



(2nd Quarter, Fiscal Year Ending March 2026) Financial Results Presentation Materials

FLECT Co., Ltd. (Securities Code: 4414)

November 13, 2025

Financial results for the 2nd Quarter of the fiscal year ending March 2026

(2nd Quarter, Fiscal Year Ending March 2026) Financial Results Summary

1 Achieved record-high sales in 2Q (P.5)

Strengthening our proposal organization drove the highest 2Q QoQ revenue growth since listing (P.10). Disciplined operations improved gross margin.

1H, fiscal year ending March 2026

Sales	3,813 million yen	- 2.4% (YoY)
Operating income	414 million yen	- 3.9% (YoY)
Net income	250 million yen	- 2.7% (YoY)

2 Steadily acquiring new customers

Achieved expansion of transactions with some existing customers.

Major companies Number of quarterly contract customers	63 companies	+17 companies (YoY)
Major companies Quarterly average revenue per account (ARPA)	29.9 million yen	-7.0 million yen (YoY)

* Excluding customers with quarterly sales of 1 million yen or less

3 The number of engineers and other employees increased

2Q hiring exceeded plan, although staff turnover meant a net increase of only one from the previous quarter. Additionally, in October, five new graduates from graduate school (science/engineering) joined the company as engineers.

As of the end of September 2025

Number of engineers and other employees* ₁	403 people	+66 people (YoY)
		+1 person (Compared to June 2025)

4 Record results are expected against the backdrop of strong demand.

Profit plan aimed at meeting the Prime listing profit criteria (total ordinary profit of 2.5 billion yen or more for FY2025 and FY2026).

Forecast of results for Full Year, FY2025

Sales	9,600 million yen	+20.8% (YoY)
Operating income	1,429 million yen	+31.7% (YoY)
Net income	863 million yen	+19.8% (YoY)

*1 Professional human resources such as engineers and managers in the Cloud Integration Services Division, excluding administrative personnel (as of the end of September 2025)

(2nd Quarter, Fiscal Year Ending March 2026) Topics

We disclosed the case of the Ministry of Economy, Trade and Industry. Furthermore, we welcomed Kei Koyama, former Managing Executive Officer of Salesforce Japan, as a new sales strategy consultant.

**Contract awarded by the Ministry of Economy, Trade and Industry for
“FY2025 budget management system data linkage infrastructure design,
construction, and operation services”**

– Supporting the rebuilding and operation of data linkage infrastructure –

In this work, we will build data linkage infrastructure between the budget management system and other systems on a government cloud. In addition, we will reorganise the current linkage infrastructure and develop a highly available system. We will also look after operations and maintenance after building this system.



【Contract Overview】

Project name: “FY2025 budget management system data linkage infrastructure design, construction, and operation services”

Successful bid amount: Approx. 46 million yen (ex. tax)

Contract period: From contract execution date to March 31, 2026

**Kei Koyama, former Managing Executive Officer of Salesforce Japan,
was appointed as FLECT's sales strategy consultant in October.**

– Strengthening the sales system and go-to-market strategy –

Mr. Koyama held a position as General Manager of Sales to large companies at Salesforce Japan. In addition, he also contributed to business expansion, including starting up the Japanese market from scratch as the person responsible for MuleSoft business.

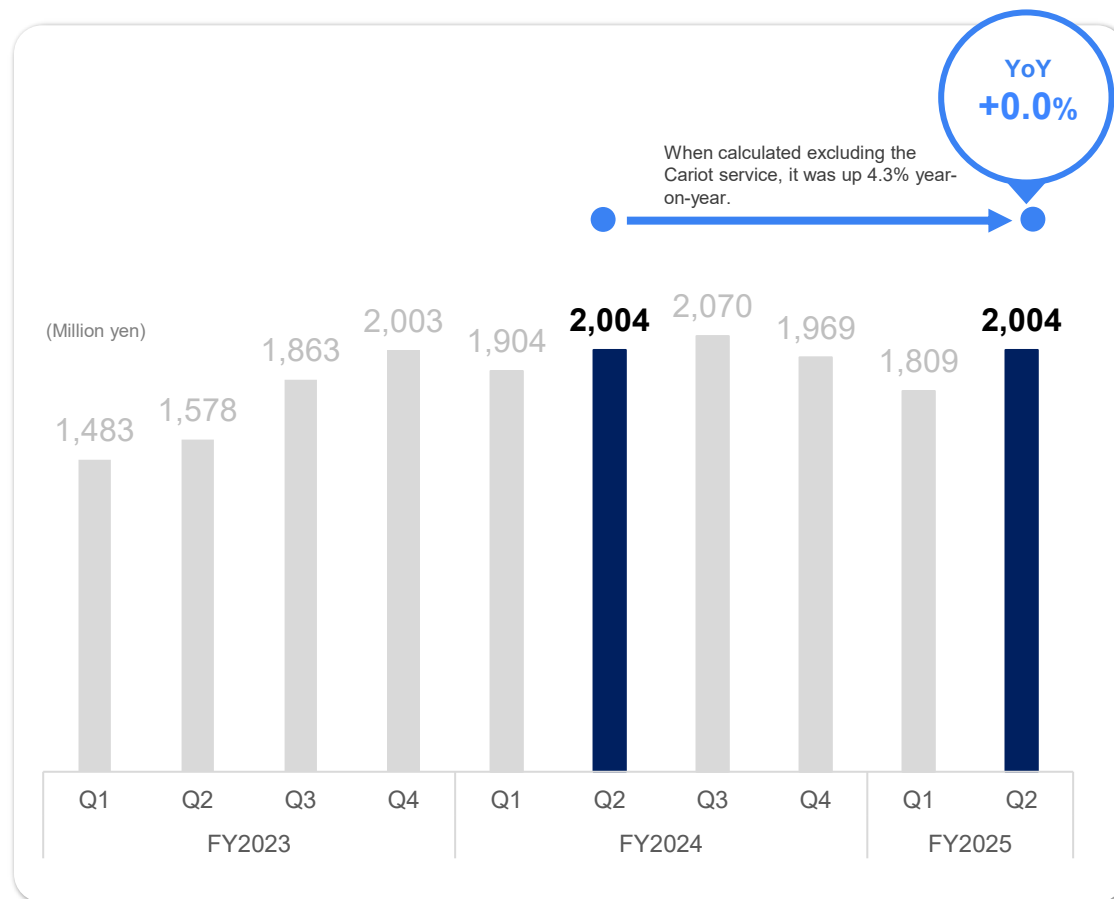
Based on Mr. Koyama's extensive knowledge, we will strengthen our sales system and formulate sales and marketing strategies (go-to-market) for Salesforce and MuleSoft.



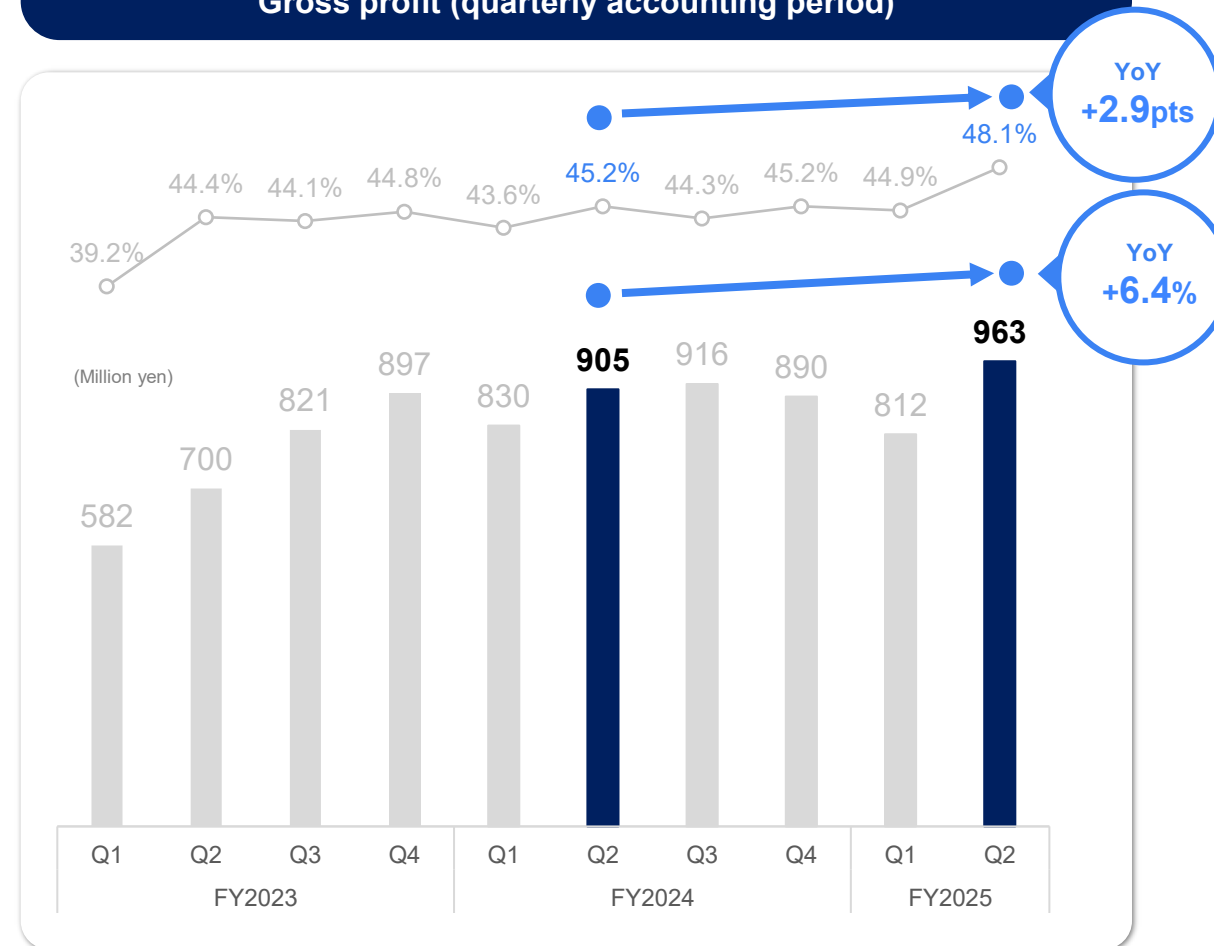
(2nd Quarter, Fiscal Year Ending March 2026) Results Trends

Sales were 2,004 million yen (flat year-on-year), marking the highest-ever 2Q sales. Excluding the Cariot service, sales were up 4.3% year-on-year. By strengthening our proposal organization, we expanded business with some existing customers and aim to increase sales in the second half. Through disciplined operations—ensuring healthy project management and optimized engineer assignments—we achieved a high gross profit margin of 48.1% (up 2.9 pts year-on-year). Gross profit reached 963 million yen (up 6.4% year-on-year), the highest level to date.

Sales (quarterly accounting period)



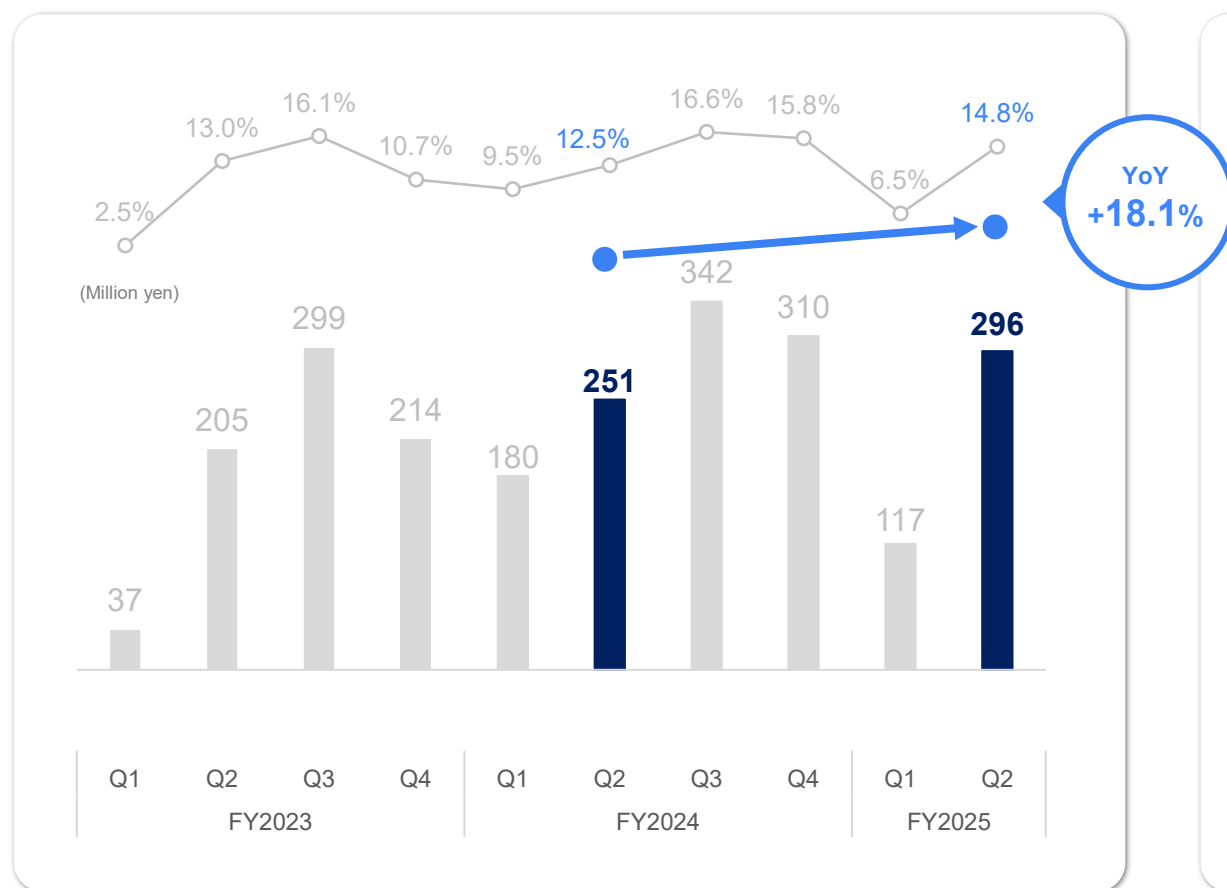
Gross profit (quarterly accounting period)



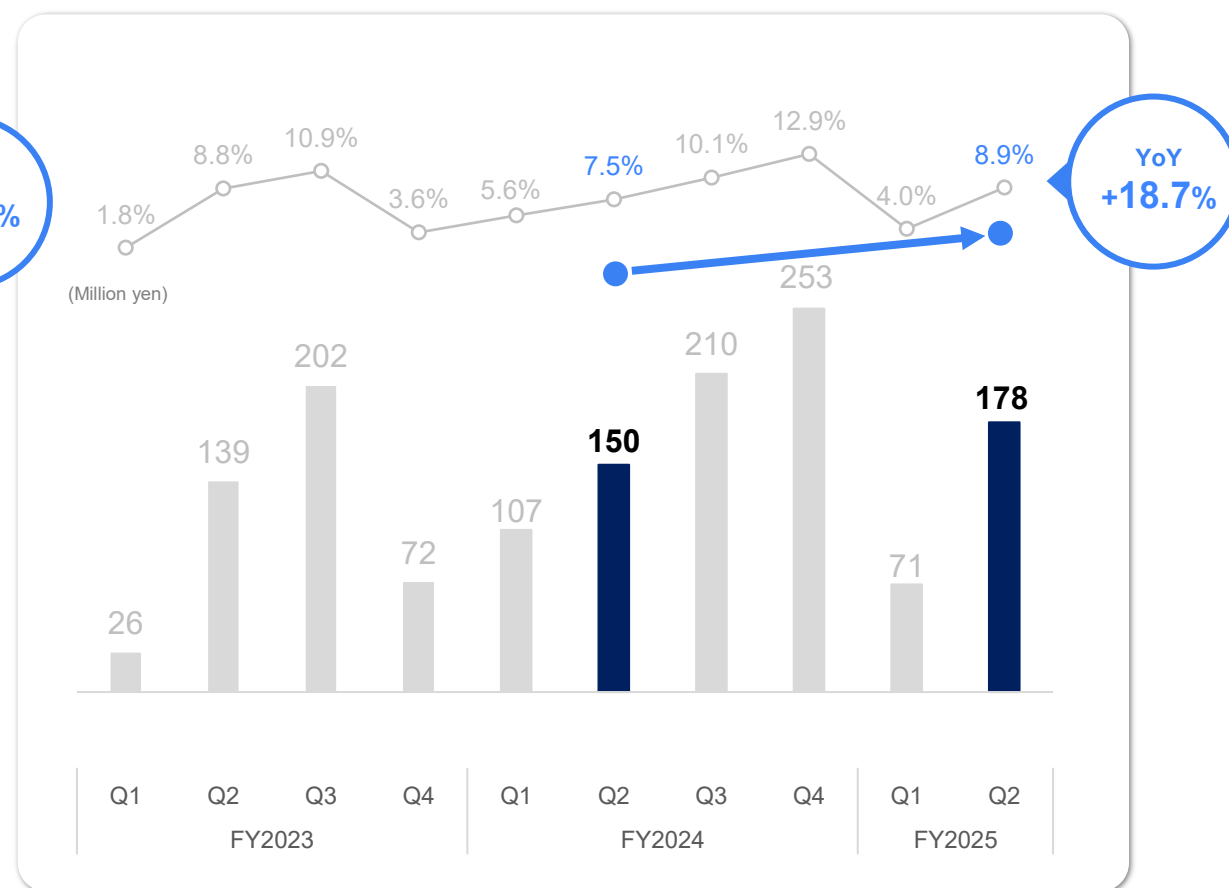
(2nd Quarter, Fiscal Year Ending March 2026) Results Trends

Driven by the increase in gross profit, operating profit was 296 million yen (up 18.1% year-on-year), and net income was 178 million yen (up 18.7% year-on-year).

Operating income (quarterly accounting period)



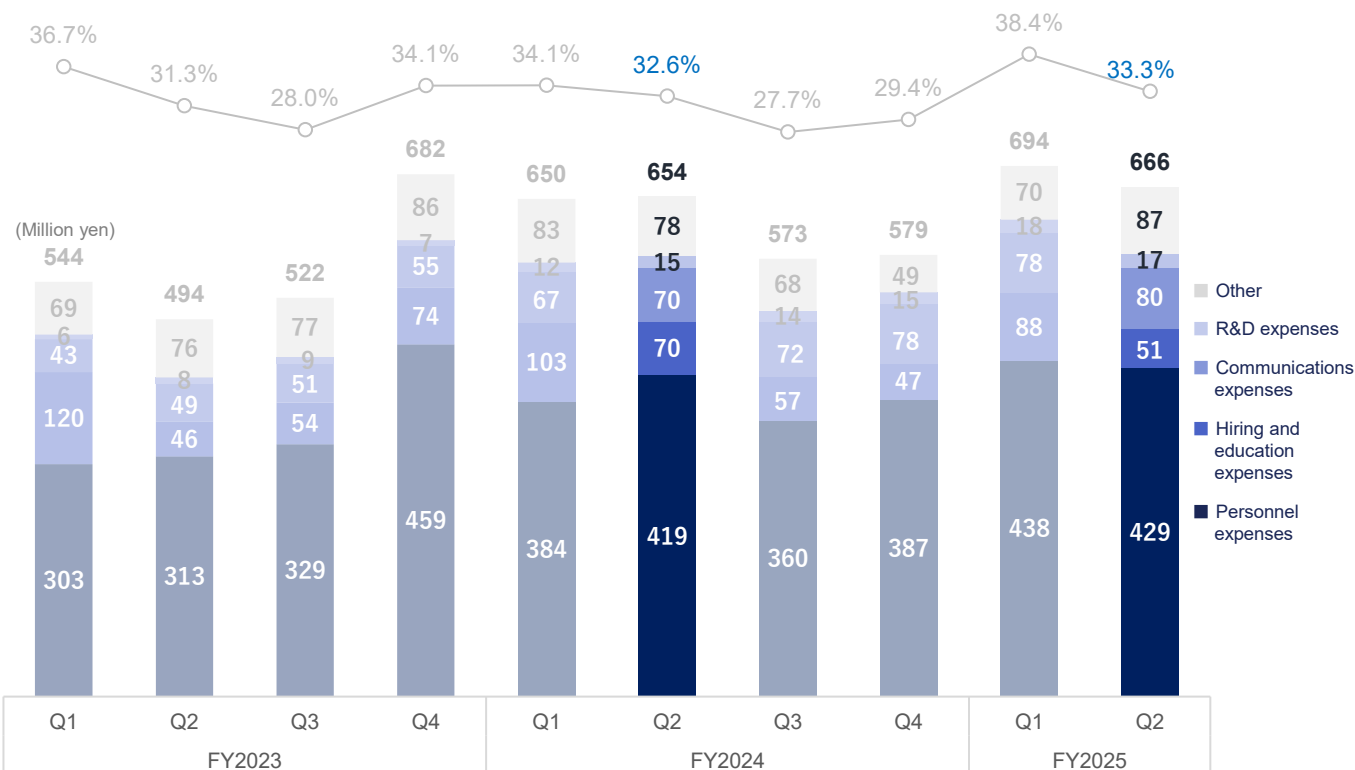
Net income (quarterly accounting period)



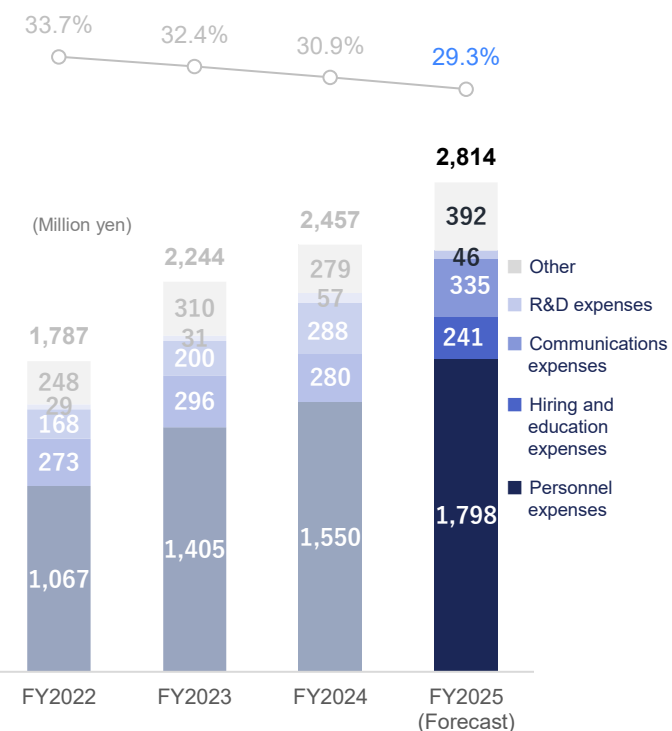
(2nd Quarter, Fiscal Year Ending March 2026) Selling, General and Administrative Expenses

Selling, general and administrative expenses for 2Q of the fiscal year ending March 2026 were 666 million yen (up 1.9% year-on-year). The SG&A expenses ratio was 33.3% (up 0.6 pts year-on-year).

