Tokyo Stock Exchange Prime Market: Securities Code 3992

Needs Well Inc.

Financial Results for the Third Quarter of Fiscal Year 2022 (October 1, 2021 – June 30, 2022)

August 5, 2022





1. 2022/9 3Q Financial report summary



2. 2022/9 Results forecast



3. Growth strategy

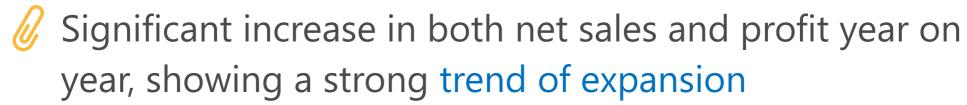


4. Reference



1.1) Financial highlights 1





- Expanded sales channels and reinforced the customer base through active capital and business alliances and business alliances
- Expansion in telecommunications and new orders for installation of large-sized VDIs contributed to sales growth
- The Solutions Business gave momentum to our growth, driven by a paperless work environment, telework, and the revised Preservation of Electronic Records Act

560 million JPY YoY + 28.2 % Ordinary profit

Ordinary profit margin

11.3%

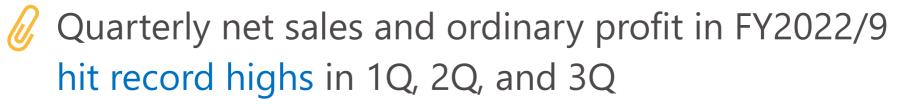
Net profit

388 million IPV YoY + 26.7 %

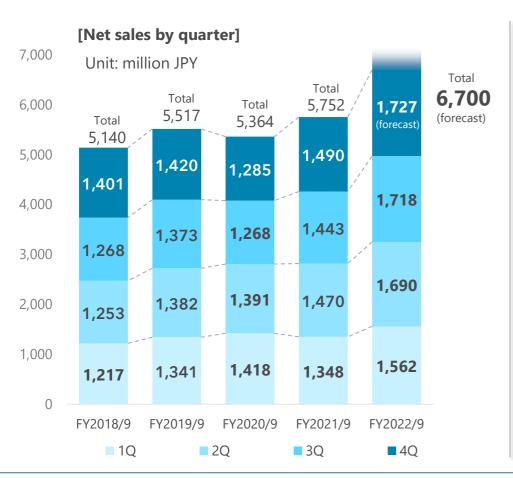
Net profit ratio

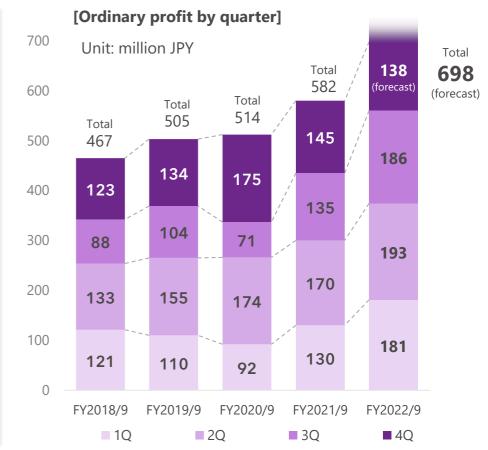
1.1) Financial highlights 2





Both net sales and ordinary profit are progressing faster than forecasts





1.1) Financial highlights 3





Medium-Term Management Plan Targets for FY2023/9

Net sales: 10.0 billion JPY Ordinary profit: 1.0 billion JPY

Present situation

While existing businesses are steadily expanding, we are facing issues in the pace of concluding M&A contracts

Breakdown of performance targets of the Medium-Term Management Plan (FY2023/9)

Existing businesses: 7.7 billion JPY

M&A: 2.3 billion JPY Net sales Total: 10.0 billion JPY



FY2022 (forecast) Existing businesses: **6.7** billion JPY + M&A: **0** billion JPY

Amount remaining:
3.3 billion JPY

FY2021 (results) Existing businesses: **5.7** billion JPY + M&A: **0** billion JPY

FY2020 (results) Existing businesses: **5.3** billion JPY + M&A: **0** billion JPY

Measures & revisions

Expand the weight of existing businesses by revising the breakdown of sales targets for existing businesses and M&A.

- 1) Cover delays in M&A by increased sales from capital and business alliances / business alliances
- 2) Continue to explore M&A projects that have the potential for synergies. Now working on evaluating the value of several projects
- 3) If a large amount of additional funding is required, consider bank loans instead of fund-raising through the issuance of new shares

1.2) Performance progression rate

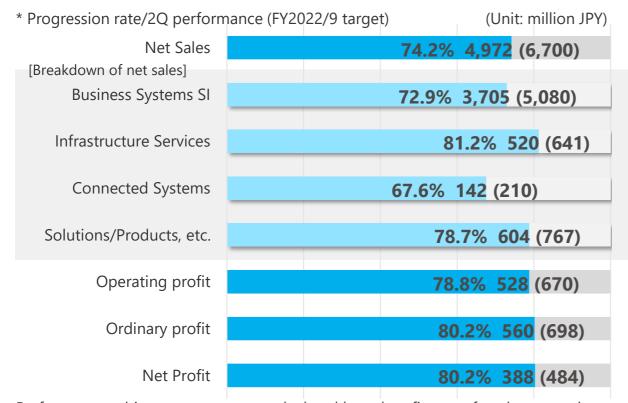


Progress of 74% in net sales and 80% in ordinary profit vs. upward revision, showing favorable progress

Business Systems SI: Strong performance in projects for telecommunication carriers, public infrastructure, and life insurance companies

Infrastructure Services: Strong performance in VDI installations and cloud-related projects **Solutions**: Strong performance in solutions relating to the Revised Preservation of

Electronic Records Act, DX, and telework



Performance achievement rates are calculated based on figures after the upward revision of results. [Reference] May. 9, 2022, "Notice on Upward Revision of Results Forecast"

Business Systems SI

Strong performance in core system testing for telecommunication carriers, development of information management systems and certificate issuing systems for a government agency, and agile software development for DX of insurance companies, etc.

