Corporate Profile Materials for Investors

March 31, 2022

OBIC BUSINESS CONSULTANTS CO., LTD.

Code No. 4733, TSE 1st Section

www.obc.co.jp

Company Profile

Company Profile
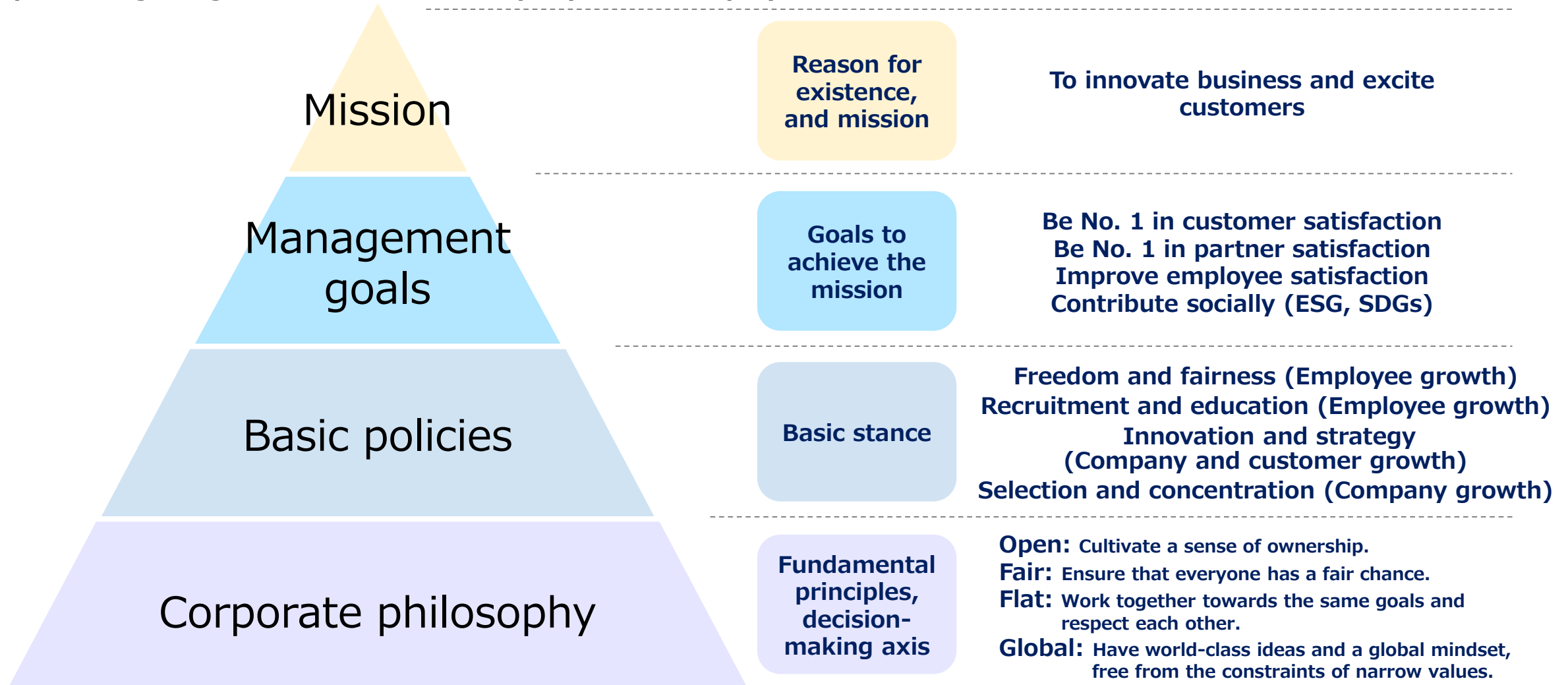
◆**Founded:** December 1980

◆**Total assets:** 171,907 million yen (as of the end of March 2022)

◆**Net assets:** 136,639 million yen (as of the end of March 2022)

◆**Businesses:**
- ●Solutions
- ●Related products
- ●Services

◆**Representative :** Shigefumi WADA, President

◆**Non-consolidated financial results in the fiscal year ended March 2022**

- ➢ Net sales : 34,757 million yen
- ➢ Ordinary profit : 17,157 million yen
- ➢ Profit : 11,811 million yen

☐ **Fiscal year**
From April 1 to March 31 of the following year

☐ **Annual general meeting of shareholders**
June every year

☐ **Record date**
Annual general meeting of shareholders: March 31 every year
Year-end dividend: March 31 every year
Interim dividend: September 30 every year

☐ **Shareholder registry administrator**
Sumitomo Mitsui Trust Bank, Limited

☐ **Number of shares per unit**
100 shares

Management Philosophy and Mission

OBC will continue to take on the challenge of achieving management goals and make all-out efforts to achieve its mission by consistently adhering to the corporate philosophy and following the spirit of the basic policy, while promoting the growth of both the company and its employees.

Mission

| Reason for existence, and mission | To innovate business and excite customers |

Management goals

| Goals to achieve the mission | Be No. 1 in customer satisfaction
Be No. 1 in partner satisfaction
Improve employee satisfaction
Contribute socially (ESG, SDGs) |

Basic policies

| Basic stance | Freedom and fairness (Employee growth)
Recruitment and education (Employee growth)
Innovation and strategy
(Company and customer growth)
Selection and concentration (Company growth) |

Corporate philosophy

| Fundamental principles, decision-making axis | **Open:** Cultivate a sense of ownership.
Fair: Ensure that everyone has a fair chance.
Flat: Work together towards the same goals and respect each other.
Global: Have world-class ideas and a global mindset, free from the constraints of narrow values. |

OBC's Core Competencies

Business is a process of repeated selection and concentration. OBC's following five strengths, including enhancing expertise as a company by focusing on strengths and maintaining consistency in changing times, clearly distinguish it from competitors.

1 **Focus on business services for enterprise operations (accounting, personnel, salary, etc.)**

2 **Focus on middle-ranking and small and medium-sized enterprises**

3 **Focus on Microsoft technologies**

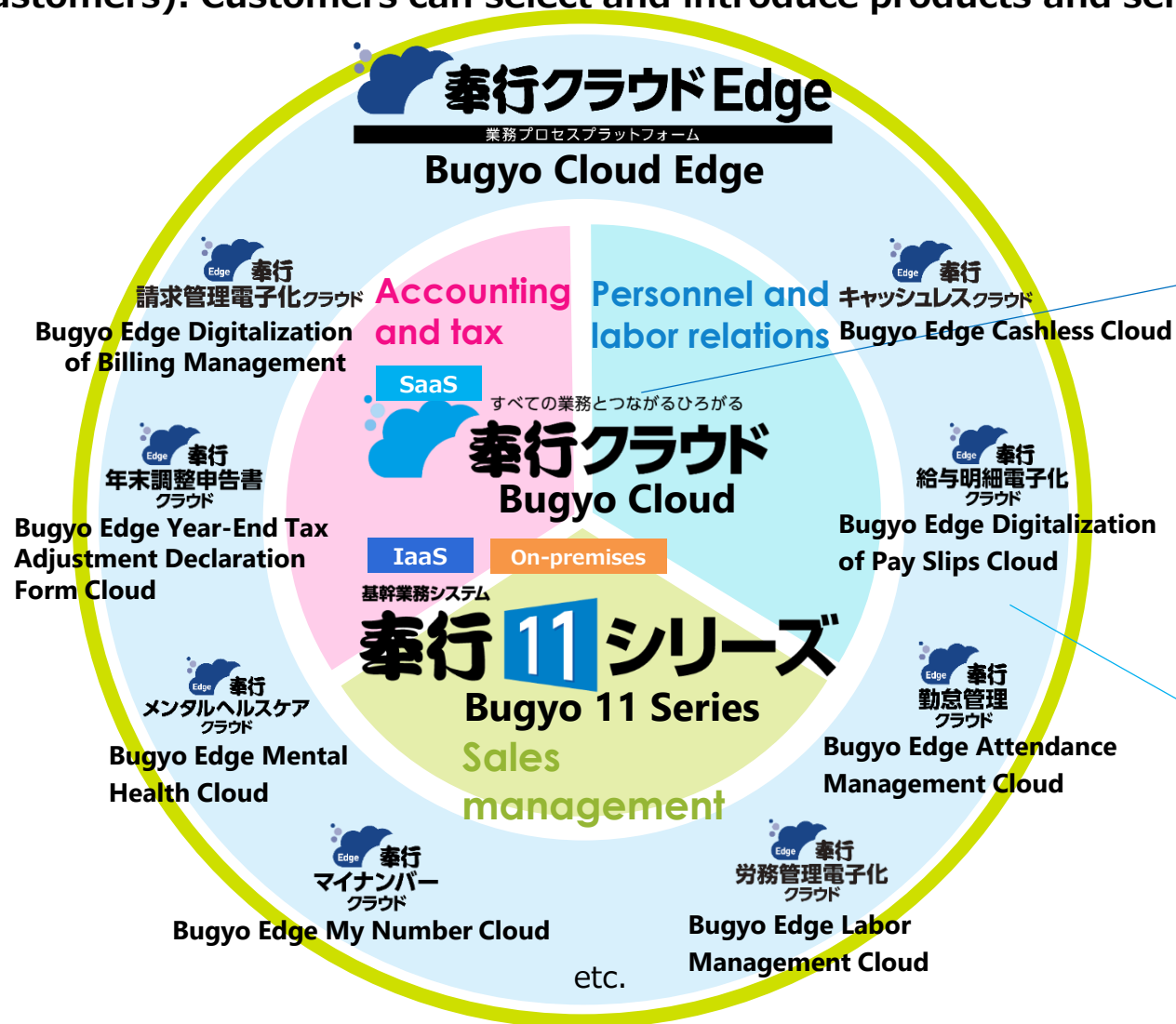**4** **Focus on partner strategies**

5 **Focus on brand strategies**

OBC's Products & Services Lineup

OBC provides two product pillars: the Bugyo Cloud and Bugyo 11 series (which support back-office departments' core business systems) and Bugyo Cloud Edge (which backs up peripheral business functions for employees and customers). Customers can select and introduce products and services for each business unit system.

奉行クラウドEdge
業務プロセスプラットフォーム
Bugyo Cloud Edge

奉行 請求管理電子化クラウド (Edge)
Bugyo Edge Digitalization of Billing Management

奉行 年末調整申告書クラウド (Edge)
Bugyo Edge Year-End Tax Adjustment Declaration Form Cloud

奉行 メンタルヘルスケアクラウド (Edge)
Bugyo Edge Mental Health Cloud

奉行 マイナンバークラウド (Edge)
Bugyo Edge My Number Cloud

奉行 キャッシュレスクラウド (Edge)
Bugyo Edge Cashless Cloud

奉行 給与明細電子化クラウド (Edge)
Bugyo Edge Digitalization of Pay Slips Cloud

奉行 勤怠管理クラウド (Edge)
Bugyo Edge Attendance Management Cloud

奉行 労務管理電子化クラウド (Edge)
Bugyo Edge Labor Management Cloud

Accounting and tax
Personnel and labor relations
SaaS
すべての業務とつながるひろがる
奉行クラウド
Bugyo Cloud
IaaS On-premises
基幹業務システム
奉行11シリーズ
Bugyo 11 Series
Sales management

etc.

Core business systems

Bugyo Cloud services provide support for accounting and taxation, general affairs and personnel, and sales management operations performed by a company's back-office departments (accounting, personnel affairs, general affairs, etc.).
Product lineup: **Bugyo Cloud** (cloud SaaS model) and **Bugyo 11 series** (cloud IaaS and on-premise models)

Peripheral business systems

Bugyo Cloud Edge encompasses a range of services provided by OBC that handle various types of business, including back-office and other types of operations conducted by employees. This product enables companies that introduce OBC systems to link employees with back-office departments, standardize business processes, and improve productivity.
Product lineup: **Bugyo Cloud Edge** series

Note: For the details of products and services, please see page 15 and subsequent pages.

Target Customers

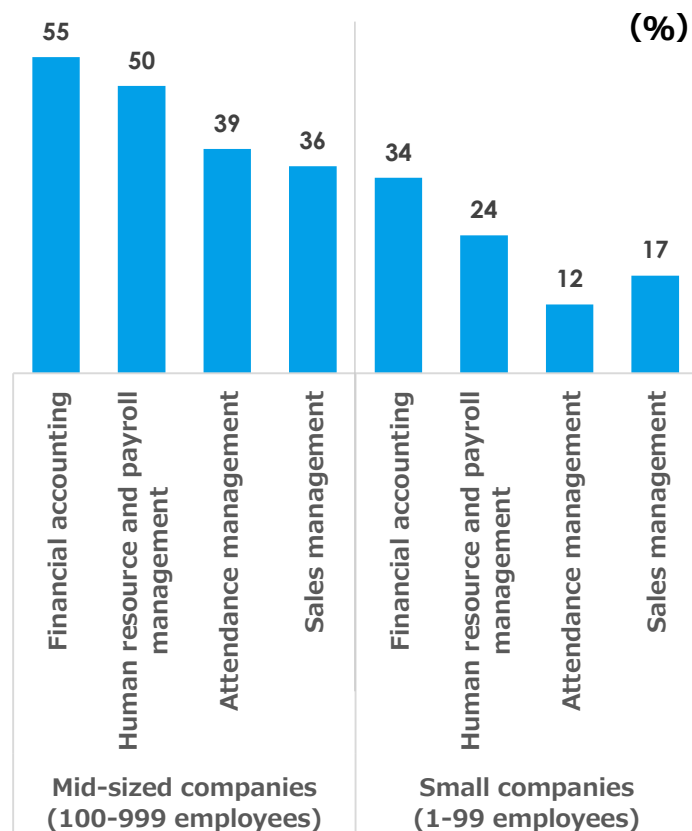| Customer size	Key players[2]	Key sales routes	Market needs
< 10,000 offices[1]	■Global ERP ■ERP for large-sized Japanese corporations	■Major system integrators ■Direct sale from vendors	■Multifunctionality ■Customizability
OBC's focus area **Bugyo VERP** **Bugyo Cloud** **Bugyo i Series** **c. 550,000 offices[1]**	■ERP for mid-sized Japanese corporations	■Major/mid-sized/local system integrators	■Ability to select functions ■Extensibility of functions ■Connectivity with other systems
	■Business applications for SMEs	■System dealers	
Bugyo Cloud iE/Bugyo J > 4,750,000 offices[1]	■Cloud SaaS ERP ｜ ■Applications / tax returns for small businesses and sole proprietorships	■Online sales ■Tax/financial accountant offices ■Local financial institutions	■Basic functions ■Ease of implementation

Employees
1,000

20

Note: The sizes of the above rectangles have no relation to market size
※1 : Partial estimates from MIC and METI's "2016 Economic Census for Business Activity"
※2 : Fuji Chimera Research Institute categorizations

Domestic packaged software usage rate

OBC OBIC BUSINESS CONSULTANTS CO.,LTD.

