



Presentation Material of FY2026 1Q Financial Results

Members Co., Ltd. (TSE 2130)

Members Co., Ltd
URL: <https://www.members.co.jp/>

Creating a history of new challenges



Mission Article 2 of the Articles of Incorporation

Create a spiritually rich society through "MEMBERSHIP".

Members view the basic concept of marketing as "what moves people," and Internet/digital technology as "what increases engagement between companies and people. Members support the creation of cooperative relationships through "membership," in which companies and people participate in organizational activities with a willingness to contribute voluntarily, and transform the way marketing and corporate activities are conducted into something that "improves society. And by addressing contemporary social issues such as climate change and population decline, and by working not only with our own company but also with our business partners and consumers, we will transform ourselves into a decarbonized and sustainable economic model and lifestyle that is in harmony with people's happiness, the environment and society, thereby contributing to the expansion of spiritual wealth and the betterment of society for the people of the world.

VISION2030

With the power of creators across Japan, we will contribute to solving social issues centered on climate change and population decline, and lead the transformation to a sustainable society.

FY2026 1Q Results

Highlights of FY2026 1Q results

- Value-added sales growth rate was **+10.0%** YoY. With a DX domain growth rate of +34.7%, the shift to a DX field support position is progressing well. Operating profit improved significantly (**+422 million yen** YoY) due to efforts to improve profitability since the previous period.

1Q Results

Due to the merger of subsidiaries in November 2024, the figures were changed to non-consolidated from 3Q2025.
As the impact of the merger was negligible, year-on-year comparisons are provided with the previous year's consolidated figures for reference purposes.

Revenue

5,467 million yen
YoY **+8.6%**

Value-added sales^{*1}

5,294 million yen
YoY **+10.0%**

Operating profit

-70 million yen
YoY **+422** million yen

Number of Digital creators (DC) (End of 1Q)

2,617 People
Prior Year-end **-10** people

Accelerate transformation to DX field support position

DX domain ratio (1Q)

52.1 % (YoY **+9.6pt**)

DX domain growth rate (1Q)

+34.7 %

DX talent ratio (1Q)

55.5 %

Number of clients with annual sales of at least 100 million yen (1Q)

49 clients (YoY **+3** clients)

Unit sales(1Q)

889 thousand yen (YoY **+0.5%**)

Number of PMO^{*2} Staffs (end of 1Q)

494 staffs (Prior Year-end **+136** staffs)

Enhanced profitability

Occupancy rate of DCs excluding first and second year new graduates (1Q)

82.2 % (YoY **+2.2pt**)

Gross margin (1Q)

19.0 % (YoY **+5.2pt**)

SG&A expense ratio (1Q)

20.3 % (YoY **-3.3pt**)

^{*1} Value-added sales = revenue from revenue - subcontracting and purchases = sales from internal resources.

^{*2} PMO (Project Management Office): refers to a department or system that oversees project management across the boundaries of departments in order to facilitate the smooth implementation of projects in a company or individual organization. While the PM (Project Manager) oversees the project and is responsible for various decisions, the PMO supports the PM's project management by collecting information and coordinating with all relevant parties to enable the PM to make decisions smoothly.

FY2026 1Q P/L

- Both sales revenue and value-added sales reached record highs for the first quarter.
- Gross profit margin is **+5.2 pt** due to improved utilization ratio and reduced hiring of new graduates (87 new hires in April 2025).
- Profitability recovered steadily and operating profit improved by **422 million yen** YoY; 1H operating profit forecast was **revised upward from a loss to a profit of 100 million yen**.

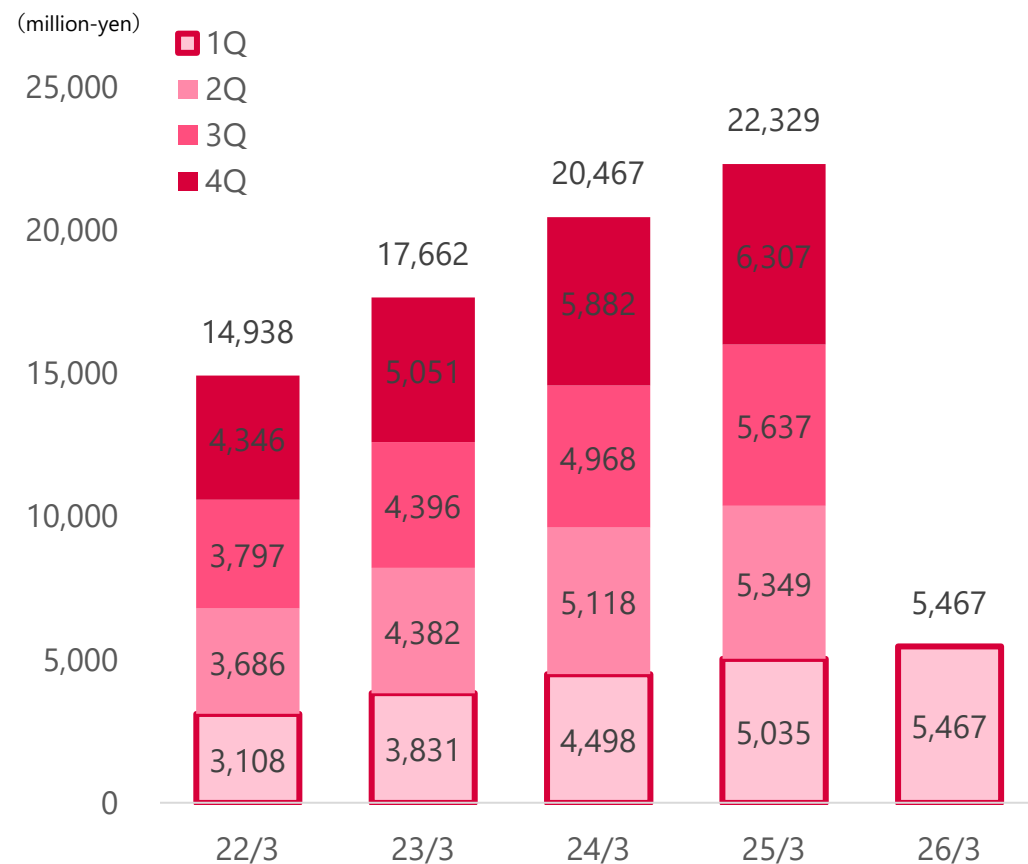
(unit : million yen)	FY2025 1Q	FY2026 1Q Results		FY2026 1H Cumulative Forecast		
	Consolidated	Non-Consolidated	YoY	(Non-Consolidated)		Rate of Achievement
				Before revision	After revision	
Revenue	5,035	5,467	+8.6%	11,366	11,366	48.1%
Value added sales	4,814	5,294	+10.0%	11,057	11,057	47.9%
Gross profit	696	1,041	+49.5%	—	—	—
Gross profit margin ratio (%)	13.8%	19.0%	+5.2pt	—	—	—
S.G.&A. expense	1,188	1,112	(6.4%)	—	—	—
S.G.&A. expense ratio (%)	23.6%	20.3%	(3.3pt)	—	—	—
Operating profit	(492)	(70)	profit growth	(50)	100	—
Operating profit ratio (%)	(9.8%)	(1.3%)	+8.5pt	(0.4%)	0.9%	—
Profit before tax	(486)	(43)	profit growth	(60)	90	—
Profit	(337)	(41)	profit growth	(40)	60	—

Due to the merger of subsidiaries in November 2024, the company has been deconsolidated from the third quarter of the fiscal year ended March 31, 2025; therefore, consolidated results for the first quarter of the fiscal year ended March 31, 2025 are presented as comparative information.

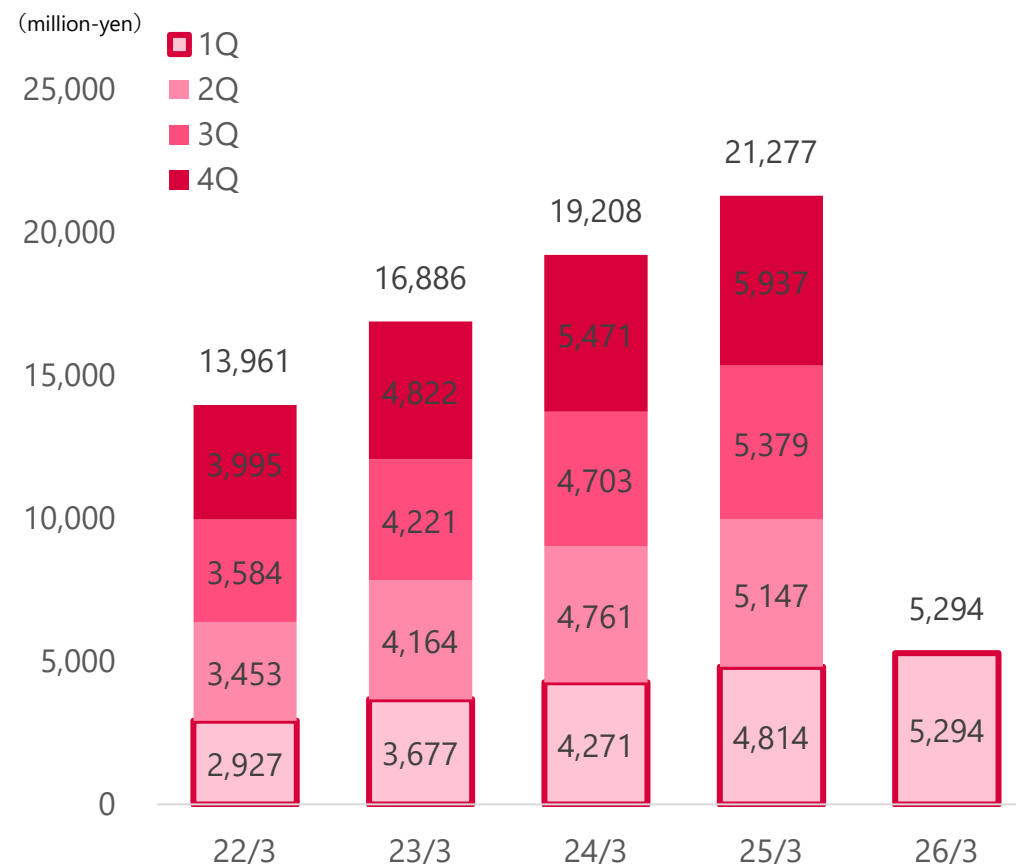
Revenues/Value-added Sales

- Revenue : 5,467million yen (YoY+8.6%).
- Value-added Sales : 5,294million yen (YoY+10.0%). Growth rate excluding spot construction projects +12.9%.

Revenue (Until 25/3 2Q, consolidated. From 25/3 3Q, Non-consolidated)



Value-added Sales (Until 25/3 2Q, consolidated. From 25/3 3Q, Non-consolidated)

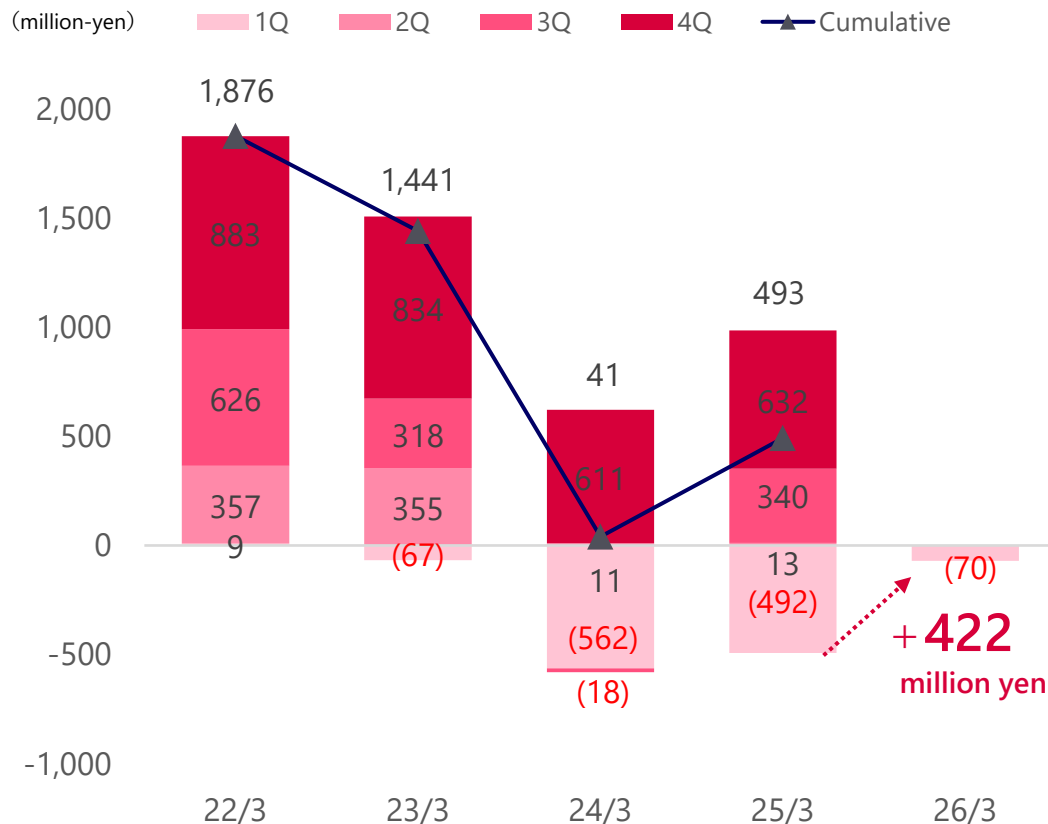


Due to the merger of subsidiaries in November 2024, the company was deconsolidated from the third quarter of the fiscal year ended March 31, 2025, so consolidated results before the transition are presented as comparative information.

