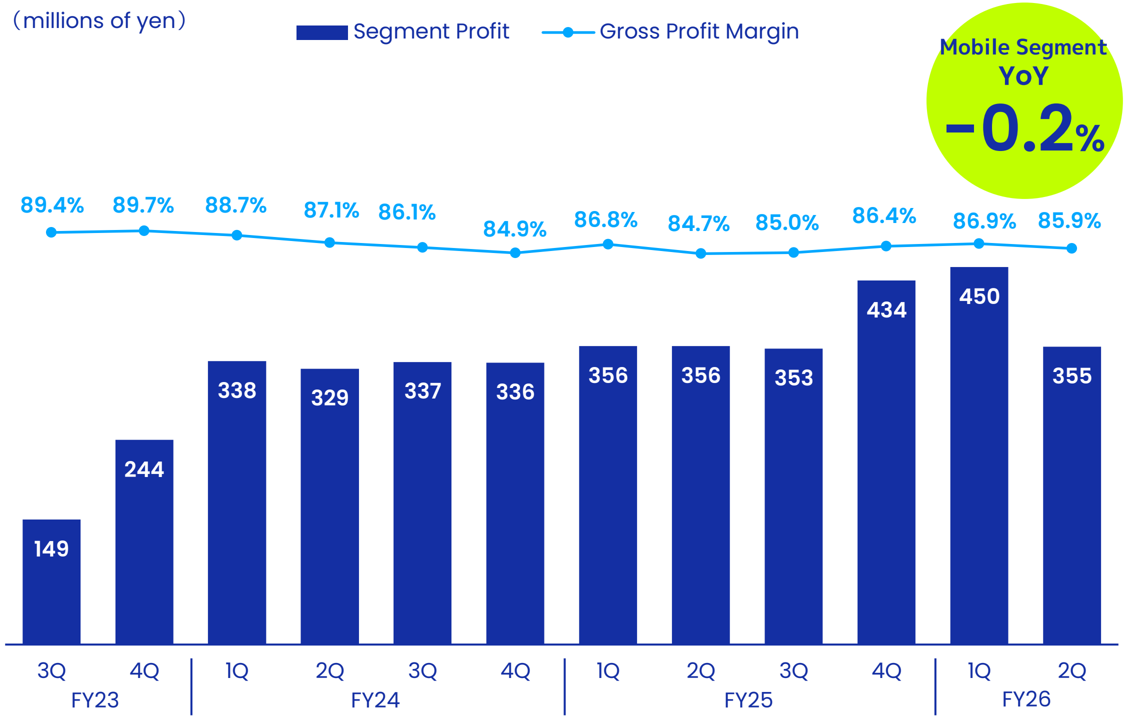
Subscription Billing Drove Quarterly Sales to a Record High

Sales by Category and Overseas Sales Ratio Trends



- ✓ Mobile segment sales totaled 850 million yen (YoY +23.2%), expanding strongly
- ✓ Although in-app advertising sales decreased quarter on quarter, the weaker yen supported results, which came in above expectations. A solid trend is expected to continue from Q3 onward
- ✓ Subscription billing sales have surpassed in-app advertising sales since Q3 of the previous fiscal year and have become a stable sales pillar

Segment Profit and Gross Profit Margin Trends



- ✓ Additional advertising investment of 134 million yen above the company's plan was made to expand recurring revenue from Q3 onward, resulting in segment profit declining 21.2% QoQ
- ✓ The new advertising investment model introduced in late December 2025 successfully drove growth in ibisPaint subscription billing users
- ✓ Gross profit margin improved by 1.2pts YoY to 85.9%, maintaining a high level

* Consolidated financial statements have been applied since FY2025. The profit and loss of Techno-Speech, Inc. has been consolidated from April 1, 2025, and the profit and loss of Zeroichi Start Inc. has been consolidated from January 1, 2026

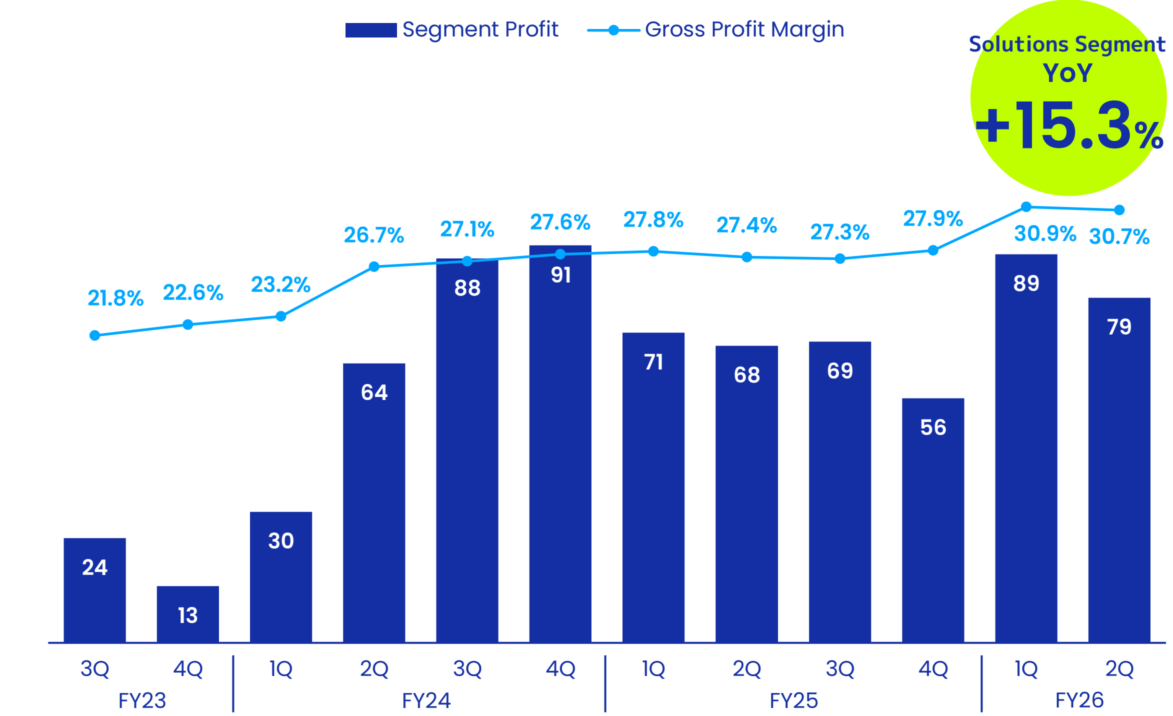
* Subscriptions on the left chart represent the total subscription billing sales of ibisPaint and BCS

Sales Reached a Record High for 4 Consecutive Quarters; Gross Profit Margin Remained at a High Level

Trends in Sales by Segment

- ✓ Sales totaled 660 million yen (YoY +33.3%), marking a record high for four consecutive quarters
- ✓ Contract development sales grew significantly. Although the timing of orders resulted in some revenue being concentrated in Q2, progress toward the full-year plan remains on track
- ✓ The consolidation effect of the absorption-type merger with Zeroichi Start Inc. (effective April 1, 2026) supported growth

Trends in Segment Profit and Gross Profit Margin



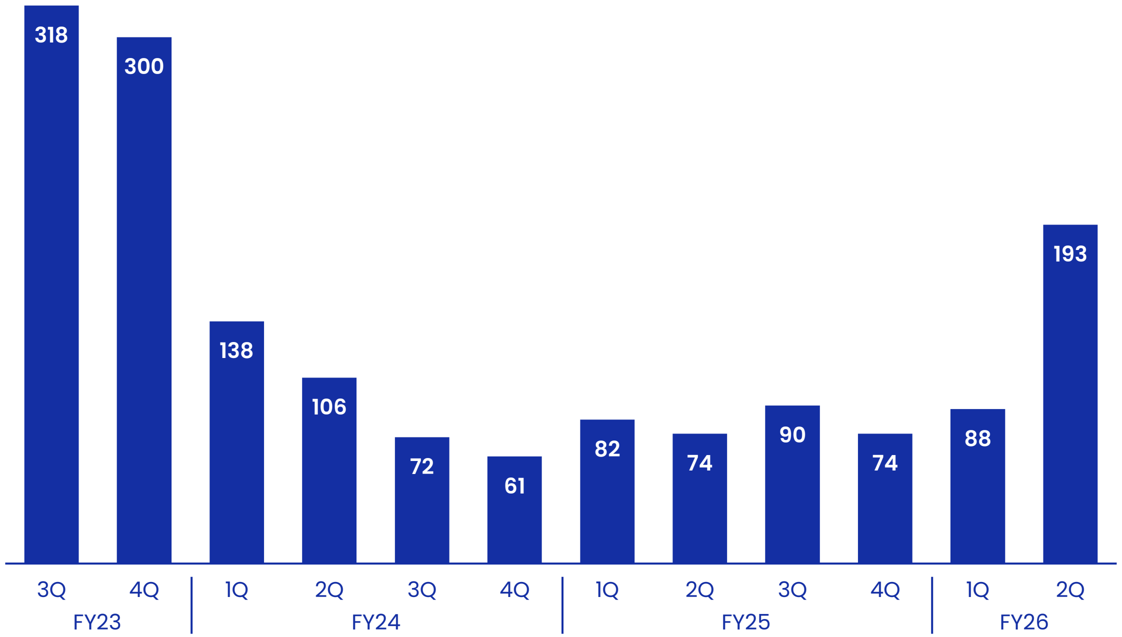
- ✓ Segment profit continued to grow YoY, driven by growth in contract development
- ✓ Gross profit margin remained at the same level as the record high in Q1, staying above 30%
- ✓ The establishment of an AI-driven development structure is advancing development efficiency, aiming to transition to a next-generation SIer business model

