

DTS Group Medium-Term Management Plan

(2025–2027)

1. Review of Medium-Term Management Plan (2022–2024)

2. Medium-Term Management Plan (2025–2027)

Appendix

1. Review of Medium-Term Management Plan (2022–2024)



Achieved medium-term plan targets with net sales of ¥125.9 billion, operating profit of ¥14.4 billion, and EBITDA of ¥15.6 billion. ROE was 17.7%, achieving the Vision 2030 target ahead of schedule. Productivity achieved the target of ¥2.8 million in operating profit per employee.

		Medium-Term Plan	FY2024 Results	
Operating revenue	Consolidated net sales	¥110.0 billion or higher	¥125.9 billion	✓
	Operating profit	¥12.0 billion or higher*1	¥14.4 billion	✓
	EBITDA	¥13.0 billion or higher	¥15.6 billion	✓
	EBITDA margin	Approx. 12%	12.4%	✓
	Productivity (In Japan; operating profit per employee)	¥2.8 million	¥2.8 million	✓
Management efficiency	ROE	13% or higher	17.7%	✓*2

*1 Reference

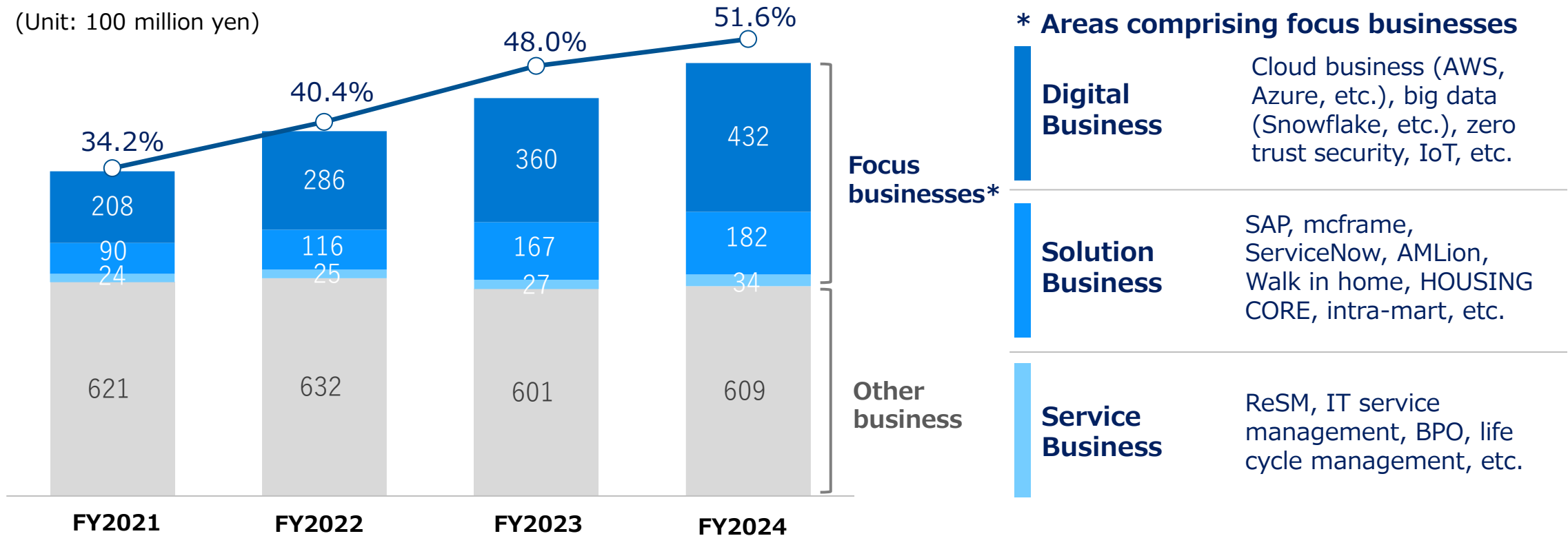
*2 Achieved target for 2030 of 16%

Changes in Net Sales of Focus Businesses

Net sales of focus businesses increased to ¥64.9 billion (up ¥32.6 billion) in three years. Focus businesses reached 51.6% of net sales, exceeding the medium-term plan target of 40% or higher.

		Medium-Term Plan	FY2024 Result
Focus areas	Net sales of focus businesses	40% or higher	51.6% <input checked="" type="checkbox"/>

(Unit: 100 million yen)



Progress by Segment

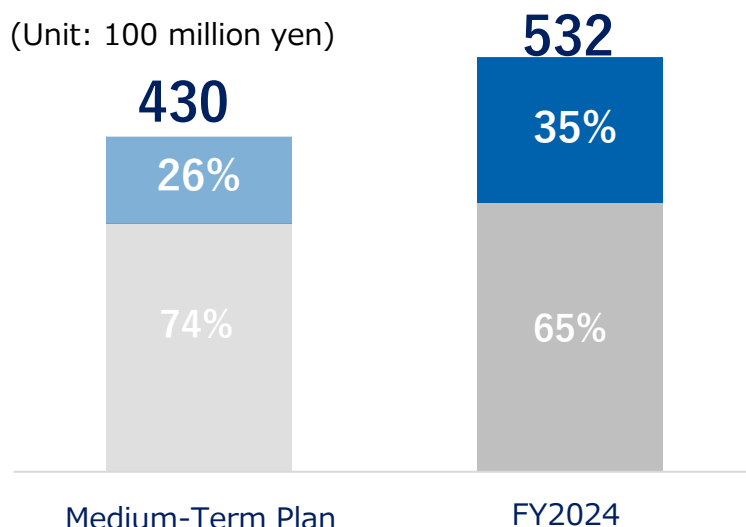
Operation and Solutions Segment

Increasing IT investment by financial institutions yielded growth for both focus businesses (the modernization business, etc.) and other business. We achieved our medium-term plan targets with net sales of ¥53.2 billion and a percentage of focus businesses of 35%.

Net Sales: Percentage of focus businesses

■ Focus businesses ■ Other business

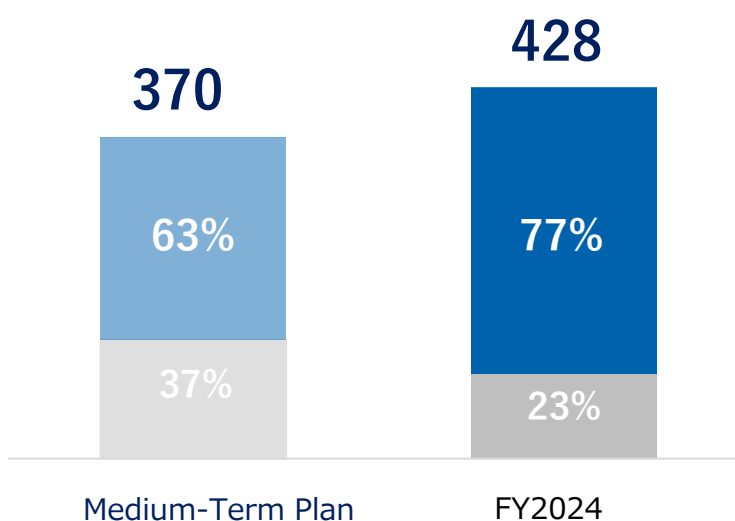
(Unit: 100 million yen)



Technology and Solutions Segment

Net sales grew thanks to focus businesses including IoT-related businesses such as DX (digital transformation) solutions and in-vehicle solutions, as well as businesses focused on manufacturing clients. We achieved our medium-term plan targets with net sales of ¥42.8 billion and a percentage of focus businesses of 77%.

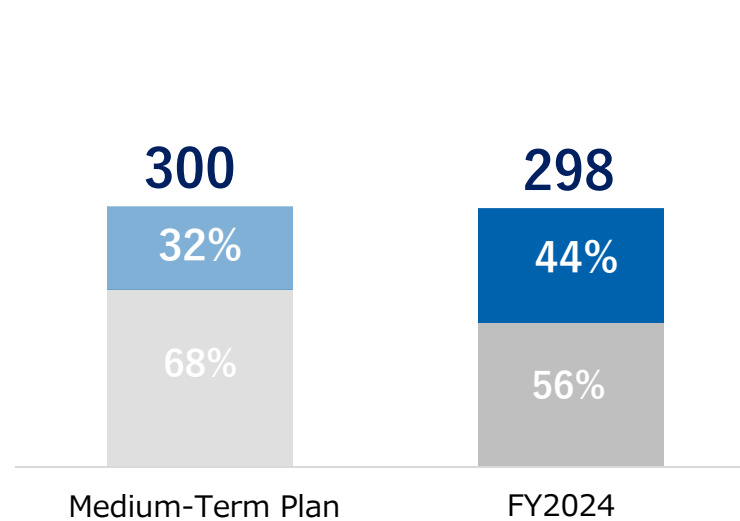
(Unit: 100 million yen)



Platform and Services Segment

Sales volume of cloud computing-related products, devices and the like increased, as did operational infrastructure design-and-construction projects, but sales volume of products related to supercomputers and the adoption of virtualized environments decreased, resulting in net sales of ¥29.8 billion. The percentage of focus businesses was 44%, achieving our medium-term plan target.

(Unit: 100 million yen)



Growth Investment

Growth investment came to ¥27.3 billion, exceeding our targeted three-year total of ¥25.0 billion.