Operating profit /SG&A expenses/ratio/gross margin ratio

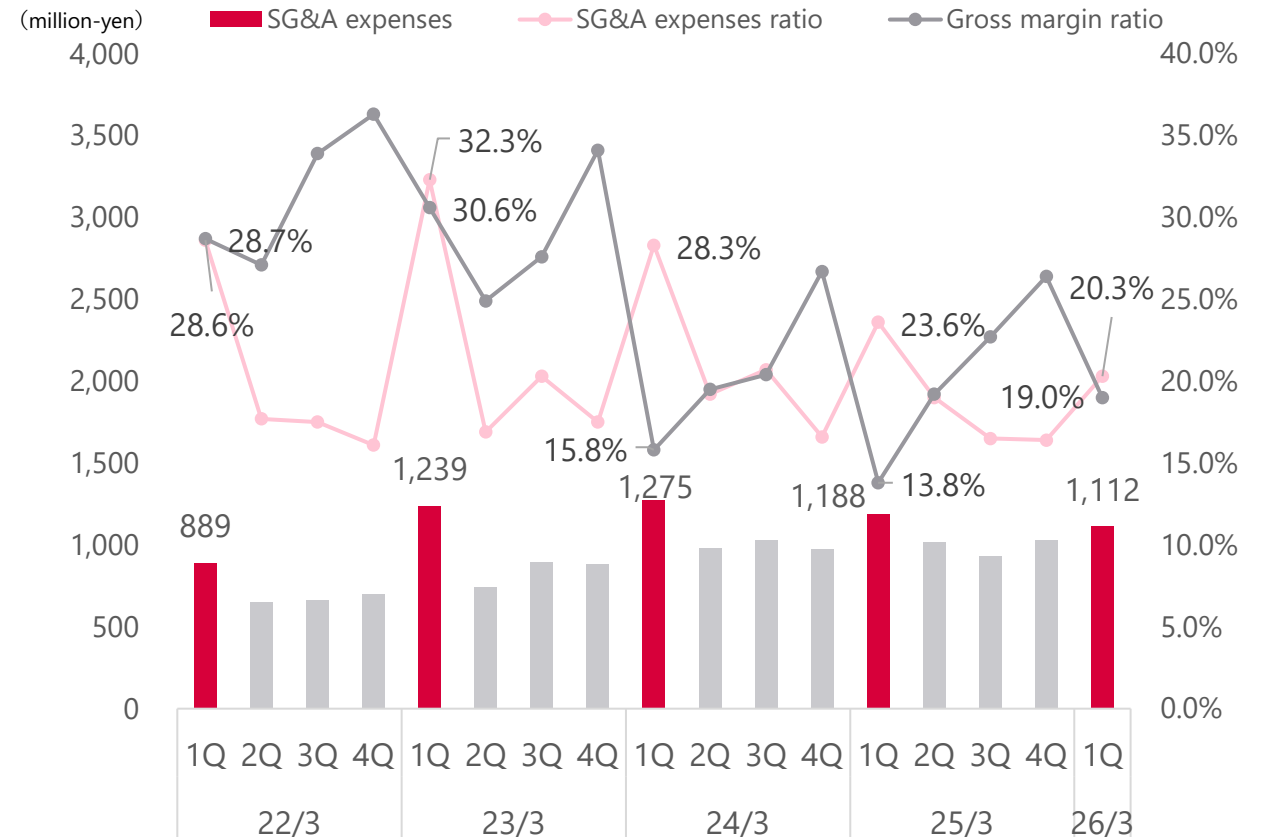
- Operating profit : -70million yen (YoY+422million yen). Steady recovery in profit growth.
- Gross profit margin increased 5.2 pt YoY due to improved occupancy rate and curbed hiring of new graduates. The SG&A expenses ratio improved significantly to -3.3 pt YoY.

Operating profit (Until 25/3 2Q, consolidated. From 25/3 3Q, Non-consolidated)



SG&A expenses/ratio/gross margin ratio

(consolidated until 25/3 2Q, Non-consolidated from 25/3 3Q onwards)

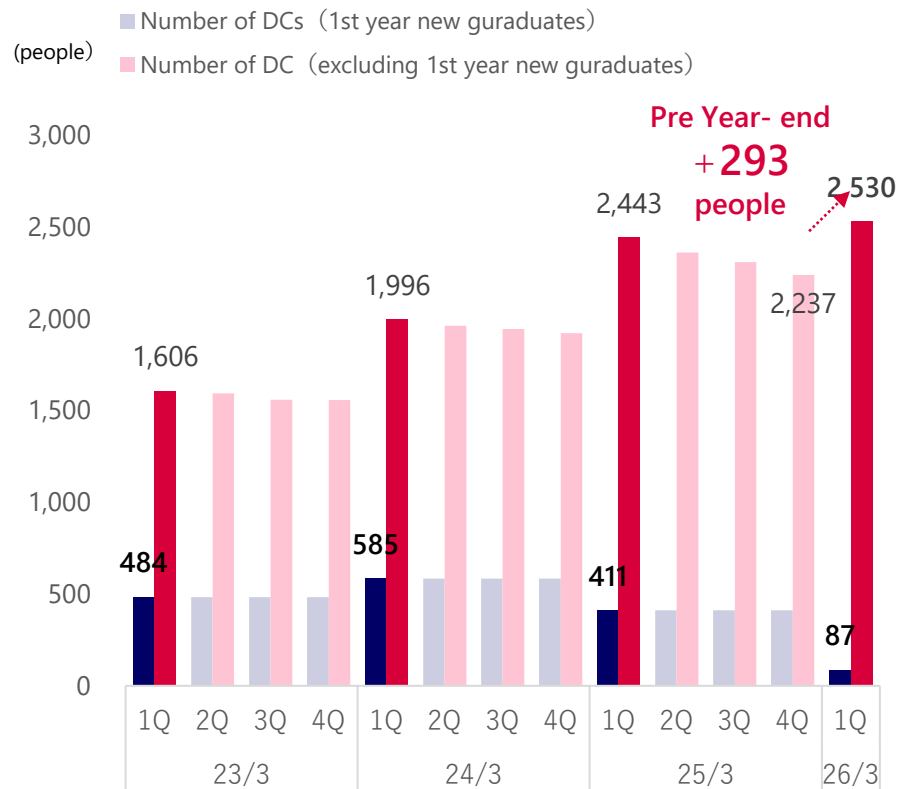


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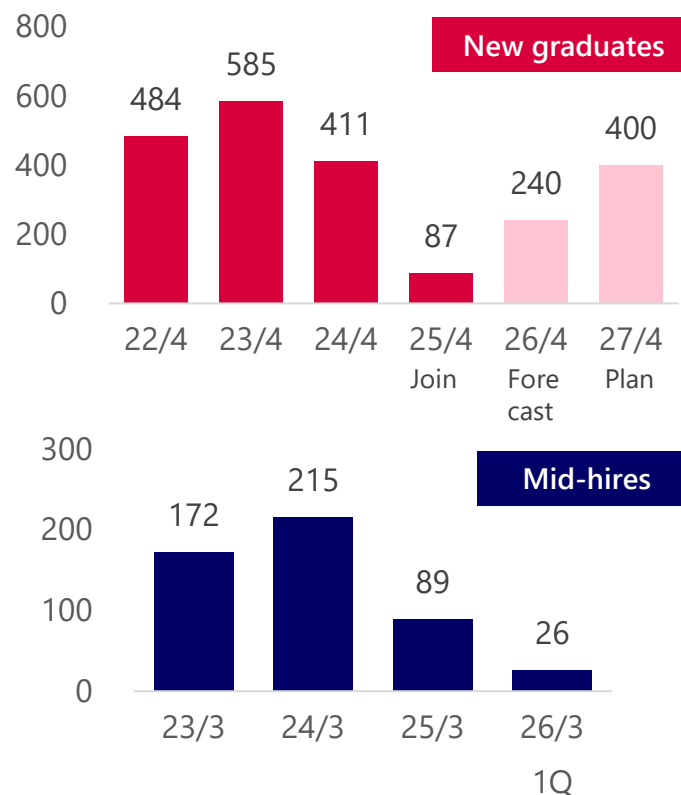
Number of DCs/Number of New graduates & Mid-career Recruits/Turnover rate

- The number of DCs at the end of 1Q was **2,617**, down 10 from the end of the previous period. With **2,530** DCs in their second year or more (**+293** from the end of the previous year), the personnel base for short-term growth is secured.
- In anticipation of accelerating the shift to DX field support positions, we plan **to increase the number of new graduates hired in the next fiscal year** and beyond. 240 new graduates are scheduled to join the company in April 2026.
- The turnover rate was 2.5%, up 0.4 pt YoY. Viewing this as an important issue, keep improvement it in the short- to medium- to long-term.

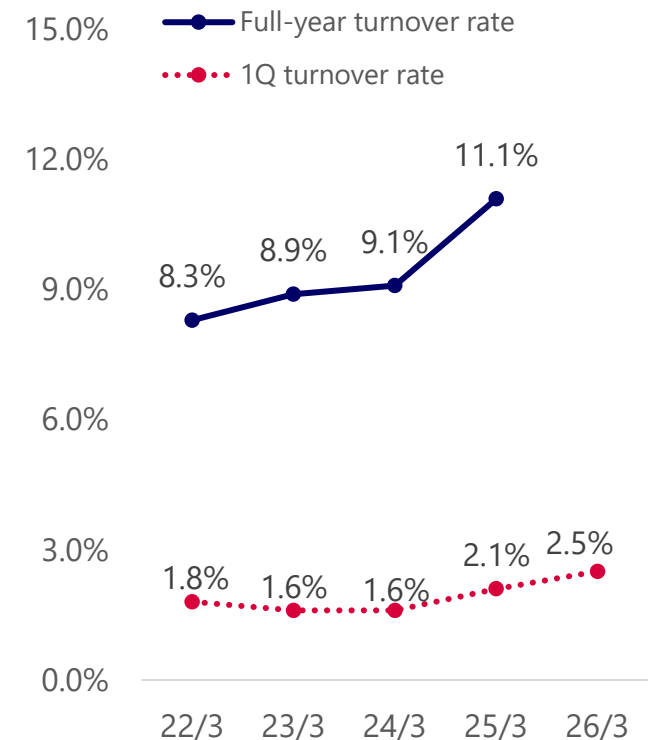
Trends in the number of DCs



Number of Recruits (unit : people)



Turnover rate

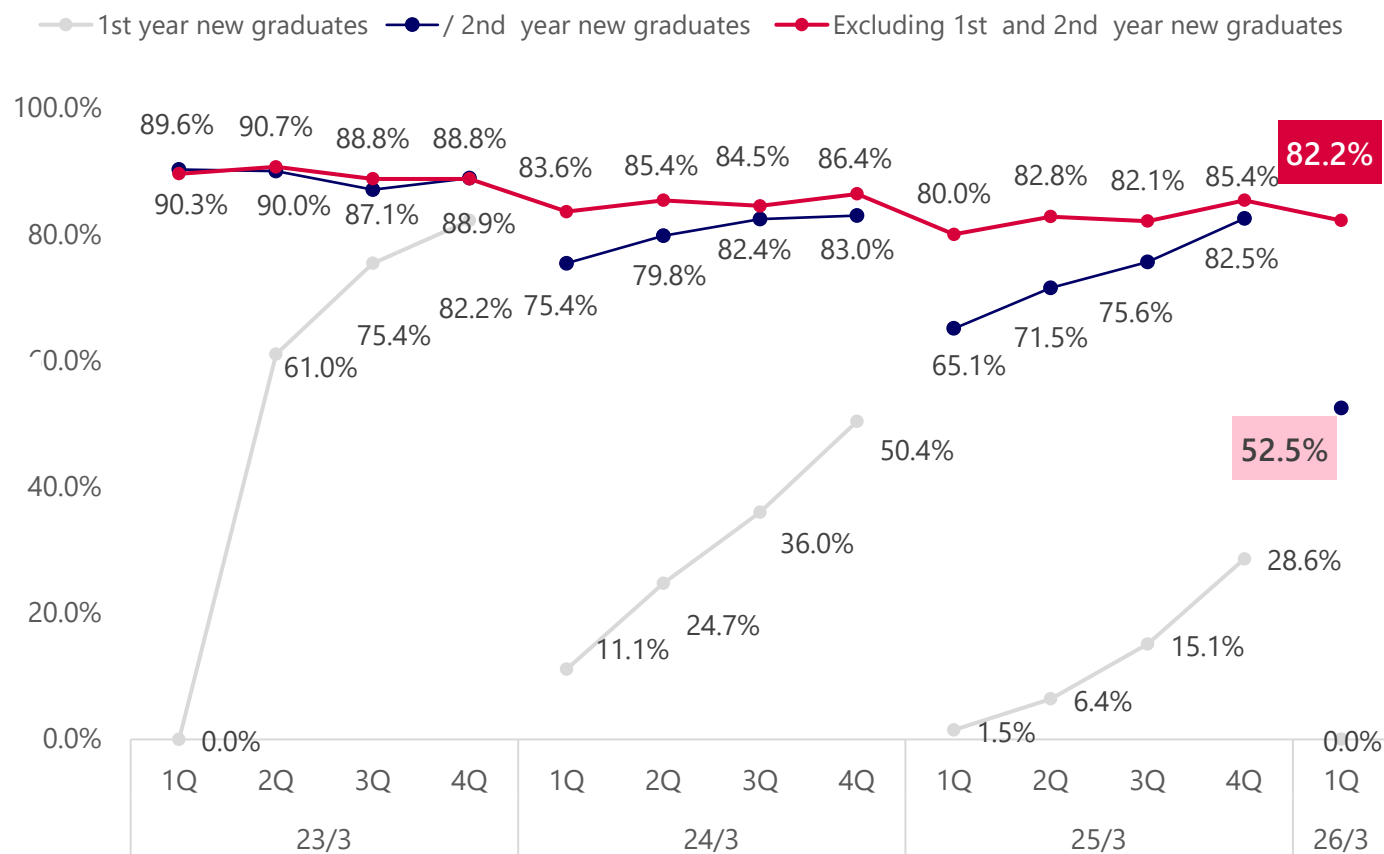


Operating Ratio

- The utilization rate of DCs excluding first- and second-year new graduates in 1Q was **82.2% (+2.2pt YoY)**. The utilization rate for the 2nd of new graduates was also **52.5%**, a significant improvement from the 1st year utilization rate (28.6%) in the previous quarter.
- Overall operating ratio is **+7.7pt YoY**, and the number of operating DCs increased steadily. There is still room for improvement in the operating ratio, and will continue to work to raise the operating ratio.

