Note: This is a translation of part of the original Japanese version and is provided for reference purposes only.
In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.

FY09/2026
Consolidated Financial Results

HENNGE K.K. (4475: TSE Prime)
November 5, 2026

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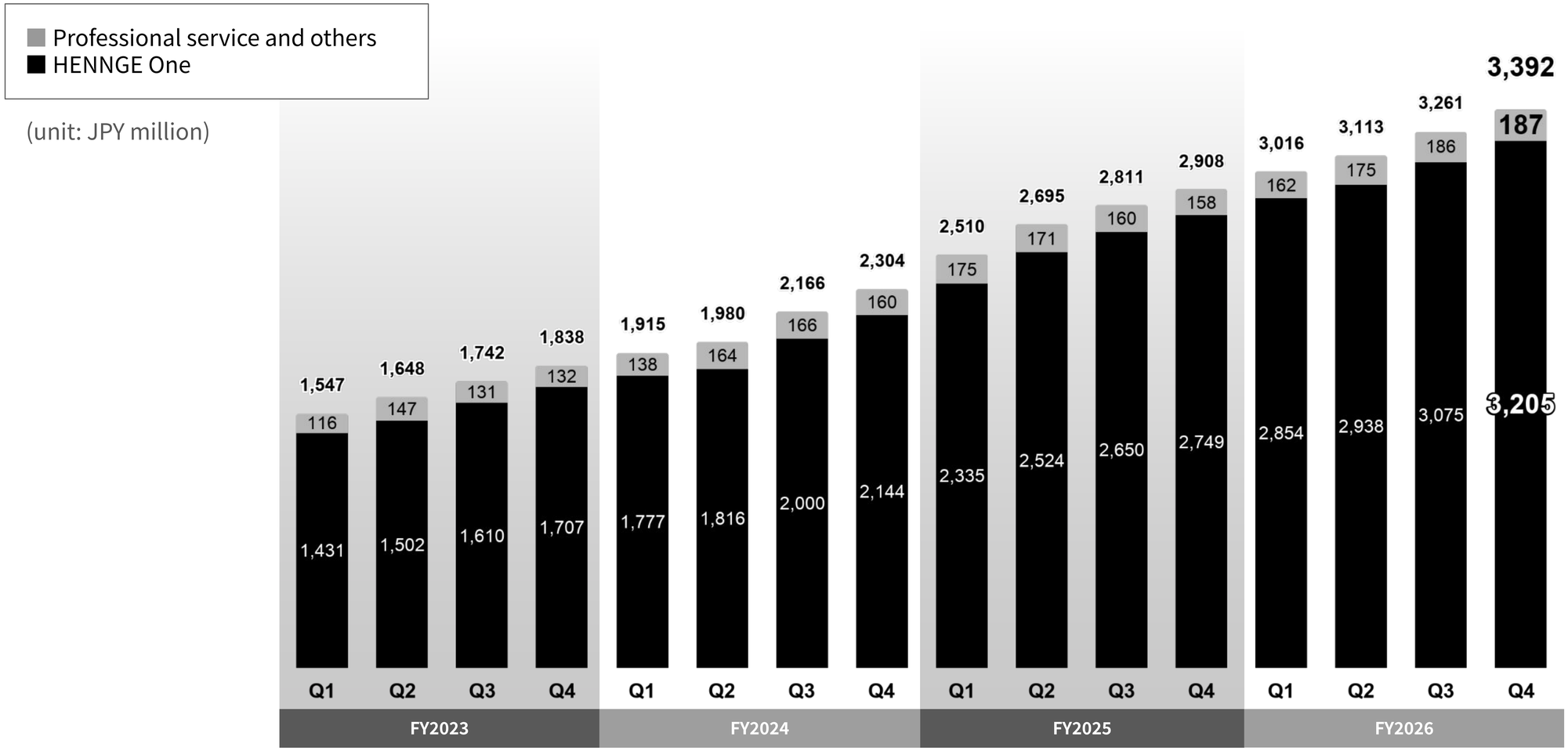
FY09/2026
Consolidated Financial Results

(Financial Results)

Consolidated Financial Results Highlights

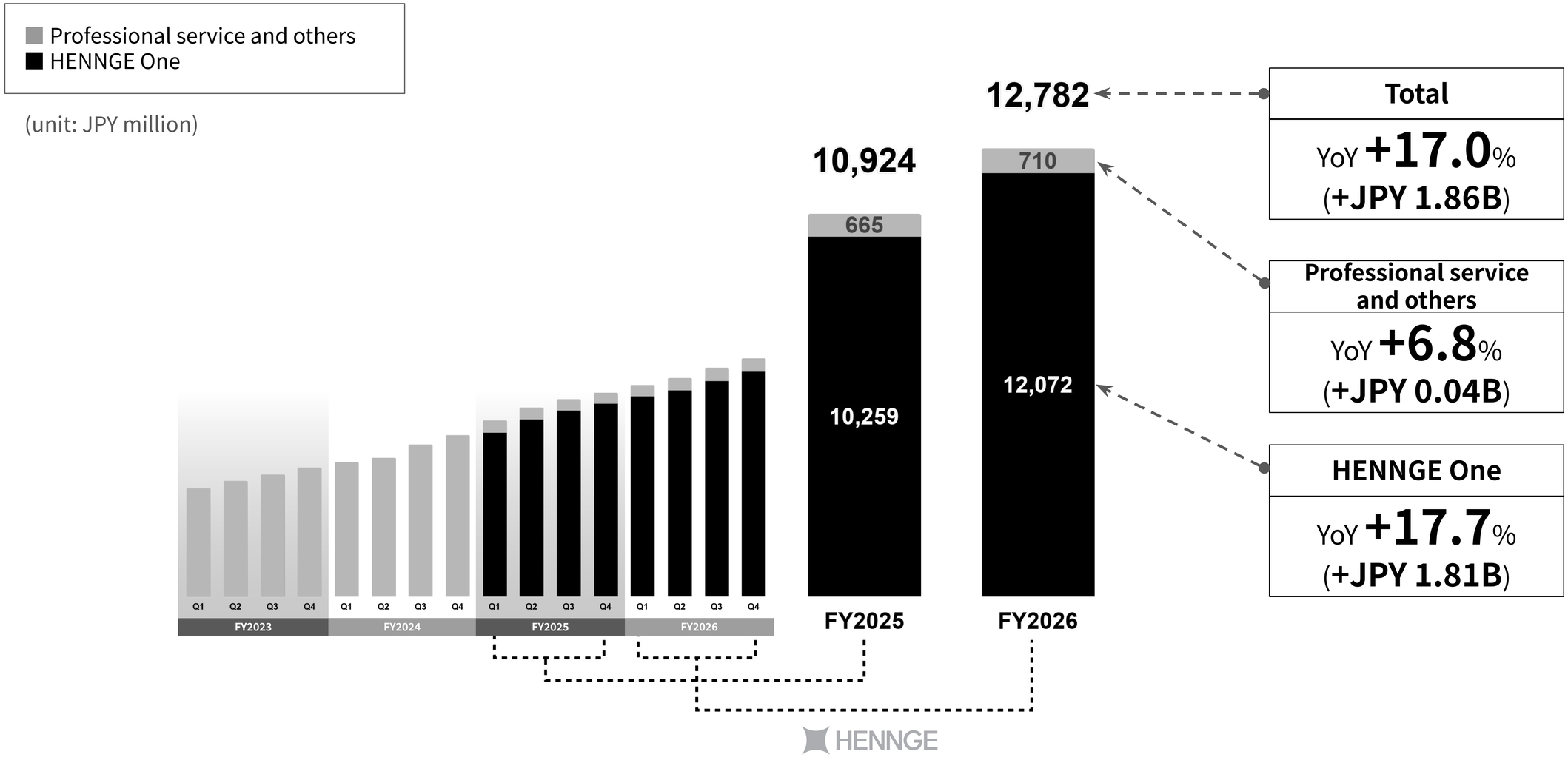
(unit: JPY million)	FY2025	**FY2026**	YoY	YoY (%)	FY2026 Forecast	Progress (%)
Net sales	10,924	**12,782**	+1,858	+17.0%	12,834	99.6%
(HENNGE One)	10,259	**12,072**	+1,813	+17.7%	12,087	99.9%
(Professional service and others)	665	**710**	+45	+6.8%	747	95.0%
Total cost of sales	1,478	**1,755**	+277	+18.7%		
Gross profit	9,445	**11,026**	+1,581	+16.7%		
(Gross profit margin)	(86.5%)	**(86.3%)**		(-0.2pts)		
Total selling, general and administrative expenses	7,652	**8,787**	+1,135	+14.8%		
Operating income	1,793	**2,239**	+446	+24.9%	2,057	108.9%
(Operating income margin)	(16.4%)	**(17.5%)**		(+1.1pts)	(16.0%)	
Ordinary income	1,854	**2,208**	+354	+19.1%	2,073	106.5%
Profit attributable to owners of parent	1,358	**1,786**	+428	+31.5%	1,595	112.0%
(Net income margin)	(12.4%)	**(14.0%)**		(+1.5pts)	(12.4%)	