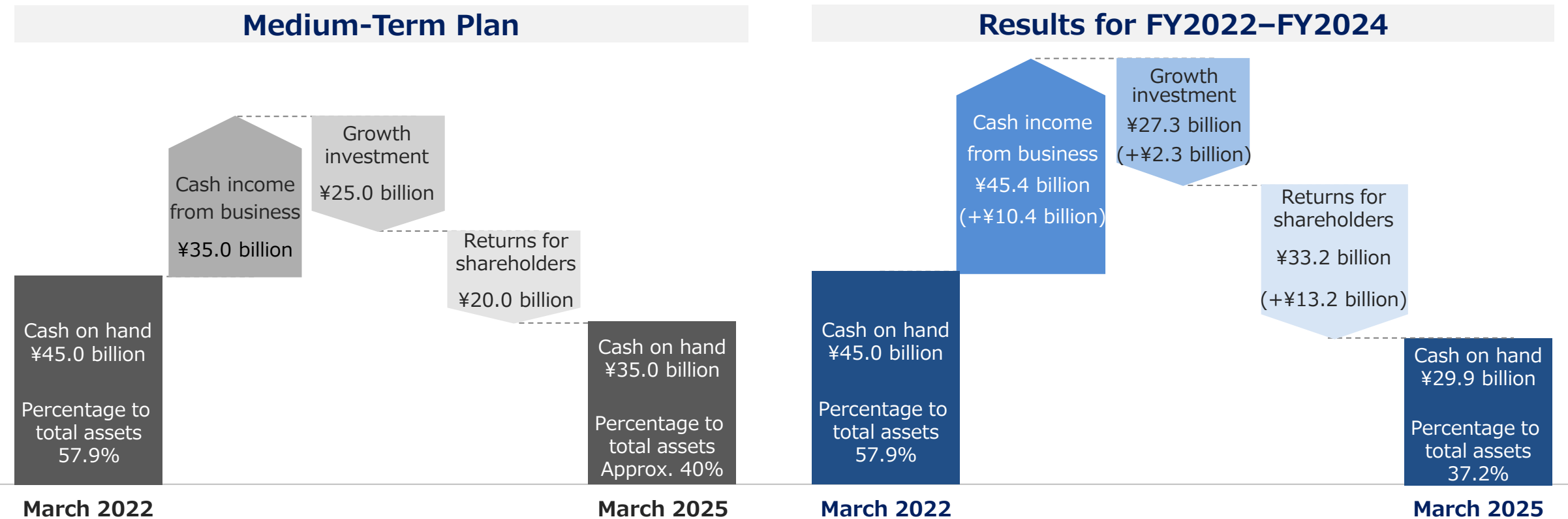
		Medium-Term Plan	Results for FY2022–FY2024	
Investments	Growth investment	¥25.0 billion	¥27.3 billion	✓
	Investment in human resources (inc. higher personnel expenses due to workforce expansion)	¥7.5 billion	¥8.9 billion	✓
	M&A	¥10.0 billion	¥11.6 billion	✓
	Business investment	¥7.5 billion	¥6.7 billion	Close to target
	Capital expenditures	¥3.0 billion	¥2.4 billion	Close to target
	Investment in R&D	¥2.0 billion	¥0.6 billion	×
	Other business investment	¥2.5 billion	¥3.6 billion	✓

*Results for FY2022–FY2024 represent cumulative amounts

Changes in Cash Allocation

Achieved our medium-term plan target with a percentage of cash on hand to total assets of 37.2%. This was the result of cash income from business exceeding the plan target by ¥10.4 billion, while growth investment exceeded the plan target by ¥2.3 billion, and returns for shareholders exceeded the plan target by ¥13.2 billion.

		Medium-Term Plan	FY2024 Result	
Cash allocation	Percentage to total assets	Approx. 40%	37.2%	✓

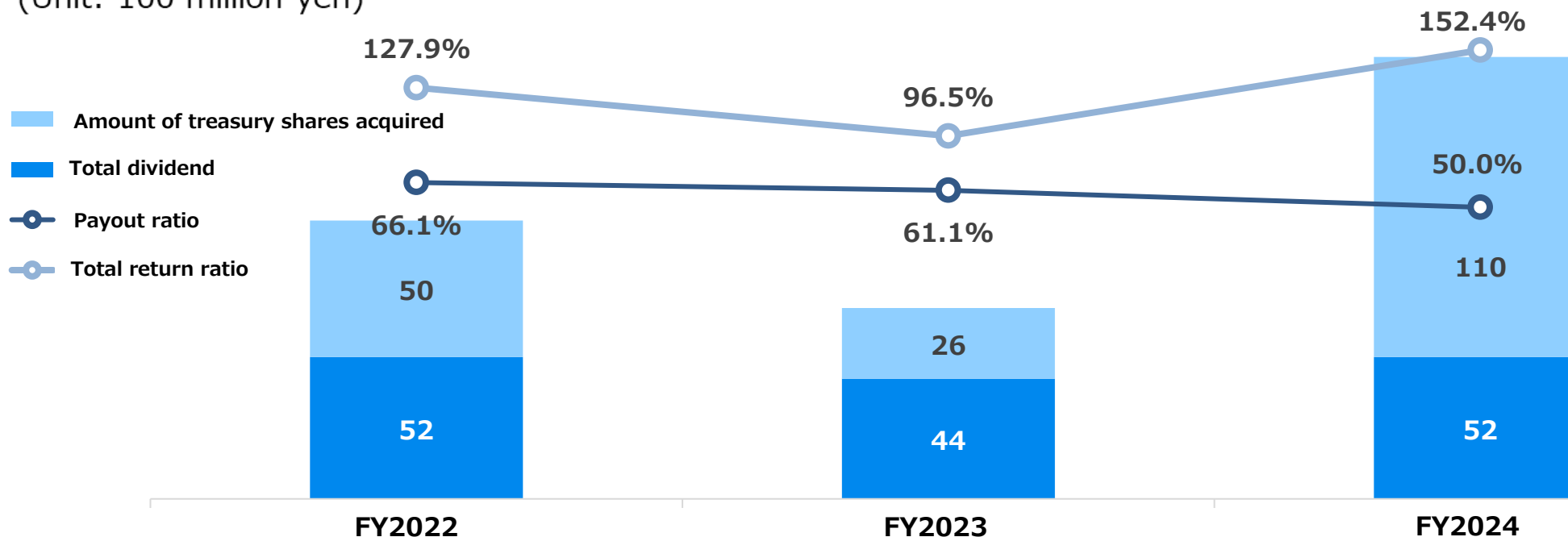


Management Indicators | Financial (Returns for Shareholders)

We expect to achieve our medium-term plan targets for FY2024 with a payout ratio of 50.0% and a total return ratio of 152.4%. We achieved the medium-term plan targets in both FY2022 and FY2023.

		Medium-Term Plan	FY2024 Projections*	
Returns for shareholders	Payout ratio	50% or higher	50.0%	✓
	Total return ratio	70% or higher	152.4%	✓

(Unit: 100 million yen)



* Dividend amounts will be determined at the General Meeting of Shareholders

Management Indicators | ESG-Related

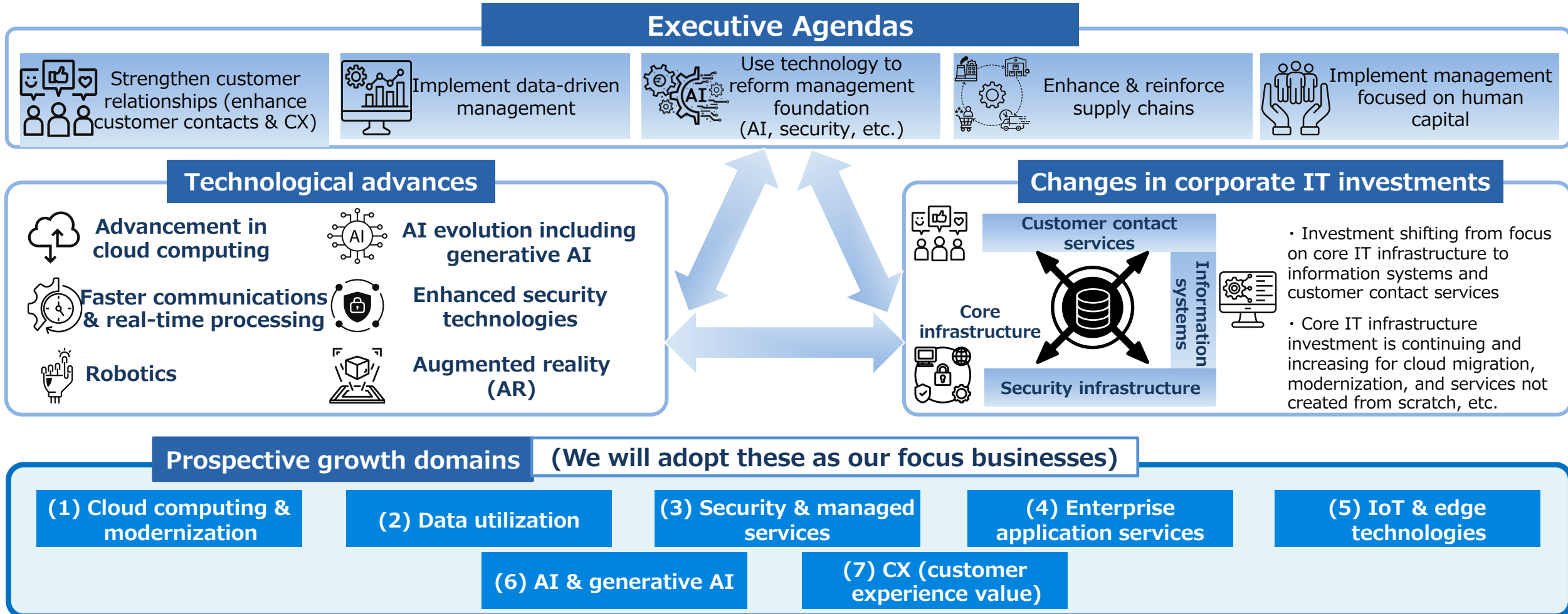
Achieved our medium-term plan targets for ESG-related indicators with a reduction in CO₂ emissions of 52.7%, SDGs-related net sales of 47.3%, a ratio of female Directors of 20.0%, and a ratio of Outside Directors of 60.0%. The ratio of female Directors was 5.6%, falling short by 0.4 of a percentage point.

