

Presentation Materials for the Earnings Briefing

for the Fiscal Year Ended March 31, 2022

May 31, 2022



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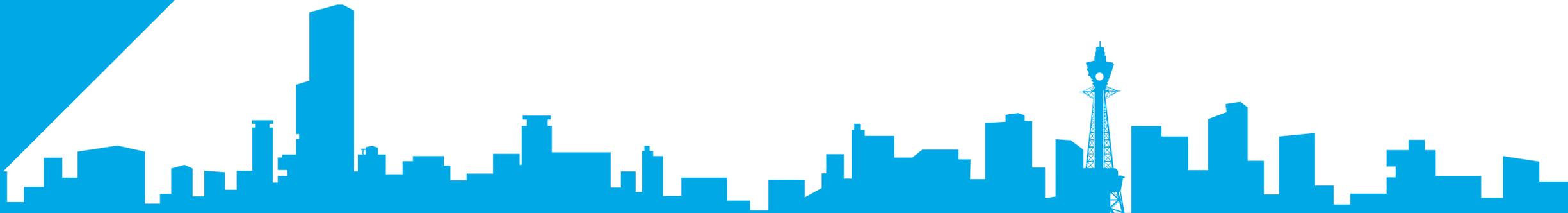
8 Service Overview





1

Group Overview and Business Activities



Company profile



- Company name: MKSystem Corporation
- Representative: Noboru Miyake
- Location: Osaka Head office
30F, Umeda Center Bldg., 2-4-12, Nakazaki-nishi, Kita-ku, Osaka, Japan
- Bases: Tokyo; Nagoya; Fukuoka; Ninohe, Iwate Prefecture; and Matsuyama
- Subsidiary: Business Net Corporation Co., Ltd. (Minato-ku, Tokyo)
- Date of incorporation: February 22, 1989
- Capital stock: 219 million yen



Mission and vision

MISSION

Management Philosophy

We provide cloud solutions that benefit you

Our services are user-friendly for consumers, their families and employers. Moreover, they support social foundations through contribution to the administration of social security services and human resources development.

VISION

Management Policies

**Provide comprehensive services in the field of the personnel and labor management
Streamlines operations and supports the creation of added value**

Our services streamline operations and increase productivity at our customers, and simultaneously adds value by supporting the entire organization as well as individual employees.

VALUES

Action Guidelines



Technology Driven

Leverage the state-of-the-art technologies to continue to innovate services.



Speed

Act with speed while being conscious of the concerns of relevant concerned parties.



Fairness

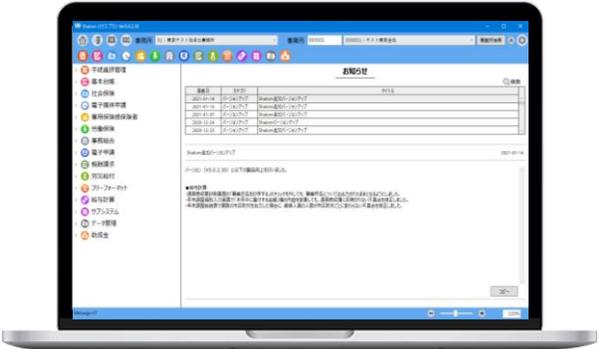
Act fairly and equitably to grow and develop together with our stakeholders.

Segment structure

Divided our business into two segments: Shalom Business and CuBe Business

Shalom Business

- ASP service
 - Monthly system service fee and initial setup fee, etc.
- System construction service
 - Sales of working time recording systems and payroll ledgers, etc.



CuBe Business

- Contracted development type semi-customized services
 - System customization and maintenance costs
- Cloud service





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Consolidated Financial Results for FY3/22



- Sales **up 12.5% YoY** to 2,742 million yen along with the build-up of steady revenue streams
Sales were **94.8%** of the initial fiscal year forecast, a shortfall of 149 million yen
- Gross profit **up 6.2% YoY** to 1,274 million yen due to amortization expenses associated with new product releases
- Operating profit **down 33.8% YoY** to 145 million yen
Operating profit was **66.1%** of the initial fiscal year forecast, a shortfall of 74 million yen
- Steady revenue from the Shalom Business **up 11.6% YoY** on a quarterly basis to 475 million yen
- Orders received in the CuBe Business **increased 0.2% YoY** to 255 million yen

Financial summary (consolidated)

Sales up 12.5% to 2,742 million yen

Operating profit: 145 million yen despite lower operating margin

	FY3/20	FY3/21	FY3/22	Vs. FY3/20	Vs. FY3/21
Net sales	2,380	2,439	2,742	+15.2%	+12.5%
Gross profit	1,196	1,200	1,274	+6.6%	+6.2%
<i>Gross margin</i>	50.3%	49.2%	46.5%	(3.8)pt	(2.7)pt
Operating profit	314	219	145	(53.8)%	(33.8)%
<i>Operating margin</i>	13.2%	9.0%	5.3%	(7.9)pt	(3.7)pt
Profit attributable to owners of parent	197	138	91	(53.6)%	(33.8)%
Basic earnings per share (Yen)	36.32	25.44	16.84	-	-

Balance sheet (consolidated)

An YoY increase of 102.5% in advances received, a source of future sales and earnings
Stable financial base with an equity ratio of 63.5%

	FY3/20	FY3/21	2Q FY3/22	FY3/22
Total current assets	1,196	1,172	1,052	1,056
Accounts receivable-trade	420	467	429	475
Total non-current assets	1,038	1,069	1,091	1,174
Total current liabilities	599	586	647	751
Advances received	33	42	53	86
Total non-current liabilities	330	252	141	55
Total net assets	1,304	1,402	1,353	1,424

Cash flows (consolidated)

Cash flow from operating activities increased 45.1% YoY to 493 million yen

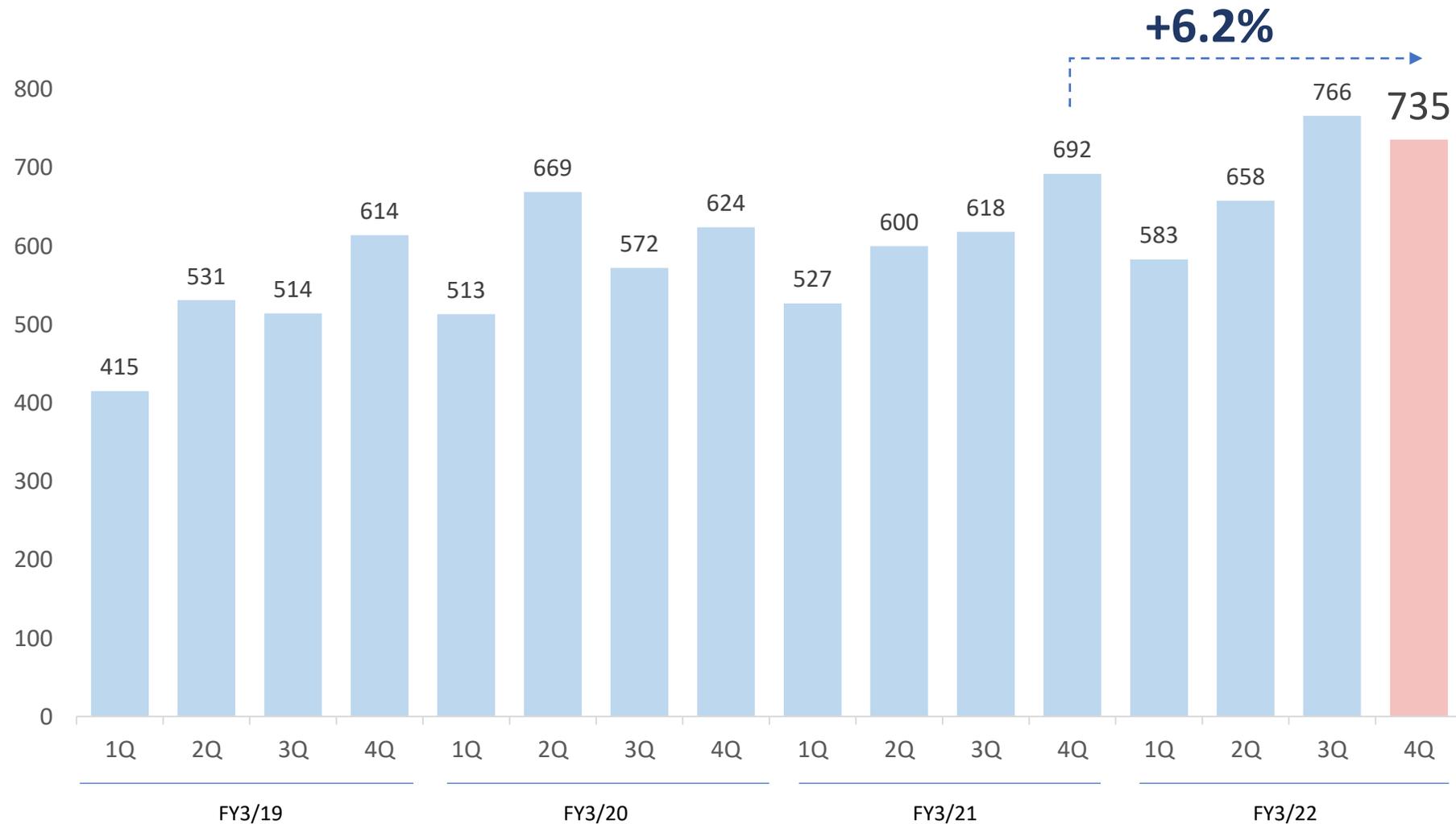
Stable investment for product development

Dividend payment and debt repayment progressed as planned

	FY3/20	FY3/21	1H FY3/22	FY3/22
Cash flows from operating activities	814	340	210	493
Cash flows from investing activities	(330)	(381)	(227)	(472)
Cash flows from financing activities	(60)	(64)	(126)	(177)
Net increase (decrease) in cash and cash equivalents	423	(105)	(143)	(156)
Cash and cash equivalents at end of period	722	617	474	461

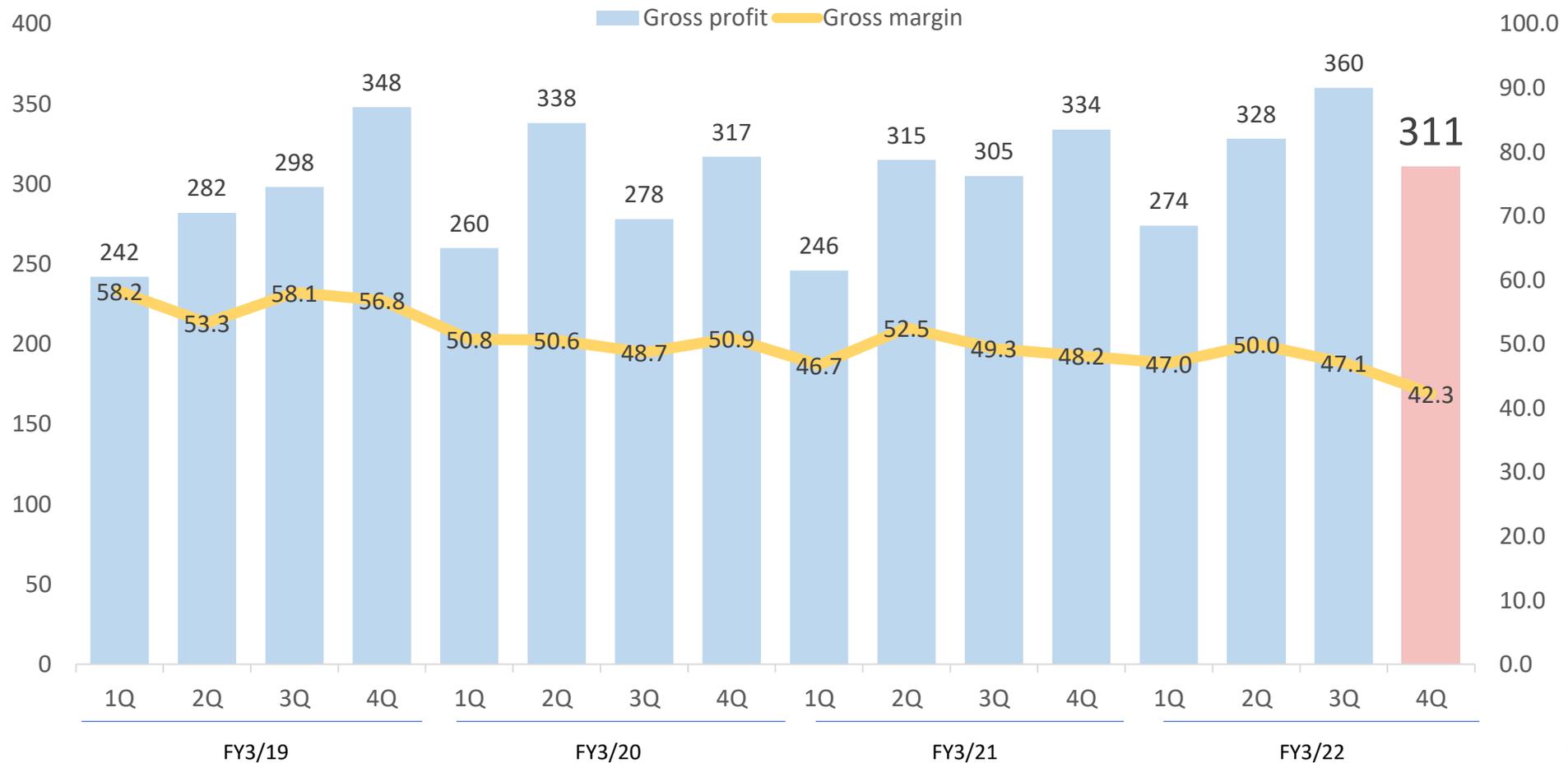
Net sales (consolidated)

4Q consolidated sales increased steadily at **6.2% YoY**



Gross profit (consolidated)