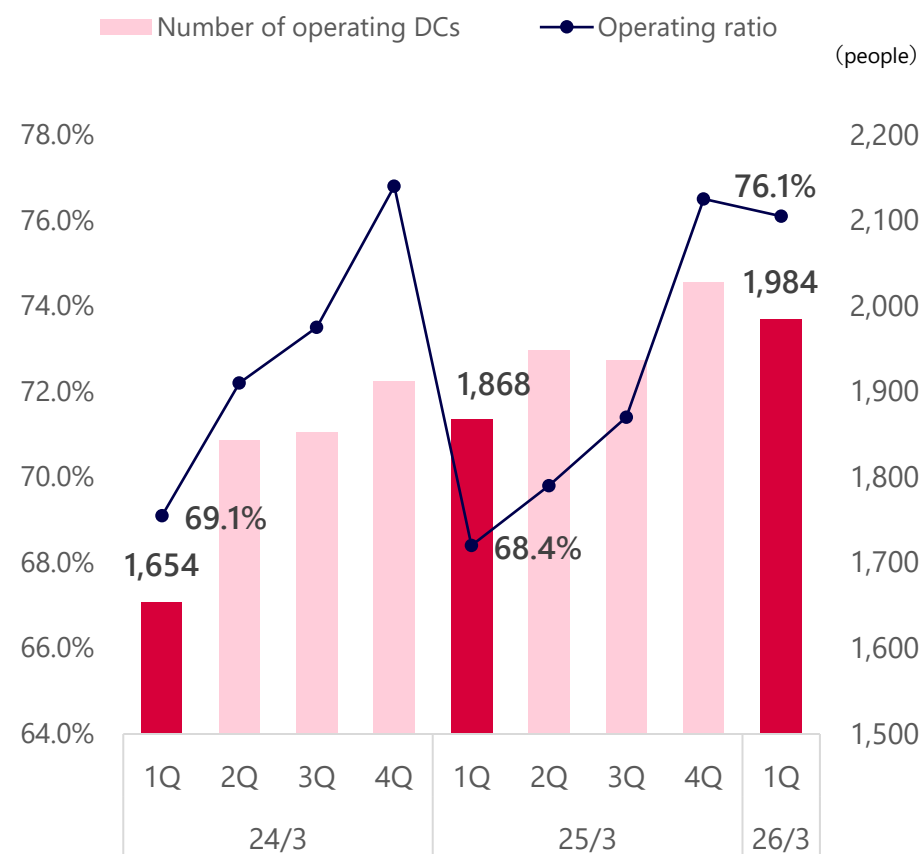
Operating ratio

(Excluding 1st and 2nd year new graduates / 2nd year new graduates / 1st year new graduates)



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Operating ratio/Number of operating DCs (Over all)



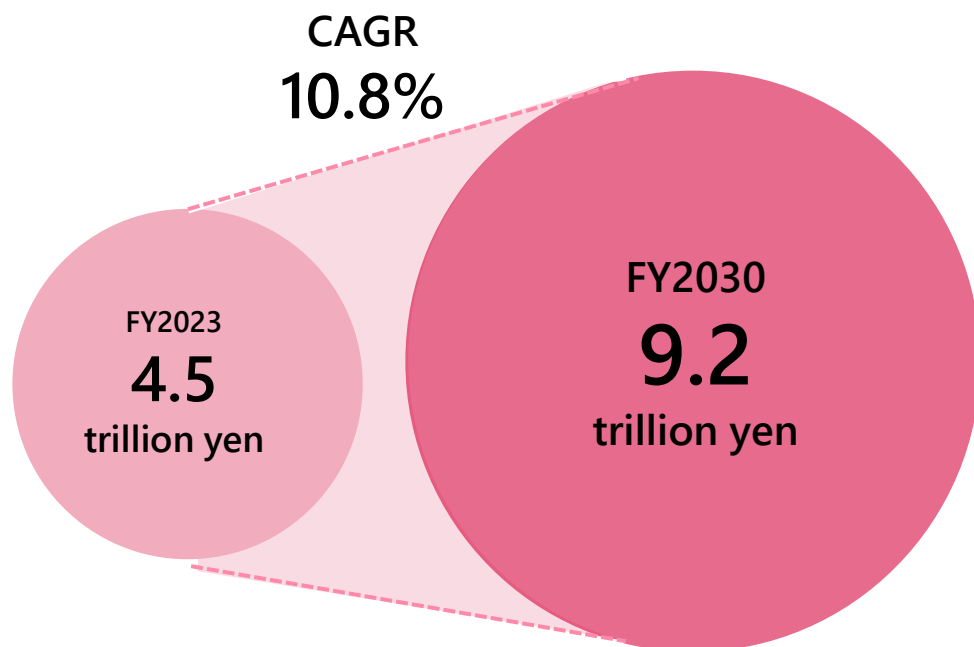
Progress of FY2026 Policy / Goals

External Environment: Rapidly Expanding DX Market, Lack of Human Resources to Promote DX

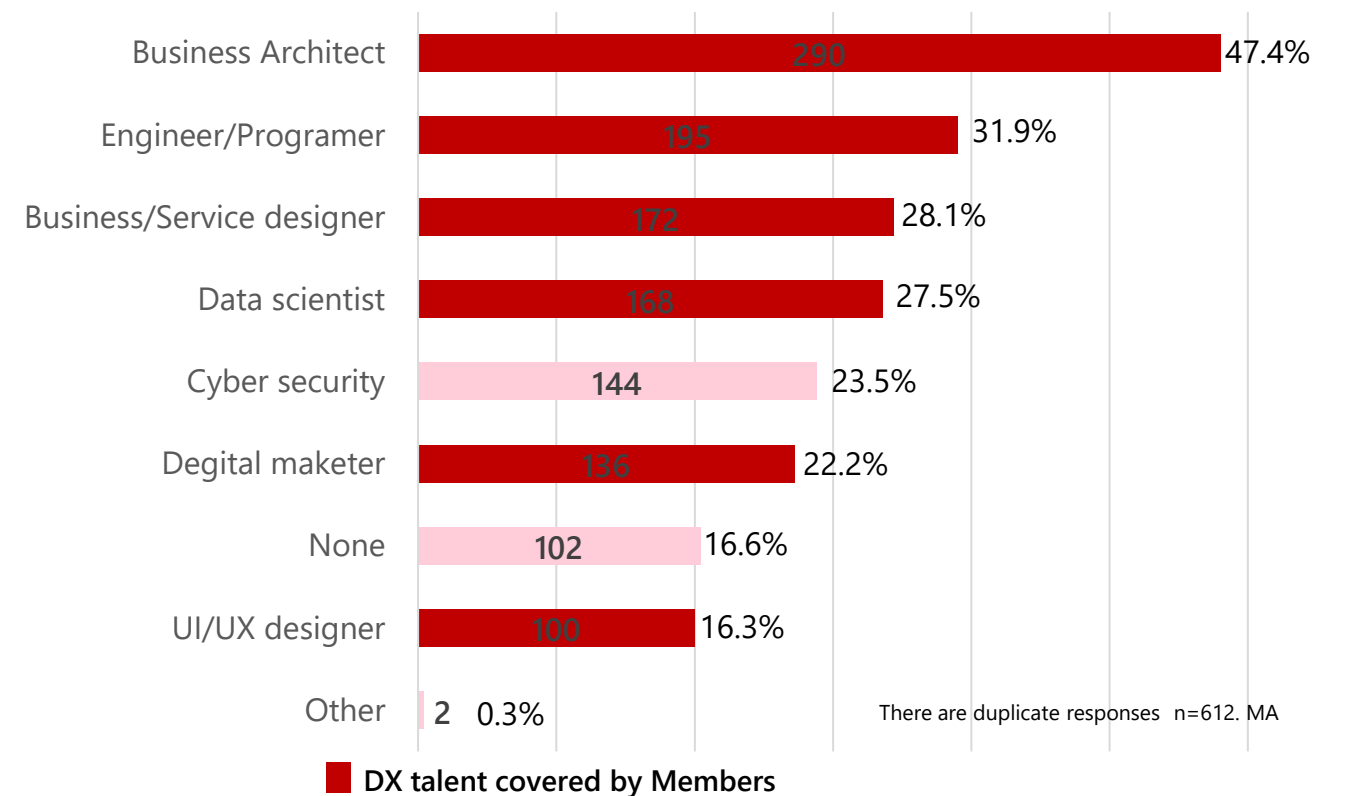
The domestic DX (Digital Transformation) market is expected to expand to 9,266.6 billion yen*¹ in FY2030.

In addition, many companies feel that there is a shortage of human resources to promote DX. 85.1% of companies said *²that the amounts of human resources to promote DX is either somewhat or significantly insufficient.

DX market size forecast*¹



Shortage percentage of key DX talent*¹



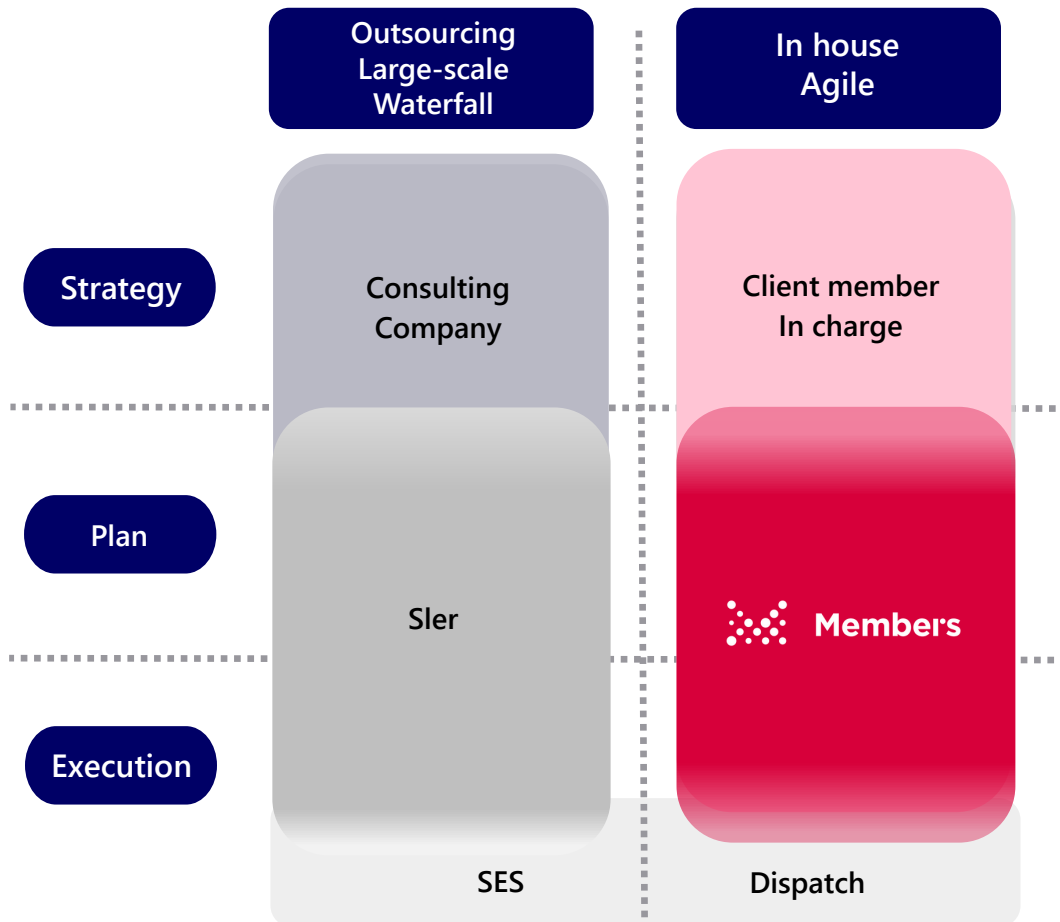
*¹ [Market size of the domestic DX market], [Shortage ratio of key DX personnel] Source: "2025 Digital Transformation Market Future Outlook < Market Edition >" (Fuji Chimera Research Institute)

*² Source: "DX Trends 2025" (Information-technology Recommendation Agency, Japan), P.50 <https://www.ipa.go.jp/digital/chousa/dx-trend/tbl5kb0000001mn2-att/dx-trend-2025.pdf>

Establish DX field support position and competitive advantage

Establish a unique position and competitive advantage of continuous in-house DX support with over 2,500 hands-on, client-dedicated teams of digital experts in response to customers' strong in-house production orientation.

