Corporate Philosophy

Our Mission

Work with all people to contribute to creating a society that is friendly to people and the environment

Our Vision

Be a group that strives to be sensitive to the expectations and needs of society and that thinks through how ICT can contribute to meet them

Our Values

1. Pursuit of High Quality and High Technology

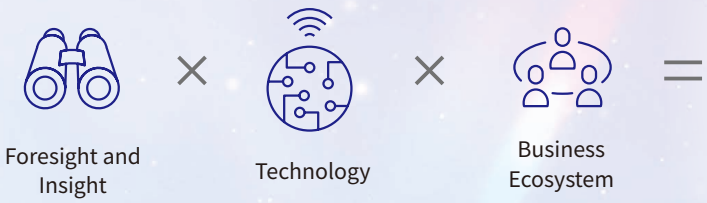
Always have the latest knowledge that is useful for society while improving our skills

2. Respect for Individuals and Importance of Teamwork

Identify each other's good points, encourage each other to improve those good points and harness the strengths of each person

3. Attractive Company for Society, Customers, Shareholders and Employees

Listen sincerely to our stakeholders to improve our corporate value



Corporate Statement

Simple Slogan Spreading Ideas Consistently

Foresight in sight

"Foresight" consists of foreseeing and understanding industry changes, customer needs, and future social issues, and "in sight" has the double meaning of being able to see and understand things combined with the meaning of "insight."

BIPROGY Group Charter of Corporate Behavior

We will meet our responsibilities towards society and the environment to protect the future of our children.

1. Act with coexistence of people and the environment as the highest priority
2. Always act according to the principles of social responsibility
3. Sincerely work on the core subjects and issues of social responsibility

* Principles of social responsibility
The seven key principles of ISO 26000, the international guidance relating to social responsibility: accountability, transparency, ethical behavior, respect for stakeholder interests, respect for the rule of law, respect for international norms of behavior, and respect for human rights.

* Core subjects and issues of social responsibility
The seven core subjects of ISO 26000, the international guidance relating to social responsibility: organizational governance, human rights, labor practices, the environment, fair operating practices, consumer issues, community involvement and development, and relevant issues related to each of the core subjects.

Company that Creates Social Value

Purpose

The Unique Characteristics and Management Resolve of the BIPROGY Group

Create a sustainable society using foresight and insight to unlock the full potential of technology

Front cover image [Twine]
The soft, seamless curve of the cloth makes one think of the beauty of forms found in nature and the warmth as if one were enveloped in it. Depicting these diverse changes within space, it represents a flourishing world in which people live in harmony with the planet.
Artwork: Rhizomatiks

Contents

Introduction

4 At a Glance
6 History of the BIPROGY Group

Strategies Aimed at Realizing Vision 2030

8 CEO Message

14 Value Creation Story
- 14 Value Creation Process
- 16 Vision 2030 — Group's Ideals and Goals
  - 17 Material Issues
- 20 Expanding Our Business Ecosystem to Achieve Our Future Vision

22 Management Policies (2024–2026)

25 Special Feature 1
Initiatives for Focus Areas in Core Businesses Strategies

30 Special Feature 2
Group Companies & Co-Creation Partners that Realize Value Creation

32 CFO Message

36 Financial Highlights
38 Non-Financial Highlights

Implementation Capability for Realizing Vision 2030

40 Sustainability Management Message
- 40 CSO Message

- 41 CHRO Message

42 Human Capital Strategy
48 Intellectual Asset Strategy
52 Environment
56 Supply Chain
57 Human Rights
58 Dialogue between the CEO and Outside Directors

62 Governance
- 62 Corporate Governance
- 74 Further Improve Integrity
- 76 Risk Management

Data Section

80 Business Results Summary
84 11-Year Financial Summary
86 Review of Past Mid-Term Management Plans
87 Material Issues (Actual for FY2023)
88 ESG Data
90 Stakeholder Engagement
91 Glossary
92 Corporate Information
93 Third-party Assurance/Statement of Responsibility

Concept of Integrated Report 2024

Having formulated Vision 2030 based on Purpose, the direction it should move as 2030 approaches, the BIPROGY Group aims to create social value by creating a Digital Commons (society's shared assets) and tying that to the creation of social systems that make it possible for all to live a happy life. To achieve that, we started Management Policies (2024–2026) in FY2024, which is the second phase following the previous management policies. Our goal is to create social value and generate sustainable growth, mainly through the strategies and initiatives included in Vision 2030 and Management Policies (2024–2026), and in this report, we explain the value creation process of the Group.

