

# Financial Results for Fiscal Year Ended December 31, 2025

February 12, 2026

SIOS ,Corp.

(Stock Code: 3744 on the Second Section of Tokyo Stock Exchange)



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**"Making the impossible possible for the people of the world"**

**The SIOS Group utilizes open-source software (OSS)\* and AI solutions to facilitate corporate clients' IT-driven business transformation.**

Since its founding in 1997, the SIOS Group has capitalized on its expertise in OSS to develop, implement, and provide support for enterprise IT systems that encompass applications, operating systems\*, and cloud services. This strategic approach enables us to create and deliver compelling value to our corporate clients.

Note: See the Glossary on page 48 for descriptions of terms with an asterisk.

# Hallmarks of Open-Source Software Ingrained in Our DNA

The hallmarks of open-source software, including transparency, flexibility, and innovation, are integral to our corporate culture.

What is open-source software?

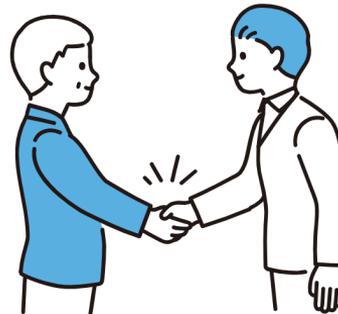


Software with absolute **transparency**, developed and enhanced through the **collaborative efforts of engineers worldwide**



Ongoing communication with an external tech community through SIOS Tech Lab

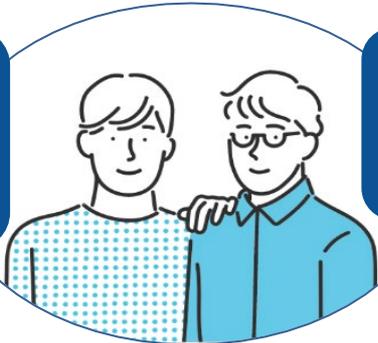
Flat organizational structure with no departmental boundaries, encouraging employee autonomy



Public recognition and endorsement

# Three Key Driving Forces behind Our Mission SIOS

Number of Group companies:  
**6**  
(4 in Japan and 2 in the United States)



Number of employees worldwide:  
**540**

Note: Temporary employees included.

## People



Percentage of engineers among total employees  
**57%**

## Technology



## Culture

**SIOS Values\***  
Creativity, Passion,  
Commitment,  
Integrity, Teamwork

Note: Applicable to SIOS Technology, Inc. in FY2024.

**We have three core business segments built around open-source software.**

**Open-source  
software**



**Segment ①**

**Products &  
Services**

Develop, sell, and support in-house software products

**Segment ②**

**Consulting &  
Integration**

Plan, develop, and operate enterprise information systems for corporate clients

**Segment ③**

**Software Sales &  
Solution**

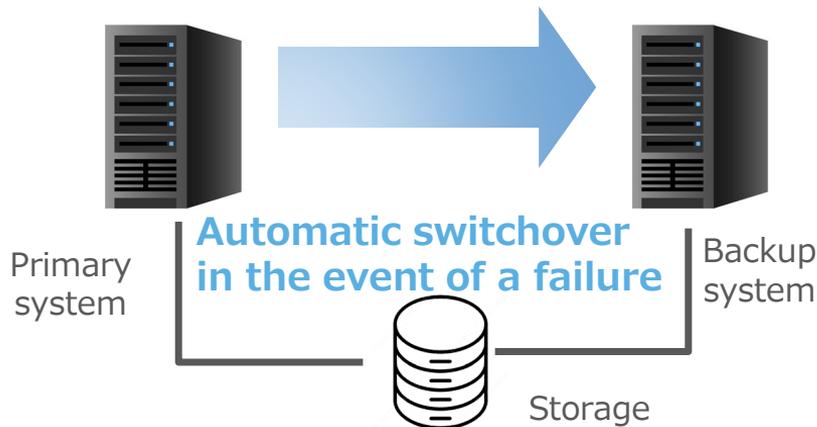
Sell and provide technical support for third-party software products

# Our Core Products Offered in the Products & Services Segment (1 of 4)

## LifeKeeper disaster-recovery protection software

### Ensure uninterrupted operations of critical information systems

24/7/365 monitoring



- LifeKeeper continuously monitors a client's system operations and automatically switches a primary system\* to a backup system\* in the event of a failure, thereby minimizing downtime.
- This software ensures uninterrupted operations of critical information systems employed in the government, telecommunications, and financial sectors.

# Our Core Products Offered in the Products & Services Segment (2 of 4)

## Document management applications

### Minimize the time required for scanning office documents and facilitate efficient document management

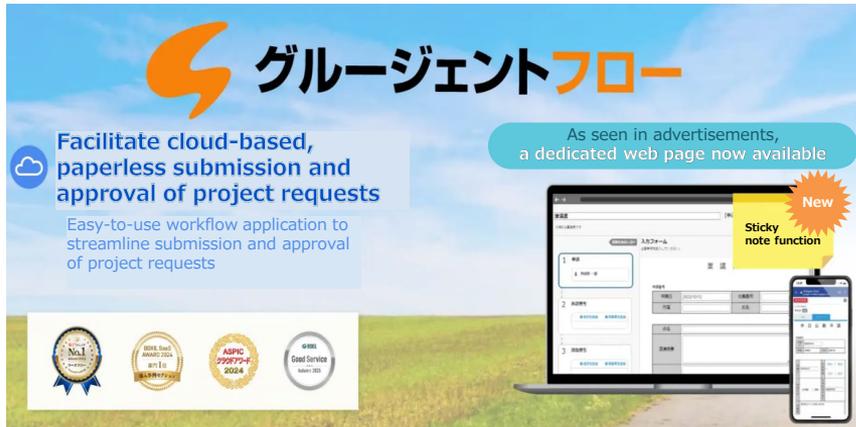


- Our document scanning applications designed for MFPs streamline the conversion of paper documents into digital formats.
- Archived data of scanned documents enhances efficiency in document search, thereby minimizing the necessity and expense of storing physical documents.

# Our Core Products Offered in the Products & Services Segment (3 of 4)

## Gluegent Flow cloud-based workflow solution

## Streamline the process of submitting, reviewing, and approving project requests



The advertisement for Gluegent Flow features a blue and orange logo at the top left. Below it, the text reads 'Facilitate cloud-based, paperless submission and approval of project requests' and 'Easy-to-use workflow application to streamline submission and approval of project requests'. A central image shows a laptop and a smartphone displaying the application interface. A yellow callout bubble points to a 'Sticky note function' on the laptop screen. At the bottom left, there are four award logos: NAI, ISO 9001, ASPIC 2024, and SIOS Good Service Award 2024. A blue banner at the top right of the ad says 'As seen in advertisements, a dedicated web page now available'.