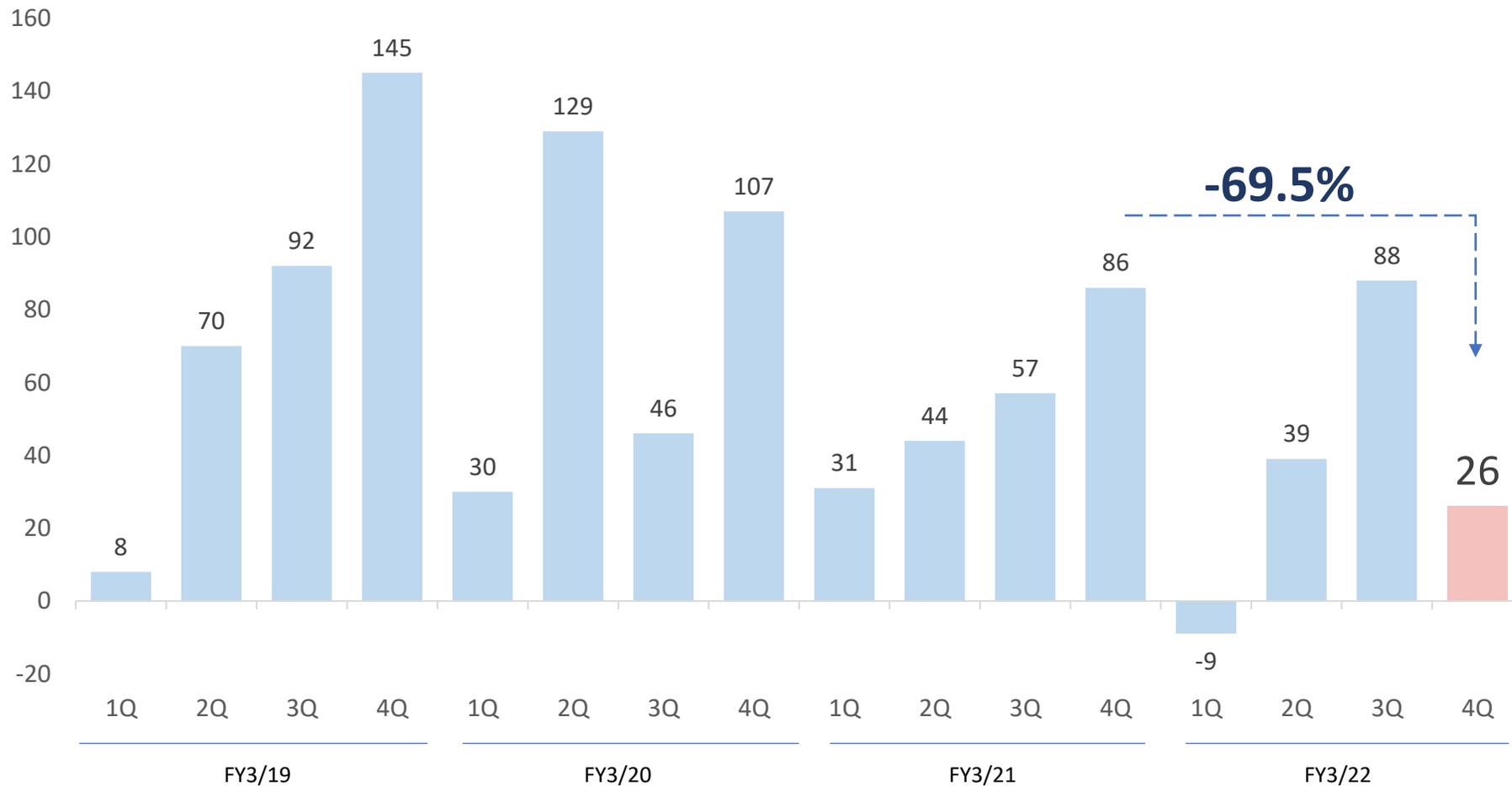
4Q gross profit down **7.0%** YoY. 4Q gross margin declined **5.9pt** compared with the same period a year earlier as the cost of sales rose due to higher amortization expenses and an increase in license fee.



Unit: Millions of yen, %

Operating profit (consolidated)

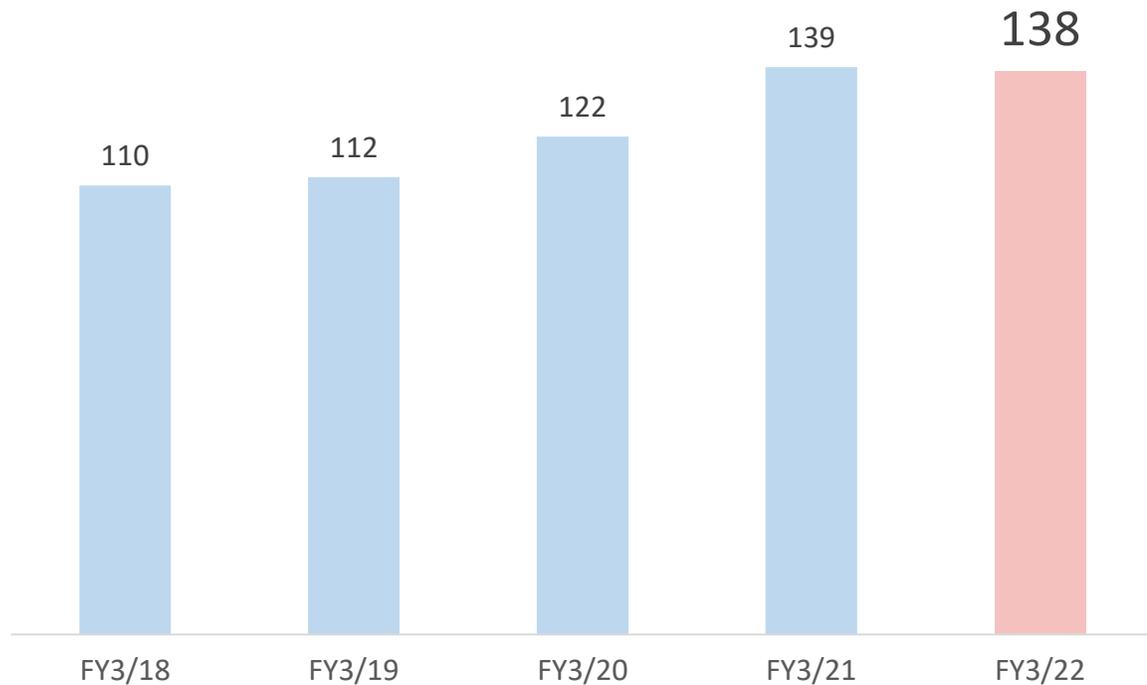
Despite higher sales, 4Q operating profit fell 69.5% YoY mainly because of higher cost of sales and sales promotion activities



Number of employees (consolidated)

An appropriate level of staffing was maintained for sales operations and development operations

Number of employees



Composition of employees

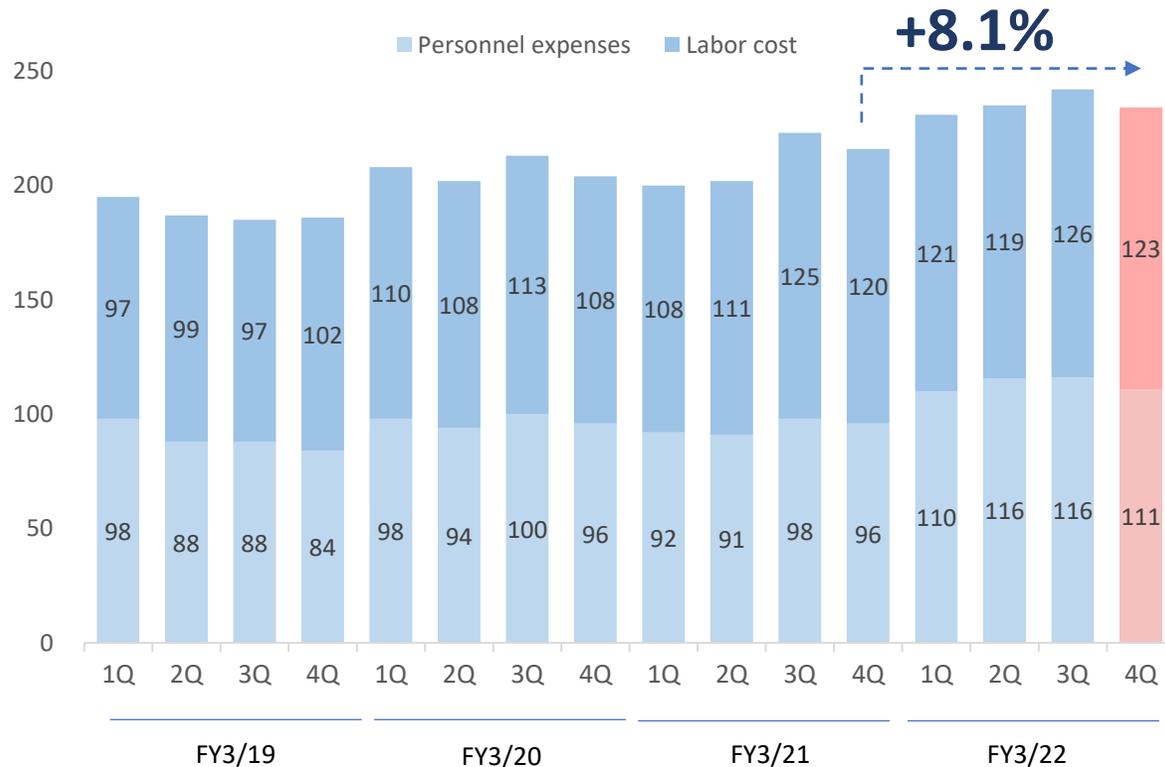


Personnel and promotion expenses (consolidated)

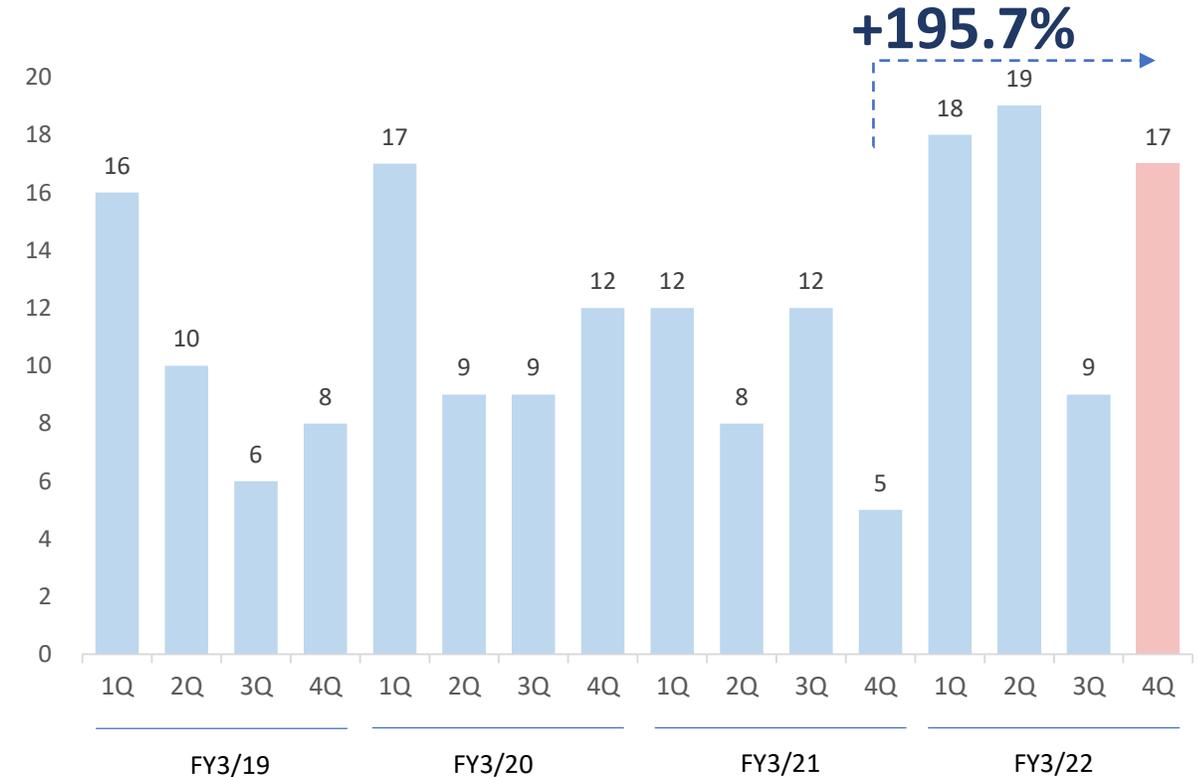
Prioritized recruitment to strengthen sales and development systems

Promotion expenses increased because of participation in major exhibitions and the update and redesign of the website for products