		Medium-Term Plan	FY2024 Results	
ESG	Reduction of CO ₂ emissions (compared with FY2013 figures)	50% or higher	52.7%	✓
	SDGs-related net sales	40% or higher	47.3%	✓
	Ratio of female managers	6% or higher	5.6%	Close to target
	Ratio of female Directors	10% or higher	20.0%	✓
	Ratio of Independent Outside Directors	Over 50%	60.0%	✓

2. Medium-Term Management Plan (2025–2027)

Observation on the Business Environment

With advances in technology, executive agendas are increasingly centered around themes such as strengthening customer relationships and data-driven management. In line with and influenced by these shifts, corporate IT investments are moving toward information systems and customer contact services. As a result of these changes, growth is expected in 7 domains.



The Pillars of our Medium-Term Management Plan

Medium-Term Management Plan (2025–2027) is focused on 3 pillars to promote our business growth and expansion as well as enhance stability and reliability.





Pillar 1:

Evolution of Focus Businesses and Deepening of Core Businesses



In line with our observation on the business environment, we newly set “concentrated investment areas” and “forward-looking investment areas” within our focus businesses, seeking to expand business and make profits in our operations including the core businesses and global (overseas) fields.



1

Evolution of focus businesses | Expand in concentrated investment areas

Within our focus business areas promoted to date, we redefined **5 domains** offering particular growth potential as **concentrated investment areas** for further business expansion

(1) Cloud computing & modernization; (2) Data utilization; (3) Security & managed services; (4) enterprise application services; (5) IoT & edge technologies

2

Evolution of focus businesses | Tackle forward-looking investment areas

We also set **2 forward-looking investment areas** we will tackle to offer new value to customers. After setting net sales targets for 2030, we will pursue initiatives in these areas.

(6) AI & generative AI; (7) CX (customer experience value)

3

Deepening of core businesses | Conduct stable business operations

To conduct stable business operations, we will increase business with prime customers by boosting our ability to handle, and offer proposals for, upstream processes. We will also enforce rigorous quality management and strengthen our development capabilities.

4

Global (overseas) | Set new business strategies

We will prioritize reinforcement of governance and management oversight as we incrementally improve business profitability in line with redefined country-specific policies.



1

Focus Businesses (1) to (5) | Expand in Concentrated Investment Areas



Within our focus business areas promoted to date, we redefined 5 domains offering particular growth potential as concentrated investment areas in which we will target further business expansion.

(1) Cloud computing & modernization



Net sales
¥20.6 billion → **¥25.0 billion**
(FY2024) (FY2027 target)

Use our operational and technical capabilities cultivated over many years as the basis to provide modernization and cloud migration services for core systems in particular

(4) Enterprise application services



Net sales
¥8.4 billion → **¥14.0 billion**
(FY2024) (FY2027 target)

Leverage enterprise applications such as ServiceNow, SAP, mcframe, and HOUSING CORE to provide solutions that support improved work processes and operational efficiency for customers

(2) Data utilization



Net sales
¥1.0 billion → **¥2.5 billion**
(FY2024) (FY2027 target)

Speed up strategic decision-making by utilizing BI tools and AI including Tableau and Snowflake to provide data management platforms, big-data analysis, data mining, visualization, etc.

(5) IoT & edge technologies



Net sales
¥8.9 billion → **¥11.5 billion**
(FY2024) (FY2027 target)

Provide development of embedded software and products primarily for in-vehicle use, as well as planning and development of total solutions leveraging RFID in the edge computing domain, among other services

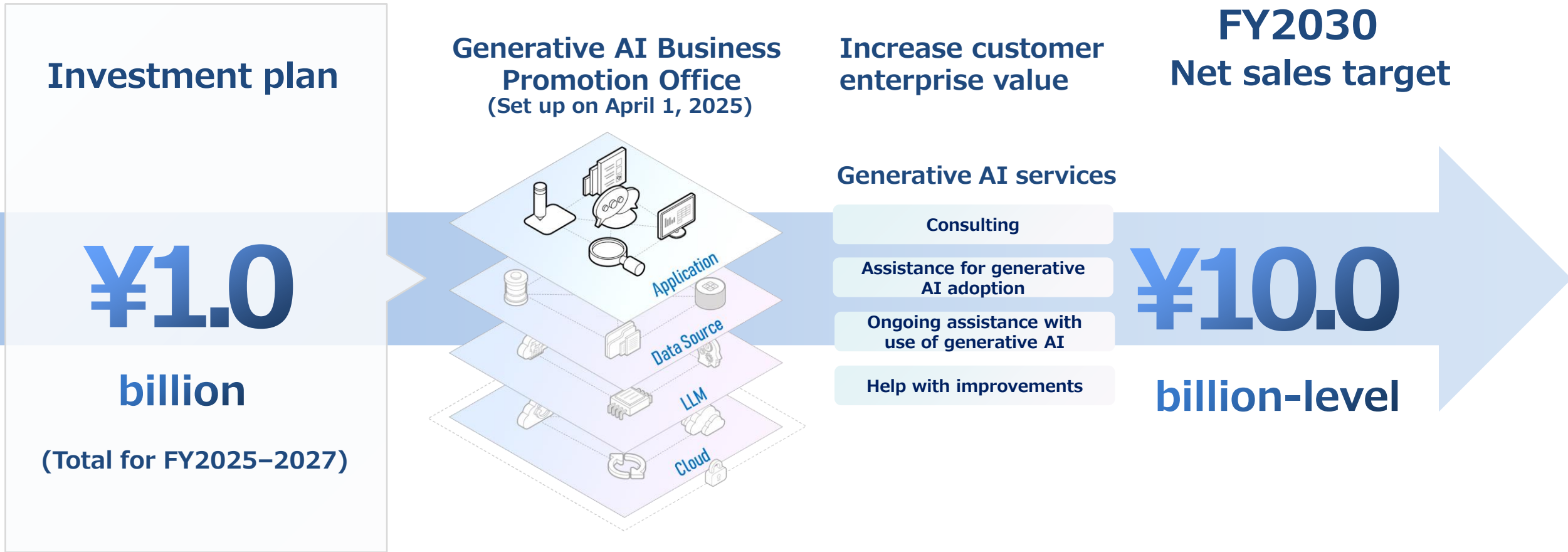
(3) Security & managed services



Net sales
¥6.9 billion → **¥10.0 billion**
(FY2024) (FY2027 target)