* Consolidated financial statements have been applied since FY2025. The profit and loss of Techno-Speech, Inc. has been consolidated from April 1, 2025, and the profit and loss of Zeroichi Start Inc. has been consolidated from January 1, 2026

Promoting Ad Optimization to Drive Subscription Growth and Investment in Engineers to Strengthen the Growth Foundation

Advertising Investment Trends

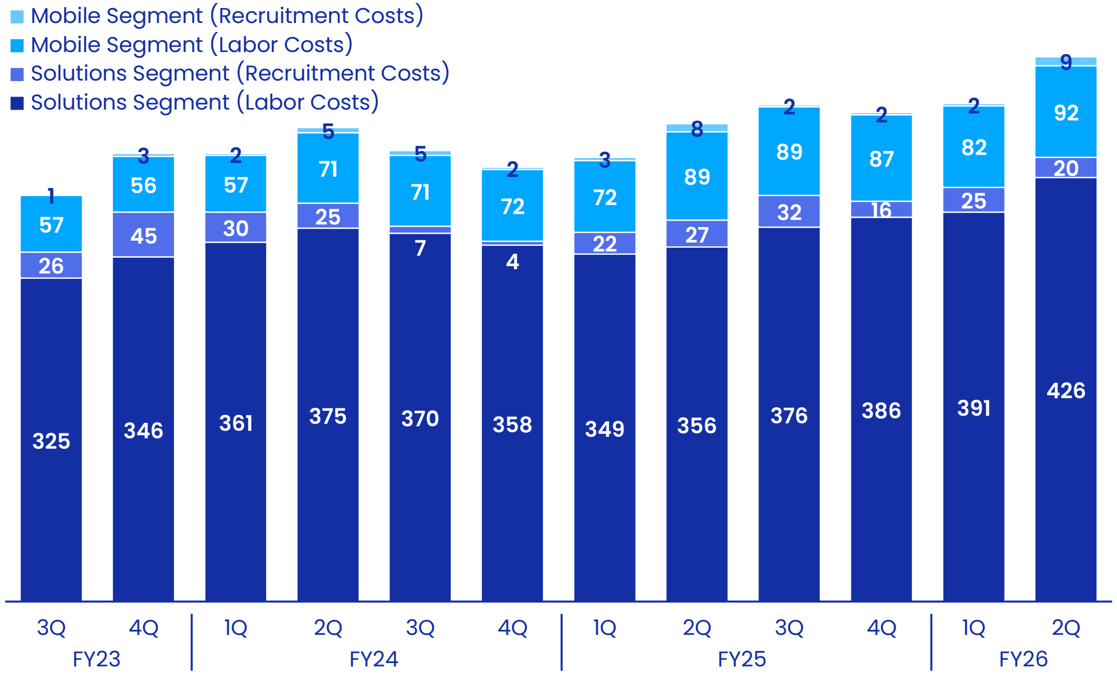
(millions of yen)



- ✓ Advertising expenses increased 159.0% YoY as the first-half profit upside was allocated to advertising investment
- ✓ Although new ibisPaint downloads totaled 16,467 thousand (-7.2%), investment efficiency improved due to a higher subscription conversion rate
- ✓ From the second half onward, we plan to invest around 120 million yen per quarter while optimizing the pace of investment

Trends in Investment in Engineers

(millions of yen)



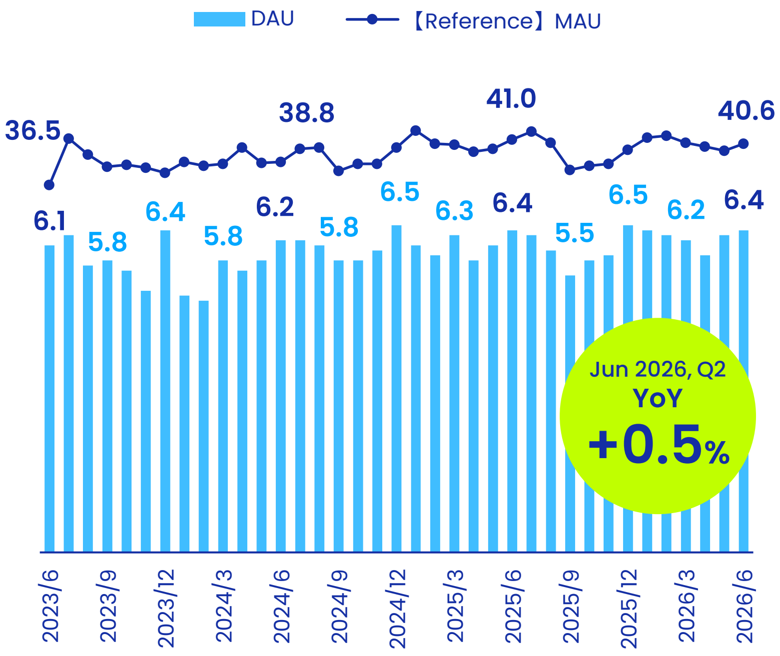
- ✓ Investment in engineers in the mobile segment totaled 100 million yen (YoY +4.3%), reflecting organizational expansion aimed at strengthening the product
- ✓ Investment in engineers in the solutions segment totaled 440 million yen (+16.3%) , of which 10 million yen was attributable to the consolidation effect of the merger with Zeroichi Start Inc., reflecting substantial strengthening of the talent base supporting order growth

* Investment in engineers refers to the total labor and hiring costs of engineers in each segment

Net New Subscription Contracts Continued to Expand at 1.4x the Growth Rate
The Number of IT Engineers Reached a Record High, Strengthening Organizational Capability

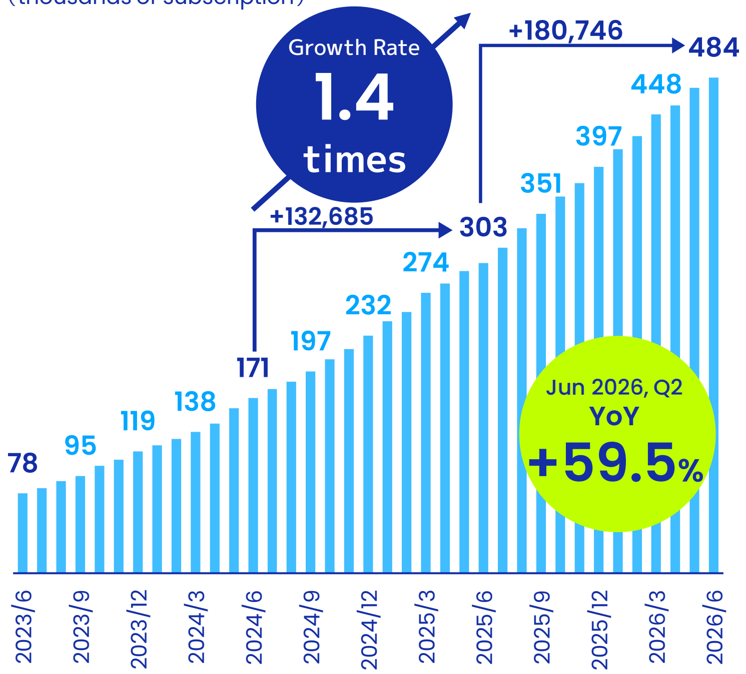
Mobile Segment

DAU (Daily Active Users)



✓ DAU remained at a high level of over 6.44 million, serving as a stable foundation for in-app advertising sales

Number of ibisPaint Subscriptions

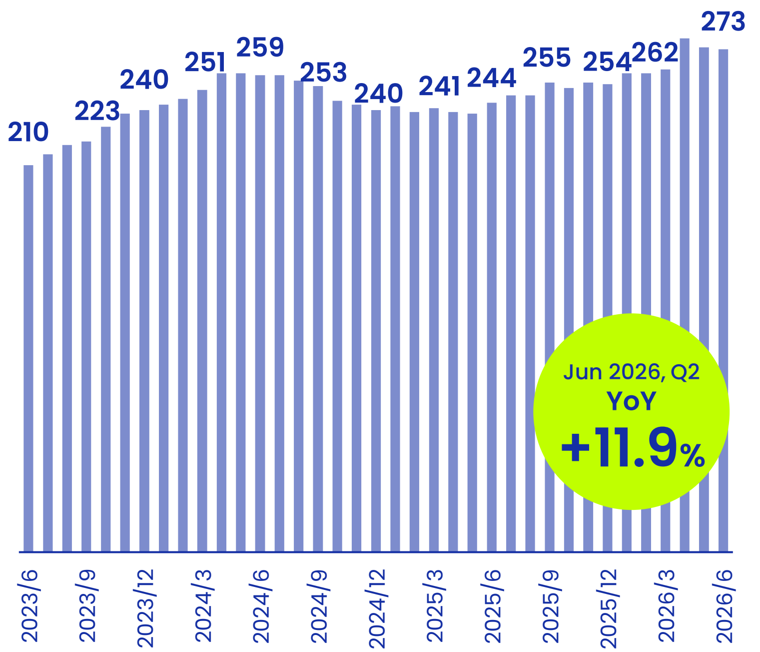


✓ The number of ibisPaint subscriptions reached 484 thousand, with Q2 net new subscriptions of 36,527, a Q2 record. Although net new subscriptions declined 27.5% QoQ due to temporary factors, the underlying growth trend remains unchanged, and subscription conversion continues to expand steadily

✓ Progress toward the full-year target for net subscription additions reached 58.0%, significantly ahead of plan

Solutions Segment

Number of IT Engineers



✓ The number of IT engineers increased by 29 YoY to 273 (including 9 from the merger with Zeroichi Start Inc.). Following the redefinition of skill sets in Q1 to support the transition to a next-generation SIer model, voluntary departures among employees below the required standard increased and hiring standards were tightened, shifting the organization to prioritize profit margins and AI development capabilities over headcount

* DAU represents the number of free active users per day, and MAU represents the number of monthly active users across all series, including paid app users but excluding the Edu series
* The figures shown above the DAU bar chart represent DAU at the end of each quarter

Harvest the Momentum

From Japan to the world -
ibis turns global creativity into growth.

