Q3 FY 2022
Financial Results

November 10, 2022
Vision Inc. Stock Code : 9416

Q3 FY 2022 Financial Results

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Performance Highlights and Q3 FY 2022 Financial Results

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Consolidated Profit and Loss Statement

(million yen, %)

Items	Q3 FY 2022 Result	Q3 FY 2021 Result	Change	YoY
Sales	18,478	13,392	+5,085	+38.0
Cost of sales	9,498	6,573	+2,924	+44.5
Gross profit	8,979	6,818	+2,161	+31.7
Gross profit margin	48.6	50.9	-2.3	–
SG&A expenses	7,030	5,804	+1,225	+21.1
SG&A-to-sales ratio	38.0	43.3	-5.3	–
Operating profit	1,949	1,013	+936	+92.4
Operating profit margin	10.6	7.6	+3.0	–
Recurring profit	1,954	1,042	+912	+87.5
Profit attributable to owners of parent	1,270	702	+568	+81.0

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Factors for Increase in Operating Profit

Sales

"GLOBAL WiFi" Business: There has been steady increase of outbound travel (from Japan to overseas) due to worldwide relaxation or ending of entry restrictions which has lead to the gradual recovery of outbound usage.

Steady growth due to the acquisition of various domestic usage needs as well as sales of "Global WiFi for Biz", a standby WiFi device service for corporate customers, which also remained steady due to telework.

Contract work of verifying COVID-19 contact tracing applications (see p.41), part of infection prevention measures at airports carried out by the quarantine stations. Contracted from mid-March 2021 and continued in the third quarter of 2022.

Information and Communications Service Business: Sales are on the rise due to increased sales of products (mobile communication equipment, OA equipment, etc.). Increased due to the acquisition of Adval Corp., a subsidiary that operates a space management business (meeting room / telework space rental service).

Cost of sales

"GLOBAL WiFi" Business: Cost of sales increased because of increase in overseas telecommunication costs and labor costs associated with the entrusted verification COVID-19 related app service.

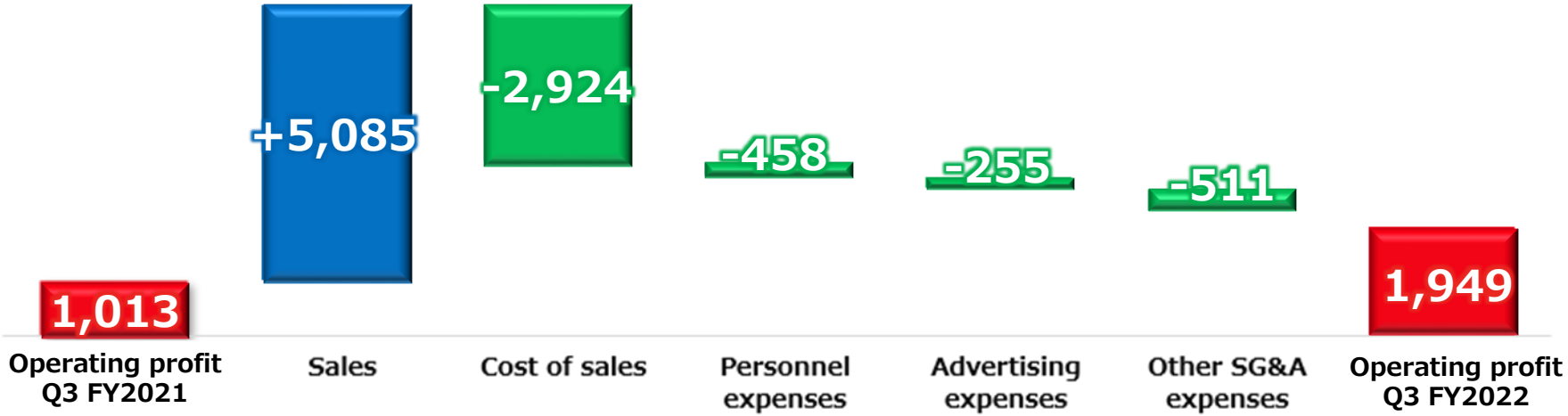
SG&A expenses

Personnel and SG&A expenses: Increased personnel due to the acquisition of Adval Corp. and Koshikano Onsen. Provisions for performance-based and special closing bonuses.

Advertising costs: Increased due to website advertising development (listing costs, etc.) that meet demand.

Other SG&A expenses: Increase in sales-linked expenses (consumables, commissions paid, etc.) and amortization of goodwill.

(JPYmn)



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Segment Result

(JPYmn, %)

Segment result	Q3 FY2022 Result	Q3 FY2021 Result	Change	YoY
Sales	**18,478**	**13,392**	**+5,085**	**+38.0**
"GLOBAL WiFi"	9,918	6,493	+3,424	+52.7
Information and Communications Service	8,213	6,724	+1,489	+22.2
Subtotal	18,131	13,217	+4,913	+37.2
Others	362	181	+180	+99.6
Adjustments	-16	-7	-8	–
Segment profit	**1,949**	**1,013**	**+936**	**+92.4**
"GLOBAL WiFi"	2,109	749	+1,360	+181.6
Segment profit margin	21.3	11.5	+9.7	–
Information and Communications Service	804	1,024	-220	-21.5
Segment profit margin	9.8	15.2	-5.4	–
Subtotal	2,913	1,773	+1,140	+64.3
Others	-111	-62	-49	–
Adjustments	-852	-698	-153	–

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“GLOBAL WiFi” Business Performance Change

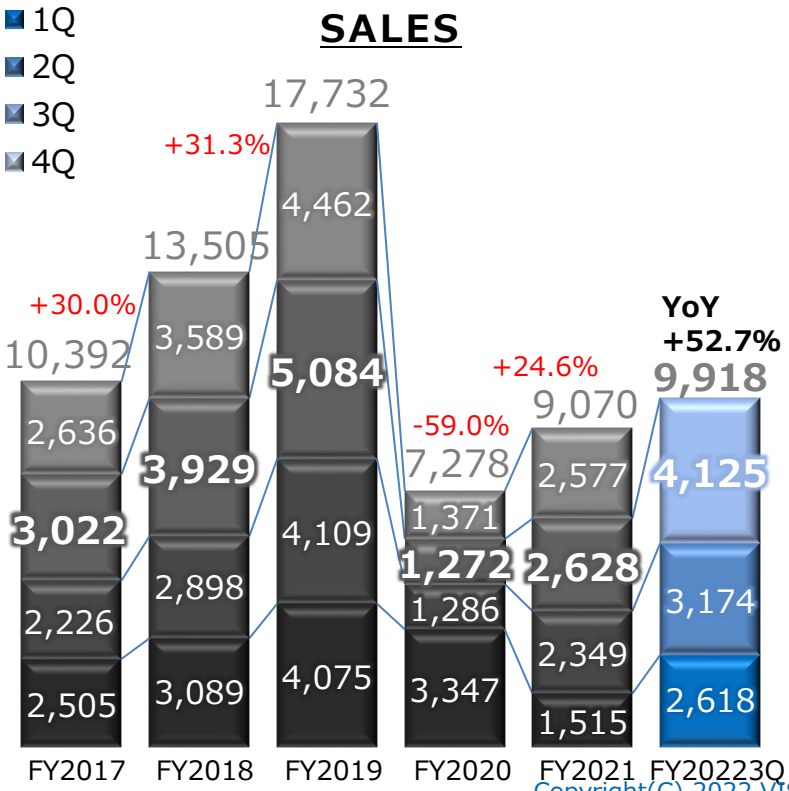
With a 17.8% recovery in the number of people traveling from Japan to other countries compared to July-September 2019 (before COVID-19), outbound rentals and sales recovered by approximately 15.3% and 30.9%, respectively.

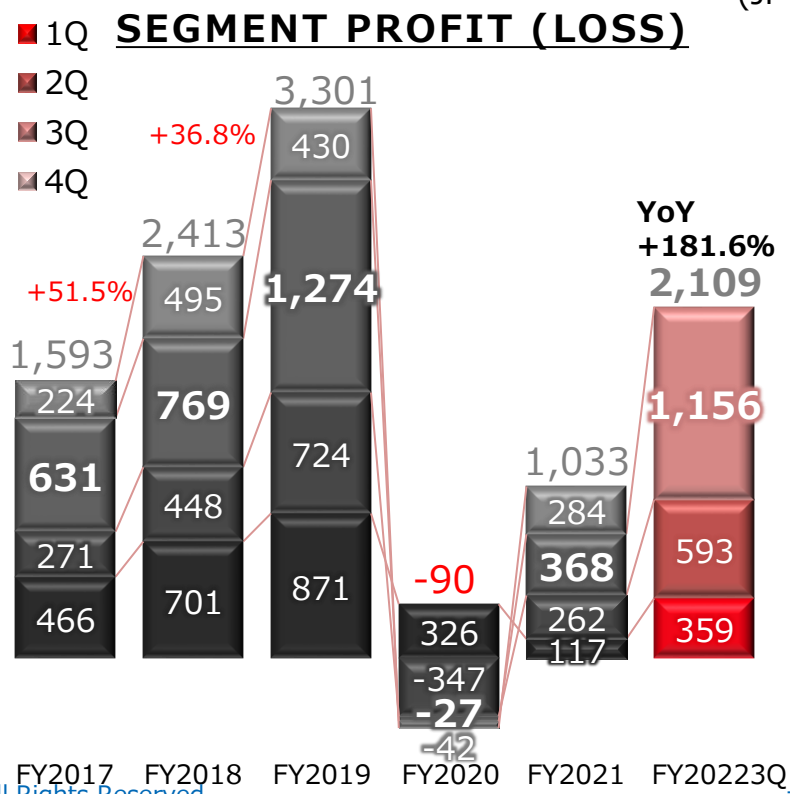
ARPU (average revenue per user) increased due to an increase in the ratio of corporate clients, destinations other than Asia, and the average number of rental time.