Infrastructure Services

Sales were strong due to coordination between Business System SI and Solutions/Products, etc., for total orders as well as VDIs and network equipment construction orders, etc.

Connected Systems

Affected by the spread of COVID-19, orders for the manufacturing industry decreased.

Solutions/Products, etc.

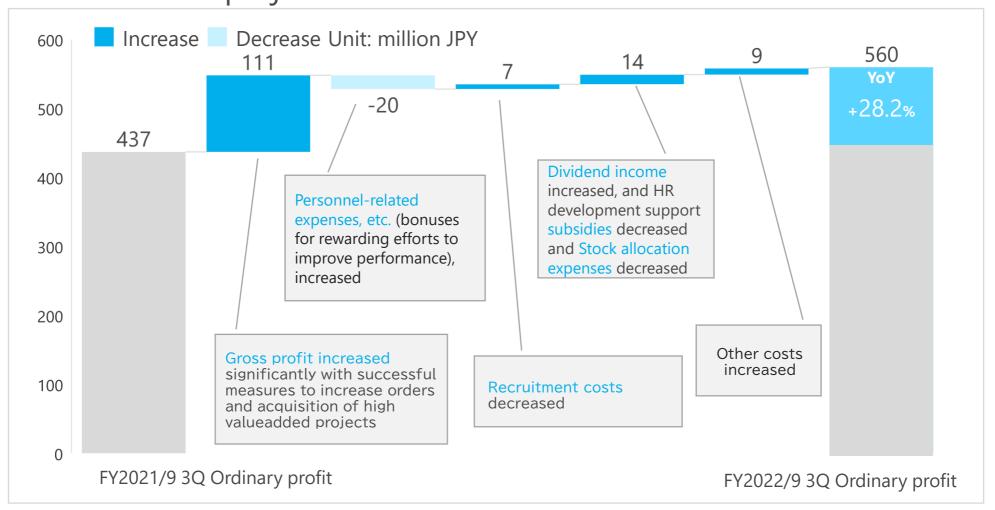
Invoice PA, a unique solution for expense management, and RPA remained strong. We aim to further expand the business in the next fiscal year by introducing new solutions.

1.3) Ordinary profit analysis



Gross profit increased 10.3% Ordinary profit increased 28.2%

year on year due to Increased orders and acquisition of highvalue-added projects



1.4) Profit & loss statement



Ordinary profit ratio was 11.3% (Up 1.0 pts YoY)

	FY2021/9 3Q Financial Results		FY2022/9 3Q Financial Results		
Unit: million JPY	Result	Net Sales	Result	Net Sales	Year-on-year
Net sales	4,262	-	4,972	-	116.7%
Business Systems SI	3,260	76.5%	3,705	74.5%	113.6%
Infrastructure Services	424	10.0%	520	10.5%	122.6%
Connected Systems	147	3.5%	142	2.9%	96.2%
Solutions/Products, etc.	429	10.1%	604	12.2%	140.8%
Gross profit	1,076	25.3%	1,188	23.9%	110.3%
SG&A expenses	642	15.1%	659	13.3%	102.7%
Operating profit	434	10.2%	528	10.6%	121.6%
Non-operating profit	11	0.3%	33	0.7%	301.0%
Non-operating expenses	8	0.2%	1	0.0%	17.2%
Ordinary profit	437	10.3%	560	11.3%	128.2%
Net profit	306	7.2%	388	7.8%	126.7%

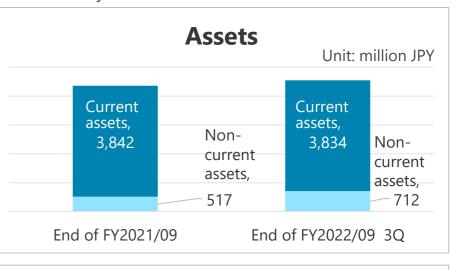
1.5) Balance sheet

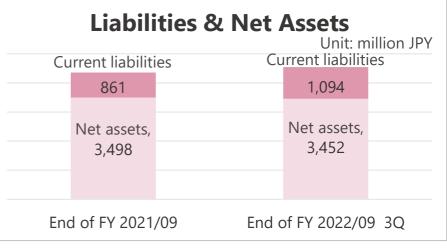


	*Selection of significant entries only	FY2021/9	FY2022/9 3Q	
Unit	: million JPY	Result		Year-on-year
	Cash and deposits Accounts receivable Accounts receivable - trade and contract assets	2,868 938 0	2,624 0 1,167	-244 -938 1,167
	Prepaid expenses Other	25 9	38 4	12 -4
	Total current assets	3,842	3,834	-7
Assets	Buildings, net Software Software in progress	31 82	29 86	- <mark>2</mark> 4
	Investment securities Shares of subsidiaries and associates	114 0	261 45	147 45
	Defferred tax assets Leasehold and quarantee deposits Insurance funds Other	118 83 76 7	119 82 76 10	0 -1 0 2
	Total non-current assets	517	712	194
Tota	al assets	4,360	4,547	187
Liabilities	Accounts payable - trade Accounts payable - others Accrued corporate tax, etc.	143 149 124	209 161 89	66 12 -35
	Accrued consumption taxes Deposits received Provision for bonuses	91 41 302	82 43 164	-9 1 -138
	Other	8	343	335
	Total current liabilities Total non-current liabilities	861 0	1,094 0	233 0
Tota	al liabilities	861	1,094	233
Equity	Share capital Legal capital surplus	907 763	908 764	0
	Retained earnings brought forward Treasury shares Valuation difference on available-for-sale securities	1,807 0 20	1,962 - <mark>200</mark> 18	154 -199 -2
Tot	al net assets	3,498	3,452	-2 -45
	al liabilities and net assets	4,360	4,547	187