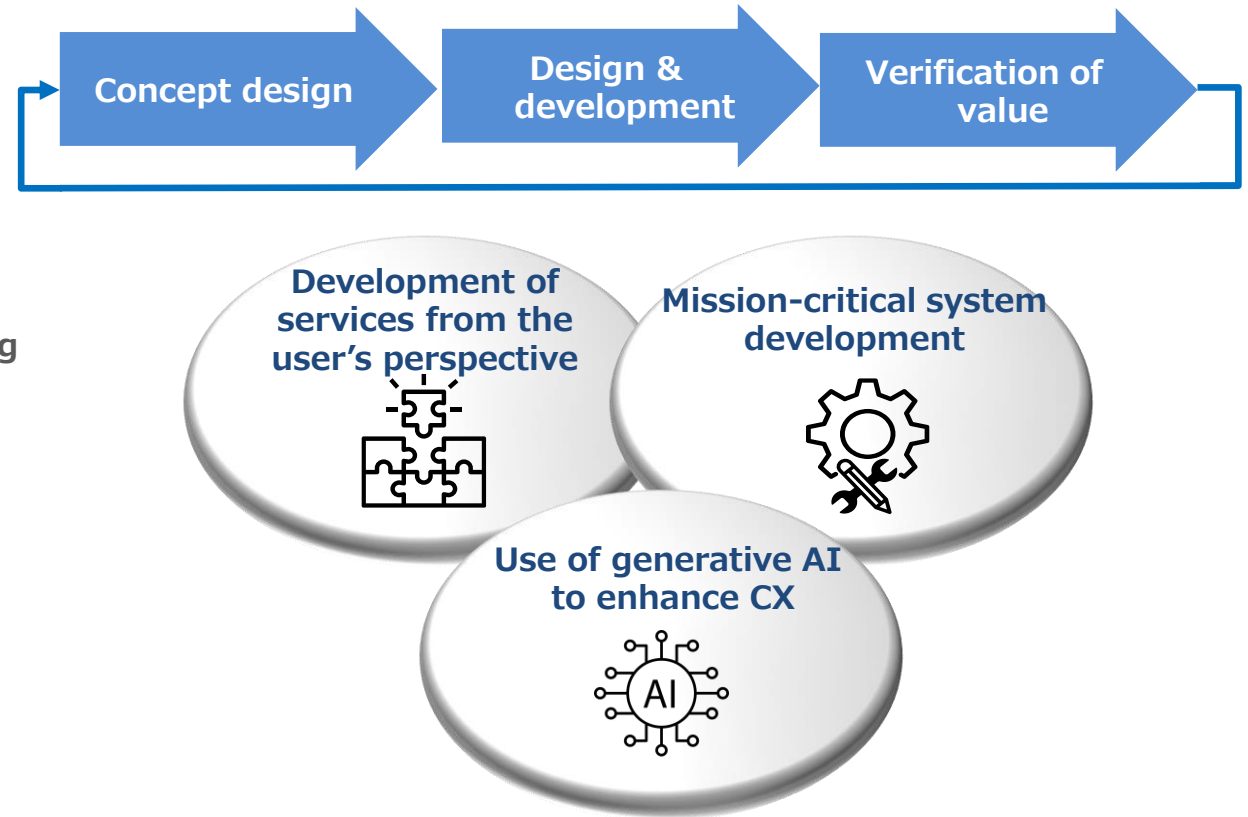
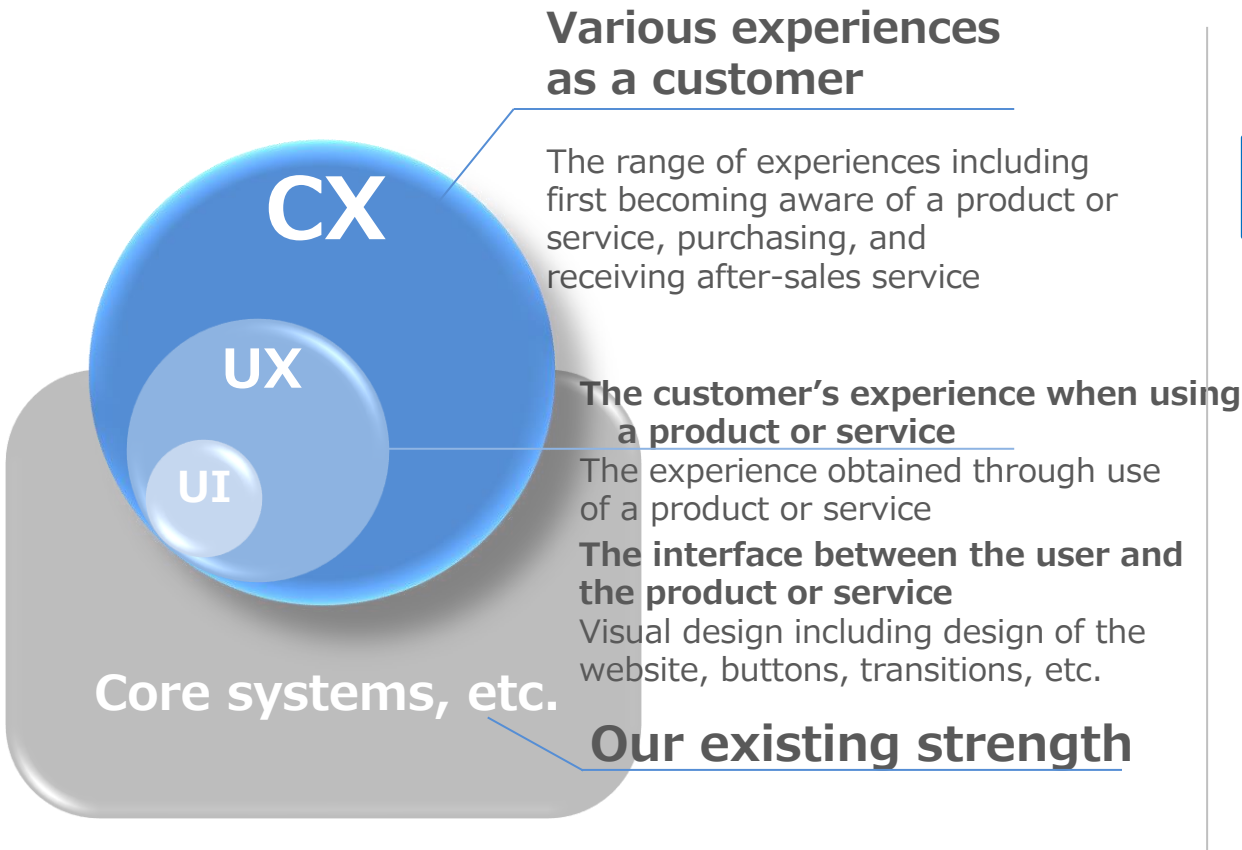
Address the threat of increasingly sophisticated cyber attacks, etc. by providing security solutions and tools centered on zero trust environments and AMLion, our anti-financial crime solution

On April 1, 2025, we set up the new Generative AI Business Promotion Office. We plan to strengthen our capabilities in the use of generative AI in collaboration with external partners. We will use generative AI to dramatically increase enterprise value for our customers, aiming to achieve net sales at the ¥10.0 billion-level in combination with SI services.



In the increasingly important CX (customer experience value) domain, we will supplement the mission-critical system development capabilities that are our existing strength with service design capabilities and combine these with use of generative AI to support our customers in creating new business.

FY2030 Net sales target ¥5.0 billion

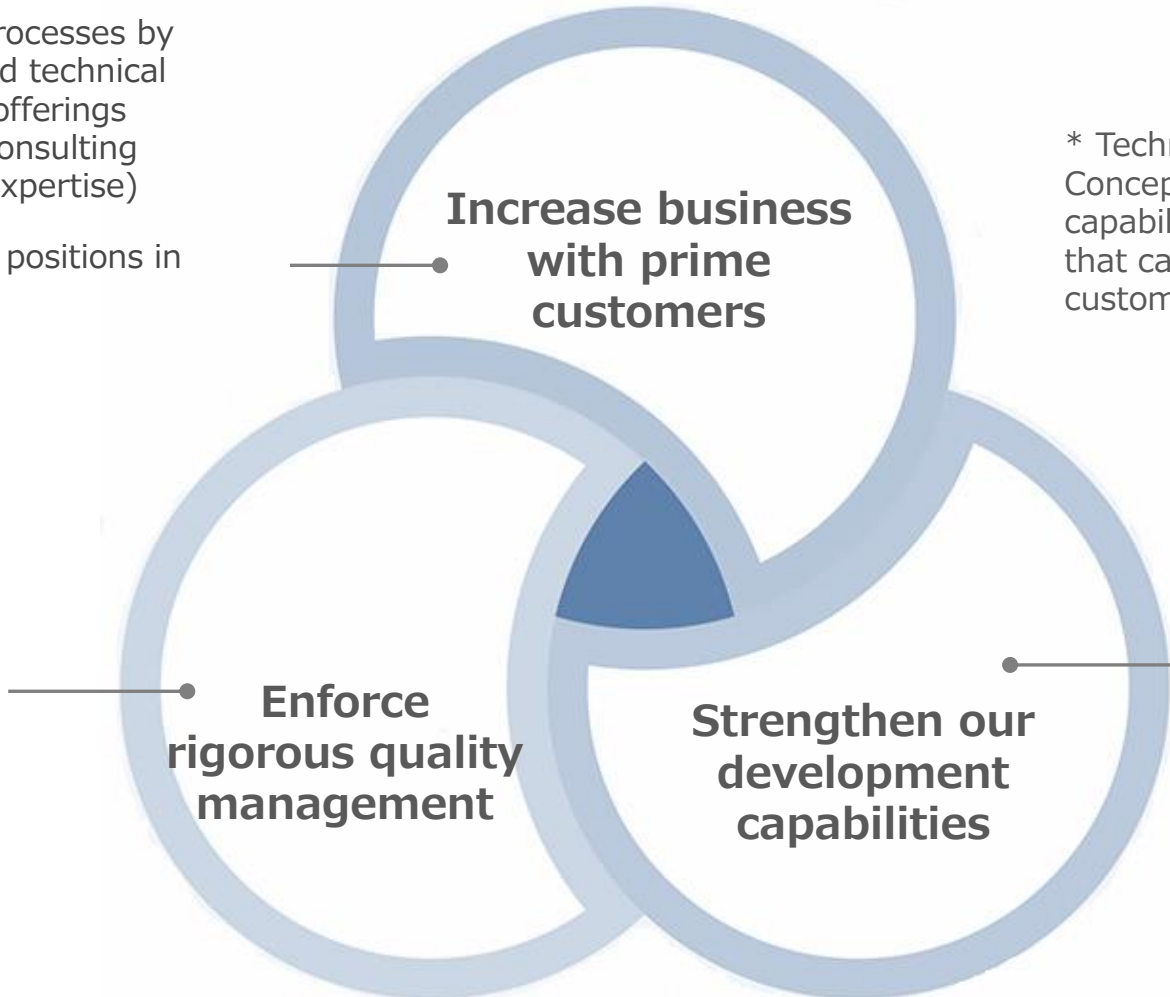




We will increase business with prime customers by boosting our ability to handle, and offer proposals for, upstream processes. To support these efforts, we will conduct stable business operations by enforcing rigorous quality management and strengthening our development capabilities.