Increase in sales of "Global WiFi for Biz," a standby WiFi service aimed at corporate customers, and the number of subscriptions and telecommunication usage increased due to telework. Maintained various domestic usage needs (temporary return to home country, hospitalization, moving, telework, travel/business trips, use during events, combined use with home line, etc.)

Sales and segment income increased due to contracted services at airports and use of PCR testing for various reasons such as various events and travel to one’s hometown.

(JPYmn)





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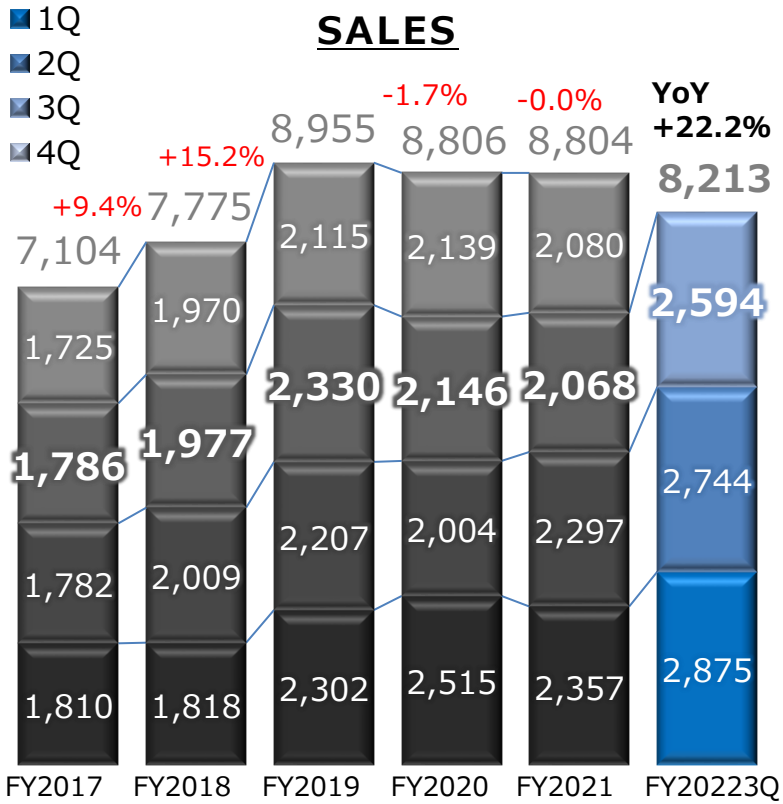
Information and Communications Service Business Performance Change

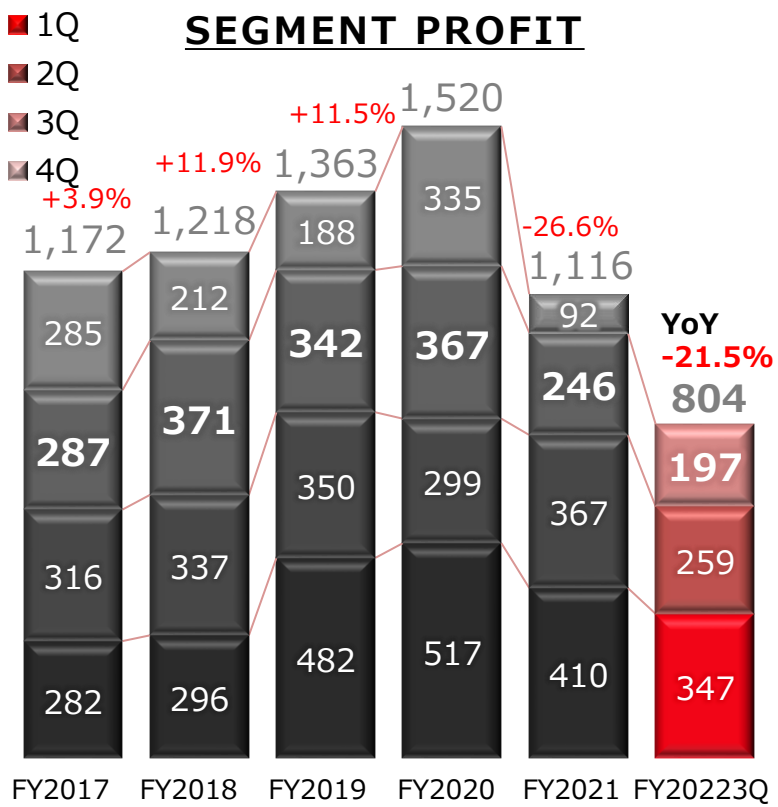
By leveraging our strengths in multiple businesses and sales channels, we provide products and services that meet the needs of the times which has enabled us to respond flexibly to changes in the external environment, resulting in steady growth.

Sales increased due to strengthened sales of products (mobile communication devices, office automation equipment, etc.) and new business (space management business). Segment income decreased due to aggressive sales expansion of monthly subscription-based in-house services, which temporarily increased operating costs, in order to build a strong revenue base and maximize lifetime value (customer lifetime value), and investment period for new businesses.

In light of soaring electricity prices, the "Vision Denki" service will be suspended (electricity supply will be stopped) at the end of December 2022. Stock revenue and in-house services (monthly subscription) remained steady (see p.26).

(JPYmn)





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FY 2022
Revised Financial Forecast

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FY2022 Revised Financial Forecast

(JPYmn, %)

Items	FY2022 Revised Forecast	FY2022 Previous Forecast	Change	Ratio of change	FY2021 Result
Sales	24,556	23,794	+761	+3.2	18,100
Cost of sales	12,694	12,486	+137	+1.1	9,092
Gross profit	11,932	11,307	+624	+5.5	9,008
Gross profit margin	48.6	47.5	+1.1	-	49.8
SG&A expenses	9,613	9,398	+215	+2.3	7,903
SG&A-to-sales ratio	39.1	39.5	-0.3	-	43.7
Operating profit	2,318	1,909	+408	+21.4	1,105
Operating profit margin	9.4	8.0	+1.4	-	6.1
Recurring profit	2,324	1,909	+414	+21.7	1,143
Profit attributable to owners of parent	1,525	1,245	+280	+22.5	729

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FY2022 Revised Segment Forecast

(JPYmn, %)

Segment Forecast	FY2022 Revised Forecast	FY2022 Previous Forecast	Change	Ratio of change	FY2021 Result
Sales	24,556	23,794	+761	+3.2	18,100
"GLOBAL WiFi"	13,298	12,332	+965	+7.8	9,070
Information and Communications Service	10,684	10,877	-193	-1.8	8,804
Subtotal	23,982	23,210	+772	+3.3	17,875
Others	589	595	-5	-0.9	235
Adjustments	-16	-11	-4	–	-10
Segment profit	2,318	1,909	+408	+21.4	1,105
"GLOBAL WiFi"	2,587	1,966	+620	+31.5	1,033
Segment profit margin	19.5	15.9	+3.5	–	11.4
Information and Communications Service	970	1,194	-224	-18.8	1,116
Segment profit margin	9.1	11.0	-1.9	–	12.7
Subtotal	3,557	3,161	+396	+12.5	2,149
Others	-99	-90	-8	–	-94
Adjustments	-1,140	-1,160	+20	–	-950

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Full Year Performance Change (Quarterly)

(JPYmn、%)

		1Q	2 Q	3 Q	4 Q	FY
FY2019	Sales	6,470	6,467	7,610	6,770	27,318
	Composition ratio (vs. FY)	23.7	23.7	27.9	24.8	–
	Operating profit	980	710	1,280	354	3,325
	Composition ratio (vs. FY)	29.5	21.4	38.5	10.7	–
	Operating profit margin	15.1	11.0	16.8	5.2	12.2
FY2020	Sales	5,989	3,641	3,477	3,546	16,654
	Composition ratio (vs. FY)	36.0	21.9	20.9	21.3	–
	Operating profit or loss (-)	488	-503	73	45	103
	Composition ratio (vs. FY)	–	–	–	–	–
	Operating profit margin	8.1	-13.8	2.1	1.3	0.6
FY2021	Sales	3,938	4,706	4,747	4,708	18,100
	Composition ratio (vs. FY)	21.8	26.0	26.2	26.0	–
	Operating profit	285	368	359	91	1,105
	Composition ratio (vs. FY)	25.9	33.3	32.5	8.3	–
	Operating profit margin	7.3	7.8	7.6	1.9	6.1
FY2022	Sales	5,609	6,019	6,849		
	Composition ratio (vs. FY)	–	–	–		
	Operating profit	403	517	1,027		
	Composition ratio (vs. FY)	–	–	–		
	Operating profit margin	7.2	8.6	15.0		

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Assumptions for revised full-year earnings forecasts

External environment and business policies (overall)

There is a great deal of uncertainty about the impact of simultaneous seasonal flu and COVID-19 infections, and it is difficult to foresee the future.
Revised full-year forecasts upward considering cumulative 3Q results, current conditions, and aggressive investment in each business to achieve record-high profits as early as possible in the next fiscal year and beyond.