Equity ratio at 75.9%

Remained at a high level despite being down 4.3 pts year on year due to the acquisition of treasury shares







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4. Reference

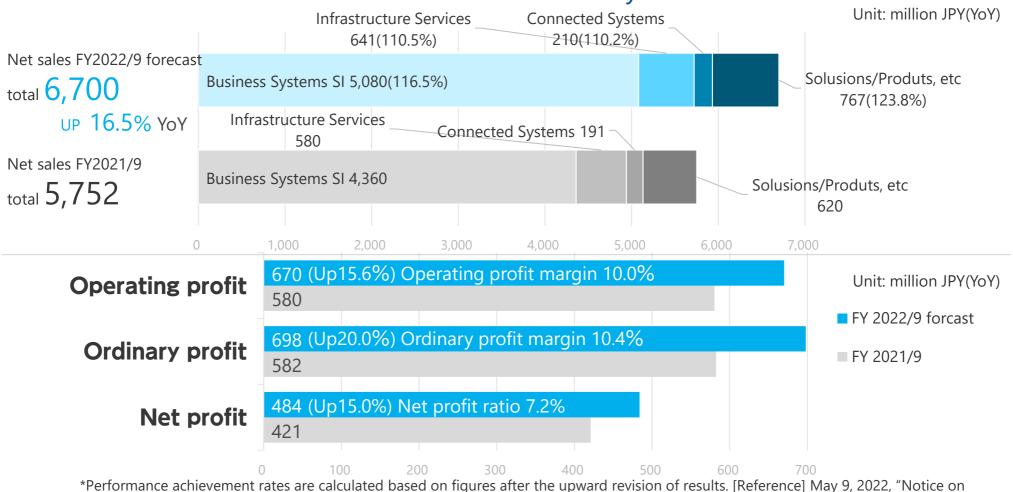


2.1) Forecast



Second upward revision to this fiscal year's results due to the results of the capital and business alliance, etc.

Forecast of increase in revenue for 2 consecutive fiscal years & increase in profit for 11 consecutive fiscal years



Upward Revision of Results Forecast"

^{*}Performance achievement has been revised upon recording salary increases and provision for bonuses at higher levels than in previous years.

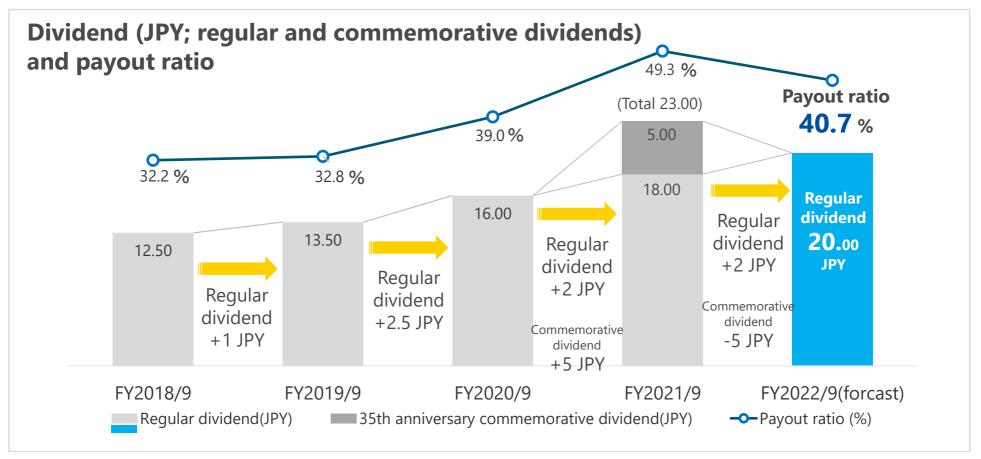
2.2) Dividends and shareholder returns



FY22/9 forecast Dividend per share: 20.00 JPY/share

2 JPY increase in regular dividend

Dividend increase for 4 consecutive fiscal years



^{*} The Company plans to pay a commemorative dividend of 5.00 JPY in addition to a regular dividend of 18.00 JPY in commemoration of the Company's 35th anniversary for the fiscal year 2021/9.

^{*} Needs Well conducted stock splits on April 1, 2018 at a ratio of 2 shares per share, and on January 1, 2019 at a ratio of 2 shares per share. Past annual dividends per share have been retrospectively adjusted based on these stock splits.



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3.1) Management philosophy



Management philosophy

Contributing Broadly to the Economy and Society

Business slogan

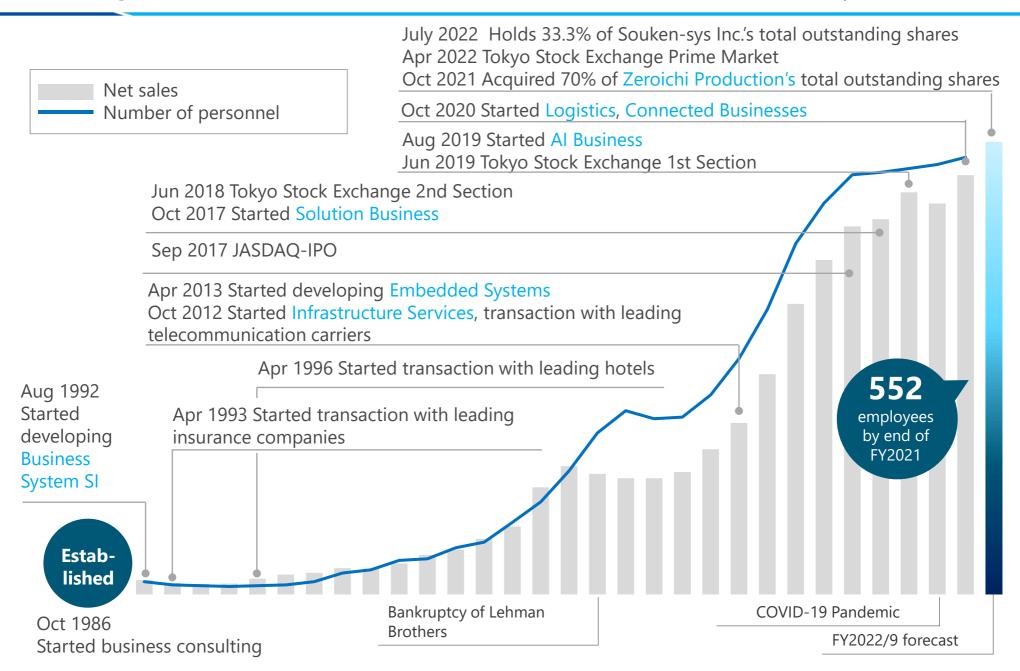
Try & Innovation

Constantly evolving,

Needs Well continues to contribute broadly to the economy and society with challenges and innovations.