Investor Digest

ibis inc. (TSE Growth: 9343)

May 12, 2026

ibisPaint

40.07 Million MAU

The world is drawn on ibisPaint

The go-to drawing app ranked No.1 for 7 consecutive years※1

- Overseas MAU Ratio: Over 90%※2
- Cumulative Downloads: 520 million

In-house ads accelerate subscriptions

- Subscribers: 397K (Paid Conversion Rate: 1.0%)
- Subscription ARPU: 17.1x In-app Advertising ARPU

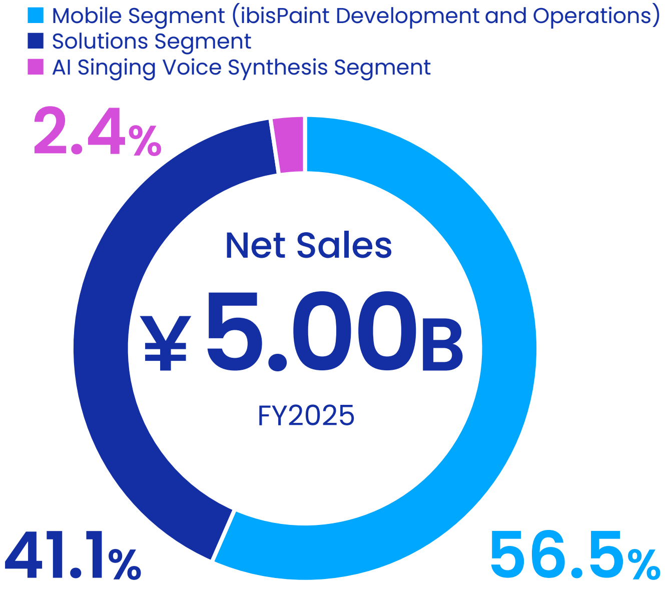
Japanese IP leads the market

- Global IP Market：
  Expected to Reach JPY 20 Trillion by 2033 ※3

*1 App Store "Graphics & Design" category (from 2019 through January-November 2025), global basis, Monthly Active Users (MAU). Source: data.ai by Sensor Tower
*2 January–December 2025, global basis, Monthly Active Users (MAU). Source: Company research
*3 Source: "Intellectual Property Strategic Program 2025," Cabinet Office of Japan. Available at: https://www.cas.go.jp/jp/seisakukaigi/titeki2/chitekizaisan2025/pdf/suishinkeikaku.pdf (accessed April 6, 2026)

A Japan-Based Tech Company Developing the World's No. 1 Mobile Painting App

Net Sales Breakdown by Business Segment

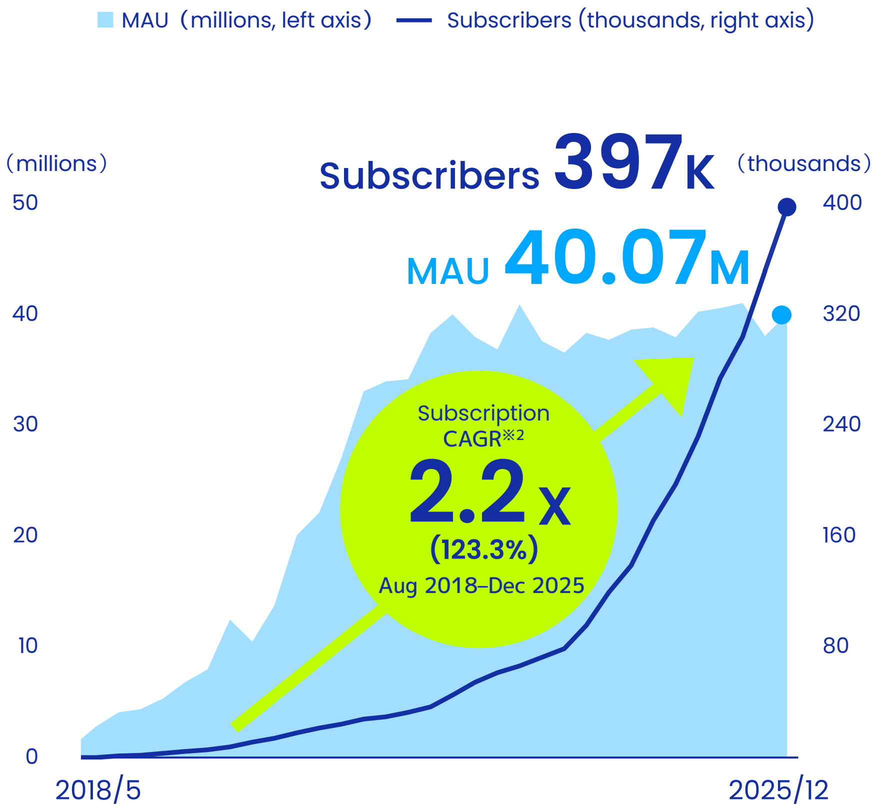


Mobile Segment Revenue Breakdown

Overseas 75.9%

Japan 24.1%

MAU and Subscribers Trend



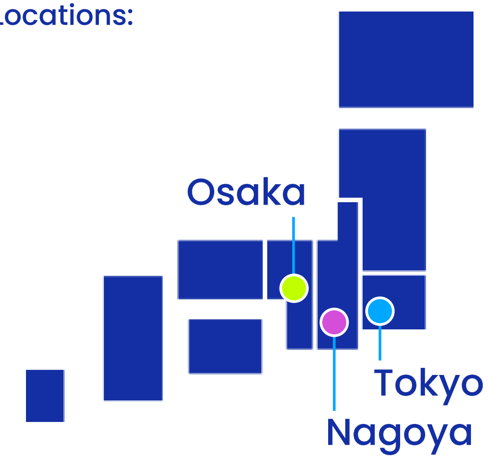
Company Profile

Established: 2000

Number of Employees: 357

Including 302 IT engineers

Locations:



*1 App Store "Graphics & Design" category (from 2019 through January–November 2025), global basis, Monthly Active Users (MAU). Source: data.ai by Sensor Tower
*2 CAGR is calculated from August 2018, when the subscription service was launched

Bringing surprise and joy to young creators worldwide with technology born in Japan

WHO I AM

A pioneer in technology

Began programming in elementary school and became immersed in building high-speed, high-performance technology—creating innovations born in Japan that can compete globally.

WORK STYLE

Dual-track management: Engineering × Marketing

Combining engineering expertise with marketing insight, he led the company's global expansion and guided ibis to its 2023 public listing.

MY PASSION

Delivering technology born in Japan to every corner of the world

Delivering "WOW!" experiences and the joy of creation to Gen Alpha and Gen Z worldwide, accelerating creativity and unlocking new possibilities in the AI era.

President & CEO

Eiji Kamiya

Born in 1973,
Nagoya, Aichi, Japan

* Generation Alpha and Generation Z: An age group mainly corresponding to elementary school through high school students (as defined by the Company)

A steadfast passion continues to drive ibis forward

MISSION

Delivering "WOW!" Experience on Mobile

VISION

Boost Japanese Tech to the World

ibis aims to elevate the global presence of 'Made in Japan'

VALUE

Group of Experts in Advanced Technologies

We are a group of experts who continuously acquire cutting-edge technologies, fully aware of our role as specialists in advanced technology, committed to solving societal challenges.