Japanese companies' utilization rate of packaged software by application area

(%)

Mid-sized companies (100-999 employees)

- Financial accounting: 55
- Human resource and payroll management: 50
- Attendance management: 39
- Sales management: 36

Small companies (1-99 employees)

- Financial accounting: 34
- Human resource and payroll management: 24
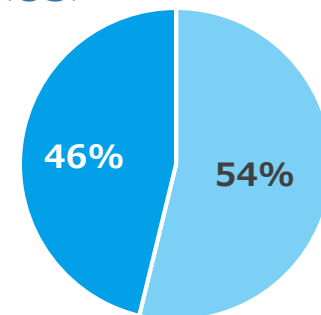- Attendance management: 12
- Sales management: 17

Source: MM Research Institute, Ltd.'s "Business Software Usage Survey" in November 2018

Utilization rate of packaged software: Japan vs the US

<Japan>

12%
88%

- Contracted development[1]
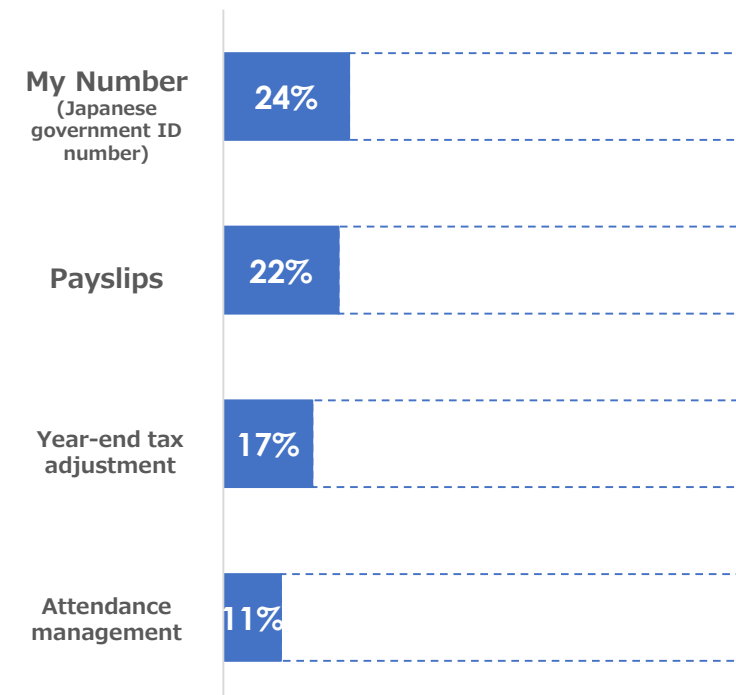- Packaged software

<US>

46%
54%
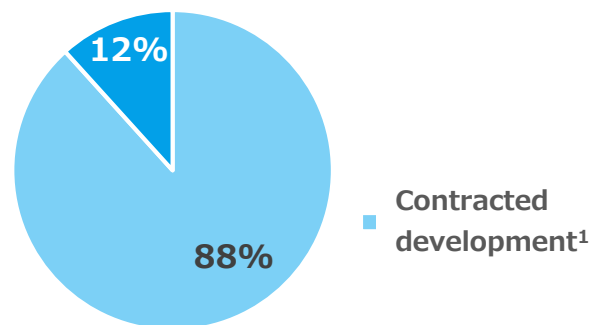
Source: "Survey research on the current status of ICT in Japan" published by the Ministry of Internal Affairs and Communications (2018)
※1: Contracted development refers to individualized development contracted to a system vendor

Penetration rates[2]

- My Number (Japanese government ID number): 24%
- Payslips: 22%
- Year-end tax adjustment: 17%
- Attendance management: 11%

※2: As of March 31, 2022. Penetration rate is defined as the ratio of the number of Bugyo Cloud Edge systems to the number of systems running the underlying software series

Secure and Worry-free with Native Development of Microsoft Cloud Technologies

1. World-class security

Disaster recovery measures can be realized only at Microsoft's domestic data centers.

Utilize East Japan Data Center as the main backup center and data centers in western Japan as the backup center

Automatic triplication

✔ Compliant with the laws of Japan
✔ Contribute to business continuity planning and disaster recovery (BCP/DR※) measures

   ※DR: Disaster Recovery

Guarantee monthly operating rate of 99.9%※1

✔ Committed to monthly operation rate with SLA※2 of Microsoft Azure

※1 Monthly operation rate of the Azure SQL Database adopted by Bugyo Cloud
※2 Service level agreement

Robust data protection through encryption

·Encryption of all data
·All communications are protected by SSL.

Secure Access through OBCiD

·Password policy setting
·Single sign-on to multiple products

24 hours a day, 365 days a year operation monitoring fully prepared for threats

·Conducting periodic vulnerability assessments
·Installation of WAF (Web Application Firewall)

Operates in 140 countries worldwide in compliance with international standards

Microsoft Azure is used by more than 20 million companies in 140 countries and meets international industry-specific compliance standards such as ISO 27001, HIPAA, FedRAMP, SOC1 and SOC2.

Obtained international certification SOC1 and SOC2 reports
Bugyo Cloud has obtained the SOC1 Type2 report for internal control over financial reporting and the SOC2 Type2 report for internal control over security.

2. Ensuring data reliability

Data reliability is of utmost importance. By adopting the cloud platform, SQL database and cloud development environment (PaaS) provided by Microsoft Azure, we ensure continuous data reliability.

3. Reaping the benefits of R&D investment

Bugyo Cloud and Bugyo Cloud Edge products automatically benefit from the hundreds of billions of dollars in research and development that Microsoft invests every year.

4. Ease of using Windows applications

The user interface is designed with Windows applications in mind and provides functionality and operability that is as precise as or more precise than on-premise.
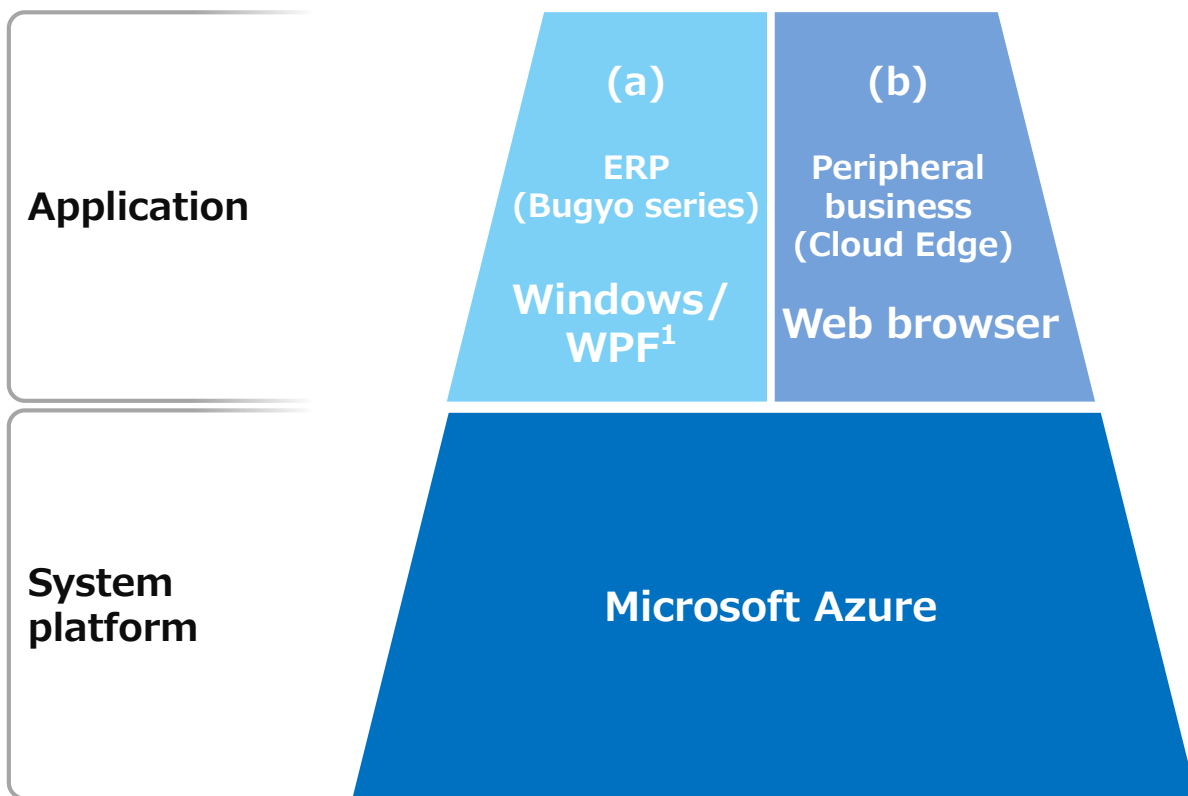
Implement Native Cloud Development based on Microsoft Azure

System architecture of OBC products

Applications are developed on the Microsoft Azure platform using two technologies: (a) WPF-based applications focusing on operability and functionality for core business systems; and (b) web browser-based applications focusing on convenient access and diversity of terminals for peripheral business systems.

Application

(a)
ERP
(Bugyo series)

Windows/WPF[1]

(b)
Peripheral business
(Cloud Edge)

Web browser

System platform

Microsoft Azure

Features of OBC systems

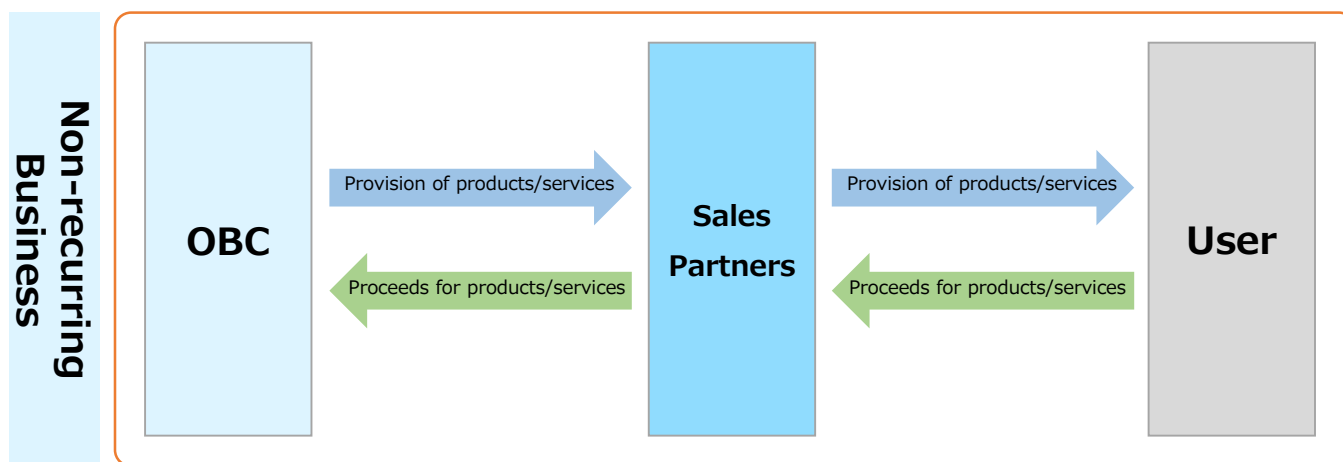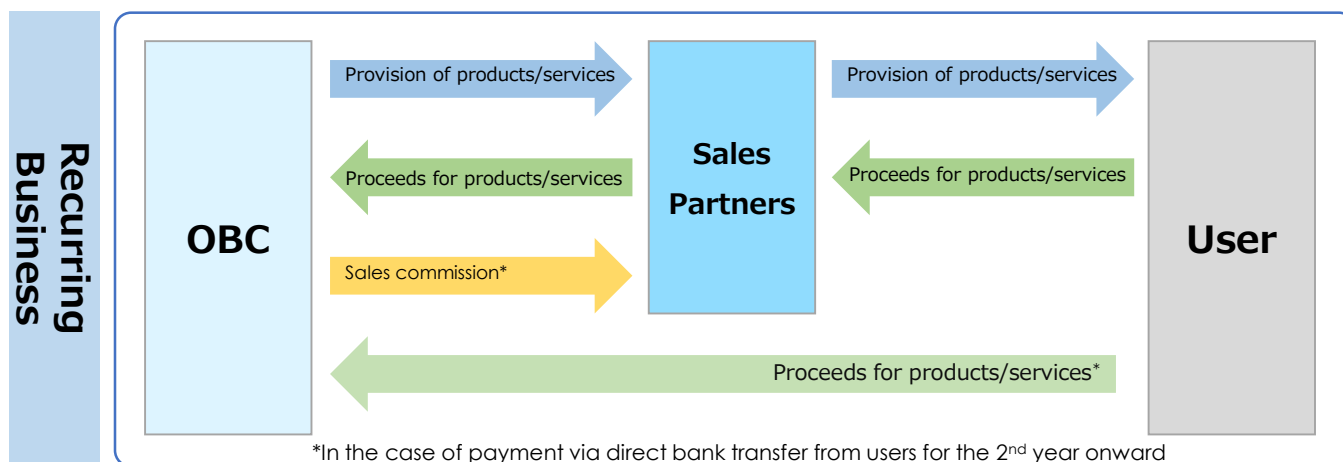|	
Higher quality	Responding to high-level operations Functionality, speed, and operability
Anytime, anywhere	Responding to the diversity of work environments Telework Responding to a variety of work styles
Connect/spread	Realizing the digitization of business operations Automatic data integration API Economy
Professional license	Professional support Provide dedicated licenses as standard offering

※1: WPF: Microsoft Windows Presentation Foundation

OBC's Business Model

OBC's Business Model

Recurring Business

| OBC | Provision of products/services → | Sales Partners | Provision of products/services → | User |

Proceeds for products/services ←

Proceeds for products/services ←

Sales commission* →

Proceeds for products/services* ←

*In the case of payment via direct bank transfer from users for the 2nd year onward

Non-recurring Business

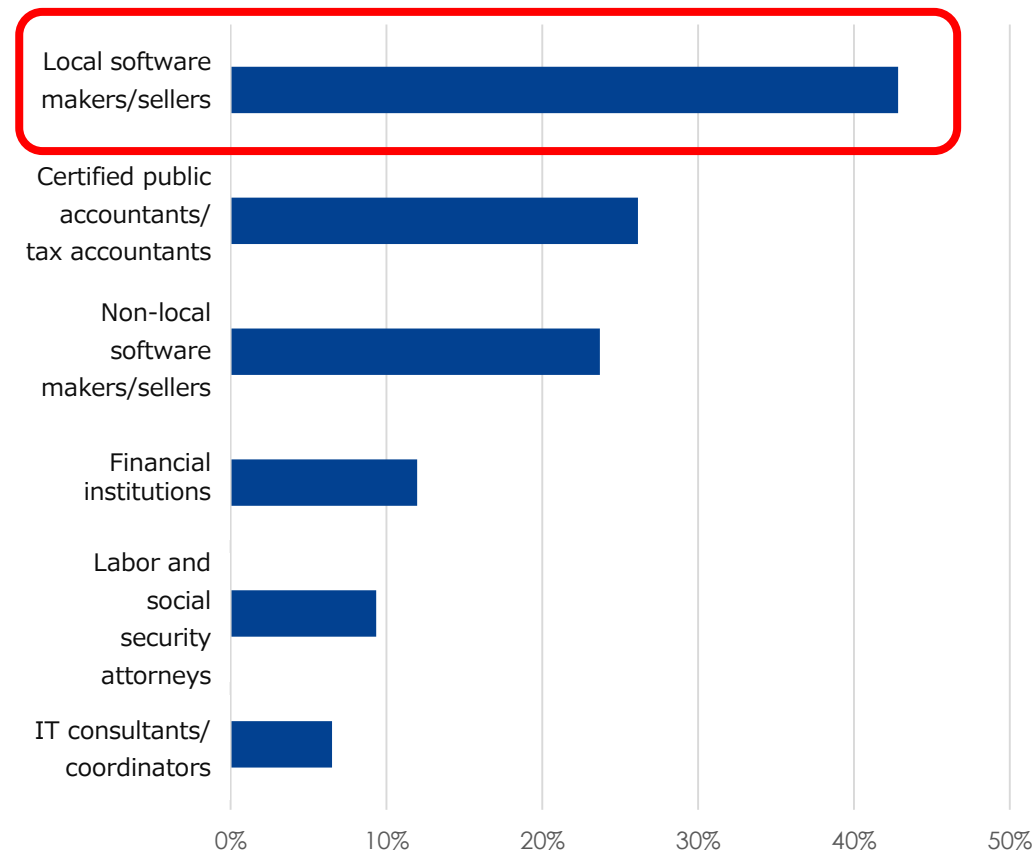| OBC | Provision of products/services → | Sales Partners | Provision of products/services → | User |

Proceeds for products/services ←

Proceeds for products/services ←

Top providers of advice to user companies regarding IT matters

Partnerships with providers of advice to user companies, such as software makers and sellers, increase opportunities for business negotiations and enable efficient nationwide business development.