Personnel expenses / labor cost



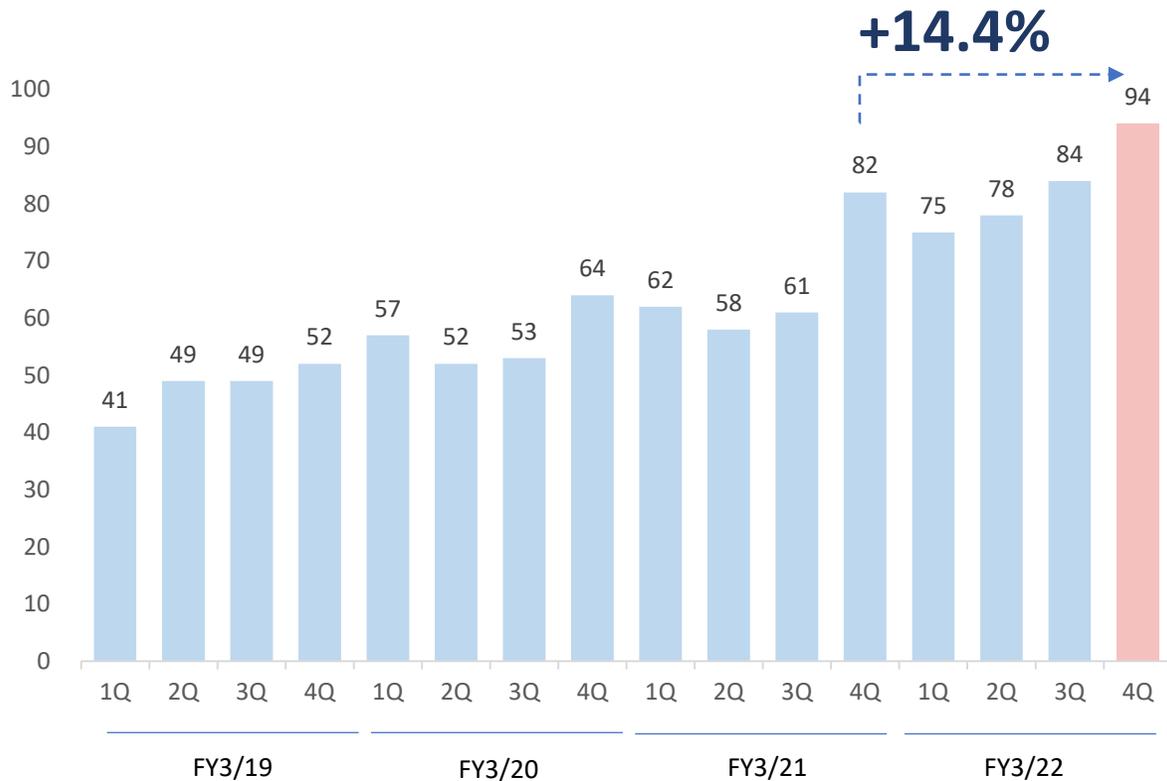
Promotion expenses



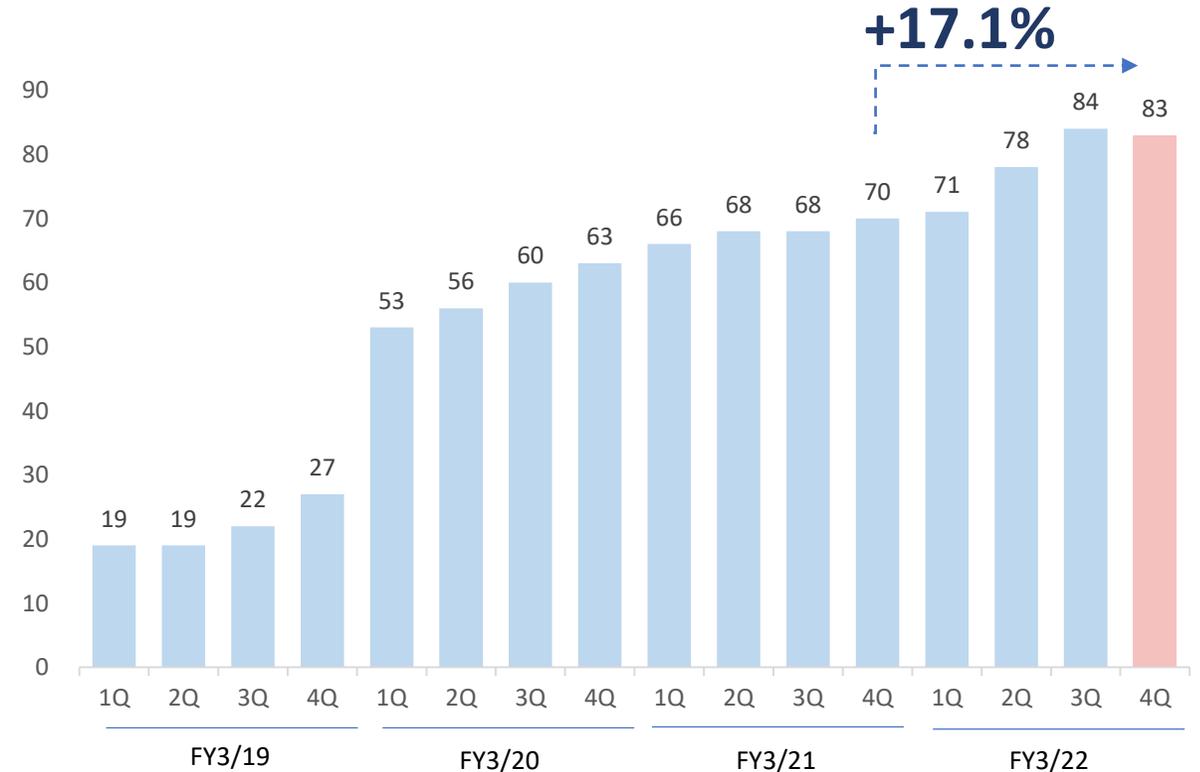
IDC and software amortization expenses (consolidated)

Internet Data Center (IDC) expenses rose in tandem with the growth in users and an increase in license fee
Software is amortized over a three-year period by the straight-line method and is increasing along with the release of new software

IDC expenses*1



Software amortization expenses

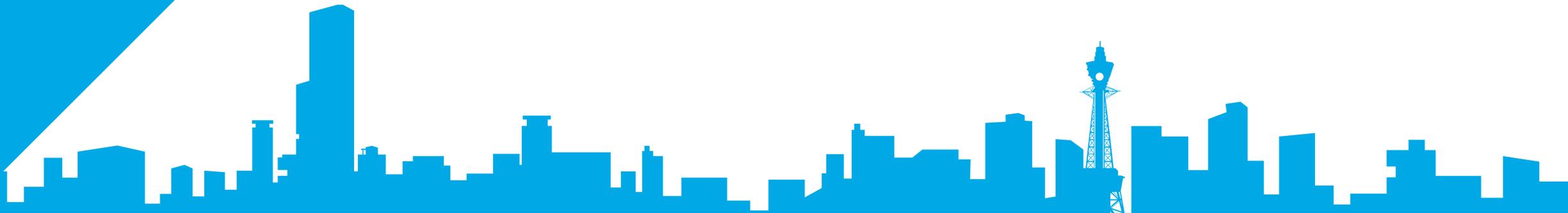


*1: Mainly for the maintenance of IDC and license fee for the issuance of IDs



3

Shalom Business



Business highlight (Shalom Business)

● Introductions^{*1}

3,312

companies

● IDs issued^{*1}

12,024

IDs

● Registered companies^{*1}

968,000

companies

● Registered employees^{*1}

23.8

million

● ARPU^{*2}

44,200

yen

● ARPA^{*3}

12,200

yen

● DAU^{*4}

11,068

IDs

● Cancellation rate^{*5}

0.23

%

*1: Number of introductions, IDs issued, companies registered, and employees registered in the Shalom series as of the end of March 2022

*2: Average Revenue Per User of the Shalom series as of the end of March 2022

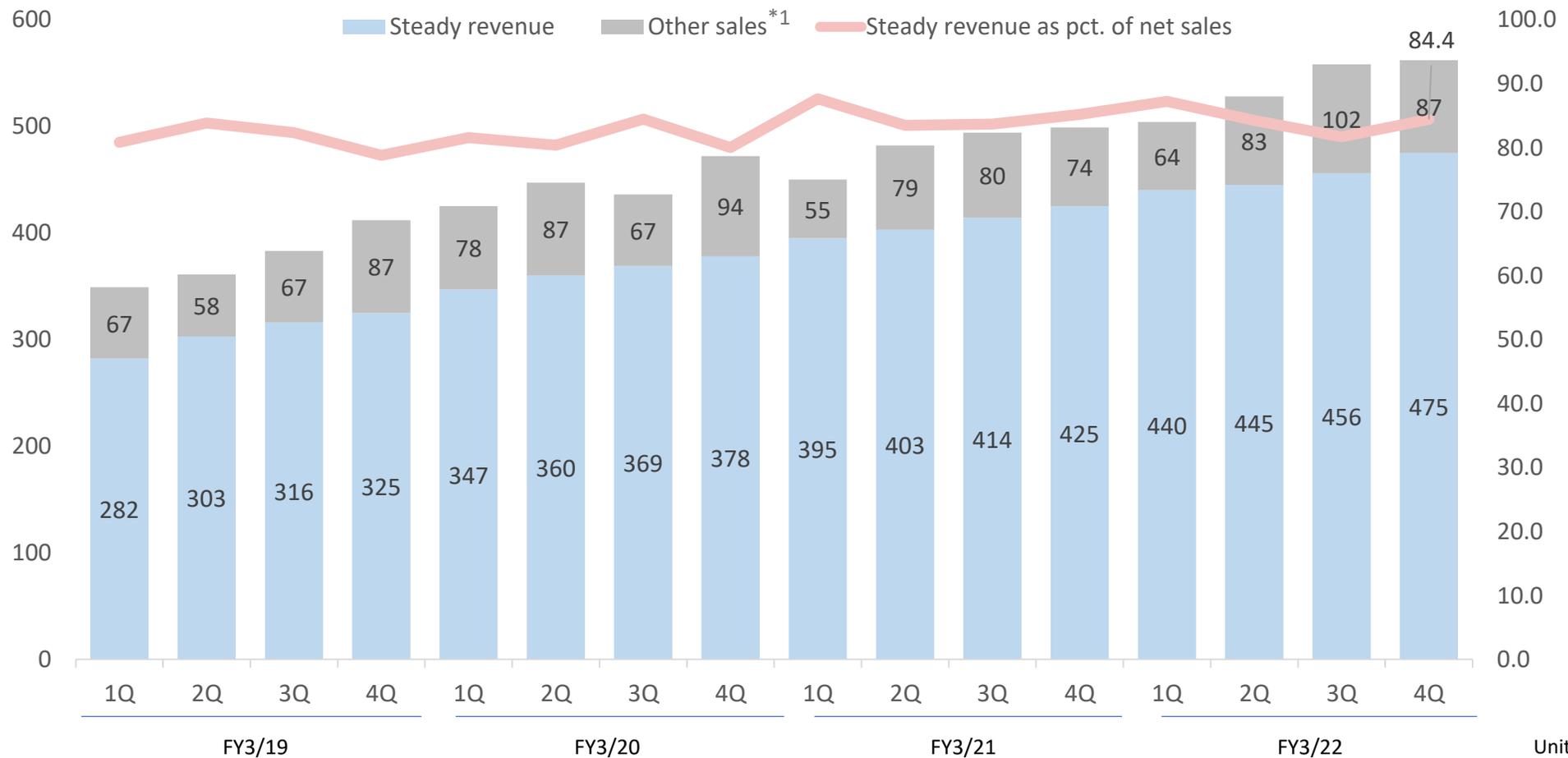
*3: Average Revenue Per Account using the Shalom series as of the end of March 2022

*4: Maximum Daily Active Users per day of the Shalom series (Including IDs for Net de Chingin)

*5: Average cancellations as a percentage of introductions of the Shalom series in FY3/22

Net sales (Shalom Business)

4Q steady revenue increased **11.6% YoY**
Steady revenue was **84.4%** of net sales

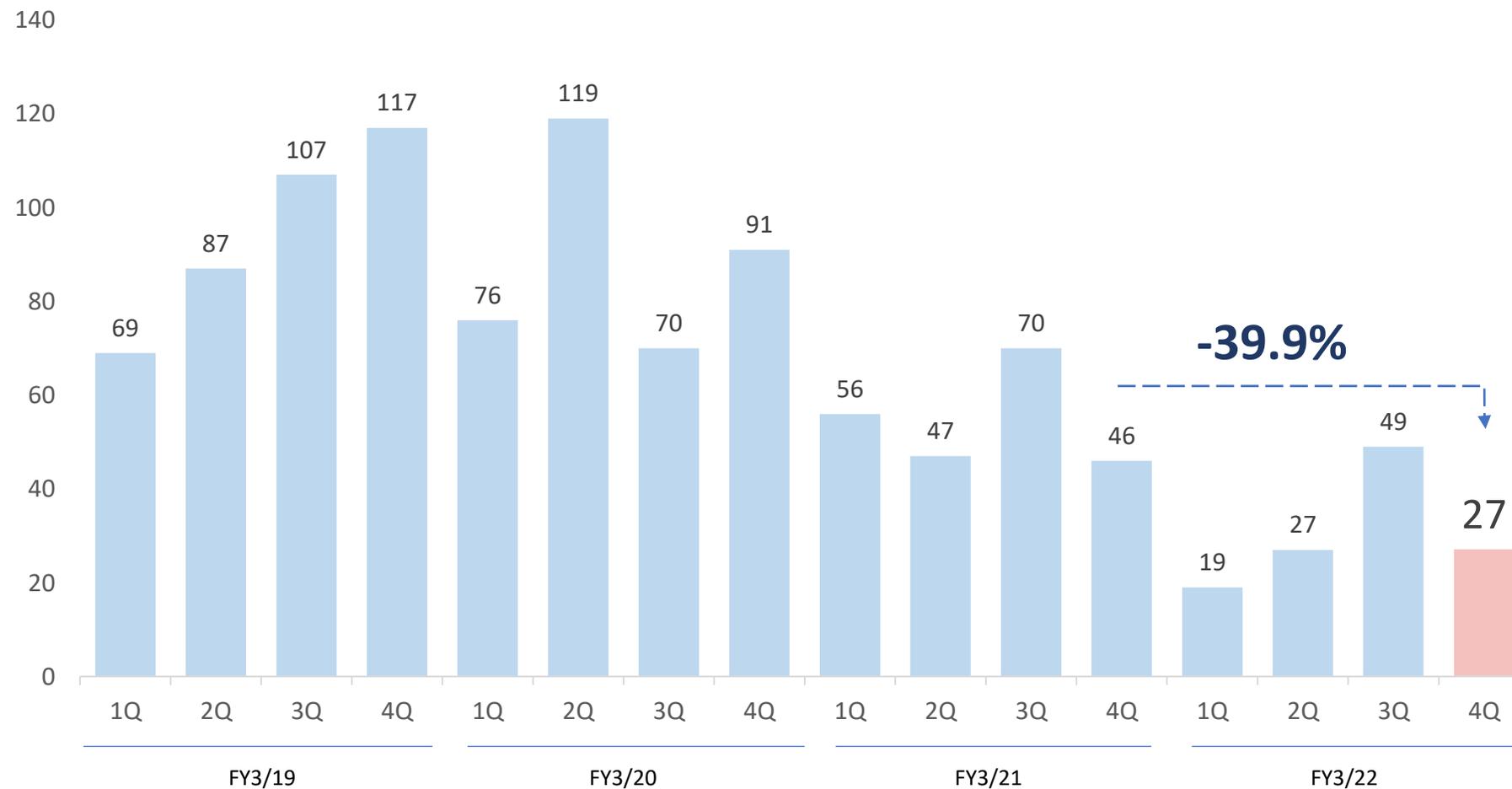


Unit: Millions of yen, %

*1: Initial cost, etc.

Operating profit (Shalom Business)

4Q operating profit declined 39.9% YoY owing to higher level of amortization expenses and an increase in personnel expenses associated with the strengthening of sales and development systems



Introductions of the Shalom series (Shalom Business)