- Boost ability to handle upstream processes by converting our industry insights and technical capabilities into knowledge-based offerings (In particular, bolster technology consulting capability* grounded in technical expertise)
- Leverage our offerings to establish positions in specific industries

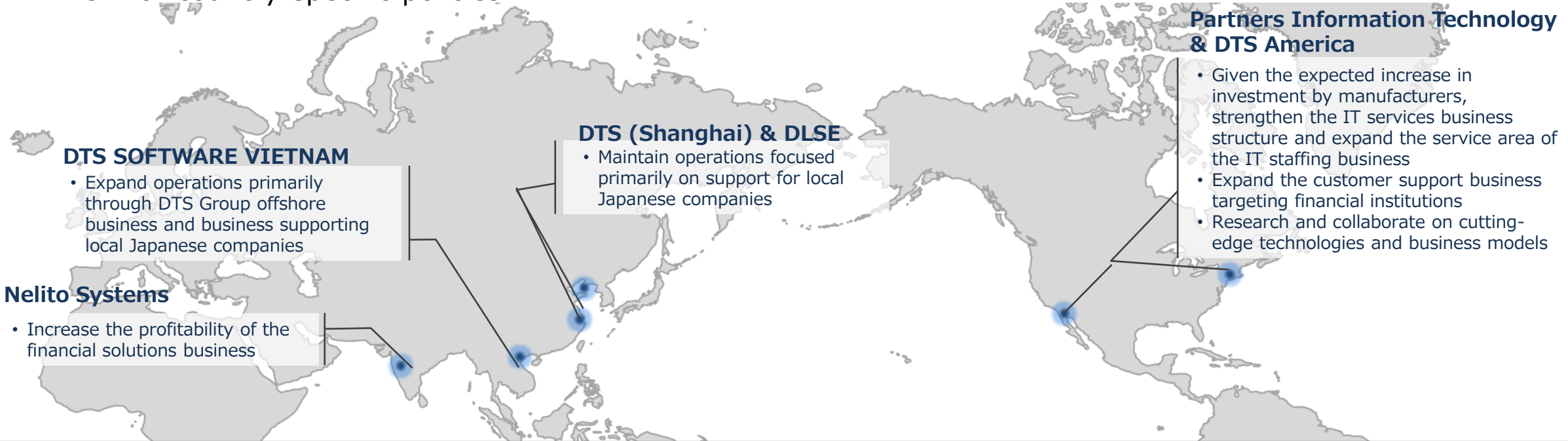
- Update the criteria to be reviewed prior to project acceptance to prevent unprofitable projects
- Convert project debriefings and feedback from customers into a knowledge base



* Technology consulting capability: Conceptualization and implementation capabilities grounded in technical expertise that can be used to create business value for customers

- Focus on nearshore in reinforcing our development & operations structure
- Boost ability to serve customers by strengthening collaboration with business partners and others

In light of the governance-related incident that occurred at an overseas subsidiary, we will prioritize reinforcement of governance and management oversight as we incrementally improve business profitability in line with country-specific policies.



	FY2025	FY2026	FY2027
Existing locations	Reinforce governance and management oversight Take action to improve operating revenue	Stabilize and improve the operations already in place Increase each company's revenue and business profitability	
New locations	In principle, consider new locations as necessary, assuming that in countries where we already operate, plans should be in place for governance, etc. to be established		

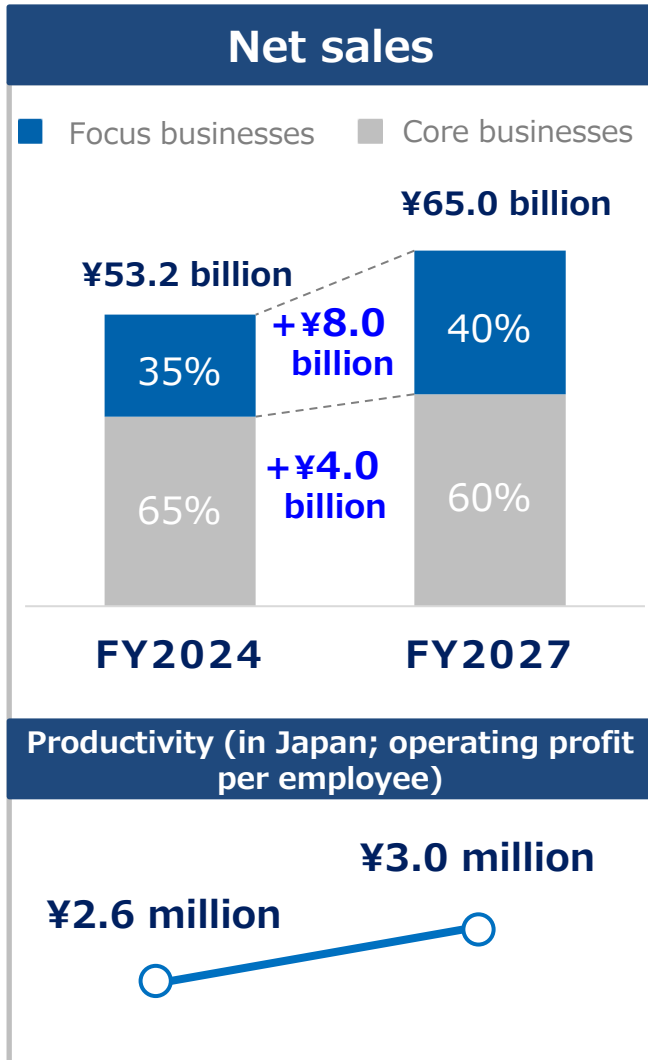


Growth Strategies by Segment



Operation and Solutions Segment

This segment will expand in focus businesses (concentrated investment areas) and increase the profitability of core businesses, aiming for net sales of ¥65.0 billion.



Concentrated investment

(1) Cloud computing & modernization

Expand by providing high-quality **cloud shifting** and **migration** services, primarily in the financial and public sectors

(2) Data utilization

Expand by providing data analysis environments to customers and their users, including developing **DWH systems** and **data lakes** for financial institutions, etc., and assisting them with adoption of **BI and AI tools**

(3) Security & managed services

Expand by providing our **anti-financial crime solutions** focused primarily on **AML**, and by providing **zero trust security combined with an operational service**

(4) Enterprise application services

Expand by **automating** back-office **workflow**, and assisting with adoption of **CRM** to handle customer contacts (using **ServiceNow**, **Salesforce**, etc.)

(5) IoT & edge technologies

Expand by providing **RFID solutions** with a proven track record of use in logistics, manufacturing, large stores, multiple stores, etc.

Forward-looking investment

(6) AI & generative AI

Expand by proposing use of **generative AI** for **back-office and front-end** systems in **the financial and public sectors**, and by using **generative AI in our own development process** to enhance productivity and quality

(7) CX (customer experience value)

Expand by improving the **front-end system UI and UX** in the **financial- and public sectors**, as well as improving **total CX** linked to back-end systems as well

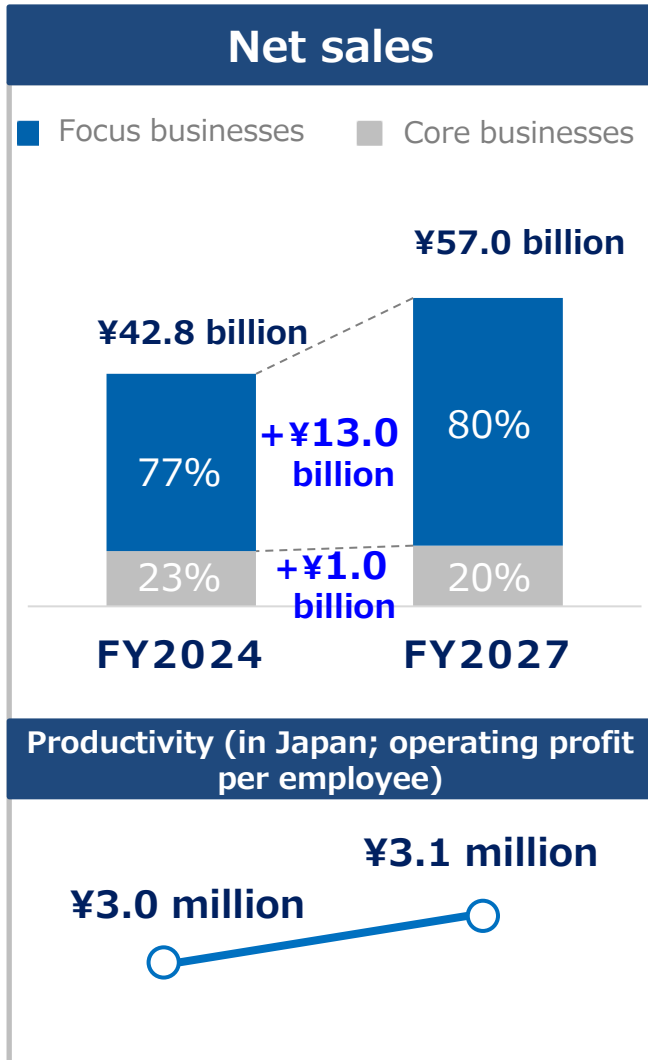
Core

- Increase business with prime customers mainly by (i) creating knowledge-based offerings from our industry insights and technical capabilities cultivated over many years working with critical systems in sectors including the financial- and public sectors, and (ii) boosting our ability to handle upstream processes.