- This workflow application facilitates cloud-based, paperless submission, review, and approval of project requests, thereby significantly reducing the time required for review and approval.
- Submission and approval of project requests can be conveniently managed on smartphones and office computers. The integrated AI summary and search functions enhance operational efficiency

# Our Core Products Offered in the Products & Services Segment (4 of 4)

## Gluegent Gate ID management system

Integrated ID management and security software tailored for teleworking and cloud environments



- Gluegent Gates facilitates seamless access to multiple internal systems through a single sign-on process, thereby eliminating the inconvenience of managing multiple passwords.
- This software controls system access, ensuring that only authorized individuals can access the system at designated times and locations. Furthermore, it employs stringent multi-factor authentication to verify user IDs and prevent unauthorized access, thereby safeguarding against identity theft.

## Scope of services offered

### System integration for the financial sector



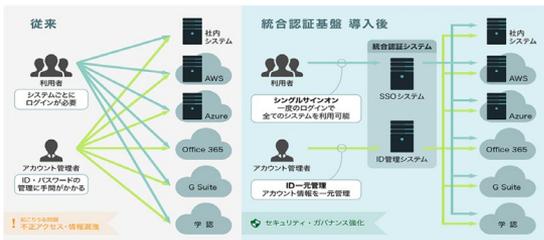
**Financial & Unique SI Service Line**  
ファイナンシャル＆ユニークサービスライン

上場企業、金融機関に選ばれ続ける  
革新的なシステムインテグレーター

20年間、上場企業や大手金融機関を中心にシステムを構築し続けてきた私たちは、お客様の高い信頼に応える堅実な提案力と最新の技術があります。

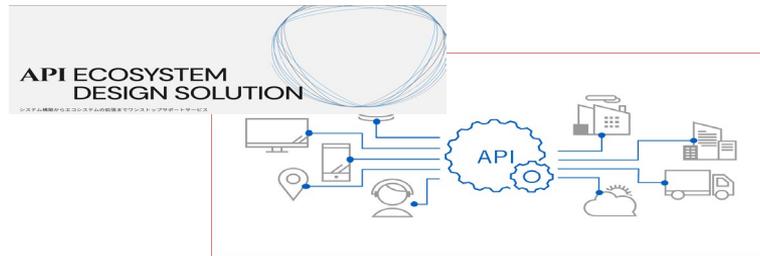
We have a solid track record of more than 20 years at offering system integration\* services to publicly traded companies and leading financial institutions.

### Educational support



We have implemented user-authentication solutions in more than 100 universities and colleges around the nation.

### API solutions



We provide end-to-end assistance in API\* projects.

### Implementation support for generative AI solutions

#### SIOS NEXT TECH SOLUTIONS

We provide enterprise-level support for generative AI implementation.

## Our key partners

Red Hat, Inc.



**We have more than 20 years of partnership with Red Hat, Inc., one of the largest open-source software vendors in the world, to assist Japanese corporate clients in developing and operating enterprise information systems.**

Elasticsearch K.K.



**SIOS is Elasticsearch's first distributor in Japan. Our primary objective is to facilitate the widespread adoption of the company's search and analytics solutions among Japanese corporate clients.**

# Our increasingly diverse range of products and services has driven the growth of the SIOS Group



2000



2000



Adopts a holding-company structure.

Changes its listing to the TSE Standard Market.



Lists its shares on the Mothers market of the Tokyo Stock Exchange.

Opens a sales office in Osaka.

Opens a sales office in Nagoya.

Changes its listing to the TSE Second Section.



Opens a sales office in Fukuoka.

1997 98 99 2000 01 02 03 04 05 06 07 08 09 2010 11 12 13 14 15 16 17 18 19 2020 21 22 23 24 25

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# Review of Consolidated Business Results for FY2025

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# Consolidated Financial Results for FY 2025 SIOS

**While our consolidated net sales for FY2025 declined from FY2024, when we had won major project orders and divested one of our business segments, **we earned a record-breaking ordinary profit** for the year.**

(In millions of yen)	FY2024 Results	FY2025 Results	Change	%Change
Net Sales	20,561	19,059	-1,501	-7.3%
Gross profit	5,330	5,292	-38	-0.7%
Operating income	35	401	+366	+1044.2%
Ordinary income	189	497	+308	+163.4%
Profit attributable to owners of parent	351	320	-31	-9.0%
EBITDA	87	460	373	+428.6%
ROIC	1.5%	14.2%	—	—

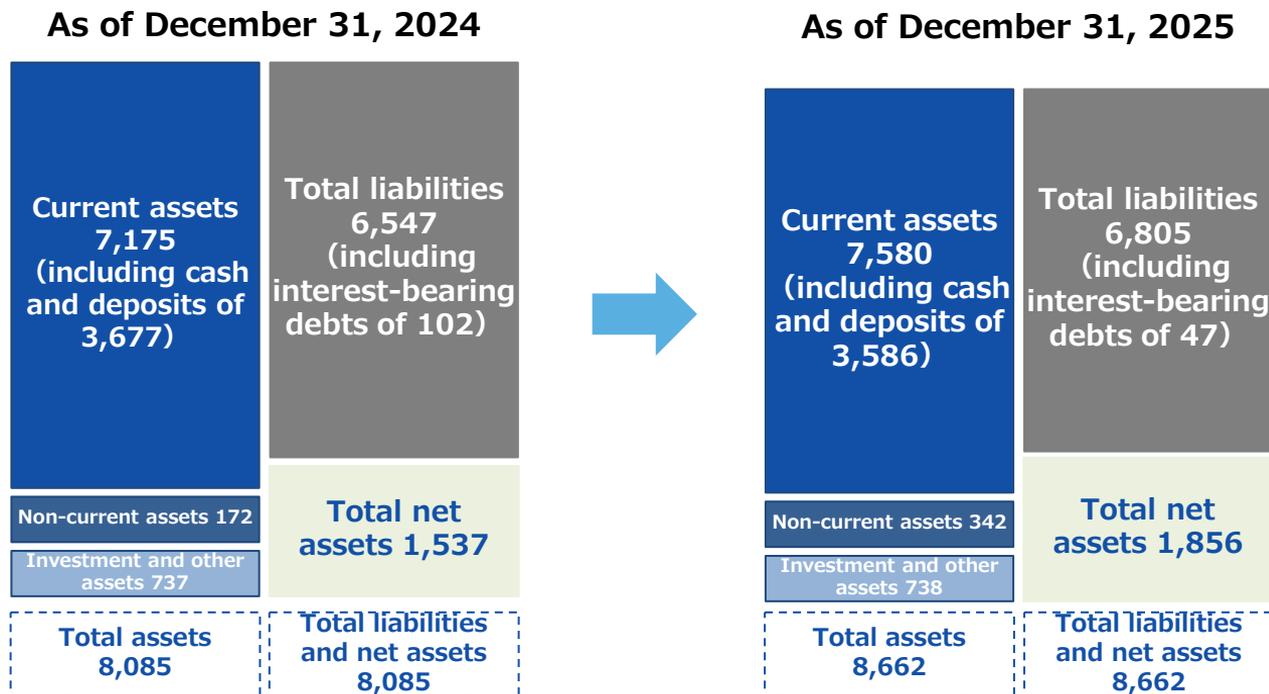
\*EBITDA: Operating profit + Depreciation + Amortization of goodwill