The number of Shalom series, our core product, increased steadily



Shalom

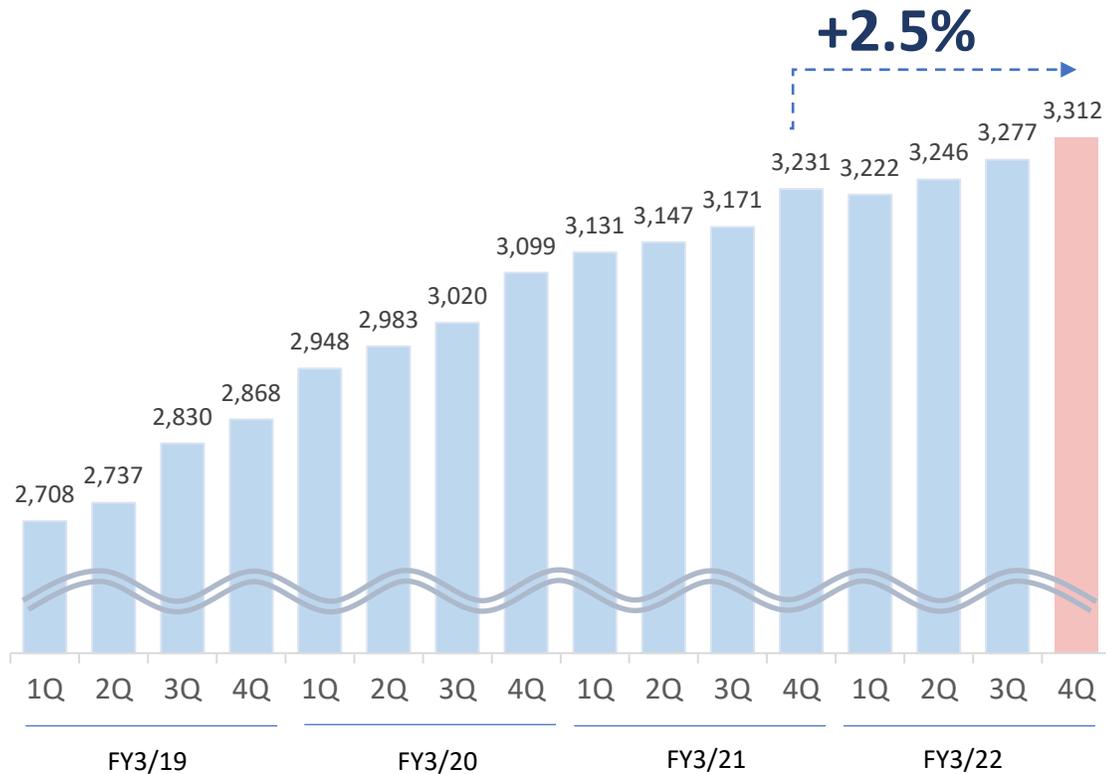


Company Edition

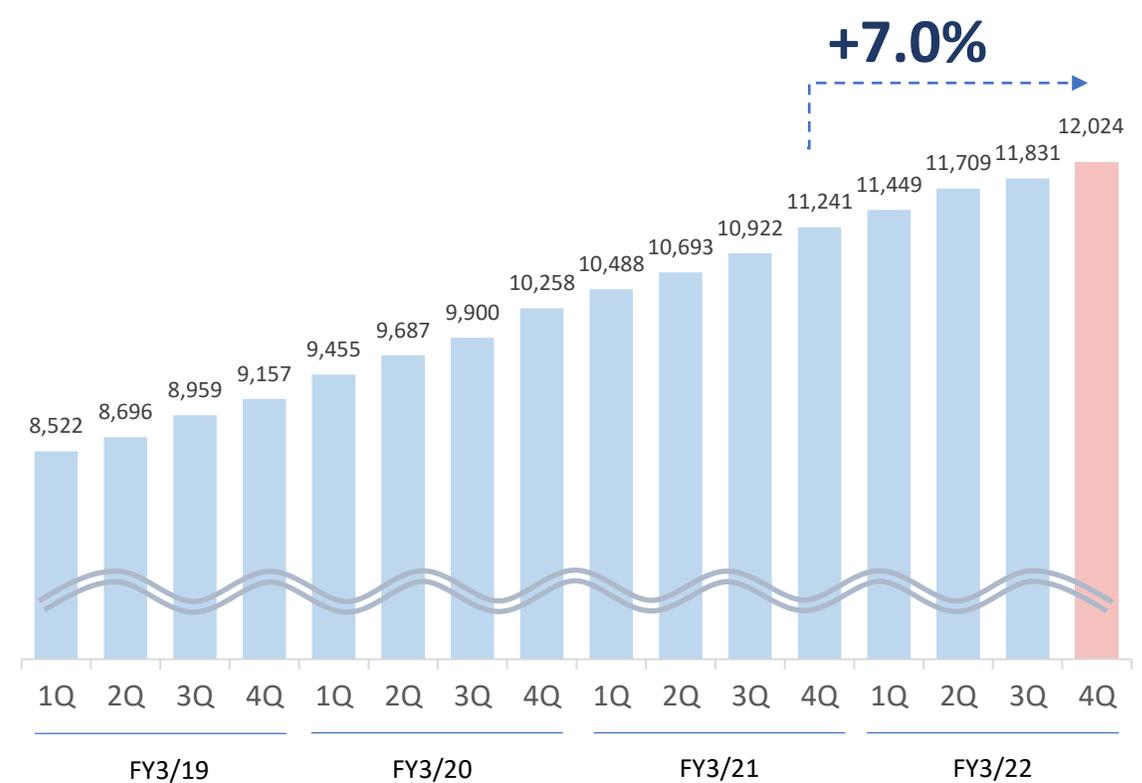


ネットde 事務組合

Number of introductions



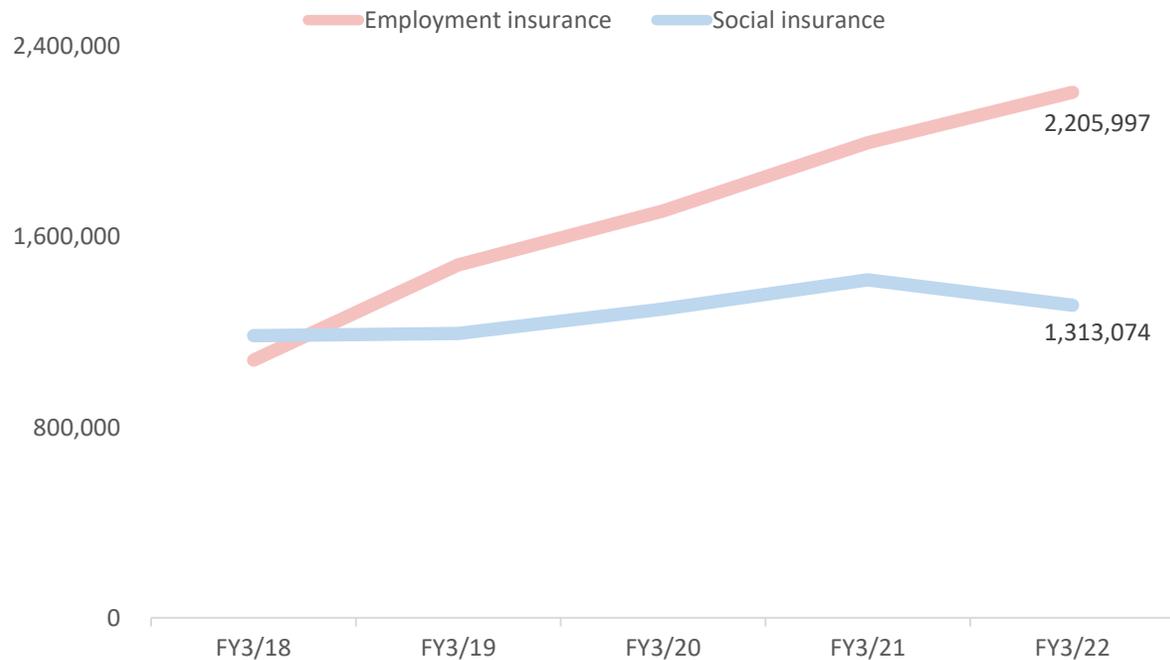
IDs issued



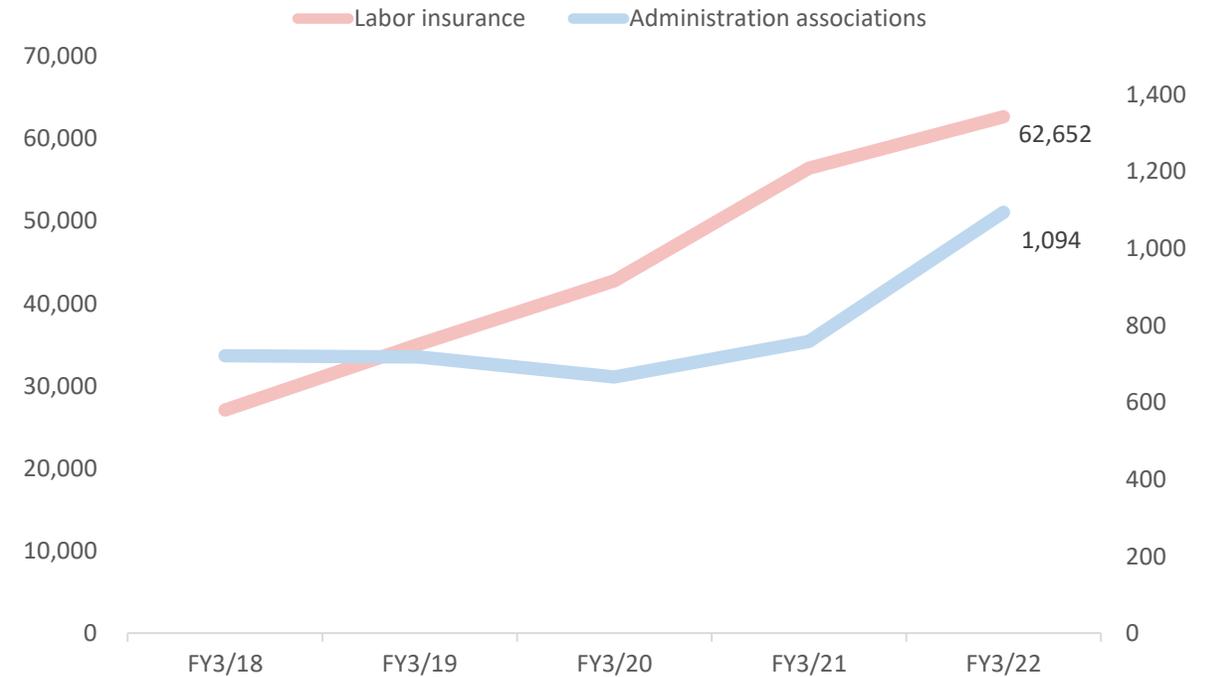
Electronic application (Shalom Business)

Electronic applications, the core function of Shalom, are on the increase

Employment insurance / Social insurance



Labor insurance / Administration associations



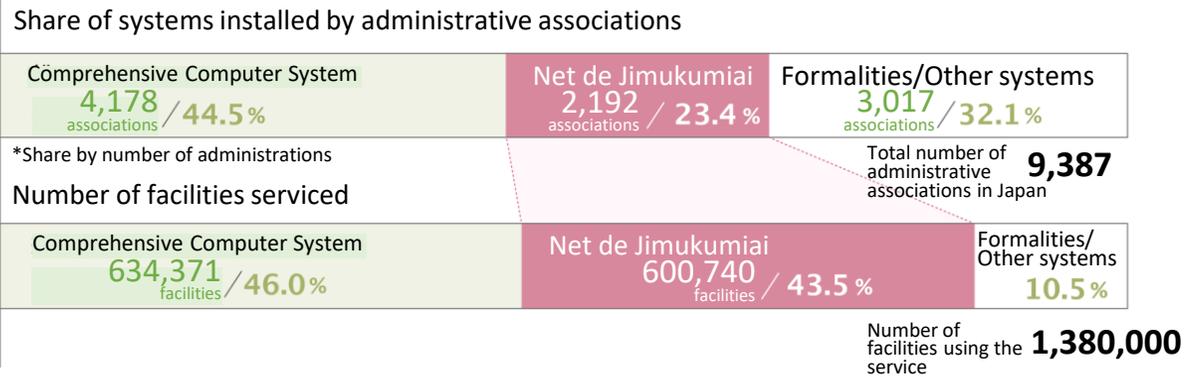
Supports labor insurance administration association operations



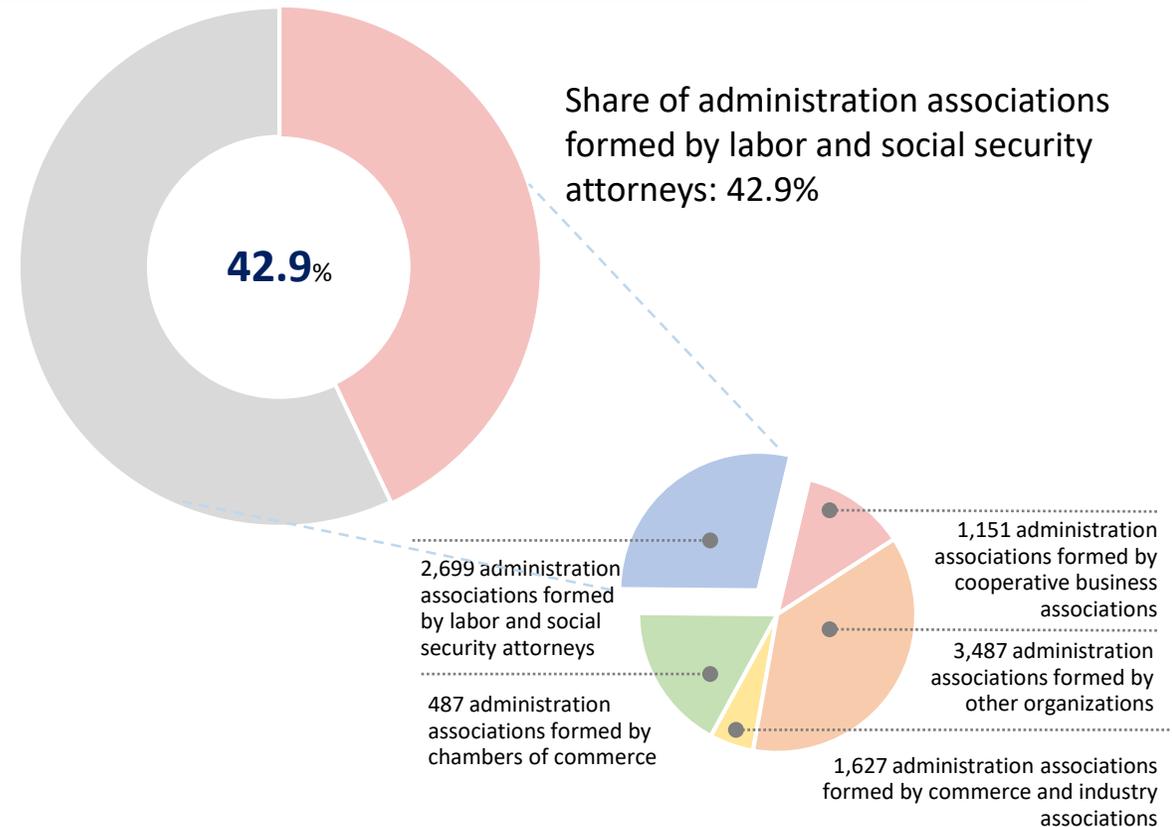
23.4% of the 2,192 labor insurance administration associations have installed Shalom



Comparison of systems installed by administration associations



Percentage of administration associations formed by labor and social security attorneys



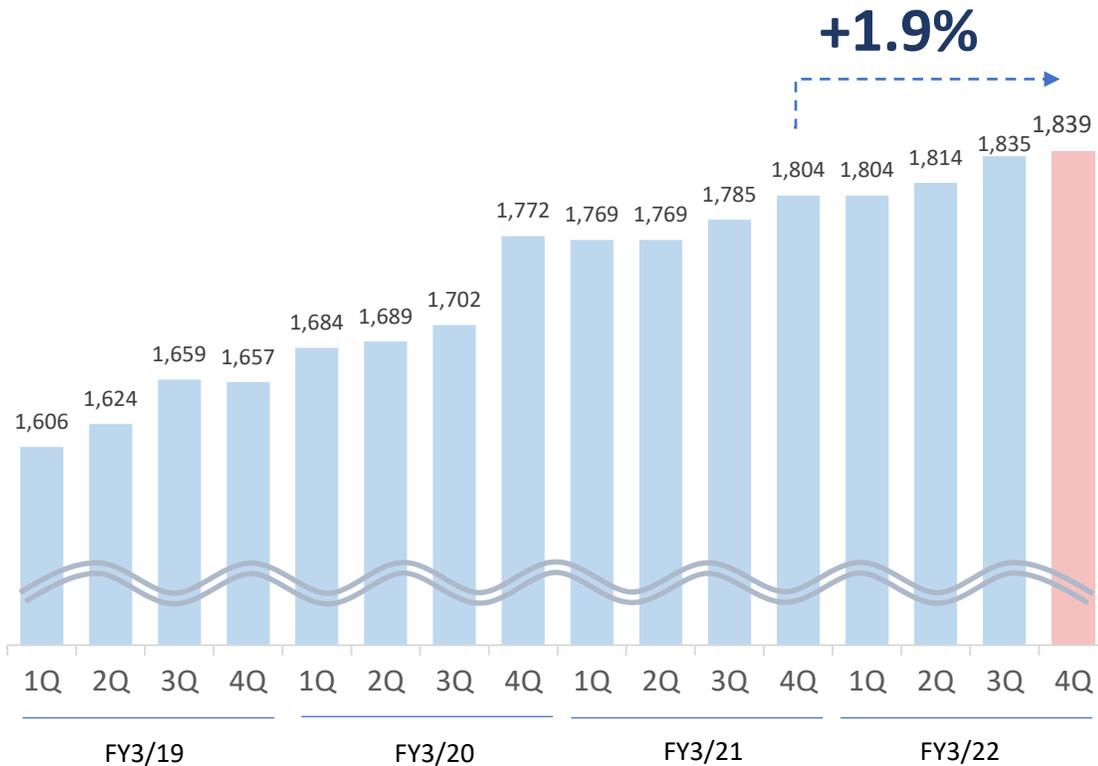
*1: Aggregated by MKSystem based on Ministry of Health, Labour and Welfare statistical data and National Federation of Labor Insurance website