Technology and Solutions Segment

This segment will drive the expansion of the DTS Group’s focus businesses, aiming for net sales of ¥57.0 billion.



Concentrated investment

- (1) Cloud computing & modernization
- (2) Data utilization
- (3) Security & managed services
- (4) Enterprise application services
- (5) IoT & edge technologies

Expand by providing stable, high-quality cloud environments based on our proven track record in **cloud-native technologies**

Expand by providing **total solutions for data integration platforms** catering to data integration needs at the enterprise level (integrate provision of **data platforms** such as **Snowflake and AWS** with provision of **BI & AI**)

Expand by providing security solutions including **zero trust security**

Expand by providing solutions such as **ServiceNow, mcframe** (software for manufacturers), **SAP**, and **HOUSING CORE**

Offer market-specific business, such as **in-vehicle** solutions or **IoT platforms for the construction industry**

Forward-looking investment

- (6) AI & generative AI
- (7) CX (customer experience value)

Expand by proposing use of **generative AI** for **back-office and front-end** systems in **sectors including manufacturing and logistics**, and by using **generative AI in our own development process** to enhance productivity and quality

Expand by improving the **front-end system UI and UX** in **sectors including manufacturing and logistics**, as well as improving **total CX** linked to back-end systems as well

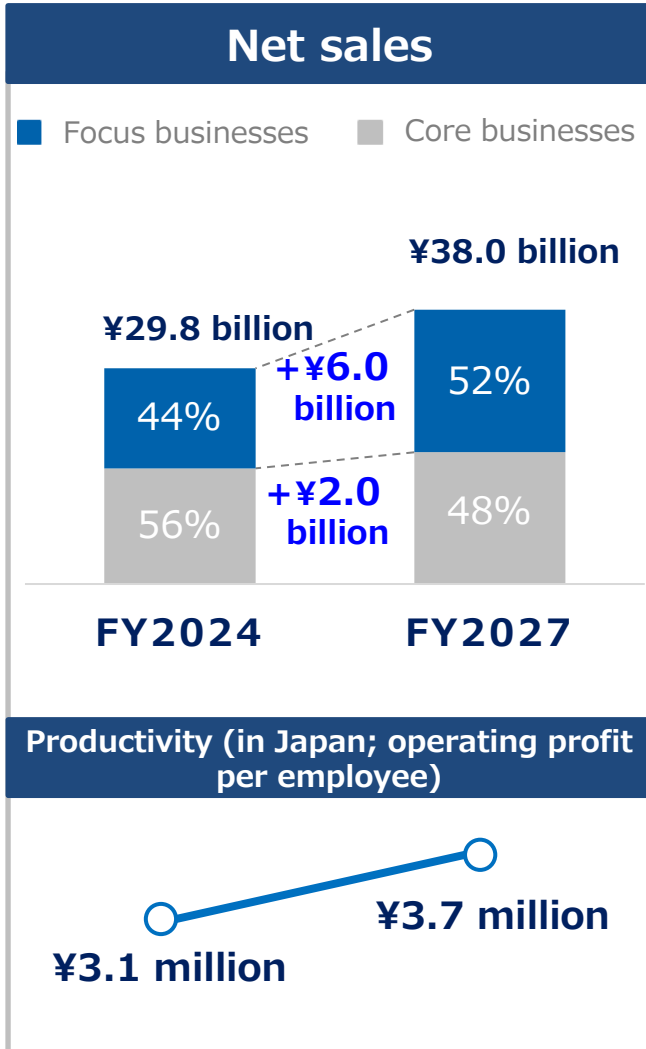
Core

- Increase business with prime customers mainly by (i) creating knowledge-based offerings from our industry insights and technical capabilities cultivated over many years working with critical systems in sectors including manufacturing and logistics, and (ii) boosting our ability to handle upstream processes.



Platform and Services Segment

This segment will contribute to improved operational efficiency for customers via a one-stop service extending from system development through operation, aiming for net sales of ¥38.0 billion.



Concentrated investment

- (1) Cloud computing & modernization
- (2) Data utilization
- (3) Security & managed services
- (4) Enterprise application services
- (5) IoT & edge technologies

Expand by providing **hybrid cloud solutions** and **supercomputers**, etc.

Expand in the data management sector by utilizing **data integration platforms (Informatica, etc.)**

Expand by providing services such as **data recovery** and **24-hour, year-round monitoring**, and by extending **data security services**

Expand by combining a **project management tool (Jira)** with business know-how to **enhance IT service management**

Expand by improving **asset and equipment management solutions** using **RFID** technology

Forward-looking investment

- (6) AI & generative AI
- (7) CX (customer experience value)

Expand by enhancing the **ReSM operational service** (using **Dynatrace**, etc.)—e.g., **utilizing AI to shorten post-fault recovery times**—and focus expansion in the **AI infrastructure domain** (supercomputers for AI, etc.)

Expand by providing **management solutions** that target the entire **device life cycle** and improving **CX in the operations management and monitoring domain**

Core

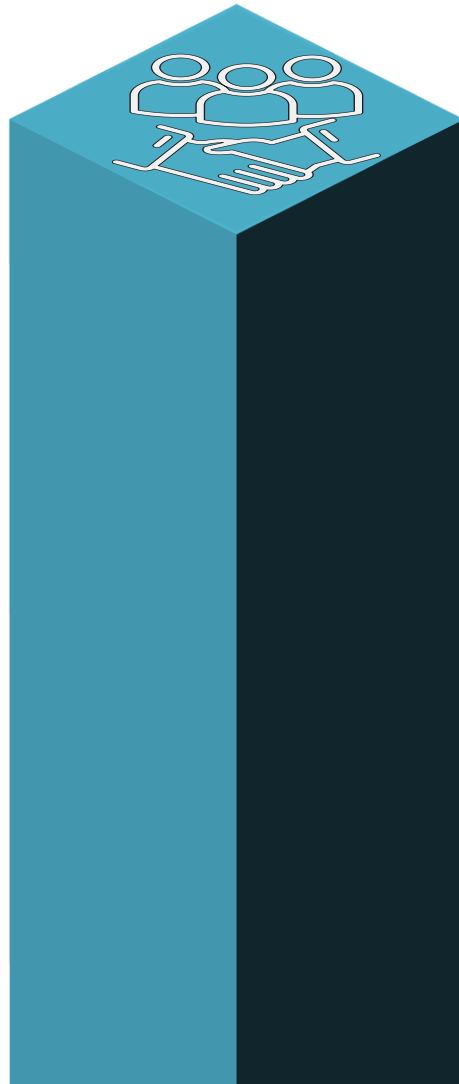
- Provide a one-stop IT management service extending from design and construction through operation and maintenance to facility and network services
- Expand by collaborating among organizations to cross-sell and up-sell solutions, etc.



Pillar 2:

Execution of strategic alliances

We will supplement and reinforce the capabilities necessary to realize our growth strategies by pursuing alliances that address particular domains, objectives, etc.