- Local software makers/sellers
- Certified public accountants/ tax accountants
- Non-local software makers/sellers
- Financial institutions
- Labor and social security attorneys
- IT consultants/ coordinators

0% 10% 20% 30% 40% 50%

Source: Report on productivity improvement measures to address workforce shortages, by Mitsubishi UFJ Research and Consulting Co., Ltd. (December 2017)

Strong Partner Ecosystem with Three Partner Programs

OBC OBIC BUSINESS CONSULTANTS CO.,LTD.

OBC OBIC BUSINESS CONSULTANTS CO.,LTD.

100 technology patents

300 seats in self-owned support center

440K inquiry calls annually

133 Number of instructors

Customer

DX framework that links customers, partners, and OBC

Connecting OAP, ASOS, and connect partners builds a comprehensive DX support framework with customers, partners, and us.

OBC Alliance Partnership (OAP)

OAP comprises 3,000 OBC business partners with offices across Japan offering OBC products all across Japan, and more than 6,000 certified experts providing customer support.

OBC Accountant Partner System (ASOS)

A partner system to support experts, such as accountants, tax accountants, and labor and social-security attorneys.

Bugyo Cloud Connect Partnership

A partner system to support businesses linked to our products using APIs. Connect partners provide technical information and development support for Bugyo Cloud API.

Alliance Partner

OAP
OBC ALLIANCE PARTNERSHIP

OBC Accountant Partner System <ASOS>
ASOS
Alliance of Specialist & OBC Service
OBC 職業専門家パートナー制度<アソス>

c. 3,000 business partners

6,912 certified qualification holders

c. 1,700 accountant offices

c. 100 financial institutions

Connect Partner

すべての業務とつながるひろがる
奉行クラウド
Connect Partnership

224 on-premises connecting systems

216 cloud connecting systems

285 connect partners

Note: Figures are as of the end of March 2022

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Brand Strategies

The "Kanjyo Bugyo" accounting system was born from a wish to support companies with systems that enable them to focus on building their businesses. The brand name "Bugyo" derives from the spirit of kabuki. Our commitment to keep tackling new challenges for customers and our passion for "Japanese manufacturing" leads to the spirit inherited from kabuki.

The "Bugyo series" brand has penetrated markets through TV commercials with a kabuki actor. Sales channels have been expanded with increased customer brand recognition. OBC will further strive to raise the profile of the "Bugyo series" brand via TV commercials and other means.

Products & Services Lineup

Positioning of Product Strategies

	Back office (accounting, personnel, general affairs, etc.)			Peripheral business (employees and customers)
Target areas	Back office (accounting, personnel, general affairs, etc.)			Peripheral business (employees and customers)
Delivery method	SaaS model	IaaS model	On-premises	SaaS model
Price model	Annual payment		Initial (Bugyo I/V ERP) Annual payment (Bugyo V ERP)	Annual payment
Technology	New technology through WPF	Technology based on the Bugyo 11 series		Web browser-based technology
System environment	Cloud environment — Provided by OBC (AZURE)	Public cloud environment / IaaS vendor / Technology	Internal service environment	Cloud environment — Provided by OBC (AZURE)
Name of service	奉行クラウド（すべての業務とつながるひろがる）	OBC クラウドサービス / 基幹業務システム 奉行11 クラウド	基幹業務システム 奉行11	奉行クラウド Edge（業務プロセスプラットフォーム）

Middle-ranking and small and medium-sized enterprises

- 奉行V ERP Smart Plan（即戦力型クラウドERP）
- 奉行クラウド（すべての業務とつながるひろがる）
- 基幹業務システム 奉行 i 11 シリーズ

Ultra-small enterprise

- 奉行クラウド iJ/iE system（すべての業務とつながるひろがる）
- 小規模法人向けソフト 奉行 J 11 シリーズ

奉行クラウド Edge（業務プロセスプラットフォーム）

My Number	Pay Slips	Year-End Tax Adjustment
Attendance Management	Labor Management	Others

Coordination with SaaS, IaaS, and on-premises system

Lineup of the Bugyo Series

<table>
<tr>
<th></th>
<th>奉行クラウド — すべての業務とつながるひろがる SaaS
The SaaS version of the Bugyo series that can be used server-free and can flexibly handle a wide range of core business</th>
<th>奉行i11シリーズ 基幹業務システム
A package system for core business that improves the productivity of a wide range of tasks through a diverse portfolio of lineups</th>
<th>IaaS / On-premises 奉行VERP11 基幹業務システム
An ERP system that enables high-performance operations for growth companies</th>
</tr>
<tr>
<td>Accounting and tax</td>
<td>Kanjyo Bugyo Cloud
A cloud accounting system that can be used with accountants
Kotei Shisan Bugyo Cloud
Facilitates centralized cloud management of fixed assets and lease assets
Shinkoku Bugyo Cloud (Corporate and Local Taxes Version)
Improves the efficiency of preparing declaration documents related to corporate and local taxes by connecting to the accounting system
Shinkoku Bugyo Cloud (Detailed and Summary Statements Version)
Substantially shortens the preparation time for detailed and summary statements
Saiken Bugyo Cloud
Improves the efficiency of managing payment and collection reconciliation
Saimu Bugyo Cloud
Improves the efficiency of business operations, from payment schedules to bank transfers
Kanjyo Bugyo Cloud (Specific Cost Management Version)
A cloud accounting system that allows specific cost management
Kanjyo Bugyo Cloud (Specific Construction Industry Version)
Automates construction cost calculation specific to the construction industry and visualizes the balance in real time</td>
<td colspan="2">Kanjyo Bugyo
Provides a wide range of support in accounting tasks, from financial accounting to managerial accounting
Kotei Shisan Bugyo
Automates depreciation calculations and declaration tasks in relation to fixed assets
Shinkoku Bugyo (Corporate and Local Taxes Version)
Improves the efficiency of preparing declaration documents in relation to corporate and local taxes
Shinkoku Bugyo (Detailed and Summary Statements Version)
Substantially shortens the preparation time for detailed and summary statements
Kanjyo Bugyo (Specific Cost Management Version)
A financial accounting system that allows specific cost management
Kanjyo Bugyo (Specific Construction Industry Version)
A financial accounting system that is compatible with construction accounting and allows construction cost management</td>
</tr>
<tr>
<td>Personnel and labor relations</td>
<td>Kyuyo Bugyo Cloud
A cloud salary calculation system that can respond promptly to system revisions
Somu Jinji Bugyo Cloud
Standardizes non-routine tasks in administrative and personnel affairs and improves productivity
Hotei Chosho Bugyo Cloud
A cloud system that automates the declaration of legal records after the year-end tax adjustments</td>
<td colspan="2">Kyuyo Bugyo
Improves the efficiency of salary and bonus calculations, social insurance and year-end tax adjustment
Jinji Bugyo
Provides comprehensive support for personnel tasks based on information on the organization and its employees and simulations of personnel changes, etc.
Hotei Chosho Bugyo
Substantially improves the efficiency of preparing payment records and legal records
Shugyo Bugyo
Improves the efficiency of attendance management by automatically calculating attendance, paid leave and overtime</td>
</tr>
<tr>
<td>Sales management</td>
<td>Akinai Bugyo Cloud
Substantially improves the convenience of order receiving, sales and invoicing tasks through a cloud server
Kura Bugyo Cloud
Allows access to stocking and inventory information from various places through the cloud</td>
<td colspan="2">Akinai Bugyo
Improves the efficiency of a series of tasks, including order receiving, sales, invoicing and receipt of money
Kura Bugyo
Improves the efficiency of stocking, procurement and purchasing tasks and automatically calculates inventory information</td>
</tr>
<tr>
<td>Electronic banking system</td>
<td></td>
<td colspan="2">OFFICE BANK
OFFICE BANK (Fund concentration and allocation system)</td>
</tr>
</table>

Bugyo Cloud Edge

奉行クラウド Edge
業務プロセスプラットフォーム

Bugyo Cloud Edge is a range of services provided by OBC that handles various types of businesses that cannot be operated using systems core business. This product enables companies that introduce OBC systems to link employees with back-office departments, standardize business processes and improve productivity

Accounting and tax	**Bugyo Edge Voucher Storage Cloud**	Meets the stipulations of the Electronic Books Maintenance Act and "scanner storage" in Act on Book and Record Keeping through Electronic Methods. Digitalizes critical vouchers easily and safely.	Annual fee from ¥48,000
	Bugyo Edge Cashless Cloud	Facilitates cashless payments, thereby eliminating the need for cash transactions. This service also improves operational efficiency by automating journal entries based on usage details.	Annual fee from ¥72,000
Personnel and labor relations	**Bugyo Edge Labor Management Digitalization Cloud**	Improves operational efficiency by digitalizing procedures related to personnel and labor relations, such as collecting information from employees and processing social insurance and labor contracts. This service also handles procedures that are unique to general affairs, such as the collection of questionnaires and the announcement of event schedules.	Annual fee from ¥168,000
	Bugyo Edge Attendance Management Cloud	Employees can record, request and approve attendance-related matters on smartphones and computers. This service minimizes labor risks by supporting attendance management tasks.	Annual fee from ¥132,000
	Bugyo Edge Year-End Tax Adjustment Declaration Form Cloud	Significantly improves the efficiency of application and declaration tasks related to the declaration form for exemption of dependents and others and the return form for insurance premium deductions by processing year-end tax adjustments online.	Annual fee from ¥8,000
	Bugyo Edge Digitalization of Pay Slips Cloud	Reliably reduces the time and costs involved in distribution of pay slips.	Annual fee from ¥12,000
	Bugyo Edge My Number Cloud	Efficiently and securely handles business processes to comply with the My Number system.	Annual fee from ¥24,000
	Bugyo Edge Mental Health Cloud	Utilizes stress checks to help improve the work environment and decrease the occurrence of health-related absences while also establishing a mental health care system for employee.	Annual fee from ¥129,600
	Bugyo Edge Target Management Cloud **Bugyo Edge Computerization of Personnel Information Cloud** **Bugyo Edge Personnel Development Cloud**	Improves employee training and organizational capacity. Provides an environment for managing goals based on the training policy and smoothly conducting personnel evaluations.	Annual fee from ¥330,000 Annual fee from ¥150,000 Annual fee from ¥330,000
	Bugyo Edge Personnel Change Cloud	Provides smart procedures for handling changes in personal circumstances to ensure that changes to personnel information can be updated easily.	Annual fee from ¥17,500
Sales management	**Bugyo Edge Digitalization of Billing Management**	Facilitates the use of paperless invoices and automates billing processes.	Annual fee from ¥30,000

Price Comparison of the Bugyo Series

The figures in parentheses are the annual OMSS maintenance contract fees

|		SaaS	IaaS		On-premises
		Bugyo Cloud *1	Bugyo 11 Cloud	OBC Cloud Service	Bugyo 11
i series	Standalone version	**Annual fee from ¥160,000** *Annual license fee type *1 license *Includes fee for cloud environment	—	—	**From ¥250,000 (Annual fee from ¥54,000)**
	Network version	**Annual fee from ¥348,000** *Annual license fee type *3 licenses *Includes fee for cloud environment	**Annual fee from ¥500,000** *Annual license fee type *3 licenses *An additional fee required for the cloud environment	**Annual fee from ¥1,542,000** *Annual license fee type *3 licenses *Includes fee for cloud environment	**From ¥1,120,000 (Annual fee from ¥158,000)** *3 licenses
V ERP series	Standalone version	Under development	—	—	**Annual fee from ¥232,000** *Annual license fee type *Includes fee for maintenance contract
	Network version	Under development	**Annual fee from ¥662,000** *VERP Smart Plan price *Annual license fee type *3 licenses *An additional fee is required for the cloud environment	**Annual fee from ¥1,672,000** *VERP Smart Plan price *Annual license fee type *3 licenses *Includes fee for cloud environment	**Annual fee from ¥662,000** *VERP Smart Plan price *Annual license fee type *3 licenses *Includes fee for maintenance contract

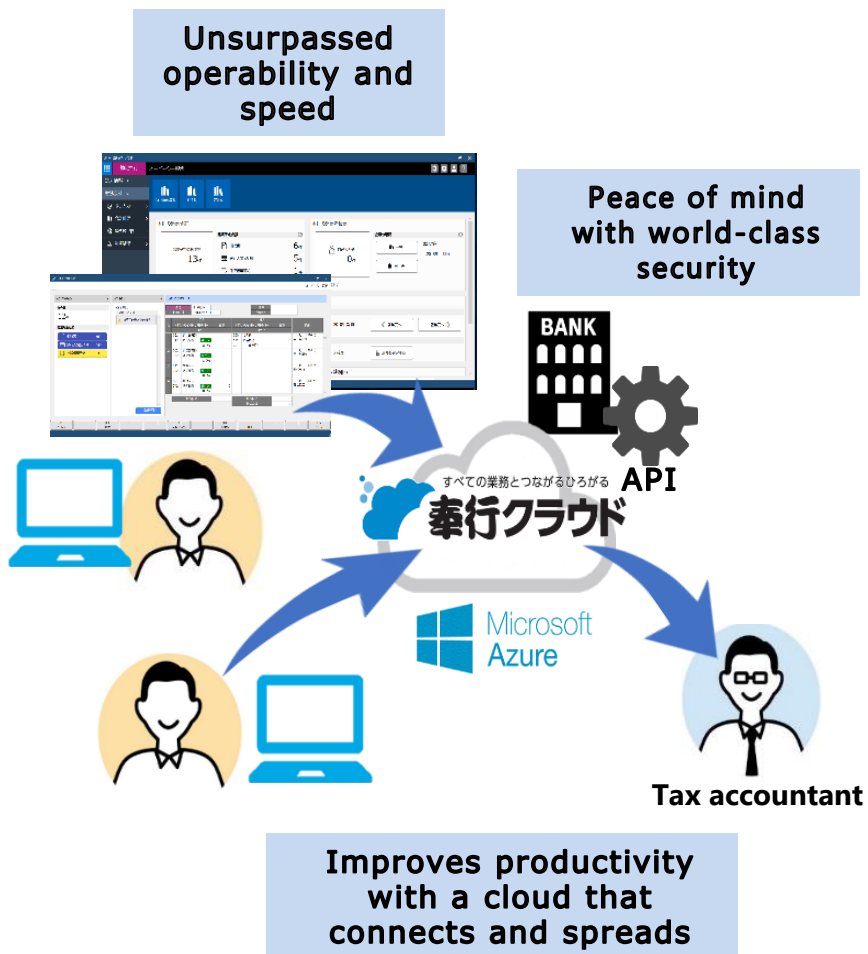*1 Refer to page 26 for details on i J or i E