Net Sales

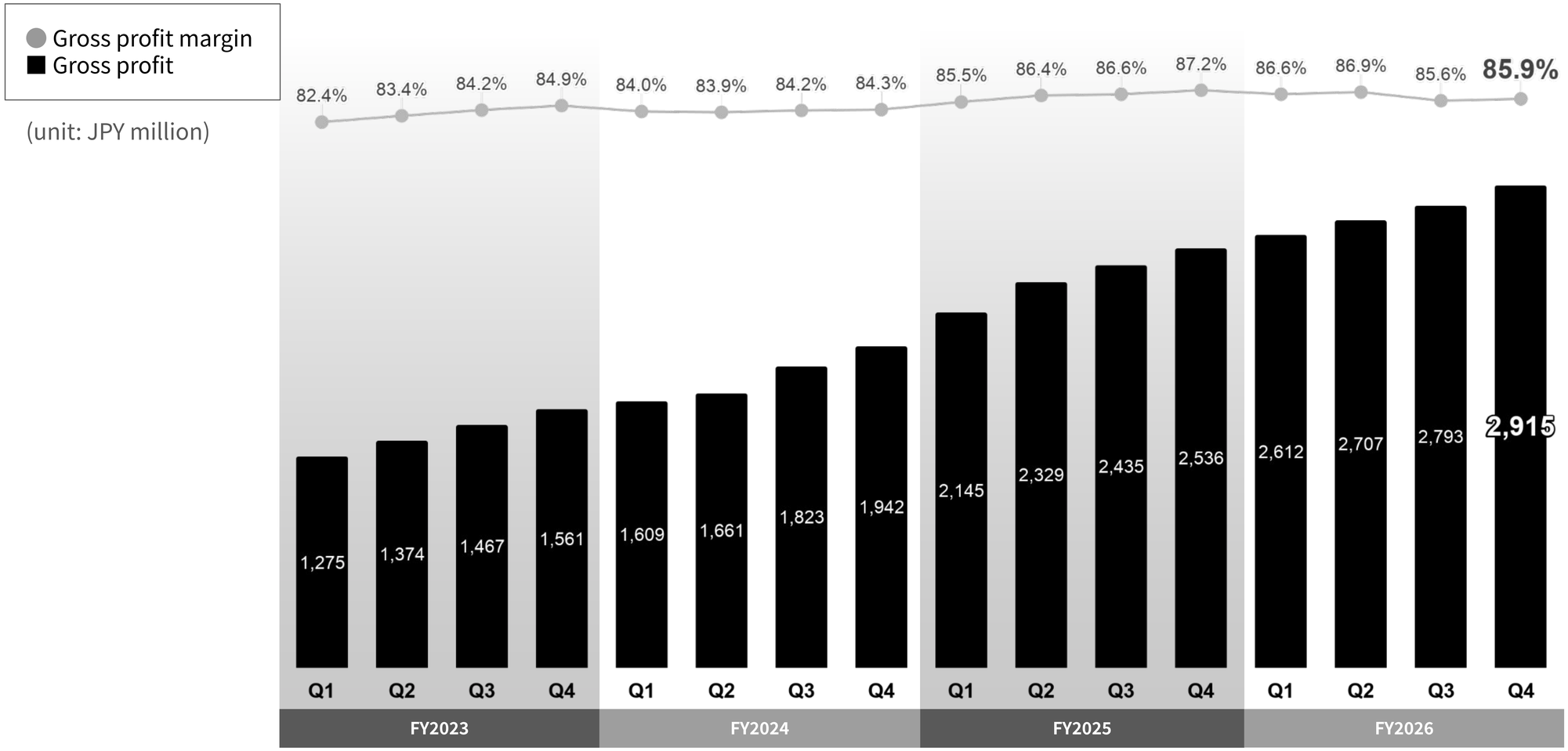

Professional service and others
HENNGE One
(unit: JPY million)
1,547
116
1,431
1,648
147
1,502
1,742
131
1,610
1,838
132
1,707
1,915
138
1,777
1,980
164
1,816
2,166
166
2,000
2,304
160
2,144
2,510
175
2,335
2,695
171
2,524
2,811
160
2,650
2,908
158
2,749
3,016
162
2,854
3,113
175
2,938
3,261
186
3,075
3,392
187
3,205
Q1
Q2
Q3
Q4
FY2023
FY2024
FY2025
FY2026

Net Sales (YoY)

Net sales for HENNGE One business, our growth driver, grew steadily YoY.