Introductions of MYNABOX series (Shalom Business)

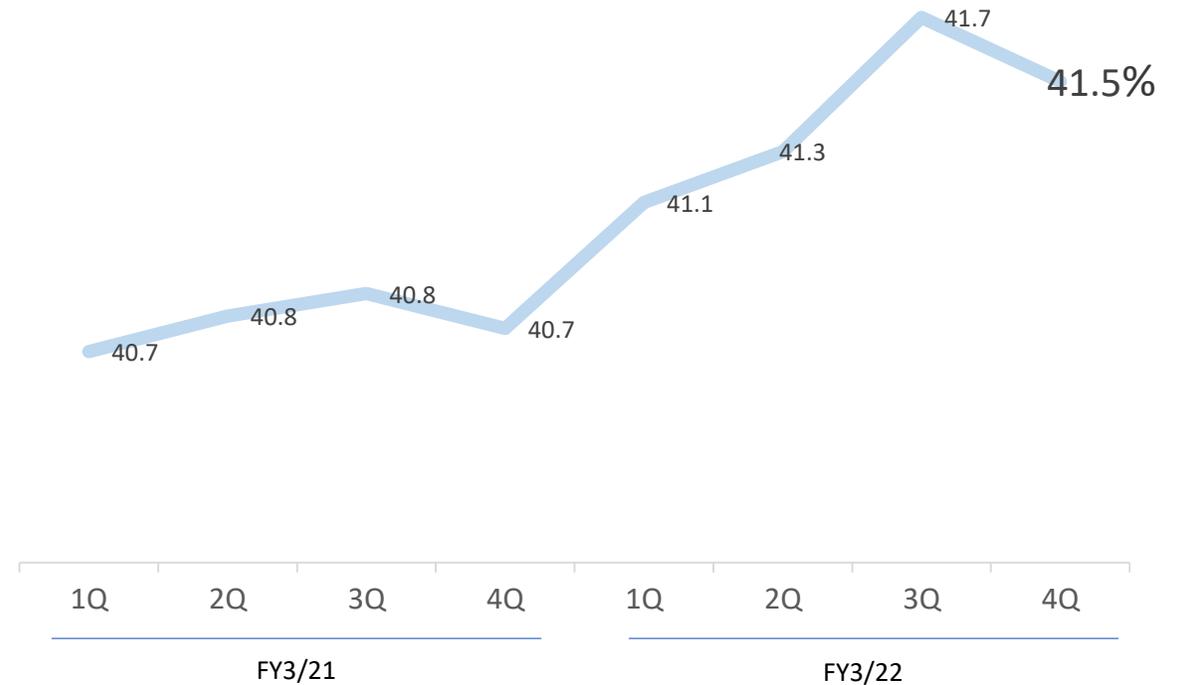
Steadily increasing number of products linked to the Shalom series



Number of introductions



Share of MYNABOX*1



*1: Number of MYNABOX introductions / Number of introductions in the Shalom series

Other products (Shalom Business)

Introductions of other products is also on the increase

WEB-based year-end tax adjustment system

eNEN 4,427 companies

WEB-based tax return filing system for employees

Direct HR 461 companies

Shalom-linked cloud service

ネットde顧問
Net de Komon

11,393 companies
Net de Meisai

10,493 companies
Net de Chingin

6,202 companies
Net de Shugyo



4

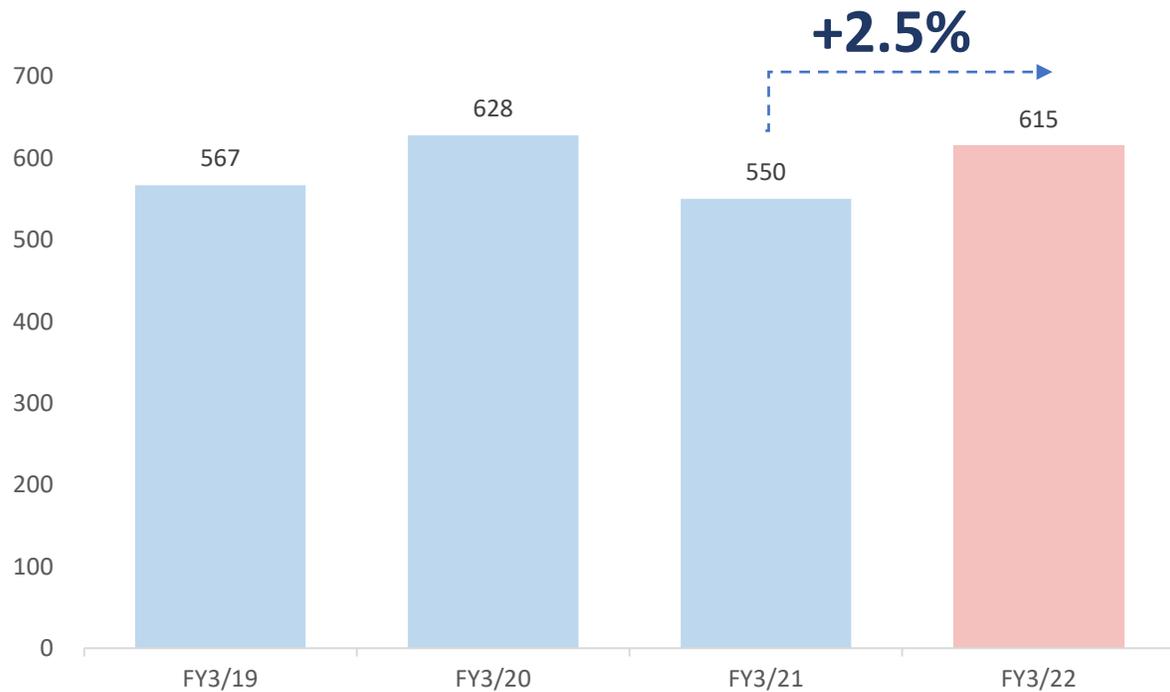
CuBe Business



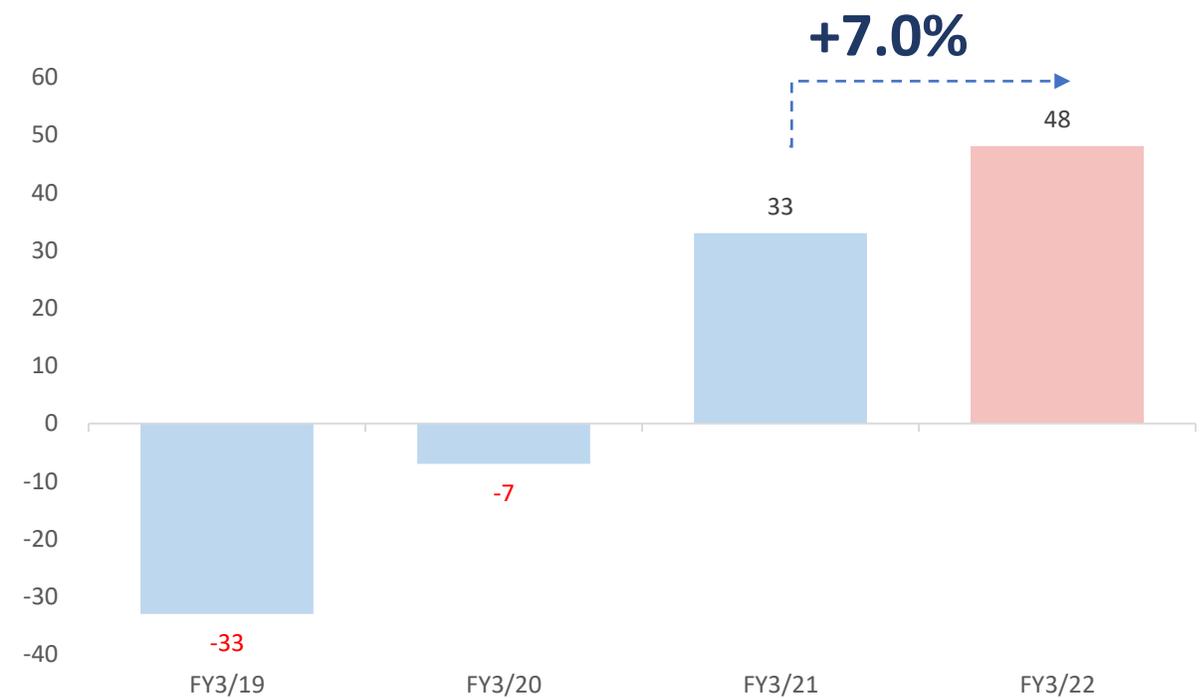
Net sales and operating profit (CuBe Business)

Sales remain flat and operating margin largely improved

Net sales



Operating profit





5 Business Topics for FY3/22



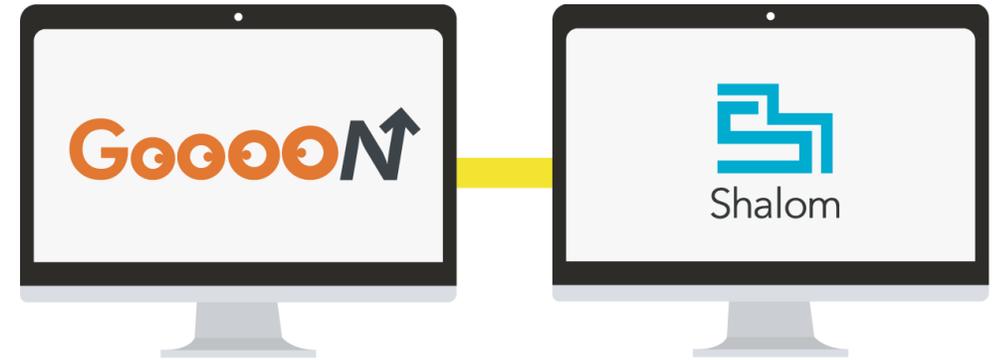
New services 1

Personnel management system “GooooN Jinzai Profile (with linkage to Shalom)”

Would like to see improved
Shalom human resources data.

Would like to propose the HR
system to companies
considering installation of a HR
management system.

Can labor and social security
attorneys share Shalom’s HR
data?



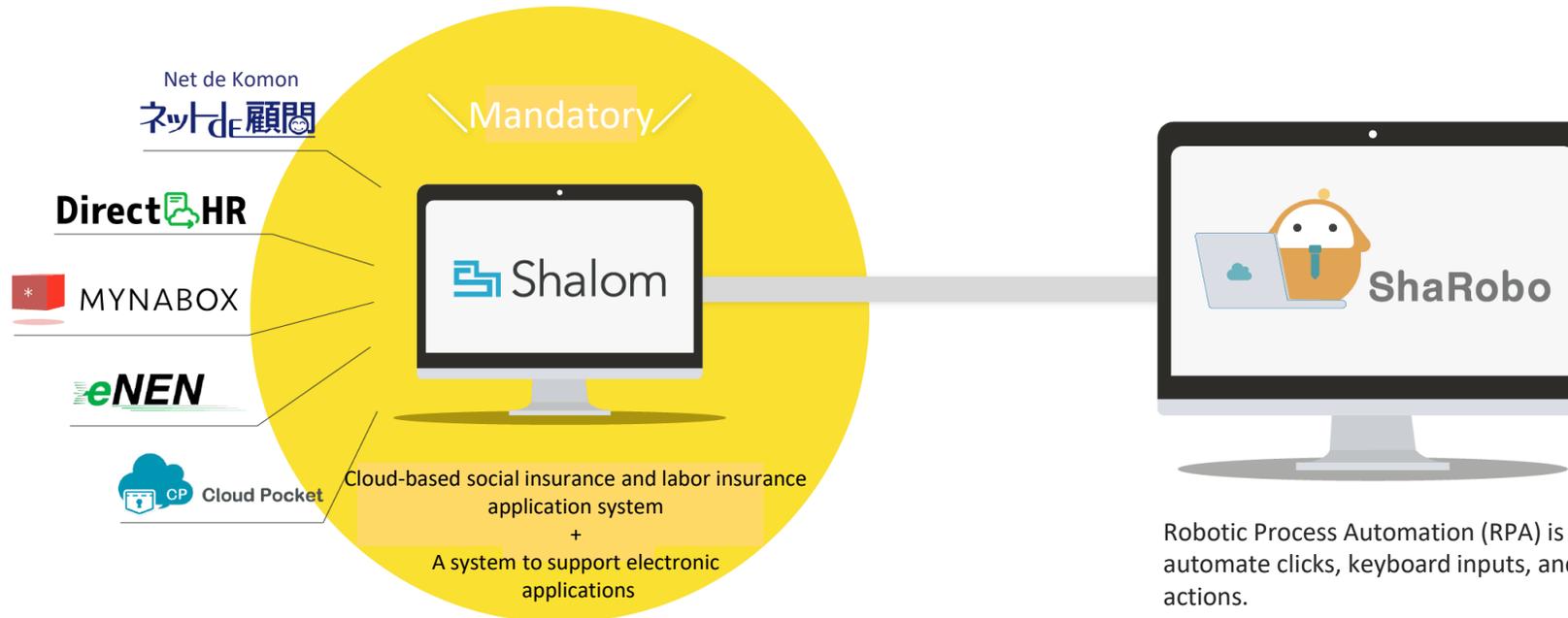
Link to Shalom data

Although limited to labor management related data, “GooooN” can manage overall human resources data.

“GooooN” improves coordination and build closer relationships between labor and social security attorney offices and client companies.

New services 2

Official Shalom RPA “ShaRobo Shalom V3.4”



Robotic Process Automation (RPA) is a technology designed to automate clicks, keyboard inputs, and other routine manual actions.

ShaRobo takes over the routine processes (electronic application update, official document storage, etc.) that is conducted by Shalom. ShaRobo reduces the manual workload at users while simultaneously improving speed and accuracy.

Promotion activities 1

Participation in major exhibitions and various seminars

- **Participated in Online and Digitalization EXPO, Work from Home/Telework EXPO, and New Normal Office EXPO and HR EXPO**

The event was held with adequate COVID-19 infection protection measures, including body temperature measurement and hand disinfection prior to admission. Although visitor numbers were lower than normal, lot of customers interested in our products visited our booth.