Our Position



Problem of DX conversion in Companies (From the Aggressive DX Fact-Finding Survey 2025)

Lack of DX talent

- More than 90% of companies lack human resources for all processes, with a particularly serious shortage in the execution process at about 50%.

Needs of outsourcing

- Each process is different, but the execution process emphasizes accompaniment and hands-on support that leads to co-creation.
- The strategy and planning processes are increasingly being done in-house, but the execution process requires expertise and technical skills, making it difficult to develop and train human resources and skills, outsourcing ratio is about 30%, which is higher than other processes.
- Satisfaction with outsourcing companies was less than 40% for most items, and cost-effectiveness was the lowest at approximately 20%.

DX on-site support of members

- Hands-on, agile implementation support from 2,500 digital technical experts.
- Continued support of dedicated customer teams through "ATAKAMO-SHAIN®**".
- Appropriate cost performance during the planning and execution phases.

FY2026 Policy / Goals

Acceleration of the shift to a DX domain support position and establishment of field-centered, All-Hands management

Key Strategy

Personnel development

- Promote the SINCA90 project and accelerate the **development of DX personnel to accompany customers**, such as UX designers and marketing DX personnel, in addition to developing PMO personnel.
- **Maximise the use of AI** and aim to significantly improve productivity and strengthen competitiveness.

Service/Sales

- Design a service portfolio aimed at each business, accelerating the shift and expansion into the DX domain, pursuing business transformation, customer success and high customer advocacy.
- Expand PMO-based services to expand DX project areas.
- Introduce ABM-type account management. Further accelerate the expansion of the DX domain of focus customers and maximise sales per company.

Investment

- Establish unique strength services around the Decarbonization DX Company to realise the mission/vision.
- Establish a field-centred, all-participant management approach to team management in DX field support and account/team management based on team and individual visions, pursuing a challenging culture and employee happiness.

Goals

DX talent ratio

(% of all employees)

65%

Full-year operating ratio

(excluding first and second year new graduates)

85%

DX sales ratio

(compared to total value-added sales)

55%

Unit price

(Number of over 2nd graduates DCs compared to FY2025)

YoY + 10%

Company employee engagement score

YoY+ 0.1pt

NPS*

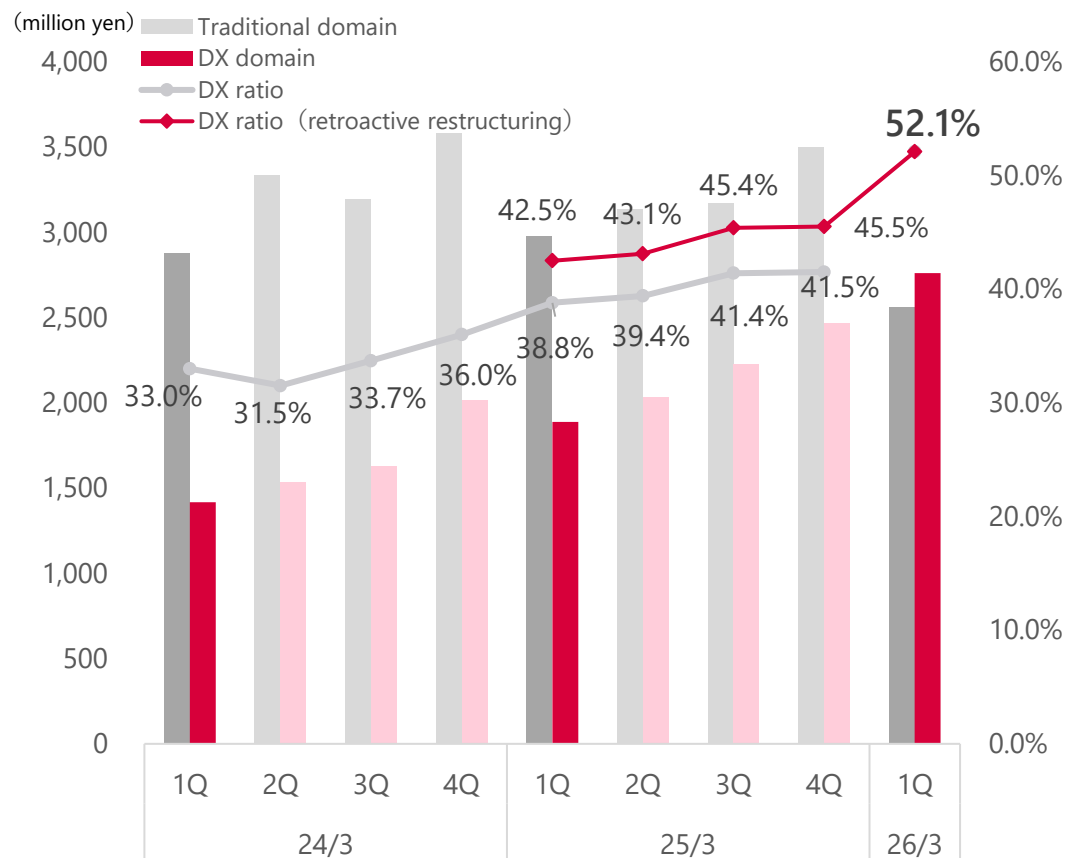
(net promoter score)

YoY + 2pt

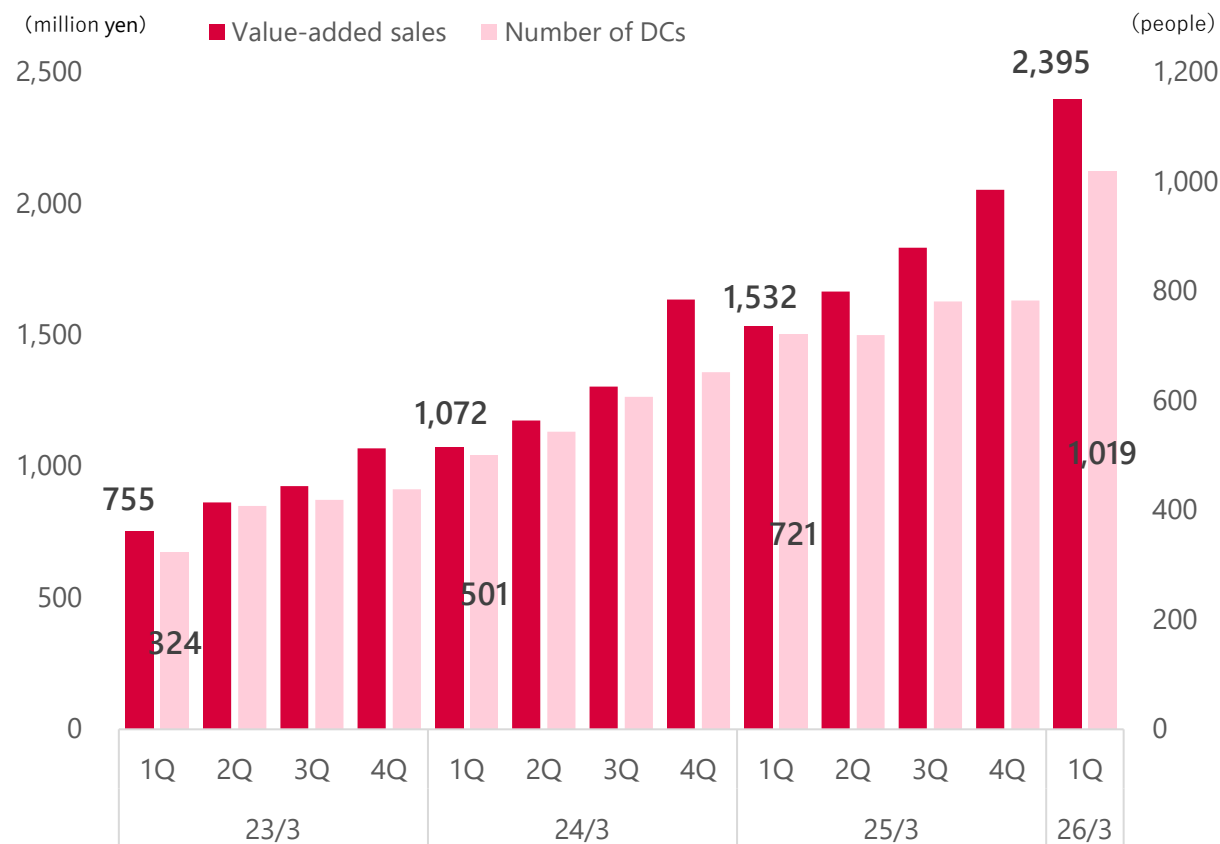
Accelerate of shift to DX field support position-DX ratio/total value-added sales and number of DCs for specialty companies

- DX sales ratio was **52.1%** (+9.6 pt YoY). Growth rate remained high at **+34.7%** YoY, driving overall growth.
- Value-added sales of the entire specialized companies expanded to 2,395 million yen, **+56.2%** YoY. The number of DCs also **+41.3%** YoY to 1,019, with the growth of the specialized companies accelerating rapidly.

DX ratio and value-added sales (by domain)



Specialized Companies

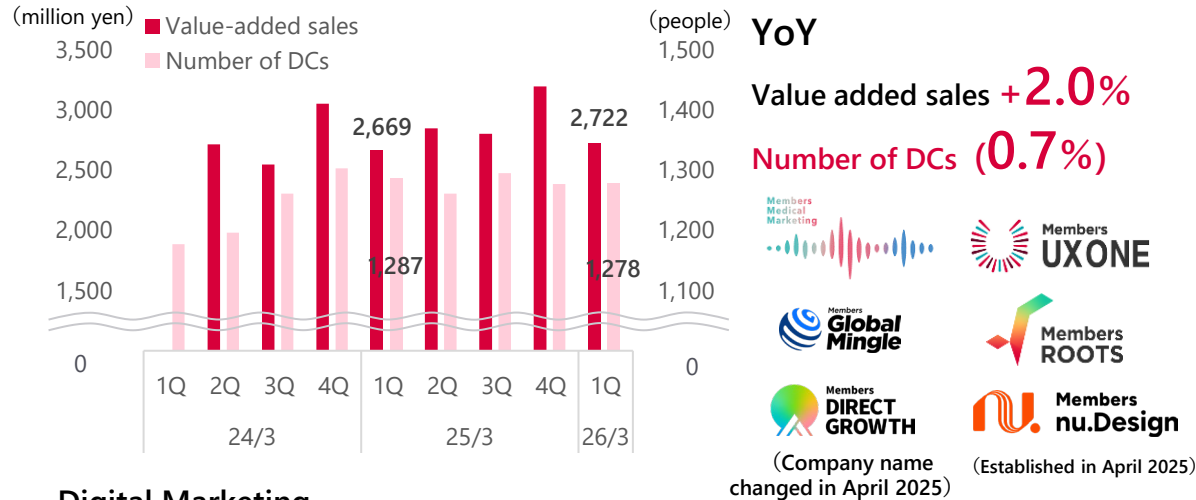


DX Ratio (retroactive restructuring): Partial reclassification of the previous period due to the establishment of a new company. The ratio is calculated by re-compiling.

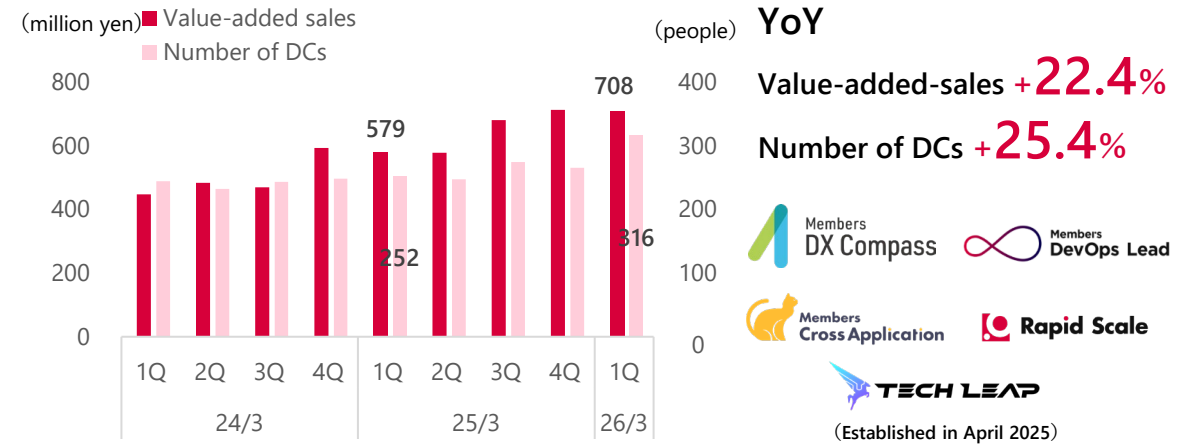
Accelerate of shift to DX field support position- Value-added sales and number of DCs of each business sector

- Digital service development and data utilization support, the key to the shift to a DX field support position, maintained a high growth rate.
- Continue to promote the sophistication of services in each business domain and cross-selling among businesses.