“GLOBAL WiFi” Business

The following can be assumed for overseas travelers (outbound and inbound) and other matters.
October-December: 25% recovery compared to the same period in 2019.
Contracted application verification work, which is part of the countermeasures conducted by airports, will continue through December.
Domestic and "Global WiFi for Biz“ demand continued to be strong.

Information and Communications Service Business

Although the impact on the business activities of corporations and stores, etc. is expected to continue, we can flexibly respond to changes in the external environment by taking advantage of our strength in multiple businesses (products and services) and sales channels that do not depend on a single business or sales channel, and business will remain strong.
We are strengthening sales of in-house services (monthly fee) and continue to build a stable revenue base over the long term.

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Paid-in stock options issued (resolved by the Board of Directors on March 1, 2022)

Name	**Vision Inc. Fourth round of stock acquisition rights**
Issued amount	7,200 rights 100 shares per stock acquisition right Common stock 720,000 shares
Issued price	**800 yen per stock acquisition right**
Target	**Company directors, Company employees, and directors of subsidiaries of the Company** **32 people**
Conditions of exercise (Performance conditions)	**If operating income exceeds 4 billion yen** in any fiscal year from FY2023 to FY2025 **Exercisable ratio: 50%.** **If operating income exceeds 5 billion yen** in any fiscal year from FY2023 to FY2027 **Exercisable ratio: 100%**

By improving productivity in existing businesses and fostering new businesses, we will work to build a strong earnings base and aim to achieve the **exercise condition (performance condition) as soon as possible = increase corporate value.**

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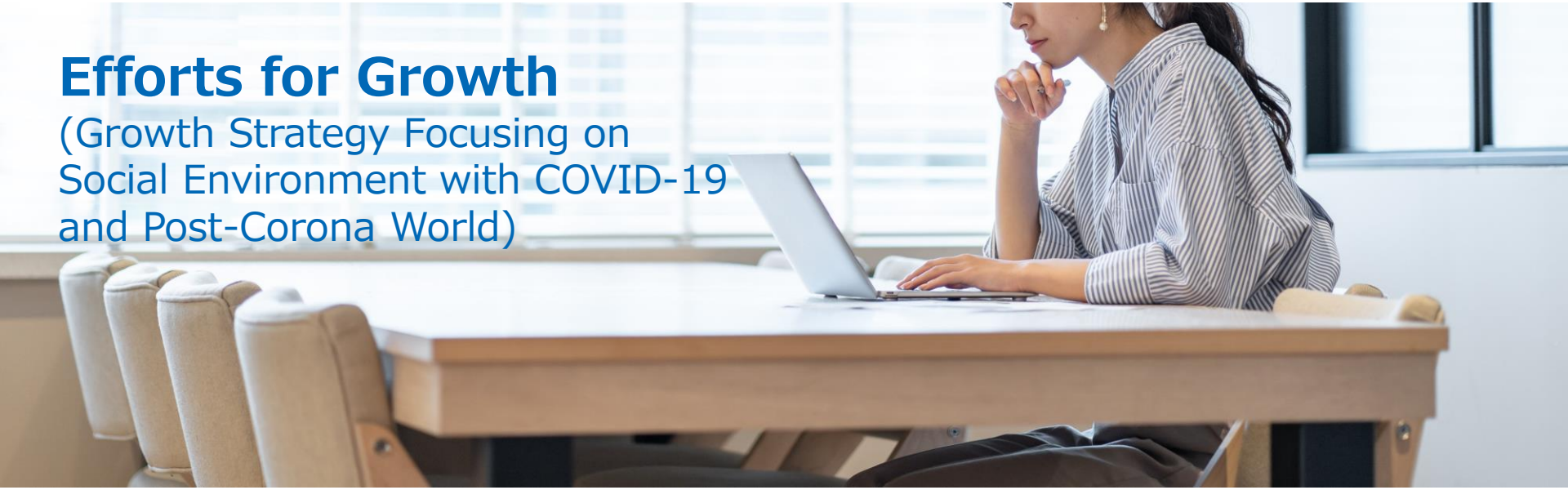
Efforts for Growth

(Growth Strategy Focusing on Social Environment with COVID-19 and Post-Corona World)



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Active Sales Expansion of “GLOBAL WiFi for Biz”
- Gaining Competitive Advantage When Travel Recovers -

Sales of standby type “GLOBAL WiFi for Biz” for corporate customers are favorable by continuing to be used for teleworking (increase in the number of contracts and the communication usage).

Contracts have increased 130% and sales have increased about 30% (about 65% increase in basic charge) when compared with December 31, 2019.

Overseas communication increases (long-term use by local expatriates, etc.).

⇒ Used in China, the United States, Thailand, Vietnam, Germany and Indonesia.

Connect Internet anywhere in the world with one digital device

“Global WiFi for Biz”

No need to

apply　receive　return

If you have one “GLOBAL WiFi for Biz” in your company, you can use it immediately for teleworking and sudden overseas business trips, and no application required. You will no longer use overseas roaming services because a rented Wi-Fi router is not delivered in time!

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Strengthening of Domestic Wi-Fi Sales

"GLOBAL WiFi" Business

Acquire usage needs by leveraging our marketing power, brand strength (GLOBAL WiFi), the pricing plans, various communication plans that meet customer needs, remote support in the event of failure, and customer base.

Usage needs for:

Business (teleworking, online training and meetings), online classes, hospitalization, moving, combined use with home internet, etc.

Increased use for hospitalization and moving (temporary use until fixed line opening) by strengthening the promotion.

As both infection prevention measures and economic activities are being promoted, the convenience of rental equipment that can be used for a specific period (by the day) and at the required location when both going to work and teleworking, etc., allows for continuous use (repeated rental and extension of rental period).

Teleworking

New employee training

Online meeting

For school and educators

Wi-Fi rental for online classes

- Provides quotes the same day, and delivers the next day at the earliest
- Can be used with laptops and tablet devices
- Easy to set up

#1 in Domestic Wi-Fi Rentals for 4 years straight

According to TOKYO SHOKO RESEARCH, LTD.

*December 2021 According to TOKYO SHOKO RESEARCH, LTD. Research: Domestic WiFi Rental "Number of Users"

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The launch of an ultra-high-speed 5G plan, a first in the global Wi-Fi router rental industry.

The country and region where the service is offered first are Hawaii and the mainland USA, the most popular destinations ever.

We will expand the service area to South Korea, China and other countries and regions when we are fully prepared.

Striving to provide quality services and networks and expand service areas continuously, we offer easy-to-use mobile Internet connectivity around the world in order to contribute to business and sightseeing in the post-corona/with-corona world.

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Launch of “World eSIM”

– Gaining Competitive Advantage When Travel Recovers –

Launch of an eSIM service, “World eSIM”, that can be used in over 120 countries around the world.

You don’t have to carry your bulky Wi-Fi router device.
Like for rental Wi-Fi routers, there is no need to stop at an airport counter to return or pick up.

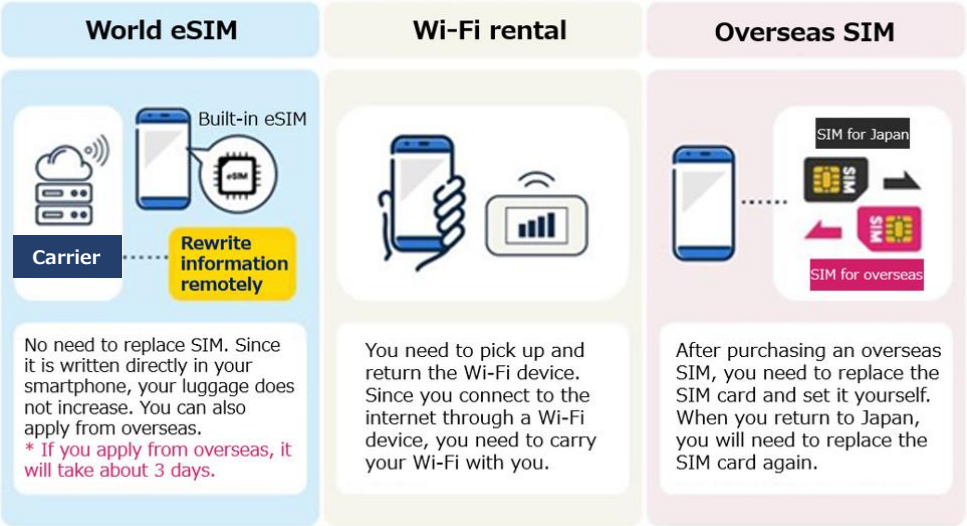
Application for “World eSim” is available online, so you can do it both from home and abroad.

Can be used for an assortment of needs.

When multiple users are using multiple kinds of devices (smartphones, tablets, laptops, etc.): Mobile Wi-Fi Router Rental

When a single user is using their smartphone: World eSIM

Since SIM-free mobile phones have long been in Europe and the United States, we plan to actively acquire customers from these areas, as they have a strong tendency to purchase SIM cards on the spot while traveling.



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Vision WiMAX
- New Service Making the Most of Our Customer Base -

New service that responds to customer feedback.

In our survey, many customers use the Wi-Fi router for **“trial before purchasing”**.

Wi-Fi router sales service for customers who are considering purchasing.