Editorial Policy

This report aims to communicate the BIPROGY Group's medium- to long-term initiatives to improve corporate value to a wide range of stakeholders, including shareholders and investors. It is also intended to further their understanding of our process for creating both social and economic value. The Integrated Report 2024 presents both financial and non-financial information about matters of great importance in the Group's value creation process. A broader range of detailed information is also available on our website.

Information Disclosure

Corporate Data
https://www.biprogy.com/e/
Company information/Solutions/Case studies and more.

Information for Investors and Shareholders
https://www.biprogy.com/invest-e/
Integrated Reports/Financial Statements and Supplementary Materials/
Financial Results Briefing Materials/
Corporate Governance Reports and more.

Sustainability Information (Japanese only)
https://www.biprogy.com/sustainability/
Sustainability Reports and more.

Scope of the Report

In principle, the scope of the report consists of BIPROGY and its consolidated subsidiaries, and it is individually noted when the scope differs.

Period of the Report

In this report, fiscal year (FY) refers to the period beginning April 1 and ending March 31 the following year. In principle, this report covers FY2023 (April 1, 2023 to March 31, 2024), with activities during past fiscal years and conditions following FY2024 also reported as necessary. The Company adopted International Financial Reporting Standards (IFRS) for fiscal 2021 and after, but for fiscal 2020 and before, financial information is based on Japanese accounting standards, J-GAAP.

Referenced Guidelines

- International Integrated Reporting Framework from the International Integrated Reporting Council
- Sustainability Reporting Standards from the Global Reporting Initiative (GRI)
- ISO 26000, JIS Z 26000
- Guidance for Collaborative Value Creation from the Ministry of Economy, Trade and Industry of Japan

Issued

November 2024

Notes Concerning Forward-Looking Statements

Statements in this report that refer to current plans, projections or strategies of BIPROGY Inc. or its consolidated subsidiaries, other than historical facts, represent forward-looking statements made based on judgments and assumptions in accordance with the information currently available. Please note that actual results may differ from the forecasts due to fluctuations in risks and uncertainties and changes in economic conditions, and the Group makes no guarantee of the reliability of such forecasts. This information is also subject to change without notice. The purpose of this report is to provide information for use as a reference in making investment decisions, and it has not been prepared to solicit investment. BIPROGY Inc. assumes no liability for any damages resulting from the use of this report.

At a Glance

BIPROGY Group in Figures

(Data as of FY2023 or March 31, 2024)

Establishment

1958

Locations

All over Japan and

8 foreign countries*1

*1 The United States, China, Indonesia, Thailand, Singapore, the Philippines, Malaysia, Vietnam

Consolidated subsidiaries

29 companies

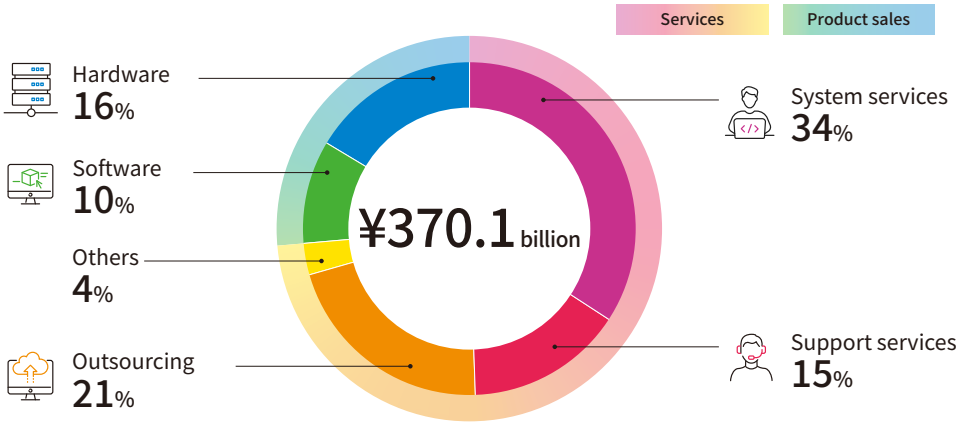
No. of employees

8,218

No. of engineers

5,044

Revenue



Operating profit

¥33.3 billion

Profit attributable to owners of parent

¥25.2 billion

ROE

16.5%

Issuer rating*2

A-

*2 Rating & Investment Information, Inc. (R&I)