Quarterly accounting periods



Full Year



(1H, Fiscal Year Ending March 2026) Financial Results Summary

Sales for the cumulative 2Q of the fiscal year ending March 2026 were 3,813 million yen (down 2.4% year-on-year). Excluding the Cariot service, sales increased by 69 million yen (up 1.9% year-on-year). While SG&A increased due to the strengthening of the proposal organization and accelerated hiring of new graduates, resulting in operating income decreasing by 3.9% year-on-year, we plan to achieve increased profits from the second half onward by covering the increase in SG&A through sales expansion and by integrating new graduates into the workforce.

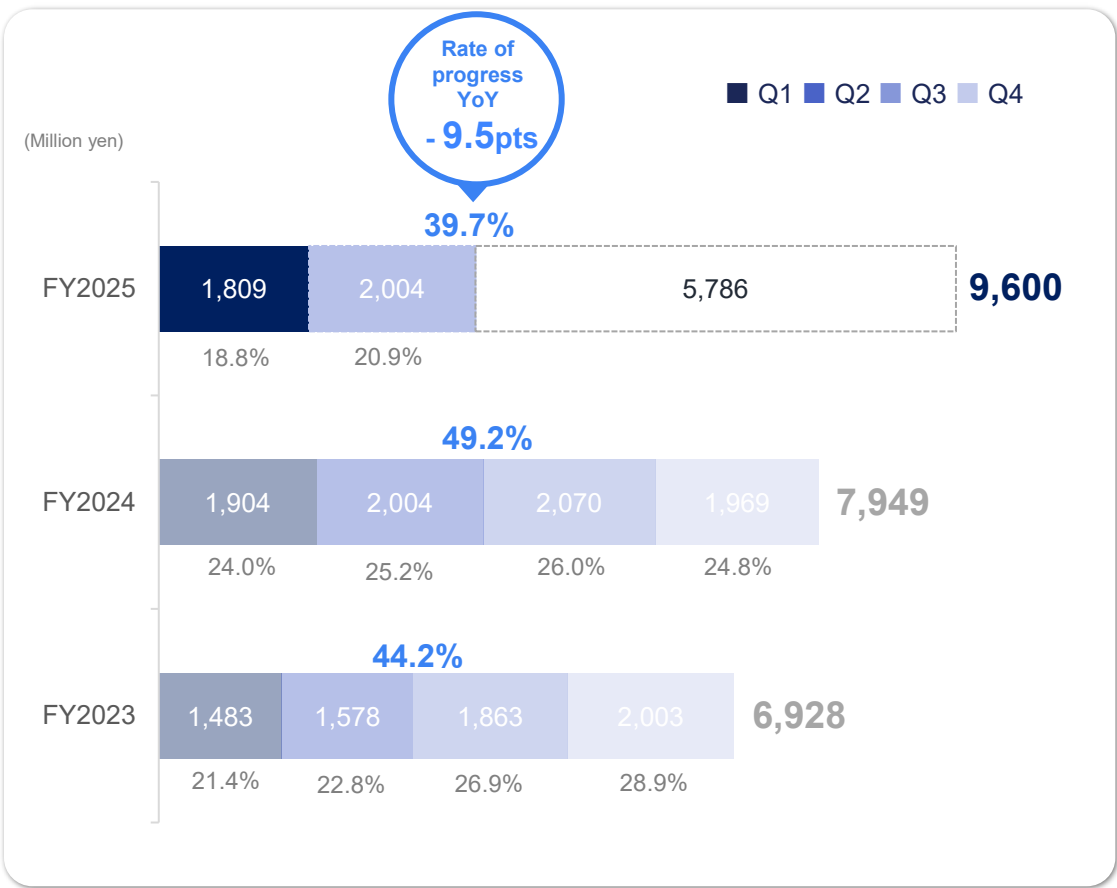
(Million yen)

	1H, FY2024 (Apr.-Sep.)	1H, FY2025 (Apr.-Sep.)	YoY		Results forecast for full year, FY2025	Results progress rate
			Change in amount	Rate of change		
Sales	3,909	3,813	-95	-2.4%	9,600	39.7%
Gross profit	1,736	1,776	+40	+2.3%	4,243	41.9%
(%)	44.4%	46.6%	+2.2pt		44.2%	
SG&A	1,304	1,361	+56	+4.4%	2,814	48.4%
(%)	33.4%	35.7%	+ 2.3pts		29.3%	
Operating income	431	414	-16	-3.9%	1,429	29.0%
(%)	11.0%	10.9%	-0.2pts		14.9%	
Net income	257	250	-7	-2.7%	863	29.0%
(%)	6.6%	6.6%	-0.0pts		9.0%	

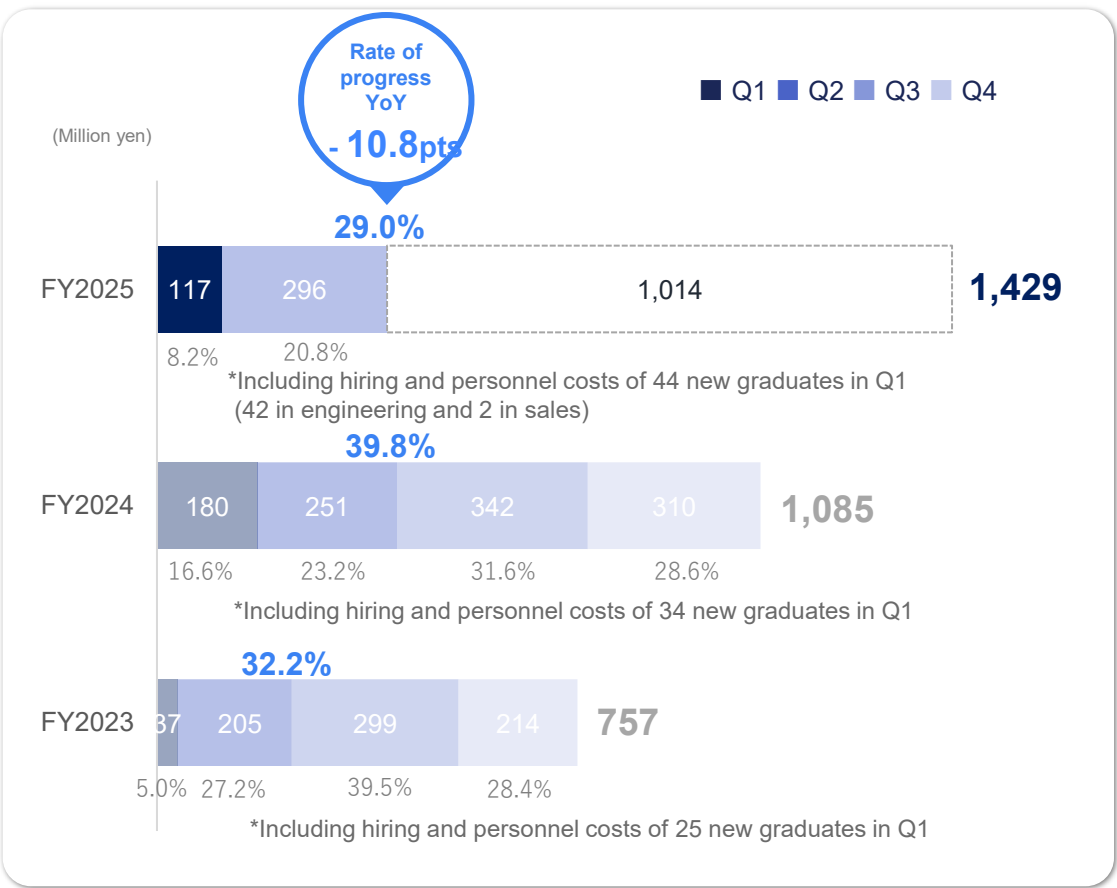
(2nd Quarter, Fiscal Year Ending March 2026) Results Progress

The sales progress rate is at 39.7%, and the operating profit progress rate is at 29.0%.

Sales -rate of progress

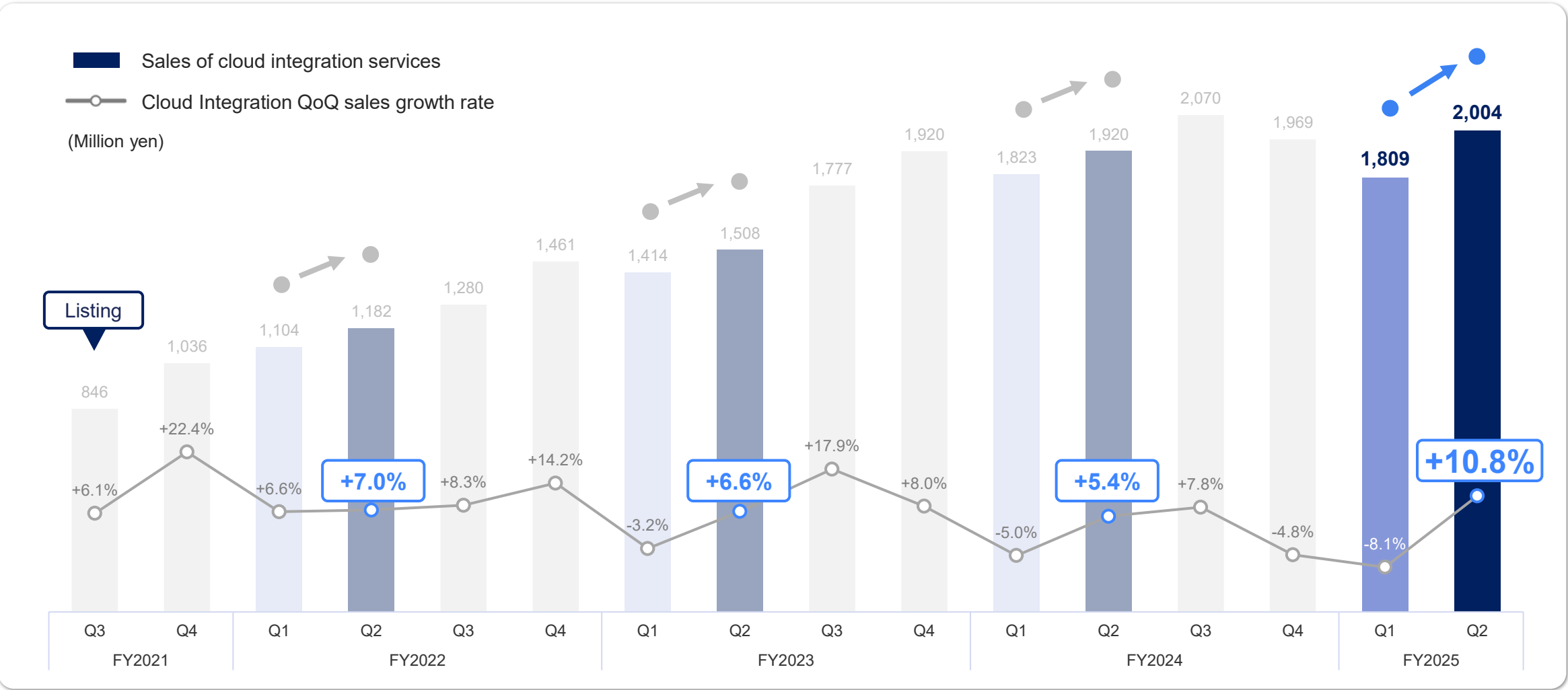


Operating income -rate of progress



(2nd Quarter, Fiscal Year Ending March 2026) Quarterly sales growth rate of the Cloud Integration Services

Cloud Integration Services QoQ sales growth from 1Q to 2Q reached a post-listing record of 10.8%. From 3Q onward, we will continue to expand business with existing customers to drive sales growth.



(2nd Quarter, Fiscal Year Ending March 2026) Balance Sheet

The main changes are a decrease in current assets of 41 million yen and a decrease in current liabilities of 225 million yen. The equity ratio stands at 71.3%, indicating a sound financial foundation.

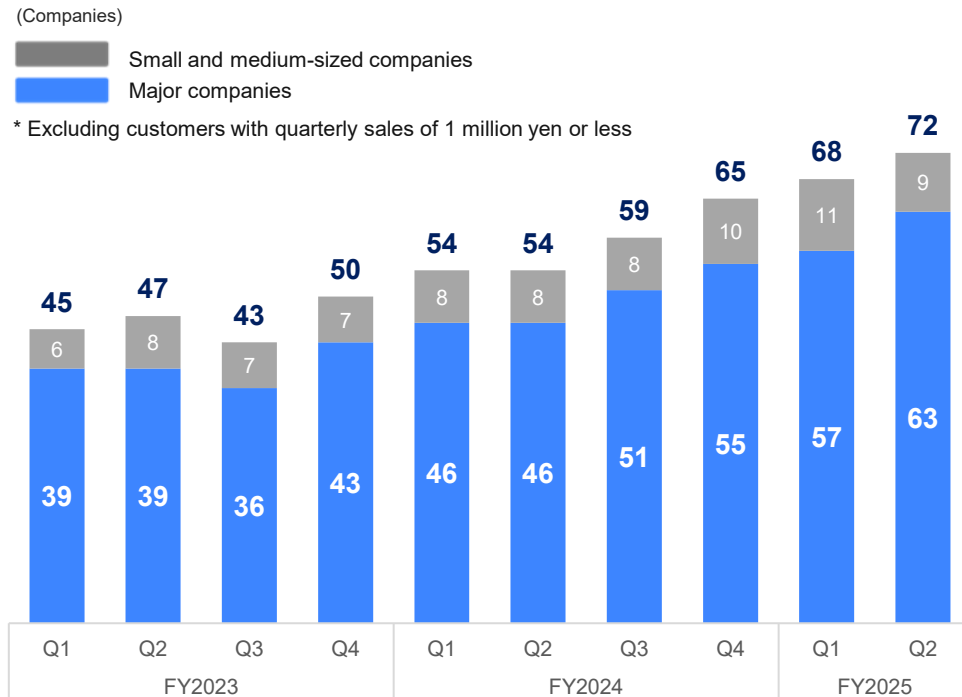
(Million yen)

	FY2024 (March 31, 2025)	FY2025 (September 30, 2025)	Change in amount
Total assets	4,198	4,187	-11
Current assets	3,733	3,691	-41
Fixed assets	465	495	+30
Total liabilities	1,476	1,201	-274
Current liabilities	994	768	-225
Fixed liabilities	482	433	-48
Net assets	2,722	2,985	+263
Total assets	4,198	4,187	-11
Cash and deposits	2,128	2,023	-104
Interest-bearing liabilities	517	483	-33
Equity ratio	64.8%	71.3%	+6.5pts

KPI Trends (Quarterly Basis)

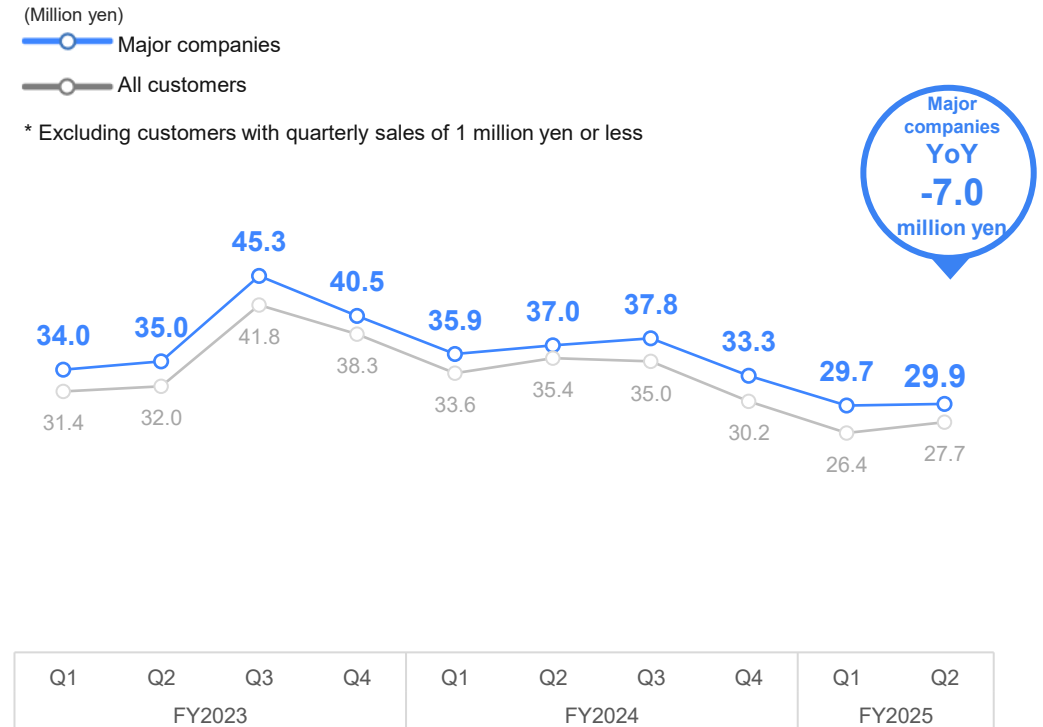
Number of quarterly contract customers*1

The number of major company quarterly contract customers in 2Q of the term ending March 2026 increased by 17 companies compared to the previous year to 63 companies as a result of acquiring new customers continuously.



Quarterly average revenue per account (ARPA)*2

As new customers tend to start small and the expansion of transactions with acquired customers was slower than expected, the ARPA for major companies in 2Q of the term ending March 2026 was 29.9 million yen, a decrease of 7.0 million yen compared with the previous year.



*1 Number of contract customers in the quarterly accounting period excluding resales and quarterly sales of 1 million yen or less. Resales are where the company resells purchased licenses to customers and are excluded because the amount at the company is small.

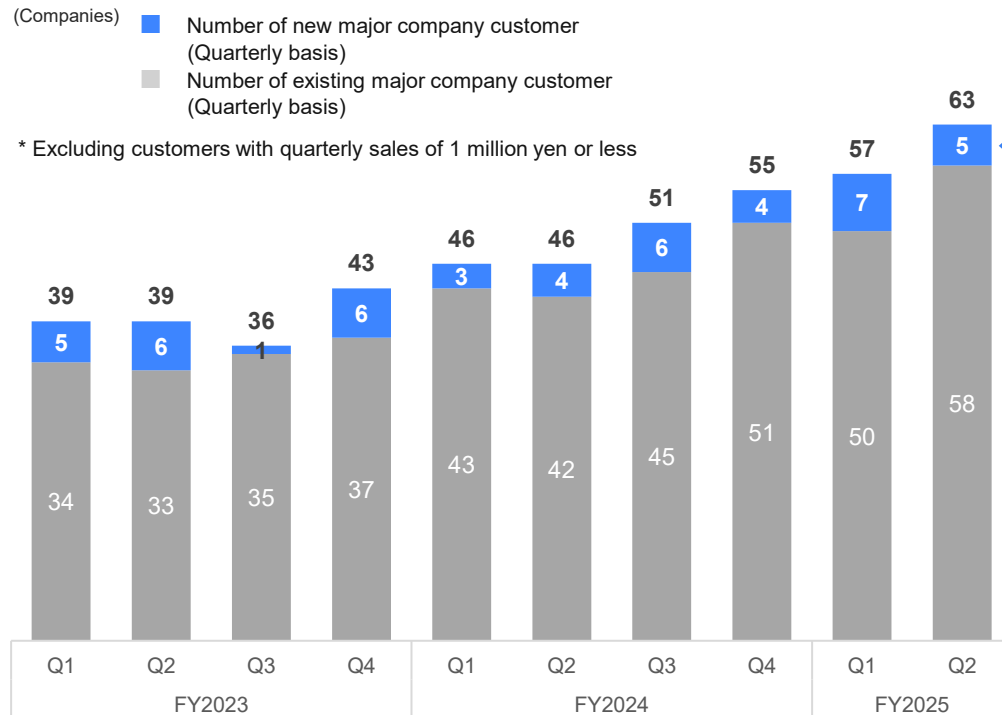
*2 Abbreviation of average revenue per account (average sales per customer), or quarterly average sales per customer excluding resales and quarterly sales of 1 million yen or less.