Rapid Decision-Making and Execution

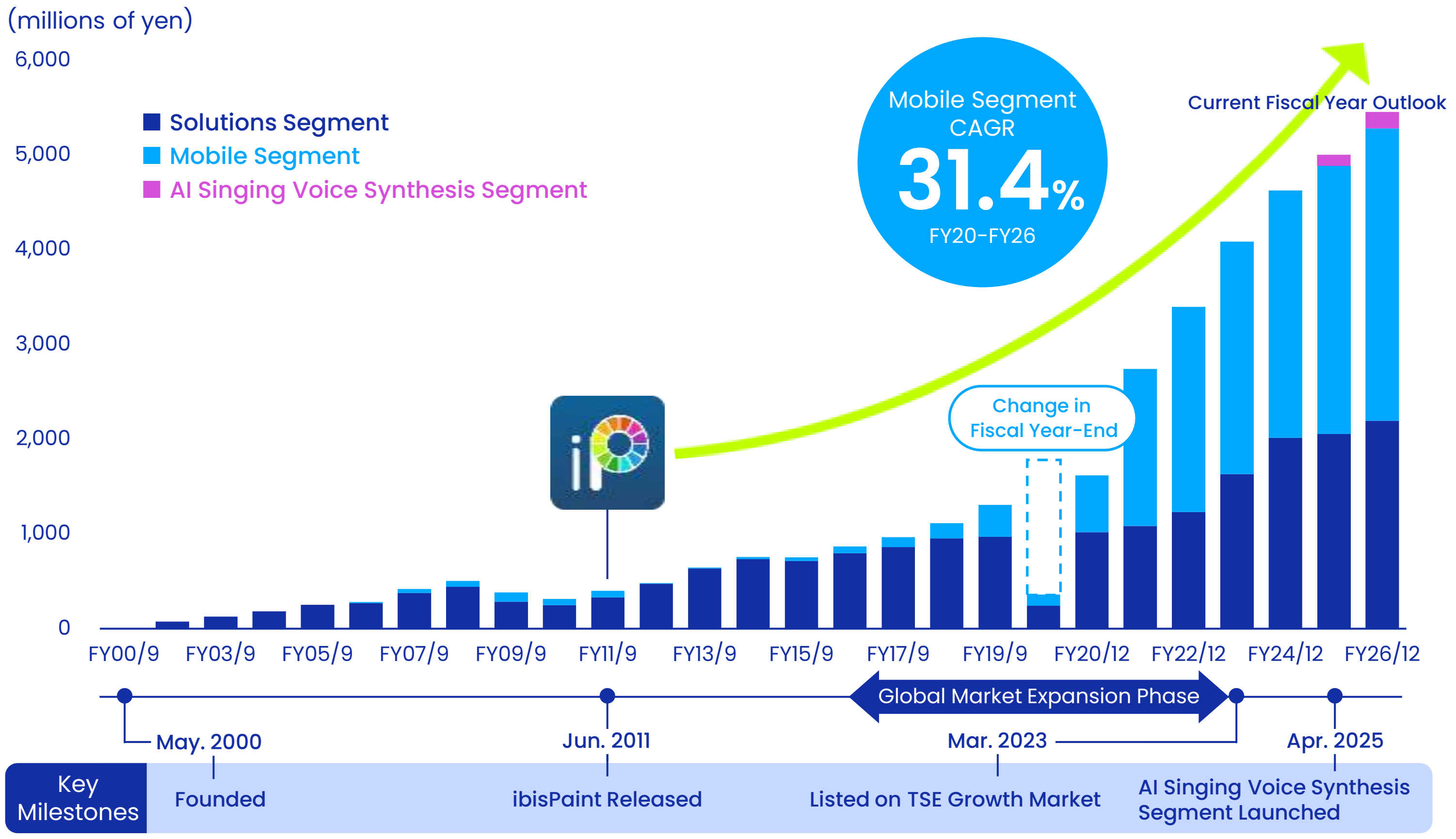
Not only do we develop fast and efficient software, but we also make swift decisions and execute them promptly, ensuring agility in our operations.

Continuous Challenge

By relentlessly pursuing challenges without slowing down, we create new value and drive innovation.

Continuing to expand into global markets, bringing the mobile segment onto a growth trajectory

Net Sales Trend



Global Market Expansion Strategy

1. Focus on Internet advertising to invest in high-performing markets
2. Establish a proven "success formula" to maximize investment efficiency
3. Foster growth cycles through disciplined self-funded investment

HISTORY

* CAGR=Compound Annual Growth Rate

ACHIEVEMENT

ibisPaint has become the world's No. 1 global app*1

Global Active User Ranking

Graphics & Design Category

No.1 *1

Seven consecutive years as No. 1

MAU (Monthly Active Users)

As of December 2025

40.07M

Overseas ratio 90.5%*2

Cumulative Downloads

As of December 2025

520M

Overseas ratio 93.9%

Users Under the Age of 25

As of December 2025

91.7%*3

A leading painting app for Gen Alpha and Gen Z creators

*1 App Store "Graphics & Design" category (from 2019 through January–November 2025), global basis, Monthly Active Users (MAU). Source: data.ai by Sensor Tower *2 MAU overseas ratio (January-December 2025), worldwide, MAU, in-house research *3 Share of active users under the age of 25 on iPhone and Android (January–November 2025) in Japan and the United States. Source: data.ai by Sensor Tower. The comparison includes five leading apps considered by the Company to be its direct global competitors

A market-leading strategy centered on Gen Alpha and Gen Z through mobile specialization

Expanding Creative Demand Among Gen Alpha and Gen Z

ibisPaint User Ratio Under 25

44.1% *1

+

Market Potential

Global Art App Market Size (2035)

USD2.36B *2

+

High-Growth Market

CAGR(2025–2035)

12.4% *3

*1 ibisPaint user ratio under age 25 (January–November 2025). Data cover two countries, Japan and the United States, based on data.ai by Sensor Tower
*2,3 Figures related to the global art app market (2035 market size: USD 2.36 billion; 2025–2035 CAGR: 12.4%) are based on independent research and estimates by Future Market Insights

Designing a seamless user experience to be the first illustration app of choice for Gen Alpha and Gen Z

Easy to Start

Basic Functions Are Free

Freemium model

Content that Drives Growth and Continued Use

ibisPaint YouTube Subscribers

3.05M

Onboarding → Continued use

Superior Usability

PC-Class Advanced Features
Full-Scale Creation with a Single Finger

Highly optimized mobile-first design

Click the image to view the demo video

Rapid Updates and Strong Customer Loyalty

Top-Tier App Store Ratings

App Store **4.7** /5

Google Play **4.6** /5

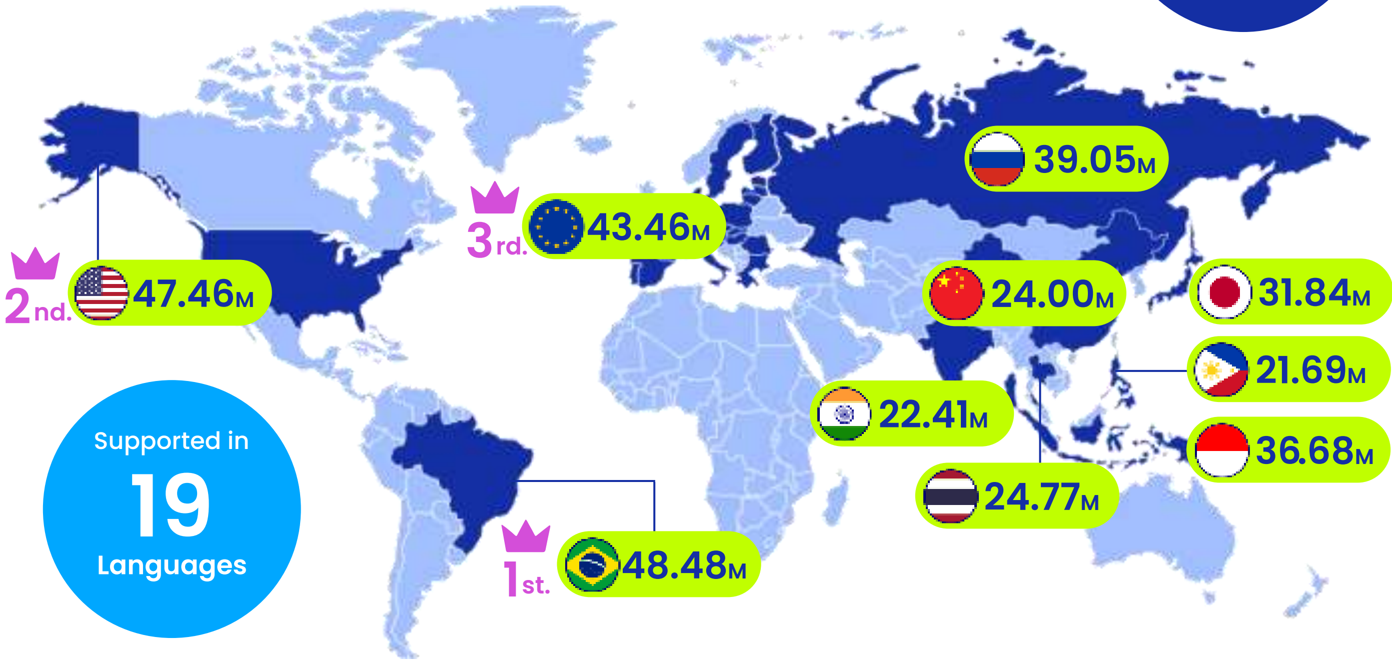
* ibisPaint YouTube subscriber count and App Store ratings are as of January 19, 2026

Driven by global marketing and passionate users, we have built one of the world's largest user bases

Cumulative Downloads by Major Countries and Regions[*1]