3.2) Growth track





3.3) Medium-Term Basic Policy



Breaking away from the dispatch business, becoming a true system integrator

3.4) Our three strengths



Capacity for financial system development

Financial sector accounts for 50% of net sales in main service line, Business Systems SI.

Particularly advanced in life insurance and accident insurance sectors.

Strong performance record in developing systems for banks, credit cards, and securities.

Proficiency in direct sales to end users

High level of direct transactions with end users such as life insurance companies, leading hotels, telecommunications carriers, etc., composing over 50% of sales. **Proficiency in**

Capacity for financial system development

Our three strengths

direct sales to

end users

provide

Ability to provide solutions

Provides solution services optimized for each customer's business objectives through 5G, AI, RPA, remote work, etc.

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Ability to solutions

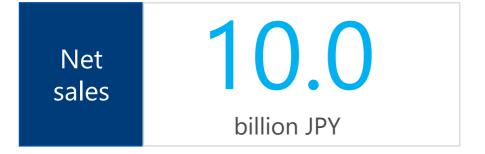
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3.5) 1 Performance targets

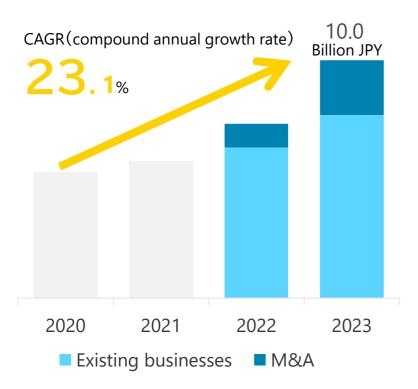


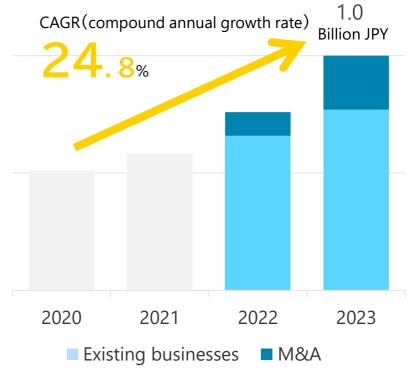
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FY2023/9









^{*} Please refer to page 5 for an analysis of the present situation and measures & revisions to be implemented.

3.5) 2 Promotion policies: Sales growth



Market scale (our forecast)

Logistics IoT software solutions market (WMS, etc.)

2023

103.0 bil. JPY



80.0 bil. JPY

Smart cities market

2023 **1,200.0** bil. JPY



680.0 bil. JPY

Al's major markets*

2023

64.0 bil. JPY



32.0 bil. JPY 2020

Logistics Business

Logistics industry is facing a serious labor shortage as the selection of diversifying needs continues to increase. There is urgent demand for immediate investment in streamlining, improving quality, and reducing environmental burden through the use of Al, IoT, etc.

Connected Business

Proceed to engage in connected technologies to enrich lives, such as smart cities which utilize IoT and AI to make the entire neighborhood more efficient and convenient, etc.

Solutions Business

Demand for investment is high due to structural reform for DX.

Introduce unique and differentiated products with integration functions that utilize AI and RPA.

M&A

Expand the scale of existing technologies and strengthen/introduce new technologies. Focus on logistics, connected functionality, AI, IoT, web, etc.

Al's major markets: Image recognition, speech recognition, speech synthesis, language analysis, search and retrieval, translation

Unit: billion JPY

+1.2

+0.3

+0.9

+2.3

Existing businesses billion JPY

FY2023/9

Sales growth

+4.7

billion JPY

[Breakdown]

 Existing businesses

2.4 bil. JPY

• M&A

M&A

2.3 bil. JPY

5.3 billion JPY

FY2020/9

3.6) Growth strategy



- 1 Promote improvement of corporate value
 - Expand Logistics Businesses

Focus points

- Expand Al Business
- 4 Expand nearshore development
- 5 Establish business foundation
- 6 Expand Solutions Business
- 7 Increase direct sales to end users





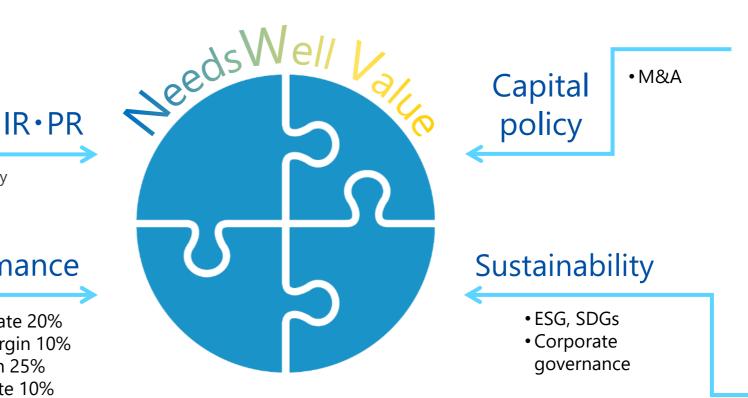
Promote our management philosophy of "Contributing Broadly to the Economy and Society" through improvement of the NeedsWell Value