Calculated by dividing quarterly sales excluding resales and quarterly sales of 1 million yen or less by the number of quarterly contract customers

KPI Trends (Quarterly Basis)

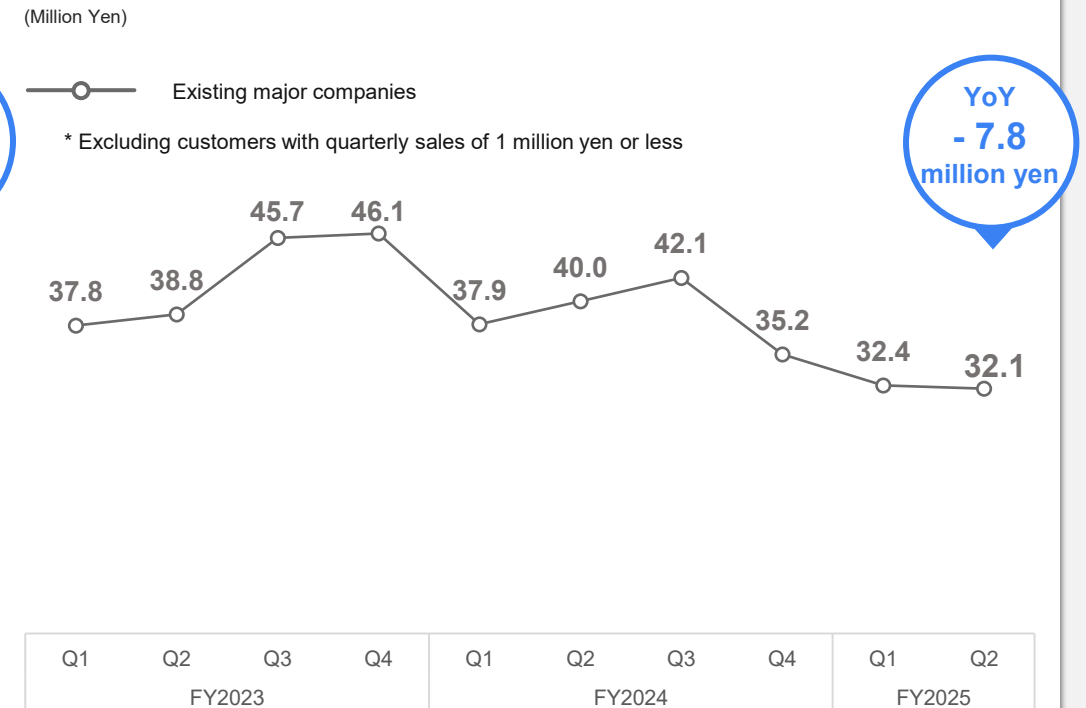
Number of quarterly contract ^{*1} Classification of major companies by new and existing ^{*2}

In 2Q of the fiscal year ending March 2026, we acquired 5 new major customer companies. The number of existing major company customers increased by 16 compared to previous year to 58 companies.



Quarterly average revenue per account (ARPA^{*3}) Existing major companies

ARPA in 2Q of the fiscal year ending March 2026 decreased by 7.8 million yen compared to the previous year to 32.1 million yen.



*1 Number of contract customers in the quarterly accounting period excluding resales and quarterly sales of 1 million yen or less. Resales are where the company resells purchased licenses to customers and are excluded because the amount at the company is small.

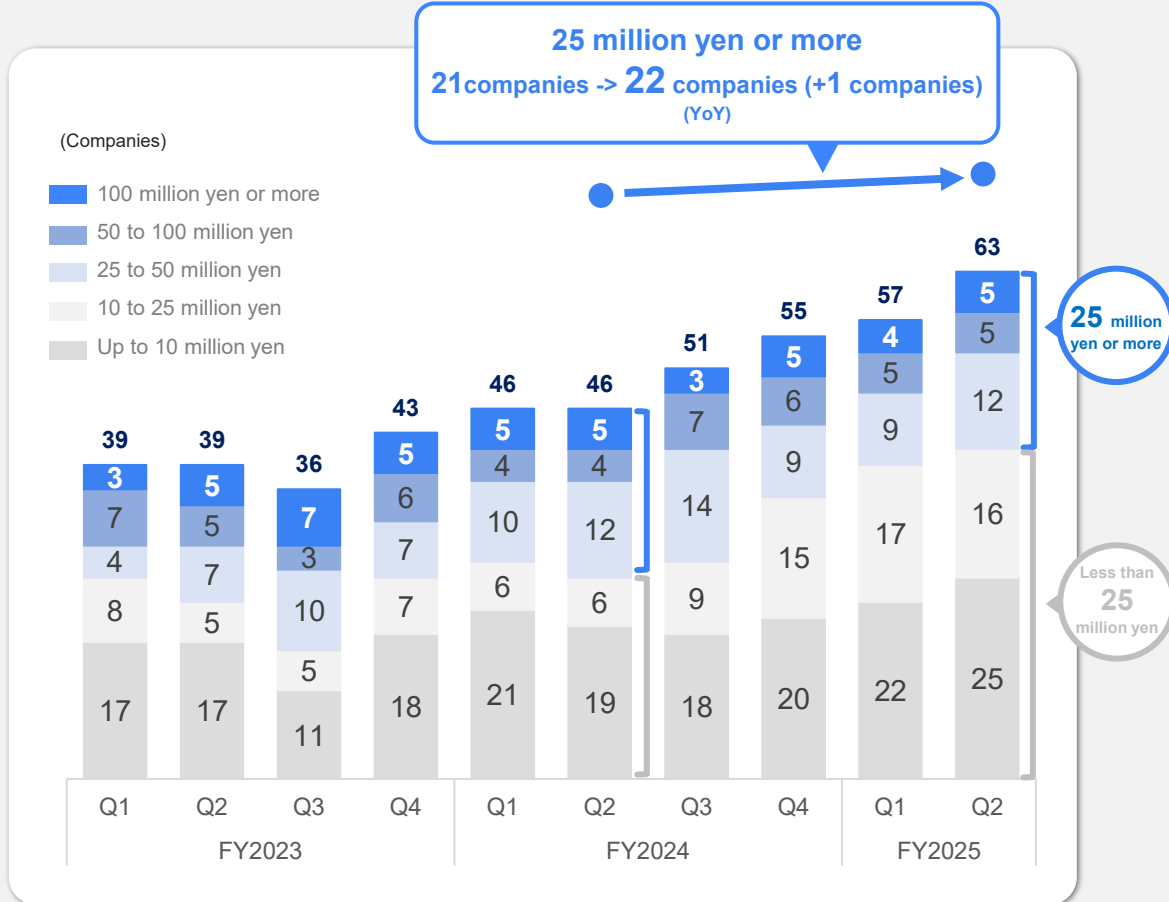
*2 Customers newly acquired in the current quarter are referred to as new customers and other customers as existing customers

*3 Abbreviation of average revenue per account (average sales per customer), or quarterly average sales per customer excluding resales and quarterly sales of 1 million yen or less.
Calculated by dividing quarterly sales excluding resales and quarterly sales of 1 million yen or less by the number of quarterly contract customers

Number of contract customers and sales by sales amount (major companies)

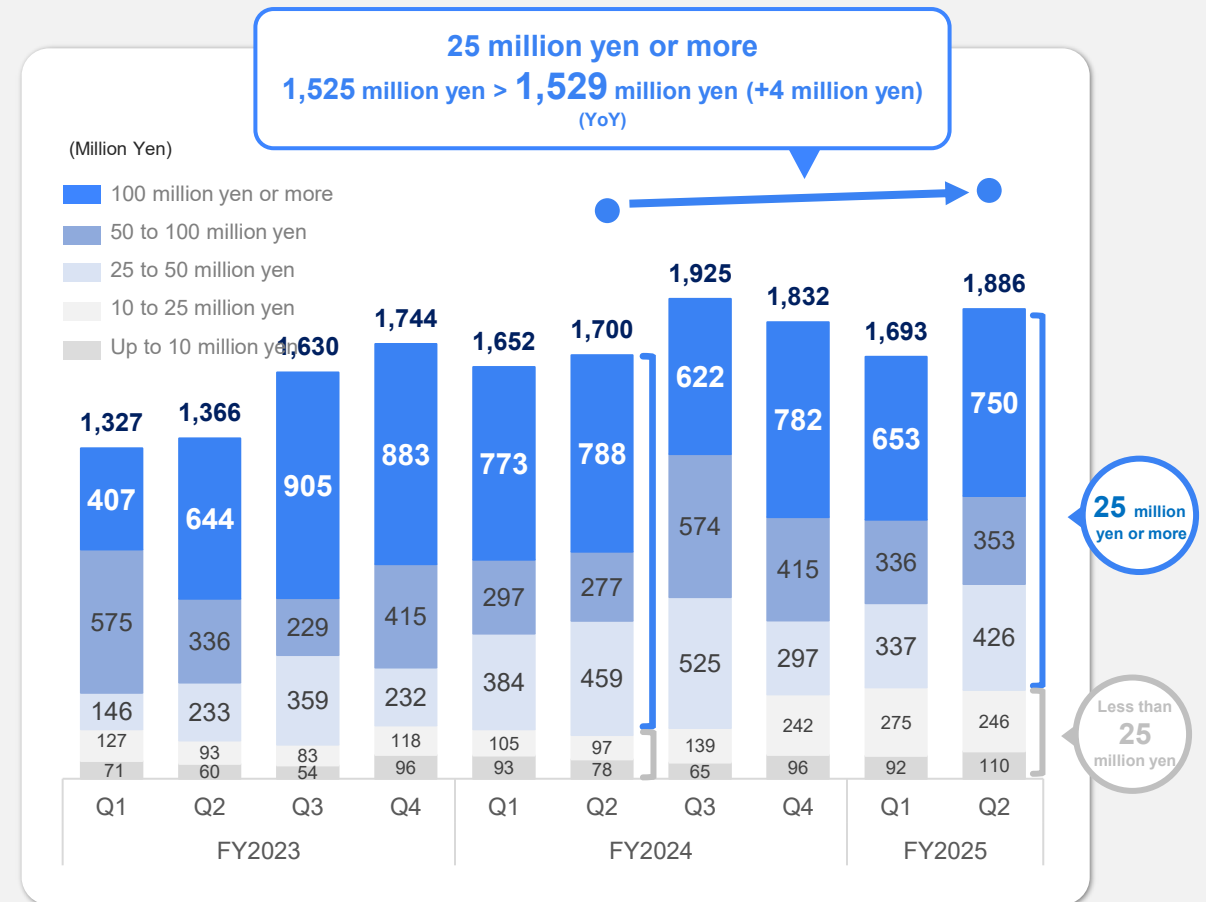
Number of quarterly contract customers by sales (major companies)*₁

In 2Q of the fiscal year ending March 2026, the number of customers with quarterly sales of 25 million yen or more increased by 1 compared to previous year to 22 companies.



Quarterly sales by sales amount (major companies)*₂

In 2Q of the fiscal year ending March 2026, sales to customers with quarterly sales of 25 million yen or more increased by 4 million yen compared to previous year to 1,529 million yen.



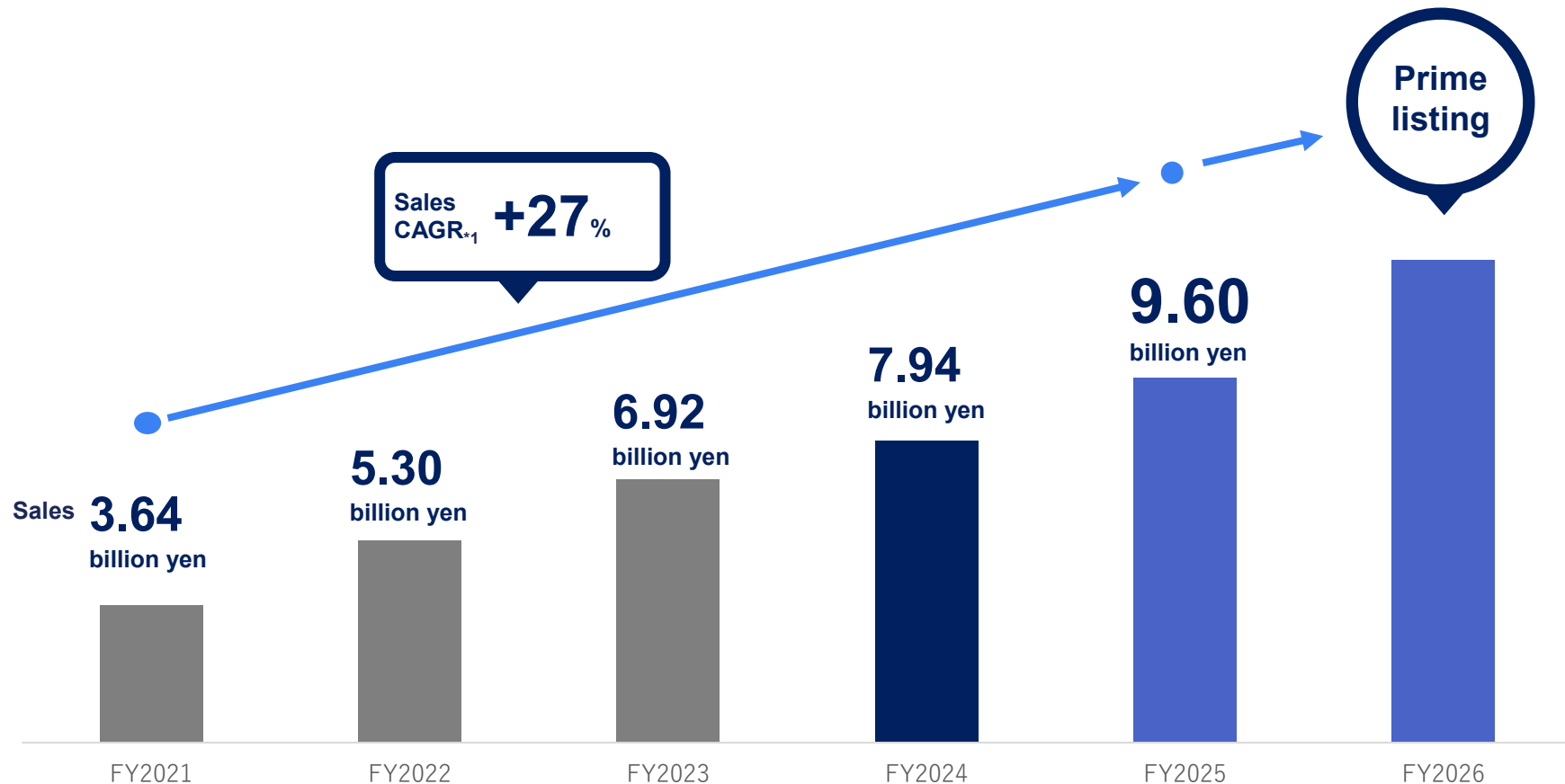
*1 Number of contract customers in the quarterly accounting period excluding resales and quarterly sales of 1 million yen or less. Resales are where the company resells purchased licenses to customers and are excluded because the amount at the company is small.

*2 excluding resales and quarterly sales of 1 million yen or less by the number of quarterly contract customers

Growth Strategy

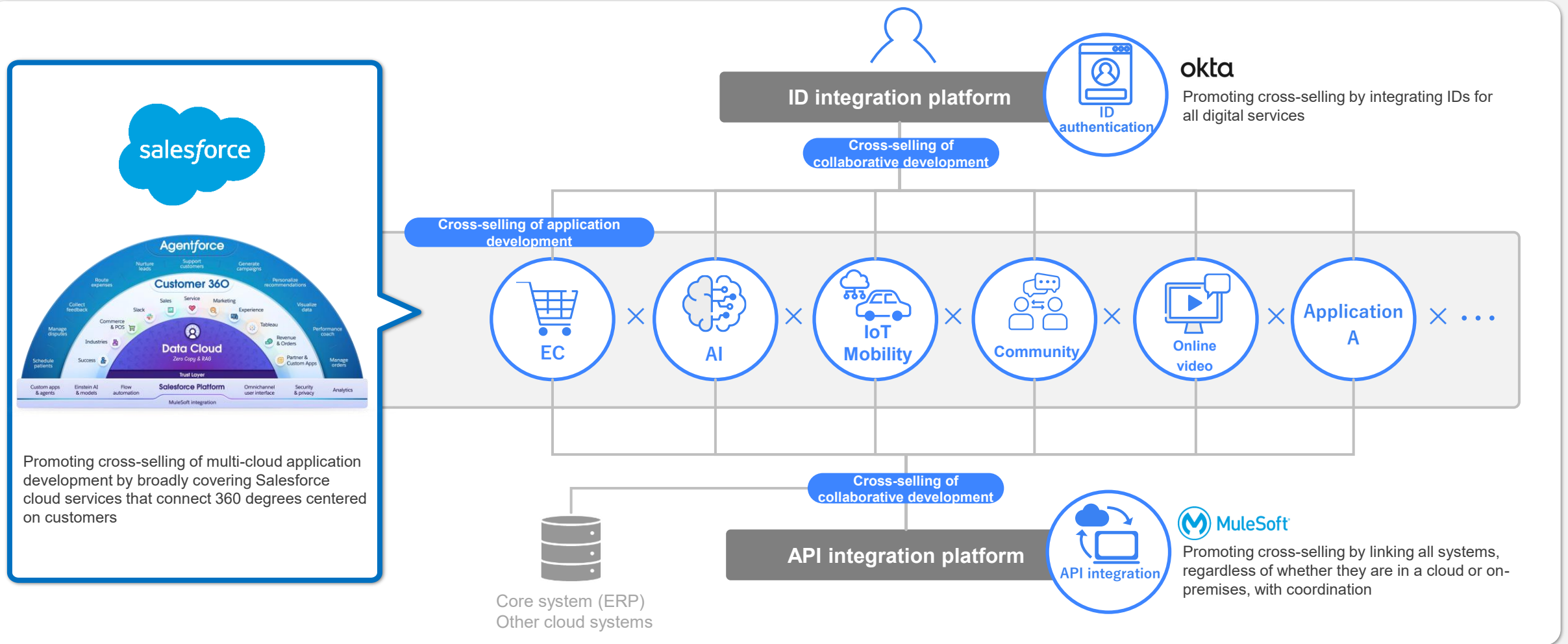
Medium to long-term growth plan aimed at Prime market listing

By promoting the growth strategies of creating large accounts, investing in human resources and investing in R&D, we aim to list on the Tokyo Stock Exchange Prime Market in the fiscal year ending March 31, 2027.



Creating Large Accounts-1 Enhancing and Developing Multi-cloud Services

In addition to multi-cloud application development, we will promote cross-selling through platform collaborative development to increase ARPA among existing customers. Further, we will also expand business channels by developing cloud partners towards increasing the number of contracted customers.



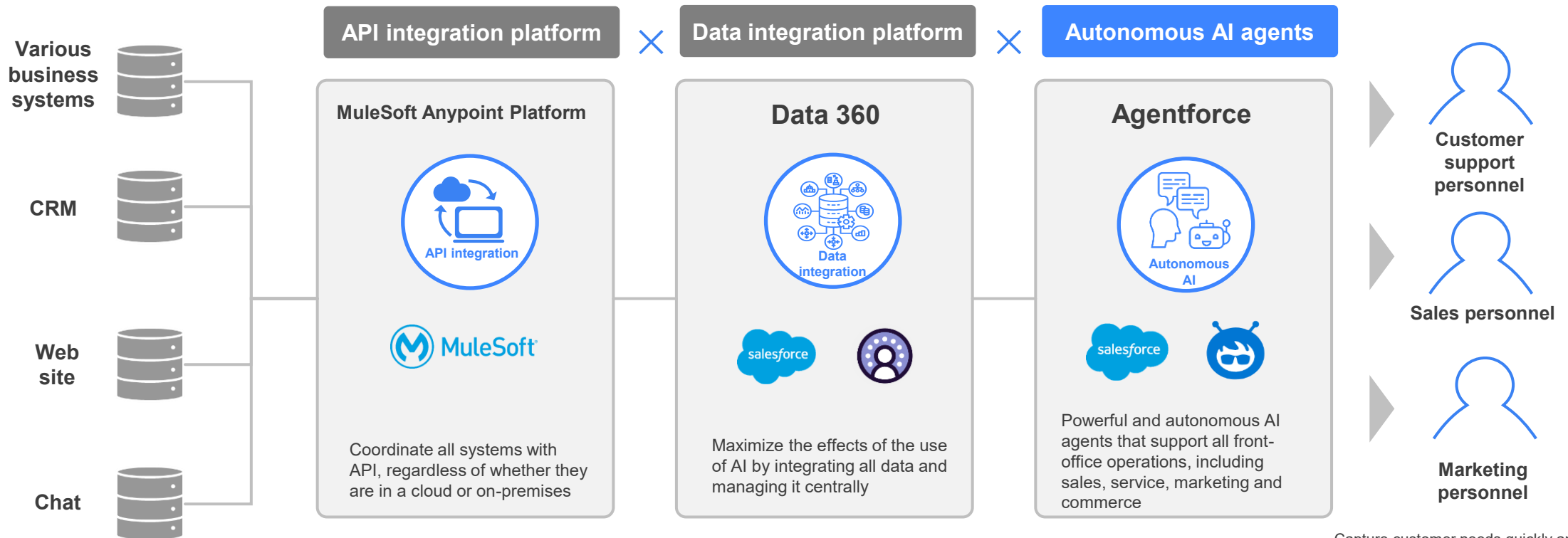
Creating Large Accounts-2

One-stop solutions for the AI and data infrastructure areas, where expansion is expected

We focus on support for the introduction of “Agentforce,” an autonomous AI agent developed by Salesforce To maximize the effects of the use of AI, we provide one-stop solutions by combining “MuleSoft,” an API integration platform that connects all systems, and “Data 360,” data integration infrastructure that manages data centrally.