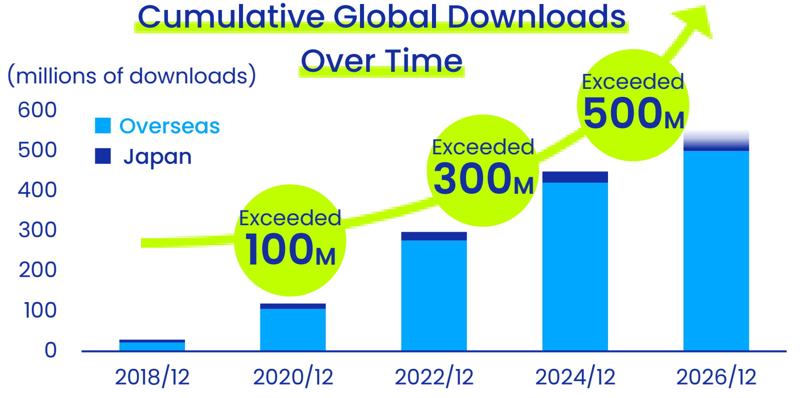
(as of December 2025)

Countries and regions where ibisPaint is used
OVER
200



Supported in
19
Languages

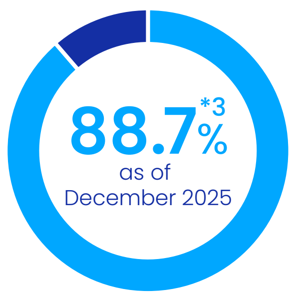
Cumulative Global Downloads Over Time



MAU Composition:

(Japan and Overseas)

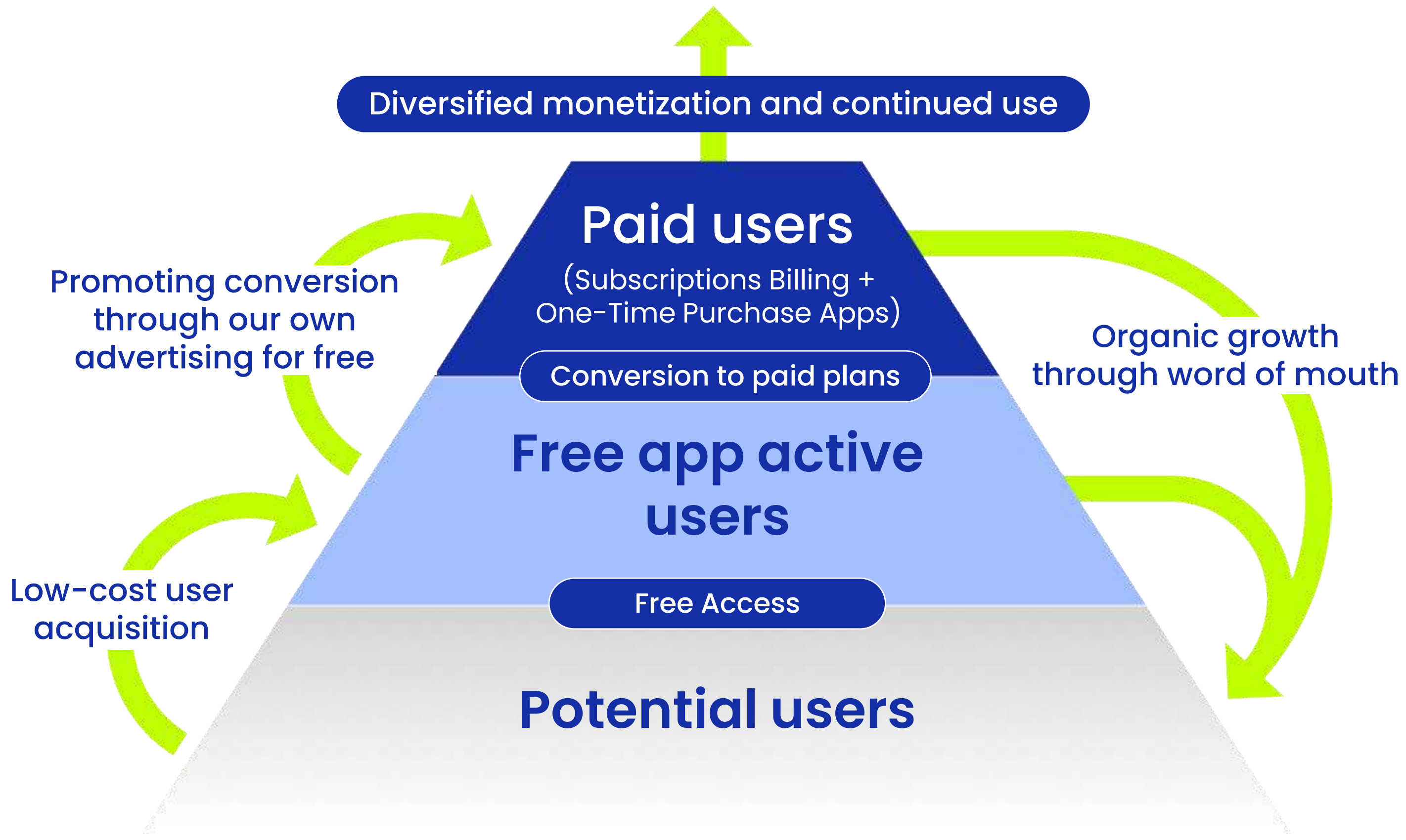
Global User Share



*1 As data by country for Huawei downloads is unavailable, they are attributed to China for convenience. Source: Company research *2 January–December 2025, global basis, Monthly Active Users (MAU). Source: Company research *3 Share of active users across all age groups (January–November 2025), global basis, Monthly Active Users (MAU). Source: data.ai by Sensor Tower. The comparison covers five leading applications considered by the Company to be its direct global competitors

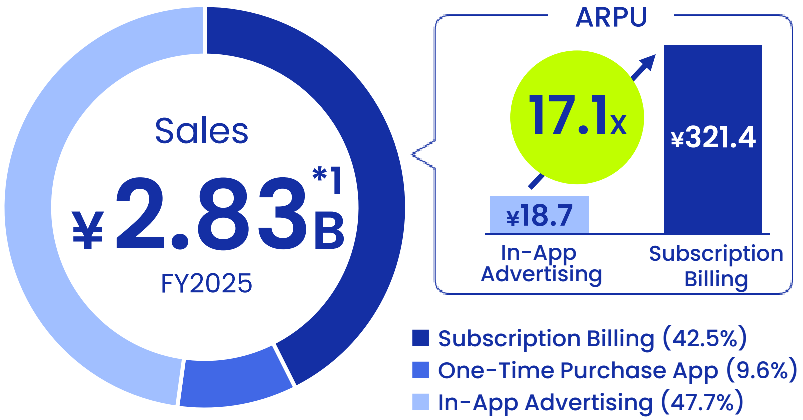
Through advanced technology and a lean, elite team,
we maximize efficiency and generate a high-margin model

An ecosystem that efficiently monetizes our user base



A stable, diversified sales structure

Sales Breakdown of the Mobile Segment



Industry-leading productivity

Sales Per Employee

as of December 2024

¥70.56M *2

(Mobile Segment Employees Basis)

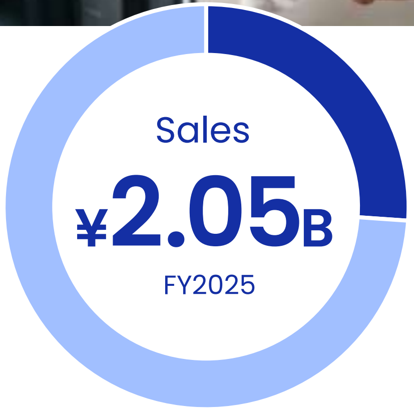
2.0x that of Company C

*1 The sales figures shown at the center of the "Sales Breakdown of the Mobile Segment" pie chart include "Miscellaneous." The figures in parentheses represent the percentage of the sales mentioned earlier *2 "Sales Per Employee" is calculated by dividing Mobile Segment sales by the number of employees, excluding temporary employees. Comparisons with Company C are based on the same calculation method applied to Company C's comparable businesses

Delivering ibis's technological value to the world through mobile innovation

DIVISIONS

Solutions Segment



Stable Growth Business

Provides mobile-app development for domestic companies, supporting implementation across all devices. Strong expertise in cloud server construction and migration.

Client Portfolio

KDDI, HONDA, 朝日新聞, dwango

AI Singing Voice Synthesis Segment

New Growth Business

Leveraging the voice-synthesis technology of our subsidiary Techno-Speech, Inc., we provide an AI Singing Voice Synthesis App "VoiSona" and aim for global expansion.