- Institutional investorIndividual investors
- Media
- Promotes CI, VI

CI: Corporate Identity VI: Visual Identity

Performance

- Net sales growth rate 20%
- Ordinary profit margin 10%
- Gross profit margin 25%
- SG&A expenses rate 10%
- Net sales 10.0 billion JPY (FY2023/9)
- Liquidity market capitalization 10.0 billion JPY (FY2022/9)
- EPS 60 JPY, PER 30
- M&A



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3.6) 1 Promote improvement of corporate value ii

Proactively pursue M&A, capital and business alliances, and the development of collaborative relationships

Expanding sales channels, orders, products, and engineers for further growth

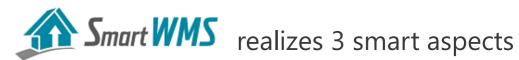
Feb. 2020	Capital and business alliance	ITFOR Inc.	Utilize engineers from both companies to secure personnel for development projects. Develop new customers.	
Mar. 2020	Core partner	Meiji Yasuda Life Insurance Company, Meiji Yasuda System Technology Limited	Build strong partnerships over the future and maintain development engineers for a long-term.	
Dec. 2020	Collaboration	Logi Revo Co., Ltd. Office FA.com Co., Ltd.	Propose new logistics business offering comprehensive services ranging from WMS installation to automated warehouses and operation / maintenance.	
Mar. 2021	Capital and business alliance	Souken-sys Inc.	Receive the supply of development personnel and strengthen orders for development projects in the areas that Souken-sys specializes in.	
Jul. 2021	Capital and business alliance	Canon IT Solutions Inc.	Expand development projects, support orders, and train engineers using a low-code development tool WebPerformer.	
Sep. 2021	Business alliance	CONEXIO Corporation	Develop two-stop business through collaboration with different industries. Aim to expand the customer base.	
Oct. 2021	Share acquisition	Zeroichi Production Co., Ltd.	Acquired 70% of Zeroichi Production's outstanding shares to expand the trading base in contract development for the construction sector and the MVNO business.	
Nov. 2021	Business alliance	Ascentech K.K.	Sell, install, and maintain solutions for building telework environment. through mutual cooperation.	
Feb. 2022	Capital and Business alliance	Ascentech K.K.	Collaborative development of a new hybrid VDI (virtual desktop) platform that can be freely configured for the cloud, on-premise, Windows, and Linux	
Jul. 2022	Equity investment	Souken-sys Inc.	Increase orders for development projects in the areas of Souken-sys's specialty by receiving provided development personnel. Currently holds 33.3% of the company total outstanding shares through additional investment.	
Jul. 2022	Business alliance	Sakura Information Systems Co.,	Expand areas for collaboration such as finance/payment, public infrastructure/ energy, and IT infrastructure, share knowledge, and strengthen our project capacity.	

3.6) 2 Expand Logistics Businesses



With the growing needs of an Internet-based society, IT resolves issues in logistics warehouses facing labor shortages

Warehouse Management System



Manpower-saving, paperless system

- Improvement of operations at worksites with the use of handy terminals
- Elimination of paper from a series of tasks in warehouses
- Work with robots

Visualization of issues

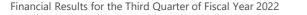
- Productivity improvement with advanced analytical functions
- Optimization of staffing in warehouses
- Improve the loading rate of delivery vehicles



Easy-to-operate system

- Uniform operability to prevent input errors
- Search items can be freely set by each person in charge

Quickly accommodate requests ranging from WMS installation to automated warehouses and operation / maintenance



3.6) 3 Expand Al Business



Expand AI Business by expanding the Work AI lineup

* Work AI is a general term for industry-specific AI solutions developed to support corporate DX by utilizing know-how in integration for AI, RPA, etc.





Al Remote Education Speak Analyzer

Quantitative visualization of business talks with numerical values and graphs.

Al comparison of information with top performing models to provide feedback on points needing improvement.



Al automation of rough estimation of parts and materials

Es Prophetter

Aiming at the automation and accuracy improvement of rough estimation of parts and materials in the construction industry.



3.6) 4 Expand nearshore development



Nagasaki Development Center aims to maintain 100 employees in FY2024/9

Utilize nearshore bases to acquire highly competent personnel and provide solutions for labor shortages

Nearshore utilization

- Expand nearshore development system by accepting orders for out-of-office projects
- Promote transition from dispatch and residential styles while standardizing nearshore development

Personnel acquisition

 Recruiting and training highly competent engineers who seek local employment

Recruiting from local universities

Recruiting U-turn and I-turn personnel

3.6) 5 Establish business foundation



Establishing a business foundation for stable development into the future as a listed company

Business Systems SI

- Expand into the financial sector by accumulating business knowledge and training highly-skilled engineers
- New development into the logistics sector

Infrastructure Services

 Coordinate with Business Systems SI for total orders

Connected Systems

• Strengthen connected technology in addition to specialization in automobiles and medical equipment

▶▶▶ Service line composition

Service lines that establish the business foundation

Business Systems

Infrastructure Services

Connected Systems

+

Service line that accelerates business expansion and increases added value

Solutions/Products, etc.