Cloud Business

Overview of Cloud Business — SaaS

Characteristics of Bugyo Cloud (SaaS)

SaaS
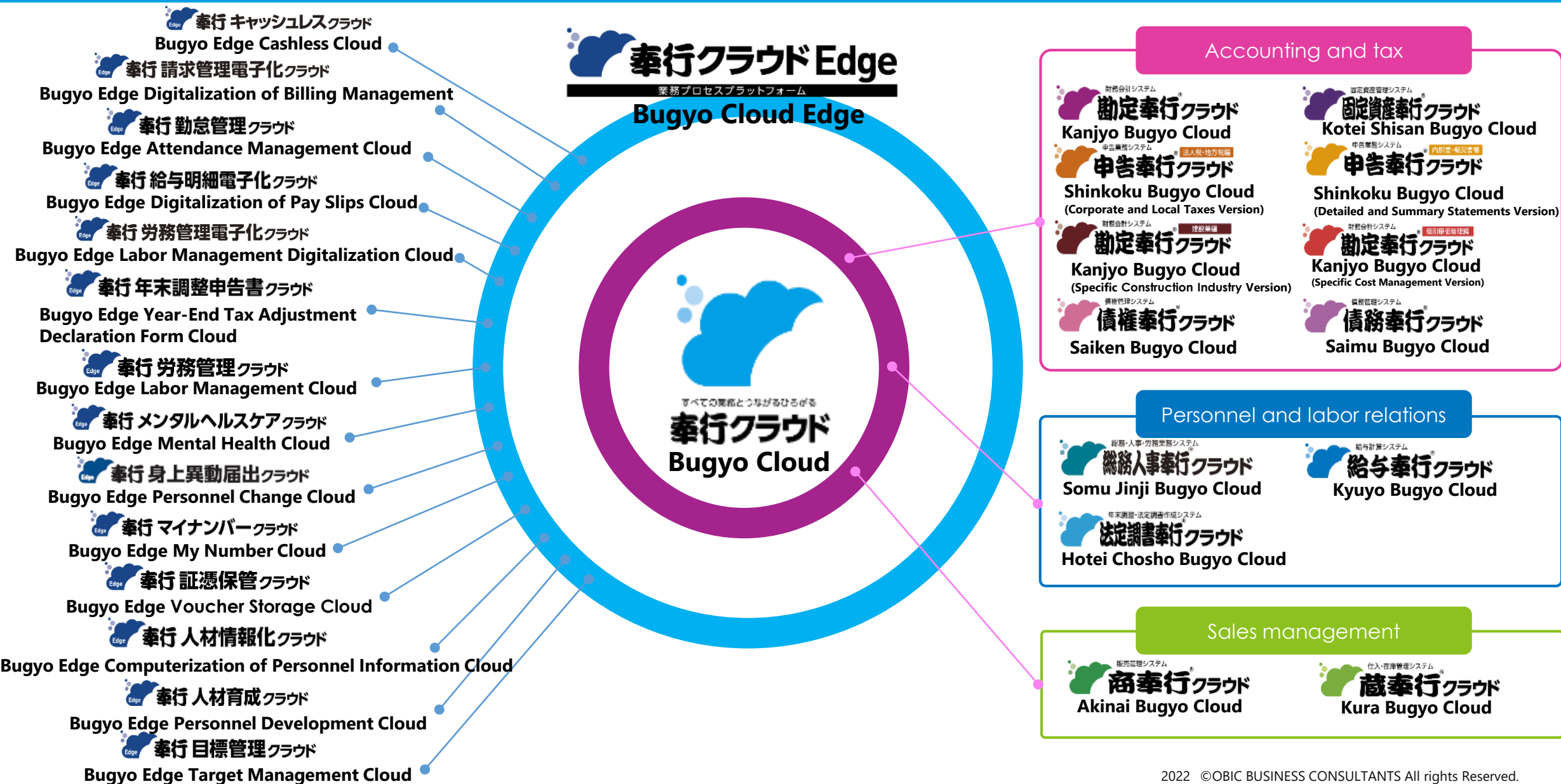
"Connect and spread to all business operations" by providing world-class security that offers great peace of mind, safety and trust.

Unsurpassed operability and speed

Peace of mind with world-class security

API

BANK

すべての業務とつながるひろがる
奉行クラウド

Microsoft Azure

Tax accountant

Improves productivity with a cloud that connects and spreads

WPF
Exceptional operability and speed with Windows + cloud

Improves productivity of daily operations through automated and learning functions

Freely expand functions, specs and data capacity at any time

Easily networked by adding users!

Use together with experts such as accountants, tax accountants and social security consultants

Link to various cloud services through an API

OBC i D
Integrated into a single program to facilitate the use of one ID

Microsoft Azure
World-class security and availability

Delivers global-standard disaster recovery in Japan

Characteristics of Bugyo Cloud   SaaS
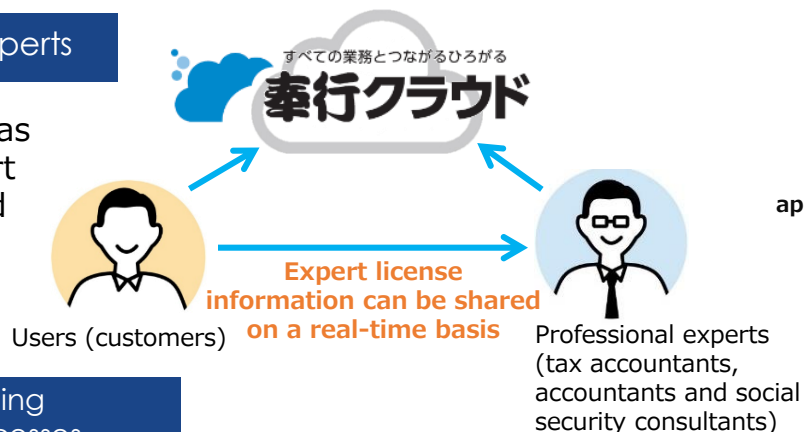

Expert Licenses

Expert Licenses Connecting to other people

Provide expert licenses as standard
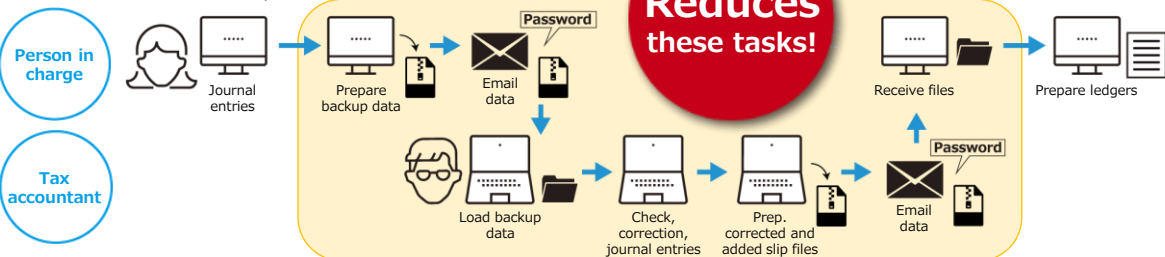so that Bugyo Cloud can be used together with experts, such as tax accountants and social security consultants.

Easily share data with experts

Once an expert license has been provided, the expert can use Bugyo Cloud and quickly share the customers' data.

Users (customers)

Expert license information can be shared on a real-time basis

Professional experts (tax accountants, accountants and social security consultants)

Speed up monthly closing by reducing business processes

Usual operation

Reduces these tasks!

Person in charge

Tax accountant

Journal entries | Prepare backup data | Password | Email data

Load backup data | Check, correction, journal entries | Prep. corrected and added slip files | Email data | Password
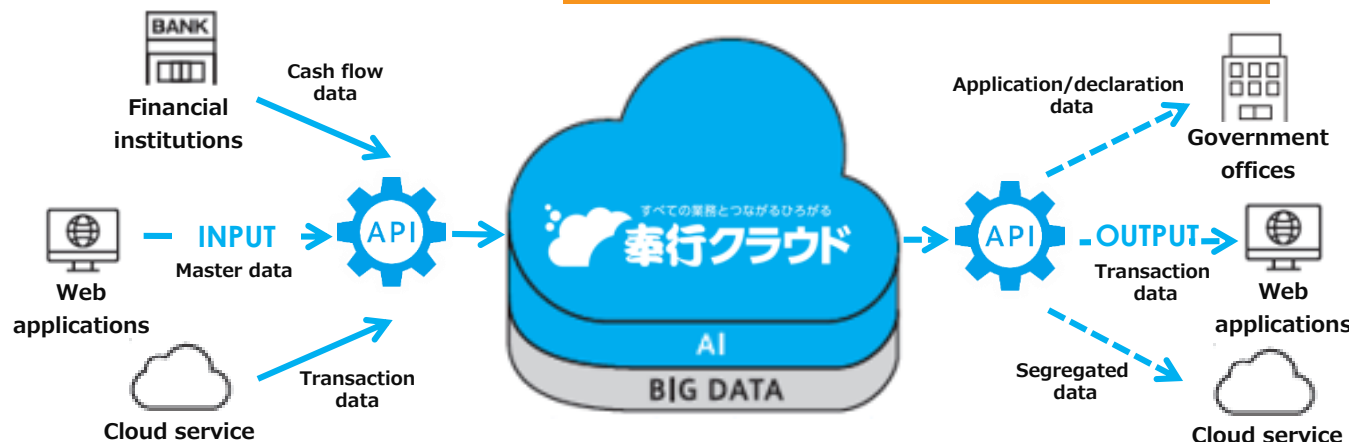
Receive files | Prepare ledgers

Ecosystem for Connecting and Spreading

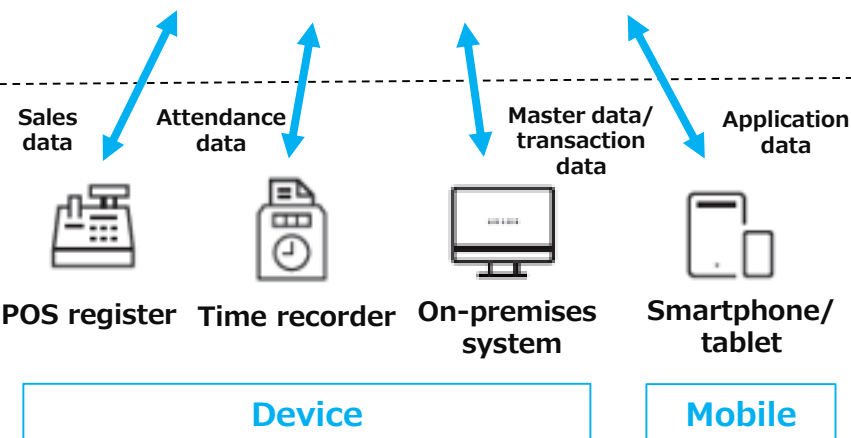### With the use of an API, data can be automatically linked easily and seamlessly, crossing over systems.

Scheduled to link sequentially with approximately 200 types of Bugyo solutions

Financial institutions — Cash flow data

Web applications — INPUT Master data — API

Cloud service — Transaction data

AI BIG DATA

API — OUTPUT

Application/declaration data → Government offices

Transaction data → Web applications

Segregated data → Cloud service

Cloud

On-premises

24 hours 365 days

Bugyo Cloud allows you to use an API 24 hours a day, every day of the year

Sales data | Attendance data | Master data/ transaction data | Application data

POS register | **Time recorder** | **On-premises system** | **Smartphone/ tablet**

Device | **Mobile**

Significantly Reducing Tasks by Realizing "One Fact, One Data Set"

Bugyo Cloud improves productivity based on the idea of "one fact, one data set." It eliminates the trouble of linking data and double entries as much as possible by automatically linking master data with other data without users even being aware of it.

Eliminate double entries by data linkage
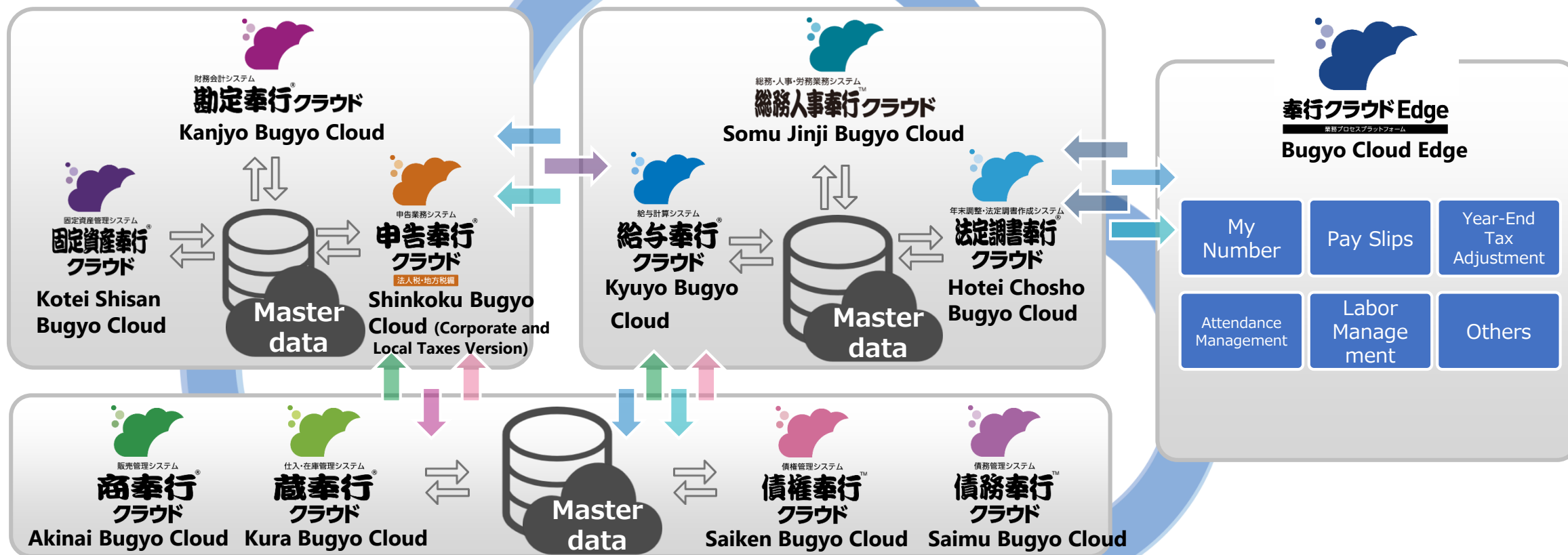
Bugyo Cloud Systems and Prices

Customers can select a system grade according to the functions they use, the data capacity, and the number of users.

Kanjyo Bugyo Cloud i

No. of slips /Price

No. of slips	Price
300,000	¥240,000〜/year
	¥200,000〜/year
	¥160,000〜/year
100,000	¥96,000〜/year
30,000	¥60,000〜/year

S
- ☐ Profit/loss identification by department
- ☐ Spreadsheet for slip journalization for management accounting

etc.

B
- ☐ Budget/result management
- ☐ Business analysis

etc.