- **Held MKSystem-sponsored seminars**

Held various seminars, including seminars on ShaRobo which started offering new services.

Some of the seminars were so successful that they were filled to capacity immediately.

全国2540の地方士事務所と提携し企業約60万事業所でご利用いただく信頼と実績の「社労士シリーズ」より

社労士様向け無料セミナー

今成功している先生に聞く！
紙の受渡し不要のWEB年末調整eNENの活用&提案法を伝授！

定員 **100名**名様

全日程・開催時間 13:30~15:00

7月9日(金)	三村様・安保様	8月3日(火)	坂本先生	9月6日(月)	坂本先生
7月12日(月)	出口先生	8月6日(金)	三村様・安保様	9月8日(水)	三村様・安保様
7月16日(金)	坂本先生	8月19日(木)	出口先生	9月10日(金)	出口先生

下記先生にご登壇いただきます詳細はページをご確認ください！


 社会保険労務士法人エンチカ 三村様


 社会保険労務士法人エンチカ 坂本様


 社会保険労務士法人 出口事務所 出口先生


 TOMA 社会保険労務士法人 坂本先生

Promotion activities 2

Numerous activities

- **Launch of the Shalom magazine**

This magazine has valuable information for sales activities and other seasonal topics that readers are certain to find useful.



- **ShaRobo LINE Sticker**

Sales have started for a LINE sticker featuring ShaRobo, the official robotic process automation (RPA) character of Shalom.



- **MKSystem takes three top awards**

Shalom placed first in three categories (for social and labor insurance) of e-application services for labor and social security attorneys.

* Japan Marketing Research Organization survey: Survey of competition in designated market sectors in 2021



Strengthen digital marketing 1

Sales promotion on SNS and other social media platforms



Launch of new initiatives such as SNS (social media) advertising for seminars resulted in a rise in inquiries. Additionally, we increased the use of digital media (for example Google and other platforms) as a part of other digital media marketing strategies.

Strengthen digital marketing 2

Update and redesign of product websites

Shalom series for labor and social security attorney offices



Shalom

社労夢とは ~ 機能一覧 ~ 顧問先アプリケーション ~ 社労夢関連製品 ~ 導入事例 ~ お知らせ・イベント ~ サポートログイン

資料ダウンロード 無料トライアル

社労夢

選ばれ続けて22年! 業界No.1のシェアを頂いています。
社労士事務所のDXと顧問先へのトータルネットワークを提供します!

事務所数 帳票数 年間電子申請数

AWARD No.1 2021 JMR

AWARD No.1 2021 JMR

AWARD No.1 2021 JMR

手続進捗管理で社労士事務所の業務を"見える化"

豊富な顧問先向けアプリケーションと連携し、顧問先への新たな提案を実現!

社労士事務所のテレワークを支援します

真正RPA「社ロボ」の導入で社労士事務所DXを実現!

いつかは社労夢... やっと社労夢...!

Product lineup for labor insurance administration associations



労働保険事務組合のみなさまに朗報!
エムケイシステムの事務組合シリーズ

労働保険事務組合はいよいよ
クラウド独自コンピューター
システムの時代到来。

第1位
事務組合
自コンシェア

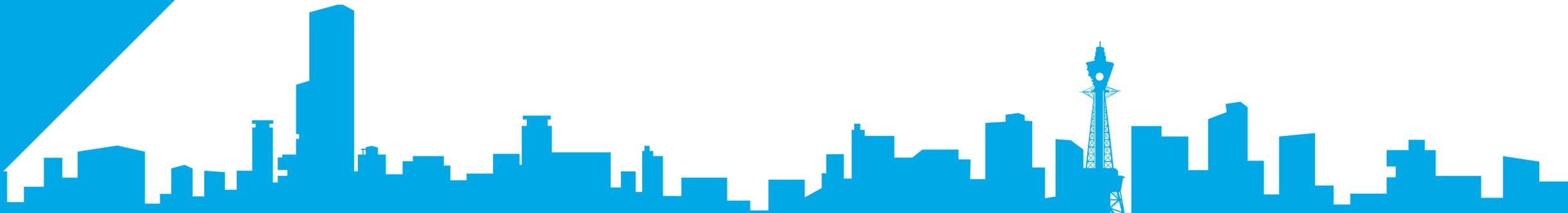
お問い合わせをする →

The section for the core Shalom products and other sections of the MKSystem website have revised content and a new look. The website makes products more easily accessible for customers and incorporates numerous innovations for increasing the number of page views and requests for more information.



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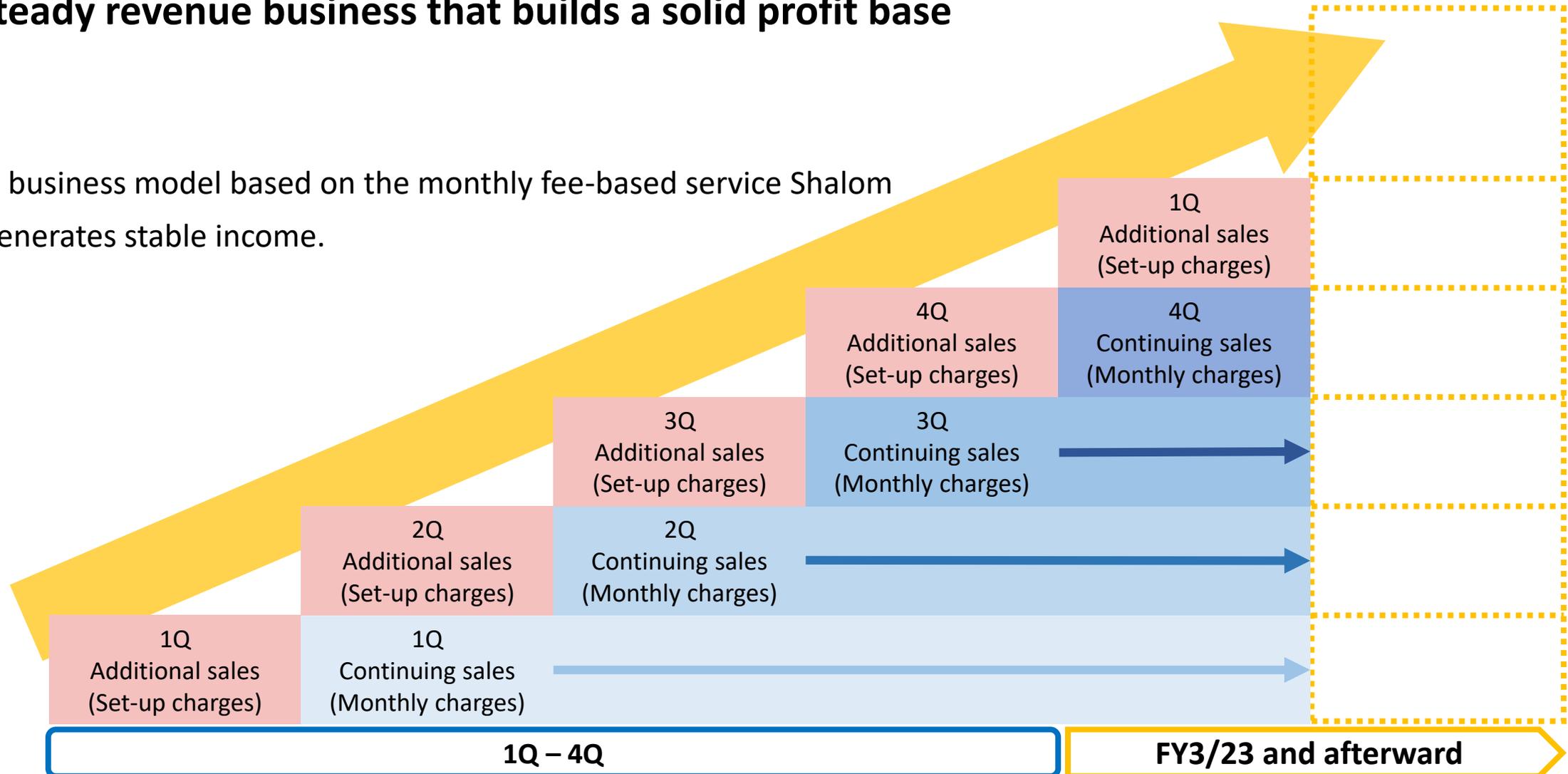
Growth Strategies



Steady-revenue businesses

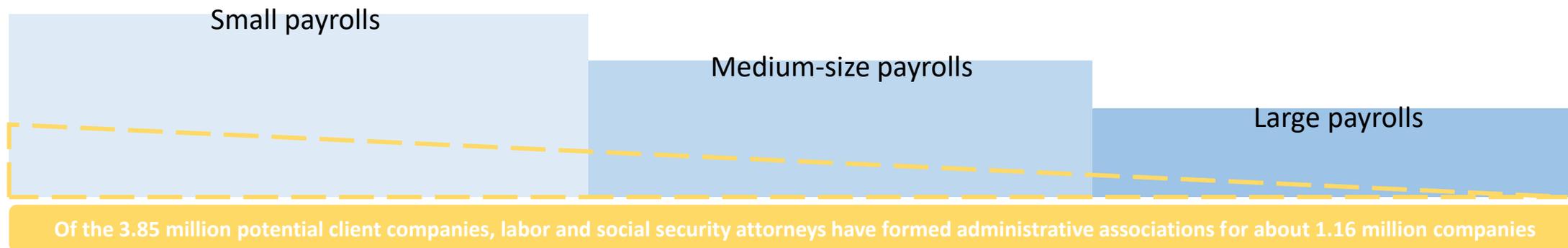
Steady revenue business that builds a solid profit base

A business model based on the monthly fee-based service Shalom generates stable income.



Target markets

Our target extends to all companies that outsource/not outsource to labor and social security attorneys



Version mainly for labor and social security attorney offices and labor insurance administration associations

 Shalom

 MYNABOX

 ネットde顧問
Net de Komon

 ネットde事務組合
Net de Jimuukai

Version mainly for general corporations

 Shalom Company Edition

 MYNABOX CL

 Business Net CuBe

All users

 Direct HR

 eNEN

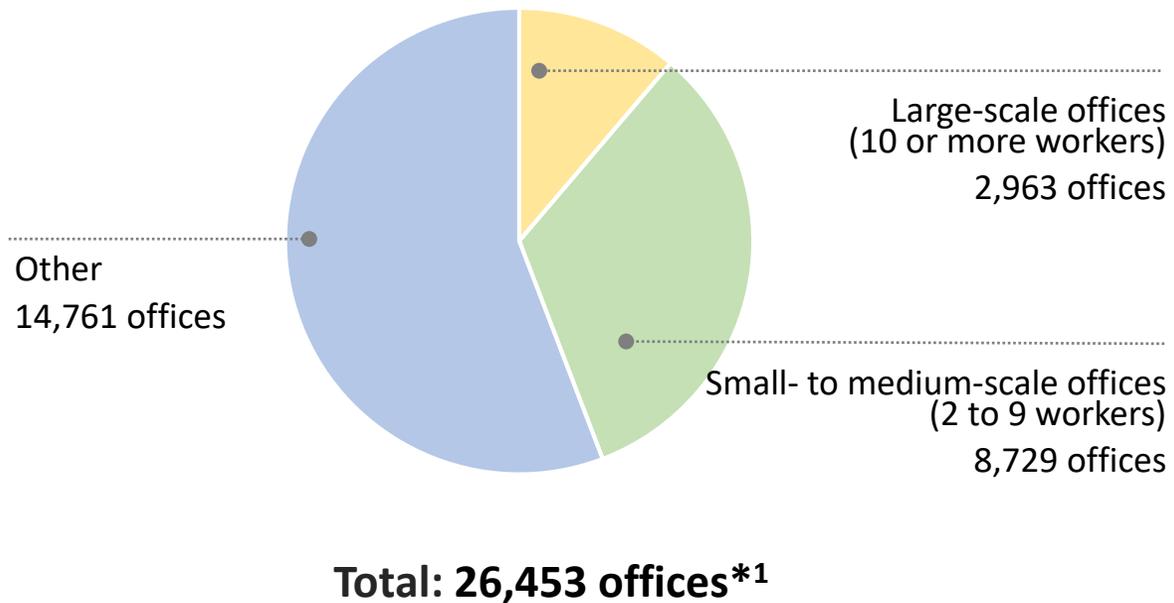
 Cloud Pocket

 ShaRobo

 Goooon

Target markets and strategies 1

Labor and social security attorney market



	End-Mar 2022
Offices with our systems introduced* ²	2,619 offices
Vs. 2Q	+59 offices
Our market share	9.9%
Number of clients registered in our systems	968,000 offices

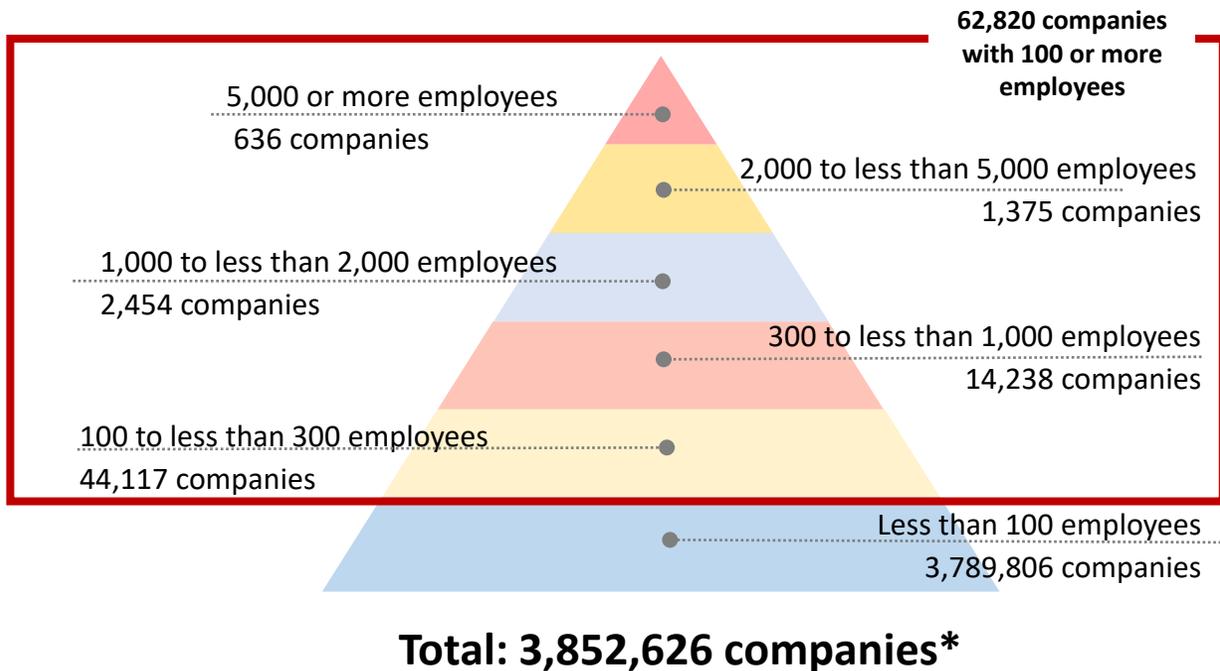
- Number of companies registered in our systems are 25.1% of all companies and 83.4% based on the number of companies involved by labor and social security attorneys
- Expand the product portfolio and develop more linked services for client companies