Building AI-Ready systems

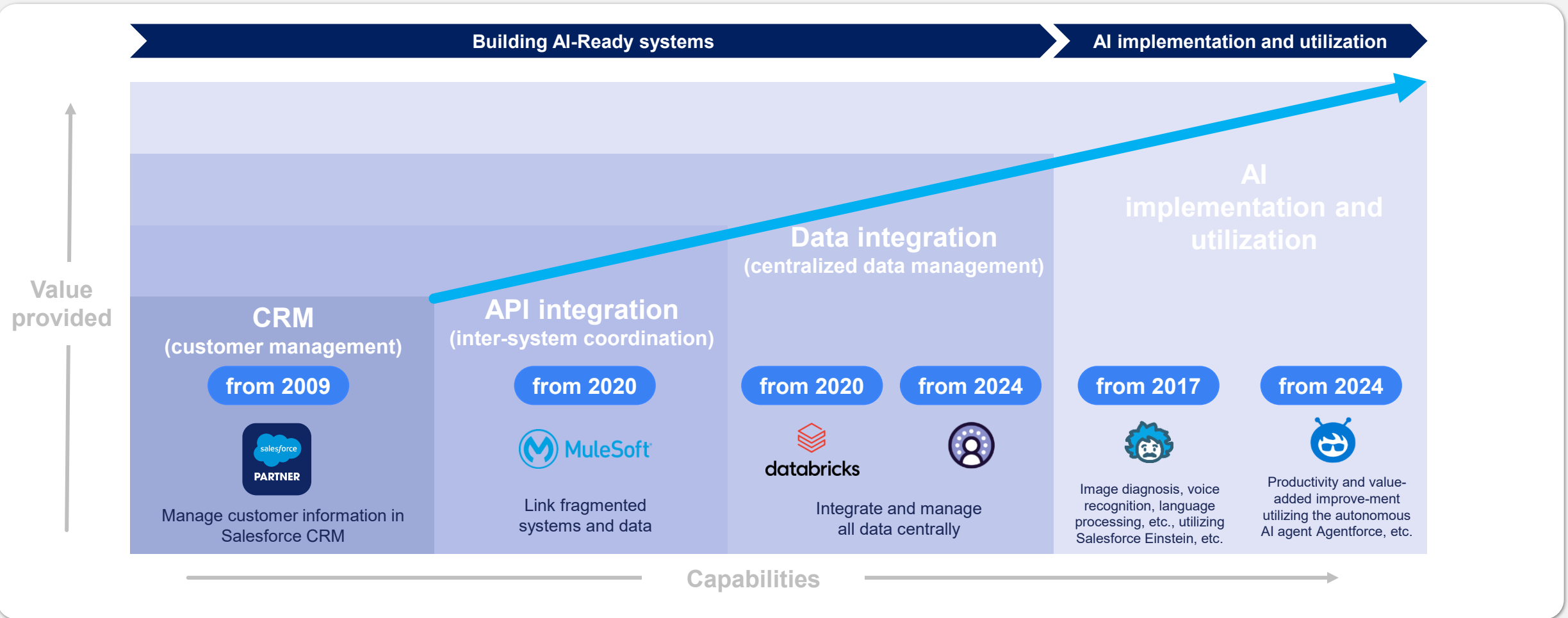
AI implementation and utilization



Capture customer needs quickly and with certainty
Realize customer support and marketing activities optimized for each individual customer

The expanding AI demand serves as a tailwind that boosts the strengths we have developed over the years

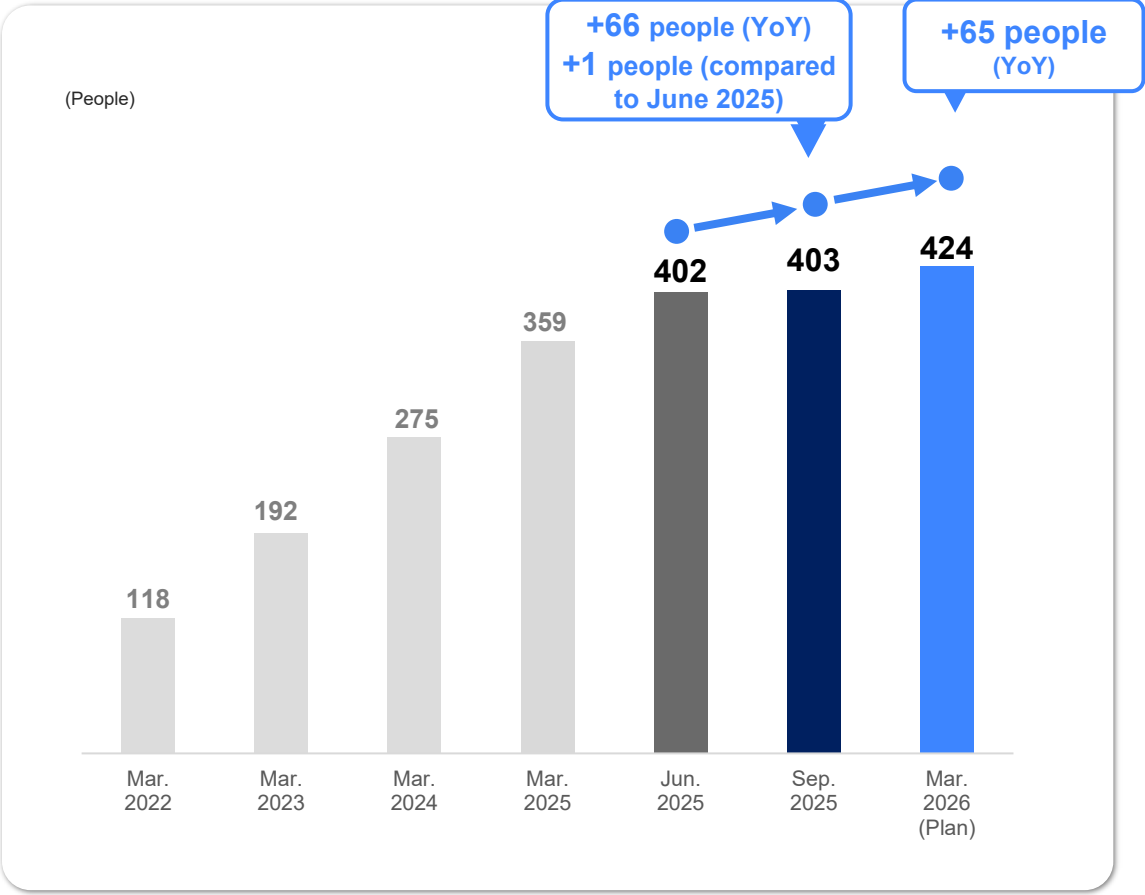
For some time, we have worked on “building AI-ready systems” based on CRM, API integration and data integration, as well as “AI implementation and utilization” in R&D and actual projects. Players with abundant knowledge and results in both “building AI-ready systems” and “AI implementation and utilization” are rare, and we will realize the further acceleration of growth thanks to the tailwind of the expansion of demand for AI.



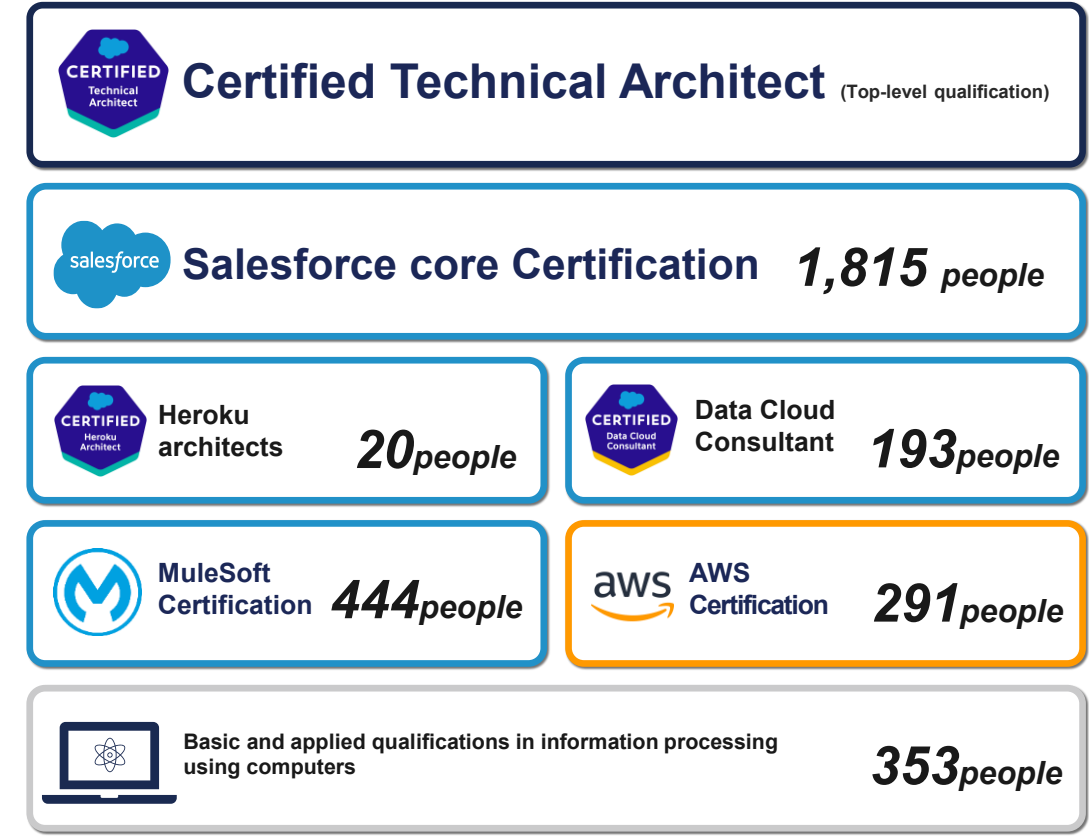
Organizational expansion centered on cloud engineers and other employees

The number of cloud engineers and other employees increased by 66 year-on-year, and by 1 compared with the end of June 2025.

Trend in the number of engineers and other employees*1



Promotion of acquisition of multi-cloud qualifications*2



*1 Professional human resources such as engineers and managers in Cloud Integration Services Division, excluding administrative personnel
*2 As of September 30, 2025

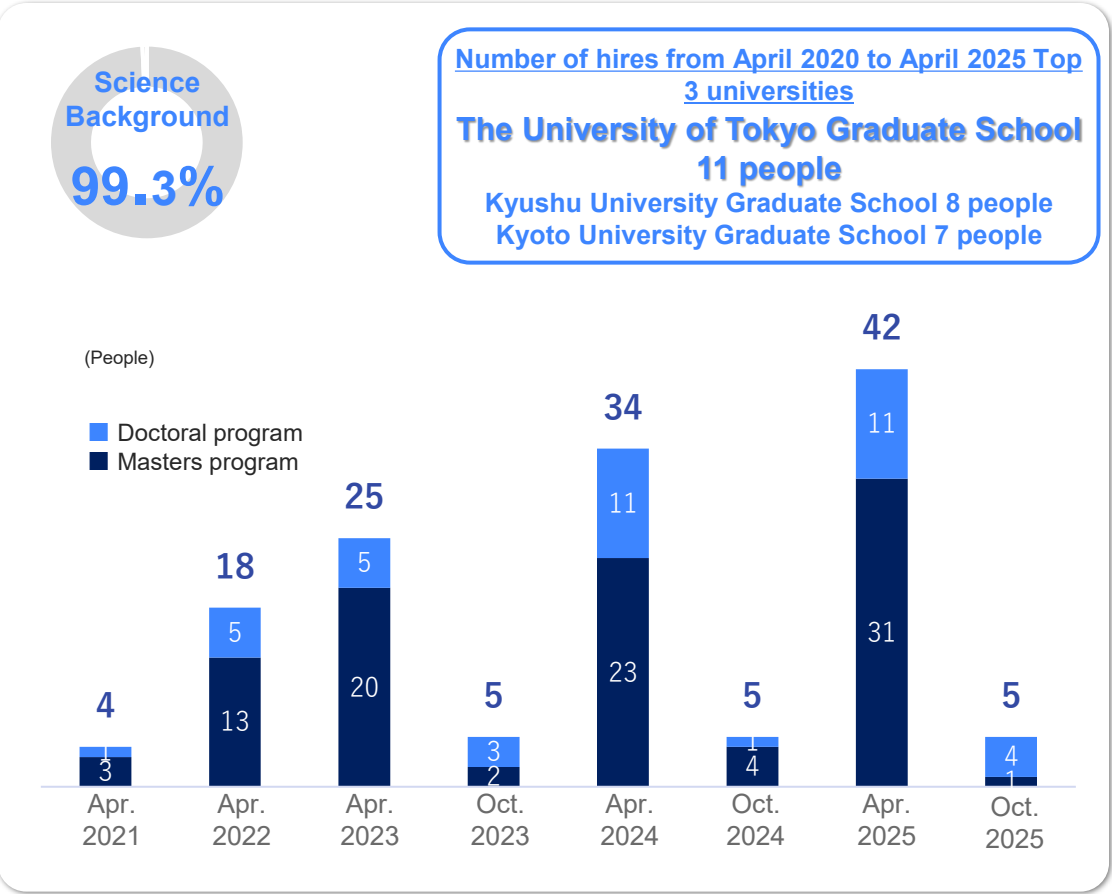
Strictly selected hiring of engineers based on high recruitment standards

We have established high hiring standards to identify human resources with strong basic computer skills. In hiring experienced engineers, the entry-to-join ratio is about 1 in 50 people so we select the best engineers strictly. Additionally, five new graduates with Master’s or PhD degrees in science or engineering joined the company as engineers in October 2025.

Trend in hiring of experienced personnel (mid-career recruitments)

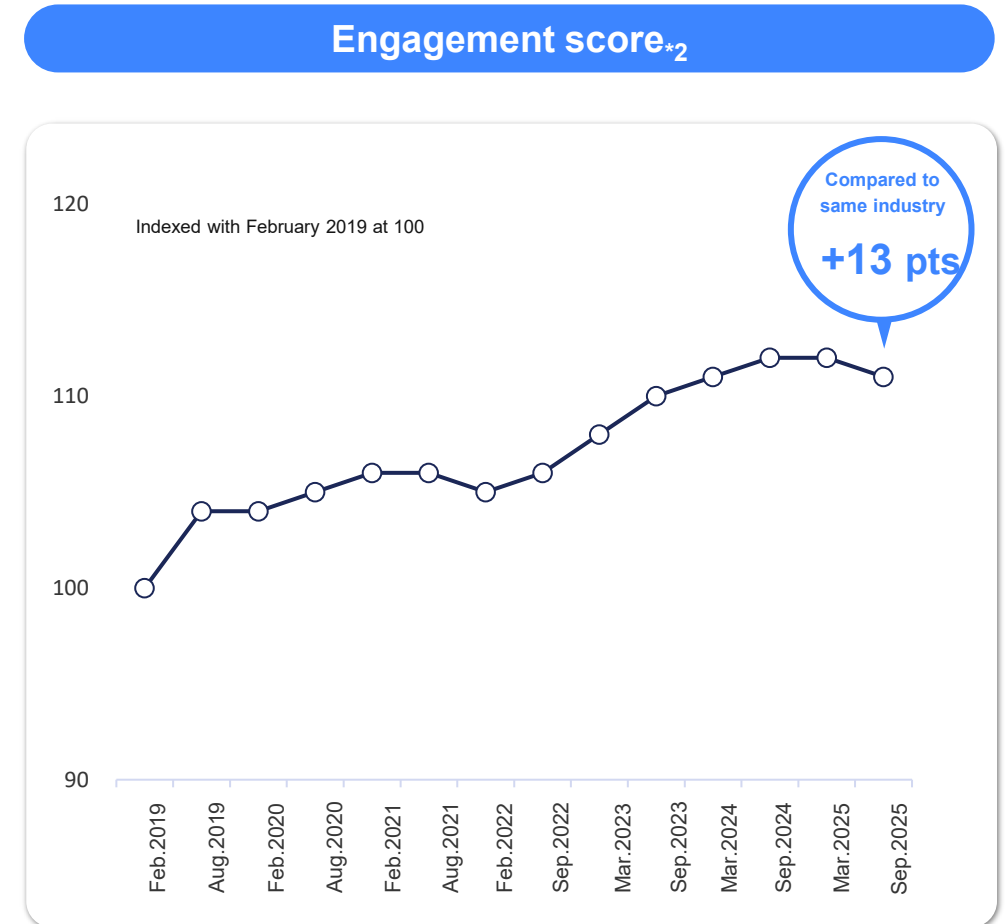
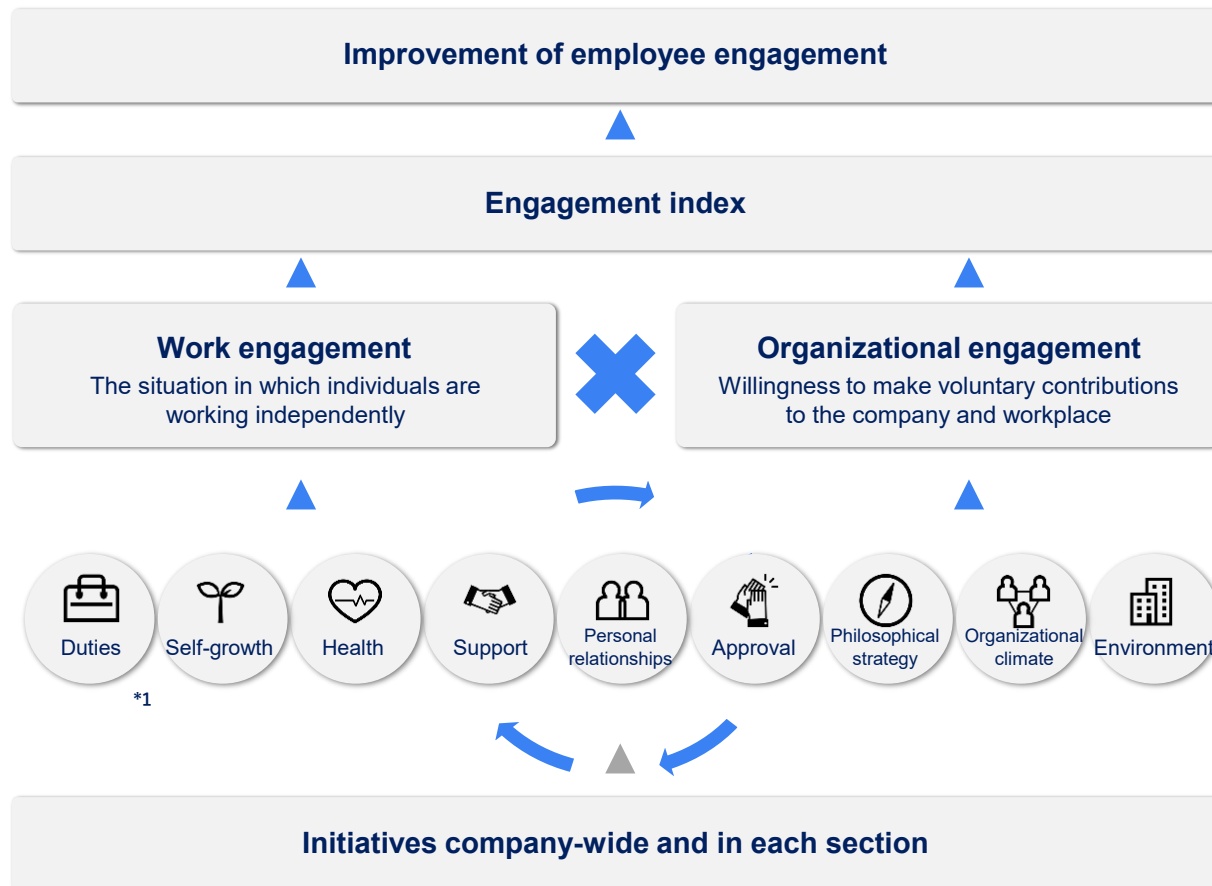


Trend in new graduate recruitment (engineers)



Follow-up mechanisms that increase employee engagement

We have established an operational system that regularly aggregates employee engagement scores, monitors them by department, and swiftly implements measures based on identified issues. We also accept feedback from employees and conduct individual follow-ups. By flexibly and proactively implementing initiatives in response to changes in employee conditions and external environments, our engagement score has been trending upward since measurements began.



*1 Described based on Atræ Inc.'s Wevox engagement survey items

*2 Indexed with January 2019 at 100 for the 1-year moving average of Wevox engagement score. Looking at Cloud Integration Services

Social implementation of cutting-edge technologies through R&D

Aiming to solve corporate, industrial, and social issues with cutting-edge technology, we conduct R&D on cutting-edge technologies that are not yet in widespread use and areas that could attract attention in the future. As specific areas of research, we are promoting research on work automation and optimization through AI, real-time voice changers based on AI, etc.

Work automation and optimization through AI

We are conducting research to automate or save labor in planning and decision-making work that has always been performed by people by using OR (Operations Research)^{*1} technology.

Results of use / image

- Automation of vehicle test schedule preparation with Honda Motor Co., Ltd.
- Optimization of transportation and delivery plans by vehicle and freighter
- Automation of the preparation of project assignment proposals



Real-time voice changers based on AI

We are conducting R&D to convert the human voice, which is increasingly in need of privacy protection as biometric information, into another voice in real time using AI.

We are aiming to realize a superior voice experience for the listener at the same time as protecting privacy.

Image of use

- Voice privacy protection (telephone handling at call centers)
- Security measures (answering on an intercom)
- Superior voice experience (digital signage avatars)



We have made a partial release to the public as OSS (Open Source Software) and are currently highly acclaimed on GitHub with more than 15,000 Stars, proof of evaluation.

The company's technology has also been used in the real-time voice conversion technology for the voice of former Prime Minister Kishida, which was introduced at the "Dialogue with Next Generation Leaders on AI" held on May 9, 2023, at the Prime Minister's Official Residence.