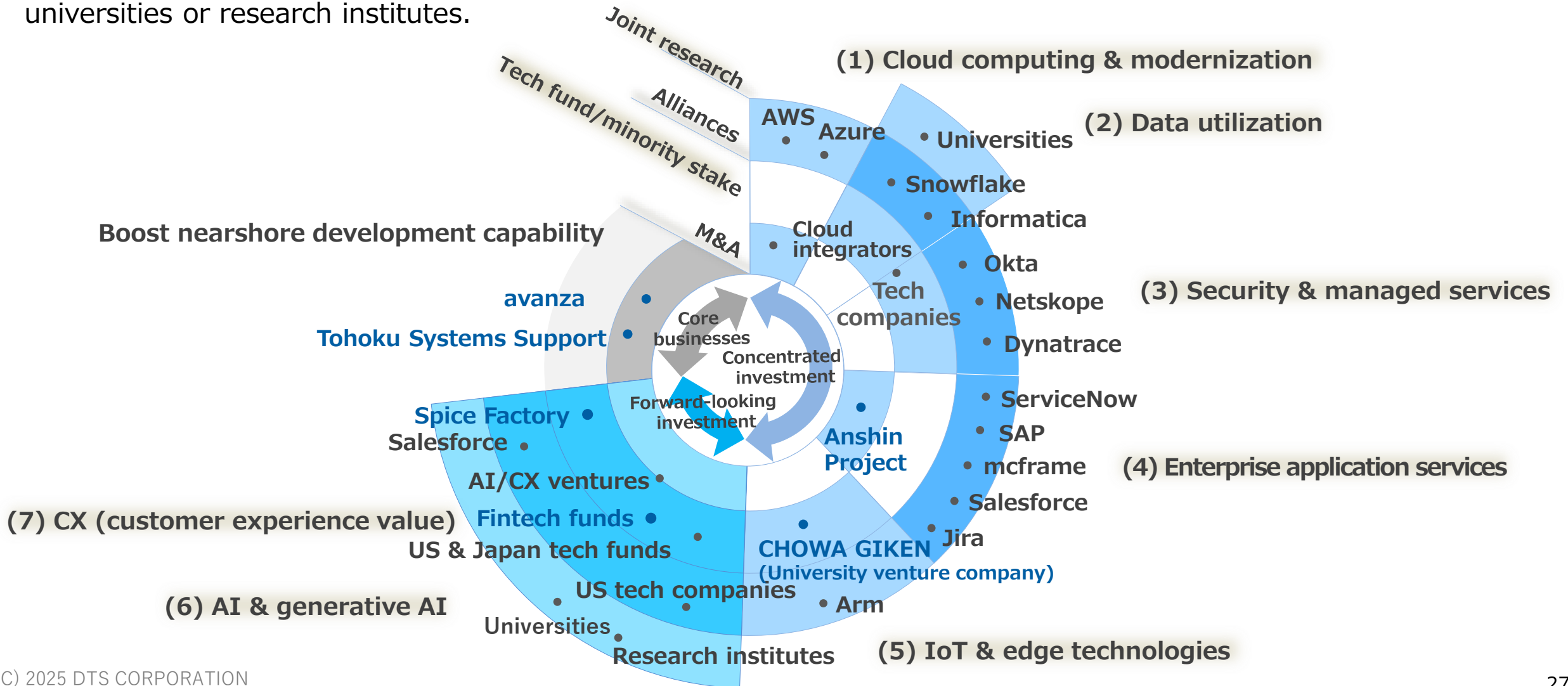


- 1 M&A** **Invest ¥10.0 billion**
Invest in M&A to enable the Group to grow and expand its operations, and to strengthen the Group's management foundation
- 2 Strategic capital & business alliances** ***Included in M&A investment above**
Generate new value and opportunities for employee training by engaging in joint projects via strategic capital alliances (e.g., taking a minority stake or partnering with a venture capital company) or business alliances with companies that demonstrate strengths in our focus business domains
- 3 Collaboration with academia and local entities** **Invest ¥0.2 billion**
Seek to research and develop new technologies or create new businesses by collaborating with universities and research institutes, or with local authorities and regional corporations



Strengthening Alliances

We will supplement and reinforce the capabilities necessary to realize our growth strategies by pursuing alliances that address particular domains, objectives, etc. These could include M&A, minority-stake alliances, alliances with tech companies via investment in tech funds, business alliances with solution vendors, or joint research with universities or research institutes.





Pillar 3:

Strengthening of the Group's management foundation

Strengthening of the Group's Management Foundation

To strengthen the management foundation, we will invest in human capital and seek to reinforce group governance and our system infrastructure, aiming for sustained, stable enhancement of corporate value.



1

Invest in human capital

Invest ¥11.0 billion

Invest in securing, educating, and training human resources, as well as in enhancing employee returns and engagement to achieve sustained growth and improved productivity

2

Reinforce Group governance

Maintain and reinforce Group governance to ensure continued stable operations

3

Reinforce system infrastructure

Invest ¥2.0 billion

Update the core system to establish stable operations and efficiency, enhanced security, and data-driven management

4

Financial strategies

Improve capital efficiency while balancing aggressive growth investment with returns for shareholders



Invest in Human Capital

We will continue to invest in securing and training human resources, as well as in returns for employees, to achieve sustained growth and improved productivity. At the same time, we will seek to enhance employee engagement.

Engagement score*

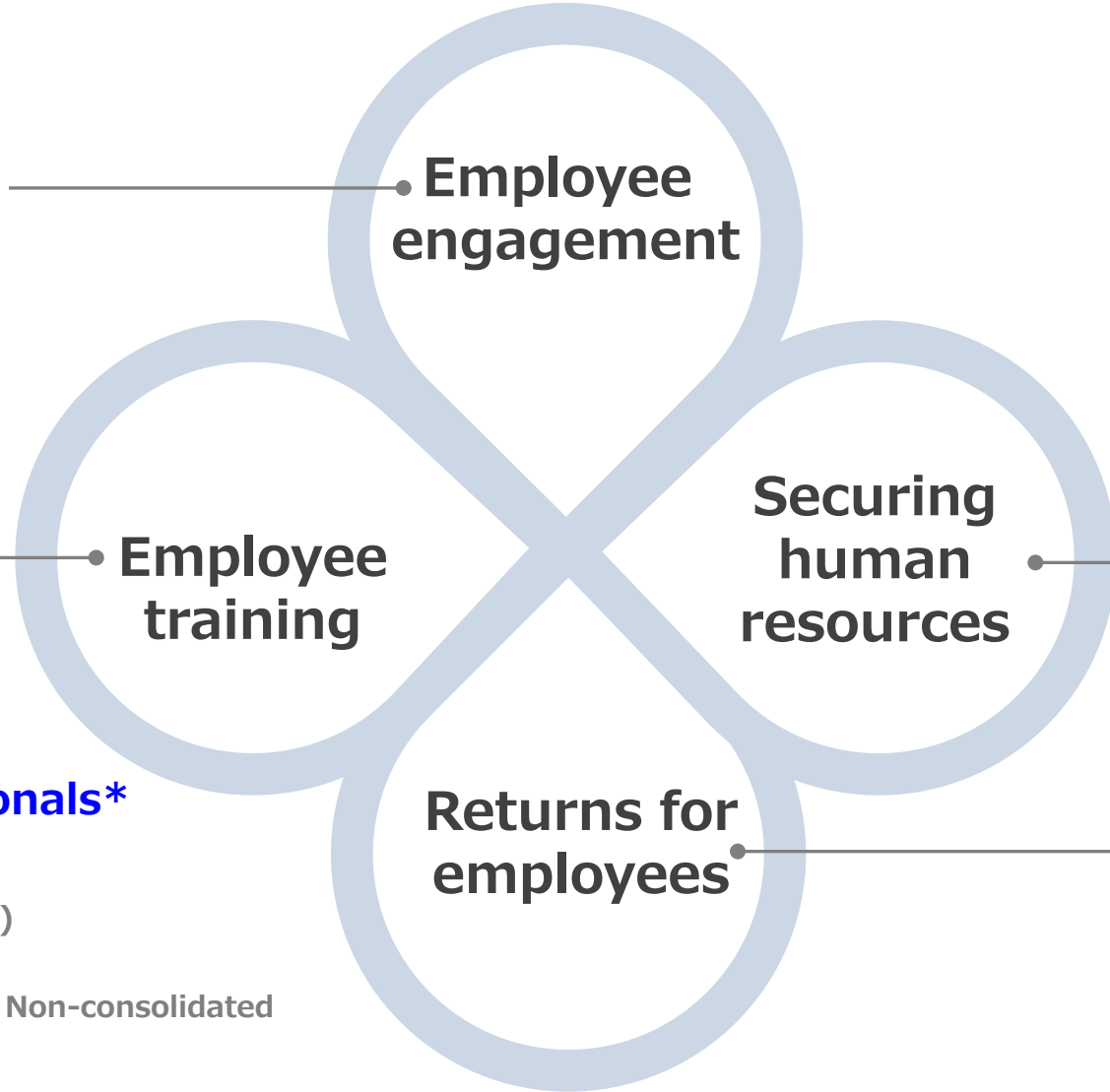
51.1 (FY2024) → **55** (FY2027 target)

- Prepare and run training programs targeting the 7 prospective growth domains
- Boost training to produce highly-skilled professionals

No. of highly skilled professionals*

238 (FY2024) → **350** (FY2027 target)

* Non-consolidated



Employee engagement

- Continuously signal DTS’s capabilities to the employment market via our highly skilled professionals
- Increase employee mobility within DTS by diversifying career paths and revising the recruiting system

Securing human resources

No. of domestic employees +500 (FY2027 target)

Returns for employees

- Raise base-rate salaries
- Award special bonuses to employees based on business results
- Deliver restricted shares



Reinforce Group Governance & System Infrastructure

Maintain and reinforce Group governance to ensure sustainable business management.

Stabilize operations by updating the core system with the primary aims of improving efficiency, speeding up decision-making through data-driven management, and enhancing security.