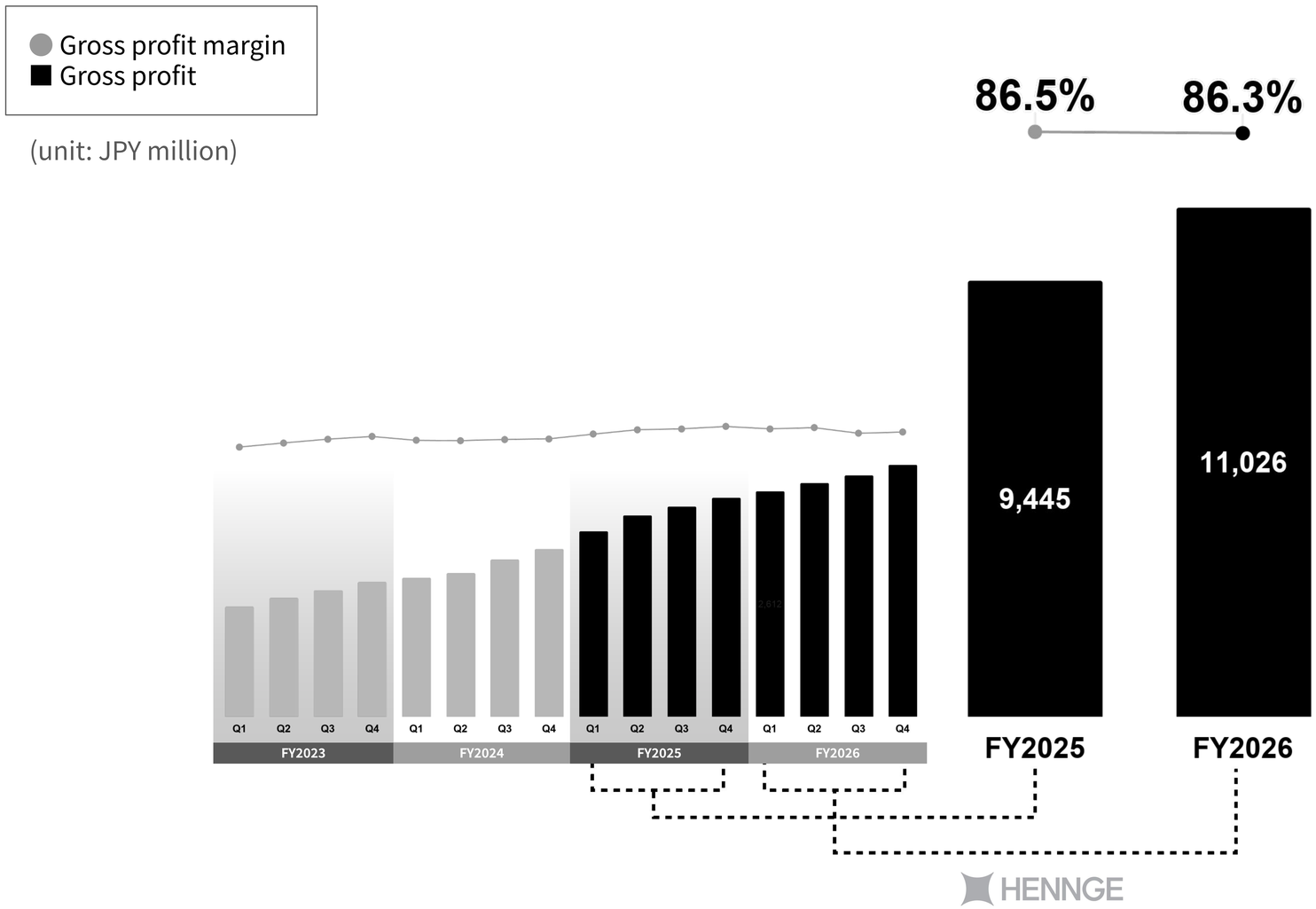


Gross Profit



Gross Profit (YoY)

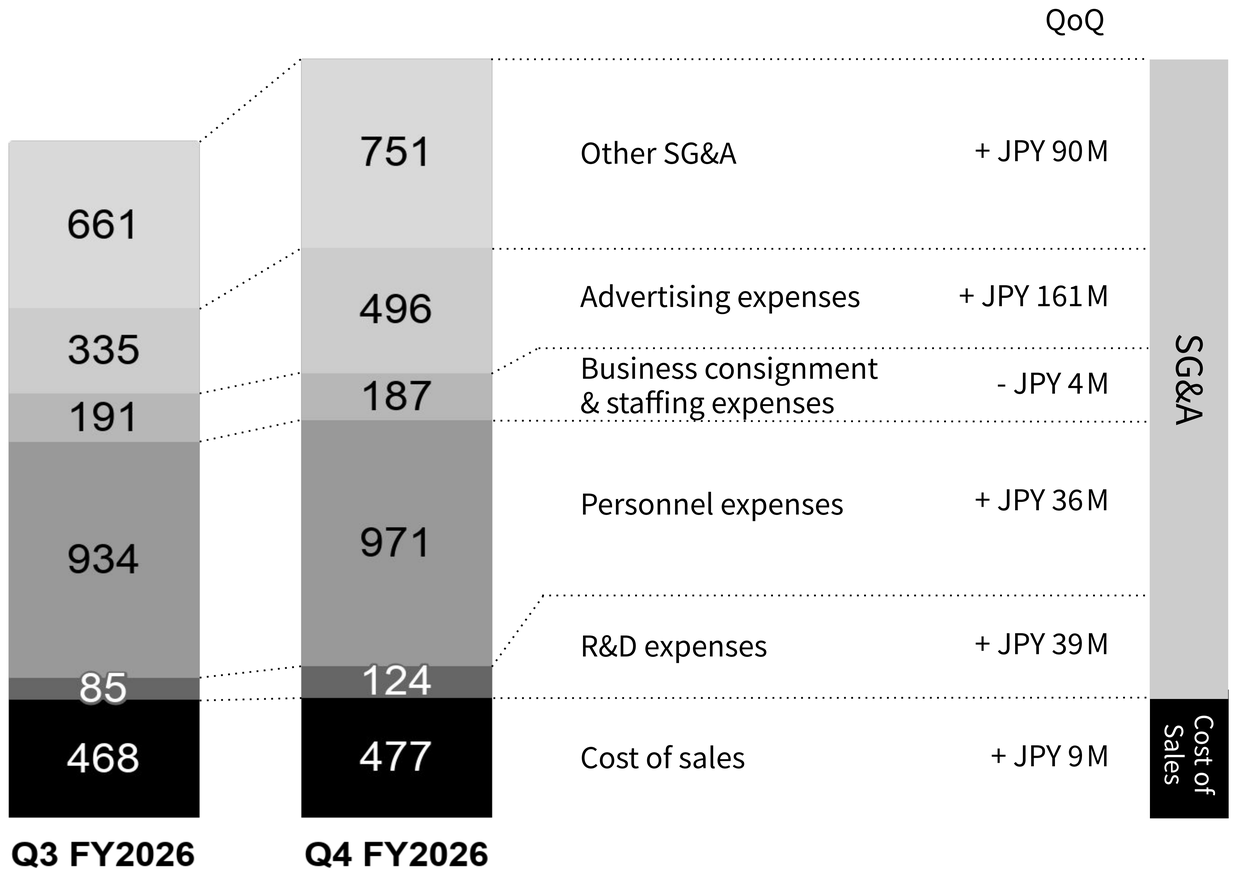
Gross profit margin remains at a high level.



Gross Profit
YoY **+16.7**% (**+JPY 1.58B**)

Operating Expenses (QoQ)