\*ROIC: Operating profit after tax / (Shareholders' equity + Interest-bearing debts)

# Consolidated Balance Sheets

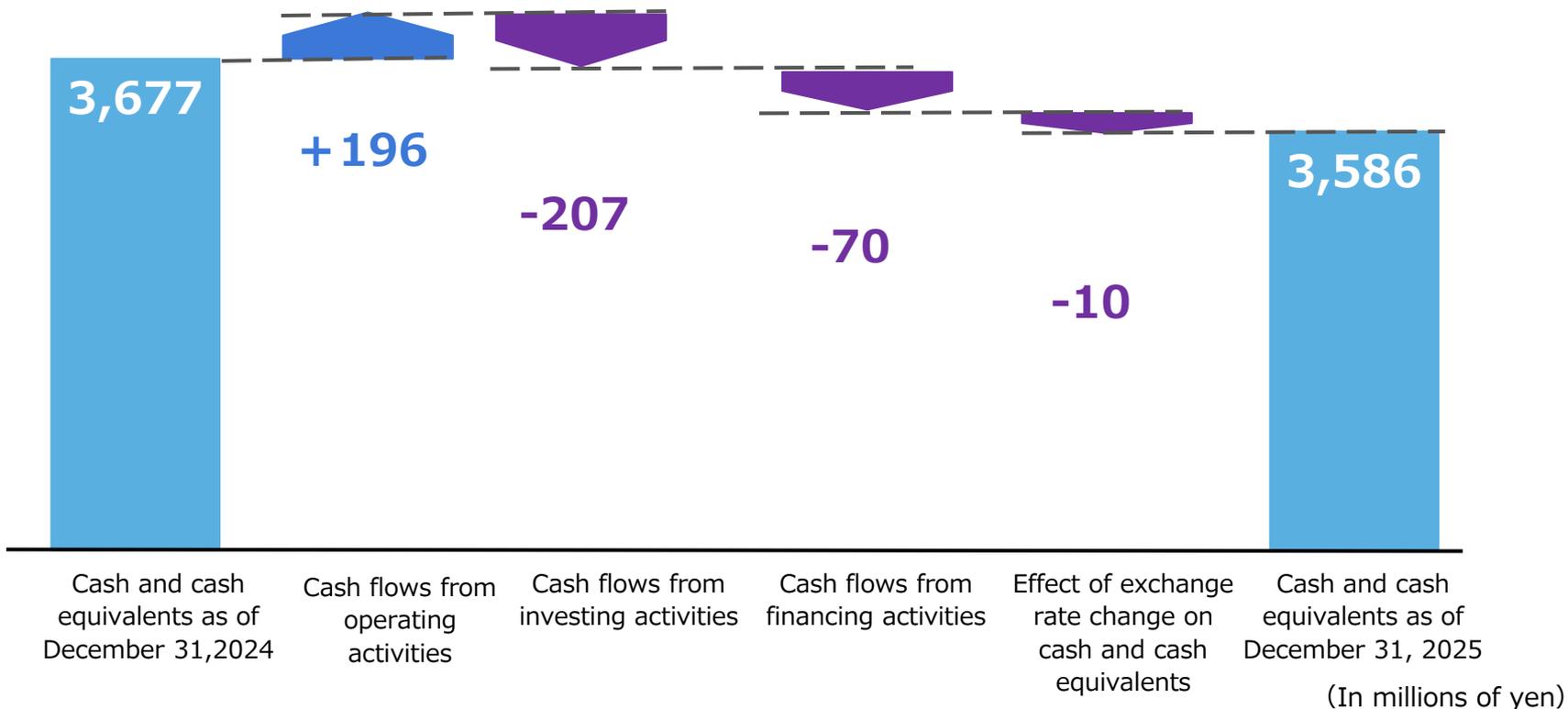
- An increase of ¥320M in retained earnings drove the equity ratio up by 2.4% to 20.1% as of December 31, 2025.
- Non-current assets increased by ¥170M, primarily due to investments in upgrading internal information systems.

(In millions of yen)



# Analysis of Consolidated Cash Flows

We used net cash generated from operating activities to finance capital expenditure projects and repay long-term borrowings.



# Cash Flow Analysis for FY2025



		Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities
Net cash provided or used		¥196M net cash provided	¥207M net cash used	¥70M net cash used
Breakdown	Amount of cash provided	<ul style="list-style-type: none"> <li>Profit before income taxes: ¥487M</li> </ul>		
	Amount of cash used	<ul style="list-style-type: none"> <li>Income taxes paid: ¥360M</li> </ul>	<ul style="list-style-type: none"> <li>Investments in upgrading internal information systems: ¥203M</li> </ul>	<ul style="list-style-type: none"> <li>Repayments of borrowings: ¥49M</li> <li>Repayment of lease liabilities: ¥21M</li> </ul>

# Financial Results For the Fiscal Year Ended December 31,2025, by Segment Performance Review

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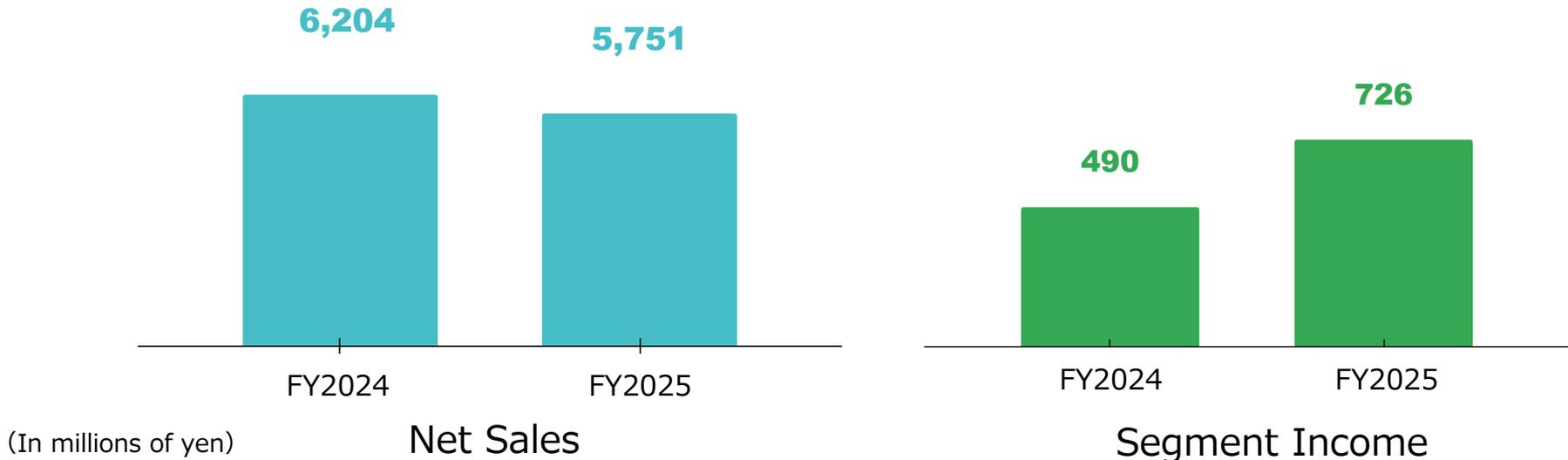
**Segment ① Products & Services**