BIPROGY Group's Strengths —Implementation Capabilities Backed by Integrity, the Power to Get Things Done

■ Relationships with Customers and Partners in Various Industries

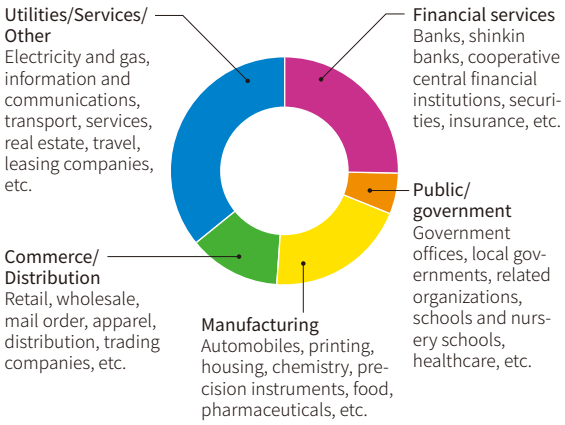
Customers in broad types and categories of businesses

Number of customers*1

More than **5,000** companies

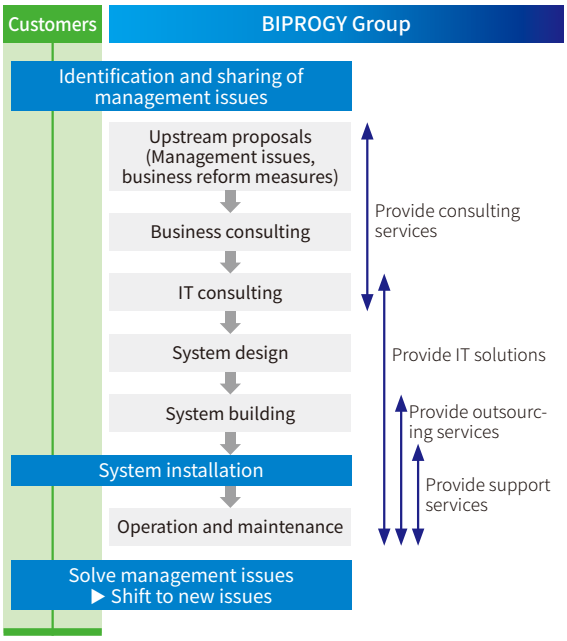
*1 Total for BIPROGY and UNIADEX (FY2023)

Breakdown of sales by market (FY2023)



■ Capabilities for Enabling One-stop Vendor-Free Support

Provide the optimal vendor-free ICT environment for solving problems faced by customers



■ Capabilities for Enabling Successful System Implementation

Providing mission critical systems that move society

Extensive **track record**

Operate the world's first "full-banking" core-banking system Windows-based BankVision

Operate Japan's first public cloud–based "full-banking" system BankVision on Azure

Operate the world's first open technology-based domestic airline passenger system

■ Capabilities for Designing and Delivering New Services

Examples of new services/initiatives (FY2023 and after)

Began to provide #tsumuGo_mobile, a joint-use banking app for regional financial institutions

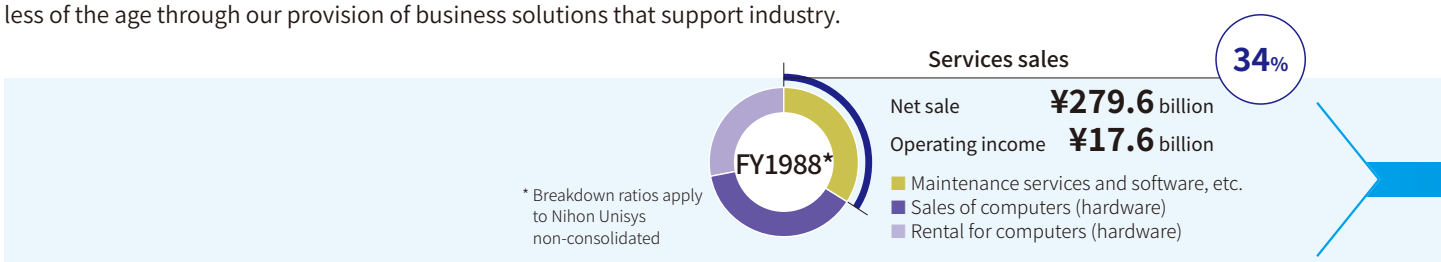
Began to provide BIPROGY ESL SaaS, a cloud service that offers total support for introducing electronic shelf labels