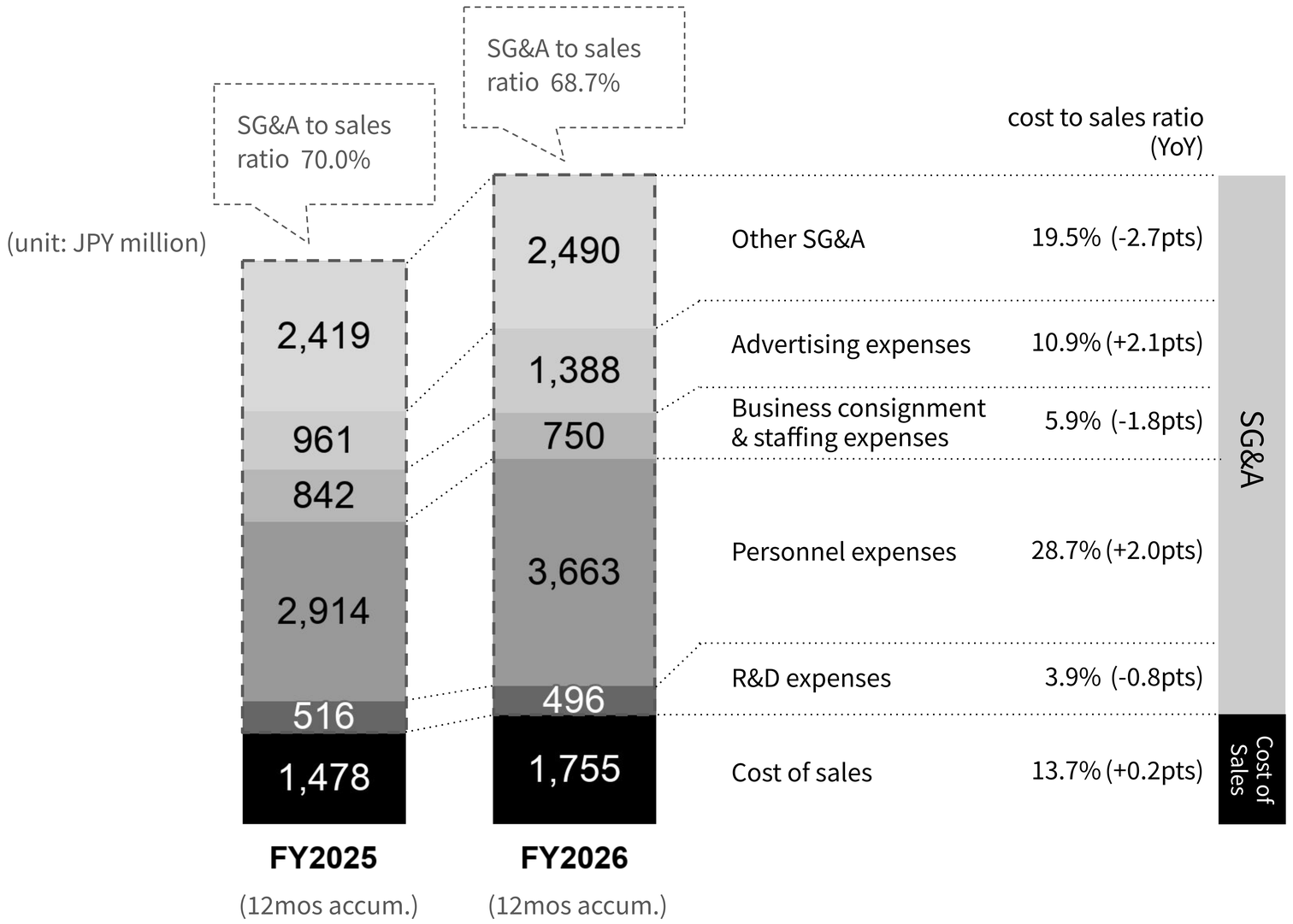
(unit: JPY million)



Other SG&A
- Primarily driven by expenses associated with headquarters relocation scheduled for April 2027.

Advertising expenses
- Increased due to proactive marketing and branding activities ahead of the launch of new services from October 2026.

Operating Expenses (YoY)



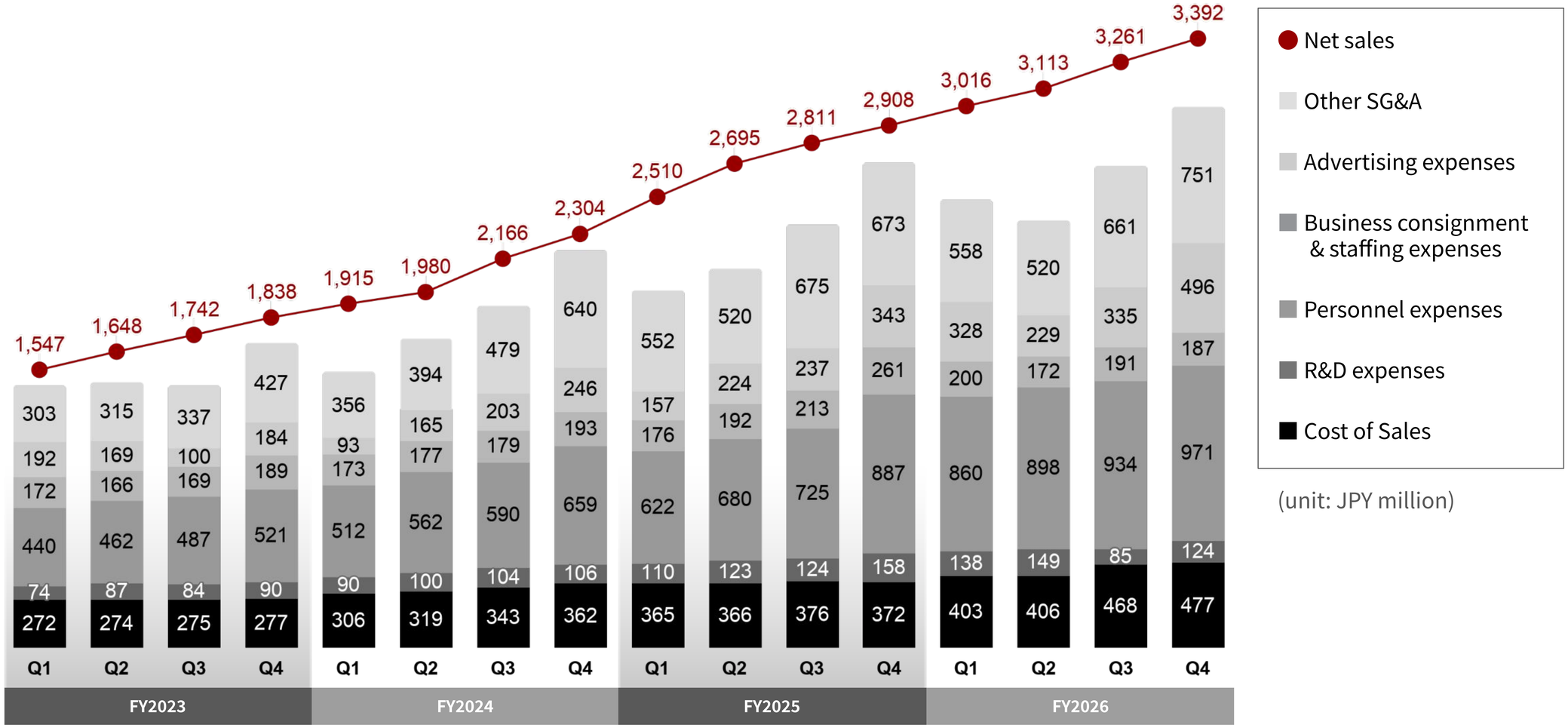
Advertising expenses

- Increased due to proactive marketing efforts across various regions, along with branding initiatives to raise awareness of HENNGE One ahead of the launch of new services.

Personnel expenses

- Mainly driven by headcount growth and increases in various allowances.