A

All-system common functions
- ☐ Accounting ledger
- ☐ Financial statements
- ☐ Cash flow chart
- ☐ Consumption tax filing
- ☐ Electronic tax return filing
- ☐ Automatic program updates
- ☐ Accounting ledgers

J

E

etc.

Kyuyo Bugyo Cloud i

No. of users /Price

No. of users	Price
300	¥240,000〜/year
100	¥180,000〜/year
50	¥96,000〜/year
	¥60,000〜/year

S

B

Functions are common to all systems

Grades differ depending on the number of users

A
- ☐ Salary processing
- ☐ Bonus processing
- ☐ Social insurance processing
- ☐ Year-end tax adjustment
- ☐ Dashboard
- ☐ General data preparation
- ☐ My number storage

etc.

E

Akinai Bugyo Cloud i

No. of slips /Price

No. of slips	Price
400,000	¥260,000〜/year
	¥220,000〜/year
	¥180,000〜/year
100,000	¥108,000〜/year
50,000	¥60,000〜/year

S
- ☐ Estimate preparation/Project management
- ☐ Expansion of product management

etc.

B
- ☐ Transition table (order/sales)
- ☐ Comparison table (order/sales)

etc.

A

All-system common functions
- ☐ Accounts receivable ledger
- ☐ Orders received/Backlog spreadsheet
- ☐ Sales spreadsheet
- ☐ Receivable balances list
- ☐ Sales consumption tax spreadsheet
- ☐ Authority management
- ☐ Product management

J

E

etc.

Kura Bugyo Cloud i

No. of slips /Price

No. of slips	Price
400,000	¥260,000〜/year
	¥220,000〜/year
	¥180,000〜/year
100,000	¥108,000〜/year
50,000	¥60,000〜/year

S
- ☐ Expansion of product management
- ☐ Component management

etc.

B
- ☐ Transition table (order/purchase/inventory)
- ☐ Comparison table (order/purchase)

etc.

A

All-system common functions
- ☐ Accounts payable ledger
- ☐ Orders placed/Outstanding order spreadsheet
- ☐ Purchases spreadsheet
- ☐ Payable balances list
- ☐ Purchase consumption tax spreadsheet
- ☐ Authority management
- ☐ Product management

J

E

etc.

Compact Models for Small Enterprises
Bugyo Cloud i J / i E

SaaS

OBC OBIC BUSINESS CONSULTANTS CO.,LTD.

Characteristics

Bugyo Cloud's performance remains unchanged

These products deliver high productivity by utilizing the same functions and response capabilities as Bugyo Cloud. The number of licenses and API compatibility can be increased.

Can be expanded as the company grows

GROWTH

The only limit on these products is data capacity. They can be expanded to deliver higher-level services in line with the company's growth and management environment.

Can be used easily and cost effectively

These high-performance products can be used easily and cost effectively.

Comparison with Bugyo Cloud

	Bugyo Cloud	Bugyo Cloud i J	Bugyo Cloud i E
Enterprise size	Small and medium-sized enterprises	Small enterprises	Ultra-small enterprises
Functions	—	Equivalent to Bugyo Cloud	Equivalent to Bugyo Cloud
No. of slips (Kanjyo Bugyo)	300,000	100,000	30,000
Price (Kanjyo Bugyo Standalone)	Initial cost: 50,000 yen Annual charge: 160,000 yen	Initial cost: 50,000 yen Annual charge: 96,000 yen	Initial cost: 0 yen Annual charge: 60,000 yen

Bugyo 11 Cloud & OBC Cloud Services IaaS

奉行11クラウド Cloud

The Bugyo 11 series (license fee type) is used in combination with public cloud services (IaaS/PaaS). Users can select any public cloud service that is compatible with the Bugyo 11 series.
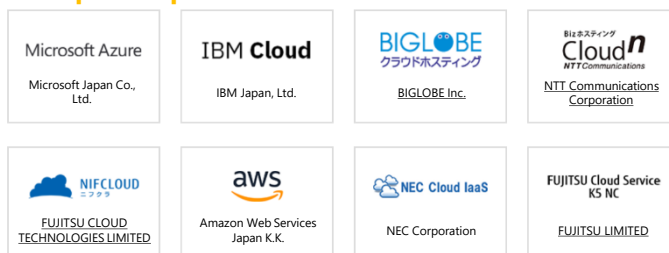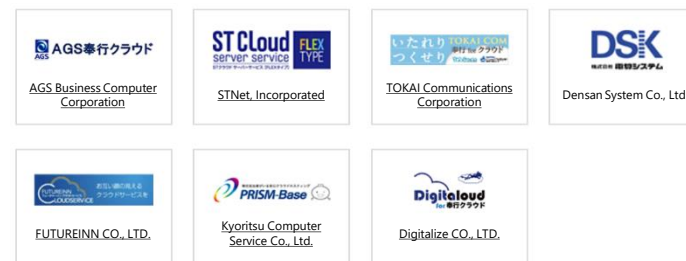
Bugyo 11 Cloud series

奉行11 OMSS LLS

Cloud environment

(Provided by the customer)

Compatible public clouds

Microsoft Azure — Microsoft Japan Co., Ltd.	IBM Cloud — IBM Japan, Ltd.	BIGLOBE クラウドホスティング — BIGLOBE Inc.	Bizホスティング Cloudn NTT Communications — NTT Communications Corporation
NIFCLOUD ニフクラ — FUJITSU CLOUD TECHNOLOGIES LIMITED	aws — Amazon Web Services Japan K.K.	NEC Cloud IaaS — NEC Corporation	FUJITSU Cloud Service K5 NC — FUJITSU LIMITED

Company's own verification (*compatible public clouds)

AGS奉行クラウド — AGS Business Computer Corporation	ST CLoud server service FLEX TYPE — STNet, Incorporated	いたわり つくせり TOKAI CLOUD — TOKAI Communications Corporation	DSK — Densan System Co., Ltd.
FUTUREINN CLOUDSERVICE — FUTUREINN CO., LTD.	PRISM-Base — Kyoritsu Computer Service Co., Ltd.	Digitaloud — Digitalize CO., LTD.	

OBC クラウドサービス Cloud Services

In addition to the Bugyo 11 series, OBC offers other premium services such as the establishment, operation and support for cloud and other environments. These services can be used wherever an internet environment is available. (*You can also use these services in a cloud environment if you purchase the Bugyo 11 series.)

Bugyo 11 Cloud series

奉行11 OMSS LLS

Cloud environment

Head Office

OBC クラウドサービス Cloud Services

Bugyo series — Building & maintenance

Bugyo series — Data backup (daily)

OBC supports cloud operations for the Bugyo 11 series. Users can concentrate on its use and reduce their system operation costs.

奉行クラウド Edge
業務プロセスプラットフォーム

◆ Bugyo Cloud Edge is a range of services provided by OBC that handles various types of businesses that cannot be operated using systems for fundamental tasks. This product enables companies that introduce OBC systems to link employees with back-office departments, standardize business processes and improve productivity.

◆ They can be seamlessly linked and synced with other related Bugyo products.

◆ They can be utilized as tools for improving the response capabilities of an entire company.

## Characteristics

Make routine tasks easy
Time spent by employees on routine tasks is reduced.

Routine tasks such as handling employee applications and approvals can be performed easily on a smartphone or PC from home or an off-site location. Unfamiliar tasks can also be processed easily with guidance, and inefficient employee tasks can be resolved.

Improve back-office productivity
Manual procedures and mistakes are reduced.
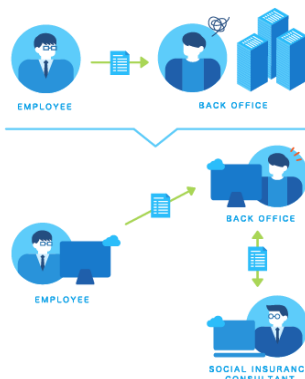
As Bugyo Cloud Edge can be linked to employee application data, employees do not need to manually input the data in fundamental systems. Also, as Bugyo Cloud Edge can be used by social insurance consultants and tax accountants as well, there is no need to conduct data exchanges, thereby ensuring that operations can be conducted safely and accurately.

Can be used safely and securely
Peace of mind with world-beating security.

Compliance with international standards
Encryption of all data
Secure access
Data center contingency planning
Effective threat countermeasures
Monthly operating rate 99.9%

Microsoft Azure
World-beating security

Microsoft Azure implements the latest security measures to cover all eventualities. By conducting operations using Microsoft Azure, OBC can protect its customers' important data while also providing a safe and stable business environment.
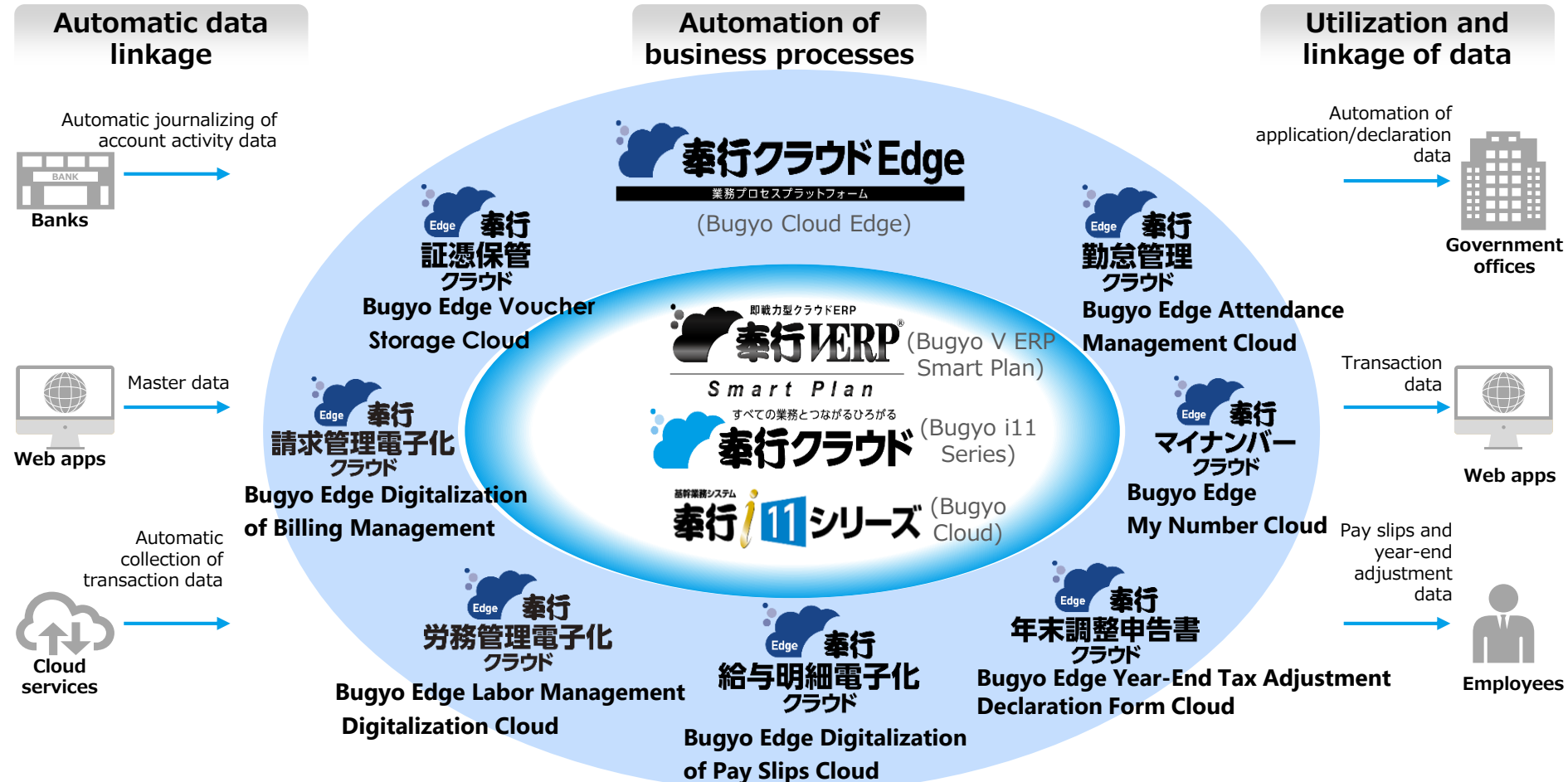
Bugyo Cloud Edge Enables Automatic Data Collection and Utilization

Bugyo Cloud Edge helps our customers promote DX by improving the efficiency of data linkage and utilization and of automating business operations. It achieves this by coordinating with our core systems and other companies' products and services.

Automatic data linkage

Automation of business processes

Utilization and linkage of data

Automatic journalizing of account activity data

Banks

奉行クラウド Edge
業務プロセスプラットフォーム
(Bugyo Cloud Edge)

Automation of application/declaration data

Government offices

Edge 奉行 証憑保管 クラウド
Bugyo Edge Voucher Storage Cloud

Edge 奉行 勤怠管理 クラウド
Bugyo Edge Attendance Management Cloud

Master data

Web apps

即戦力型クラウドERP
奉行 V ERP®
S m a r t P l a n
(Bugyo V ERP Smart Plan)

すべての業務とつながるひろがる
奉行クラウド (Bugyo i11 Series)

基幹業務システム
奉行 i11 シリーズ (Bugyo Cloud)

Edge 奉行 請求管理電子化 クラウド
Bugyo Edge Digitalization of Billing Management

Edge 奉行 マイナンバー クラウド
Bugyo Edge My Number Cloud

Transaction data

Web apps

Automatic collection of transaction data

Cloud services

Edge 奉行 労務管理電子化 クラウド
Bugyo Edge Labor Management Digitalization Cloud

Edge 奉行 給与明細電子化 クラウド
Bugyo Edge Digitalization of Pay Slips Cloud

Edge 奉行 年末調整申告書 クラウド
Bugyo Edge Year-End Tax Adjustment Declaration Form Cloud

Pay slips and year-end adjustment data

Employees

Helping customers promote DX by streamlining data linkage and automating business operations

On-premises Business

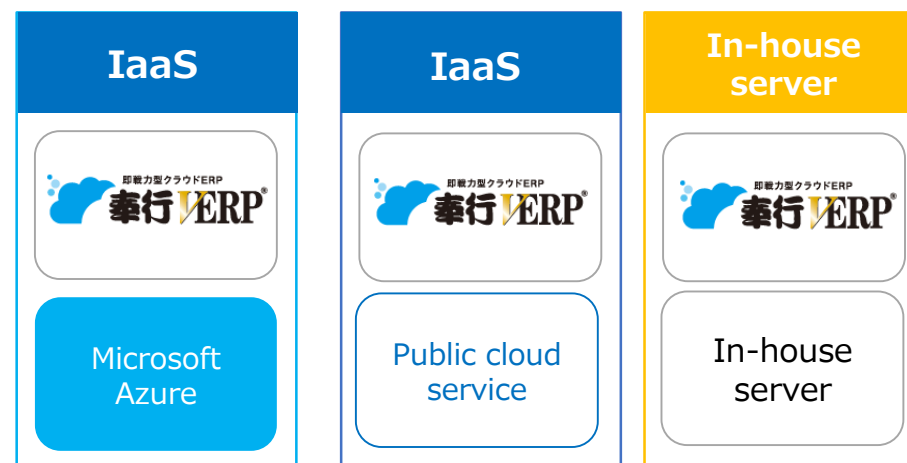# OBC Software Packages

Product		Description	Catalog price
i Series	**New ERP**	Package designed to further enhance the Bugyo series' functions	¥1,580,000–¥6,590,000 (3–20 clients)
	Network Edition	A model that allows integrated data management across multiple branches and business facilities by connecting a database server to client PCs via a network	¥970,000–¥5,330,000 (3–20 clients)
	Standalone	A standard model used for one PC, designed to support small enterprises, individuals in charge of particular tasks, and operations within a department	¥250,000–¥860,000
	J Series	For small enterprises	Initial registration fee of ¥20,000 Annual fee from ¥40,000–¥60,000
Electronic Banking		Bank transaction management system used in the business facilities of large and mid-size enterprises that use city or regional banks	
V ERP Series	**Advanced Edition**	A high-grade model that can be linked closely with existing systems, considering the need for gradual development and the establishment of links starting from the necessary parts to flexibly respond to the introduction phase of an adopting enterprise.	Annual fee from ¥886,000～ （5～clients）
	Standard Edition	A model that allows integrated data management across multiple branches and business facilities by connecting a database server to client PCs via a network	Annual fee from ¥778,000～ （5～clients）
	Single Edition	A standard model used for one PC	Annual fee from ¥232,000～ （5～clients）

V ERP series released the V ERP Smart Plan, which offers a flat-rate model, transitioned from a purchase model

即戦力型クラウドERP 奉行 V ERP® Smart Plan **Switching to Subscription**
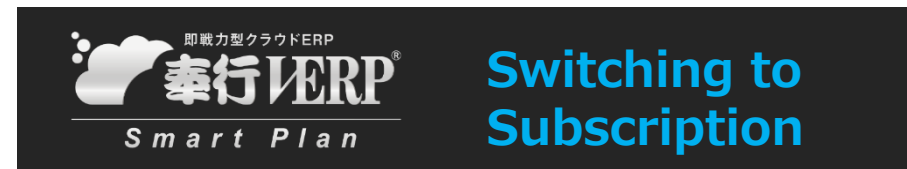
◆ **Usage types**

There are three types: one is to use an in-house server, another is used in combination with public cloud services, and the other is a type where OBC offers services such as the establishment, operation, and support for cloud and other environments.
Bugyo V ERP is available at a flat rate regardless of the usage type.