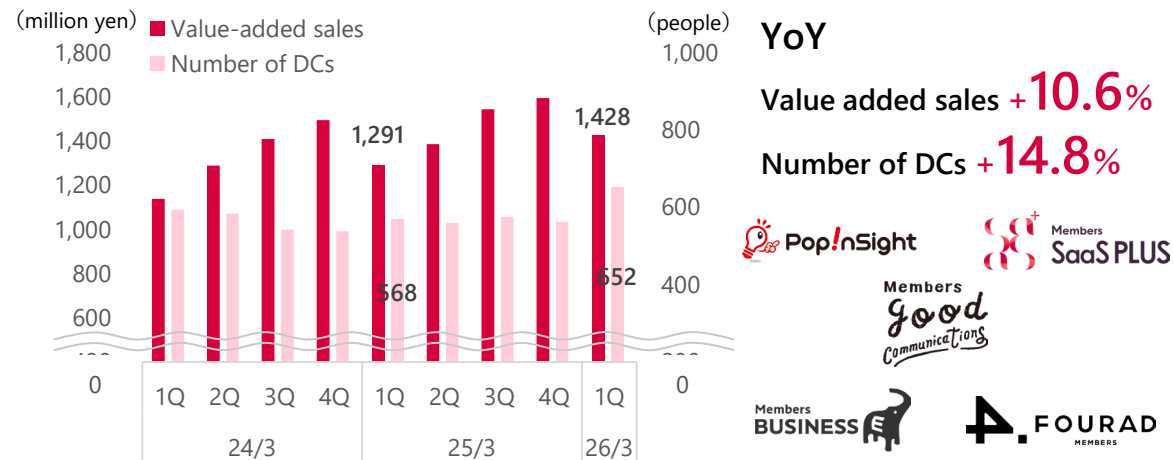
Production/UIUX



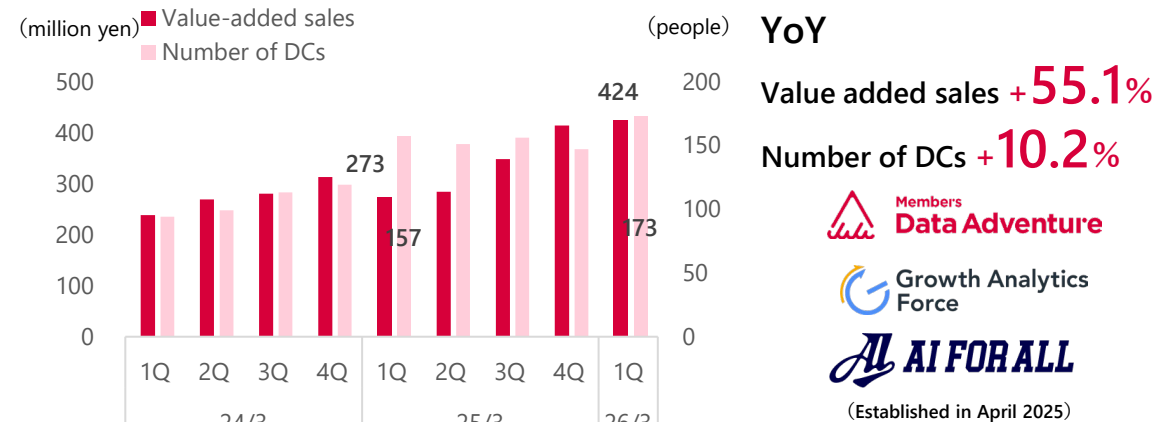
Digital Service Development



Digital Marketing





Data Utilization Support



Accelerate of shift to DX field support position -DX Domain Company Case Studies

- A new company dedicated to product design/technical director/generative AI was established in April 2025.
- The newly established company has been used as a hook to steadily acquire **DX projects centered on generative AI**.

Client	Global Conservation Fund Foundation	Outline of Support
Support Content	Microsoft 365 Copilot x Scripting for Efficient Public Relations	「The PR process of "image conversion," "CMS input," and "SNS post draft creation" was reconstructed using Copilot and automated processing tools combined with AI.
Support Company		Supporting results Automation greatly reduces the time allocated to the three processes. The time spent on tasks that were previously labor-intensive and cognitive-intensive has been reduced, and psychological hurdles have been eased.
Client	B to B Auction Business Company	Outline of Support
Support Content	Business System Scrum Development	A PMO with development expertise coordinates multiple vendors and supports smooth progress. UIUX improvement, including response speed, for SaaS conversion of the current auction platform, and system adaptation to business transformation were also realized.
Support Company		Supporting results SaaS-ization of the auction platform increases the speed of providing value to users. Created an example of scrum-based development and established a system to realize flexible business requirements.

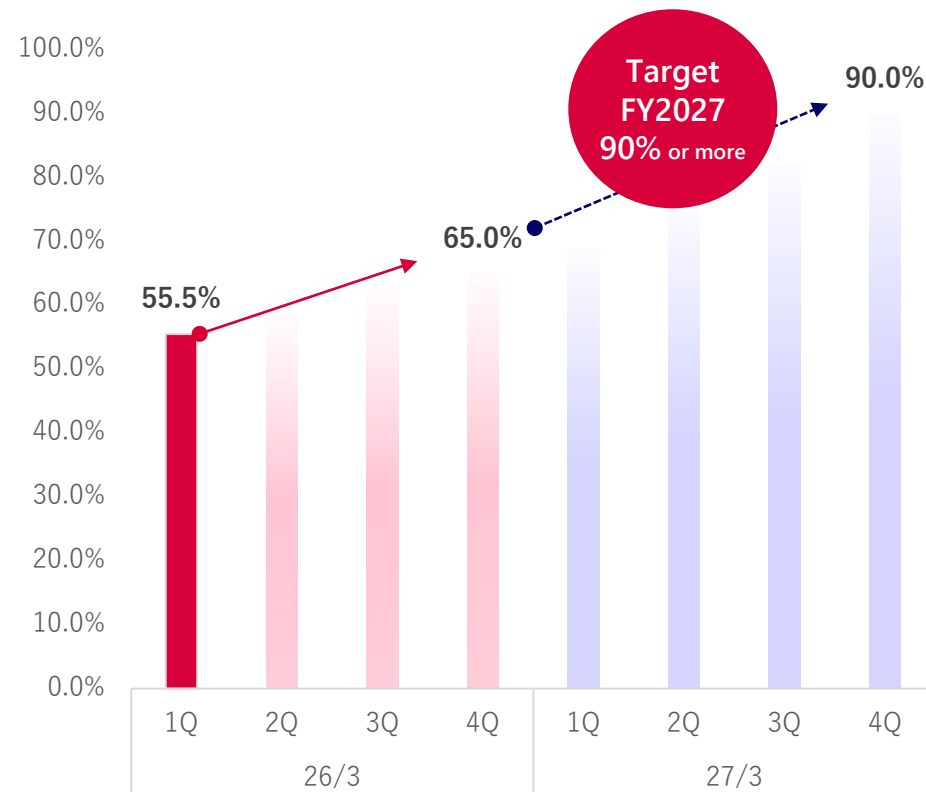
Accelerate of shift to DX field support position - DX talent ratio/SINCA90 project

- Strongly promoted the SINCA90 project. In addition to the development of PMO staff, further accelerate the development of DX talent to accompany customers, aiming for a DX talent ratio of **65% in FY2026 and 90% or more in FY2027**. The ratio of DX talent in 1Q was **55.5%**, making steady progress.

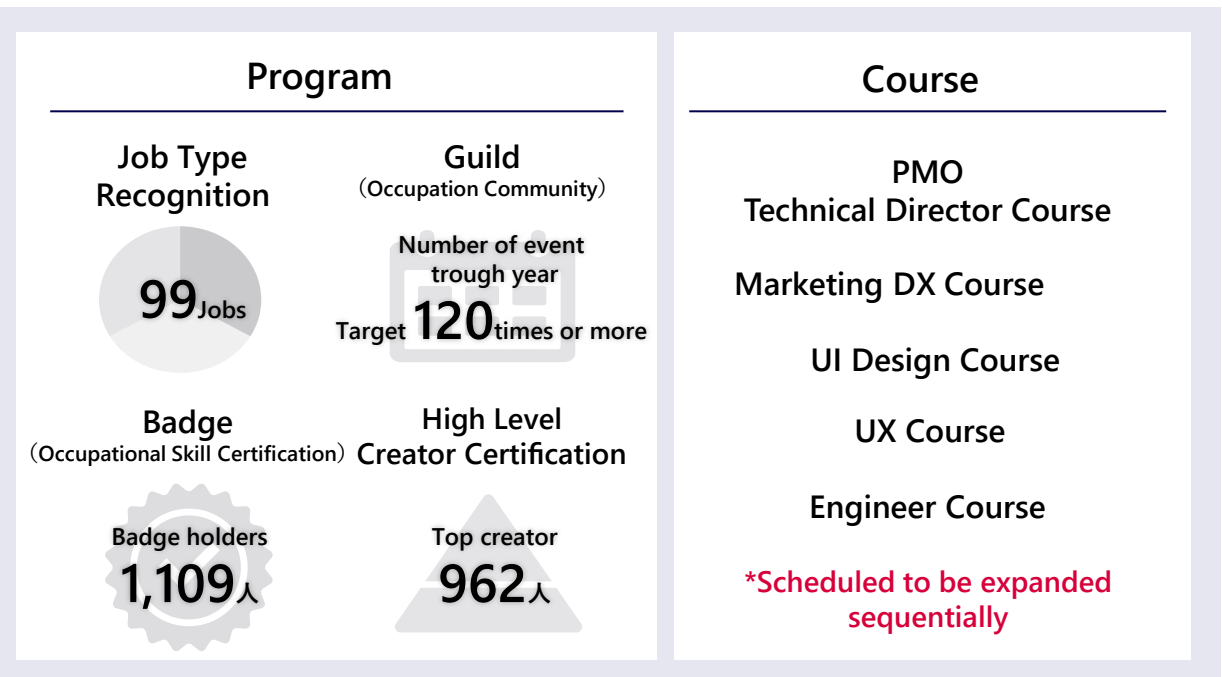
Training to continue to **deepen & evolve** DC's skills and knowledge
- Comprehensive approach to systems, programs, systems, etc.

Increase in DC and projects in DX domain
Accelerate of shift to DX field support positions

DX talent ratio



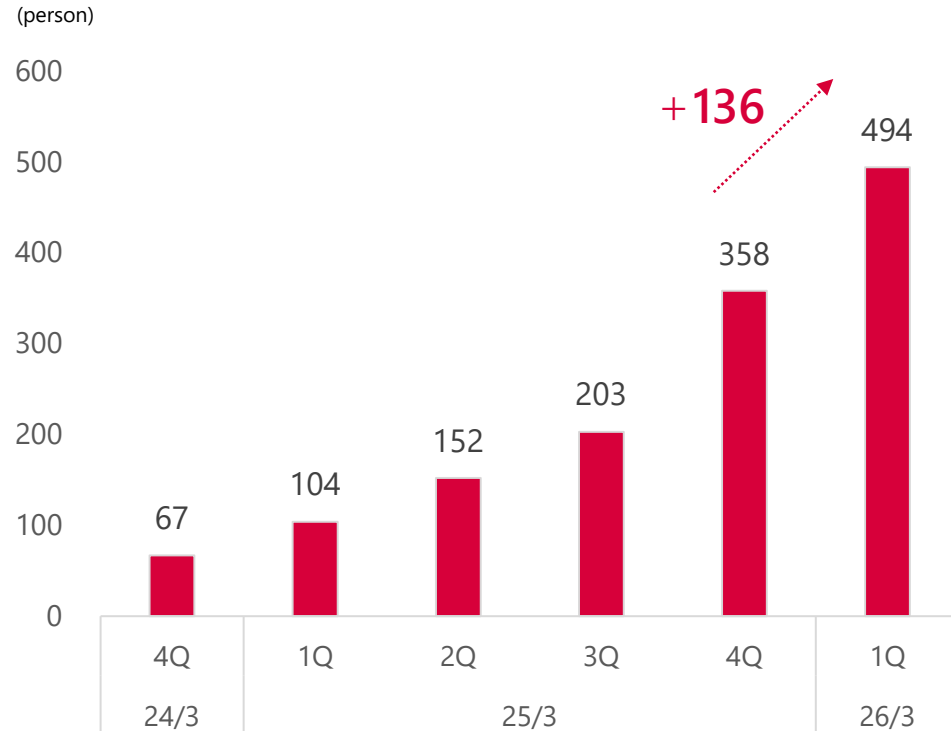
SINCA (Skill Innovation and Career Advance)