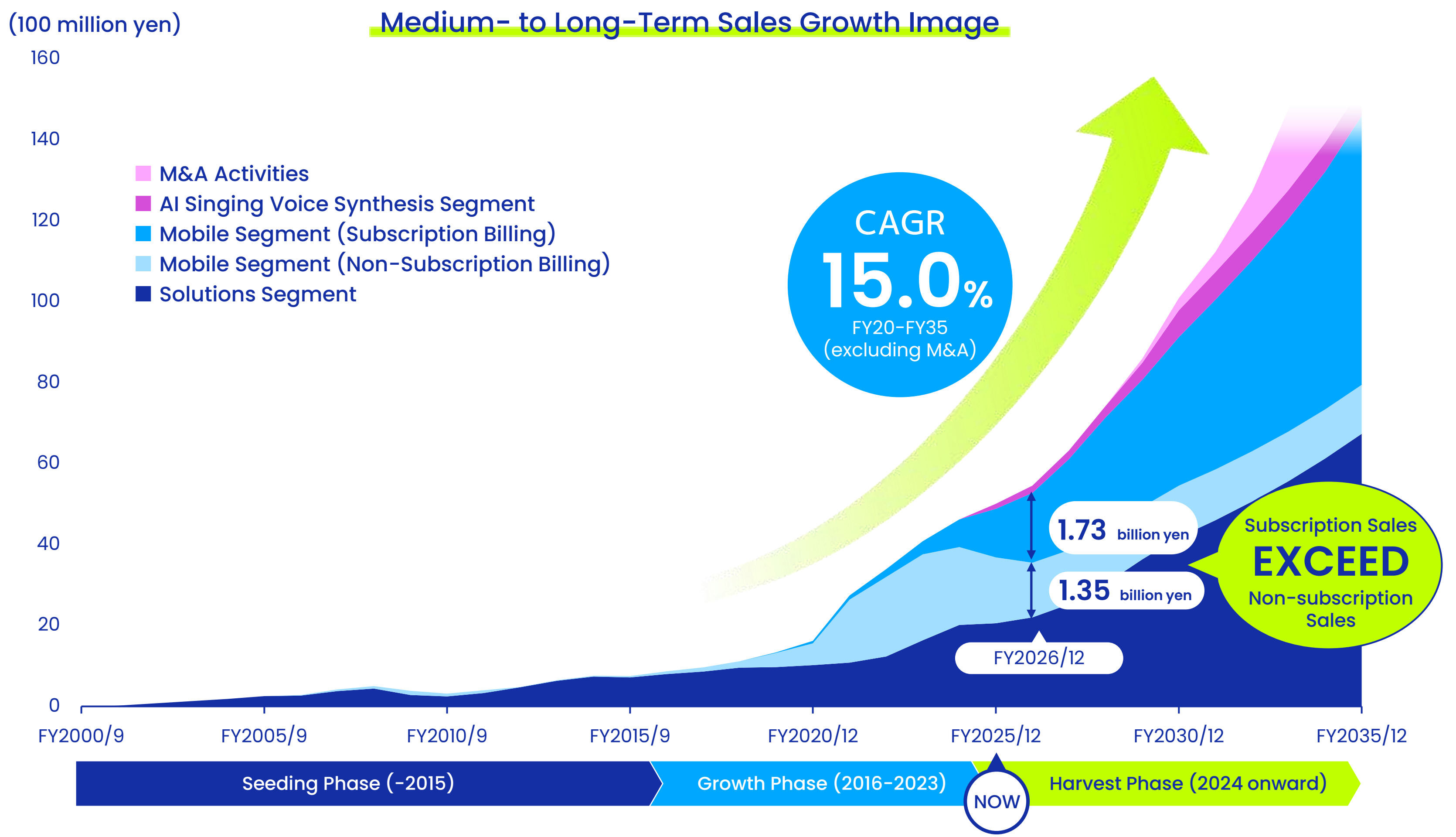
Client Portfolio

Sony Music, KONAMI, KAWAI, SoftBank, brother, CASIO, TSUBURAYA, BANDAI NAMCO

* For convenience, the sales breakdown chart for Voisona includes sales from CeVIO, which operates in the same B2C area, as well as sales from the production of voice libraries for both VoiSona and CeVIO

Entering a prime phase for monetizing one of the world's largest user bases

Medium- to Long-Term Sales Growth Image



Growth Targets for FY2035

Consolidated Net Sales

¥15.0B

Total Subscription Contracts

2M

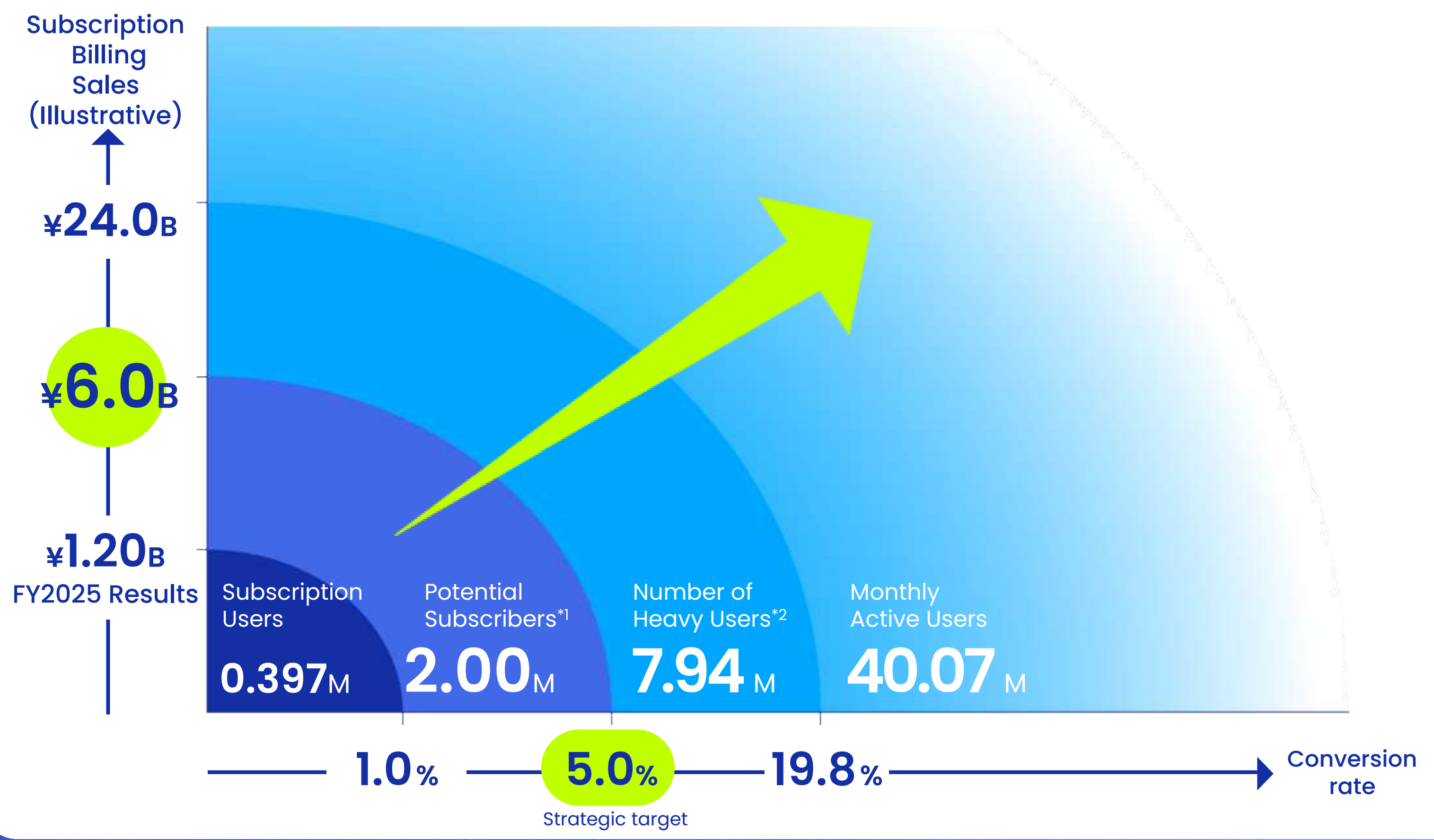
Subscription Rates

5.0%

* The illustrative figures and target values on this page are based on the Consolidated Medium-Term Management Plan for 2026

Driving subscription conversion via free in-app house ads to 40 million active users