*1 The number of labor and social security attorney offices was aggregated by MKSystem based on the Business Report for the fiscal year 2019 prepared by Japan Labor and Social Security Attorney's Association

*2 Reflects the number of services for the Basic Plan, House Plan and Lite Plan

Target markets and strategies 2

General corporate market



End-Mar 2022

Introductions in the Shalom Business	149 companies
Introductions in the CuBe Business	73 companies

- There is still a large market for major companies. In addition to the Shalom series, the number of companies using the year-end tax adjustment system and other systems is steadily increasing.
- Enhanced tuning support and BPO support

*Aggregated by MKSystem based on the 2016 Economic Census for Business Activity (Tabulation of Enterprises, etc. and Tabulation across industries) conducted by the Ministry of Internal Affairs and Communications and the Ministry of Economy, Trade and Industry

Target markets and strategies 3

Product strategies

For labor and social security attorney offices / labor insurance administration associations

- For new customers


 Shalom 
 ネットde事務組合
 Use campaigns and other measures to strengthen sales


 MYNABOX
 Add new customers to maintain the utilization rate

- For current customers


 eNEN
 Improve functions to strengthen sales


 ShaRobo
 Launch new products to increase sales

For general corporations

- For new customers


 Shalom Company Edition
 A version for large companies


 Direct HR
 A version for small- and medium-sized companies

- For current customers

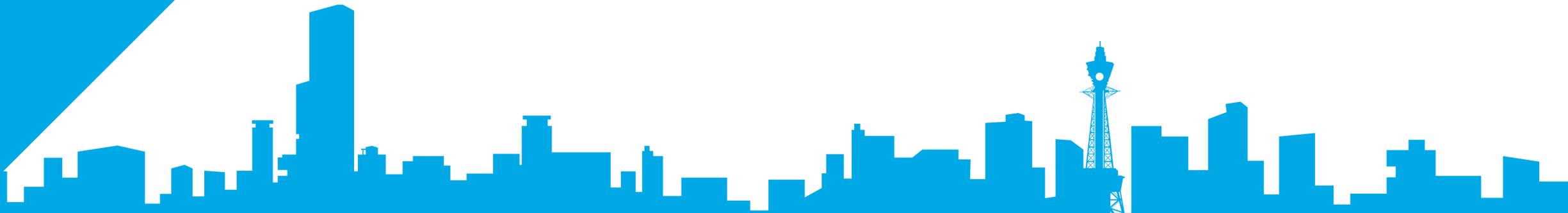

 Cloud Pocket
 Improve functions to strengthen sales


 eNEN
 Improve functions to strengthen sales



7

Consolidated Earnings Forecast for FY3/23



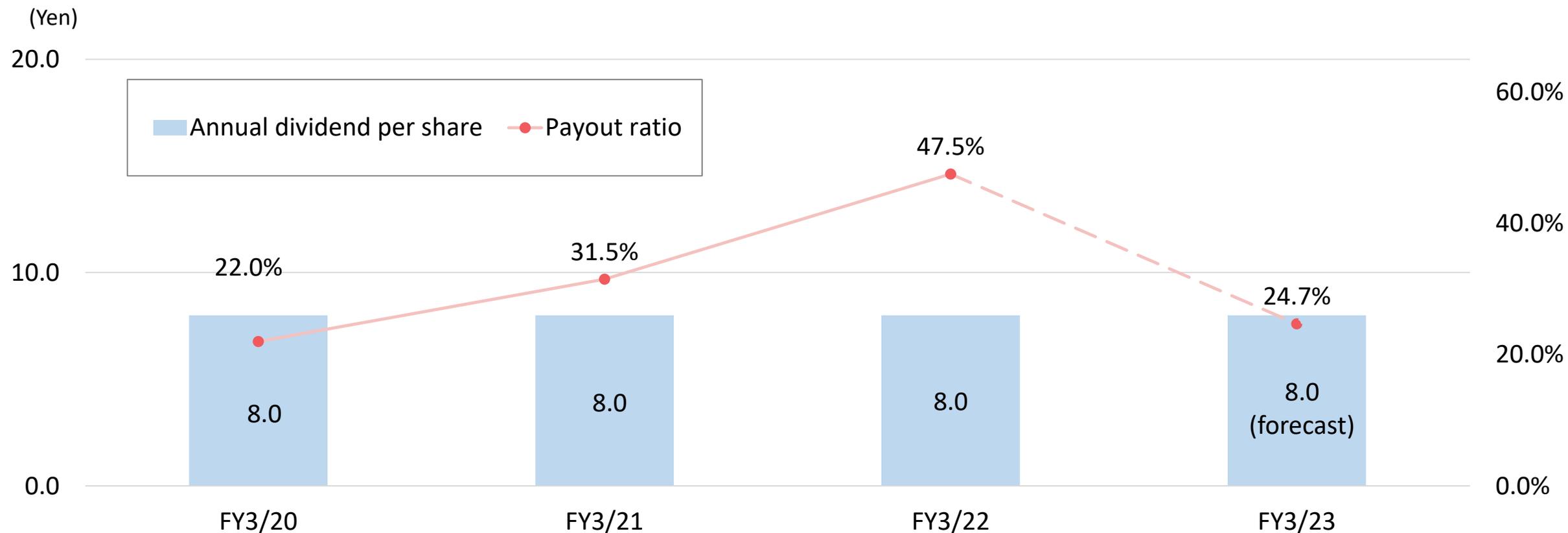
Financial summary (consolidated)

Forecast 14% sales growth due to increasing application service provider (ASP) sales
Forecast an 88% increase in operating profit in part because of a higher operating margin resulting from cost controls

	FY3/23 Forecast	FY3/22 Actual	YoY Change
Net sales	3,115	2,742	+13.6%
Gross profit	1,469	1,274	+15.3%
<i>Gross margin</i>	47.2%	46.5%	+0.7pt
Operating profit	272	145	+87.6%
<i>Operating margin</i>	8.8%	5.3%	+3.5pt
Profit attributable to owners of parent	175	91	+92.6%
Basic earnings per share (Yen)	32.42	16.84	-

Dividend forecast for FY3/23

Our basic policy is to pay dividends while placing emphasis on the consistent distribution of earnings to shareholders
The FY3/22 dividend was based on this earnings distribution policy





8

Service Overview



Our mainstay service (Shalom 1)

Shalom

A system for labor and social security attorney offices

For number one and two tasks performed solely by social security attorney offices

Tasks performed by labor and social security attorneys

No. 1 tasks

Preparation of reports submitted to govt. agencies and agency services for clients

No. 2 tasks

Preparation of accounting ledgers in accordance with labor and social security laws and ordinances

No. 3 tasks

Labor management and social security consultations and guidance (consulting tasks)



Client company

Company A staff Company B staff Company C staff



Labor and social security attorney office



Administrative agencies



Public Employment Security Office (Hello Work), Pension office, Japan Health Insurance Association (Kyokaikenpo), Labor Standards Inspection Office, Health Insurance Society

Our mainstay service (Shalom 2)

Shalom Plans and fees

Selected functions	Lite Plan Set-up charges: ¥50,000 Monthly charges: ¥10,500	Basic Plan Set-up charges: ¥100,000 Monthly charges: ¥20,500 or more	House Plan Set-up charges: ¥1,500,000 Monthly charges: ¥30,500 or more
Electronic application	○	○	○
Payroll calculation	○	○	○
Granting worker's compensation	×	○	○
Labor insurance administration association	×	○	○
Procedure progress management	×	×	○
Net de Komon	×	△	○

Lite Plan

- ✓ Considering e-application software
- ✓ Tasks usually performed by one person
- ✓ Use of business process software for the first time

Basic Plan

- ✓ Number of employees is about to increase
- ✓ Tasks usually performed by two or more people
- ✓ Labor insurance/other association exists or is to be established
- ✓ Want to try using the app of client companies

House Plan

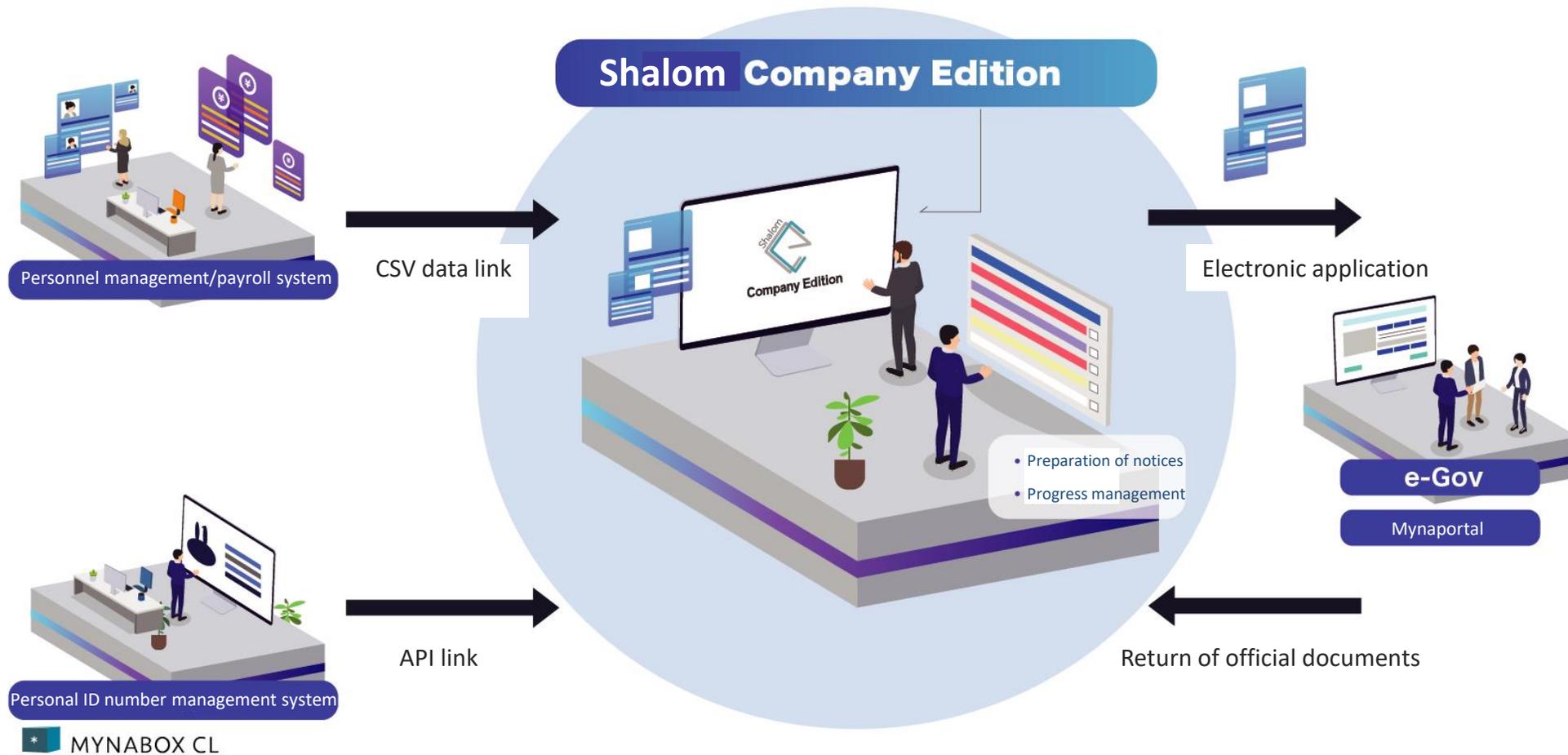
- ✓ Want centralized management of progress with procedures
- ✓ Want to use client company apps to attract customers
- ✓ Looking for tools for sales to new customers
- ✓ Need the capability to serve large client companies

Our mainstay service (Shalom Company Edition 1)



A version of Shalom for companies that is fully compatible with making e-applications mandatory at large companies

Allows performing internally all application procedures for unemployment and social security insurance



*Shalom Series Personal ID number management system

*Can be linked with products of other companies (consultation required)

Our mainstay service (Shalom Company Edition 2)



Company Edition

Benefits of using Shalom and a large customer base

CASE 1 **KAGOME** — KAGOME CO., LTD. —

Reduction in time needed (2018) **Down by 800 hours**

1,800 hours → 1,000 hours

Document preparation	250 hours
Notices	350 hours
ID number notices	Approx. 200 hours

Improves quality of business processes

- Eliminates lost/missed unemployment insurance sign ups
- Sharing of results of inquiries about rare cases, etc.
- Accumulation of knowledge – Better manuals
- Provide employees with information that is easier to understand
- Greatly reduces risk of leaks of ID numbers and other personal information
- Greatly reduces the risk of workplace/traffic accidents (liability)

CASE 2 **PERSOL** — PERSOL HOLDINGS CO., LTD. — **Evaluation: All ◎ (2017)**

	Improvements	Results
Quality	<ul style="list-style-type: none"> Visualization of business procedures Better risk management 	<ul style="list-style-type: none"> Thorough progress management No errors for data entries/additions Prevents oversight of compliance with new laws
Time	<ul style="list-style-type: none"> Raises productivity Progress with business process improvements 	<ul style="list-style-type: none"> Members can complete notices without viewing a personal ID number Unemployment insurance about 124 hours/month → About 69 hours/month Welfare pension about 96 hours/month → About 16 hours/month Total saving of about 135 hours/month
Delivery	<ul style="list-style-type: none"> Higher pct. of compliance with laws/regulations for notices 	<ul style="list-style-type: none"> Reduces by up to 40% business days needed compared with original documents submitted
Motivation	<ul style="list-style-type: none"> Robotic process automation (RPA) plan Allows using e-documents with customers 	<ul style="list-style-type: none"> e-documents and RPA are good news and can be accomplished at the next step

Examples of companies using Shalom Company Edition



These are only a few of the substantial number of companies currently using Shalom Company Edition.