Customers can use it as a trial for rent (special limited discount provided). After checking the communication environment of customers’ home, they can purchase the one that meets customers needs.
We will take it as a trade-in when customers terminate their contracts.
(Vision WiMAX original service).

Speed Wi-Fi
HOME 5G L11

Speed Wi-Fi
5G X11

At home

While outside

Teleworking

Online classes

Moving homes

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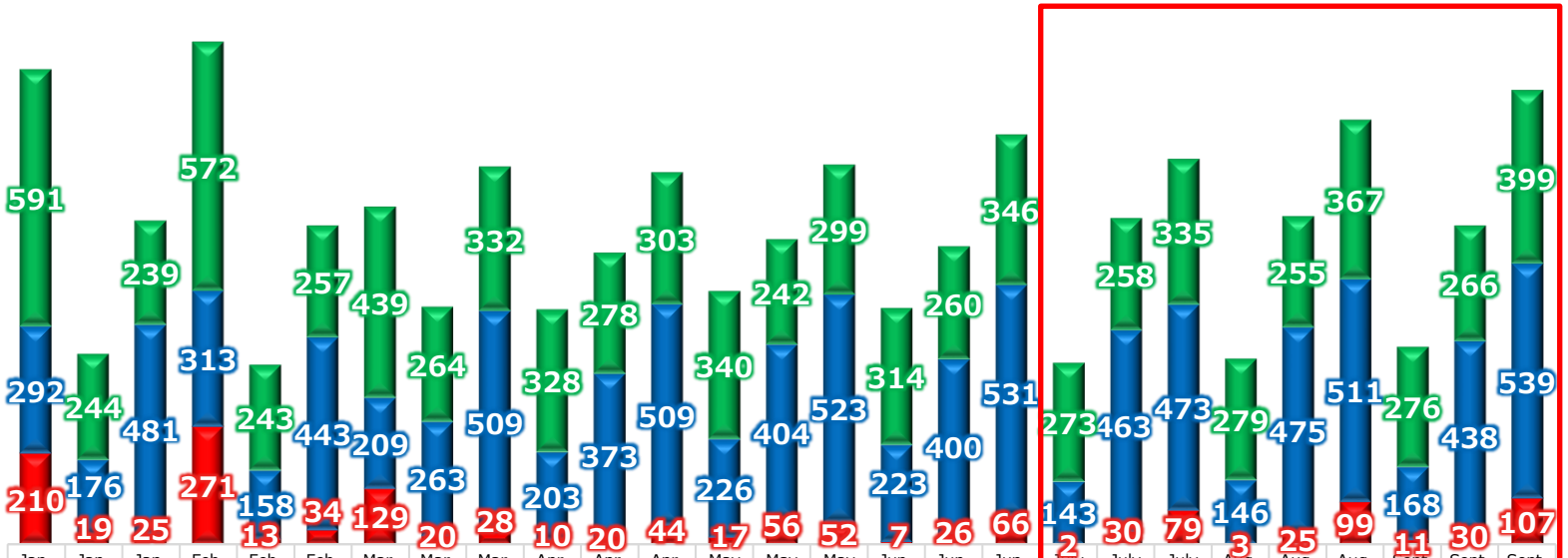
Changes in Monthly Cost “GLOBAL WiFi” Business

Continuation of low-cost operations and increase in linked expenses (communications costs, etc.) due to sales increase.

Establish a business structure that can generate higher profits and profit margins after the recovery of overseas travel than before the spread of COVID-19 (2019) by reviewing various expenses and improving operational efficiency.

COST

(JPYmn)



	Jan. 2020	Jan. 2021	Jan. 2022	Feb. 2020	Feb. 2021	Feb. 2022	Mar. 2020	Mar. 2021	Mar. 2022	Apr. 2020	Apr. 2021	Apr. 2022	May 2020	May 2021	May 2022	Jun. 2020	Jun. 2021	Jun. 2022	July 2020	July 2021	July 2022	Aug. 2020	Aug. 2021	Aug. 2022	Sept. 2020	Sept. 2021	Sept. 2022
SG&A	591	244	239	572	243	257	439	264	332	328	278	303	340	242	299	314	260	346	273	258	335	279	255	367	276	266	399
Cost of sales	292	176	481	313	158	443	209	263	509	203	373	509	226	404	523	223	400	531	143	463	473	146	475	511	168	438	539
Overseas Telecommunications	210	19	25	271	13	34	129	20	28	10	20	44	17	56	52	7	26	66	2	30	79	3	25	99	11	30	107

(Note) The figures are different from those of the segment results because they are monthly changes in profit and loss which do not include closing procedures.

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Changes in Segment Profit "GLOBAL WiFi Business"

Steady growth was achieved through the acquisition of various usage needs and various initiatives during the pandemic.

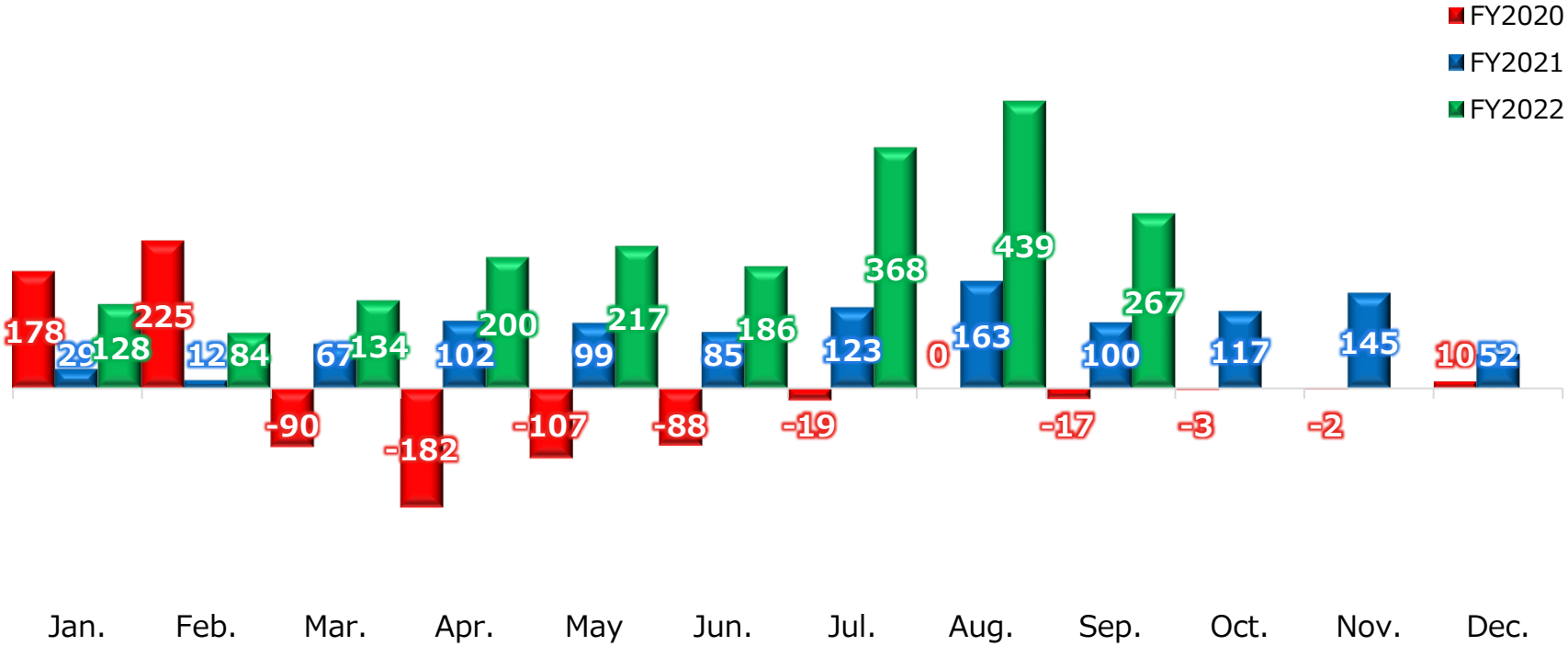
Proactively acquired various usage needs for mobile Wi-Fi routers (domestic usage, Global WiFi for Biz, etc.).

Implemented pandemic initiatives (number of cases fluctuates depending on border policies, number of infected persons, holidays, etc.) through contracted services at airports and PCR testing (routine service).

Establish a business structure that can generate higher profits and profit margins after the recovery of overseas travel, than before the spread of COVID-19 (2019).

Segment Profit/Loss (-)

(JPYmn)



(Note) The figures are different from those of the segment results because they are monthly changes in profit and loss which do not include closing procedures.