Provided the environmental value management service "Re:lvis" and "PV excess prediction service" that uses AI to predict the amount of excess electricity generated by solar power

Launched safety verification initiatives using digital twins in Chiba City to realize the social implementation of automated driving services

History of the BIPROGY Group

Over more than sixty years since providing Japan's first commercial computers, the BIPROGY Group has contributed to the formation and development of Japan's domestic information service industry by offering ICT systems and building systems that support society and industry. Identifying the demands of various customers, we continue to meet needs regardless of the age through our provision of business solutions that support industry.



1947
Yoshizawa Kiki, the predecessor to Nippon Remington Univac Kaisha, Ltd., established

1955
Installed Japan's first commercial computers at Tokyo Stock Exchange, Inc. and Nomura Securities Co., Ltd.

1958
Founding
Nippon Remington Univac Kaisha, Ltd. (currently BIPROGY Inc.)

1967
Launched Japan's first online banking process

1968
Nippon Remington Univac Kaisha, Ltd. changed its corporate name to Nippon Univac Kaisha, Ltd.

1971
Nippon Univac Kaisha, Ltd. listed on the First Section of the Tokyo Stock Exchange

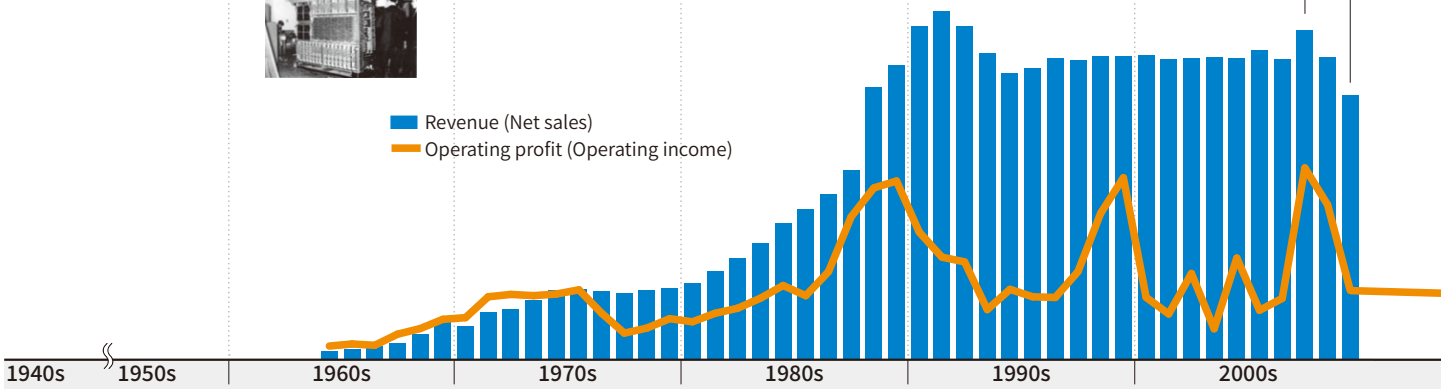
1977
Launched FAST software for financial institutions

1988
Establishment of Nihon Unisys, Ltd.
Merger of Nippon Univac Kaisha, Ltd. and Burroughs Corporation

1991
Launched the integrated CAD/CAM system CADCEUS

1997
Total infrastructure service subsidiary UNIADEX, Ltd. established

Capital alliance
Business



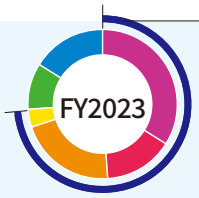
Main-frames | Client servers | Solutions | Mobile services | ERP packages

Value and Functions Required of ICT
Greater business efficiency and cost reduction → Support for management decision making and business expansion Support for structural reform

Continue to meet customer needs
Contributing to the expansion of customers' businesses and structural reforms through the formation of Japan's information society and construction of various systems

Using the experience and track record built up in the ICT field over the years to form business ecosystems that link customers and partners in various industries who possess diverse strengths, we will develop those into a Digital Commons—that is, shared assets of society, a system that promotes the creation of a society in which everyone can live happily.