**Segment ② Consulting & Integration**

**Segment ③ Software Sales & Solution**

## FY2025: We achieved a 48.0% YoY increase in segment profit.

Net sales declined by 7.3% YoY due to the divestiture of our management support systems business for financial institutions during the previous fiscal year. The segment profit increased by 48.0% as a result of an expansion of our profitable recurring-revenue business and an improvement in the cost-of-sales ratio achieved by the Group's U.S.-based subsidiary.

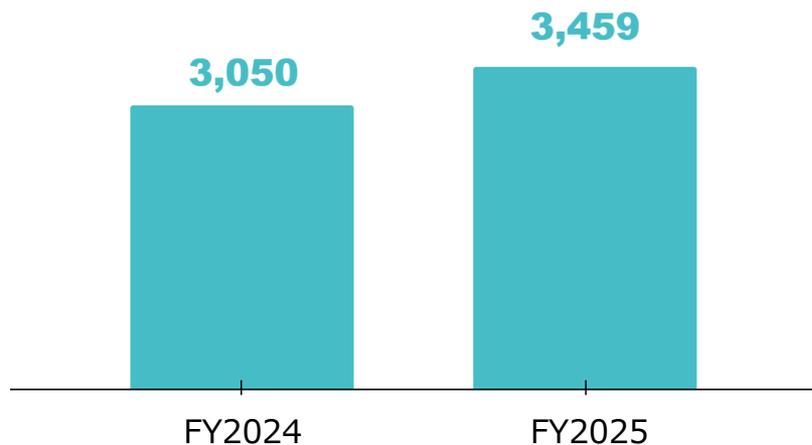


# Segment ② Consulting & Integration



**FY2025: We achieved a 13.4% YoY increase in net sales and a 10.2% increase in segment profit.**

We won and carried out new projects to develop and implement information systems for financial institutions and universities, which drove net sales in this segment up by 13.4% YoY and segment profit up by 10.2%.



(In millions of yen)

Net Sales



Segment Income

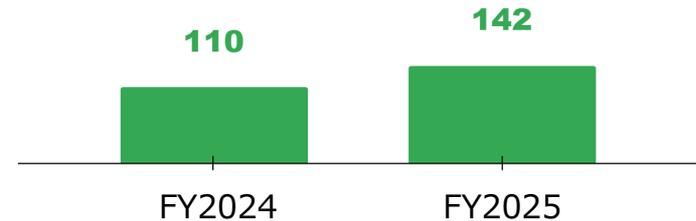
## FY2025: We achieved a 28.6% YoY increase in segment profit.

Net sales in this segment experienced a YoY decline of 12.9%, primarily attributed to the absence of significant projects for software products sourced from Red Hat, Inc., which had contributed to sales growth the previous year. Conversely, increased revenue from new service products based on solutions sourced from Elasticsearch resulted in a 28.6% increase in segment profit.



(In millions of yen)

Net Sales



Segment Income

**We achieved a YoY increase in net sales in every segment.  
The divestiture of the management support systems business for financial institutions resulted in a decline in corporate expenses.**

(In millions of yen)		Results For the Fiscal Year Ended December 31,2024	Results For the Fiscal Year Ended December 31,2025	%Change
Products & Services	Net Sales	6,204	5,751	-7.3%
	Operating income	490	726	+48.0%
Consulting & Integration	Net Sales	3,050	3,459	+13.4%
	Operating income	311	343	+10.2%
Software Sales & Solution	Net Sales	11,318	9,860	-12.9%
	Operating income	110	142	+28.6%
Adjustments, including corporate expenses*	Net Sales	-11	-11	—
	Operating income	-877	-810	—
Total	Net Sales	20,561	19,059	-7.30%
	Operating income	35	401	+1,044.2%

\*Expenses associated with the Company's back-office departments, not attributable to reportable segments

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## Growth Strategy ①: Invest in our SaaS\* and subscription- based businesses

Key initiative: **Expand our recurring-revenue business**

- Achievement 1: The percentage of revenue from our **recurring-revenue business** was up from 62% to 65%.
- Achievement 2: Recurring revenue from the **Gluegent series** jumped substantially.

## Growth Strategy ②: Use generative AI solutions to become more competitive

Key initiative: Incorporate **AI capabilities** into **our products and services**

- Achievement 1: Incorporated **AI capabilities** into our in-house products.
- Achievement 2: Assisted corporate clients in the **implementation of generative AI solutions**.