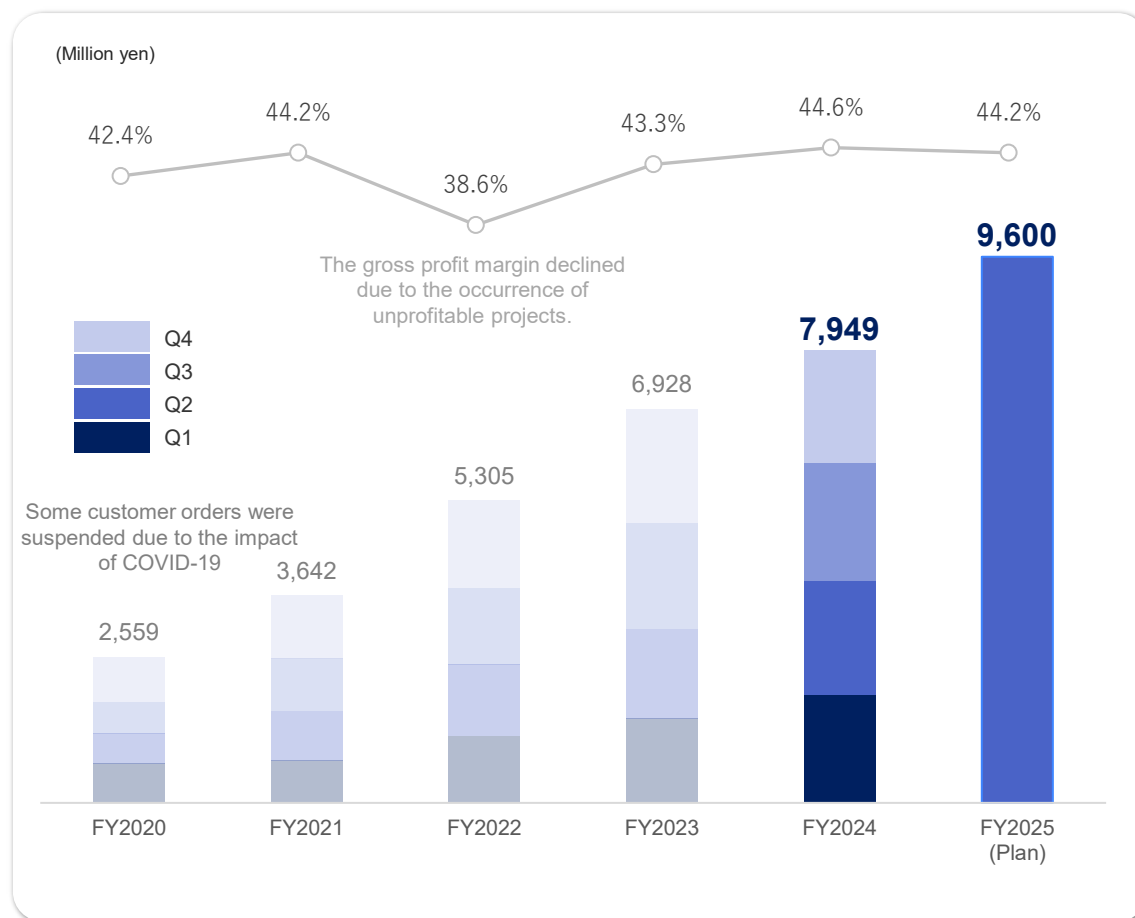
^{*1} OR (Operations Research): Various approaches to support decision-making scientifically (mathematical optimization, data analysis, algorithms, etc.)

Appendix - Results Trends

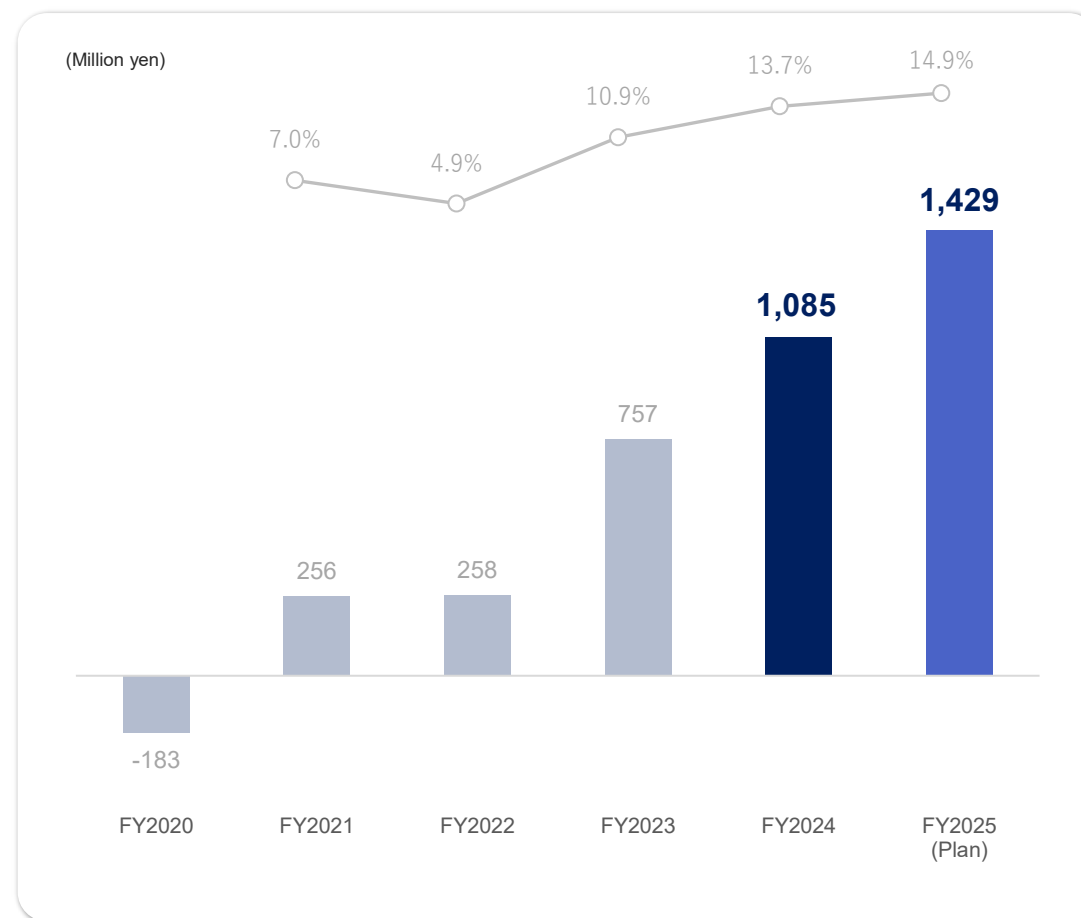
Results Trends

Against the backdrop of strong demand for DX support among major companies, sales for the fiscal year ended March 2025 were 7,949 million yen (up 14.7% year-on-year) and operating income was 1,085 million yen (up 43.3% year-on-year), record highs. We are planning record high results in the fiscal year ending March 2026 too, with sales of 9,600 million yen (up 20.8% year-on-year) and operating income of 1,429 million yen (up 31.7% year-on-year).

Sales / gross profit margin



Operating income / Operating profit margin



Appendix - Company Profile

Company Profile

**Company Name**

FLECT Co., Ltd.

Established

August 2005

Capital Stock

754 million yen (as of September 2025)

Number of Employees

435 (as of September 2025)

Address

13F, Tokyo Shiodome Bldg., 1-9-1 Higashi-Shinbashi, Minato-ku, Tokyo

Business Description

Cloud Integration Services

Professional services supporting corporate DX

We support “Proactive DX” that can realize new customer experiences through our cutting-edge cloud technology.

This is a one-stop service for digital transformation in existing and new business initiatives, ranging from service planning, designing, multi-cloud development, to actual implementation.

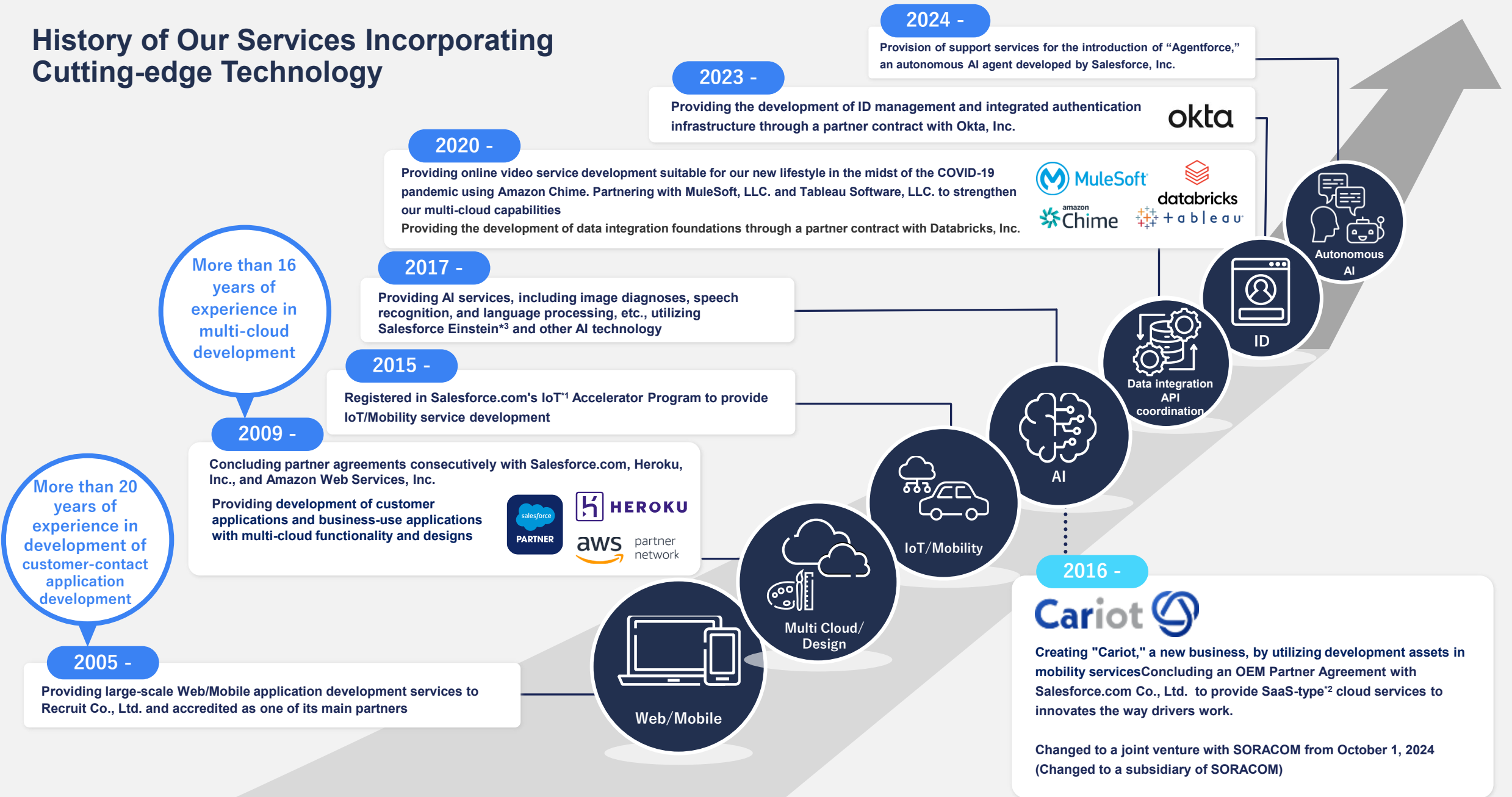


Representative Director CEO
Koji Kurokawa

Realizing an Ideal Future with the Cloud

In a society where all people and things are digitally connected, we realize new digitally optimized customer experiences and support customer-centered business innovation.

History of Our Services Incorporating Cutting-edge Technology



*1: IoT (Internet of Things): Physical things that can be operated via the Internet

*2: SaaS (Software as a Service): Service to provide applications that used to be provided as packages over the Internet

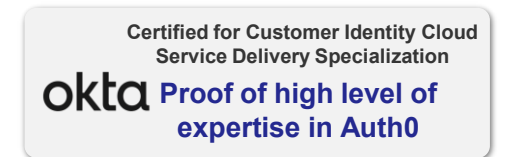
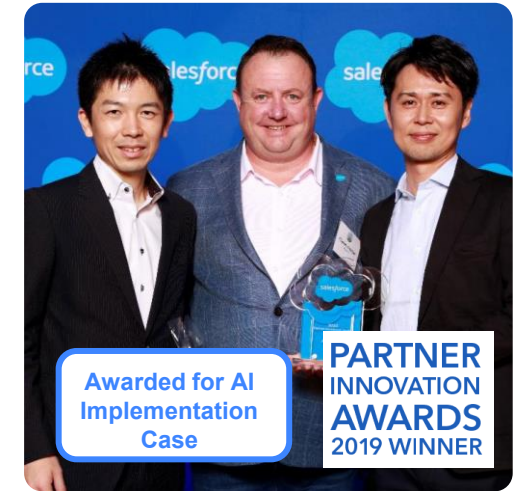
*3: Salesforce Einstein: Name of the AI (artificial intelligence) service provided by Salesforce.com, Inc.

*4: Salesforce.com Co., Ltd. changes company name to Salesforce Japan Co., Ltd. as of February 2022

Our Domestically and Globally Acclaimed Advanced DX Achievements

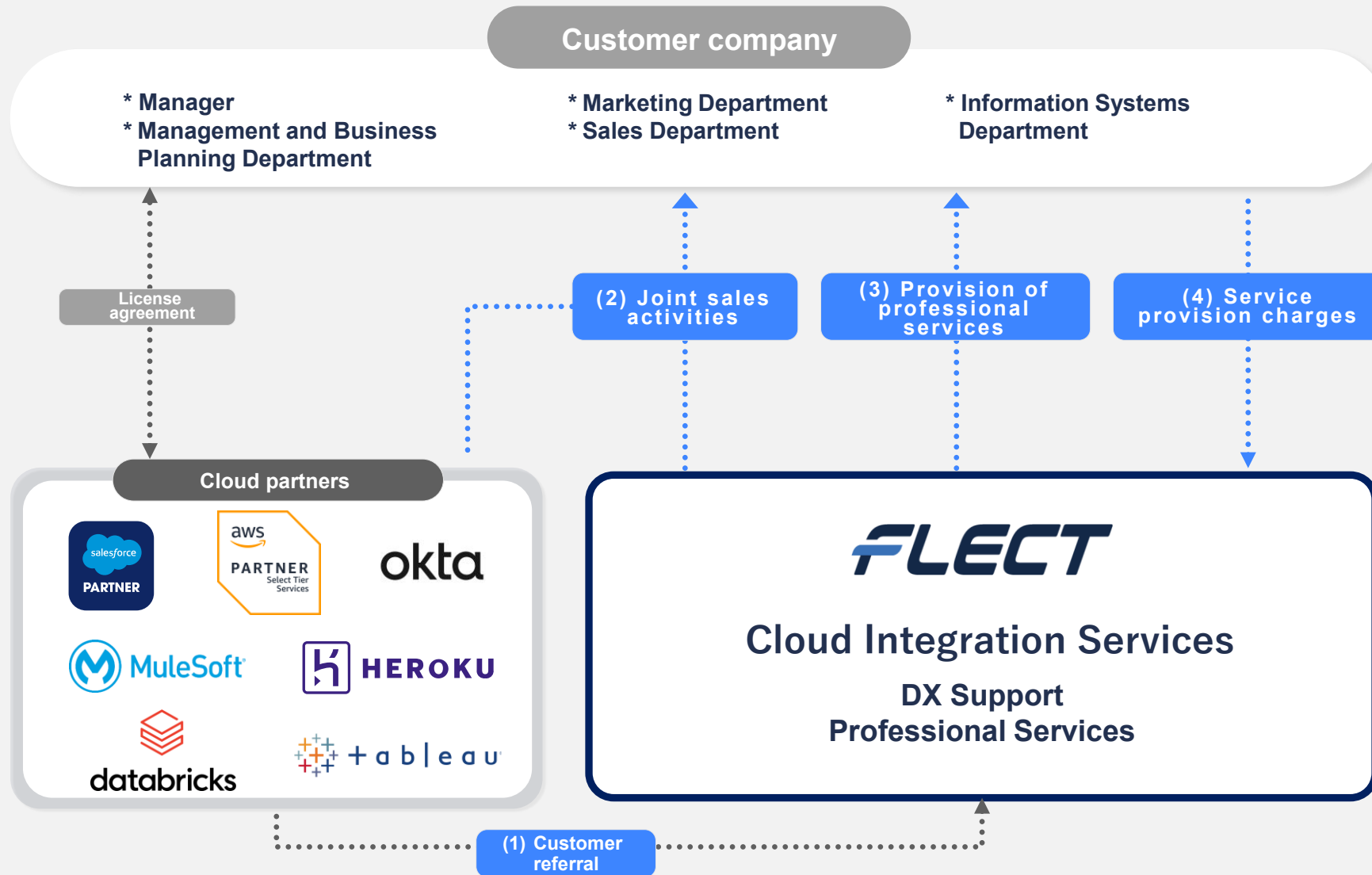
Our DX achievements in domestic AI services are critically acclaimed, and received the Salesforce Global Innovation Award in 2019, the first of its kind in Japan.

- May 2018** **Salesforce "Innovation Partner of the year"**
Awarded for our achievements in the Einstein (AI) Project
- November 2019** **Salesforce Partner Innovation Award**
First Japanese company awarded for achievements in our Einstein (AI) Project in Japan
- May 2020** **Salesforce "Innovation Partner of the year"**
Awarded for our achievements in a multi-cloud development project
- March 2022** **MuleSoft Japan**
"MuleSoft Japan Partner Enablement Award 2022"
Awarded for our achievements in MuleSoft business
- May 2023** **MuleSoft Japan**
"MuleSoft Japan Partner Enablement Award 2023"
Awarded for our achievements in MuleSoft business
- April 2024** **Salesforce Japan Partner Award 2024**
"Japan Partner of the Year <MuleSoft>"
Awarded in recognition of wide-ranging knowledge and high-level technical capabilities in MuleSoft
- April 2025** **Salesforce Japan Partner Award 2025**
"Japan Partner of the Year <MuleSoft>"
We received the award after the size of our business in MuleSoft collaboration results and certifications were evaluated highly.



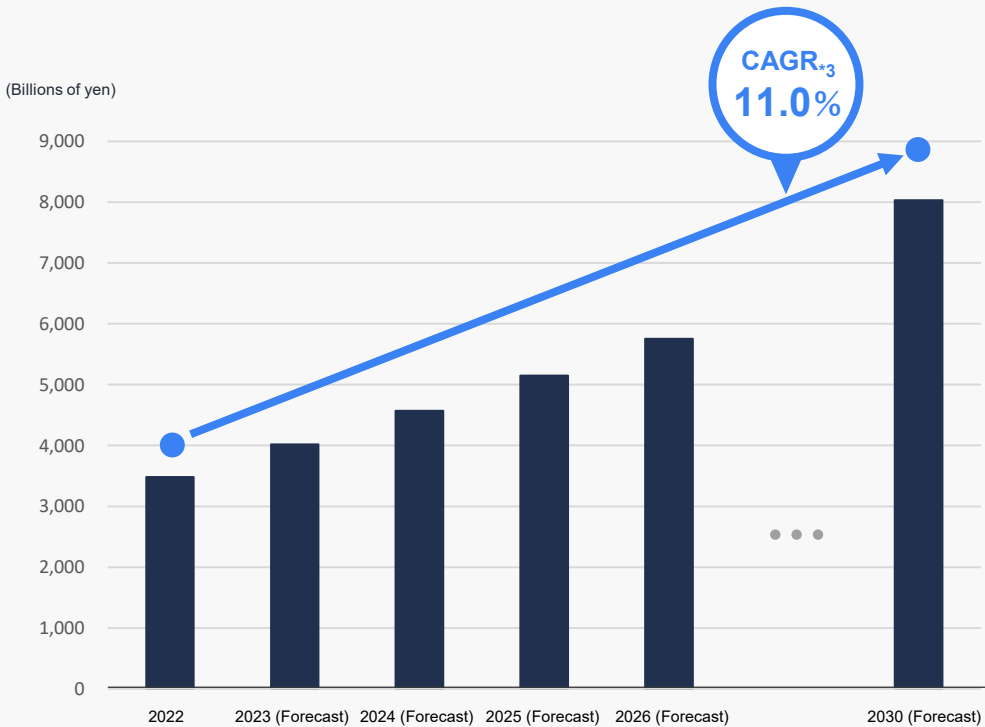
Service Flow

We receive customer referrals from cloud partners, engage in joint sales activities, and provide professional services directly to client companies.