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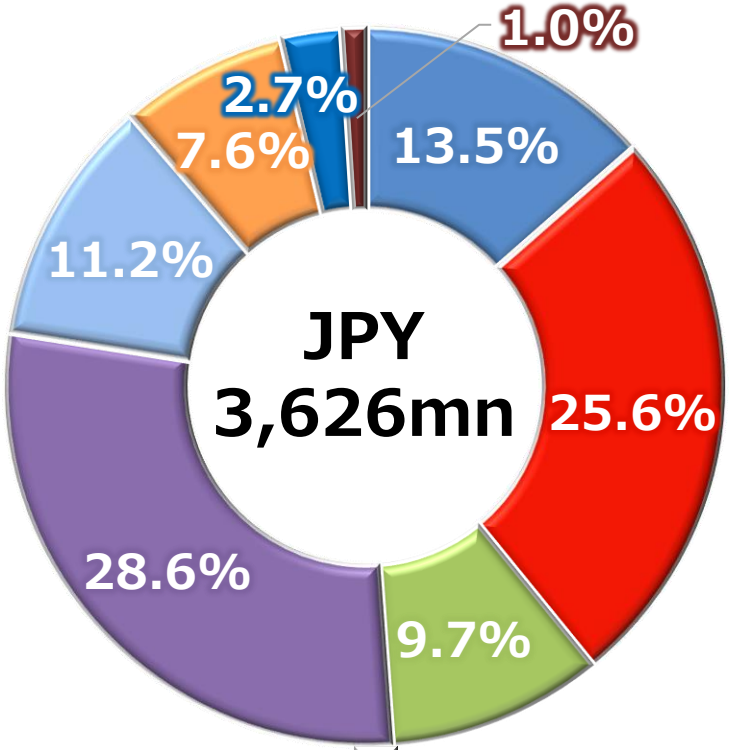
Gross Profit Composition

Information and Communications Service Business

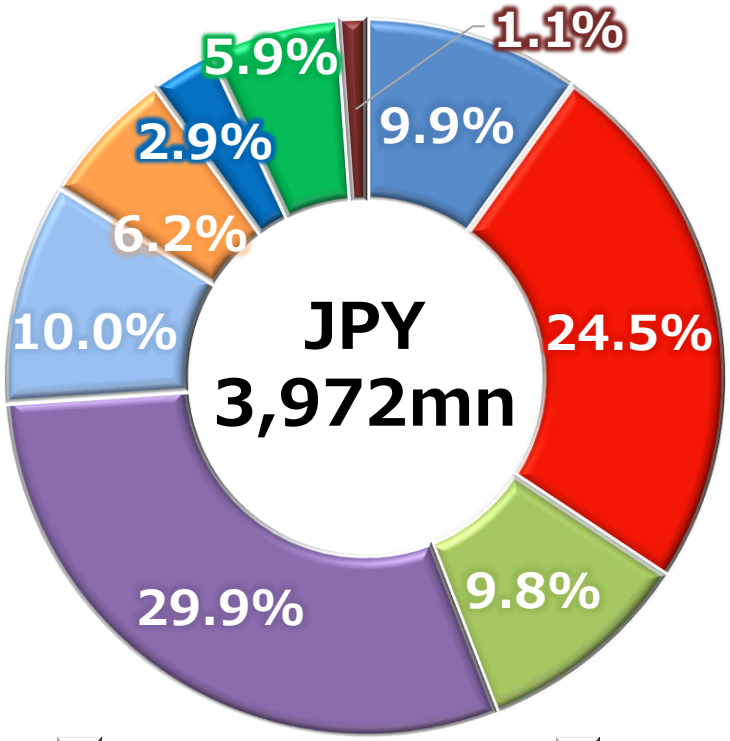
Utilizing the strength of having multiple businesses (products/services) and sales channels, we have responded flexibly to changes in the external environment to record strong sales.

Strong sales of mobile telecommunications equipment (teleworking and switching to smartphones, etc.), office automation equipment sales business, and other products.

Q3 2021 Cumulative



Q3 2022 Cumulative



Fixed-line communication | Mobile communication | Broadband | Office automation equipment | Internet media | Eco-solution | Construction related | Space-management | Other

(Note) The figures are different from those of the segment results because they are monthly changes in profit and loss which do not include closing procedures.

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Mobile Communication Business

Provide Products/Services Responding to Customer Needs and the Times

Strong sales of mobile communication devices (corporate cell phones) and related services.

The spread of COVID-19 has led to a change in work styles.

Business growth by accurately grasping the needs of customers, markets, and the times, acquiring new customers, and increasing ongoing revenue by up-selling and cross-selling according to the growth stage of companies.

Various needs

Introduction of corporate cell phones

New and additional cell phones plans

and upgrading from cell phones to smartphones

Introduction of related services

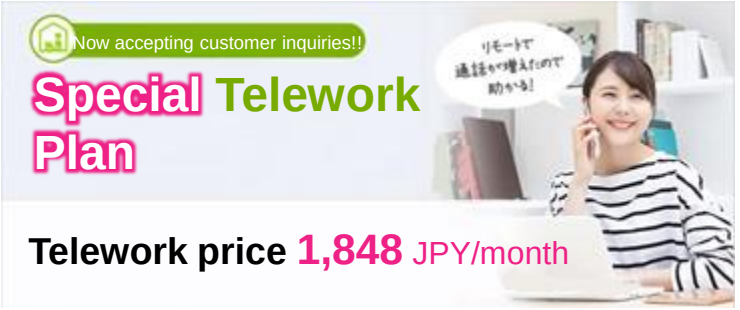
Special compensation plan for corporate customers

available only at our company, “Gara Support”

In-house service (monthly fee), "VWS series"

Introduction of other products and services

OA equipment, electricity, website creation, Wi-Fi routers



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Sales of In-house Services (Monthly Fee) are Strong

Provide Products/Services Responding to Customer Needs and the Times

Sales of in-house services (monthly fee) "VWS series" are strong.

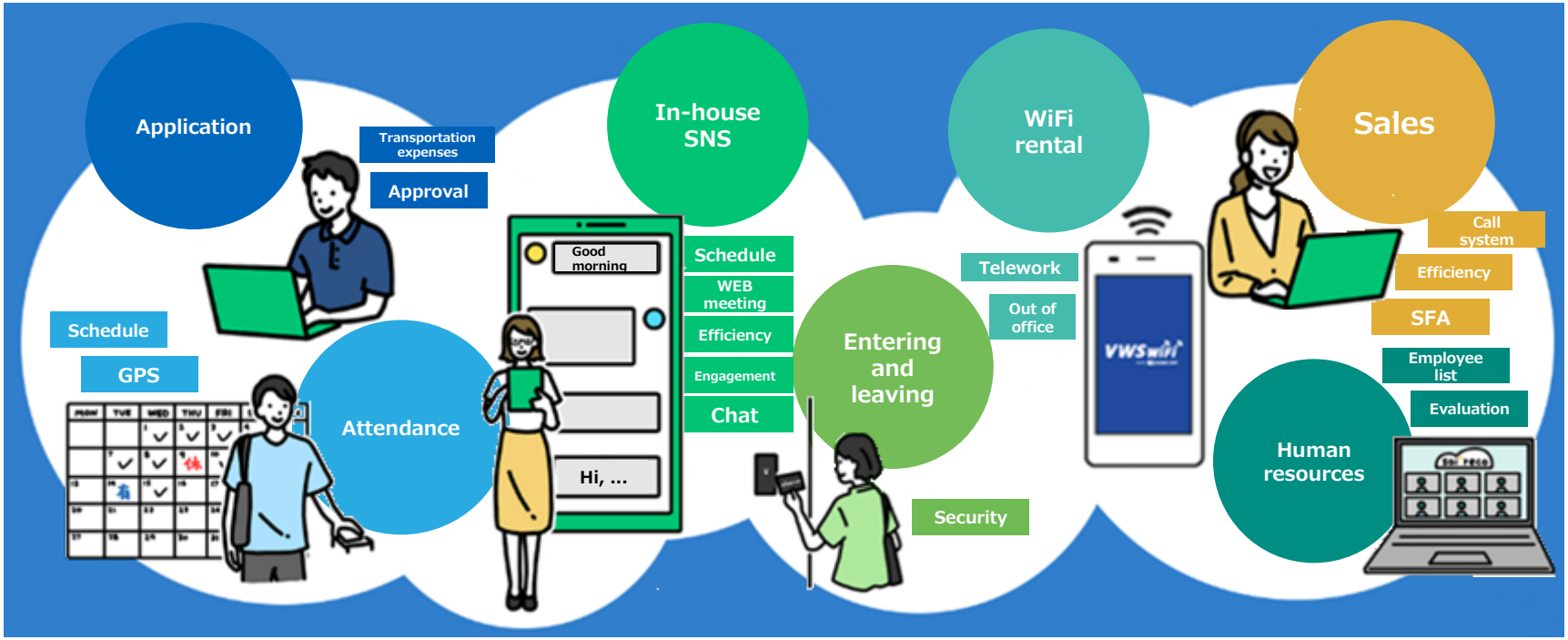
Services developed and used in-house are expanded to users (DX promotion).
Provide users who need our services with required features of our service in a cloud environment on a monthly payment basis.

CONCEPT

Providing a more comfortable working environment for all companies

For a successful "Cloud migration" with "VWS"

Streamline daily operations with cloud tools and support various working styles such as teleworking.