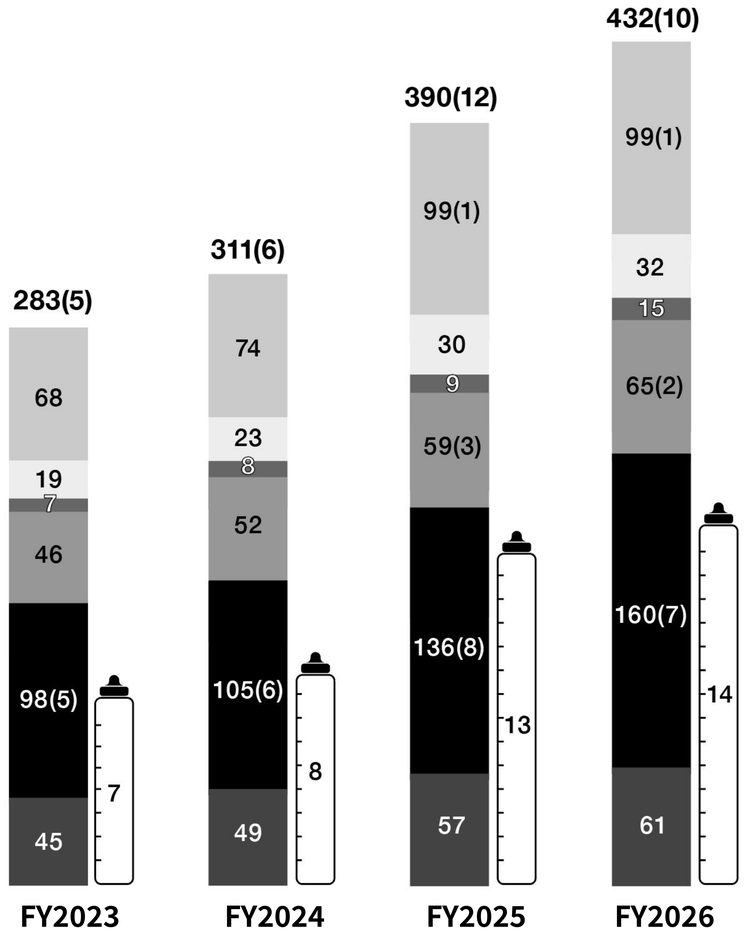
Net Sales and Operating Expenses

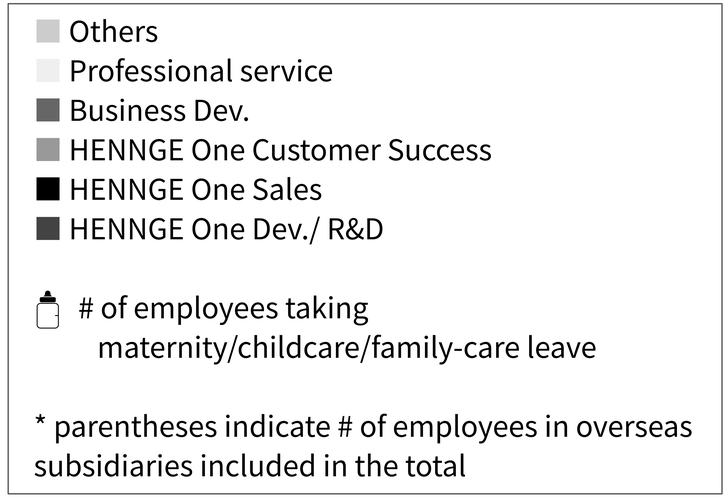


(unit: JPY million)

Number of Employees

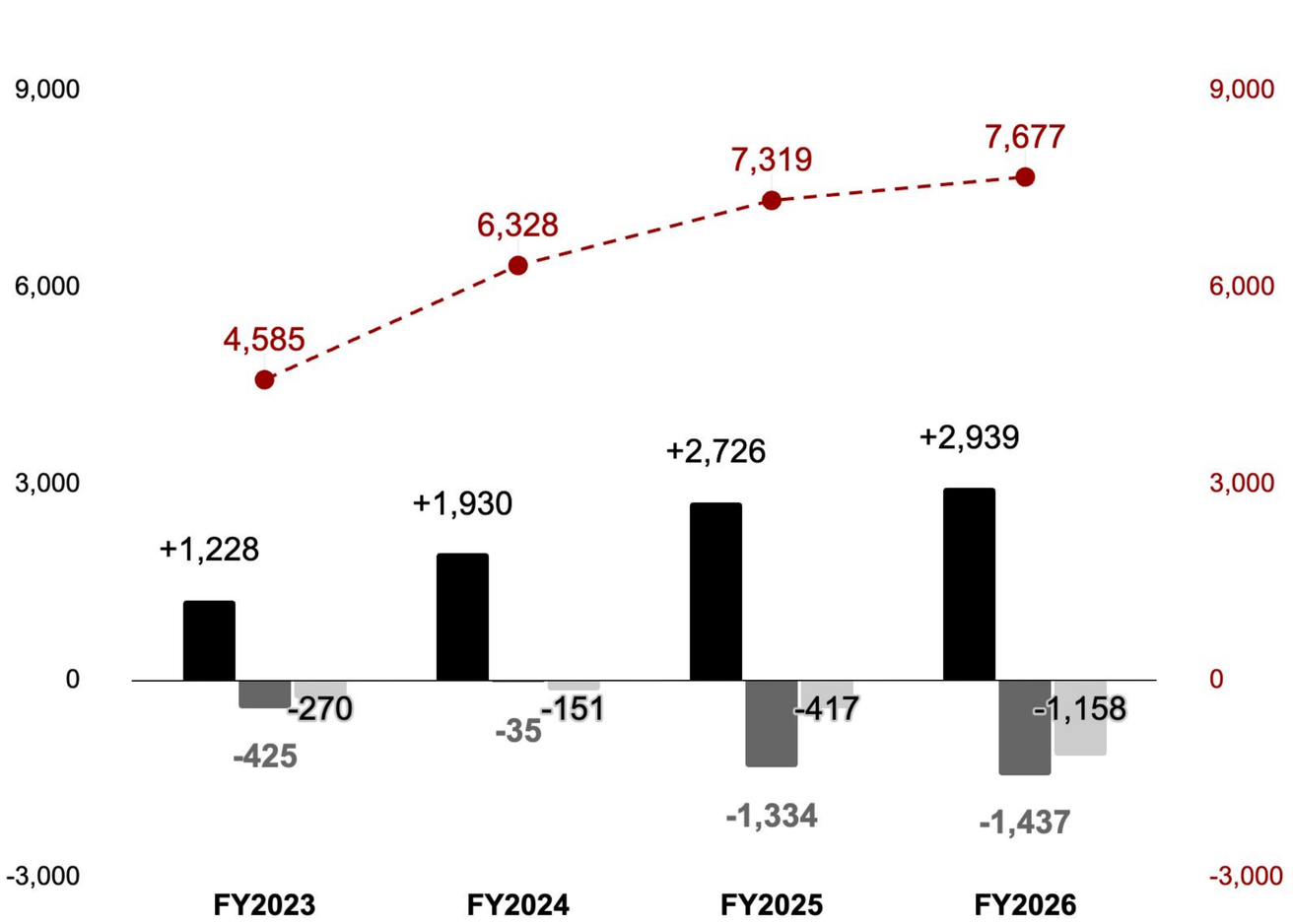
Despite a challenging recruitment environment, net headcount increased by 42 from the end of the previous fiscal year as a consequence of executing various initiatives, such as strengthening the recruitment of young talent.





(unit: employees, excluding part-time employees)

Cash Flow



(unit: JPY million)

CF from operating activities

- Remained largely positive, driven by the steady accumulation of total contract value under HENNGE One's annual upfront payment model.

CF from investing activities

- Invested mainly in purchasing investment securities and spending on the headquarters relocation scheduled for April 2027.

CF from financing activities

- Mainly implemented the acquisition of treasury shares and dividend payments from a capital allocation perspective.