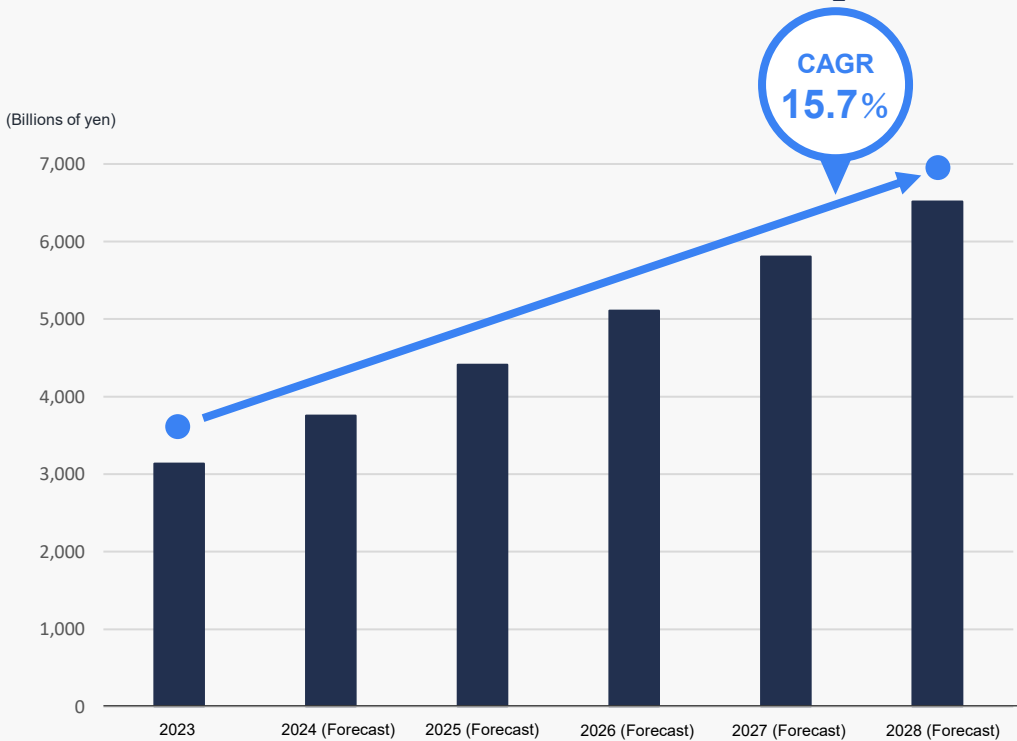


Both DX and Cloud Markets in Japan Are Steadily Expanding

The domestic DX market is expanding at a CAGR of 11.0% from 2022 to 2030.*1



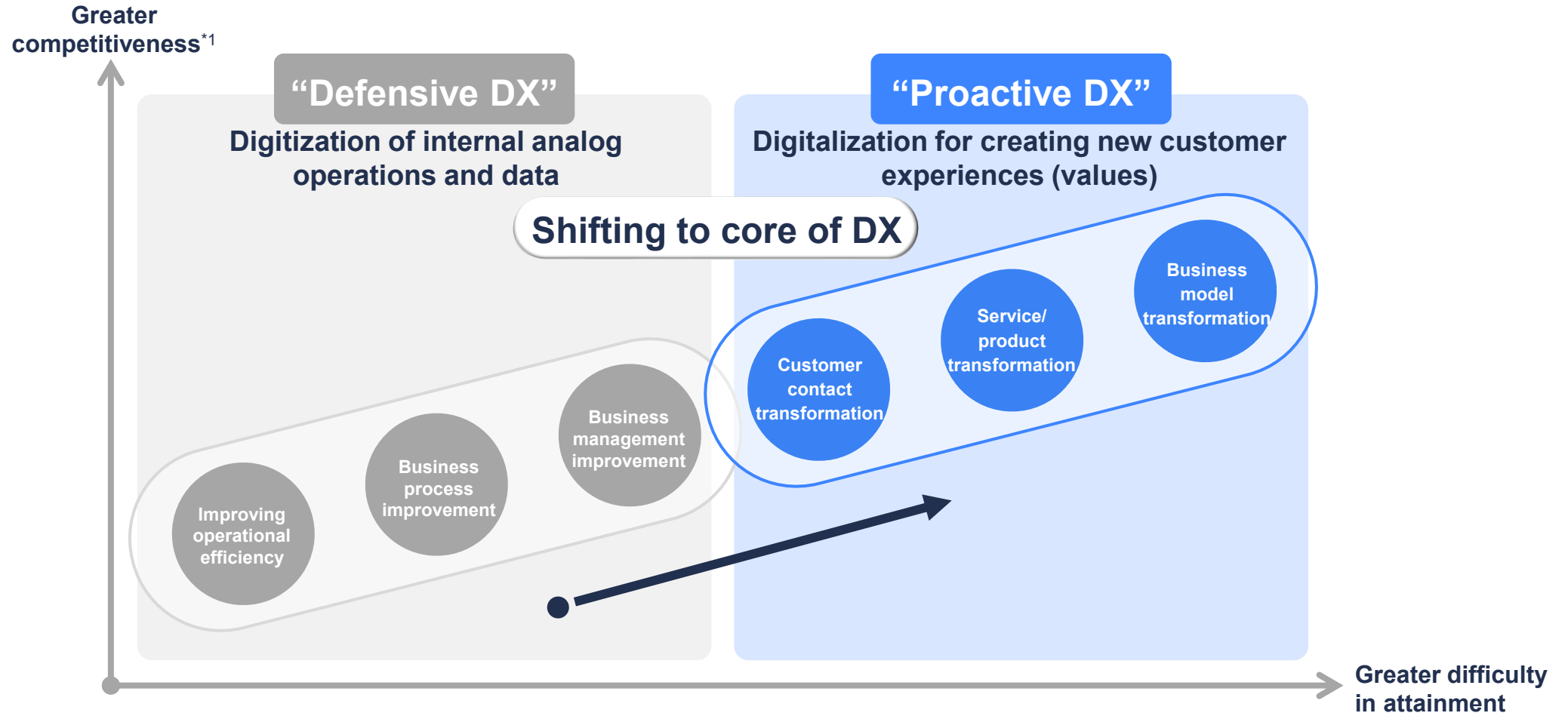
The domestic public cloud market is expanding at a CAGR of 15.7% from 2023 to 2028.*2



*1: Quoted from "2024 Future Prospects of the Digital Transformation Market," Fuji Chimera Research Institute, Inc.
*2: Quoted from "Sales Prospects in the Domestic Public Cloud Service Market," International Data Corporation Japan (IDC)
*3: CAGR (Compound Annual Growth Rate) is an annual geometric mean calculated from multiple-year growth rates.

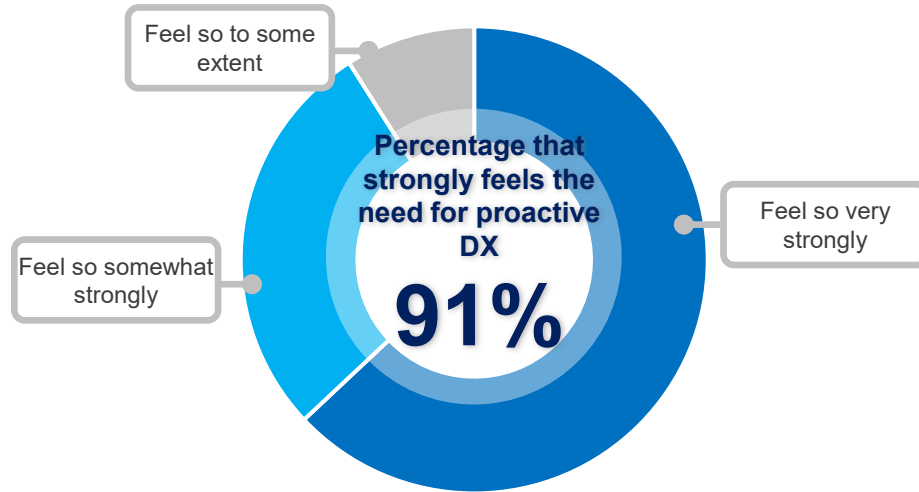
Core of DX Lies in “Proactive DX” that can Enhance Corporate Competitiveness

Companies can enhance their competitiveness by shifting from “Defensive DX,” digitizing internal analog operations and data through replacement of paper documents with data in order to cut costs, to “Proactive DX,” creating new customer experiences designed to enhance revenue and customer engagement.

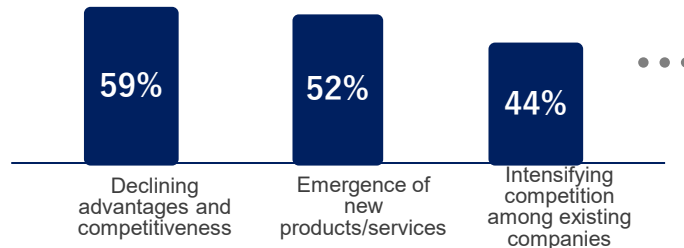


Current DX Status in Japan

About 90% of the companies have strong needs for “Proactive DX.”
This is due to their concerns about the potential decline of their own advantage and competitiveness.*1



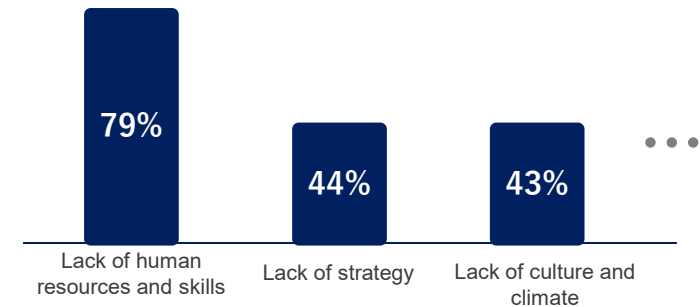
Challenges associated with concerns about the proliferation of digital technology



On the other hand, only 8.3% of companies have produced results with proactive DX that creates new value for customers*2
Issues in the promotion of DX include people and organizations, such as “a lack of human resources and skills”*3



Challenges in promoting DX



*1 Compiled proprietarily, based on “A Study on Functions and Roles of Human Resources Promoting Digital Transformation,” (May 17, 2019) Information-technology Promotion Agency, Japan (IPA)
(<https://www.ipa.go.jp/files/000073700.pdf>)

*2 *3 Prepared at the company based on JUAS “Corporate IT Trends Survey Report 2024”

Supporting “Proactive DX” that can Realize New Customer Experiences Through Our Cutting-edge Cloud Technology

We are building API integration, ID integration, and data integration platforms, and working on the development of community services, e-commerce services, IoT services, and other application coordination utilizing the Salesforce platform. In addition, we also provide one-stop solutions combining AI, data integration, and API integration. Our customer base is centered on major companies*₁ that are promoting DX positively, with major companies accounting for 94%*₂ of sales.

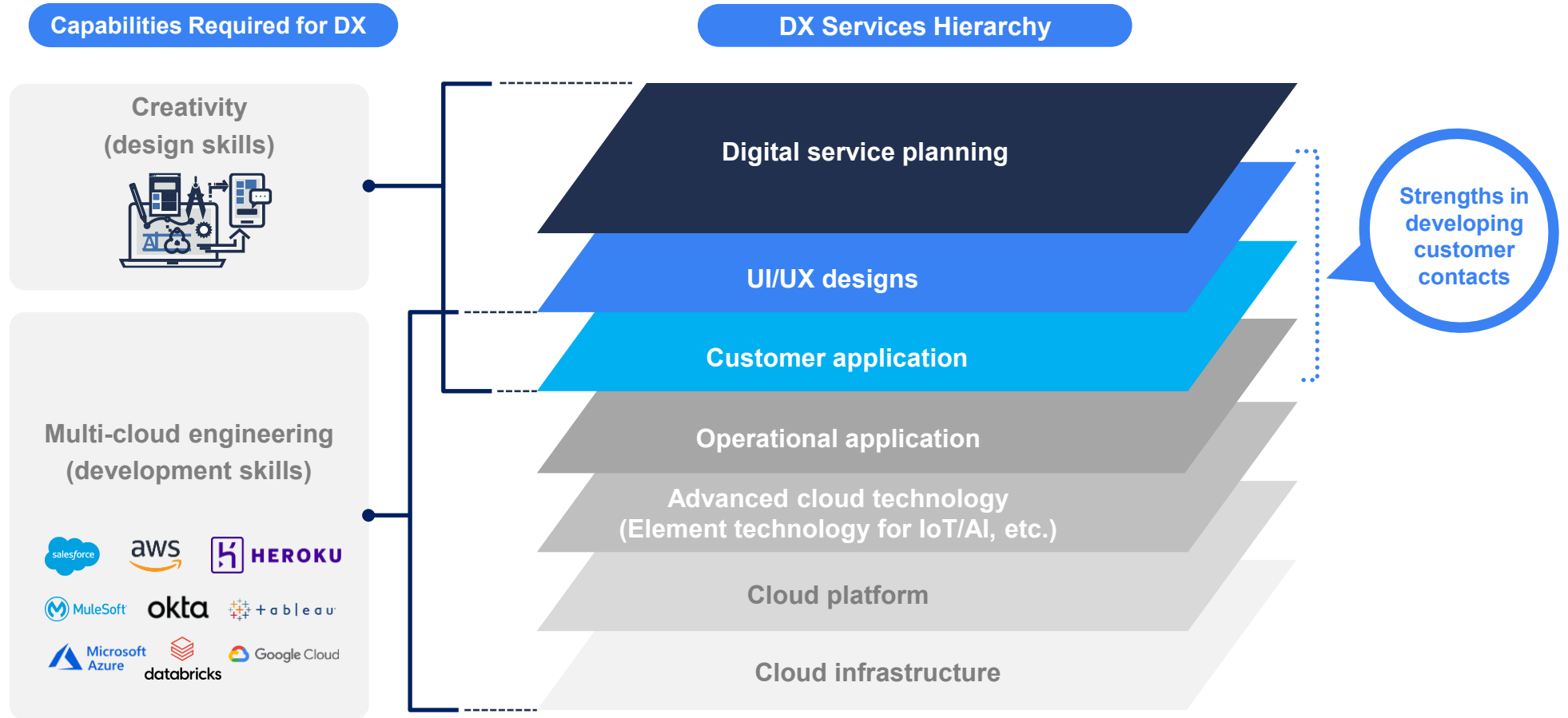


*1: Major companies: Those listed in Nikkei 225, Nikkei 400, or Nikkei 500; or their group companies or those whose sales are equivalent (100 billion yen or more)

*2: Figures for the 1Q fiscal year ending March 2026

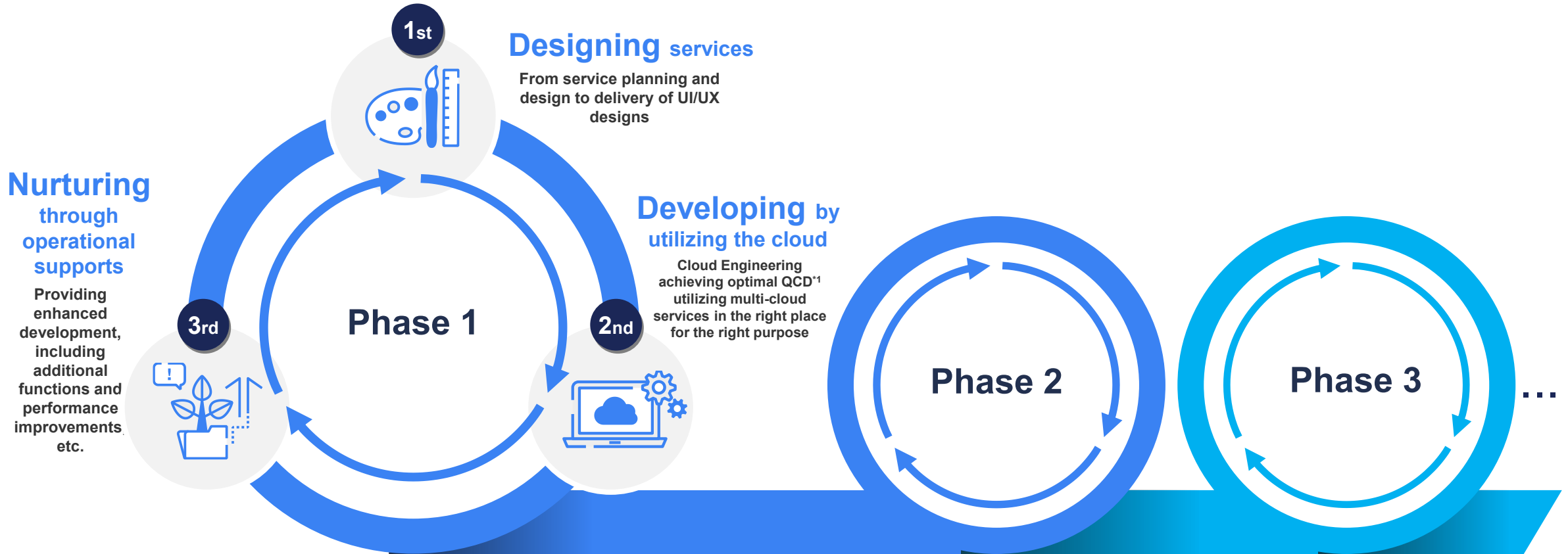
One-stop Service that Creates Digital Services

We take advantage of the “Creativity (design skills)” that can achieve proactive DX and the “multi-cloud engineering” capabilities (development skills), and of the strengths in developing value-creating customer contacts (front end).



High Agility in Adapting to Changes (Ability to Think and Move Quickly)

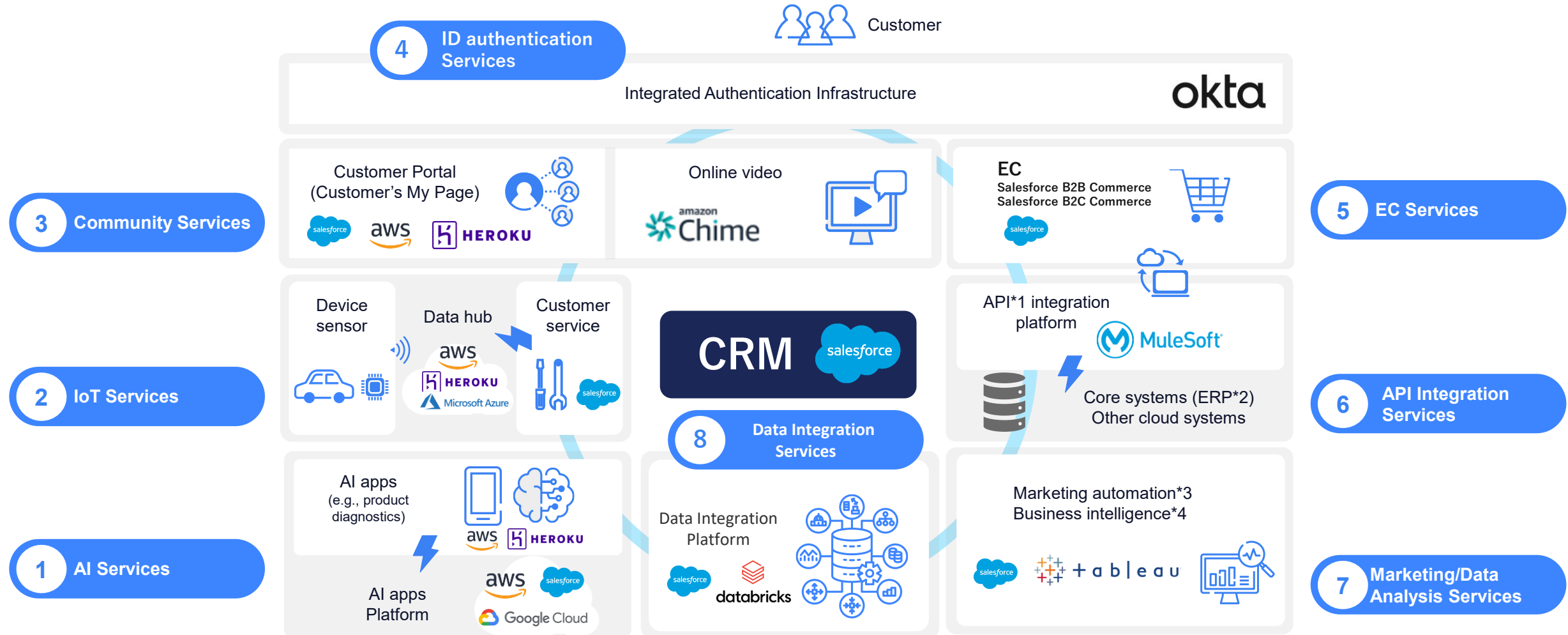
An average period of a single project cycle is about three months. A project does not end with the initial construction but supports DX service growth by repeating the delivery cycles.



*1: QCD: Quality, Cost, Delivery

High Technological Capabilities of Multi-cloud Functions Enabling Business Transformation based on DX

Instead of simply building a single digital service, we develop multiple digital services and bundle them together to help business models to be transformed.