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Stock Earnings and In-house Services Gross Profit Change

Information and Communication Services Business

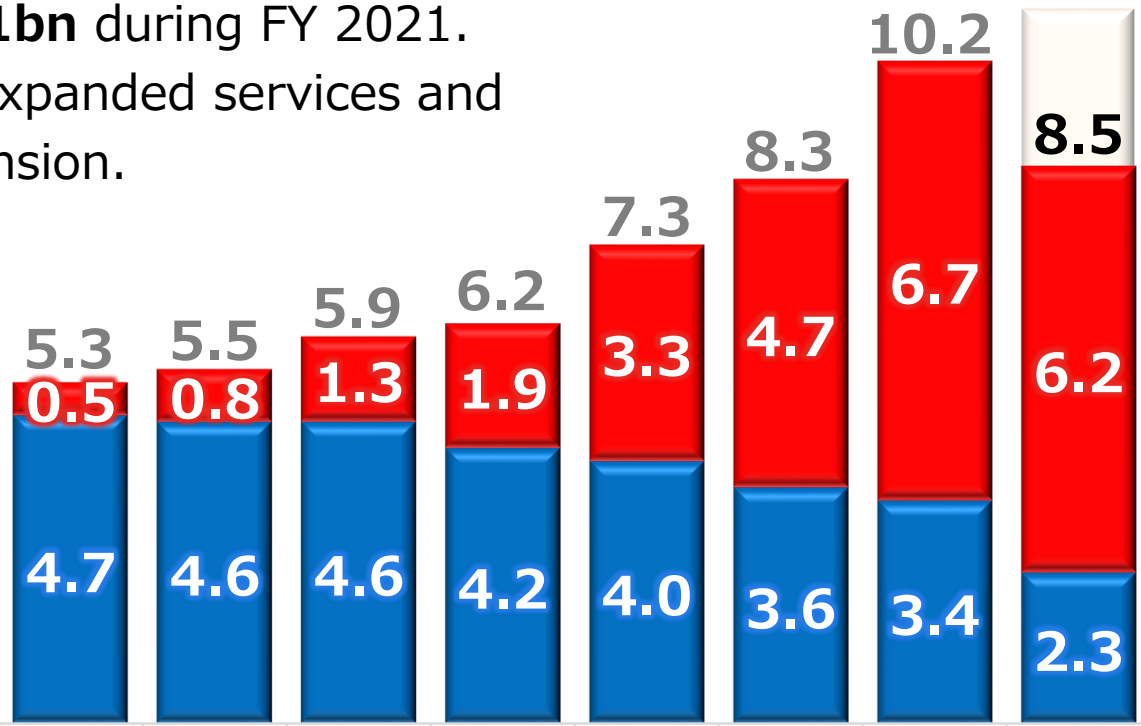
Strengthen stock earnings and in-house services (monthly fee), which will become a stable earnings base in the long run.

Strengthen sales of in-house services (monthly fee) since FY2019.

Achieved a profit of **JPY1bn** during FY 2021.

Steady increase due to expanded services and strengthened sales expansion.

(JPY100mn)



	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	Q3 FY2022
In-house services (monthly)	0.5	0.8	1.3	1.9	3.3	4.7	6.7	6.2
Stock earnings	4.7	4.6	4.6	4.2	4.0	3.6	3.4	2.3

Stock earnings: Revenue from continuation fee associated with subscription agency contract in Information and Communication Services Business and maintenance fee in OA equipment sales business, etc.

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Policy on Growth Strategy

	Existing business	New business / Service building
Policy	**Increase productivity.** Adapt to online environment, so-called the New Normal. Strengthen up-selling and cross-selling (including online negotiations).	**Develop the new business as a third pillar.** Three-pillar business structure that responds to changes in the times.
Key phrase	✓ Provide products/services responding to customer needs and the times ✓ Build and strengthen sales system (online). ✓ Strengthen up-selling and cross-selling (including online negotiations). ✓ Brush up the revenue structure. ✓ Strengthen and expand in-house services.	✓ Adapt to environment with COVID-19, so-called New Normal. ✓ Utilize sales channels and business structure. ✓ Utilize the customer base. ✓ Service that responds to customer feedback. ✓ Regional revitalization.
Sales channel Business structure	**WEB** marketing **CLT** Customer Loyalty Team **Sales** Online / Offline **Global affiliated companies** **Shops** Airport counters, etc. **Shipping center** **Partner** including travel agencies and OTA	
Customer base	Startups, growing corporate customers Corporate customers working with overseas companies Individual users by corporate customers	Governments / local governments, schools, etc. Individual customers who like traveling *including inbound

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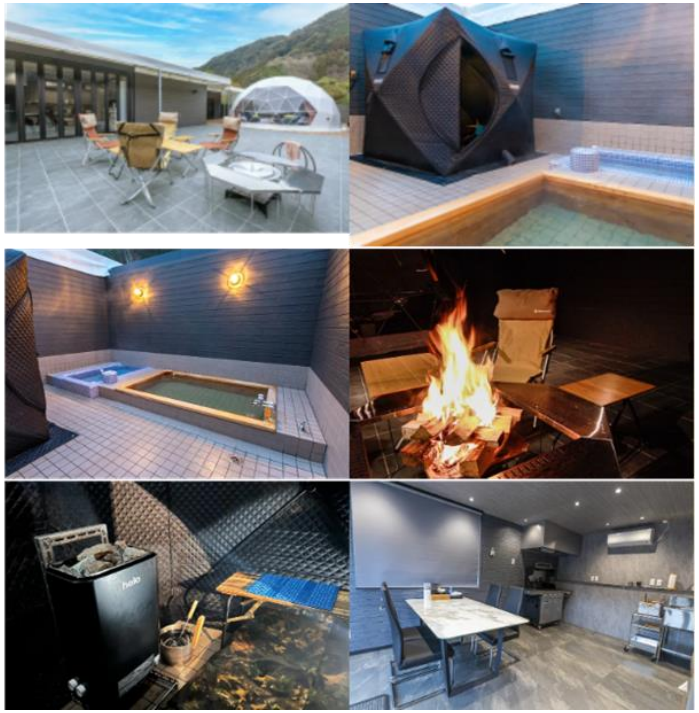
Glamping Business

- Developing the New Business as a Third Pillar -

In addition to the GLOBAL WiFi and Information and Communications Services businesses, we will open the third pillar glamping business, “Vision Glamping Resort & SPA”.

VISION GLAMPING Resort & Spa Koshikano Onsen
Grand opening as a major glamping facility.

VISION GLAMPING Resort & Spa Yamanakako
A perfect location with a panoramic view of Mt. Fuji. Reservations start from December 1, 2022.



Glamping suite (Koshikano Onsen)

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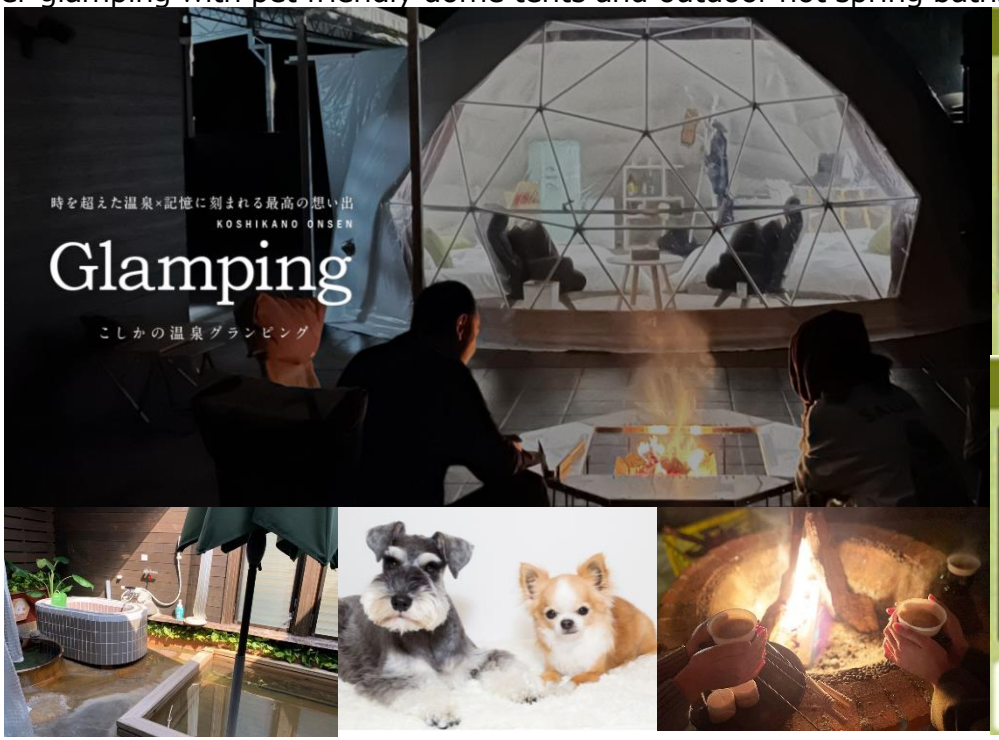
“VISION GLAMPING Resort & Spa Koshikano Onsen”

Koshikano Onsen, Japan's first hot spring resort with an open-air hot spring bath in every private room, has been renovated and reopened in a grand opening to be a larger scale glamping facility.

4 new glamping suite facilities.

Dome tents + open-air bath with free-flowing spring water (with private tent sauna and private water bath)

The facility offers the privacy of more than 150 square meters of living space with private bath, toilet, and washroom, as well as a highly functional living space with private dining space. The large living space is fully equipped with a fire on the private deck space, high quality meals such as BBQ and breakfast, a wide variety and number of beverages, and a wide range of optional menus. Conveniently located approximately 15 minutes from the airport by car. In addition to glamping suites, we also offer glamping with pet friendly dome tents and outdoor hot spring baths.