3.6) 6 Expand Solutions Business



Expanding the Solutions Business to accelerate business expansion and increase added value

Net sales composition ratio target 15.0% in FY2023/9 (FY2021/9 results: 10.8%)

Expansion strategy

Provide DX centered on



solutions from Needs Well

Coordinating peripheral systems based on ERP

- Improve productivity by introducing electronic contracts and approvals
- Paperless accounting department in preparation for the Revised Preservation of Electronic Records Act
- Improve productivity by making general affairs and year-end tax adjustment work paperless
- Build a secure telework environment
- Improve business efficiency by centralizing user authentication for multiple systems



- ✓ Provide ໄ∩∨໐ໍເce PA 🜈 CoNeCt ĬmPaC 'N-navi', related with SAP Concur
- **✓** Provide collaboration solutions RPA tools and business chat tools 'Chat Director'
- Provide solutions FAQ and search for documents Chat Document

3.6) 7 Increase direct sales to end users



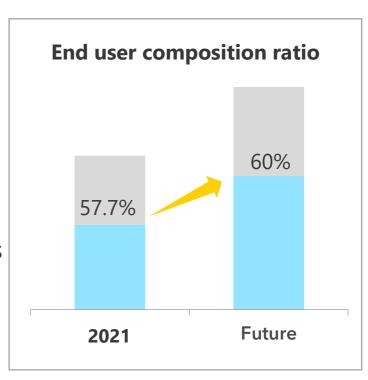
Stabilize orders and improve profitability, maintain and expand end user direct sales ratio to over 50%

Maintain and expand existing users

- Secure repeat customers
- Train highly skilled engineers and expand the scope of expertise sectors
- Cultivate new sectors of expertise

Cultivate new users

- Horizontal expansion by introducing Needs Well's development results and business know-how to new companies that are similar to existing users
- Develop with various solution products



Develop new users by expanding solutions business

Focus on Solution Business with a high ratio of sales to end users



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4.1) Company profile



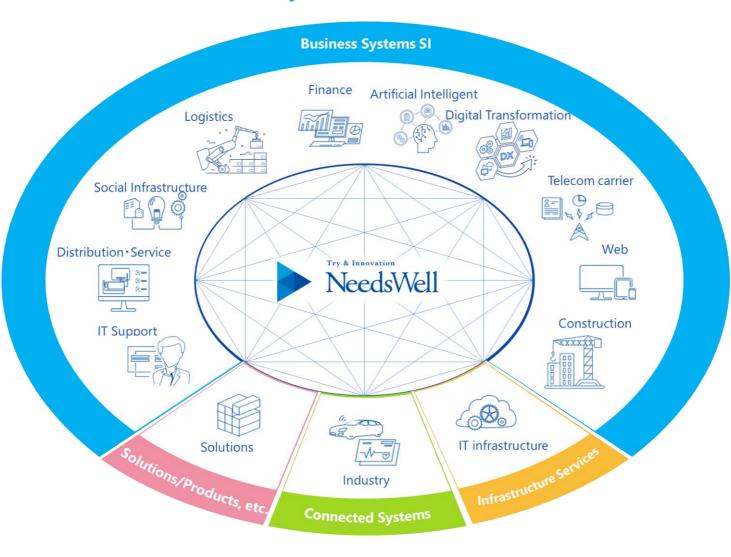
As of September, 2021

			713 of September, 2021		
Company Name	Needs Well Inc				
Head Office	13F, New Otani Garden Court, 4-1 Kioi-cho, Chiyoda-ku, Tokyo, 102-0094 Japan				
Office	 Shinjuku Office: 5F, South Tower, 13-15 Tomihisa-cho, Shinjuku-ku, Tokyo, 162-0067 Japan Nagasaki Office: 5F, Meijiyasudaseimei Nagasakikozenmachi building, 2-21 Kozen-machi, Nagasaki-shi, Nagasaki, 850-0032 Japan 				
Contact	TEL: +81-3-6265-6763 FAX: +81-3-6265-6764 URL: https://www.needswell.com				
Representative	President and CEO Kozo Funatsu				
Established	October 1, 1986 Stock Listing		Tokyo Stock Exchange, Prime Market (3992)		
Paid-in Capital	907 million JPY	Net sales	5,752 million JPY		
Number of Employees	582 As of April,2022				
Qualification	Worker dispatch business ISO27001 (ISMS) Certified Privacy mark ISO9001 (QMS) Certified				
Board of Directors As of April,2022	President and CEO Executive Director Director Composition		Audit & Supervisory Board Member Kazuhiko Kato Audit & Supervisory Board Member Kotaro Niwa E I Audit & Supervisory Board Member Shigeru Sato E I E:External officer I:Independent officer		

4.2) Business fields

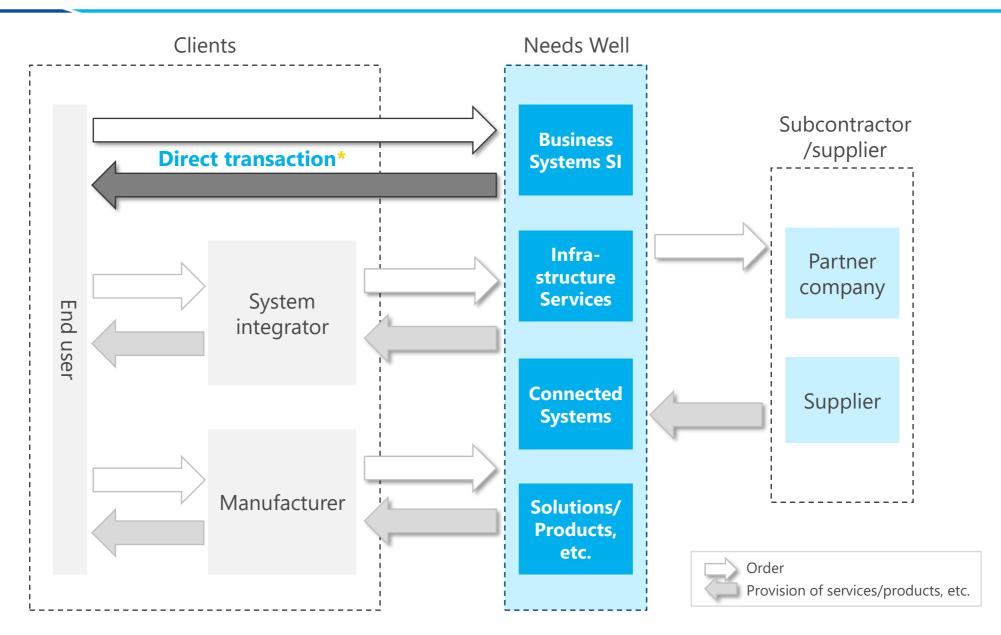


Needs Well provides total IT services through four services focused on Business Systems SI for finance.