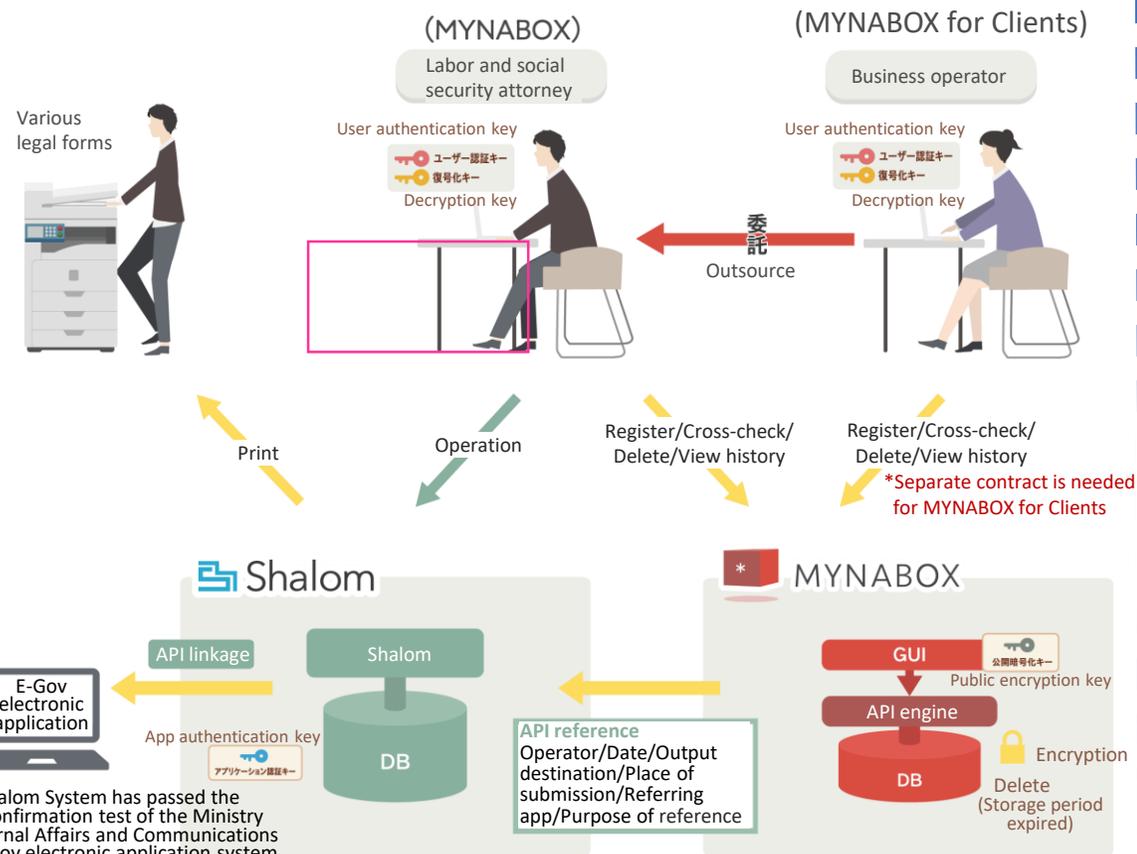
OCEAN SYSTEM CORPORATION, MES Facilities Co., Ltd., Tokyu-Wellness, TORAY ENTERPRISE CORP., Nissei Ryutsu Unyu Souko Inc., FUJI BAKING GROUP CO., LTD., YKK BUSINESS SUPPORT INC.

Our mainstay service (MYNABOX)

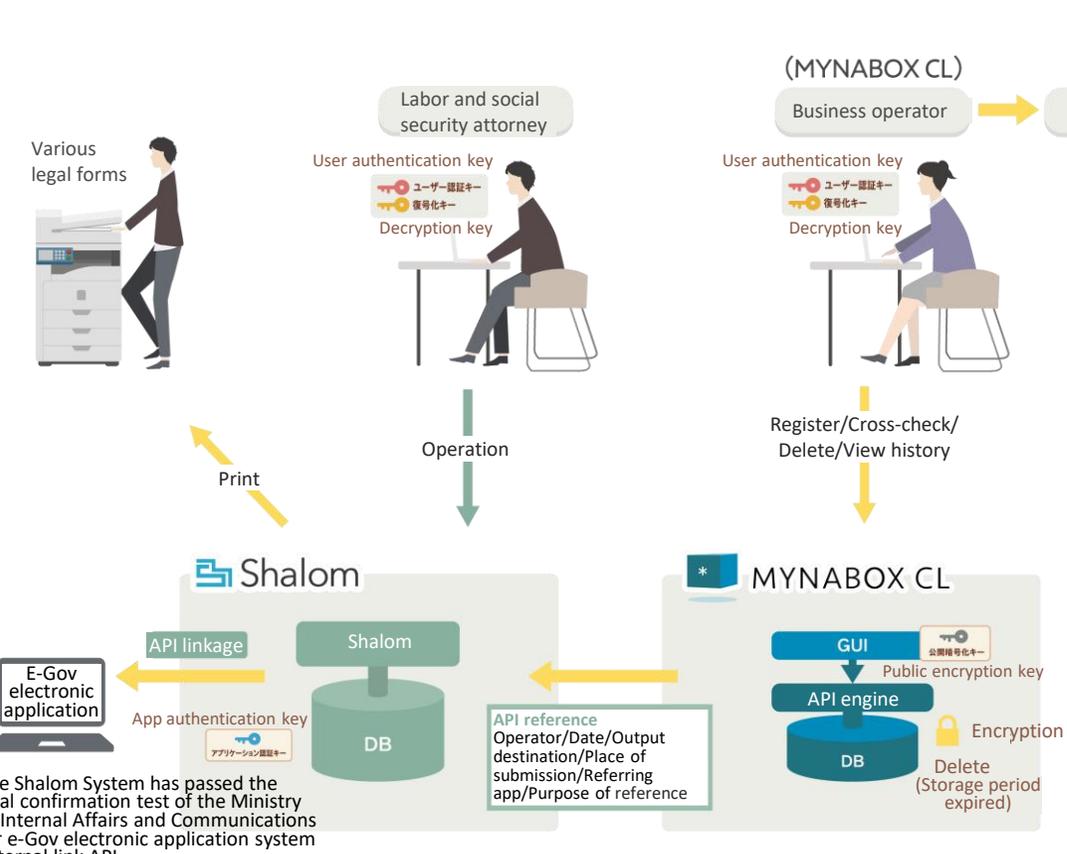


A personal ID number management system that can be used with Shalom Links with a variety of procedures and a use history and other capabilities

MYNABOX Flowchart



MYNABOX CL Flowchart



* The Shalom System has passed the final confirmation test of the Ministry of Internal Affairs and Communications for e-Gov electronic application system external link API

* The Shalom System has passed the final confirmation test of the Ministry of Internal Affairs and Communications for e-Gov electronic application system external link API

Our mainstay service (Net de Komon)



Net de Komon

A web application for use with Shalom
Use with master data recorded in Shalom

Concerned about erroneous transmission?

Can process with correct information.



Client company



Labor and social security attorney

One step payroll calculation by linking with work attendance data

Can be accessed anywhere and anytime (Smartphone access)

Net de Shugyo

Real time access to employee's work attendance data. (Smartphone access)



Net de Chingin

Uses the same payroll accounting system as that of labor and social security attorney offices. Cuts back payroll accounting steps.



Net de Meisai

Paperless payroll slips. Realizes labor saving in stroke.



Net de Uketsuke

Place orders with labor and social security attorneys on the web.



Data sharing among employees.

Net de Daicho

Data managed at labor and social security attorney offices can be accessed around the clock throughout the year



Net de Kisoku

Facilitates safety management by disclosing labor/employment regulations on the Web



Net de Shedule

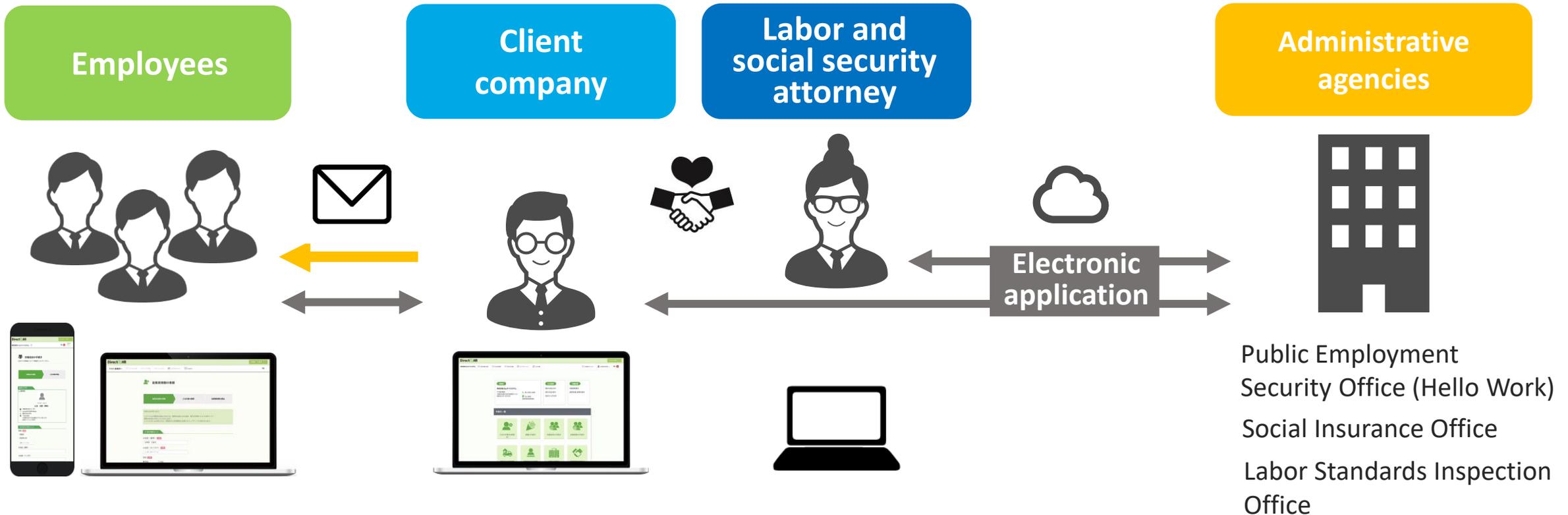
Management of business communication, in-house events, and personal schedules.



Our mainstay service (DirectHR)

DirectHR

Centralized management using the cloud for all applications submitted by employees during their entire time at the company, including for events like childbirth. Smartphones and PCs can be used for applications. Handles everything from data input to e-applications.



New employment, retirement, addition/deletion of dependents, change of name and address, transfers, employment contracts, senior employment subsidy, start/end of child birth/care leave, nursing care payment, change in monthly salary, basis for calculating monthly salary, insurance benefit payments, change of category, register/change of personal ID number, year-end tax adjustment, payroll slips

Our mainstay service (eNEN)



Fully supporting year-end tax adjustment operations by reducing tax filling input and implementing progress management function

1. It makes the operation easy to understand!

The screen guides you “what to do,” “when to do,” and “how to do.”



2. Registered information is displayed from the start!

- ✓ The screen initially displays a form without redundant inputs.
- ✓ The system automatically calculates the deductible amount.
- ✓ The screen initially displays filling data of the previous year.

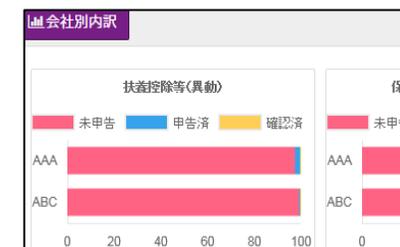
3. It reduces your workload at final submission!

- ✓ The system checks for your mistake.
- ✓ The system guides you what to submit.

Enhanced control with authority settings

Supporting business process of large companies and shared service providers!

Work environment with multiple personnel are classified into three elements (company, department, and person in charge).



Enhanced efficiency with progress management

It lets you know where the bottleneck is, thereby ensuring on-time delivery!

Progress of each process and the entire business process is managed on the system!



Our mainstay service (Cloud Pocket)



Cloud Pocket

For the safe and easy distribution and receipt of official documents. Greatly simplifies the distribution of job separation forms, benefit receipt qualification confirmation notices, workplace accident forms and other official forms as well as important company forms and other documents.

Client company



● Official/company forms and documents

Employees



Labor and social security attorney



Upload required documents to Cloud Pocket.

Employees can **download** the documents at their convenience.

Eliminates the **time** and **expense** needed to send forms and documents by postal mail to individuals at other offices.

✓ Highly secure folders for individuals

✓ Big reduction in the need for postal mail and hand deliveries

✓ Also handles uploads from labor and social security attorney offices

Our mainstay service (ShaRobo)



An official Shalom RPA ShaRobo takes over the routine work (electronic application update, official document storage, etc.) normally the province of Shalom

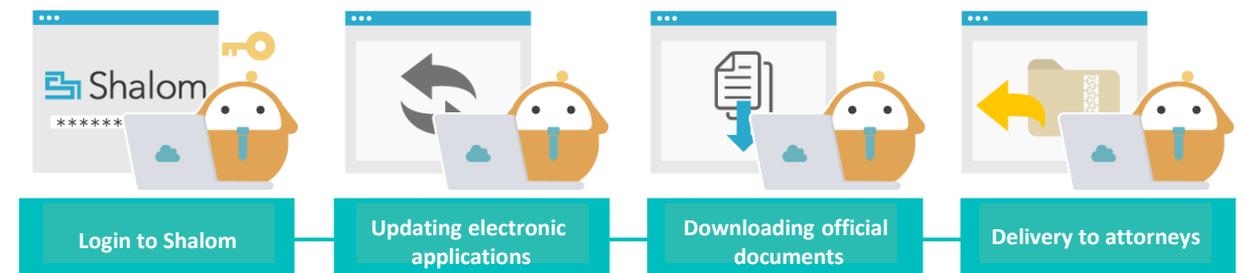


Download official electronic application forms for just

25,000 yen/month

Cuts the number of steps involved in delivery to clients to **one-tenth**

Automates the following processes



- Official Shalom RPA (Robotic Process Automation) "ShaRobo" helps automate Shalom functions.
- "ShaRobo" implements all operations from the acquisition of official documents to delivery to clients, sharply slashing the manual work steps.
- Since ShaRobo is an official Shalom RPA, it can be used with confidence. The RPA will continue to evolve along with Shalom.

Our mainstay service

(Contracted development type semi-customized services / CuBe Business)



Business Net CuBe

Business process design + semi-customized system development
Accurate and flexible like the one for custom-built houses

Used by **half a million major company employees**. Your IT partner for the **reform of** human resources and general affairs **functions as well as for transition to DX**

人財 CuBe Jinzai CuBe

Based on the job performance evaluation system, supports all the functions necessary for human resource development, self-personal performance assessment and human resource profiling

就業 CuBe Shugyo CuBe

Covers all employee-related services, such as attendance management and payrolls and play roll slip checks

精算 CuBe Seisan CuBe

Supports all the functions required for internal fiscal management, including payment to business partners and reimbursement of employee expenses



Our mainstay service (GooooN / CuBe Business)



A cloud service for personal job performance evaluation system that supports job performance management of half million employees at major companies
 GooooN coordinates three business operations, deepens communication with employees, and supports human resource development led by on-site staff

The latest **evaluation and training tool** that you can use **on-site** on **a day-to-day basis**, **crystalizing know-how** that has been used by **large companies** for over 20 years

- 1** Prompting their growth through processes from execution to evaluation of **actual work**.

Target & performance management

- We wish to let our personnel learn more about the management's intention.
- We wish to set up target & performance management that makes our employees to participate with more enthusiasm.
- We wish to link target management to improvement in corporate performance.

- 2** **Sharing** information from different viewpoints **among people concerned** to encourage daily growth.

Human resource profile inquiry

- We wish to know personal profile of our staff in a timely manner.
- We wish to manage personnel data in single database and make full use of them.
- We wish to have a system to support employees' career development.
- We wish to have a contact point that directly connects personnel and personnel department.

- 3** Considering about future career, urging the personnel to develop as **he/she wishes**.

Self-assessment / Career plan

- We wish to make consideration over my current position and the way I want to be in the future.



“We provide cloud solutions that benefit you”

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