*1: Application Programming Interface: Interface specification used for multiple software products to exchange information with each other

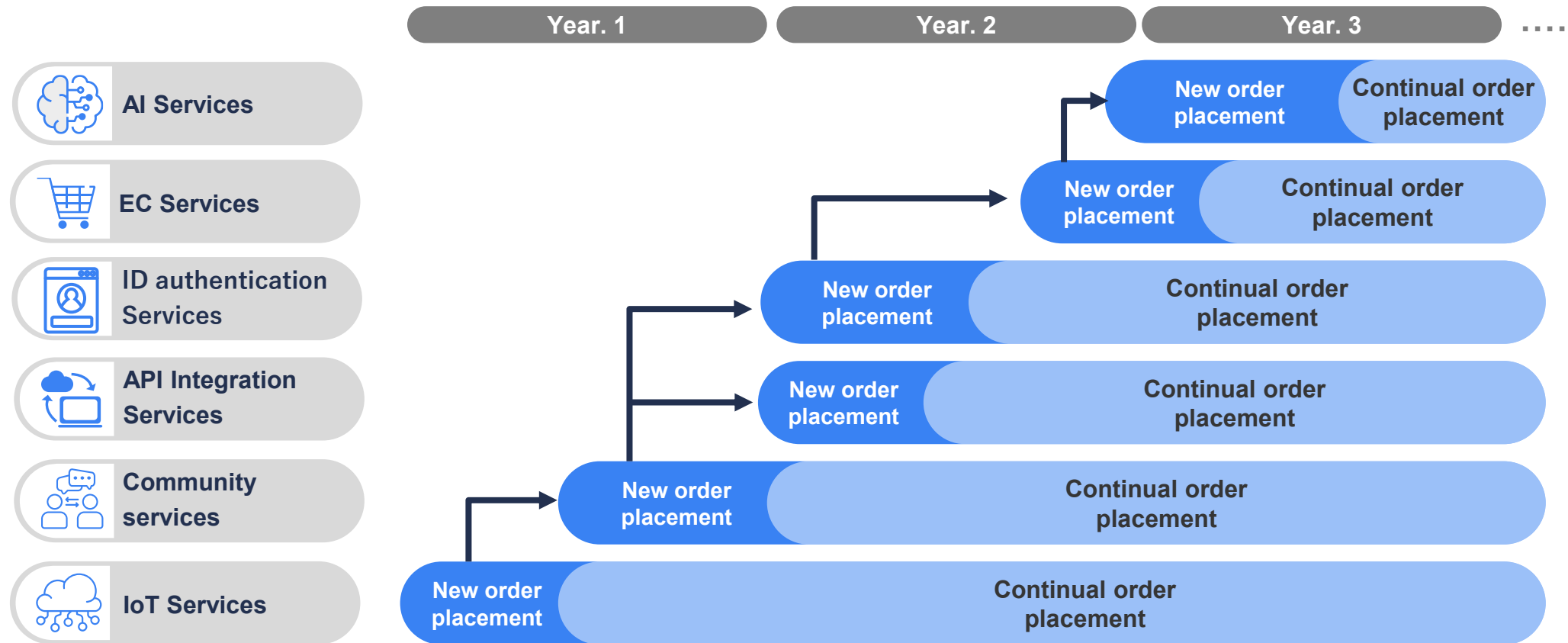
*2: Enterprise Resource Planning: An integrated core operational system

*3 Marketing Automation: A tool to automate marketing activities

*4 Business Intelligence: A tool to collect, accumulate, analyze, and process large amounts of data to support management strategy decisions

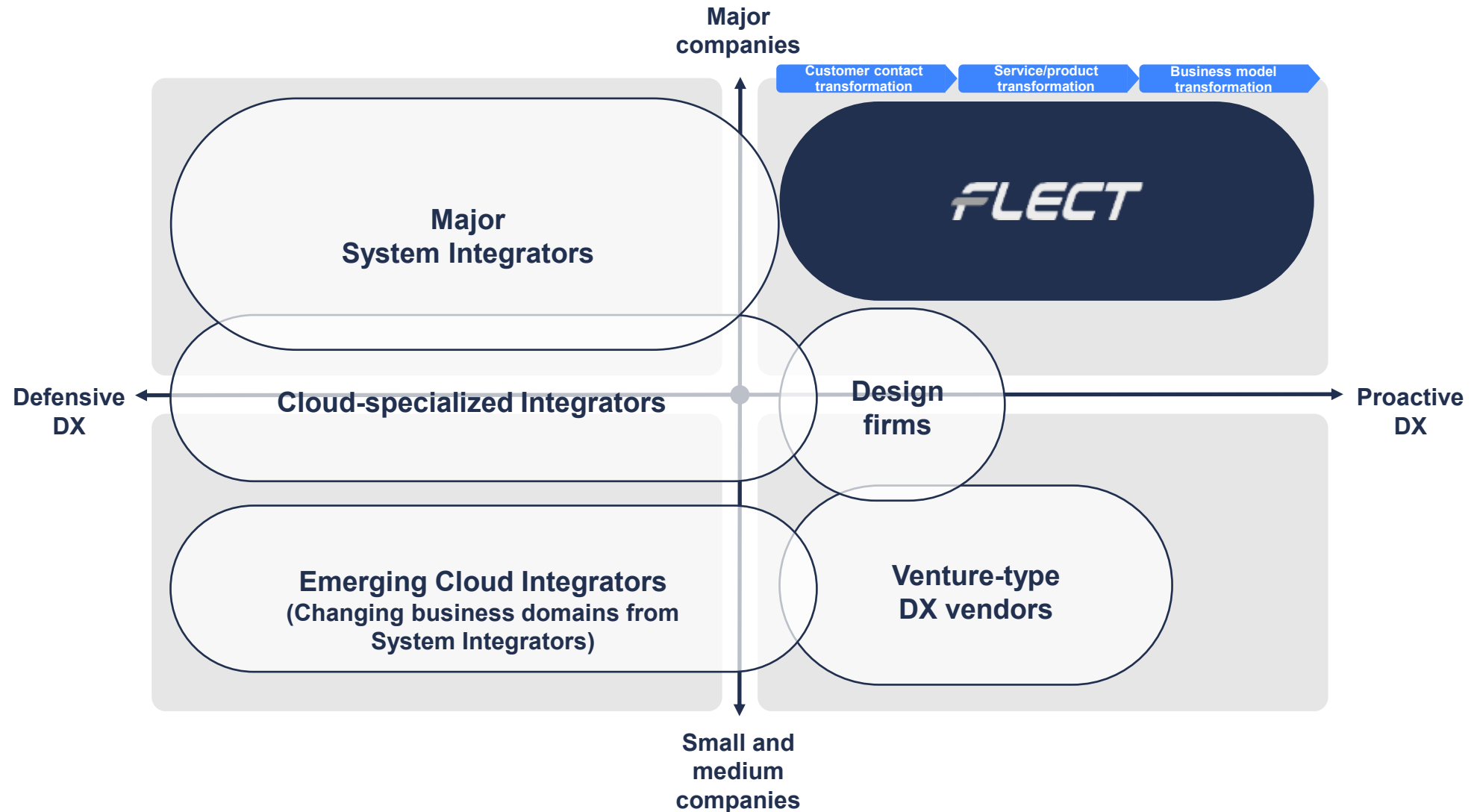
Continuous Orders for DX Projects and Expansion with Cross-selling

We will continue to develop digital services while simultaneously promoting the development of multiple digital services.



Unique Positioning in the DX Engineering Business

With the “proactive DX targeted at major companies” as our primary business domain, we provide comprehensive support from innovating customer contact points to innovating business models.



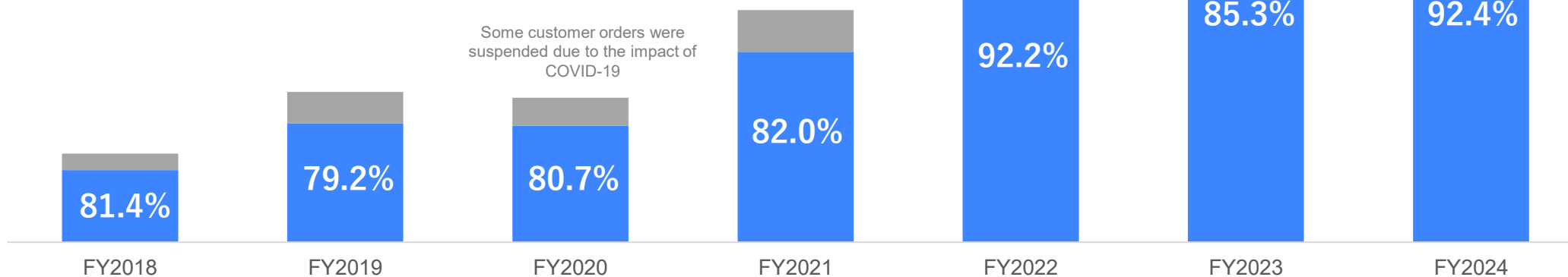
* The above diagram, based on our views, shows the relevant main business domains.

Sales composition ratio of existing major companies*₁

Through continuous orders and cross-selling of DX projects, we have achieved a high level of recurring sales, despite being a flow business. In the fiscal year ended March 2025, 92% of our sales come from existing major companies.

(Million yen)

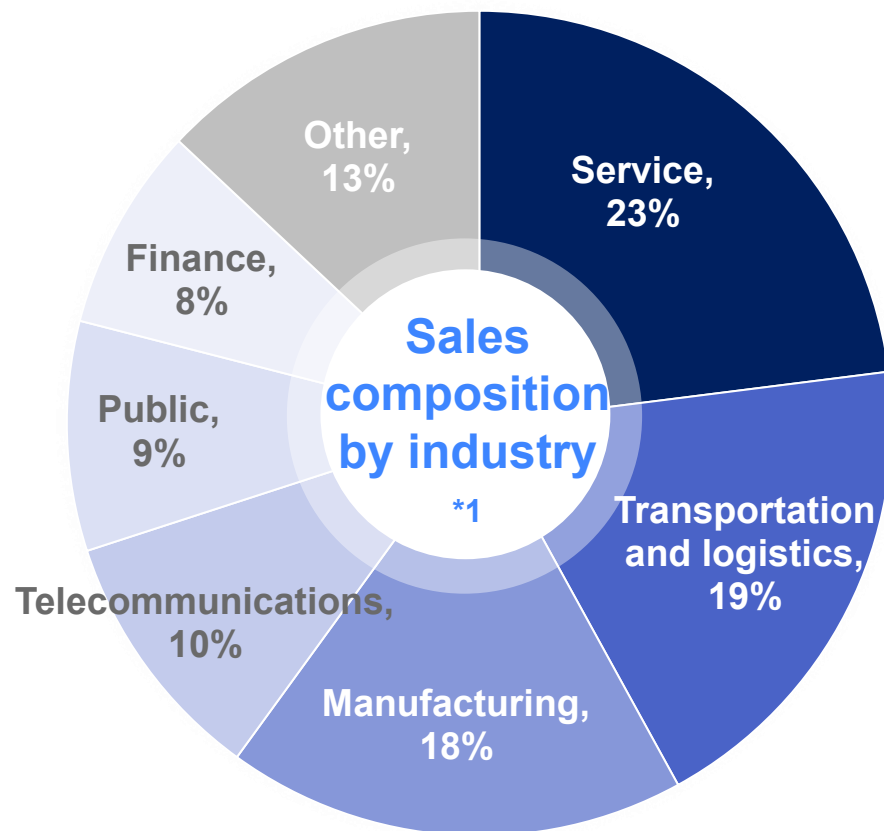
- New major company customer sales (Yearly basis)
- Existing major company customer sales (Yearly basis)



*₁ Sales composition ratio of existing major companies: The sales composition ratio of customers who had contracts prior to the previous fiscal year out of sales to major companies

Supporting major companies in diverse industries

We provide DX support to major companies representative of Japan. Industry types are varied, and our structure is less susceptible to trends in specific industries.



* Partial excerpt of logos we are licensed to publish

Case studies of DX Support - 1



「SMART CONSTRUCTION Fleet」

We developed a dynamic management app for dump trucks.

IoT



Support for the introduction of the MuleSoft Anypoint Platform®

We are supporting the building of an API platform that uses MuleSoft to maximize the value of customer experience.

API

MuleSoft



An “online community,” a common backyard platform between DOCOMO, sales agents and docomo shops

We are realizing the greater efficiency of backyard operations using the Salesforce platform.

Portal

Salesforce

ブリヂストンリテールジャパン株式会社

Building of a visit reservation system

We are maximizing the improvement of customer experience and marketing effectiveness based on authentication infrastructure using Okta and multi-cloud development including various Salesforce products.

ID

Portal

Okta

Salesforce



Construction Customer Database

This system utilizes MuleSoft as the API integration platform to realize data coordination between CRMs introduced at group companies efficiently.

API

MuleSoft



Joint paper on “Automated Test Scheduling Using VRP Methodology”

We aimed to shorten the development period and reduce costs for new models, and succeeded in reducing work time, which was previously 90 hours, to just 6.

AI(OR)



Sales DX in internal systems

Synchronizing and sharing customer information, regardless of time or location, has enabled team members to access the latest information easily.

SFA

Salesforce



The “Corret” integrated communication platform

We used the Salesforce platform to manage communications with numerous stakeholders, including customers, efficiently.

Portal

Salesforce



“K-Support” educational support system for faculty and staff and portal site for students

Support for the development of “test form input,” “grade input,” “syllabus input,” “course request input” and the “student portal”

Portal

Salesforce



“WIP” authentication infrastructure system

We renewed the authentication infrastructure system to realize the reduction of system load and the enhancement of security during times of concentrated logins.

ID

Keycloak



Support for the introduction of the MuleSoft Anypoint Platform®

We supported the building of an API integration platform based on MuleSoft for “elgana®,” a business chat service. This will realize the improvement of customer experience through service coordination.

API

MuleSoft



The “Kenki Navi” IoT service for monitoring the operation of construction equipment

We realized the “visualization” of the operating rates, locations and CO₂ emissions of construction equipment with GPS and SIM functions and a cloud system.

IoT

Salesforce

Case studies of DX Support - 2



A staff information DB and attendance management system

We built a staff information DB and attendance management system using Salesforce.

Government

Salesforce

Ministry of Health, Labour and Welfare

Contracted for development related to the FY2025 EMIS Project

We developed main functions of the Emergency Medical Information System (EMIS), used in disaster medical care, utilizing Salesforce and the MuleSoft API integration platform

Government

Salesforce

API

MuleSoft

Ministry of Foreign Affairs of Japan

Development and System Architecture Project for the Overseas Allowance Payment System FY 2025

Building a new Overseas Allowance Payment System utilizing Salesforce

Government

Salesforce

the Japan Association for the 2025 World Exposition

The introduction of services and infrastructure for stakeholders and operation and maintenance

We improved visitor services by streamlining the work of expo personnel.

Government

Portal

Organization for Small & Medium Enterprises and Regional Innovation, JAPAN

Secondary development and operation and maintenance duties for "Digiwith".

Integrating Salesforce, Agentforce, Data 360, and other services to expand the functionality and improve the quality of the digitalization support portal "Digiwith."

AI

Portal

Salesforce

National Institute of Advanced Industrial Science and Technology

"a financial accounting-related application system service," "a chemical substance / research results export system service" and "a research note system service."

We build highly convenient, cloud-based systems using Salesforce.

Government

Salesforce



Implementation Support with Okta (Auth0)

Building an Integrated Authentication Infrastructure with Okta (Auth0)

ID

Okta

AWS



大塚倉庫株式会社

The "Order.net" corporate EC platform

We realized the streamlining of ordering and order receipt work and customer satisfaction simultaneously.

EC

Salesforce



The "MARCRA" Ground improvement quality assessment App

We realized the greater work efficiency of ground improvement work with imaging diagnosis using AI, which has eyes equivalent to an expert's.

AI

Salesforce



An online video call service for "at-home matchmaking" that can be used at home

We developed online video calling functions using AmazonChimeSDK. We realized an easy-to-use UI/UX for customers.

Online Video

AWS



An advance reservation website and portal website for the "LOVOT" family-type robot

We built My LOVOT, the LOVOT Web Store and customer service infrastructure to realize the centralized management of information and the improvement of customer experiences.

Portal

EC

Salesforce



Marui Group "in-building logistics system"

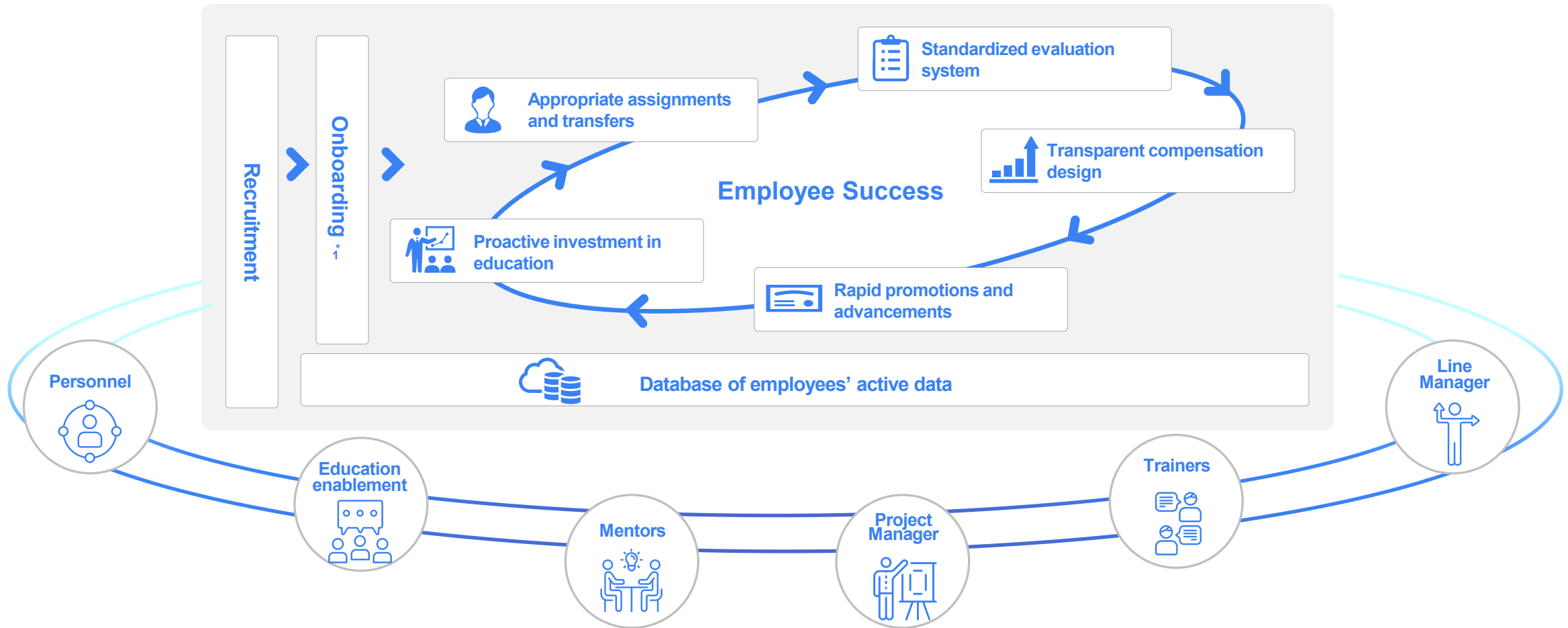
We developed an "in-building logistics system" within Marui Group, and succeeded in reducing the number of man-hours which was being spent on manual and visual operations.

Logistics

Salesforce

Mechanisms that maximize the effectiveness of human resource investments

We are building structures and systems that enhance the reproducibility of employee career advancement, leading to increased employee satisfaction and company growth. Supporters such as Human Resources, Education Enablement (Promotion), mentors, trainers, and managers provide multifaceted follow-up from recruitment to training and employees' daily work, maximizing the effectiveness of our investment in human resources.



* 1 Onboarding means initiatives to help human resources new to the organization such as new employees and mid-career hires adapt to the workplace, prevent early job turnover, and promote their establishment and competitiveness.

An attractive environment to realize career advancement as an engineer

Our business and personnel and training systems make us attractive and we are chosen by many engineers.



1 Multi-cloud

Experience with multi-cloud platforms such as Salesforce, AWS, MuleSoft, Okta, etc.

2 Cutting-edge technology

Experience with cutting-edge technologies such as AI/IoT.

3 DX support for major companies

Experience with project for the DX of major companies representative of Japan.

4 Involvement from upstream processes

Experience with project covering end-to-end processes from upstream to downstream, including service planning.

5 Development system

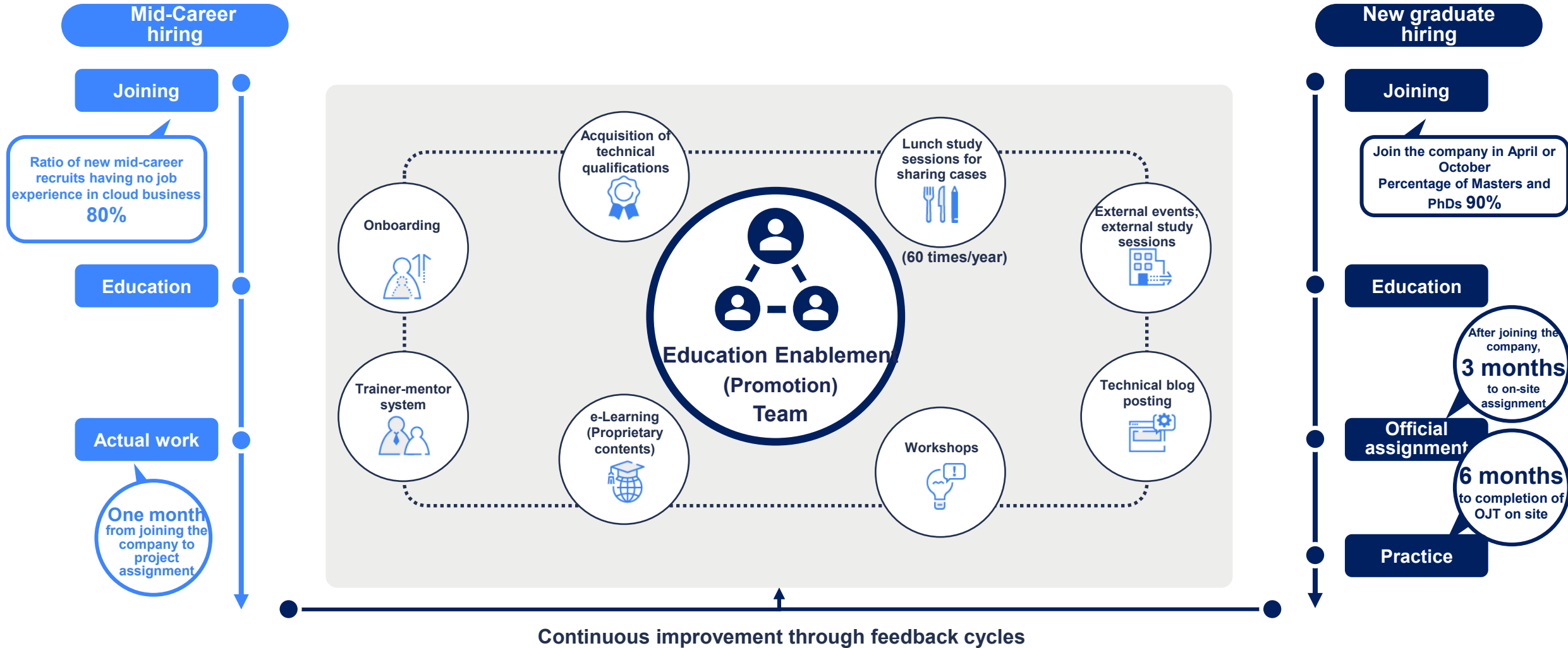
A comprehensive support system for career advancement centered around the education promotion team

6 Flexible Working Styles

Work with a full flex-time system and the possibility of full remote work. Gain experience in cutting-edge cloud projects even if you live in rural areas

Promotion of systems fostering Multi-disciplinary expertise and human resource development

With a team dedicated to education enablement (promotion) as a focal point, we constantly promote employee education and systemic improvement activities.