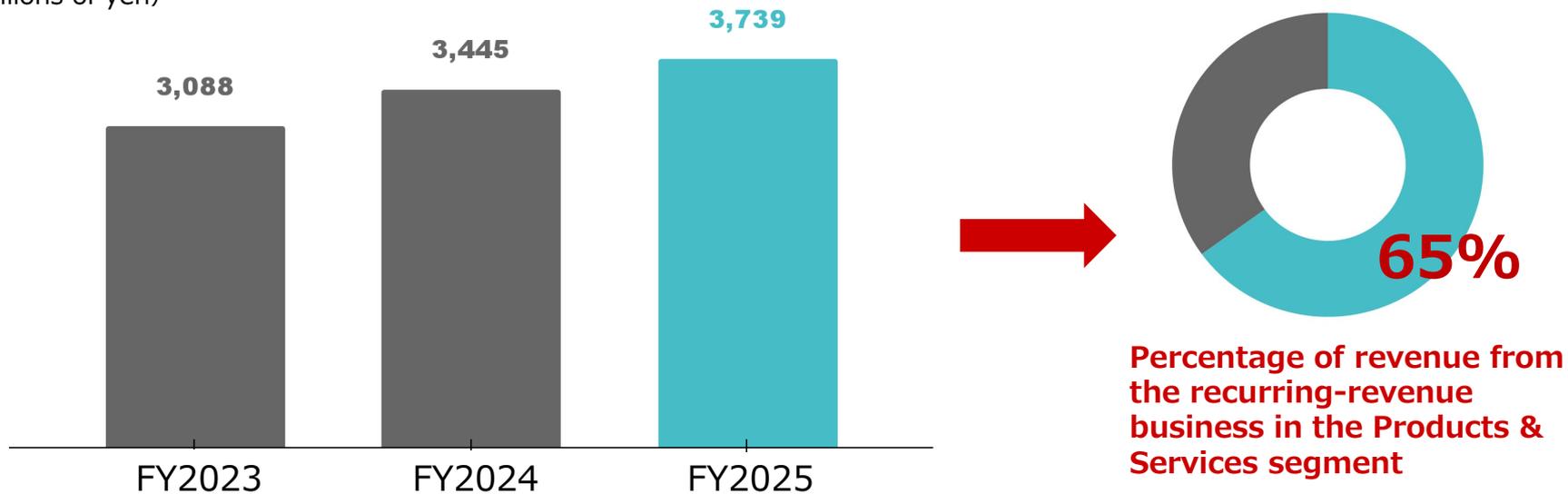
## Growth Strategy ③: Expand our API solutions business

Key initiative: **Enhance our competitive advantages**

- Achievement 1: Provided **one-stop support**, ranging from the upstream phase of system development through to implementation.
- Achievement 2: Took a **multi-vendor approach\*** in system development.

**We increased revenue from the recurring-revenue business in our high-margin Products & Services segment, which helped mitigate the impact of market volatility.**

(In millions of yen)



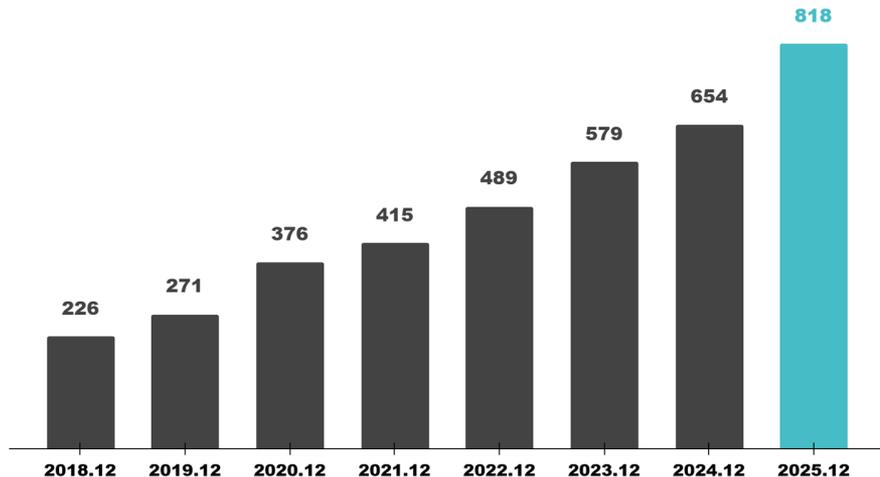
Note 1: Recurring revenue: Predictable income a business receives from ongoing subscriptions or maintenance and support contracts

Note 2: Revenue from the management support systems business, which was divested in FY2024, not included.

Annual recurring revenue (ARR)\* from the Gluegent series jumped YoY, **especially from Gluegent Flow.**

[Combined ARR of Gluegent Flow and Gluegent Gate]

(In millions of yen)



Combined ARR for FY 2025 was

Up 25.2% YoY

 Gluegent Flow  Gluegent Gate

Up 51.5%

Up 11.7%

1. ARR: Annual Recurring Revenue, obtained by multiplying MRR (monthly recurring revenue, which is a predictable revenue that a business counts on receiving every month from subscriptions) by 12

Achieve our Mission of  
**"Making the impossible possible for the people of the world"**

Our two-pillar strategy for enhancing the Group's long-term enterprise value and sustaining its business growth:

Business  
model

**Continue to invest in expanding our recurring-revenue business**

Technology

**Use AI solutions and open-source software to become more competitive in the information service sector**

# Continue to invest in expanding our recurring-revenue business

## Business model

Increase the percentage of revenue from our recurring-revenue business as part of building a more solid profit base

### Offer subscription options for more products

Offer subscription options that complement licensing options for a wider variety of our products to expand the **basis for bolstering the recurring-revenue business**

### Increase subscribers to expand the recurring-revenue business

Focus on **attracting more first-time subscribers** and **offering value-added products** to existing subscribers to increase the average revenue per account and expand our recurring-revenue business

## Offer subscription options for our core products

### LifeKeeper



- Release LifeKeeper v10. Offer annually renewable subscription options for all LifeKeeper products\*.
- Make the products less complicated and easier to use

\*Except DataKeeper Cluster Edition v10

### QuickScan Plus (Document management application)

Document scanning solutions for paperless document management

## Quickスキャン Plus

- Offer advanced OCR\* capabilities for business forms for an affordable monthly subscription fee of 2,000 yen before tax, with an additional pay-for-use fee determined by the number of documents scanned
- This pricing plan offers corporate users flexibility tailored to their business requirements.

# Increase subscribers to expand the recurring-revenue business

Attract more new subscribers to the Gluegent series by working more closely with our partner sales agents