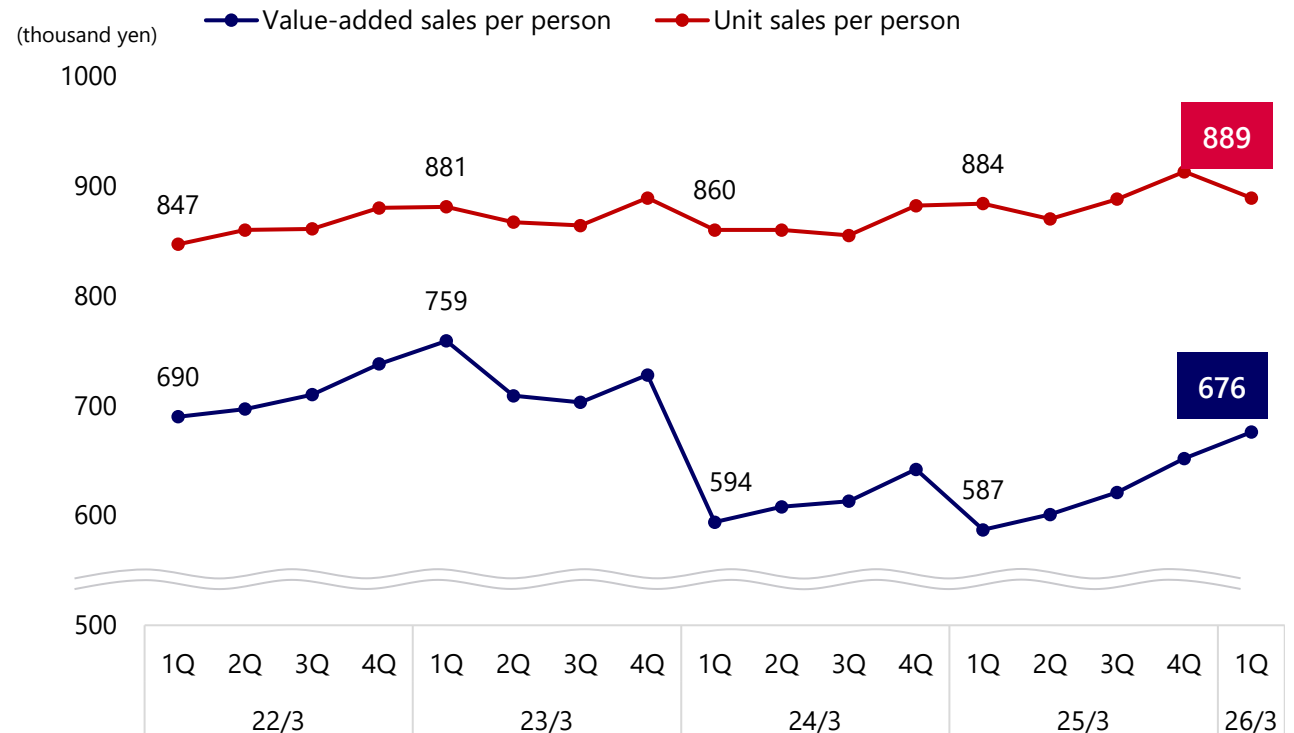
Accelerate of shift to DX field support position - PMO staff development / Increase in unit sales per person

- Our talent development initiatives are on track, with the number of PMO staff reaching **494** at the end of 1Q, an increase of **136** from the end of the previous fiscal year. Challenge goal is to reach 1,000 employees by the end of this fiscal year.
- **889 thousand yen** unit sales per person (+0.5 pt YoY) . Unit sales price of existing DCs steadily improved by **3.6 pt** YoY (compared to the unit sales price of DCs who graduated in the second year or more in the previous period). Value-added sales per person recovered sharply to **+15.2%** YoY.

Number of PMO* staff



Unit Sales per Person/ Value-added sales per Person

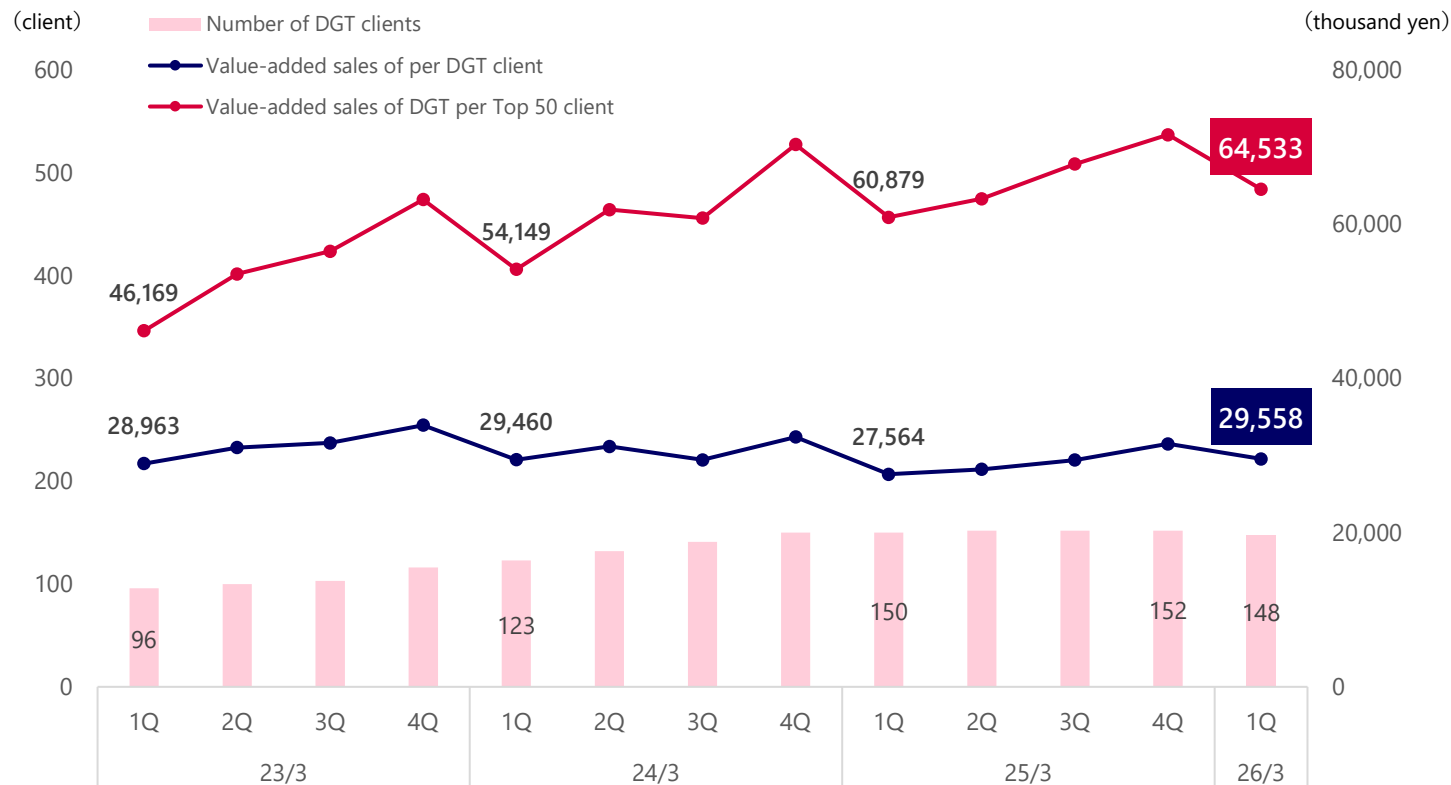


*PMO (Project Management Office): A department or system that oversees project management across the board, beyond the boundaries of departments, in order to facilitate the smooth execution of projects in a company or organization. While the PM (Project Manager) is in charge of overseeing the project and making various decisions, the PMO supports the PM's project management by collecting information and coordinating with related parties to enable the PM to make decisions smoothly.

Accelerate of shift to DX field support position -Maximize revenue per client

- Value-added sales per company of the top 50 DGTs expanded steadily to **+6.0% YoY**.
- The number of companies with transactions of 100 million yen or more **increased by 3 YoY to 49**. Expanding business with clients who are able to provide services in the DX domain.
- The number of DGT companies increased by 4 but decreased by 8 to **148** due to the review of focused accounts. The number of all trading companies is also trending flat YoY, but in line with expectations. Thoroughly manage ABM-type accounts **to maximize revenue per client**.

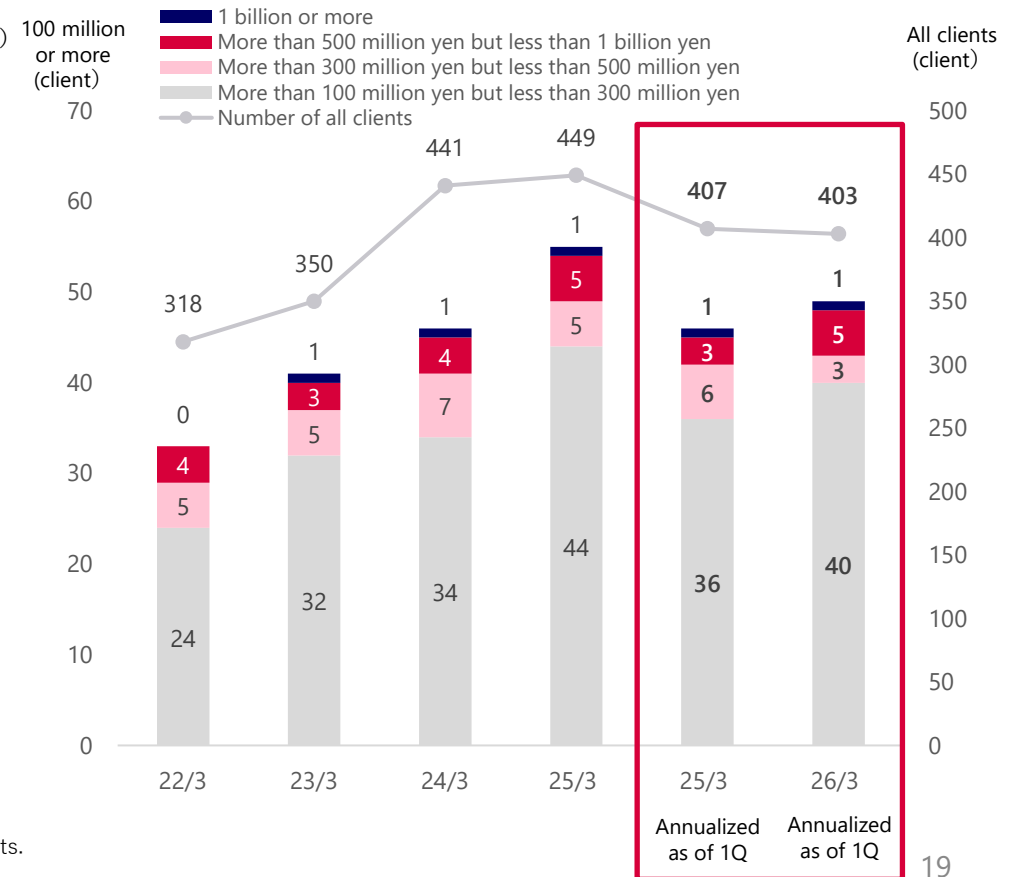
Number of DGT clients(*)/ Value added per clients



* Number of DGT companies is the number of customers served by a team of three or more DCs dedicated to the customer in pursuit of results.

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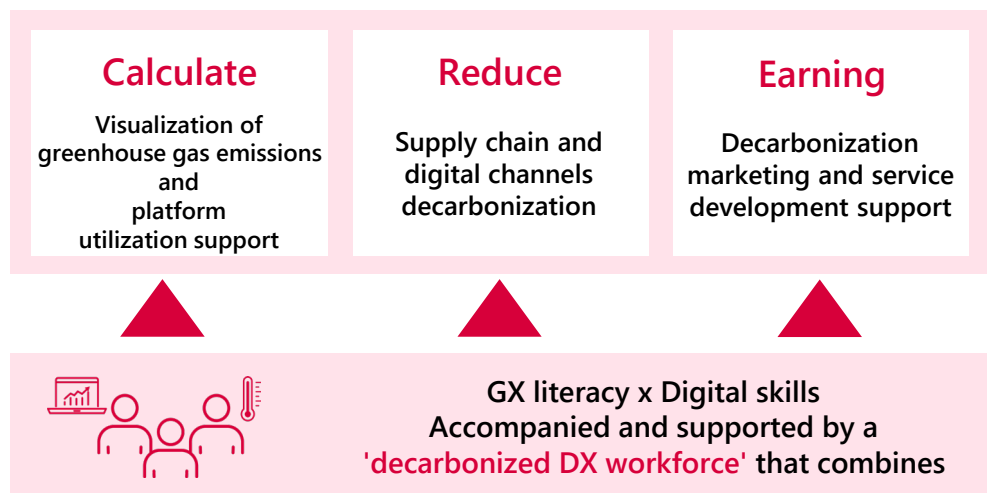
Number of trading companies by turnover size



Establishment of decarbonized DX business/development of decarbonized DX human resources

- The GX market continues to expand due to the effects of rapid climate change and international conditions. Our decarbonized DX Company also grew steadily.
- Established the "Municipal GX Center". Provides support to municipalities and promotes the planning and implementation of GX strategies.