4.3) Business system diagram



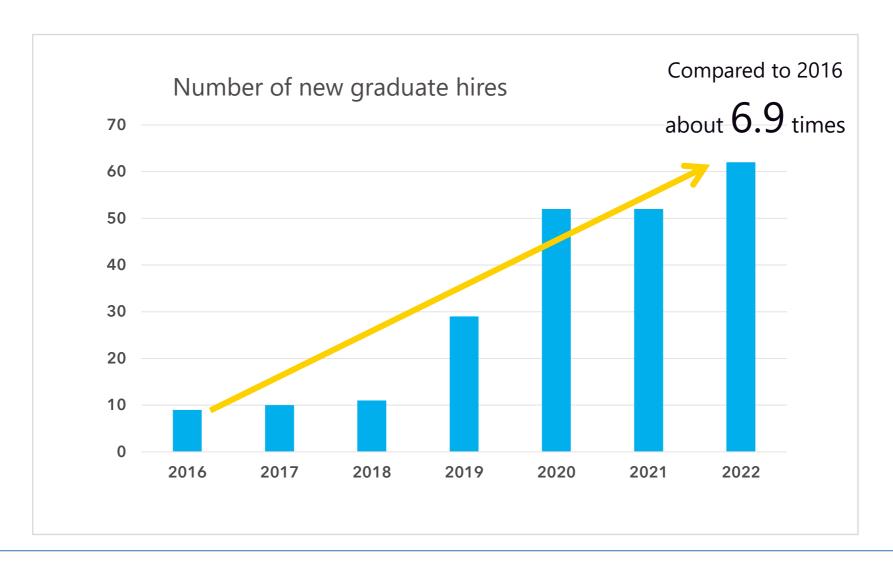


^{*} High level of direct transactions with end users (approx. 57.7% of all sales)

4.4) Personnel development 1 Strengthening new graduate hires



Hire new graduates and develop professional human resources Aim to pass on corporate philosophy and culture and enhance engagement

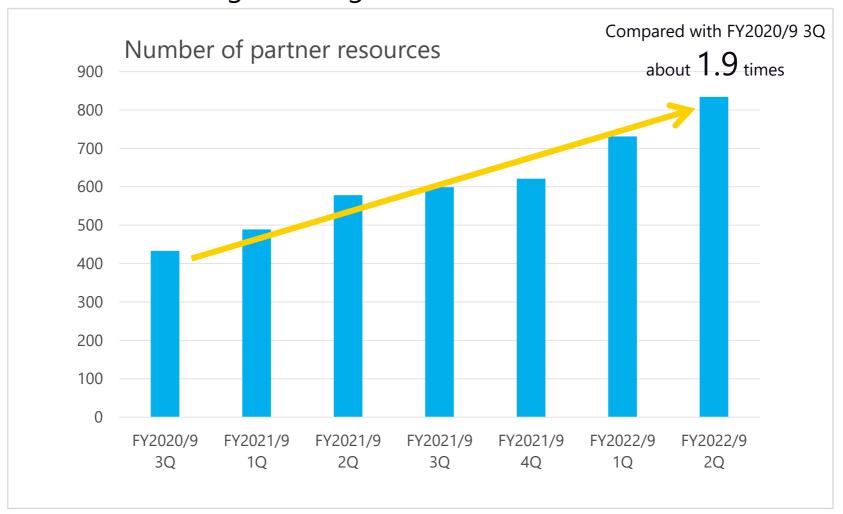


4.4) Personnel development 2 Strengthening collaboration with partners



Strengthen cooperation with core partners to develop and aim for prosperous coexistence

Shared strategies / long-term trust / stable transactions



4.5) 1 Initiatives directly linked to business

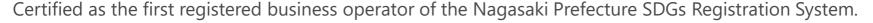


Aim for sustainable management through business strategies that incorporate the perspectives of SDGs, ESG, and CSR

Nearshore Development Promotion: Nagasaki Development Center to maintain 100 employees by 2024

Promote development by committing to QCD (quality, cost, and delivery) through remote development system that utilizes nearshore bases.





Participated in the "SDGs Public-Private Partnership Platform for Regional Revitalization" established by the Cabinet Office.

Participated in the Cabinet Office's "Public-Private Partnership Platform for Regional Revitalization SDGs"

Development of new solutions to assist DX

Assist client companies in realizing and promoting DX to overcome the "2025 Digital Cliff" by building platforms using AI technology, providing systems, analyzing data, saving labor through RPA integration, et Contribute to building the industrial foundation of a digital society.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Collaboration with partner companies

Promote partnerships with contractors and suppliers and aim to establish a structure for continuing to develop together over a long period of time.







4.5) 2 Initiatives supported by systems and activities

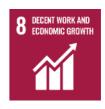


Work style reform & personnel development

- Promote a healthy work-life balance by incentive dates for paid leave, Premium Friday (leaving work early on the last Friday of the month), reducing overtime work, etc.
- Expand selection of employees eligible for remote work
- System for encouraging skill improvement and motivation

Increase ratio of female employees and managers

Target female manager ratio: 30%, target female employee ratio: 30%









Al education for students

Arrange AI programming experiences and 5 day/3 week internships for students Conduct programming classes on apps for submitting electronic applications and creating interactive AI chatbots, WinActor (RPA) to improve efficiency of school operations, taste data analysis, etc. (2020 - 2022)



Donate to assistance programs for repaying student loans

Contribute to projects by Nagasaki Prefecture for assisting young adults in the repayment of their student loans

Develop leaders who will establish themselves and play central roles in the local community