FY09/2026
Consolidated Financial Results

(Business Activities)

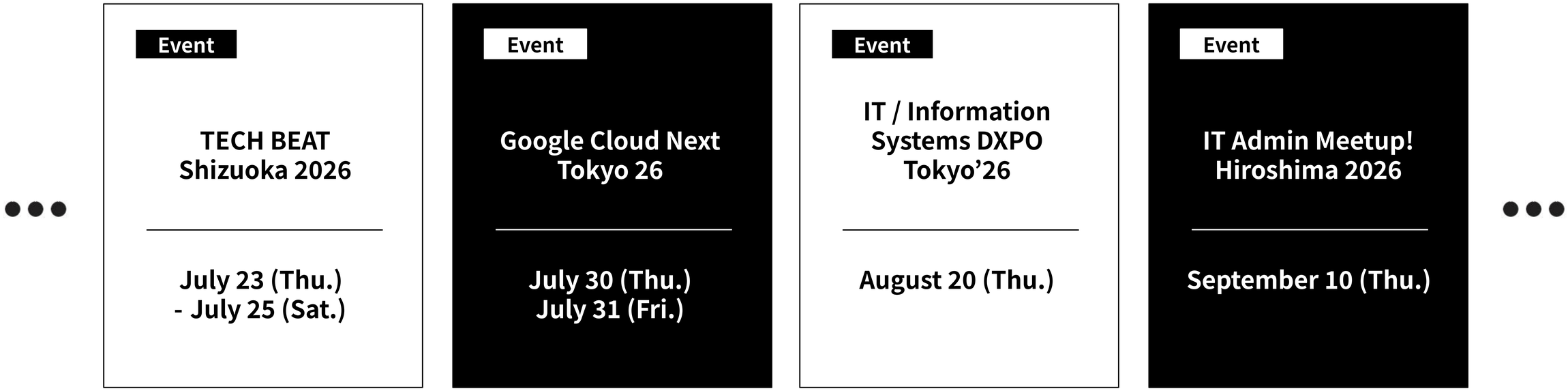
Business Highlights

- **Advertisements and events**
  - Hosted “HENNGE One Partner Meeting 2026” in Osaka and Nagoya (July 2026)
  - Engaged in numerous events across various regions (July to September 2026)

- **Others**
  - Invested in Zeami Cyber Security Co., Ltd., which provides threat detection services for internal IT environments (July 2026)
  - Started providing MCP server for “HENNGE Tadrill” (July 2026)
  - Announcement of new plans for HENNGE One (August 2026)
    Newly established the flagship suite plan consolidating all services, including network security and EDR/MDR to promote Zero Trust. In addition, services such as a password manager, domain protection, and advanced defenses against targeted attacks will become available in existing plans to strengthen the security. Scheduled to provide in October 2026.

Marketing and Branding Activity Highlights

Conducted activities to deliver the new value of HENNGE One to diverse audiences. In addition, launched a new campaign featuring Ultra Heroes across various media to boost HENNGE One’s brand awareness.



Engaged in over 110 events

FY09/2026
Full-year Consolidated Financial Results

(KPI Results)

HENNGE One KPI Highlights

(Progress in 12 months, compared to the end of FY2025)

# of contracted companies

4,058 companies

increased by **631** companies

# of contracted users

3.269M users

increased by **469K** users

ARR

JPY 13.05B

increased by **JPY 1.91B**

ARPU

JPY 3,992

increased by **JPY 15**

Average # of users

806 users

decreased by **11** users

Average monthly churn rate over the past 12 months

0.24 %

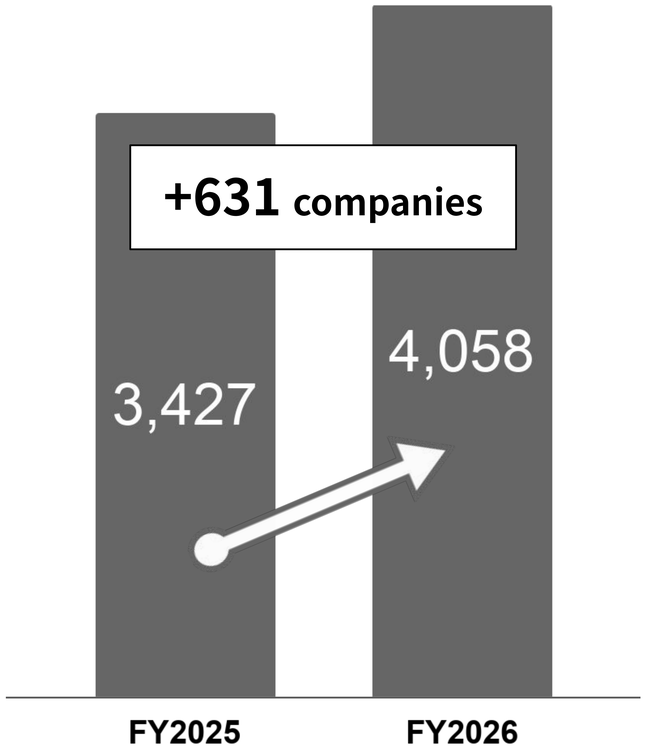
improved by **0.09** pts

HENNGE One KPIs (YoY)

of contracted companies

YoY +18.4%

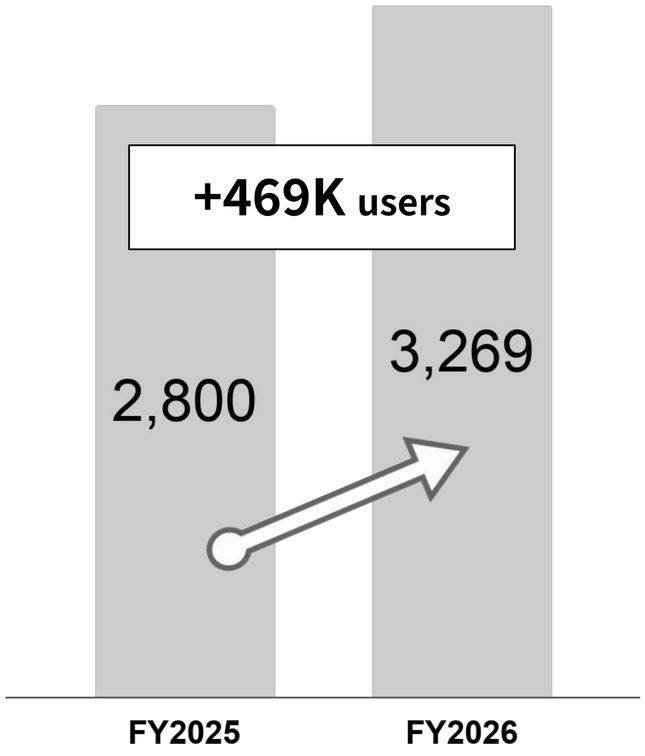
(unit: companies)



of contracted users

YoY +16.8%

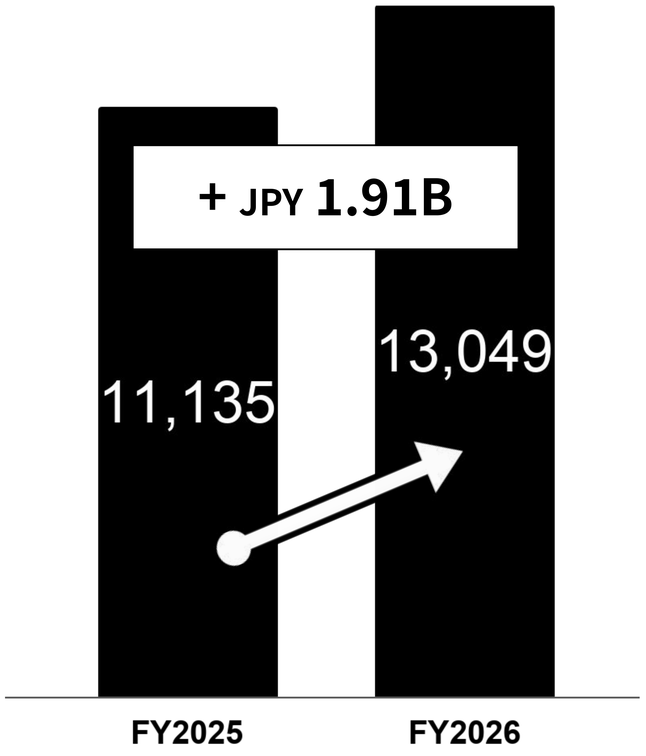
(unit: K users)