[Decarbonization DX Solution]



[Reference of service]

全国の自治体GX推進を支援する 「自治体GXセンター」を開設

- ・ 内閣府や総務省の制度に基づき専門人材を派遣
- ・ 山形県長井市と北海道沼田町に社員が常駐
- ・ 地域社会の脱炭素化と経済活性化に貢献



Members

Established the "Municipal GX Center" to support municipal GX promotion nationwide. GX consultants with both GX literacy and digital skills will be stationed in municipalities based on the **Cabinet Office and Ministry of Internal Affairs and Communications systems**. While deeply involved in the community, the company will provide support for accompanying the decarbonization strategy from planning and implementation to policy promotion. ([July 3, 2025](#))

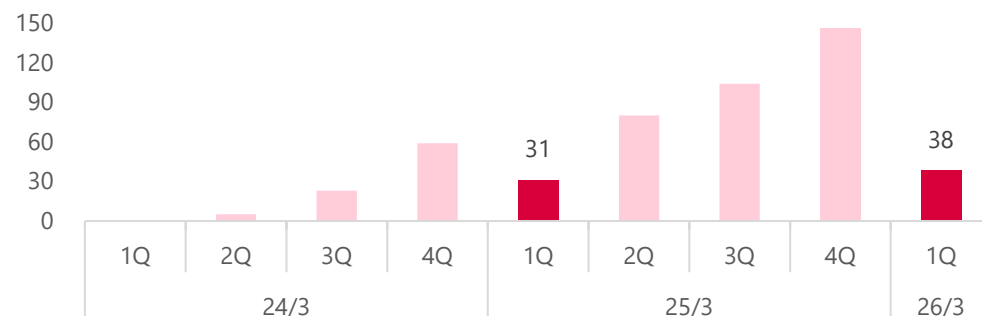
Support Municipals

Nagai City, Yamagata Prefecture : Support for planning and implementation of measures to promote the "Priority Measures Acceleration Project" selected by the Ministry of the Environment based on the "Fourth Nagai City Environmental Basic Plan."

Numata Town, Hokkaido : Support for specific plans and actions to achieve Numata Town's goal of zero carbon by 2050

Cumulative Value-Added Sales (Decarbonization DX Company)

(million yen)



Establish All Hands Management Style-Decarbonization Action Score/Employee Engagement Score/Improvement of NPS

- Team management and teams in DX field support/ Establish a field-centered, **All-Hands Management style** in which teams are managed based on individual visions. Challenging culture and pursuit of employee happiness.

Become part of the client and improve internal manufacturing execution Digital Creator

Sympathy for the vision of change

We focus on how the work in front of us and the results we produce contribute to the development and improvement of society as a whole through our clients' business and organizational transformation. Contributing to society through our work is our motivation and the source of our energy.

Creator-oriented

We are encouraged to develop design thinking, to be constantly exposed to new things, and to generate innovative ideas by working with their own hands. We will continue to create value for our customers and society by updating ourselves through repeated trial and error and ingenuity.



Fellowship orientation and last man spirit

Each person takes the initiative to lead the team, working in unison with the client. We sincerely wish for our clients' success and devote our energy generously, never running away from any hardship, sharing our joy, and crying and laughing together with our clients.

Overwhelmingly hands-on approach

We are convinced that it is the accumulation of value and improvements created in the field that will make the strategy a reality and produce great results. We maximize results by reflecting ideas that can only be generated in the field and the real voices of users in our policies.

Social Value Award



The most prestigious event where representative teams present their challenges in **creating social value** through their work

Employee Engagement Score

(Target)	(Result of previous fiscal year)
YoY +0.1pt	3.41 / 5.00

NPS ^{*2}

(Target)	(Result of previous fiscal year)
YoY +2pt	(3.5)pt

Decarbonization Action Score

(Target)
3,500

*1 "ATAKAMO-SHAIN" is registered trademark of Members Co., Ltd. "ATAKAMO-SHAIN" (Registered trademark No. 6923667.)

*2 NPS® (Net Promoter Score): An index of a customer's willingness to recommend a company's products or services to others. It is used as an indicator to measure a client company's overall satisfaction and loyalty to its services. NPS® is a registered trademark of Bain & Company, Fred Reichheld, and Satmetrics Systems (now NICE Systems, Inc.).

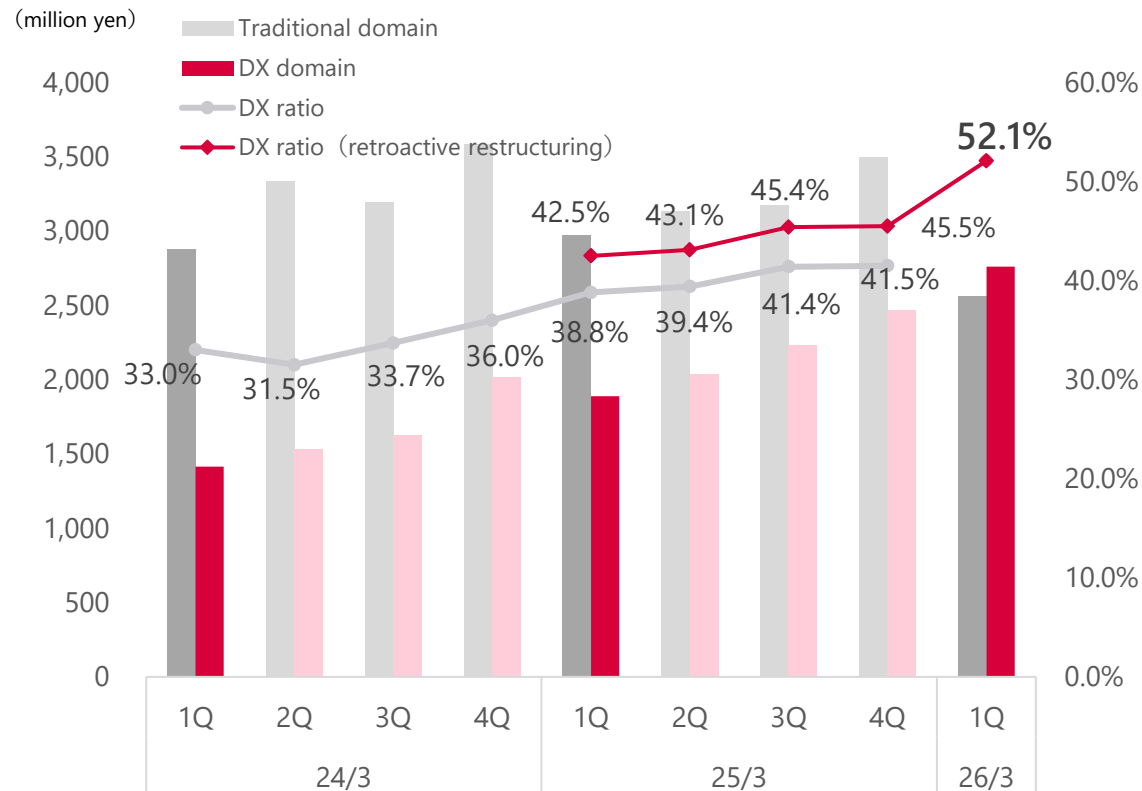
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Performance Targets / Shareholder Returns

Accelerate of shift to DX field support position - Performance Objective

- **DX sales ratio target of 55.0% for this fiscal year, 52.1% as of 1Q (+9.6 pt YoY)** . Boldly accelerate the shift to a DX field support position, aiming to establish a high-growth business with a value-added sales growth rate of over 15%.
- Recovery of profitability is progressing well. The feasibility of the **operating margin of 5%** planned for this fiscal year and the recovery of high profitability in the next fiscal year and beyond (**operating margin target of 10% in FY27**) will increase, Plans for **operating profit of over 2.5 to 3.0 billion yen for the fiscal year ending March 31, 2027**, which is expected to be a new record high.

DX ratio and value-added sales (by domain)

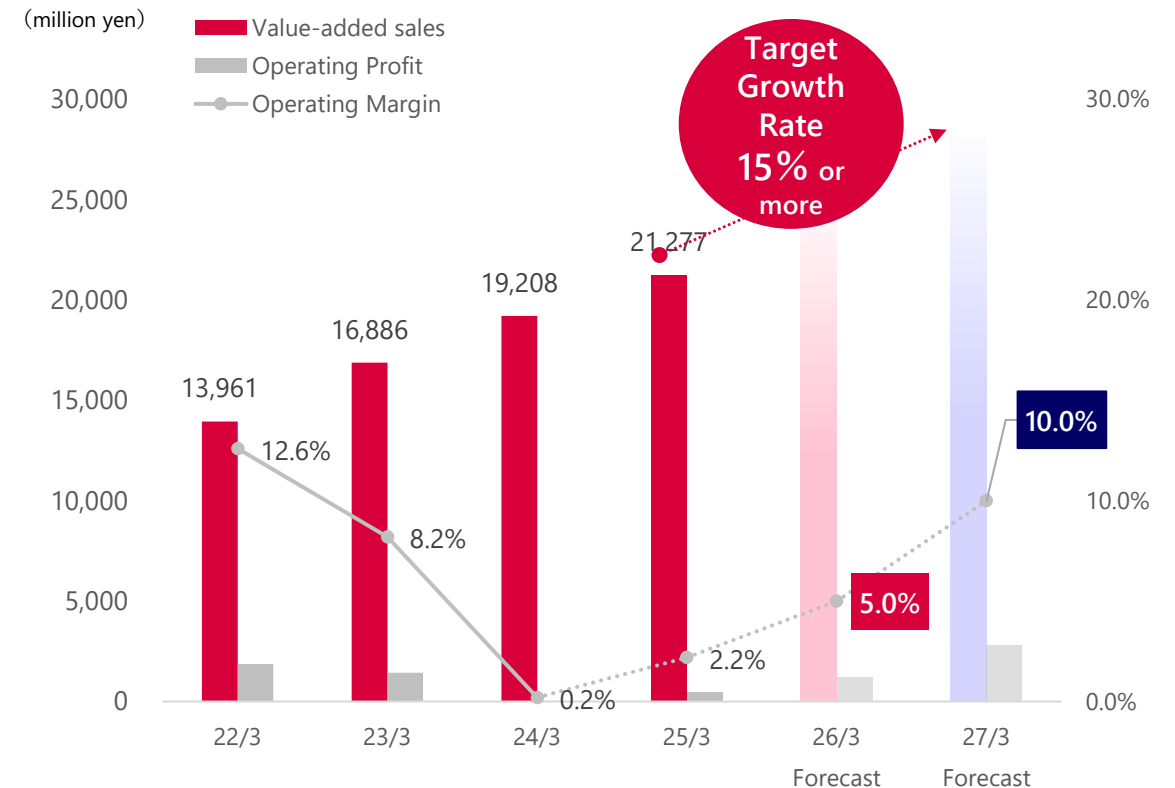


DX Ratio (retroactive restructuring): Partial reclassification of the previous period due to the establishment of a new company. The ratio is calculated by re-compiling.

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Value-added sales/Operating Profit

(Until 25/3 2Q, consolidated. From 25/3 3Q, Non-consolidated)



FY2026 Policy/Performance Goals

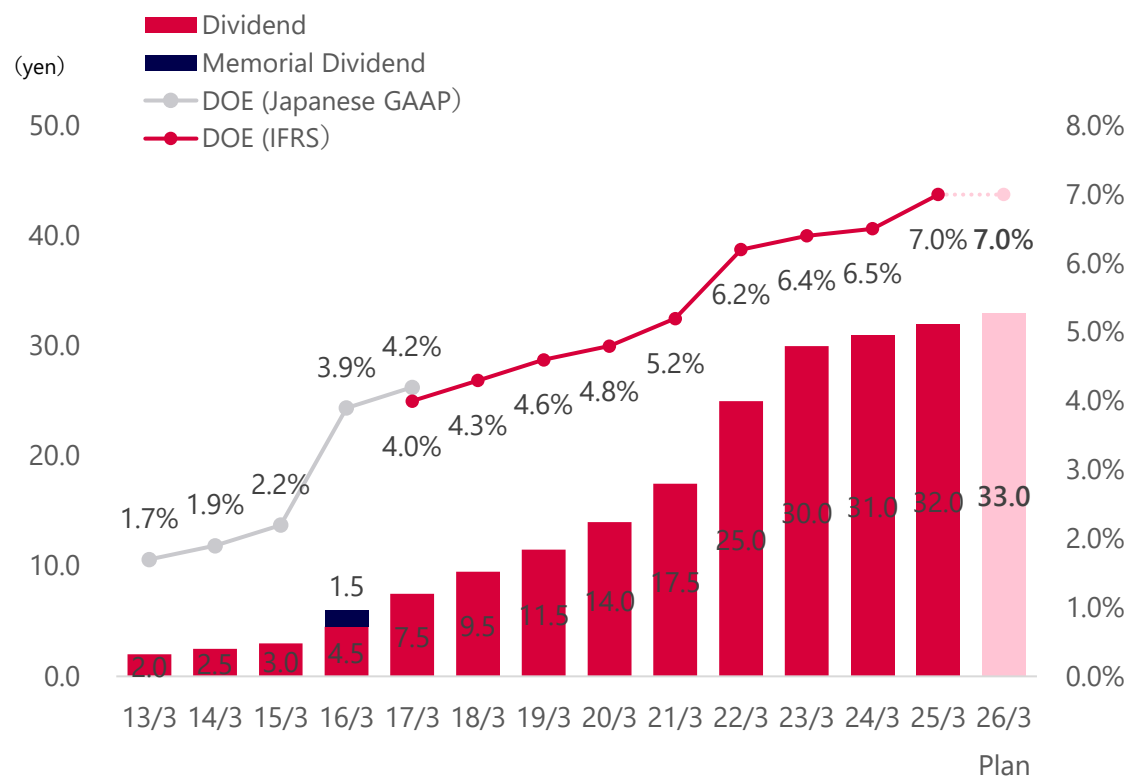
- Expect slowdown in growth of traditional large scale web operation fields, although shift to DX fields with high growth potential is progressing. Continue to boldly accelerate the shift to the DX domain and establish high-growth businesses.
- **Operating profit forecast for 2Q was revised from -50 million yen to 100 million yen** due to profitability improving more than expected. The full-year plan remains unchanged at this stage due to the inability to accurately forecast the progress of strategies and investments.
- The target of operating profit margin for the fiscal year ending March 2026 is **5%**. We expect a significant increase in profit, up **720 million yen from the previous year**.