IaaS	**IaaS**	**In-house server**
即戦力型クラウドERP 奉行 V ERP®	即戦力型クラウドERP 奉行 V ERP®	即戦力型クラウドERP 奉行 V ERP®
Microsoft Azure	Public cloud service	In-house server

Characteristics of Optional Products (Bugyo Options)

Optional products (Bugyo Options)

◆ **Bugyo Options are various optional products that are compatible with the Bugyo series dedicated to businesses.**

◆ **Introducing these optional products in combination with the Bugyo series facilitates the development of systems that are in line with the customer's business and industry.**

Five characteristics

1 **Data is directly linked because the products are fully compatible with the Bugyo series.**

2 **The products can be operated immediately because customization is not necessary.**

3 **Quick delivery is possible because the products are packaged.**

4 **The products provide full support in responding to maintenance, tax system revisions, etc.**

5 **Comprehensive on-site guidance services are provided following the introduction of the products.**

List of Optional Products

Product	Corresponding products
• Receipt of money management option • Payment management option • Management accounting option • Foreign currency input option • Densai (electronically recorded monetary claims) and notes receivable management option • Densai and notes payable management option	• Kanjyo Bugyo • Kanjyo Bugyo (Specific Cost Management Version) • Kanjyo Bugyo (Specific Construction Industry Version)
• Distribution of pay slips option	• Kyuyo Bugyo
• Wage revision option	• Jinji Bugyo
• Individual project management option • Simultaneous input option for orders placed and received • Simultaneous input option for sales and purchases • Reversal of receivables option • Reversal of payables option	• Akinai Bugyo • Kura Bugyo

History of On-Premises

Provision of products for long-term use

- Respond quickly and accurately to systemic revisions, legal revisions, etc.
- Support the latest technologies, including Microsoft's latest OS and the latest development environments, such as .NET, cloud, etc., from the standpoint of technology.

2020 — **Bugyo i11/V ERP11**
Systems for core business that increase the productivity of a wide range of businesses

2015 — **Bugyo i10/V ERP10** : Compatible with Windows 10

2012 — **Bugyo i8/V ERP8** : Compatible with Windows 8

2009 — **Bugyo i** : Compatible with Windows 7

2007 — **Bugyo V ERP** : Support internal controls and IFRS

2001 — **Bugyo 21** : Support the new Companies Act, electronic tax return filing, etc.

1980 — **TOPseries** : Developed around the same time as the launch of the PC

Multiple models are available based on the requirements of the enterprise

<u>i series</u>
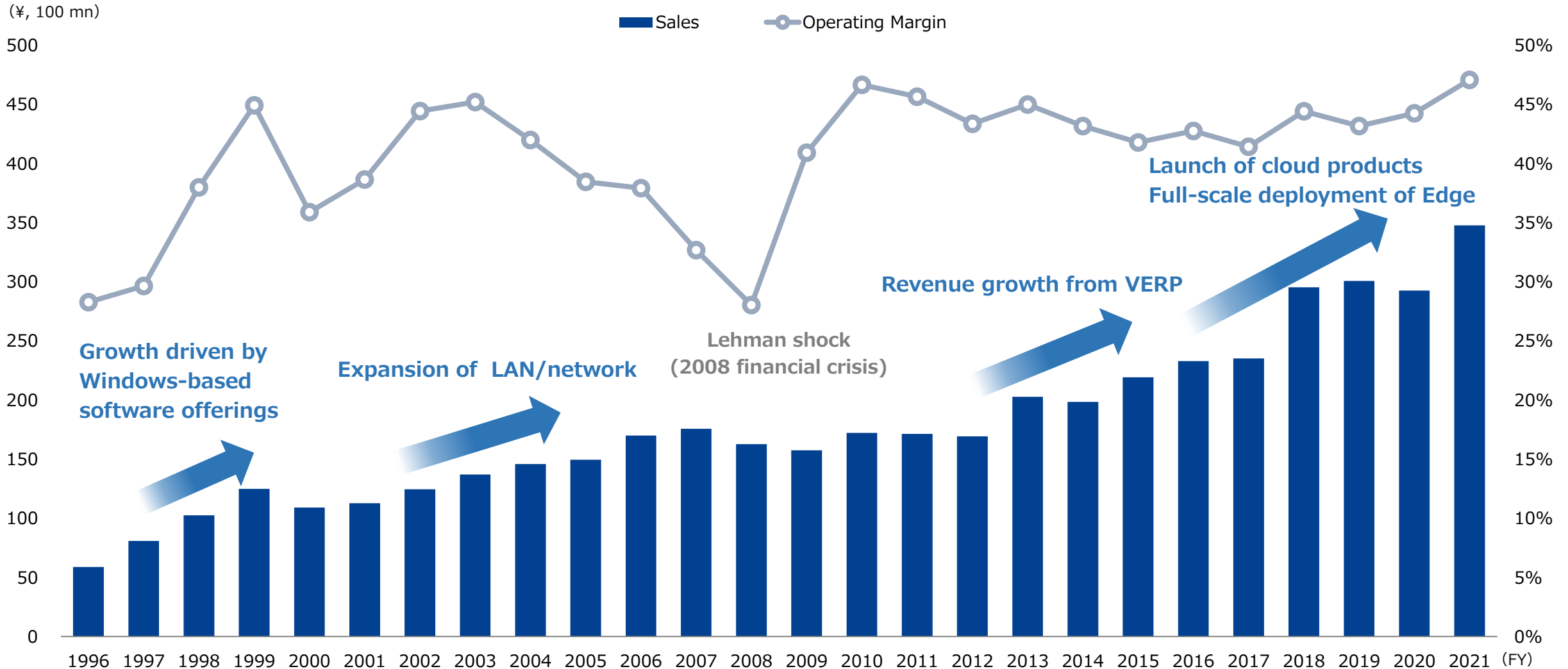Standard model for small and medium-sized enterprises

<u>V ERP series</u>
Higher-end model that supports IFRS and internal controls

Finance Conditions
Market Share

OBC's History

（¥, 100 mn）

Sales ■ **Operating Margin** ○

Growth driven by Windows-based software offerings

Expansion of LAN/network

Lehman shock (2008 financial crisis)

Revenue growth from VERP

Launch of cloud products Full-scale deployment of Edge

1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 （FY）
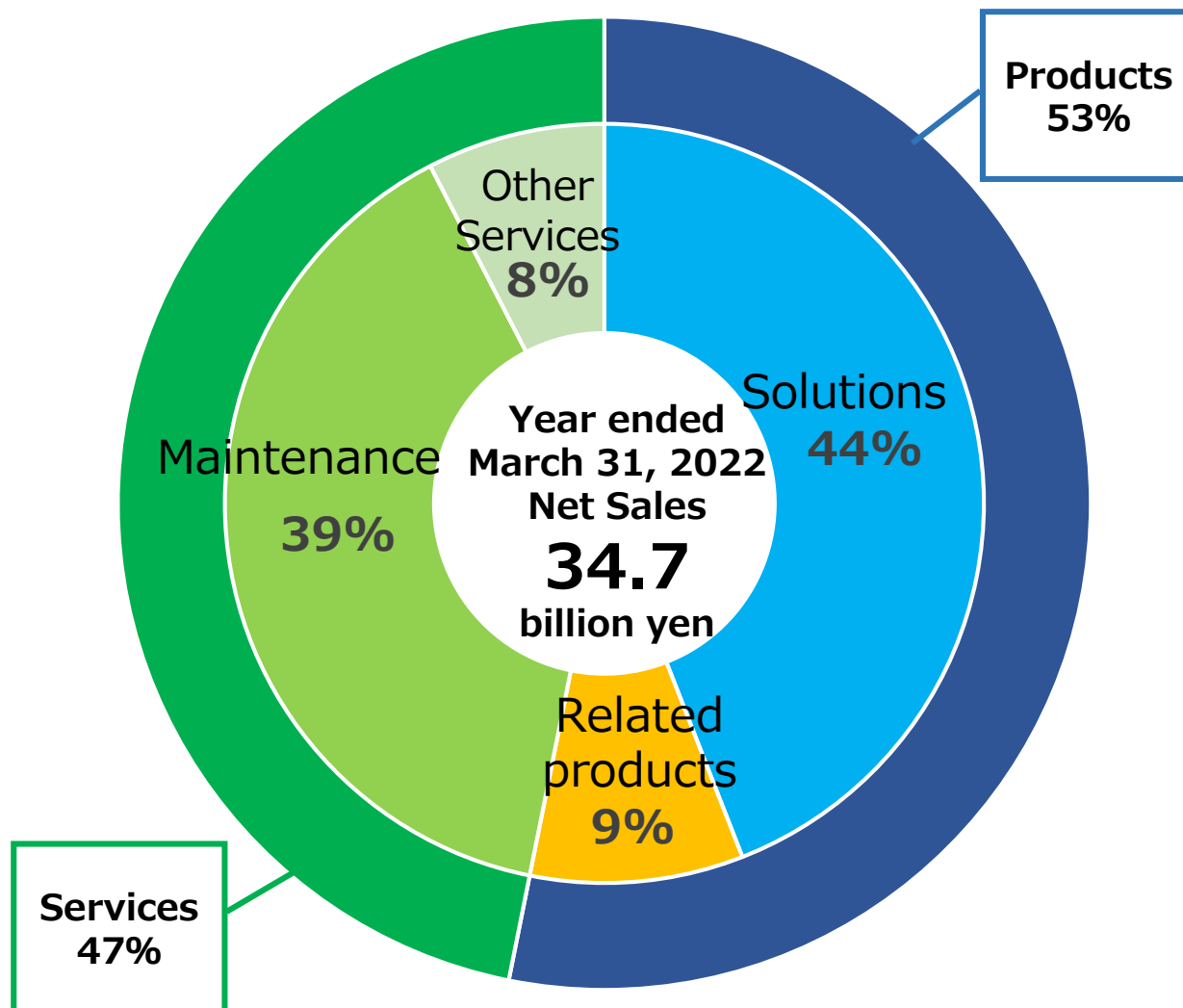
Note: Operating margin = Operating profit / Revenue

Net Sales Composition by Product Category

With core business systems as main products, a well-balanced business portfolio is established by mixing introduction support, maintenance, and other companies' products.
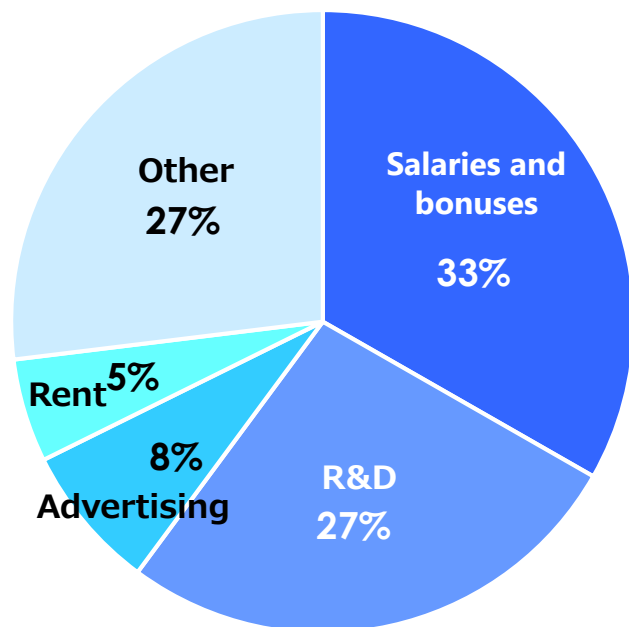
Products

Solutions

[Subscription model]
- Bugyo Cloud
- Bugyo 11 Cloud
- OBC Cloud Service
- Bugyo V ERP Smart Plan
- Bugyo Cloud Edge services

[On-premises model]
- Packaged software
  (Bugyo V ERP, Bugyo i series [New ERP, Network Edition, Standalone] and J series)
- Optional product
- Electronic banking systems (Office bank)

Related products

- Supplies (special forms)
- Other companies' products linked with the Bugyo series
- Outsourced development of EB for city banks

Services

Maintenance

- Maintenance contracts for the Bugyo series and other services provided by OBC
- Monthly subscription fees to EB for city banks

Other Services

- Workshop sales (useware)
- Guidance fee sales (useware)

Other Services 8%

Solutions 44%

Maintenance 39%

Year ended March 31, 2022 Net Sales **34.7** billion yen

Related products 9%

Products 53%

Services 47%

OBC's Profit and Loss Breakdown (FY Ended Mar. 2022)

◆Selling, general and administrative expenses

- Salaries and bonuses 33%
- R&D 27%
- Advertising 8%
- Rent 5%
- Other 27%

PL:

- Cost of sales 5,611
- Selling, general and administrative expenses 12,788
- Operating profit 16,357

Segment:

- Products sales 18,474
- Services sales 16,283

◆Cost of sales

- Materials 46%
- Labor cost 32%
- Outsourcing 17%
- Management expenses 5%

37
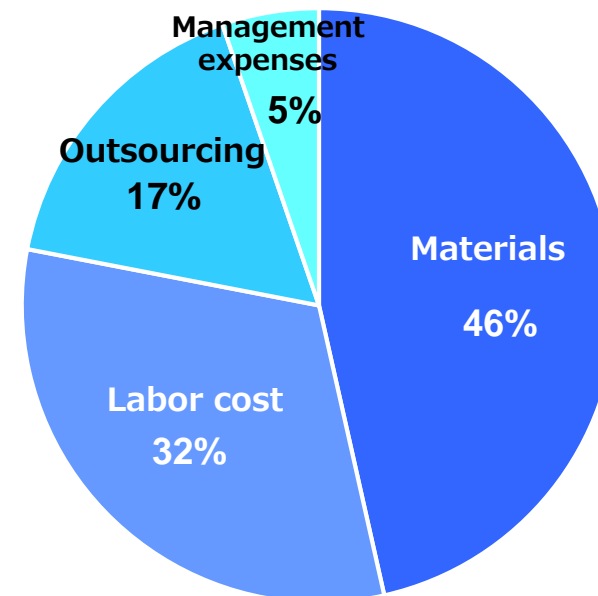
Focus on Research and Development

Legend: R&D (bar), R&D/Sales (line)

Year	R&D (million yen)	R&D/Sales
03/13	1,919	11.34%
03/14	2,015	9.94%
03/15	2,117	10.68%
03/16	2,235	10.20%
03/17	2,344	10.10%
03/18	2,453	10.43%
03/19	2,913	9.86%
03/20	2,933	9.76%
03/21	3,023	10.33%
03/22	3,435	9.88%
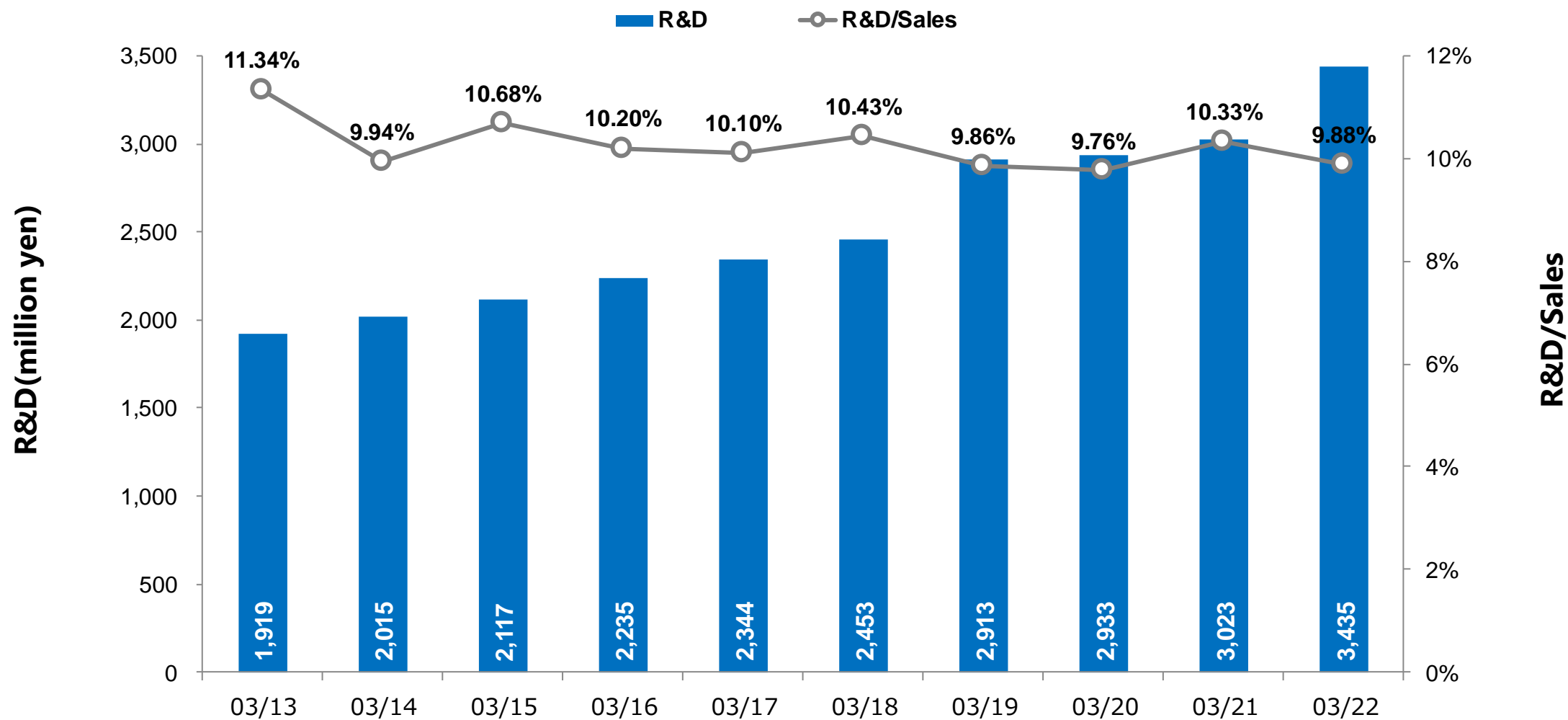
Market Share(Number of Systems Installed)

- Investigation period: June – July 2021
- Target: SMEs with annual sales of less than 50 billion yen

Accounting Management

14.4%
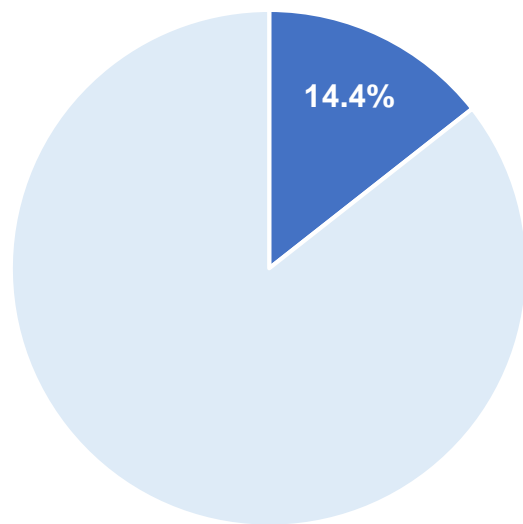
Salary, HR, attendance, work management

11.9%
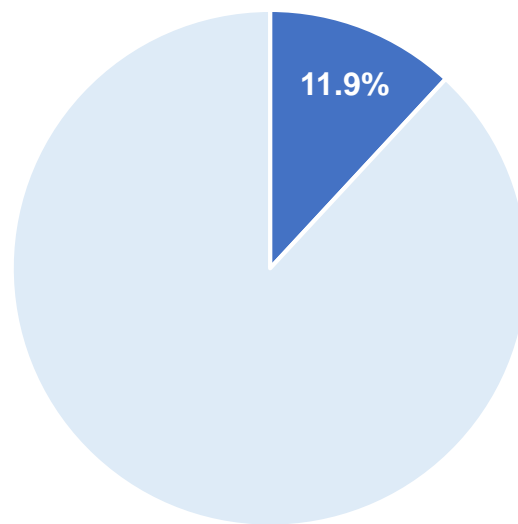
Sales/purchasing management

5.6%

ERP System

5.5%

Nork Research "Actual State of IT Application Usage and Evaluation Report of Mid-Sized and Small and Medium-sized Businesses in the 2021 Version"
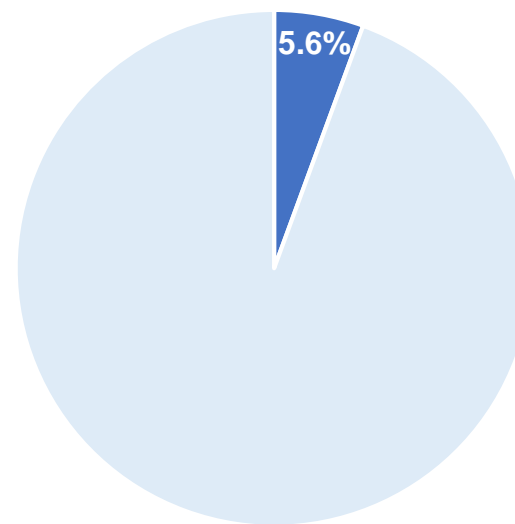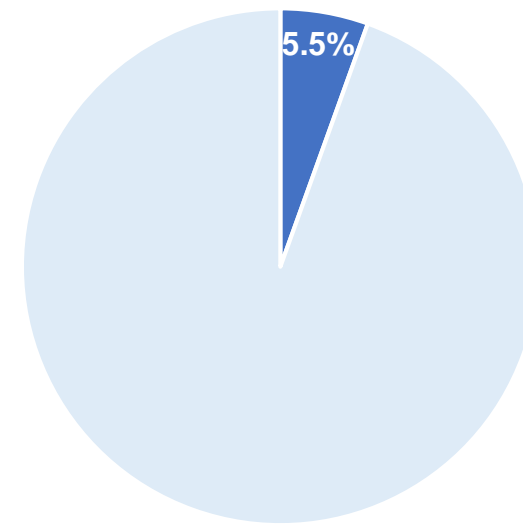
Sustainability

Value Creation Process

Innovate business processes and excite customers

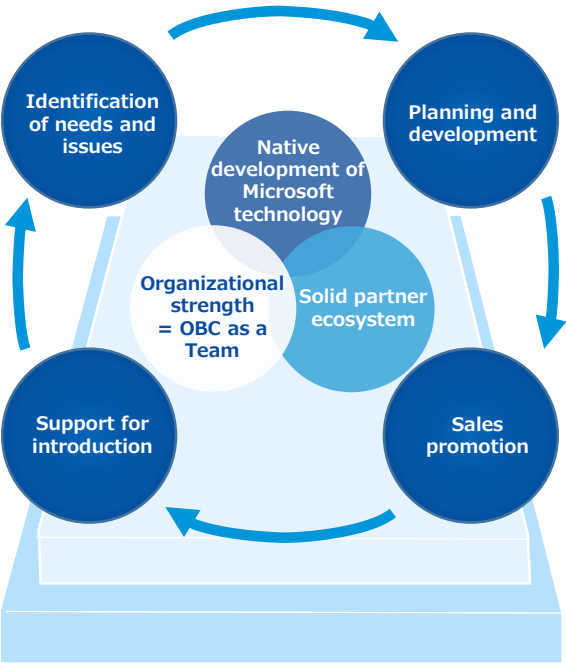**Materiality**

- Promoting IT innovation
- Promoting business activities with consideration given to the environment
- Promoting diversity management
- Conducting activities related to corporate responsibility

Operating capital (Input)

Human capital
- Sophisticated IT human resources for delivering optimized solutions
- Framework for education from scratch

Intellectual capital
- Know-how accumulated since our foundation
- Intellectual property (patents, utility model rights, etc.)

Social and relationship capital
- Partner ecosystem
- Collaboration with other companies' solutions to co-create new value

Manufacturing capital
- Service sites in Japan that support customers and partners
- In-house development of products
- Development system for stable product development

Financial capital
- Solid financial foundation that leads to sustainable value creation

Identification of needs and issues

Planning and development

Native development of Microsoft technology

Organizational strength = OBC as a Team

Solid partner ecosystem

Support for introduction

Sales promotion

Output

- Improved productivity with business services for back offices
- Digitization of operations with business services for employees
- Installation and operational support with introduction support services
- Support for safe and secure operation by customers with support services
- Enhancement of partner ecosystems

Value proposition (Outcome)

- Promoting IT innovation
- Measures for societies facing labor shortages due to declining working population
- Sustainable economy with a virtuous cycle
- Realization of a worthwhile workplace for employees
- Improving long-term corporate value
- Achieving a clean global environment

Social contributions

Stakeholders

Customers | Shareholders | Business partners | Local communities | Environment

Four key themes and 14 materialities

Key theme	Materiality	Guidelines for action	Initiative	SDGs
Promoting IT innovation	Improve quality/customer satisfaction	Continue to provide products/services that maintain high quality and always meet needs.	Improve convenience by reflecting customer requirements in our products; build a system for full support provided by sales and development members; provide quality services through in-house development of products	
	Co-create based on partnerships established with a variety of companies and associations	Work with partners to solve corporate problems and aim for harmonious relationships.	Establish a partner ecosystem; collaborate with other companies and various associations	
	Respond to information security needs	Provide a security environment that corporate can use safely.	Ensure world-class security with Microsoft technology; build a high-standard security system (acquiring a SOC2® Type2 report); provide education on information security	
	Provide products and services that contribute to solving the problem of the shrinking working population	Aim to provide products/services that contribute to improving productivity.	Automate operations through increased sophistication of business systems; respond to diversified work styles by promoting cloud-based remote access; link various business services using APIs	
Promoting diversity management	Ensure employees' health and security	Create a healthy and secure work environment for employees.	Have the Company cover the expenses incurred for gastroscopies, flu vaccinations, and optional gynecological exams; invite industrial physicians to provide health-related lectures; distribute disaster prevention supplies; allow employees to work from home or use flexible work hours as measures against COVID-19; Mental health care using stress checks	
	Promote work and life balance	Create an environment where employees can have a work/family balance and continue to work while playing important roles.	Reduce long working hours; encourage employees to take childcare leave; expand the eligibility of employees for working short hours to those with sixth-grader children	
	Promote utilization of diverse human resources	Aim to create an open workplace that offers opportunities.	Ensure gender equality in employment and personnel system; hire people with disabilities; help people with disabilities continue working	
	Enhance education and training activities	Support the growth of employees.	Regularly provide skill training and mindset training sessions ; provide an environment where employees can take the initiative to learn	
Promoting business activities with consideration given to the environment	Promote reduced use of resources through digitization of operations	Reduce the amount of paper used through digitization of operations.	Provide cloud services for digitizing operations; promote digitization of internal operations	
	Reduce CO_2 emissions	Strive to reduce environmental burdens by utilizing online and cloud services.	Reduce travel by using digital marketing, etc. using remote demonstrations, remote support services, and online conferences; use of virtualization technology for cloud services	
Conducting activities related to corporate responsibility	Have active dialogue with stakeholders (shareholder, customer, employee, families of employee, etc.)	Strive to engage in open-minded management in which stakeholders' opinions are actively incorporated.	Appropriately disclose information through websites, etc.; establish a customer service section; provide information using internal social networking and other tools; hold internal events	
	Promote BCP	Build a system that allows business operations to be continued while minimizing damage when a disaster hits.	Establish a Disaster Prevention Committee; formulate a disaster response manual; introduce a safety confirmation service; regularly hold a disaster prevention drill	
	Ensure legal compliance	Each and every executive and employee must observe laws and internal rules to conduct corporate activities with high ethical standards.	Create and thoroughly implement a compliance manual/guide (excluding antisocial forces, the Subcontract Act, corruption prevention, etc.); observe the Personal Information Protection Policy (privacy policy); set up an anti-harassment policy; provide education on compliance	
	Establish a check system for corporate management	Improve transparency in management and strengthen management monitoring functions toward the achievement of management goals.	Establish an Internal Control Committee; ensure compliance with JSOX (internal audits) requirements; establish a whistleblower system; strengthen the reliability of financial statements and information security management system (acquiring SOC1® Type2 and SOC2® Type2 reports); ensure compliance with the Corporate Governance Code	

Non-Financial Summary

		FY ended Mar. 2020	FY ended Mar. 2021	FY ended Mar. 2022
Society	Number of employees (persons)	842	898	908
	Percentage of female employees (%)	34.9	35.4	35.9
	Number of hires (person)	73	77	65
	Average service years (years)	10.1	10.1	11.0
	Turnover ratio (%)	3.1	2.2	6.4
	Number of employees who took childcare leave (persons)	45	39	42
	Number of employees who used the childcare shortened hours system (persons)	65	65	78
	Percentage of annual paid vacation taken (%)	64.2	53.0	64.6
	Average monthly overtime per person (hour)	22.3	19.0	18.6
Governance	Total number of directors (persons)	10	10	9
	Number of outside directors (persons)	5	5	5
	Number of meetings of the board of directors held (times)	10	3	※
	Average attendance rate of outside directors at meetings of the board of directors (%)	86	93	※
	Average attendance rate of outside auditors at meetings of the board of directors (%)	83	100	※
	Attendance rate for compliance training courses (e-learning) (%)	100	100	100
	Attendance rate for information security education programs (%)	100	100	100

Evaluations by External Organizations

Customer Satisfaction Survey 2021-2022

Nikkei Computer — ERP Category

Kanjyo Bugyo

Nikkei Computer, September 2, 2021 issue
Customer Satisfaction Survey 2021-2022

1st place in ERP category

OBC won first place for the third consecutive year and the 14th time in total
(Award years: 2005-2011, 2014-2017, 2019-2021)
*This survey targets companies, not products.