Support for V-Varen Nagasaki of the Soccer J League

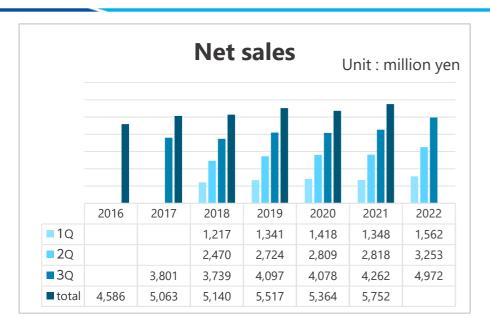
Concluded a sponsorship agreement to support the promotion of sports culture and revitalization of the local community

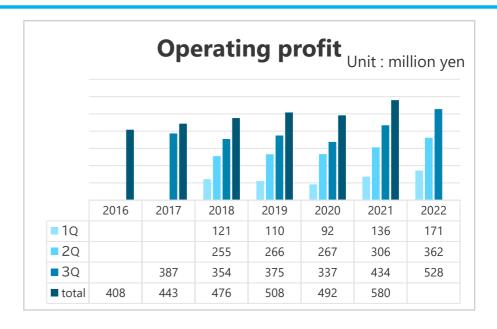


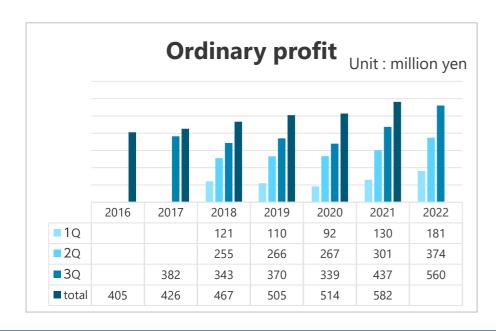


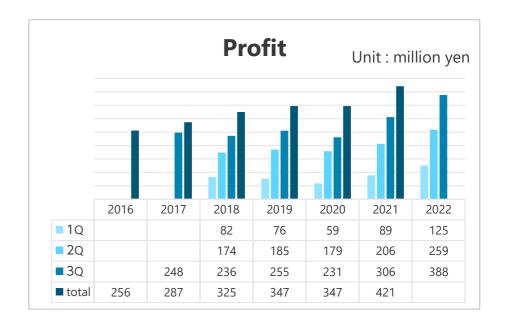
4.6) Business results 1





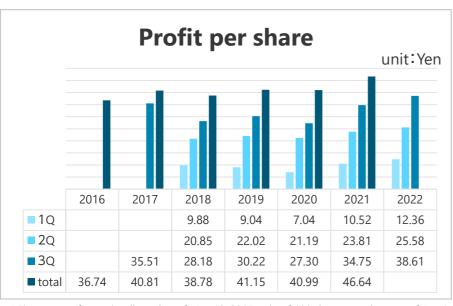




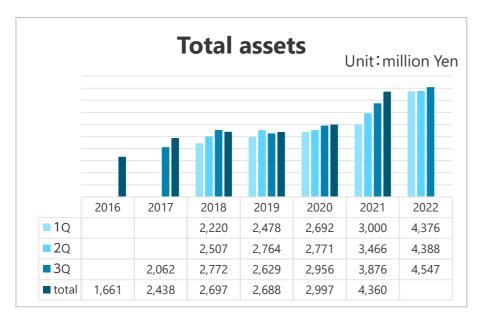


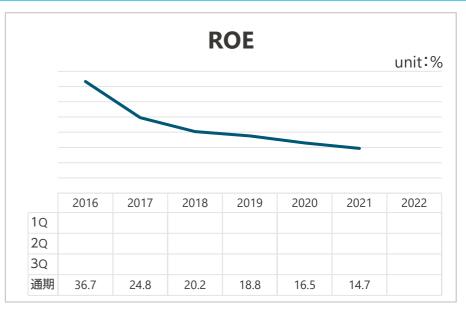
4.6) Business results 2



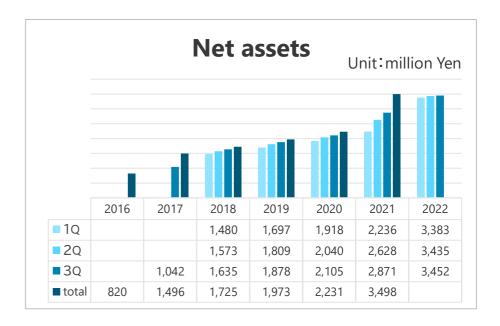


^{*} Figures are after sprit adjusted as of May 12, 2017 ratio of 100 shares per share, as of Apr 1, 2018 ratio of 2 shares per share, as of Jan 1, 2019 ratio of 2 shares per share.



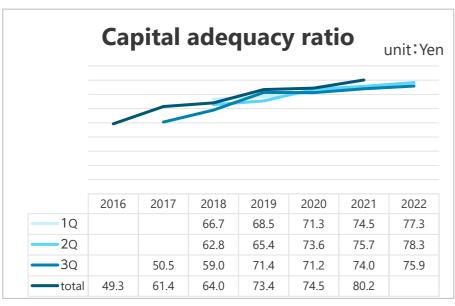


* This index is updated every year



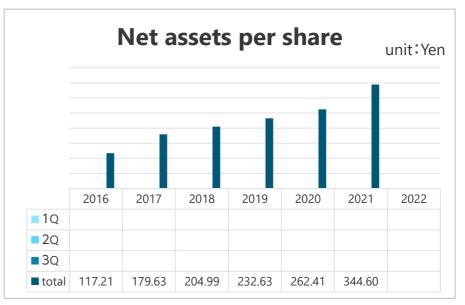
4.6) Business results 3







^{* 3}Q is total of 1Q to 3Q



^{*} Figures are after sprit adjusted as of May 12, 2017 ratio of 100 shares per share, as of Apr 1, 2018 ratio of 2 shares per share, as of Jan 1, 2019 ratio of 2 shares per share.

^{*} This index is updated every year







- All statements described herein have been prepared by Needs Well based on the currently available information.
- Actual results may differ from forecasts due to various factors in the future.

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