## Our partner sales agents



株式会社大塚商会 

**PFU**  
A RICOH Company

株式会社PFU 

 SoftBank

ソフトバンク株式会社 

 SB C&S

SB C&S株式会社 

**DIS**

ダイワボウ情報システム株式会社

ダイワボウ情報システム株式会社 

**DSK**

株式会社電算システム 

 Security Diet.  
LRM株式会社

LRM株式会社 

**ISF NET**

株式会社アイエスエフネット 

ITプラットフォーム  
**NetLand**

株式会社ネットランド 

 MITSUBISHI  
ELECTRIC  
Changes for the Better

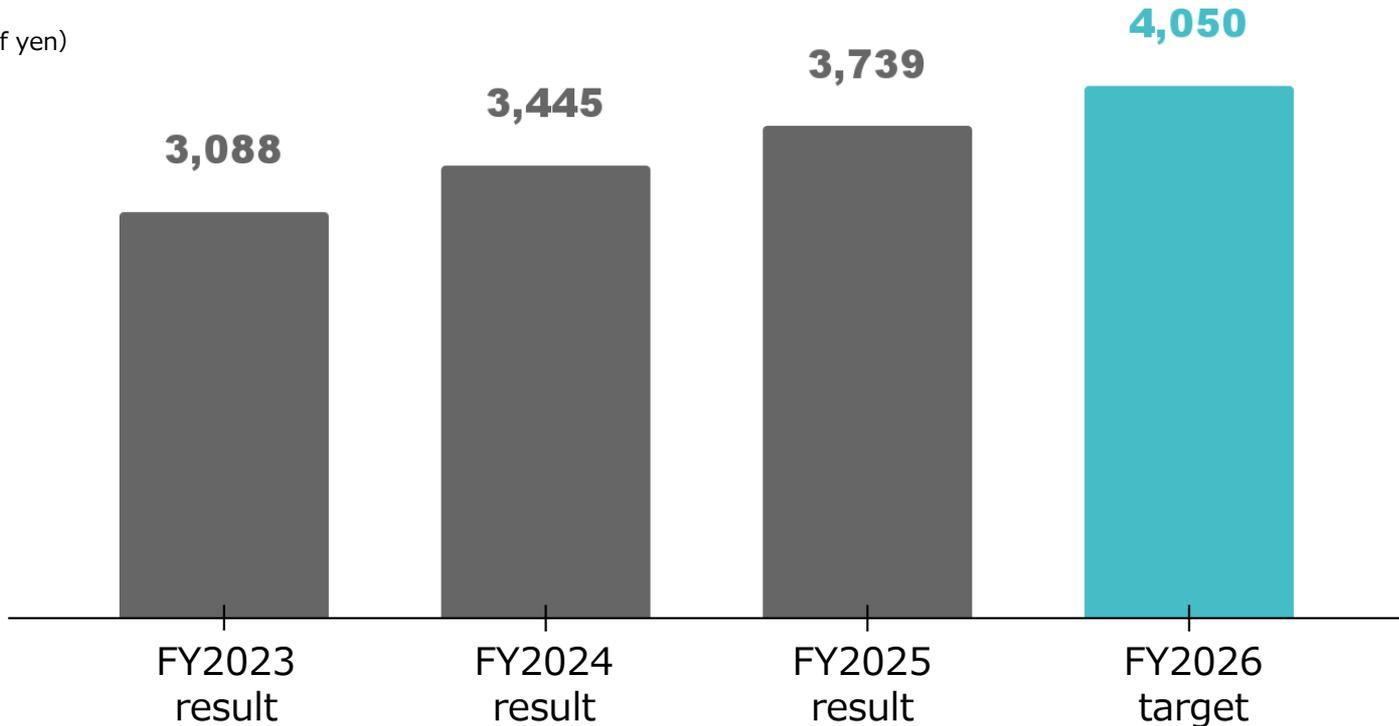
三菱電機デジタルイノベーション

三菱電機デジタルイノベーション株式会社 

# Products & Services: Projected Revenue from Our Recurring-Revenue Business for FY2026

Continue to increase revenue from our recurring-revenue business to achieve annual revenue of ¥4B-plus in FY2026

(In millions of yen)



# Use AI solutions and open-source software to become more competitive

## Technology

**Leverage generative AI solutions and AI agents to become more competitive**

## Products & Services

**Continue to incorporate AI capabilities into a wider range of our in-house products**

## Consulting & Integration

**Assist corporate clients in implementing and operating AI solutions**

## All segments

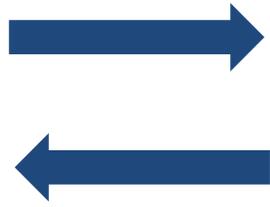
**Use AI solutions to expedite our product and service development, thereby reducing the development time and effort**

**Incorporate AI agent capabilities into Gluegent Flow to add more value to the product, thereby increasing its ARPA\* with existing subscribers and increasing its MRR\* with new subscribers**

**Gluegent Flow**  
New feature added in FY2025

Provide optimal answers and suggestions only when prompted by user queries

= **Passive** user assist



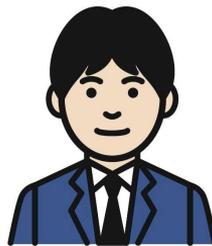
Gluegent **Flow**

- Task summary generation
- Smart model search
- Auto script generation

**Gluegent Flow**  
New feature under development for FY2026

The AI agent provides suggestions without requiring user queries.

= **Advanced proactive and autonomous** user assist



Gluegent **Flow**

**Facilitate personalized preparation of project requests, customized to the individual user's needs**

- The AI agent compiles essential data based on the user's project request history and presents a nearly completed request form with pre-filled key information.

## Add corporate partners that offer open-source software in our API solutions business to make our offerings more competitive

Partner services we offer in our API solutions business (**Vendors that offer open-source software indicated with red borders**)

サービスコントロール					
APIマネジメント			サービスメッシュ	iPaaS	データ連携統合プラットフォーム
Apigee API 管理	<b>Kong</b>	Microsoft Azure API Management	IBM API Connect	IBM Consul Kong Mesh	boomi IBM webMethods Hybrid Integration
<b>APOLLO</b>					
DevSecOps			データマネジメント		収益化
認証認可	オブザーバビリティ	リアルタイム分析	NoSQL型分散データベース	リアルタイムデータ処理基盤	サブスクリプションビジネス支援
AUTHLETE	<b>Grafana</b>	hydrolix	watsonx.data	CONFLUENT	SIOS bilink
シークレット管理	ソフトウェアサプライチェーン	Ops自動化	<b>Aerospike</b>		
IBM Vault	<b>JFrog</b>	PagerDuty	Couchbase	Universal HTAPエンジン	決済プラットフォーム
脆弱性対策	CI/CD	コンテナ管理	分散クエリエンジン	<b>SCALAR</b>	<b>stripe</b>
Akamai	IBM Terraform	IBM Nomad	<b>Starburst</b>		

※API Security

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# Consolidated Business Forecast for FY2026 SIOS

Implement an updated growth strategy to increase our net sales and profit for FY2026, with a **record-breaking ordinary profit and net profit** projected

(In millions of yen)	FY2025 results	FY2026 guidance	YoY change	YoY % change
Net sales	19,059	20,000	+940	+4.9%
Operating profit	401	450	+48	+12.1%
Ordinary profit	497	510	+12	+2.5%
Profit attributable to owners of parent	320	370	+50	+15.6%
EBITDA	460	540	+79	+17.2%
ROIC	14.2%	13.4%	—	—

EBITDA: The sum of operating profit, depreciation, and amortization of goodwill

ROIC: Ratio obtained by dividing operating profit after tax by the sum of shareholders' equity and interest-bearing debts

# Medium-Term Business Plan for FY 2026-2028 SIOS

- Implement an updated **medium-term growth strategy for FY2026-2028** to expand our recurring-revenue business and sustain growth
- Anticipate a **dividend rate** of 5 yen for FY2026 and a **consolidated dividend payout ratio of 30% or more** for FY2027 and FY2028