Changes in portfolio



Services revenue 73%

Revenue ¥370.1 billion

Operating profit ¥33.3 billion

- System services
- Support services
- Outsourcing
- Others
- Software
- Hardware

2007
Began operation of the world's first Windows-based "full-banking" core-banking system BankVision

2009
Started providing the smart oasis charging infrastructure system for electric vehicles

Started providing Zero-Accident Program DR service to help reduce automobile accidents and promote safe and energy-efficient driving

2012
Capital alliance with Dai Nippon Printing Co., Ltd. to strengthen business foundation for expansion in new markets

2013
Began operation of the world's first open domestic airline passenger system

2017
Canal Ventures, Ltd., a venture capital company, established

2017, 2018
Established Canal Payment Service, Ltd., a payment- and settlement-related business subsidiary, and formed a business and capital alliance with JCB Co., Ltd. and CARDNET

2017
Start of Resonatex open API platform service

2019
Transformed the SAP solution provider Axxis Consulting (S) Pte. Ltd. into a subsidiary

2020
Established Emellience Partners Inc. for co-creative business generation

2020
Launch of AI-Order Foresight, a cloud-based automatic order service based on AI demand forecasts

2021
Established Green Digital & Innovation Inc.

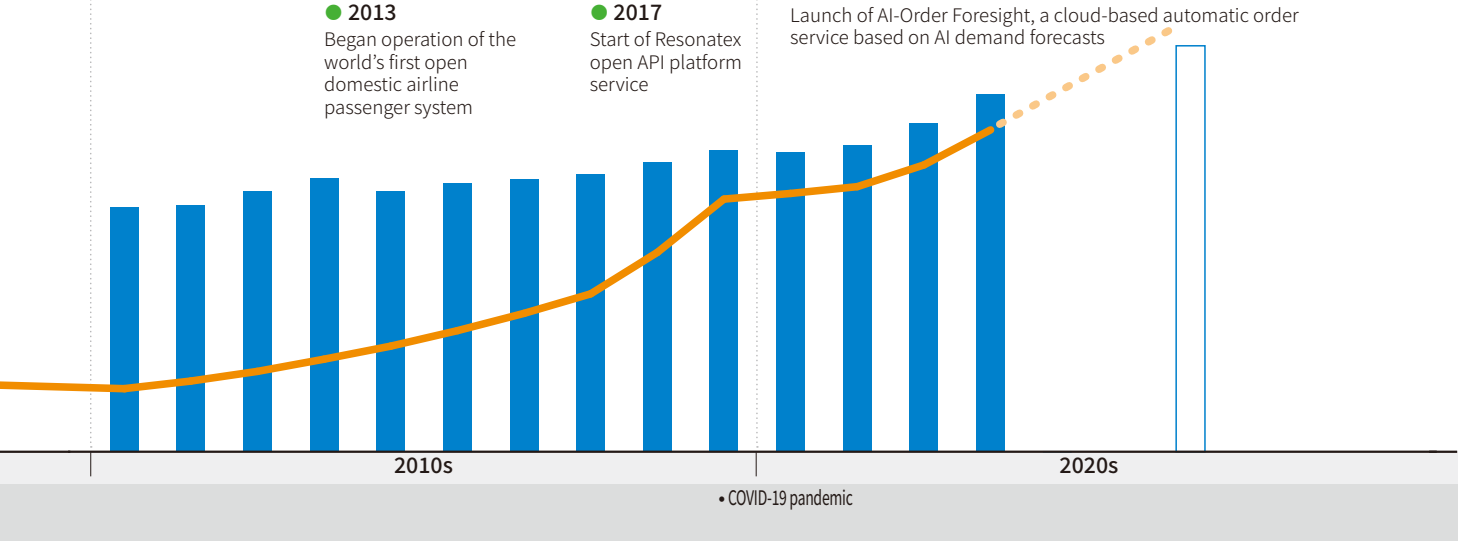
2021
Launched Japan's first public cloud full banking system

2022
Established V-Drive Technologies Inc., which undertakes automated driving system development and simulation

2022
Launched Omni-Base for DIGITAL'ATELIER, a service-use type commerce business platform

2022
Corporate name changed to BIPROGY Inc.

2023
Transformed the ERP solution provider AFON IT Pte. Ltd. and its subsidiaries into consolidated subsidiaries



Cloud computing | Big data | IoT | AI robotics | Smart technology | Digital transformation

Business innovation/ business creation Resolution of social issues

Transform into a company that creates social value

Transforming into a company that creates social value by building business ecosystems that solve social issues