Reinforce Group governance

Strengthen and firmly establish the governance system

- Strengthen the governance system already in place and firmly establish it throughout the Group by clearly stipulating the systems for control and responsibility with regard to Group governance

Continuously reinforce and improve

- Continuously respond to changes in the Group's business environment
- Improve due diligence when executing M&As, and set new standard rules to ensure smooth PMI following M&As

Raise awareness of compliance

- Improve governance-related education tailored to specific job levels
- Continuously signal a management policy that emphasizes compliance

Reinforce system infrastructure

Update internal system and pursue data-driven management

- Improve operational efficiency by updating the system (SAP S/4 HANA Cloud)
- Enhance analysis using the data-driven management dashboard (using Snowflake, BI, & AI tools)

Improve Group infrastructure

- Update the Group security policy and put the updated policy into practice to reduce risk of cyber attack and prevent leaks of information
- Strengthen security within the Group's IT infrastructure

		FY2027 target
Improvement of capital efficiency	ROE	18% or higher
	Growth investment (3-year total) *1 *2	¥32.5 billion
Stable returns for shareholders	Payout ratio	50% or higher
	Total return ratio	70% or higher
Reduction of cash on hand	Percentage of cash on hand to total assets	33% or less

*1. When making decisions on M&As and other investments, it is assumed that the expected future returns will equal or exceed the hurdle rate, which is above the cost of capital

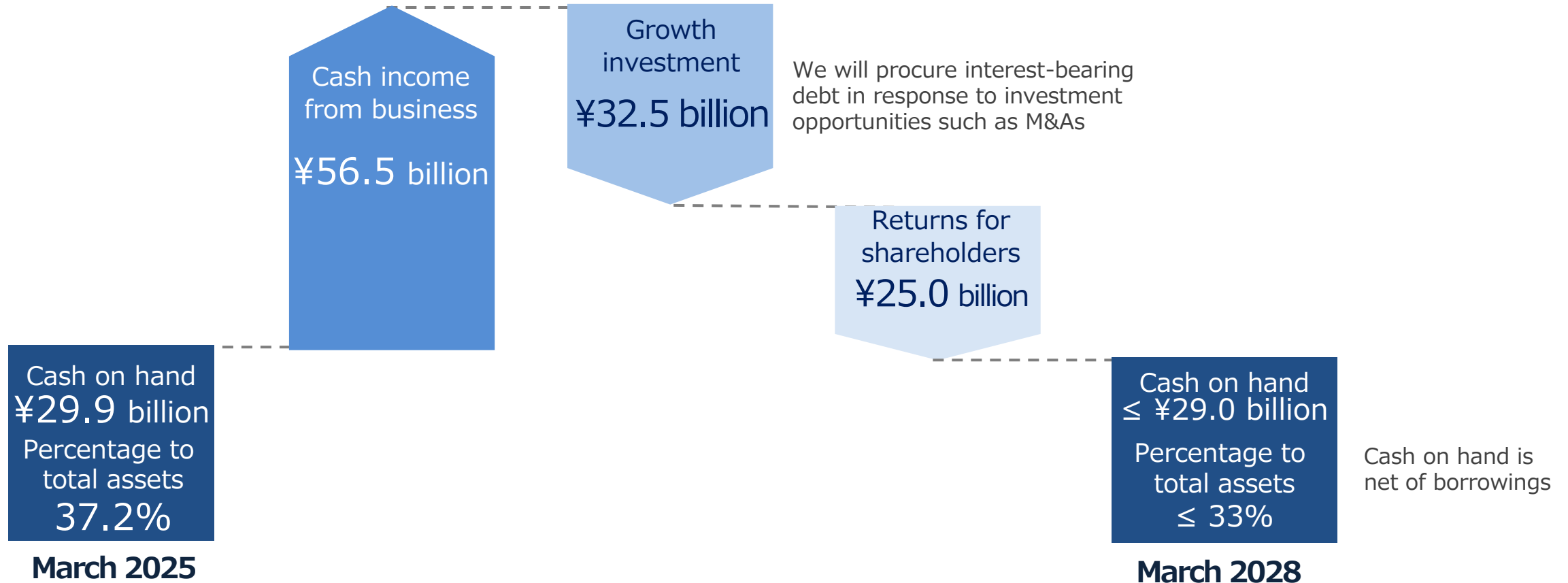
*2. See the following page for details

During the 2nd stage in the process of executing Vision 2030, we are planning a total of ¥32.5 billion in growth investment.

FY2025–FY2027

Investments	Growth investment	¥32.5 billion	
	Investment in human resources (inc. higher expenses due to workforce expansion)	¥11.0 billion	To improve employee compensation and benefits, increase no. of employees, provide educational expenses to boost employee skills, and secure highly skilled human resources, etc.
	M&A	¥10.0 billion	To strengthen alliances under our growth strategies (M&A, capital alliances, and to partner with venture capital companies, etc.)
	Business investment	¥11.5 billion	
	Capital expenditures	¥4.5 billion	To relocate development center, maintain environments, and to develop packaged software (Walk in home, HOUSING CORE, etc.)
	Investment in R&D	¥2.0 billion	To develop solutions & products (embedded systems, etc.) and generative AI, and to conduct R&D via collaboration with academia
	Other business investment	¥5.0 billion	To boost sales activities and undertake marketing, implement operational improvement measures (internal IT system, etc.), and to generate offerings

We will use cash on hand of ¥29.9 billion and planned cash income from business of ¥56.5 billion to undertake growth investment of ¥32.5 billion and returns for shareholders of ¥25.0 billion. We will aim for a percentage of cash on hand to total assets of 33% or less on March 31, 2028. Any unspent amount for growth investment will be used for further acquisition of treasury shares in a flexible manner.



Management Indicators



Management Indicators (Operating Revenue)

For FY2027 we are planning net sales of ¥160.0 billion, operating profit of ¥18.7 billion, EBITDA of ¥20.0 billion, and a percentage of focus businesses to net sales of 57.0% or higher. In terms of productivity, we are planning ¥3.2 million in operating profit per employee.

		FY2024 Results	FY2027 Plans
Operating revenue	Consolidated net sales	¥125.9 billion	¥160.0 billion
	Operating profit	¥14.4 billion	¥18.7 billion
	EBITDA	¥15.6 billion	¥20.0 billion
	EBITDA margin	12.4%	12.5%
	Percentage of focus businesses to net sales	51.6%	57.0% or higher
	Productivity (In Japan; operating profit per employee)	¥2.8 million	¥3.2 million

Management Indicators (Non-Financial)

For FY2027 we are planning an engagement score of 55 or higher, a ratio of female managers of 8.5% or higher, a ratio of female Directors of 20% or higher, and a ratio of Independent Outside Directors of over 50%.

		FY2024 Results	FY2027 targets
Non-financial*	Engagement score	51.1	55 or higher
	Ratio of female managers	5.6%	8.5% or higher
	Ratio of female Directors	20.0%	20% or higher
	Ratio of Independent Outside Directors	60.0%	Over 50%

* The target for reduction of CO₂ emissions (compared with FY2021 figures) is 60% (reference)

(Reference) Management Indicators: Financial & Non-Financial

		FY2024 Results	FY2027 targets
Operating revenue	Consolidated net sales	¥125.9 billion	¥160.0 billion
	Operating profit	¥14.4 billion	¥18.7 billion
	EBITDA	¥15.6 billion	¥20.0 billion
	EBITDA margin	12.4%	12.5%
	Percentage of focus businesses to net sales	51.6%	57.0% or higher
	Productivity (Operating profit per employee)	¥2.8 million	¥3.2 million
Management efficiency	ROE	17.7%	18.0% or higher
Investment	Growth investment (3-year total)	¥27.3 billion	¥32.5 billion
Returns for shareholders	Payout ratio	50.0%	50% or higher
	Total return ratio	152.4%	70% or higher
Cash on hand	Percentage of cash on hand to total assets	37.2%	33% or less
Non-financial*	Engagement score	51.1	55 or higher
	Ratio of female managers	5.6%	8.5% or higher
	Ratio of female Directors	20.0%	20% or higher
	Ratio of Independent Outside Directors	60.0%	Over 50%

* For reference: The target for reduction of CO₂ emissions (compared with FY2021 figures) is 60%

Appendix



(Reference 1) Material Issues

Alongside formulating our Medium-Term Management Plan, we revised our material issues. The material issues will enable us to contribute to solving societal problems and pursue sustained growth for the DTS Group.

Initiative Policies	Material (Important) Issues	Sub-Material Issues
Creating shared value Create a rich future through IT	(1) Achieve business process reform through DX (digital transformation)	<ul style="list-style-type: none"> Implement DX leveraging solutions and services as soon as possible Enhance solutions leveraging AI, IoT, etc. Reform work practices by digitalizing work tasks Link public- and private-sector data to address the merging of the real-world and cyberspace
	(2) Support society's IT infrastructure	<ul style="list-style-type: none"> Contribute to secure, reliable use of financial services and the stable operation of other IT systems in society
	(3) Create secure and reliable IT environments	<ul style="list-style-type: none"> Take action to address the increasing frequency and severity of cyber attacks
Economy Facilitate corporate growth that supports sustainable societies	(4) Revitalize regions outside major cities by creating local employment	<ul style="list-style-type: none"> Reduce the gap between major cities and other regions by revitalizing local economies Create employment in depopulated regions
Environment Reduce environmental impact from business activities and preserve the Earth's environment for the future	(5) Achieve carbon neutrality in 2030	<ul style="list-style-type: none"> Control CO₂ emissions by procuring renewable energy Conserve energy
Society Meet our responsibilities to society through fulfilling workplaces and sound governance	(6) Ensure workplace environments where human rights are respected and taken into consideration	<ul style="list-style-type: none"> Facilitate employees' personal growth by improving their satisfaction levels Provide workplace environments in which employees can work with enthusiasm and promote employee health Increase work productivity by ensuring that employees feel psychologically secure
	(7) Create opportunities for human resources with diverse attributes to play active roles	<ul style="list-style-type: none"> Revitalize organizations by ensuring diversity Train professionals & DX employees and create opportunities for them to play active roles
	(8) Prevent fraud and corruption	<ul style="list-style-type: none"> Ensure the prevention of all corruption including bribery

DTS CORPORATION

(Caution)

Sales and income forecasts included in this document are based on assumptions made on the basis of information currently available, including business trends, economic circumstances, clients' trends, etc., and can be affected by various uncertainties.

Actual sales and income may differ materially from the forecasts.