Glamping suite floor plan

Glamping floor plan

美肌の湯
こしかの温泉
Glamping

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“VISION GLAMPING Resort & Spa Yamanakako”

Reservations will start being accepted on December 1, 2022

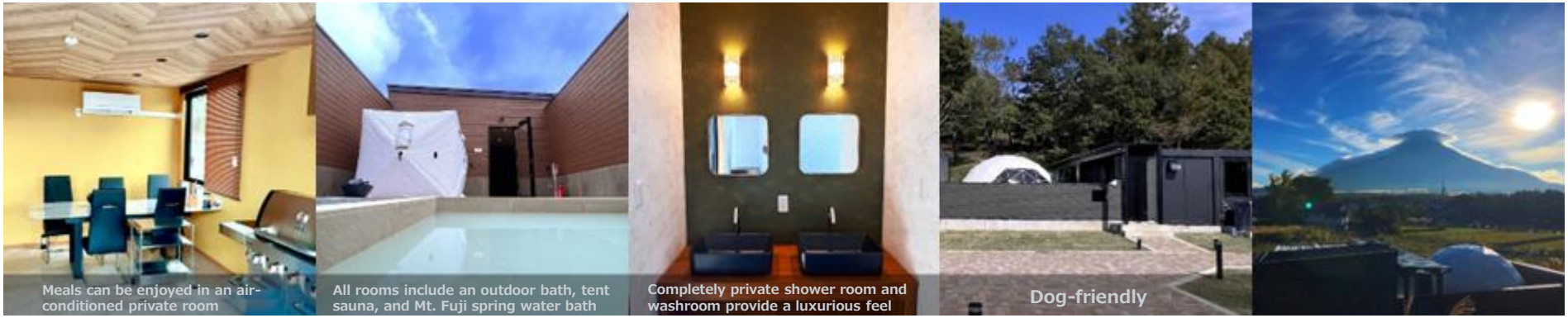
A location known not just for Mt. Fuji, a World Heritage Site, popular worldwide for its nature and scenery, but also for its tourist attractions such as the Gotemba Premium Outlets and Fujikyu Highland, making it easy to make travel plans. We will offer an extraordinary experience of staying at Yamanakako, surrounded by nature and Mt. Fuji. A new glamping space where anyone can experience comfort.

Each glamping room is lockable

Open the door you have 150 square meters of completely private space

Relaxation time in the tent and outdoor living areas

Dinner is elegant Italian-style BBQ



Meals can be enjoyed in an air-conditioned private room

All rooms include an outdoor bath, tent sauna, and Mt. Fuji spring water bath

Completely private shower room and washroom provide a luxurious feel

Dog-friendly

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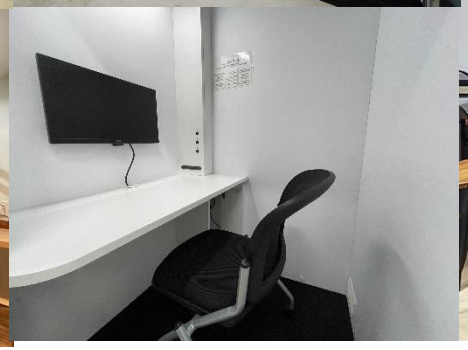
Acquisition of Adval Corp. to Make It a Subsidiary

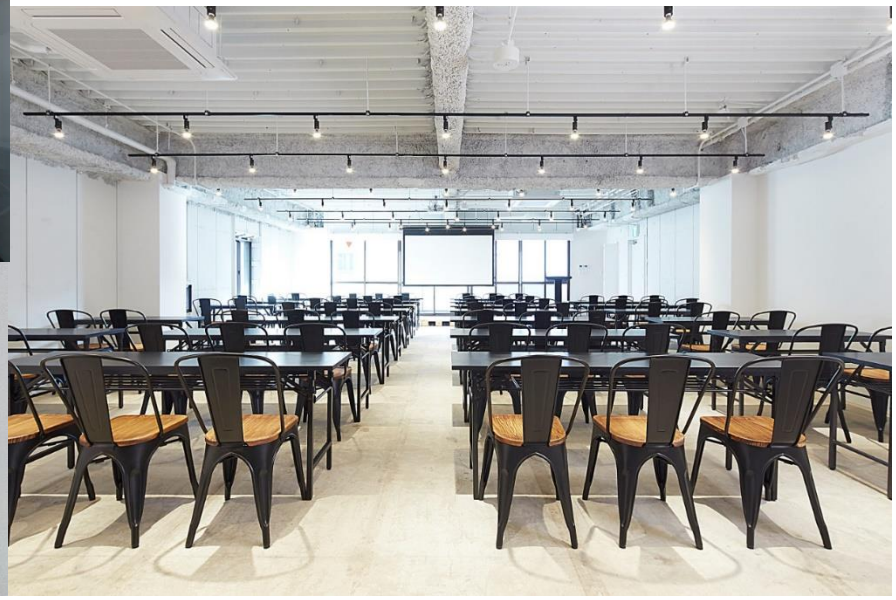
- Provide Products/Services Responding to Customer Needs and the Times -

Acquired Adval Corp., a company that offers its rental space (for conference room/teleworking space) for BtoB use at more than 200 locations throughout the country on a monthly flat-rate basis, as a subsidiary through simple share delivery. Date of share delivery (effective date): December 1, 2021

For BtoB use, sales strength (our Group) x planning strength (Adval) "Promotion of rental conference rooms/teleworking space subscriptions"

By maximizing the combined customer base, products and services, business partners, know-how, and more of both companies, we can expect sales improvement, procurement efficiency, and reduced costs, judging that they will lead to medium- to long-term improvement of corporate values. Therefore we decided to make Adval a subsidiary.





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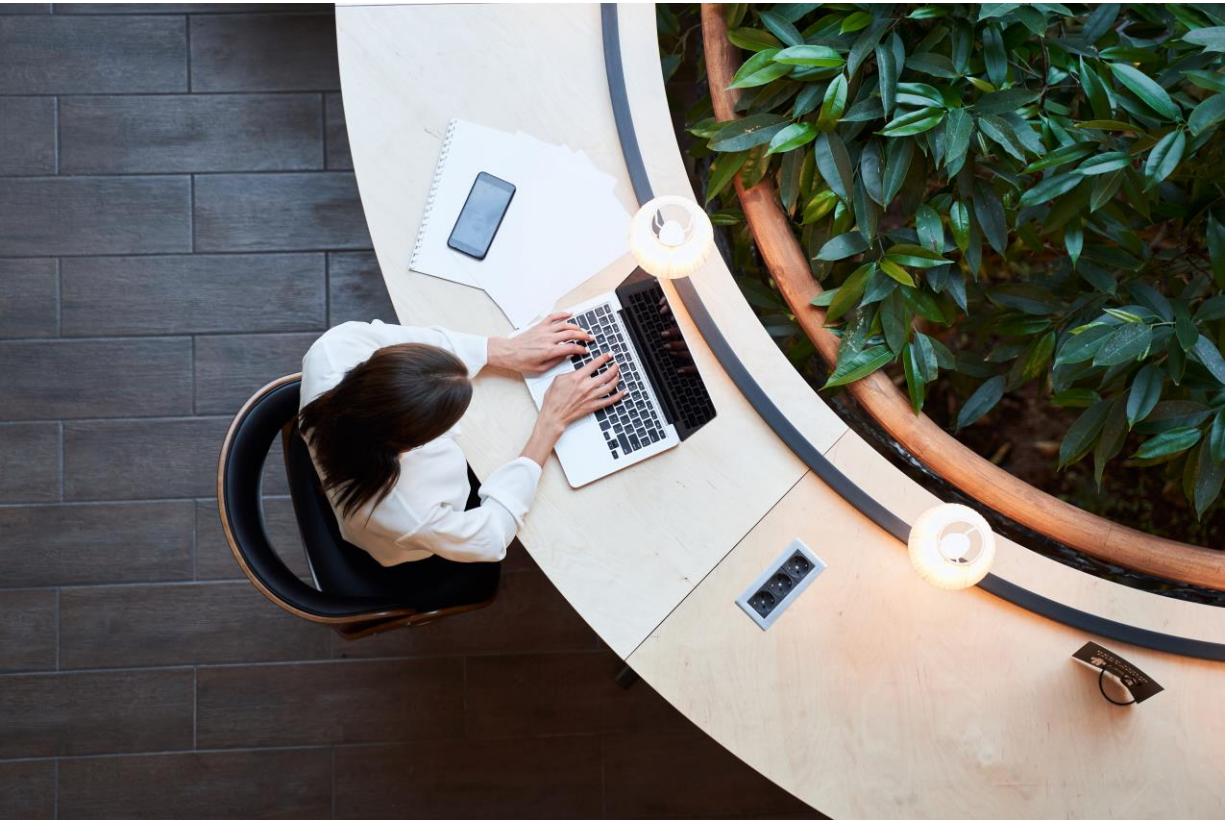

Sustainability including ESG factors

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Contribution toward Sustainable Development of Society and Earth

The Group's management philosophy is **"To contribute to the global information and communications revolution."**

Information and communication technology and services have the potential to contribute significantly to solve social and environmental issues through **"the efficiency improvement (optimization, efficiency, automation, etc.)"** and **"the activation of communication"** in various fields.

Based on the idea that **"The future of information communication for the future of all people,"** the Group aims for the sustainable growth and the increase in our corporate value through ESG-friendly management and business strategies. In addition, we will take the lead in contributing to the harmonious and sustainable development of the society and the Earth by solving social issues represented by the SDGs set by the United Nations.

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Contribution toward Development of International Economy and Society

Various international exchanges (cooperation, support, business, tourism, etc.) are being carried out at the national, corporate, organizational and individual levels to resolve social, economic and environmental issues of sustainable development.

In the **"GLOBAL WiFi" Business**, we will contribute to develop the international economy and society by **providing a safe, secure, and comfortable mobile Internet connection environment** that is the same as the environment in which we communicate in our home country, to everyone who carries out various international exchanges around the world.