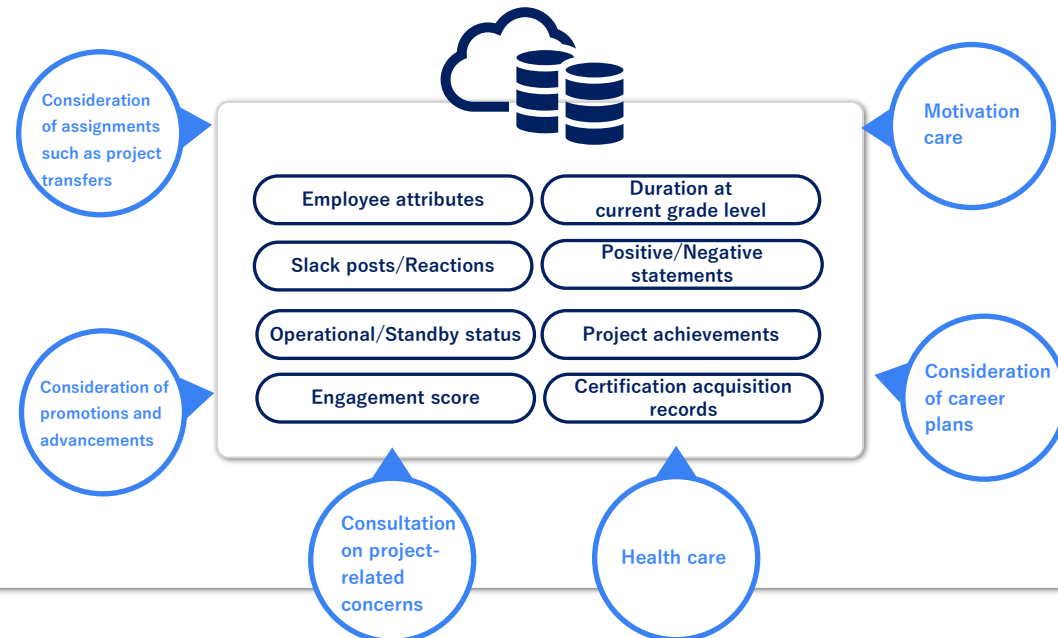


Utilization of the data collection infrastructure for employee attributes and activity data.

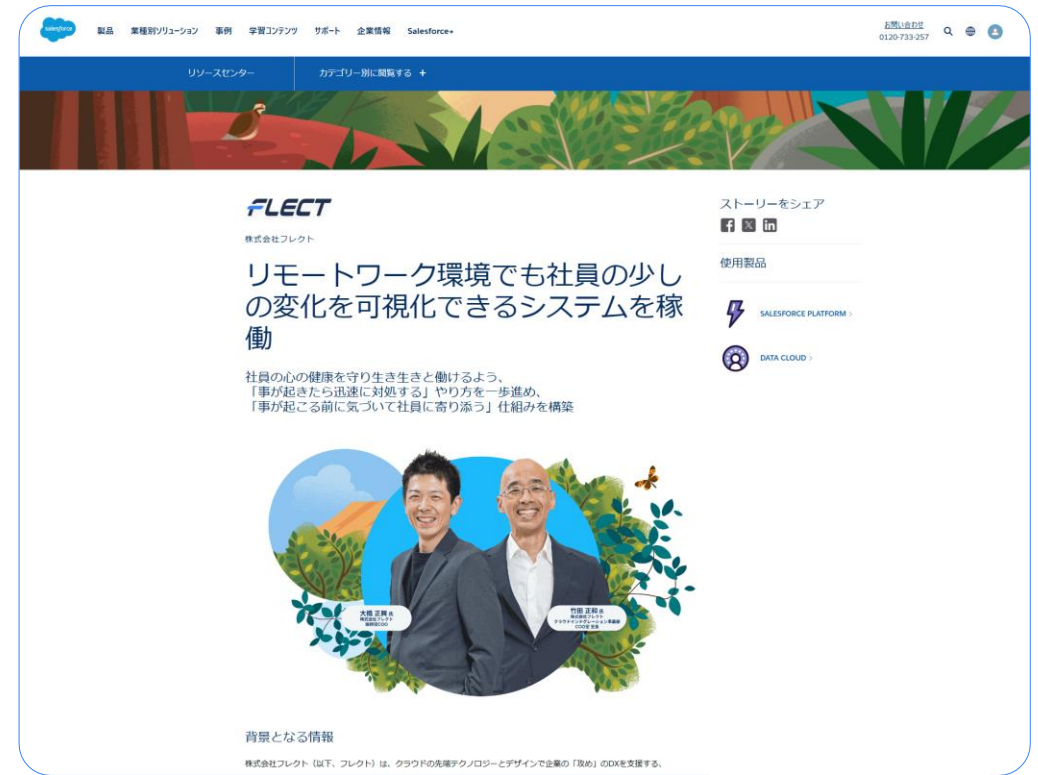
We utilize employee data as a basis for decision-making in career plan design and work assignments. Additionally, by understanding employee conditions in remote work environments and using this information for follow-up, we achieve early care. These data infrastructure and visualization systems have been introduced as advanced case studies by Salesforce.

Integrate employee data, appropriate and swift follow-ups.

- We integrate all data related to employees and conduct monitoring.
- By visualizing even subtle changes for each employee, we operate a system that automatically notifies managers about employees who require follow-up.



Published on Salesforce's case study page



<https://www.salesforce.com/jp/resources/customer-stories/flect/>

Excellent engineers with diverse backgrounds are actively successful.

A diverse group of engineers, including new graduates, veterans from large companies, and full remote workers are actively successful.

Hiring of experienced personnel (mid-career hiring)



May 19, 2023



From a major company to Flect. New challenges that even veterans can start on

<https://www.talent-book.jp/flect/stories/52029>

Career

**Major telecommunications company
Think tank Sler**

I joined the company after working for a major company. I use my extensive experience in upstream processes, to lead cloud integration projects as a PM.



August 10, 2023



Consistently motivated to learn and explore a wide range of technical fields - from front-end engineering to the cloud domain

<https://www.talent-book.jp/flect/stories/52360>

Career

**Front engineer
No cloud experience**

From no cloud experience to developing an e-commerce site for a major tire manufacturer using Salesforce. My work and personal life are in harmony due to full remote work and flexible hours.

New graduate hiring



January 15, 2024



Actively successful from the first year in a diverse environment - The Flect identity discussed by members who joined the company at the same time

<https://www.talent-book.jp/flect/stories/53608>

Major

**Masters program in information engineering
Doctoral program in mathematics
Masters program in life sciences**

Even in the first year after joining, you can play an active role with discretion as an engineer. I was also selected as a project manager in my first year.



August 25, 2023



It is interesting because there is no goal or correct answer. Shaping the ideal future from a thoroughly customer perspective

<https://www.talent-book.jp/flect/stories/52489>

Major

Masters program in information engineering

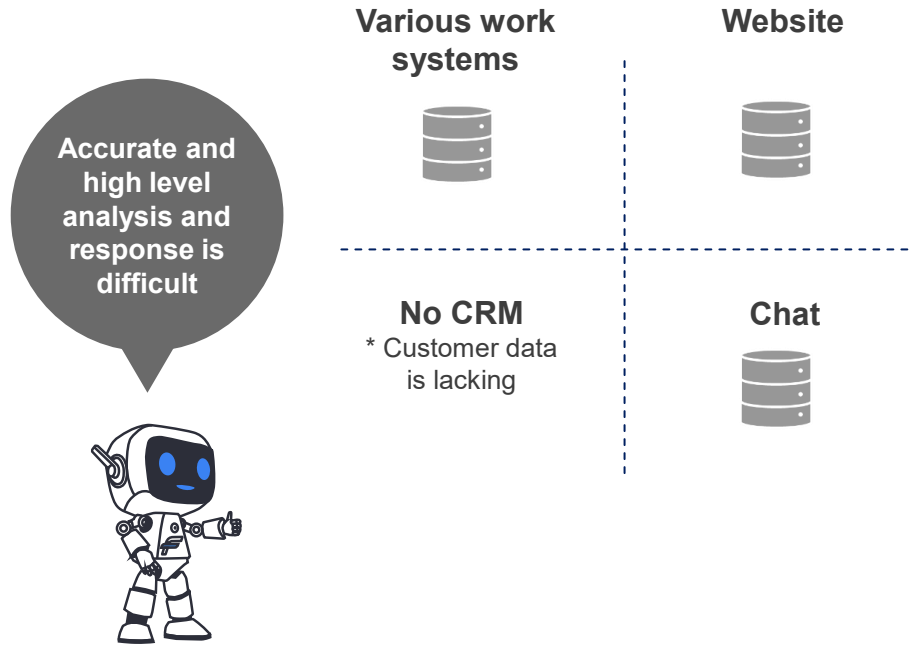
I was selected as a project leader in my first year with the company. I was also involved in upstream processes such as the definition of requirements and moved to the forefront of cloud integration.

Building AI-ready systems maximizes the effectiveness of AI utilization

The centralized management of data can be raised as one of the important points for maximization of the effectiveness of AI utilization. This is because there are cases in which it is difficult for AI to provide an accurate and sophisticated analysis and response when data is dispersed, insufficient, or not organized, and it does not demonstrate sufficient effects. API integration, which connects all systems and gathers data, is also an important point in the realization of centralized data management.

Not AI-ready state

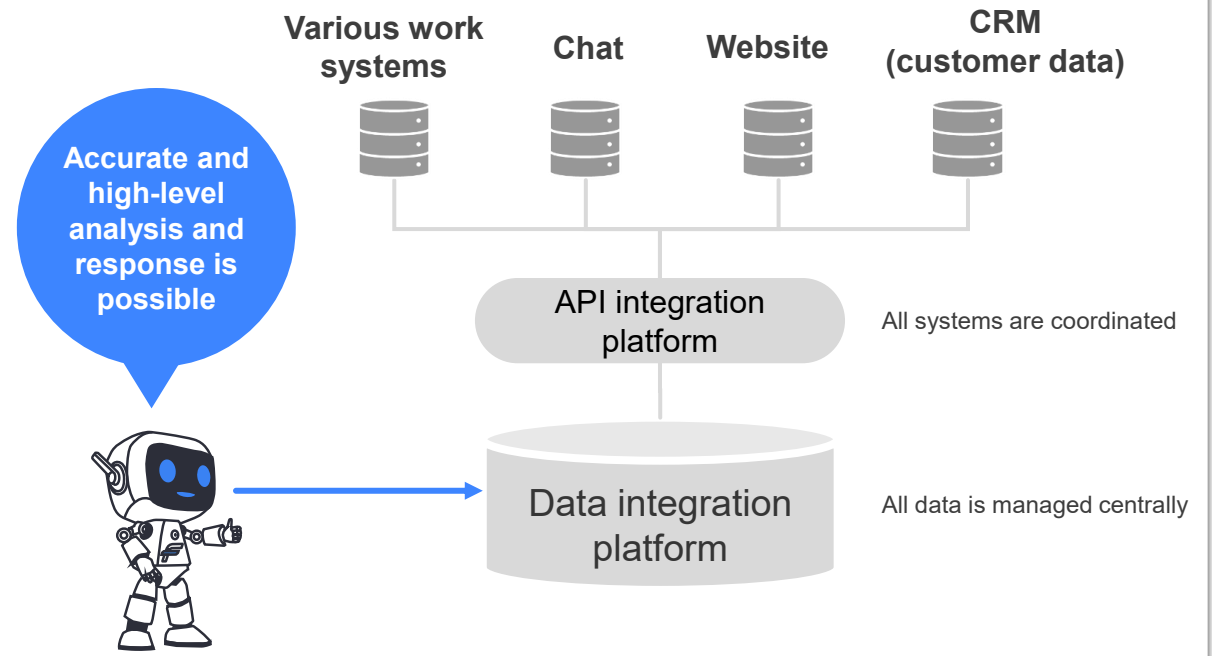
Data is dispersed, missing, or not coordinated



AI agent (digital labor)

AI-ready state

All data is managed centrally and coordinated



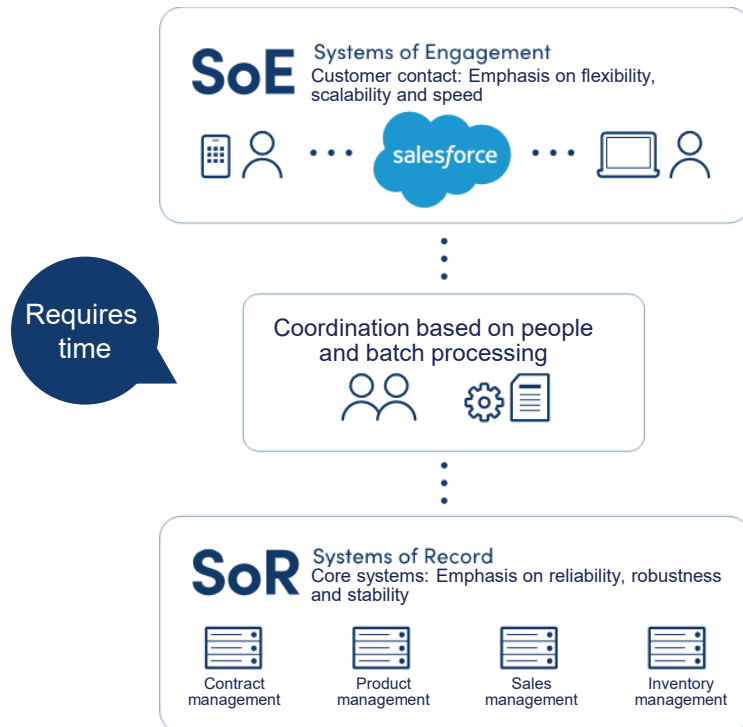
AI agent (digital labor)

MuleSoft API integration platform

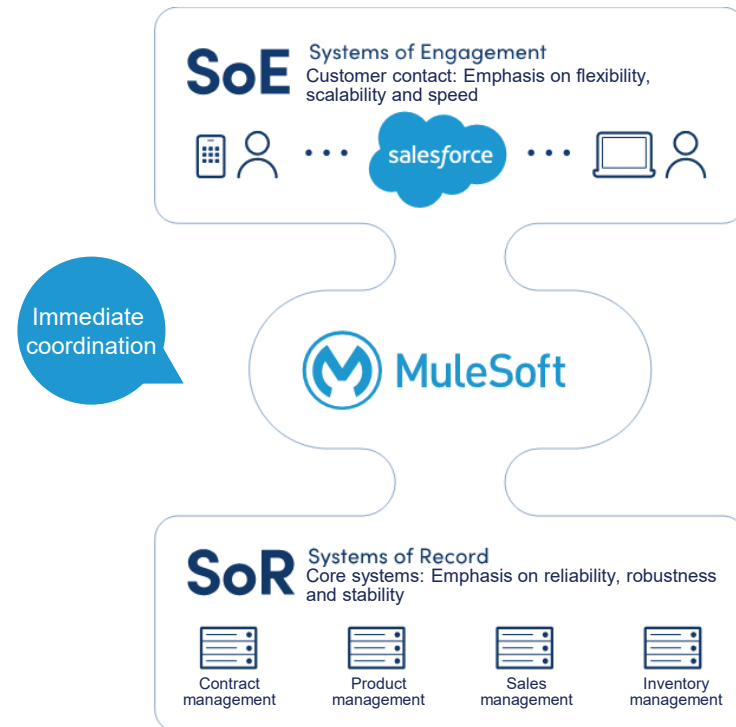
We use the platform provided by MuleSoft, LLC., a leading API integration platform provider, to connect all system, whether in the cloud or on-premises, with API integration. Linking disconnected systems realizes the improvement of customer experience.

MuleSoft API integration platform

The customer experience is impaired as systems are disconnected



The customer experience is improved as all systems are coordinated

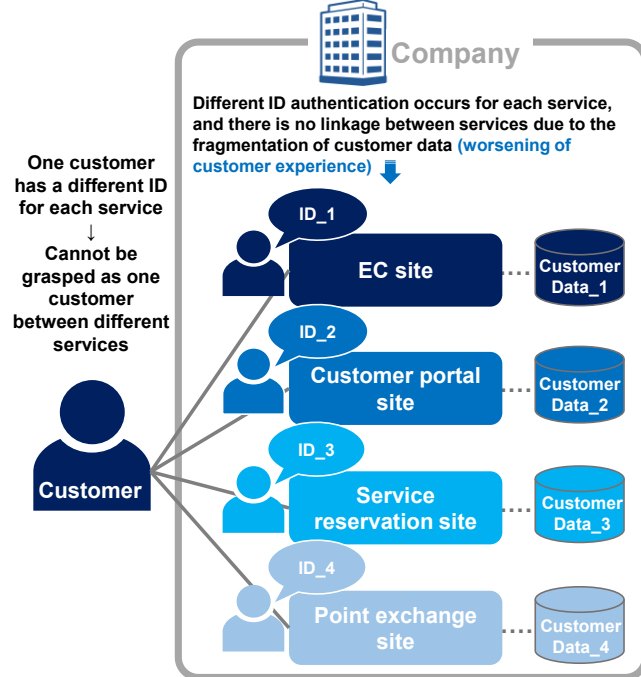


Okta ID integration platform

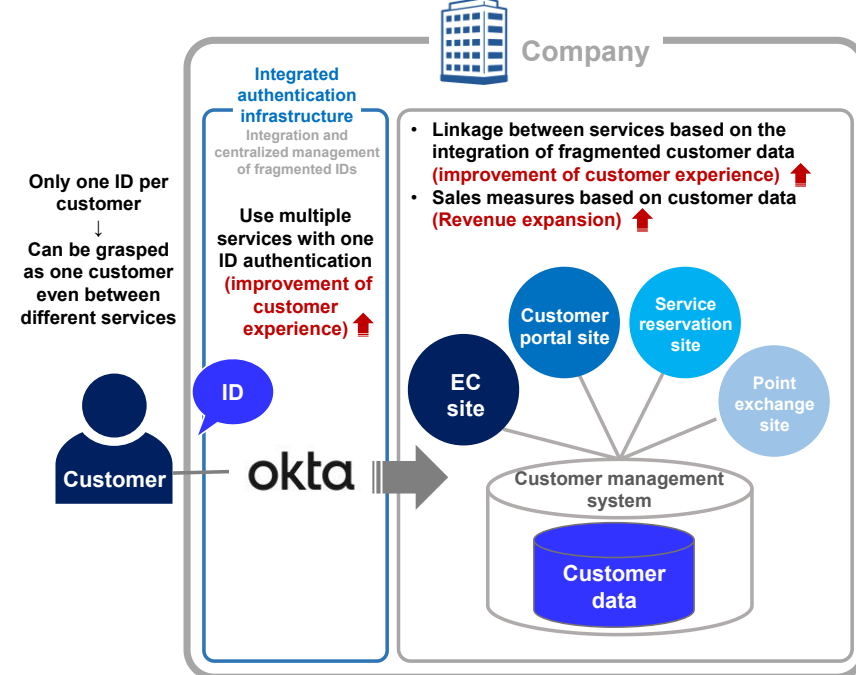
We use the platform provided by Okta, Inc., a major identity management service provider to integrate identities across all digital services. Integrating disconnected customer data realizes the improvement of customer experience.

Okta ID integration platform

Without integrated authentication infrastructure



With integrated authentication infrastructure



Sustainability Initiatives

In 2020, we joined the SDGs Public-Private Partnership Platform for Local Revitalization operated by the Cabinet Office, and have contributed to the SDGs through various initiatives

Society

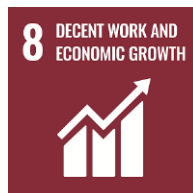
Job satisfaction and job opportunities

- Provision of opportunities to improve skills and advance career with the theme of maximizing value of resume
- Provision of care for job satisfaction by monitoring the Employee Engagement Scores
- Recruitment of diverse human resources, such as local residents (full remote work), those with no cloud experience, foreign nationals, and elderly staff
- Short-time work and leave for childcare



Promotion of education

- Promotion of education by education enablement team
- Provision of a variety of educational opportunities, including the holding of internal and external technical study sessions, support for acquisition of qualifications, and in-house original e-learning



Technology innovation

- Research and development of advanced cloud technologies, social implementation of technological innovation through DX support for companies



Economic growth and productivity

- Improvement of productivity and creation of new customer experience value through DX support for companies
- Provision of diverse ways of working to maximize performance, including full remote work



Governance

Corporate governance

- Checks by a majority of outside directors
- Fair decision-making with a composition of directors with diverse knowledge

Compliance

- Establishment of a solid management foundation through compliance



Environment

CO₂ emissions

- Support for mobility service development, contribution to CO₂ emissions reduction
- Contribution to reducing CO₂ emissions by eliminating physical servers

Conservation of natural resources

- Promotion of paperless operations with DX support



Management Team



**Founder/
Representative Director and CEO**

Koji Kurokawa

Starting a company as a student and accumulating entrepreneurial experience in IT for 20 years

Based on his experience of founding a predecessor IT company, Mr. Kurokawa established FLECT Co., Ltd. in 2005. As Representative Director and CEO, he launched its cloud services and established the business bases and has steadfastly directed its course at the helm. With the mission of "Pursuit of Everyone's Fulfilment of Life through the Internet," he firmly intends to maximize the happiness all stakeholders of the Company can enjoy and values it can present.



Director, in charge of Technology Strategy

Masaoki Ohashi

Selected one of the 99 people capable of changing the IoT in Japan

Mr. Ohashi joined Sony Ericsson Mobile Communications in 2004 and was first engaged in the development of smartphone middleware. He joined FLECT Co., Ltd. in 2007, and was appointed director in 2009. He then took charge of its cloud business, and successfully led it onto a path of growth.



External Director, Audit and Supervisory Committee Member

Yosuke Tetsukawa

Representative Partner, Improve Tax Co. Certified Public Accountant



External Director, Audit and Supervisory Committee Member

Akihito Fujiwara

Former Standing Audit and Supervisory Board Member, Recruit Holdings Co., Ltd.



External Director, Audit and Supervisory Committee Member

Shuya Ogawa

Attorney at Law, Partner, TMI Associates

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