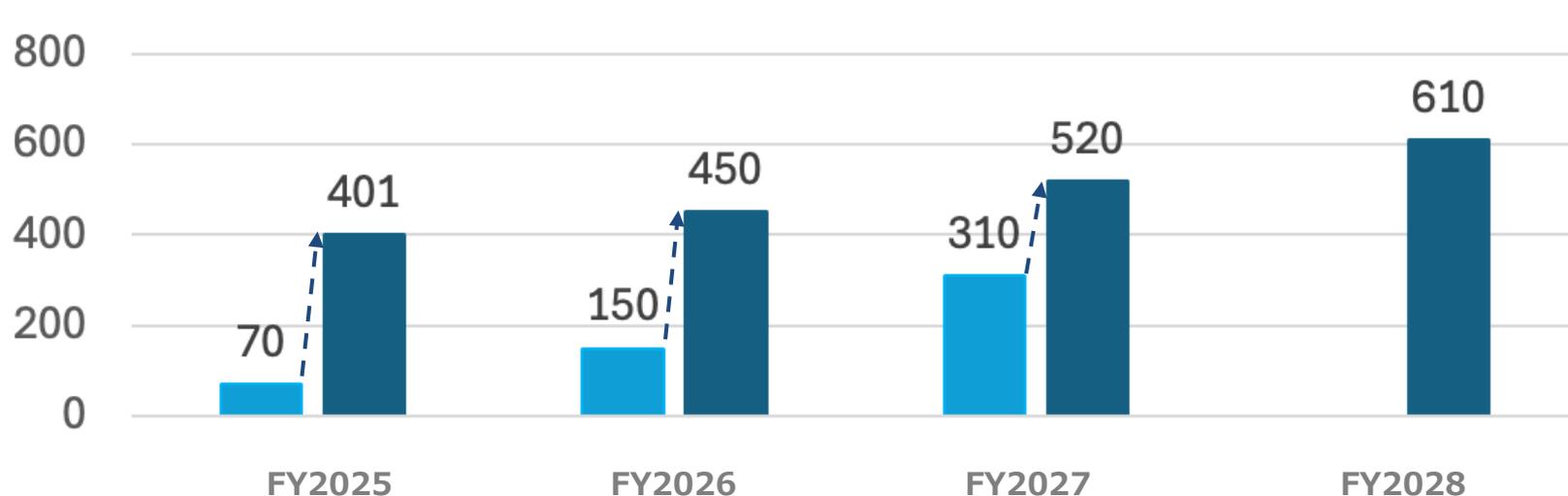
(In millions of yen)	2025	2026	2027	2028
Net sales	19,059	20,000	21,000	22,000
Operating profit	401	450	520	610
EBITDA	460	540	610	700
ROIC	14.2%	13.4%	13.2%	13.5%
Dividend rate	0 yen	5 yen	Consolidated dividend payout ratio of 30% or more	

# Medium-Term Business Plan Updated for FY2026-2028: Changes in operating profit from the previous plan



**We have revised the projected operating profit significantly upward from the previous projection.**

(In millions of yen)



- Operating profit projected in the previous MTBP for FY2025-2027
- Operating profit projected in MTBP updated for FY2026-2028 (profit for FY2025 is shown the result)

# Products & Services Segment: Medium-Term Business Plan Updated for FY2026-2028

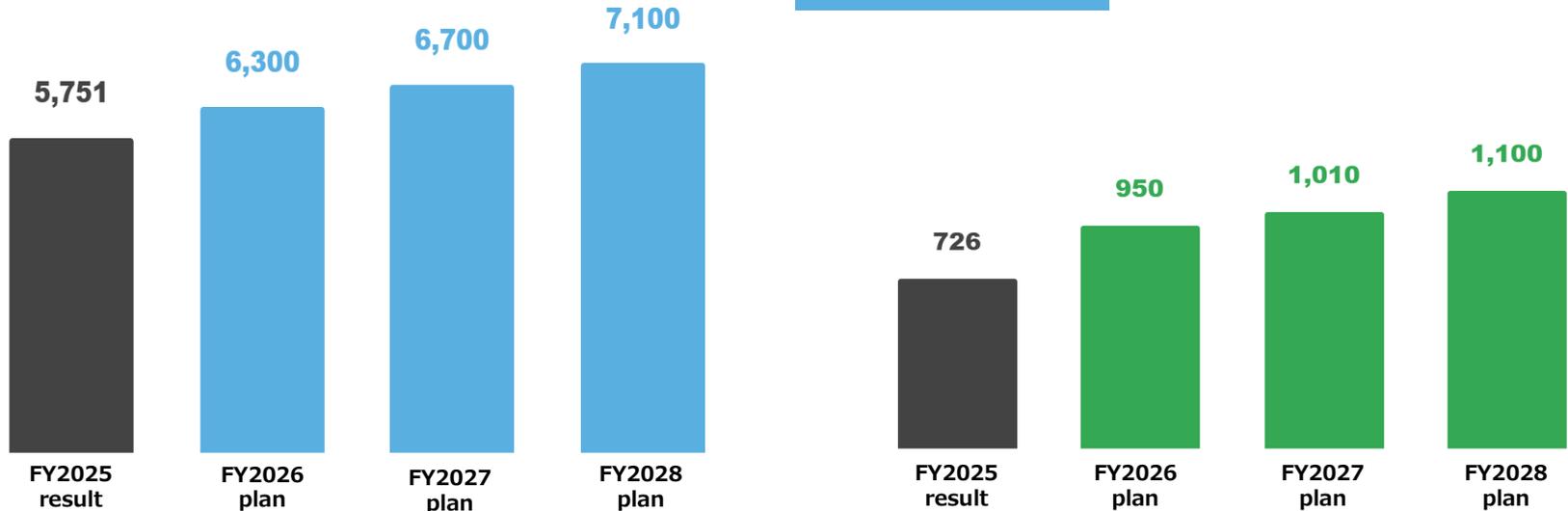


- Differentiate our products by continually enhancing their features and performance, and by incorporating AI capabilities into them
- Increase the percentage of revenue from our recurring-revenue business
- Enhance client engagement, with a focus on assisting in customer success

Net sales

(In millions of yen)