Striving to provide quality services and networks and expand service areas continuously, we support various activities in the post-corona/with-corona world.

Example of efforts

Expand service areas for unlimited plan, offer an ultra-high-speed 5G plan, effective use of sales channels (airport counter), expand Tabi-naka service (optional services such as mobile battery, translator, interpreter service, etc.), emergency location information service, support the spread of the GIGA school concept, support people who are active overseas (including groups), etc.

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Environmental Activities

Environment

環境

GSLを通じて環境貢献に取り組んでいます。

震災リデイン

Acquire a “Green Site License” to offset the carbon footprint of our website.
Provide an environmental support with “Green Electricity” for our activity on the website for CO2 reduction.

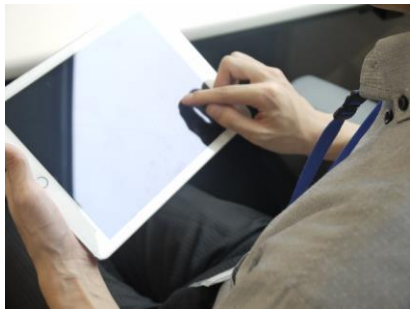
Support and cooperate with the organizations which provide information, **support activities in disaster areas, and provide assistance to various activities** to “realize a society where people can support each other at the times of earthquake.”

Activities to protect the natural environment through the Ecology Cafe.

Paperless efforts
Provide laptop, iPad, etc. to employees.
Utilize video (web) conference (to eliminate unnecessary traveling).
Utilize electronic forms and an enterprise SNS actively.
Select recyclers.

Provide rental service of the LED lighting that generates less heat and do not contain harmful substances **at a low initial cost.**
Reduce carbon dioxide emissions by saving power and reduce environmental burden.
We received high praise for our efforts to achieve the SDGs (environmental consideration through LED sales and installation work) and were registered as an “Okinawa SDGs Partner,” a company/organization that promotes SDGs.

Provision of laptop, iPad, etc.



Video (web) conference

Electronic forms (workflow)
Utilizing of an enterprise SNS

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Social Activities

Social
社会

Work Life Balance

The company is implementing a variety of initiatives aimed at realizing a more productive and fulfilling work style for every employee.

Support for Diverse Work Styles

Various systems such as telework, flextime, staggered commuting, exemption or limitation of overtime work, job rotation, promotion from part-time or temporary employees to full-time employees, employment of temporary employees, and rehiring.

Improvement of Office Environment (Headquarters Relocation, planned for December 19, 2022)

The COVID-19 pandemic led to a change in work styles such as telework. Therefore, we considered the size and function of an office that suits the times and decided to relocate headquarters to increase business efficiency and productivity by further promoting remote work and improving the office environment. Other offices are currently making these preparations.

*Image of the new office (designed by a female designer, to create an office environment that is easy for women to work in).

女性が活躍しています！

Women are actively working!

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Social Activities

Social
社会

Various recruitment channels

Fair recruiting, referral recruiting, and active recruiting of women (Female employee ratio: 33.7%).
Hire multinational people [Foreign nationals: 15.3% (permanent employees)].
Hire disabled people (“Meiro-juku,” local group to support disabled people; continuously awarded since 2015).

How to develop human resources (training system/evaluation system)

Training for new graduates
Business etiquette, PC, knowledge, external, sales, follow-up, etc.
OJT after assignment
Product knowledge training, sales appointment calls, business accompaniment, role-playing.
Sales experience
WEB marketing, telemarketing, escalation.
A lot of business deals generated from sales appointment calls (Experience ⇒ Growth).
Four opportunities a year for salary increase and promotion based on performance appraisal every three months.
33% of the annual salary is variable salary (incentives such as commission, achievement, and profit dividend).
* Average of all sales reps in 2019

Introduced personnel system suitable to the times and unique benefit plan

Shorter working hours, shift and flextime systems.
Half-day leave/hour leave (paid leave) applied, spouse birthday leave (special leave).
Drink allowance (for summer season), influenza vaccination subsidy, teleworking allowance.
Occupational accident insurance (compensation for the excess of workers’ accident insurance), insurance to cover the cost of illness/injury other than working hours (taking out a corresponding insurance is required).

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Social Activities　Internal Communication

Real-time internal communication

Share information and communicate each other in real time, using the social media (JANDI).

Realize quick communication and decision-making by utilizing online communities with limited participants (communities for holding board meetings, and for reaching a decision by using a circular letter, etc.).

* JANDI are utilized internally at first and the revised version will then be provided to our customers.

Share management and business policies, using videos, etc.

Create videos on business policies and post on the intranet.

Communicate throughout the group.

* Create dubbed version of these videos for employees of overseas subsidiaries.

Publish in-house booklet “Vision Tsushin”

Publish the in-house booklet “Vision Tsushin” quarterly (booklet, posted on the intranet).

The booklet contains:

Messages from executives;

Our new efforts;

Comments from the top sales representative;

Introduction of our Divisions; and

Various information on labor, and compliance, etc.

It has been published since 2012.

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Social Activities

“Vision Kids Nursery” as a company-led nursery school

Childbirth and childcare are both big events for employees’ lives. Therefore, we implement the more flexible working rules, expand the vacation system, and encourage employees to take a leave, etc.

⇒ Provide more comfortable work environment (a sense of security that their children are nearby) than ever before.

* Establish a childcare facility within a site of CLT, where female employees account for more than 90%.

Create an environment where it is easy for employees to return to work, and hire employees who are motivated to work in a parenting generation.

⇒ **One of sources of sustainable growth**

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Social Activities

Support Japan Heart's activities "to deliver healthcare to medically-isolated areas."

Japan Heart is an International medical NGO originated in Japan, which was established by the founder Hideto Yoshioka (pediatrician) in order to improve the quality of medical support activities, based on his many years of medical experience in foreign countries.

The organization has been supported by many medical workers and volunteers. More than 4,500 volunteers have participated in the activities and conducted more than 200,000 treatments in developing countries.

Japan Heart's activities

There are four areas where medical care is difficult to deliver.
One is developing countries suffering from poverty and shortage of doctors.
One is remote areas and isolated islands in Japan.
One is inside children's heart who fight diseases.
One is the large-scale disaster-stricken areas.
Japan Heart is working to deliver medical care to these four areas.

Our support for Japan Heart

Provide free rental GLOBAL WiFi routers to Japan Heart volunteers who are active around the world and the secretariat.
Donate a portion of sales including from GLOBAL WiFi and information communication services.

Through this support, we hope to be able to support in delivering medical care to as many children as possible.

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Social Activities

Social
社会

Quarantine measures upon entry into Japan has been strengthened for prevention of COVID-19 spread
Using the Fast Track procedure can simplify entrance into Japan.

Pre-registration via "MySOS Web" or "MySOS" app is required to use Fast Track. Pre-registration must be completed at least 6 hours prior to the scheduled flight arrival time.

Our activities
Entrusted with app confirmation work, which is part of the above-mentioned quarantine measures work carried out by the airport quarantine station.

Entrusted Airports
Airports to which we are entrusted
(from March 2021)
Narita Airport, Haneda Airport,
Chubu Centrair International Airport,
Kansai International Airport,
Fukuoka Airport
(from July 2022)
New Chitose Airport, Naha Airport

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Social Activities

Social
社会

Providing PCR testing services, essential social infrastructure during and after the COVID-19 pandemic.

Participation in the Tokyo Metropolitan Government's Free PCR and Other Testing Programs

*Authorized as a free testing service provider for COVID-19 by our partner (Ido Medical Co., Ltd.).

Shinjuku Branch: Shinjuku PCR Center East Exit Branch
Shibuya Branch: Shibuya PCR Center Miyamasuzaka Branch, closed as of October 31, 2022 due to relocation.
Scheduled to open in mid-November 2022 at a new location (Shibuya Center-gai).

In addition to the centers, we also provide convenient home delivery and on-site testing services (limited to the 23 wards of Tokyo).

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Governance System

Governance

コーポレート・ガバナンス

Independent officer system

Total number of Directors: 6
(including independent outside directors: 3 / Male: 5, Female: 1)
⇒ They have rich experience in business management including web marketing, business for foreign visitors in Japan, financial industry and other global businesses, and business owners.
⇒ We attach great importance to the constructive dialogue with investors. When receiving an offer for dialogue from any investor, not only the director in charge, but also an any outside director will engage in dialogue.

Total number of Audit & Supervisory Board Members: 4
(Independent outside auditors: 4)
⇒ CPAs, prosecutors/lawyers, and business owners.

Strengthen information security

Acquired ISMS (Information Security Management System) certification
Acquired the certification for “ISO/IEC 27001.”

Established and has run the Information Security Committee.

Compliance, risk management, and internal control activities

Conduct education and training sessions regularly.

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Notes on the Future Outlook

Materials and information provided in this announcement include so-called “forward-looking statements.”

They are estimated at the present and are based on the assumption that involves forecasts and risks, and substantially they include uncertainties which could cause different results from these statements.

These risks and uncertainties include general industry and market conditions, and general domestic and international economic conditions, such as interest rates and currency exchange fluctuations.

In the future, even if there is new information or future events, etc., we shall not be obligated to update and revise the “forward-looking statements” included in this announcement.

Vision Inc.

Contact : Investor Relations Dept.
ir@vision-net.co.jp

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