ARR

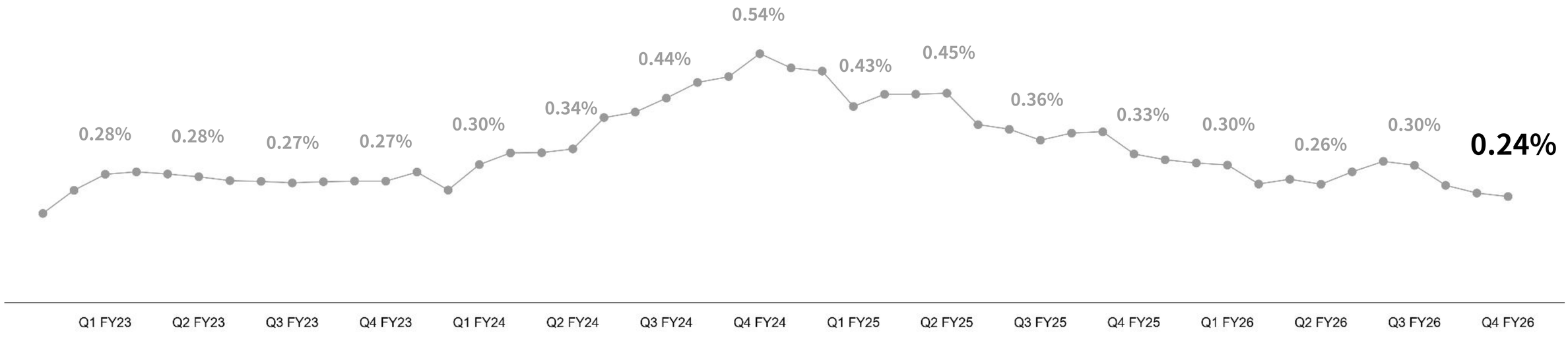
YoY +17.2%

(unit: JPY million)



HENNGE One Gross Revenue Churn Rate

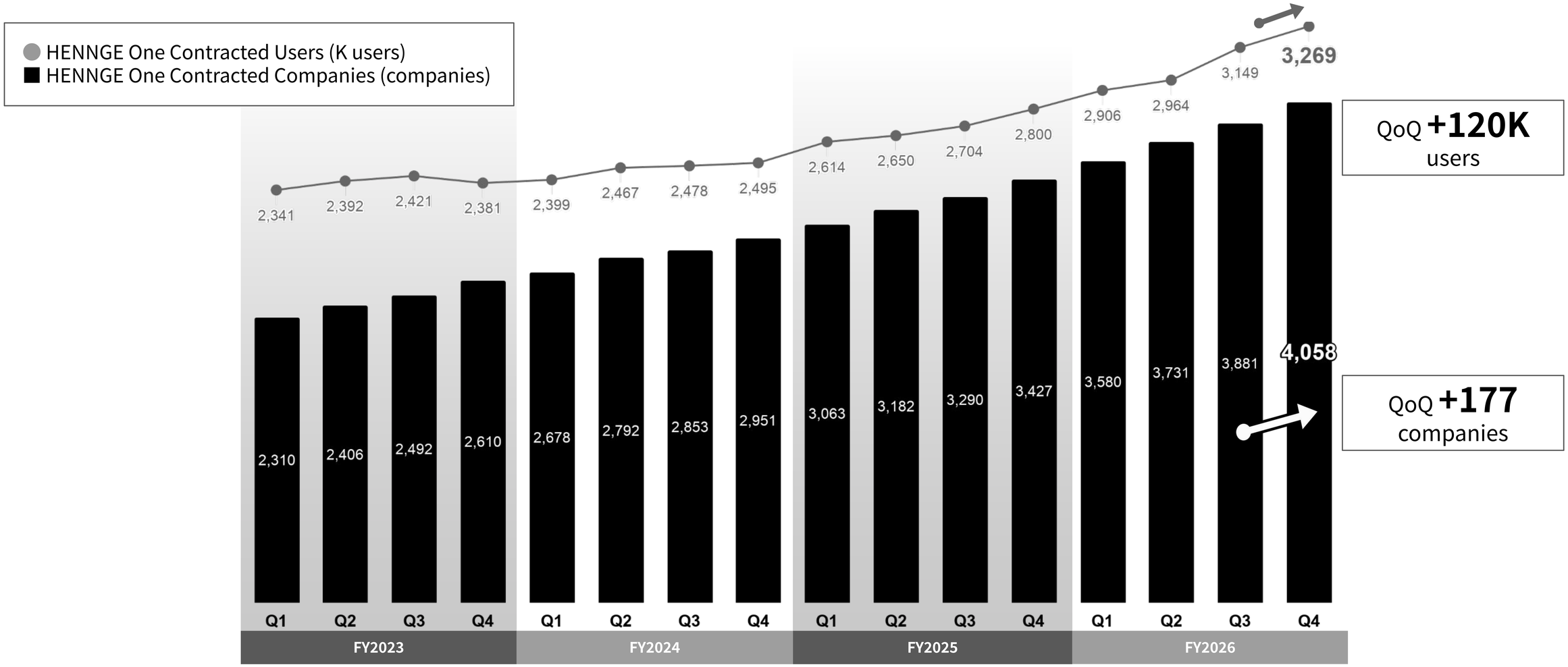
The churn rate remains low, securing a solid base of recurring revenue.