Segment income



# Consulting & Integration Segment: Medium-Term Business Plan Updated for FY2026-2028

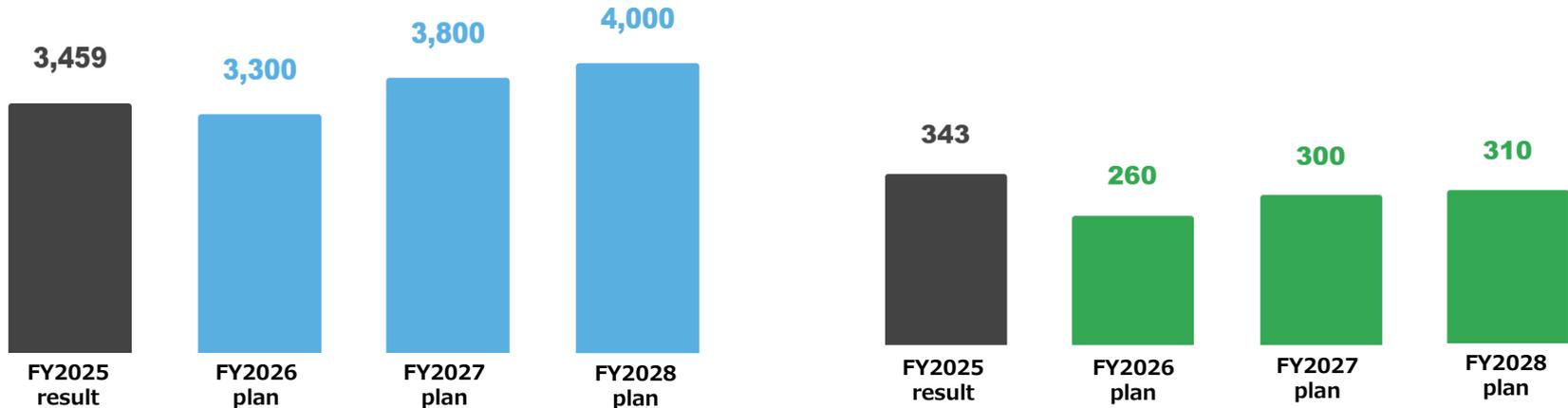


- Expand the scope of our AI implementation support to corporate clients and make greater use of AI to substantially enhance the productivity in our product and service development
- Net sales and profit for FY2026 are projected conservatively, in contrast to FY2025, when we won stronger-than-expected project orders.

Net sales

Segment income

(In millions of yen)



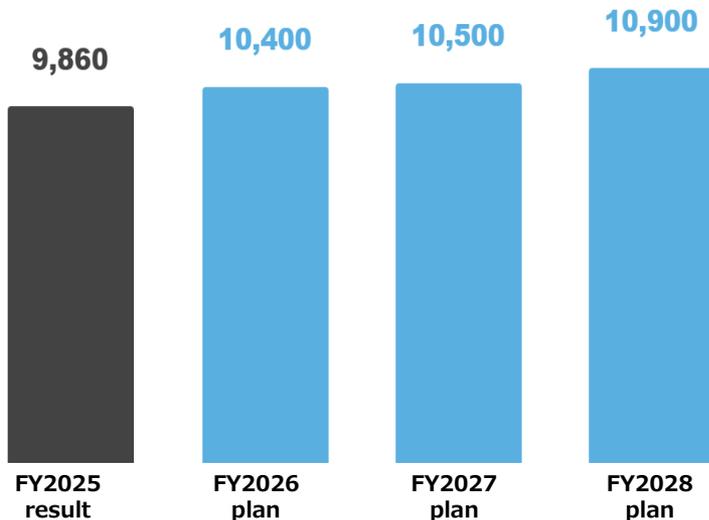
# Software Sales & Solution Segment: Medium-Term Business Plan Updated for FY2026-2028



- Expand our business with Red Hat and other partners
- Partner with Elastic in the generative AI solutions business
- The projected segment profit for FY2026 is anticipated to decline YoY due to changes in the terms and conditions of certain products.

## Net sales

(In millions of yen)



## Segment income



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3. Growth Strategy for the Fiscal Year Ending December 31, 2026 (FY2026)
4. Financial Guidance for FY2026 and Medium-Term Business Plan Updated for FY2026-2028
- 5. Shareholder Benefits Program**
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# Shareholder Benefits Program



**SIOS Corporation has in place a shareholder benefits program as a token of appreciation toward our shareholders and to attract more shareholders. This program incentivizes sustained investment in our stock over an extended period.**

<b>Record date</b>	<b>Eligibility: minimum number of shares held</b>	<b>Benefits</b>
December 31 of every year	<b>200</b>	Food product valued at 2,000 yen, chosen from a gift catalog

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# Glossary

Page	Term	Description
4	Open-source software (OSS)	Software whose source code is made available to anybody for free and can be used, modified, and redistributed
4	Operating system (OS)	A basic software program that manages a computer's hardware and software resources
6	SIOS Values	A set of core values and beliefs that form the foundation of the SIOS Group
8	Primary and backup systems	Primary system: The main enterprise system that provides ongoing services in normal conditions Backup system: The system that takes over the primary system in the event of the latter's failure
12	System integration	An end-to-end service encompassing the planning, development, implementation, and operation of an information system
12	API	Application programming interface. A set of protocols that enables different software programs and applications to share information and functions.
27	SaaS	Software as a Service. A software licensing and distribution model that allows users to connect to and use cloud-based software applications.
27	Multi-vendor approach	Designing an information system that incorporates components sourced from multiple vendors, rather than a single vendor
32	OCR	Optical character recognition that accurately recognizes handwritten letters and the contents of intricate documents and converts them into digital data
35	AI agent	AI technology that enables the autonomous execution of a sequence of interconnected tasks on behalf of a user
36	APRA	Average revenue per account or contract

## SIOS is Innovative Open Solutions

SIOS Corporation started as a system integrator that provided solutions based on Linux and other varieties of open source software. Today, the company serves as a holding company of the SIOS Group, which includes technology firms specializing in software products and SaaS solutions.

Under the mission of making the impossible possible for the people of the world, the SIOS Group is committed to pursuing innovative solutions that resolve issues affecting people and contributing to a better society.

Visit <https://www.sios.com/en> to learn more about us.

**Headquarters**

**SIOS Building, 2-12-3 Minami Azabu Minato-ku, Tokyo, Japan**

**Capital**

**1,481 million yen**

**Established**

**May 23, 1997**

**Stock listed on**

**TSE Standard Market (stock code: 3744)**

**No. of employees**

**489 on a consolidated basis (as of December 31, 2025)**

**Main consolidated subsidiaries**

**Japan:**  
**SIOS Technology, Inc.**  
**Sandy Blue, Inc.**

**U.S.A.:**  
**SIOS Technology Corp.**

Forward-looking statements about the Company's business outlook contained in this document reflect management's assumptions and judgments made on the basis of available information, and may include risks and uncertainties. Significant risks and uncertainties that might affect our performance include, but are not limited to, the economic environment and market conditions in which we operate. The copyrights of the trade names, trademarks, and logos presented in this document are exclusively held by SIOS Corporation or their respective rightful owners.

## For inquiries about this document

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**(+81-3-6401-5111 from outside Japan)**

or fill in and send an online inquiry form available at:  
[https://mk.sios.com/SIOS\\_Inquiry\\_english.html](https://mk.sios.com/SIOS_Inquiry_english.html)