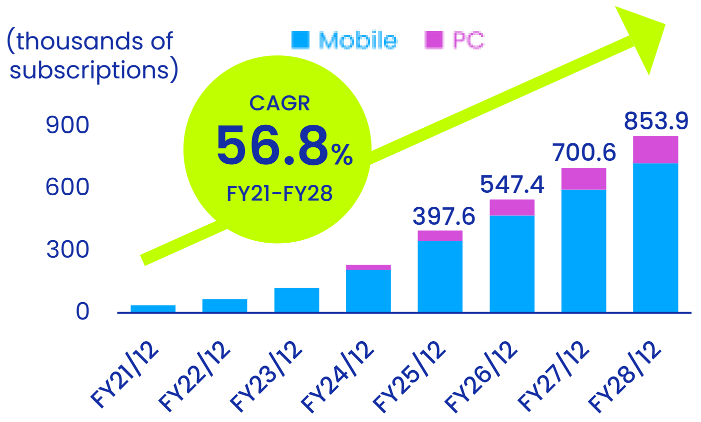
Growth Impact of Subscriber Expansion



Three Growth Drivers

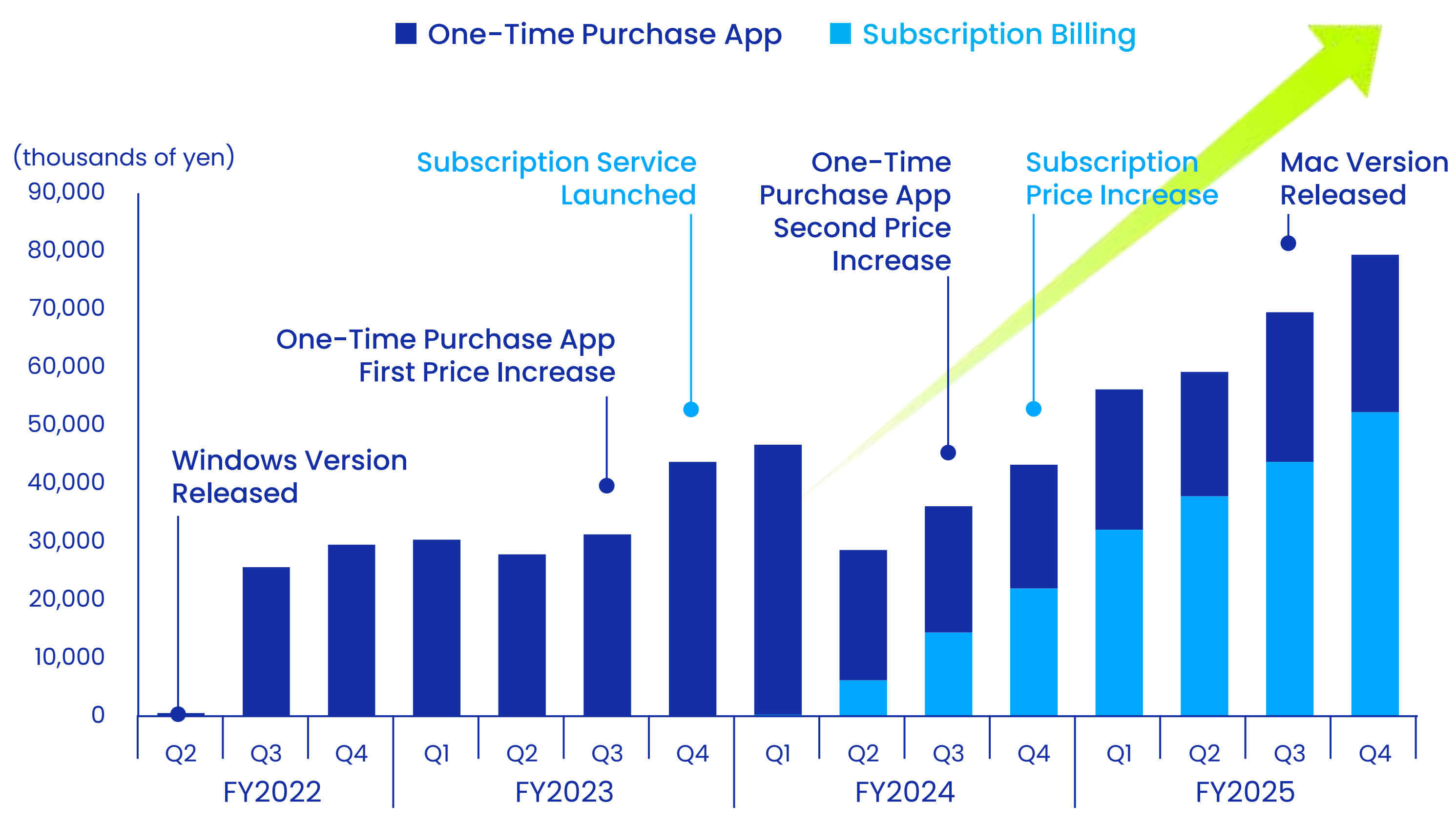
1. Free in-app house ads
2. New function enhancements exclusive to subscriptions
3. Optimized onboarding to increase conversion

Progress in Number of Subscriptions



*1 The number of potential subscribers is defined as monthly active users whose conversion rate is 5% (industry average of 3-10%) *2 The number of heavy users is defined as monthly active users whose average monthly usage time is greater than that of current subscription subscribers * Figures are based on actual results for the end of FY2025. The planned figures for FY26-28 for "Progress in Number of Subscriptions" are based on the 2026 Medium-Term Management Plan

Accelerating subscription growth through pro use features and multi-device expansion



Enhancing Professional Features Based on User Feedback

Establishing ibisPaint as a Lifelong Creative Partner

STRATEGY

Building a creative foundation that connects creative power worldwide

Concept: Next-Generation Creative Platform

A New Music Creation Experience

- Voice Library Extensions (Enhanced Paid Models)
- Voisona — AI Singing Voice Synthesis App
- Synergies Driven by User Traffic from ibisPaint (40 million MAU)

The Ever-Expanding Creative Activities of ibisPaint

- New AI Features — Ongoing Release including 3D Animation
- "Smart Credit" — New Monetization via a Usage-Based Model
- ibisPaint — Painting App
- Strategic M&A — Enhancing and Expanding Product Value
- UI Customization × Design — Evolution Toward Professional-Grade

Empowering Creative Expression of Next-Generation

- Innovative Creation Tools — Leveraging AI
- New Products for Next-Generation Creators
- Music Video Creation Tools — Integrating Video and Music

Unleashing Creative Expression and Generating New Culture from Japan

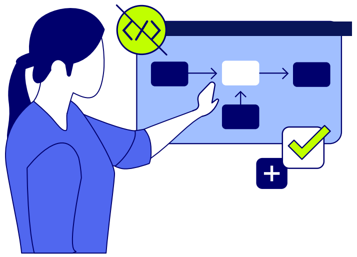
STRATEGY

Accelerating corporate growth through stable sales and AI-driven market expansion

Solutions Segment

Evolving into a high-margin, scalable SIer business model

Specialized Talent × AI



Business scalability is improved by high-quality SIer enabled by no-code and AI-driven development efficiency.

M&A-Driven SIer Base

On April 1, 2026, Zeroichi Start Inc. will be merged into the Company, strengthening our SI talent and technical capabilities.

AI Singing Voice Synthesis Segment

Applying the ibisPaint model to lead AI singing voice synthesis

Target for Corporate Value Enhancement

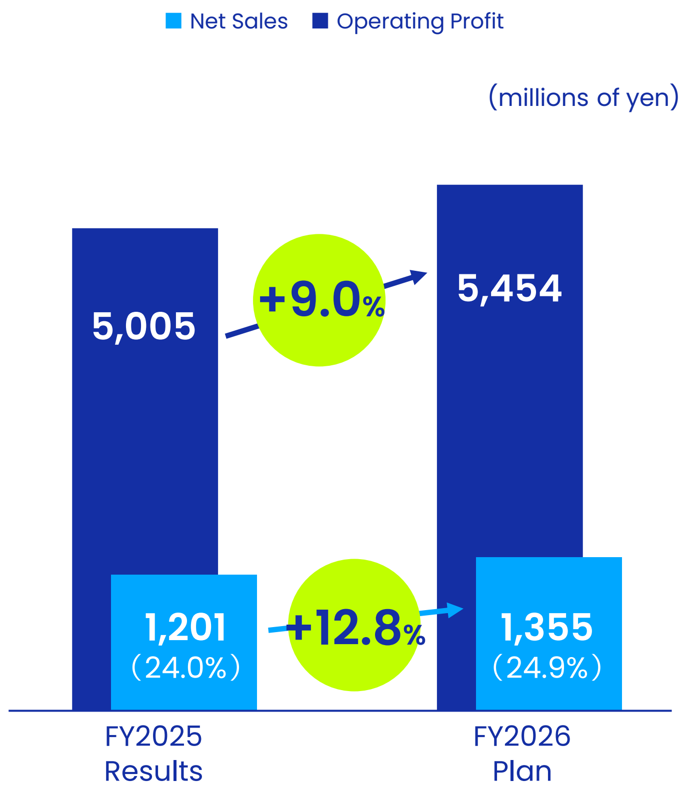
Techno-Speech, Inc.

	Before M&A	After M&A
Corporate Value	¥510M	¥2.5B

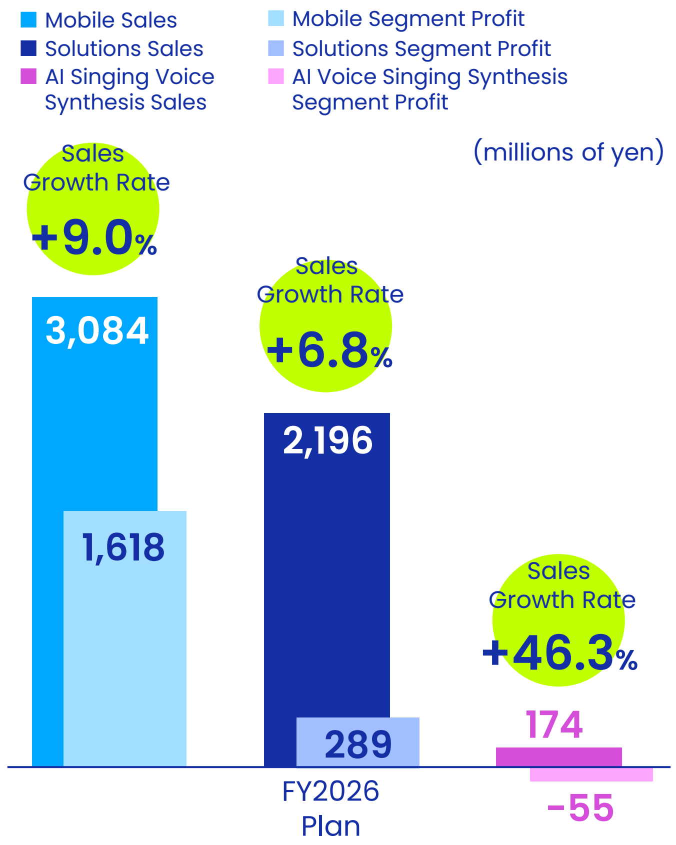
Driving a fivefold increase in corporate value by scaling our mobile development and global growth model through M&A.