	Overall satisfaction level	Performance/ evaluation	Reliability	Operability	Cost	Support	Desire to continue
Level of importance		58.4	58.0	54.0	48.7	46.0	
Overall average (effective index is a total value)	58.2	62.5	65.8	56.1	47.1	57.8	60.9
OBIC Business Consultants Co., Ltd. (Bugyo V ERP, etc.)	71.1	74.7	77.6	71.8	58.6	70.7	70.7

Partner Satisfaction Survey 2022

Nikkei Computer — Core Software/Service

Partner Satisfaction Survey

Nikkei Computer
2006, 2008, 2009, 2011-2013, 2016, 2019, 2021, 2022

2nd year in a row Won **1st place**

10th time in total

Nikkei Computer, February 17, 2022 issue
Partner Satisfaction Survey
Core Software/Service Category

Bugyo series Introduction share

SMB 導入シェア No.1 NORK RESEARCH 2021

Source: Nork Research 2016, 2017, 2018, 2019 and 2020

5th year in a row Won **1st place**

Introduction share in:
● Accounting management; and
● Salary, personnel, attendance and work management of middle-ranking and small and medium-sized enterprises

Nork Research "Actual State of IT Application Usage and Evaluation Report of Mid-Sized and Small and Medium-sized Businesses in the 2020 Version" "Kanjyo Bugyo" and "Kyuyo Bugyo, Jinji Bugyo and Shugyo Bugyo"

Introduction share

導入シェア No.1 ソフトウェアビジネス新市場2020年版 中堅規模企業向けERPにおけるシェア 2019年全国実績 富士キメラ総研調べ

Source: MIC Research Institute Ltd.

Number of shipments of ERP packages for medium-sized enterprises

Won **1st place**

New Software Business Market: 2020 Version
Number of shipments in ERP for middle-ranking enterprises: 2019 actual results

Introduction share

導入シェア No.1 2021 中規模企業向けERP ミック経済研究所調べ

Source: Fuji Chimera Research Institute, Inc.

Number of shipments in ERP for middle-ranking enterprises

Won **1st place**

Aim to differentiate by providing remote support and increasing resources "Outlook on the Market for core business Packaging Software: 2021 Version"
Source: MIC Research Institute Ltd.

Introduction share

導入シェア No.1 ソフトウェアビジネス新市場2021年版 労務管理ソフトにおけるシェア 2020年度実績 富士キメラ総研調べ

Source: Fuji Chimera Research Institute, Inc.

Number of shipments of labor management software

Won **1st place**

New Software Business Market: 2021 Version
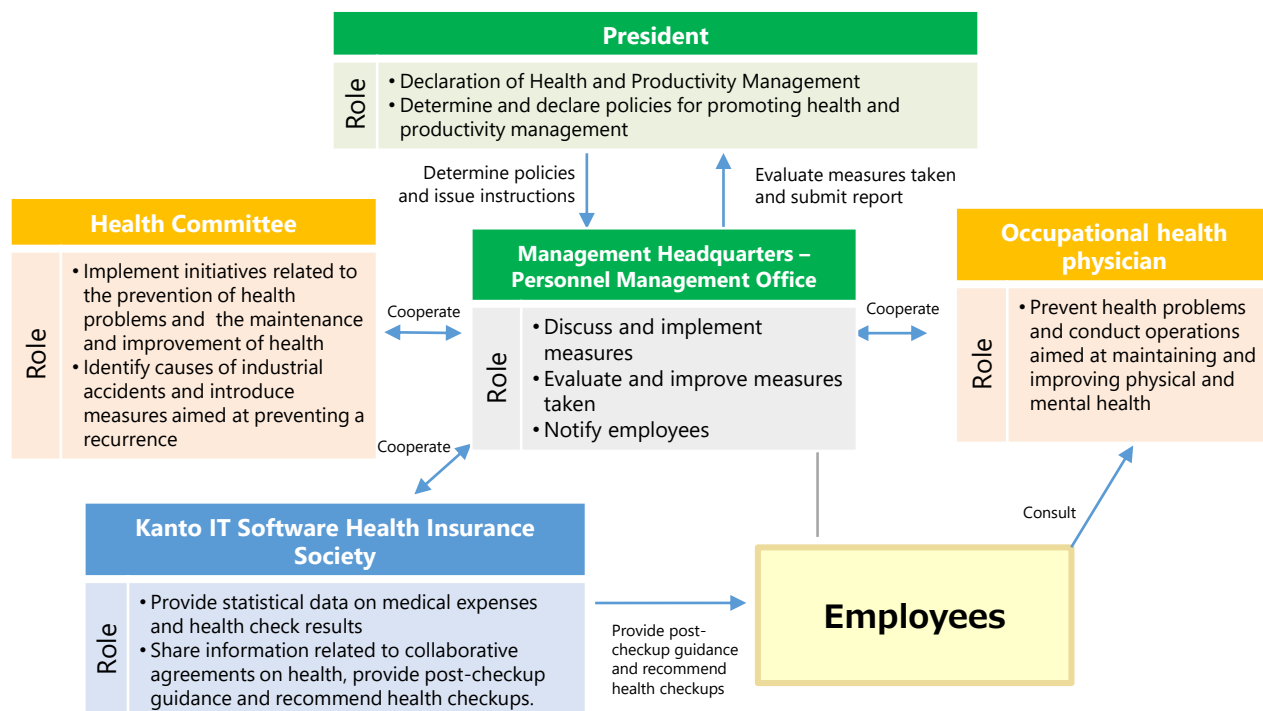Share in labor management software: 2020 actual results

Promotion of Health and Productivity Management and Work-Life Balance

Declaration of Health and Productivity Management

OBIC Business Consultants Co., Ltd. believes that the key to promoting the development of an enterprise is ensuring that its employees are physically and mentally healthy and capable of performing at their full potential.

Given this, together with all of our employees and their family members, we are committed to continuing our efforts to discuss and promote measures aimed at enhancing health in line with changing social needs with a view to establishing open and fair working conditions.

Implementation Structure for the Promotion of Health and Productivity Management

President
Role
- Declaration of Health and Productivity Management
- Determine and declare policies for promoting health and productivity management

Determine policies and issue instructions

Evaluate measures taken and submit report

Health Committee
Role
- Implement initiatives related to the prevention of health problems and the maintenance and improvement of health
- Identify causes of industrial accidents and introduce measures aimed at preventing a recurrence

Cooperate

Management Headquarters – Personnel Management Office
Role
- Discuss and implement measures
- Evaluate and improve measures taken
- Notify employees

Cooperate

Occupational health physician
Role
- Prevent health problems and conduct operations aimed at maintaining and improving physical and mental health

Cooperate

Consult

Kanto IT Software Health Insurance Society
Role
- Provide statistical data on medical expenses and health check results
- Share information related to collaborative agreements on health, provide post-checkup guidance and recommend health checkups.

Provide post-checkup guidance and recommend health checkups

Employees

Certification as an Outstanding Health and Productivity Management Organization for 2020

In accordance with the Declaration of Health and Productivity Management, OBC has been steadily and consistently implementing measures to support the promotion of employee health, such as holding health-related lectures, paying expenses for optional health checkups, conducting in-house flu vaccinations, and distributing health-related news. Following an evaluation of these initiatives, OBC was certified as an Outstanding Health and Productivity Management Organization for 2020 by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi.

2020 健康経営優良法人
Health and productivity

OBC promotes the creation of ideal working conditions and work-style reforms for employees.

| Maternity leave | Shorter working hours system |

| Family-care leave | Childcare leave |

Maternity leave acquisition rate: **100%**
Many employees who have taken maternity or childcare leave, later also play an active role.

2017 Kurumin Certification
We support childcare

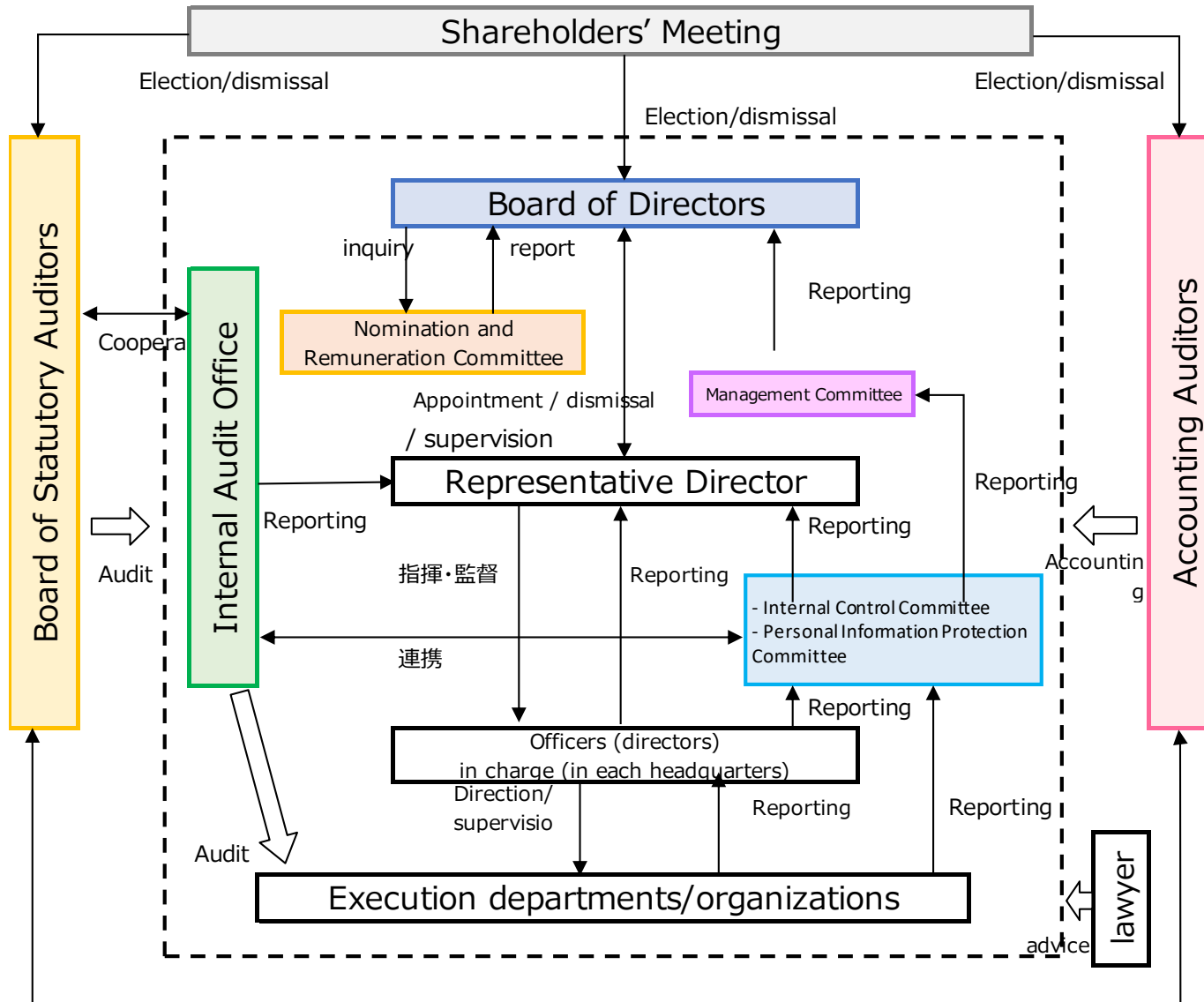Received Kurumin certification!

| "No Overtime Day" system |

Monthly average overtime:
Approx. 20 hours
(Average for all departments)

| Promote less overtime |

Promote a fixed working hours system:
One day a week or more

Governance Structure

Shareholders' Meeting
The Company's highest decision-making body. It resolves matters stipulated in the Companies Act and the Articles of Incorporation.

Board of Directors
This body makes business-related decisions to improve the corporate value of the Company and supervises the business execution function as a management supervisory body.

Management Committee
This body discusses and determines basic policies and strategies in relation to management and determines important matters related to management execution.

Board of Statutory Auditors
This body is responsible for the function of auditing and, in line with the Company's management policies and in accordance with the auditors' auditing standards, conducts audits to help the Company to achieve its management goals as well as improve and enhance management controls.

Internal Control Committee
Personal Information Protection Committee
To support cross-organizational activities and perform continuous monitoring, this body reports the audit results to the Board of Directors and the Board of Statutory Auditors.

Internal Audit Office
This body conducts accounting audits and operational audits in-house, makes operational improvement proposals and reports the audit results to the Board of Statutory Auditors.

Accounting Auditors
Based on advice and recommendations from the Accounting Auditor, Statutory Auditors and Internal Auditors ascertain the status of internal controls, etc. and report their findings to the Board of Statutory Auditors.

Reference (Glossary)

No.	Terms	Descriptions
1	Microsoft Azure	A cloud platform that is run from a Microsoft data center. It provides an operating environment for applications, middleware services, databases, etc. It is being adopted as a cloud platform for the OBC Cloud Service, Bugyo Cloud and Bugyo Cloud Edge.
2	SaaS	A type of cloud service where software is provided and used as a service via the Internet. Bugyo Cloud and Bugyo Cloud Edge services are provided using this type of cloud service.
3	IaaS	A type of cloud service where the servers and other forms of equipment and network infrastructure that are required to operate information systems are provided as a service on the Internet. OBC Cloud Service and Bugyo 10 Cloud services are provided using this type of cloud service.
4	WPF Rich Client UI	A type of SaaS client user interface that is created in Microsoft's next-generation Windows client development environment. It provides better operability and functionality than Web-based user interface applications.
5	Open API	An interface that allows software functions to be accessed via external applications. Bugyo Cloud is scheduled to provide OBC Open API in cooperation with external services.
6	OBCiD	An integrated user authentication infrastructure for Bugyo Cloud services. The user can use multiple Bugyo Cloud services with one OBCiD. Moreover, mutual authentication with other cloud services, such as Office 365, allows single sign-on for both services if either one of the accounts is authenticated.
7	RPA	Robotic process automation (RPA) can identify applications performed on screens and system screens, memorize the operations like human beings do, and then execute them. RPA is not necessarily developed in a programming language. It is operated according to execution procedures established in advance.

www.obc.co.jp

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