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June 27, 2025

To whom it may concern,

Company name: R&D COMPUTER CO.,LTD.
 Name of representative: President and Representative Director Yoshiaki Fukushima
 (Code No. 3924, Tokyo Stock Exchange)
 Director and General Manager, Corporate Administration Division Fumitoshi Okuno
 Inquiries: (TEL) +81-3-5232-3046

Measures to Realize Management Aware of Capital Cost and Stock Price

R&D COMPUTER CO.,LTD. (the "Company") hereby announces that, at its Board of Directors meeting held today, a resolution was passed on measures to realize management that takes account of capital cost and stock price in order to achieve sustainable growth and increase corporate value over the medium to long term.

1. Assessment of Current Situation

In the Medium-Term Management Plan (VISION2025) announced on September 29, 2023, the Group is working to enhance corporate value by implementing 5 priority measures ((1) Proactive promotion of M&A, (2) Further strengthening of cooperation with business partners, (3) Promotion of DX business, (4) Investment in human resource development and further strengthening of specialties, and (5) Further expansion of sales in existing SI fields).

	Fiscal year ended March 31, 2022 (Actual results)	Fiscal year ended March 31, 2023 (Actual results)	Fiscal year ended March 31, 2024 (Actual results)	Fiscal year ended March 31, 2025 (Actual results)
Net sales (millions of yen)	9,596	11,578	13,732	13,730
Ordinary profit (millions of yen)	879	1,238	1,743	1,463
Profit attributable to owners of parent (millions of yen)	627	772	1,233	1,023
Capital adequacy ratio (%)	67.2	64.8	66.3	71.8
ROE	15.0	16.7	24.3	18.8
ROA	10.2	11.0	16.2	12.9
PBR	1.8	2.0	2.7	2.0
PER	25.1	25.1	12.6	11.9
Dividend per share (yen)	14	17.5	35	36
Dividend payout ratio (%)	40.1	40.7	50.9	66.7

(Note) As the Company began preparing consolidated financial statements from the fiscal year ended March 31, 2022, information prior to that date is not included.

2. Policy for Measures

(1) Implementation of the Medium-Term Management Plan

- (i) Proactive promotion of M&A
- (ii) Further strengthening of cooperation with business partners
- (iii) Promotion of DX business (cloud, package-based SI and services)
- (iv) Promotion of DX business (low-code development, agile development)
- (v) Investment in human resource development and strengthening of areas of expertise
- (vi) Further sales expansion in the existing SI field
- (vii) Capital policy and shareholder returns

(2) Enhancement of measures for shareholder returns

Prior to the disclosure of the plan, the Company had a policy of returning profit with a dividend payout ratio of 30% or more to shareholders. On November 12, 2021, the Company changed its policy to return profit with a consolidated dividend payout ratio of 40% or more to shareholders. As an enhanced measure for shareholder returns, the Company plans to return profit with a consolidated dividend payout ratio of 50% or more during the period of the new Medium-Term Management Plan announced on September 29, 2023. The Company will continue to actively return profits to shareholders, taking into account its business performance, financial position, and investment plans from a medium- to long-term perspective.

(3) Improvement of market awareness

In order to raise market awareness, the Company is strengthening IR activities and enhancing information dissemination. With regard to strengthening IR activities, the Company is proceeding with the renewal of its website by disclosing videos of semiannual financial results briefings on its website, disclosing PR information, holding seminars for individual investors, disclosing analyst reports in both Japanese and English. Meetings with institutional investors are also increasing. Going forward, the Company will continue to focus on distributing videos of financial results briefings, increasing the number of seminars for individual investors, and holding 1-on-1 meetings for institutional investors to raise market awareness and promote understanding of the Company's business. In the fiscal year ended March 31, 2024, the Company made two appearances in radio programs, etc., nine appearances in individual investor seminars, and held two 1-on-1 meetings with institutional investors. In the fiscal year ending March 31, 2026, the Company continues to strive to raise market awareness.