Accelerating growth with 1.4x subscription billing sales, driving further profit expansion

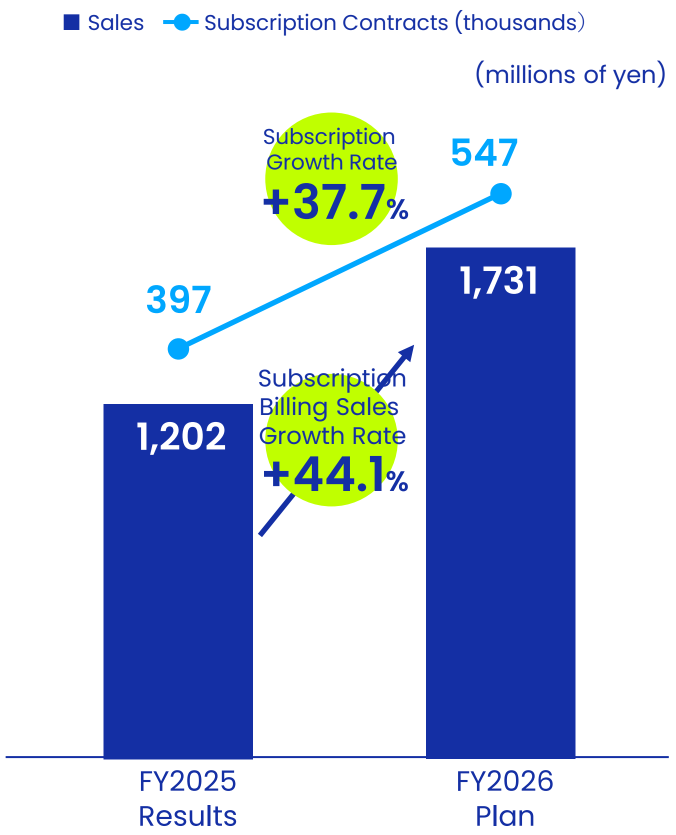
Company-wide: Net Sales and Operating Profit



By Segment: Net Sales and Operating Profit



Subscriptions: Sales



PROJECTION

Disclosure of New Key Consolidated Financial Targets for the Next 3 Years
Targeting Subscription Billing Sales of JPY 2.79 Billion, 2.3x FY2025 Levels
Operating Profit Growth Target: 20% or Higher from FY2027 Onward

	Results		Plan			
(Unit: million yen)	FY2024	FY2025	FY2026	FY2027	FY2028	CAGR
Net Sales	4,625	5,005	5,454	6,327	7,427	14.1%
YoY(%)	-	8.2%	9.0%	16.0%	17.4%	-
Mobile Segment Sales	2,611	2,830	3,084	3,591	4,110	13.2%
Subscription Billing Sales	687	1,202	1,731	2,255	2,791	32.4%
Solutions Segment Sales	2,014	2,055	2,196	2,525	3,030	13.8%
AI Singing Voice Synthesis Segment Sales	-	118	174	210	286	34.0%
Operating Profit	1,155	1,201	1,355	1,634	1,988	18.3%
YoY(%)	-	4.0%	12.8%	20.6%	21.6%	-
Operating Margin	25.0%	24.0%	24.9%	25.8%	26.8%	-
Net Profit Attributable to Owners of the Parent	839	848	940	1,093	1,339	16.4%
YoY(%)	-	1.2%	10.8%	16.3%	22.5%	-
ibisPaint Subscription Contracts (thousands)	232.0	397.6	547.4	700.6	853.9	29.0%
ROE (Return on Equity) (%)	49.7%	29.9%	29.3%	27.3%	27.0%	-
EPS (Earnings per Share) (yen)	46.0	46.3	51.3	59.3	72.7	16.2%

* The planned figures on this page are based on the 2026 consolidated medium-term management plan.
FY2025/12 YoY indicates the ratio of FY2025/12 consolidated results to FY2024/12 non-consolidated results
* CAGR is not calculated for margin metrics such as operating margin. This plan assumes organic growth and excludes the impact of M&A

Leveraging our world-class technological capabilities to deliver sustainable growth and shareholder returns

Capital Allocation Priorities

1 Growth Investments

Strategic investments in the expansion of new business areas and M&A

2 Strengthening Our Business Foundation

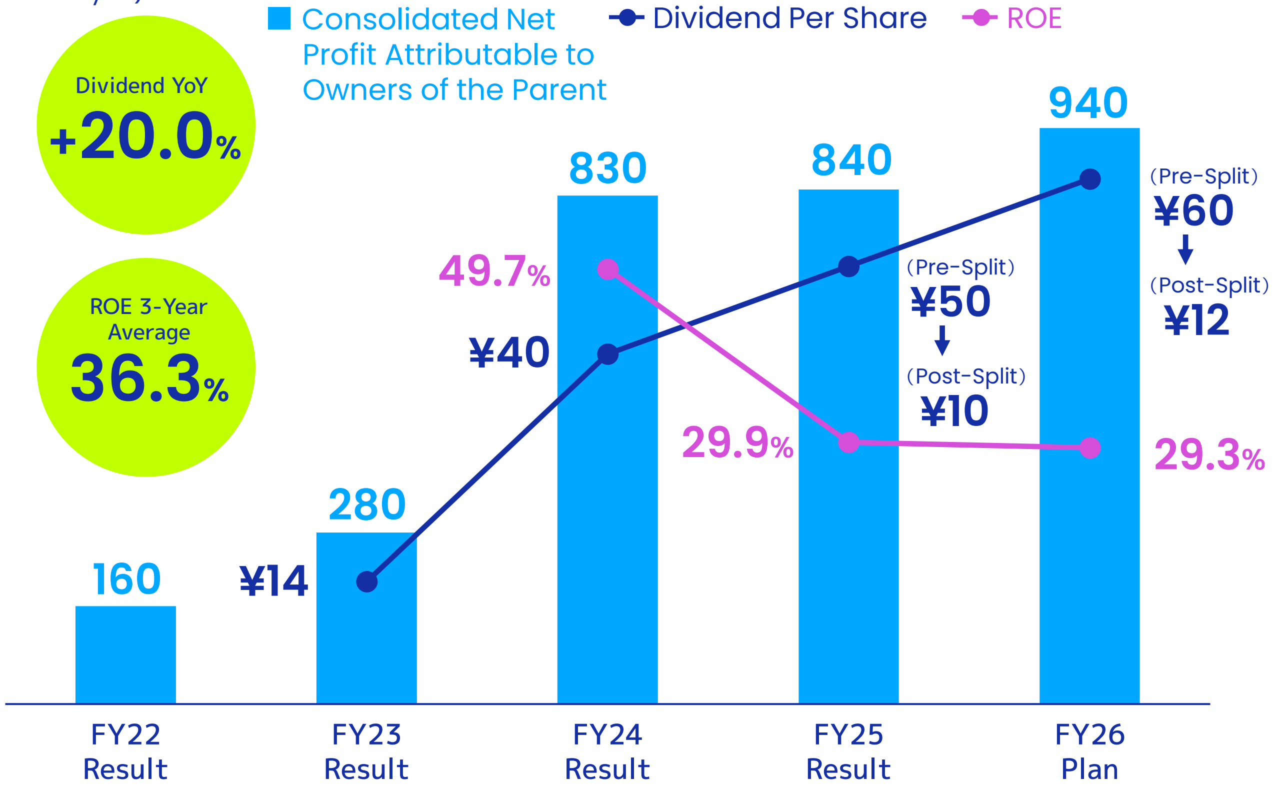
Investing in human capital to enhance long-term business sustainability

3 Shareholder Returns

Dividend payout ratio targeted at 20–25%; considering further dividend increases aligned with profit growth

Profit & Dividend Trends

(millions of yen)



* Stock split: Effective October 1, 2025, each share of common stock will be split into five shares

Strengthening the management foundation for sustainable growth

Risk Management

Identifying and managing key risks within our strategy

Key Initiatives

- Diversifying growth drivers through M&A and new businesses to reduce reliance on core products.
- Strengthen development capacity through talent investment and workplace improvements amid IT labor shortages.

Governance

Ensuring robust management through rules and execution

Key Initiatives

- Operate a risk and compliance committee that addresses timely topics on a monthly basis.
- Conduct company-wide training and assessments on information security at onboarding and annually thereafter.

Sustainability

Strengthening human capital as a source of value creation

Key Initiatives

- Upgrading HR systems, training frameworks, and work environments to support recruitment, development, and retention
- Improving employee skills through business-unit-led training and continuous learning opportunities.

* Details of each initiative are disclosed in the Growth Potential Materials

We will continue delivering “WOW!” experience to the world through technology and creativity

Business Plan and Growth Potential

ibis IR Information

IR Feedback Survey （Japanese only）