(Unit: million yen)	FY2025 Result				FY2026 Forecast			
	2Q cumulative total	YoY Percentage change	Full-year	YoY Percentage change	2Q cumulative total	YoY Percentage change	Full-year	YoY Percentage change
Revenue	10,384	8.0%	22,329	9.1%	11,366	9.5%	24,318	8.9%
Value-added sales	9,961	10.3%	21,277	10.8%	11,057	11.0%	23,620	11.0%
Operating profit	(479)	-	493	1082.0%	100	-	1,214	146.2%
Operating profit margin	(4.6%)	-	2.2%	-	0.9%	-	5.0%	-

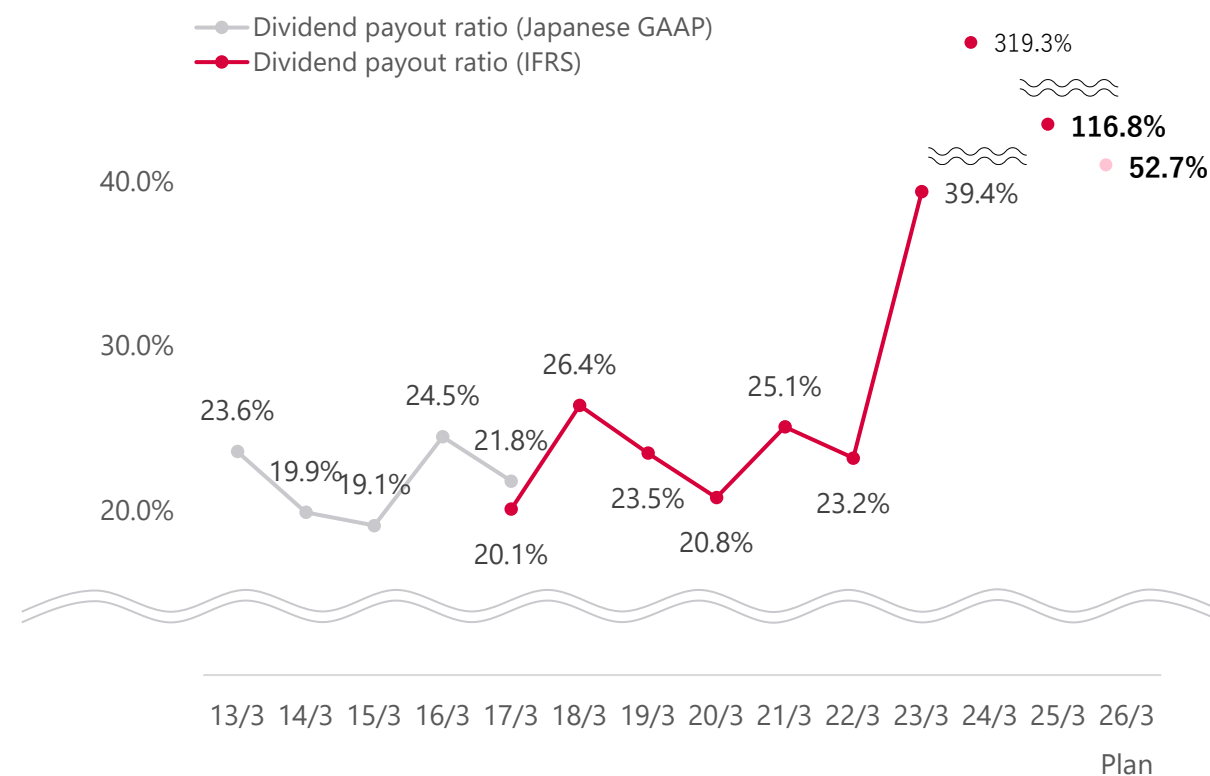
Shareholder Return

- Dividend for the FY 2026: 33.0 yen, with plans to **increase the dividend for 14 consecutive fiscal years since the initial dividend payment**. Plans to increase dividend by 1 yen per share in accordance with the policy of continuous dividend increase.
- Continues to pay a dividend of **at least 5% DOE**. Dividend payout ratio is a temporary outlier; target is **25%**.

Dividend and DOE



Dividend payout ratio



Company Profile

Who we are?

[The origin of the company's name]

"MEMBERSHIP"

The proliferation of digital infrastructure will shift market leadership from suppliers to consumers, and furthermore transform society into one in which consumers and suppliers cooperate to create value. Members lead the creation of "MEMBERSHIP" partnerships between companies and people, and transform not only marketing, services and products, but also the management style and way of being of the company itself into something that "improves society and is sustainable". We will contribute to the realization of a spiritually rich society.

All-Hands Management

Realization of the mission requires active participation in management by people who have come together in sympathy with the mission. To this end, Members will focus on creating an open and flat organization, and aim to realize an all-member participatory management style that positions employees (members) as the main actors in management.

[Core Value]

Contribution

Contribute to society through our core business. Contribute to the development of our customers. We want to be a group of people who like to be useful to society and client work (work with customers), not just for themselves.

Challenge

The company will celebrate its 30th anniversary in 2025. We will continue to aim for great growth. In the process, they will face many failures and various changes. However, we want to be a group of people who are willing to try, who can learn from their mistakes, and who like change.

Sincere

We are sincere to ourselves, our associates, our customers, and society. Profit as a company is of course important, we want to be a group that understands what is more important as human beings than profit.

Team

Designers, engineers, directors, planners, producers, and other people with different personalities work as a team to achieve results. That's how members do it. It's okay to have bumps and bruises, it's okay to be good at what you do and not good at what you don't do. We want to be a group of people who can deliver results in a team and love it.

[Management Philosophy]

A Triple Bottom Line (TBL) Company

The "A Triple Bottom Line Company (TBL)" concept is the guiding principle for members to promote mission-based management.

Aiming to simultaneously achieve the three goals of contribution to society, happiness of employees, and development of the company, we will pursue them without compromise. We will do what we can to help solve society's problems through our business, and simultaneously realize social contribution, employee happiness, and corporate profit generation. We will conduct our business activities with employee happiness in mind from a long-term perspective, rather than short-term profit.

[Guiding Principles]

Members Standard

- Creating a hearty society with integrity
- Have a last man's spirit
- Update yourself daily
- Maximize value by focusing on speed
- Faithfully Pursuing Customer Success
- Cry and laugh with customers
- Create the best user experience
- Build a team that continues to grow by leveraging different talents
- Changing the world from -1byte

[Corporate Logo]



Dots representing independent digital creators

The dots represent the members' employees, each of whom is an independent professional digital creator.

Members believe that digital creators such as designers, engineers, directors, planners, and producers who are well versed in Internet technologies and create new value are the key players who will drive the digital transformation of society. The "M" in the initial letter of "Members" is formed with dots, and the corporate logo is expressed in a single color to represent the members who have come together in sympathy with the same mission.

Red for realizing a sustainable society

The company's desire to contribute to solving various social issues through its business activities and to creating a society based on a sustainable economic model and a spiritually rich society is expressed in the traditional Japanese color "Beni," which symbolizes sustainability.

Large and small dots representing diversity

Members respect the diverse individuality of each person with different age, gender, nationality, residential area, and working style. By utilizing each individuality and cooperating with colleagues, we represent a greater ability to realize our mission.

Company Profile

Company name	Members Co., Ltd.
Locations	Headquarters (Tokyo) Harumi Island Triton Square Office Tower X 37F (Reception on 35F) 1-8-10 Harumi, Chuo-ku, Tokyo 104-6037 • Headquarters (Tokyo) • Sapporo Office • Web Garden Sendai • Kanda Office • Musashikosugi Office • Nagoya Office • Sabae Office • Osaka Office • Web Garden Kobe • Web Garden Kitakyushu • Fukuoka Office
Date of establishment	June 26, 1995
Consolidated capital	1,059 million yen (as of the end of June 2025) (IFRS)
No. of employees	3,000 (as of the end of June 2025)
Consolidated sales revenue	22,329 million yen (fiscal year ended March 2025 results) (IFRS)
Securities code	2130; Prime Section of Tokyo Stock Exchange
Business content	Digital Talent Accompaniment DX Domain Support Program

Mission

Create a spiritually rich society through
“MEMBERSHIP”

VISION2030

With the power of creators across Japan, we
will contribute to solving social issues centered
on climate change and population decline, and
lead the transformation to a sustainable society.



Joined Japan Climate Leaders' Partnership in October, 2020.



Continuation of 100% renewable energy from FY2020 onward

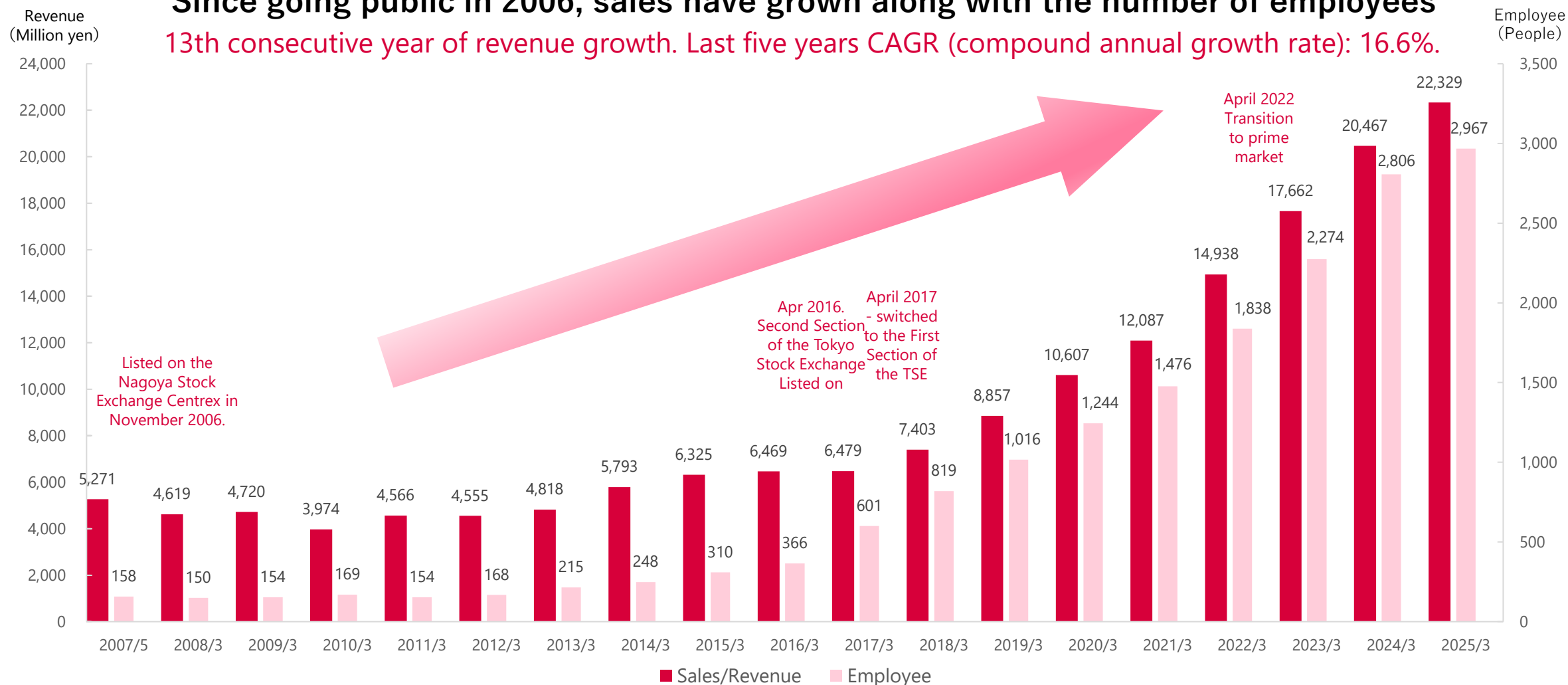


Selected as “Nadeshiko Brand” in 2024 as the enterprise for the outstanding efforts in encouraging women’s success by METI and TSE



Sales/revenue and number of employees

Since going public in 2006, sales have grown along with the number of employees
13th consecutive year of revenue growth. Last five years CAGR (compound annual growth rate): 16.6%.



FY2008 only covers the 10-month period from 1 June 2007 to 31 March 2008 due to a change in the financial year end.

Consolidated financial statements are prepared in accordance with IFRS from the fiscal year ended March 2018; figures up to the fiscal year ended March 2016 are based on Japanese GAAP, retrospectively for the fiscal year ended March 2017 and on IFRS basis for figures after that date.

Disclaimer

Forward-looking statements such as business plans and earnings forecasts contained in this document are based on information available to us at this time that we believe to be reasonable. These forward-looking statements are subject to various uncertainties, including market conditions and political and economic conditions, and may differ from actual results.

This material is not intended as a solicitation to buy or sell our stock or otherwise invest in our company. Investors are advised to make their own decisions and to do so at their own risk.

Cautionary Statement

This document has been translated from a part of the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

For IR inquiries

Members Co., Ltd.

Corporate Planning Office IR Team

ir@members.co.jp



In DX domain support.

Leading social change together with customers

Members Co.,Ltd.