Average monthly churn rate over the past 12 months for HENNGE One

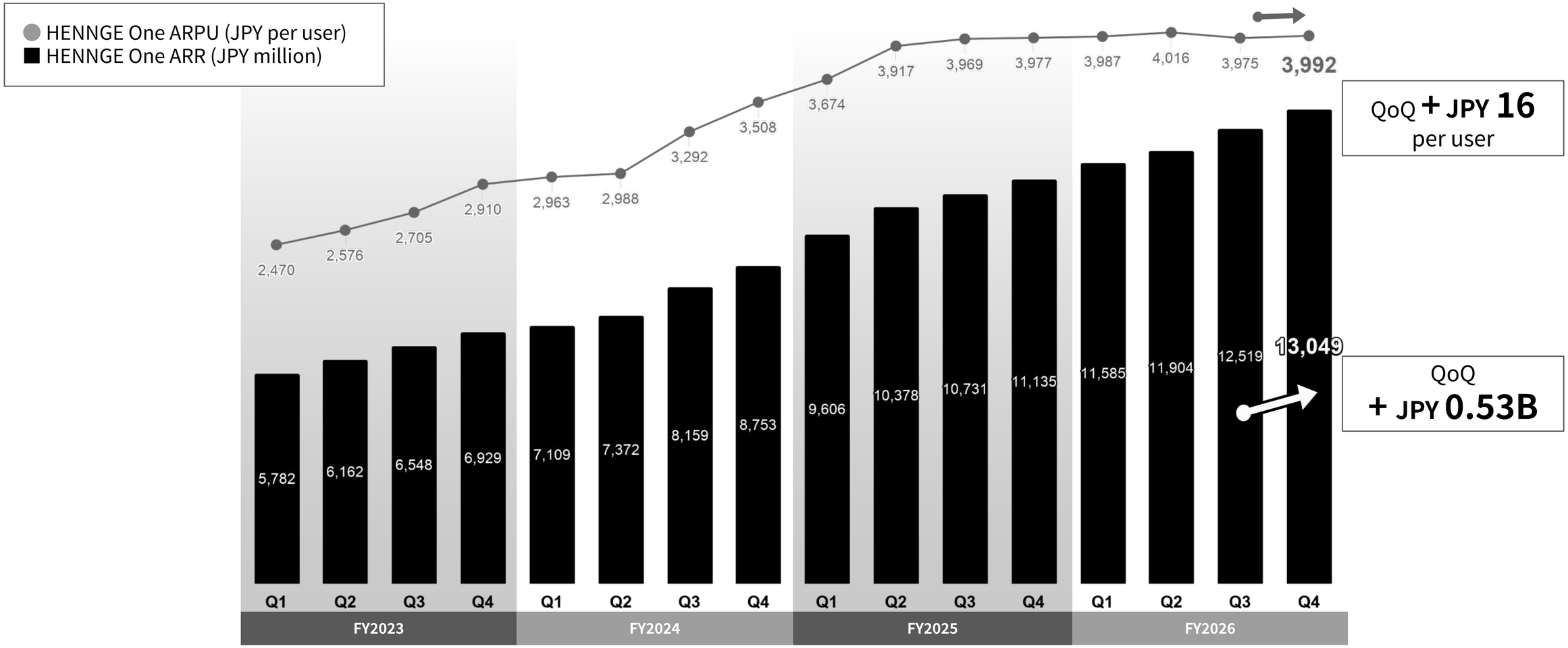
HENNGE One Contracted Companies & Users

of contracted companies increased stably, mainly due to steady acquisitions of small to mid sized contracts.



HENNGE One ARR & ARPU

While some relatively large companies opted for single-featured plans, the continued adoption of HENNGE One Pro among both new and existing customers contributed to ARPU growth.



FY09/2027
Full-year Forecast

Our Policy of FY2027

Delivering the added value of HENNGE One through new plans with expanded services for companies facing challenges with increasing cyber threats

HENNGE One Business

- Target annual ARR growth rate of 25% or more.
- Strengthen new customer acquisition through hosting events and marketing activities to raise awareness of HENNGE One.
- Promote the rollout of new plans and focus on activities to deliver the added value of HENNGE One.
- Continue building a foundation for future customer acquisition in high-potential regions both in Japan & overseas.

Branding Activities

- Continue taking on activities that contribute to raising awareness and brand of HENNGE.
- Supported by the brand, challenge on further promoting the existing business, cultivate new market and opportunities for M&A to generate additional value.

Personnel Plan

- Aim to increase 45 net headcounts or more to expand the organization for sustainable growth.

Business Investments

- Explore business investments, including M&A, to boost HENNGE One’s growth beyond JPY 20B ARR.

FY2027 Forecast Highlights

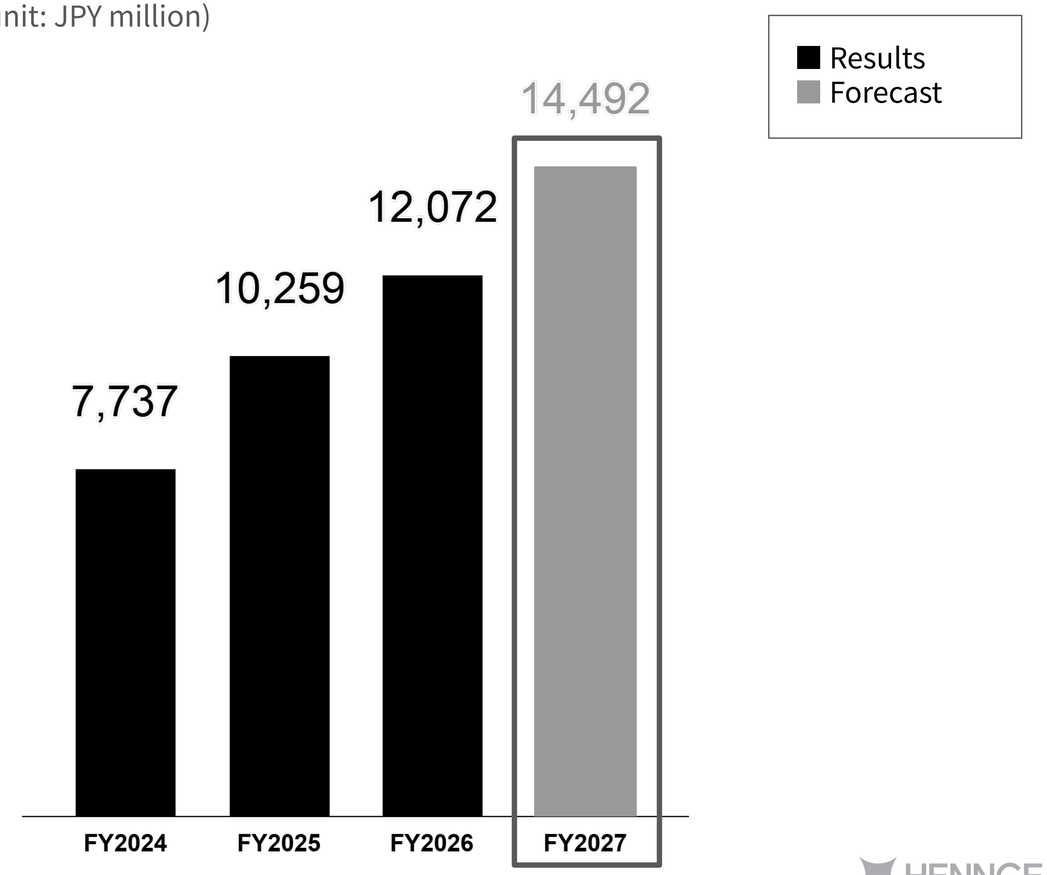
(unit: JPY million)	FY2025 Results	FY2026 Results	**FY2027 Forecast**	YoY	YoY (%)
Net sales	10,924	12,782	**15,232**	+2,450	+19.2%
(HENNGE One)	10,259	12,072	**14,492**	+2,420	+20.0%
(Professional service and others)	665	710	**740**	+30	+4.2%
Operating expenses	9,130	10,542	**12,600**	+2,058	+19.5%
(Advertising expenses)	961	1,388	**1,157**	-231	-16.6%
(Operating expenses excl. advertising expenses)	8,169	9,155	**11,443**	+2,289	+25.0%
Operating income	1,793	2,239	**2,631**	+392	+17.5%
(Operating income margin)	(16.4%)	(17.5%)	**(17.3%)**		(-0.2pts)
Ordinary income	1,854	2,208	**2,658**	+450	+20.4%
Profit attributable to owners of parent	1,358	1,786	**1,836**	+50	+2.8%
(Net income margin)	(12.4%)	(14.0%)	**(12.1%)**		(-1.9pts)

FY2027 Forecast - Net Sales by Business

Net Sales of HENNGE One business are expected to grow by 20.0% YoY to JPY 14.49B.

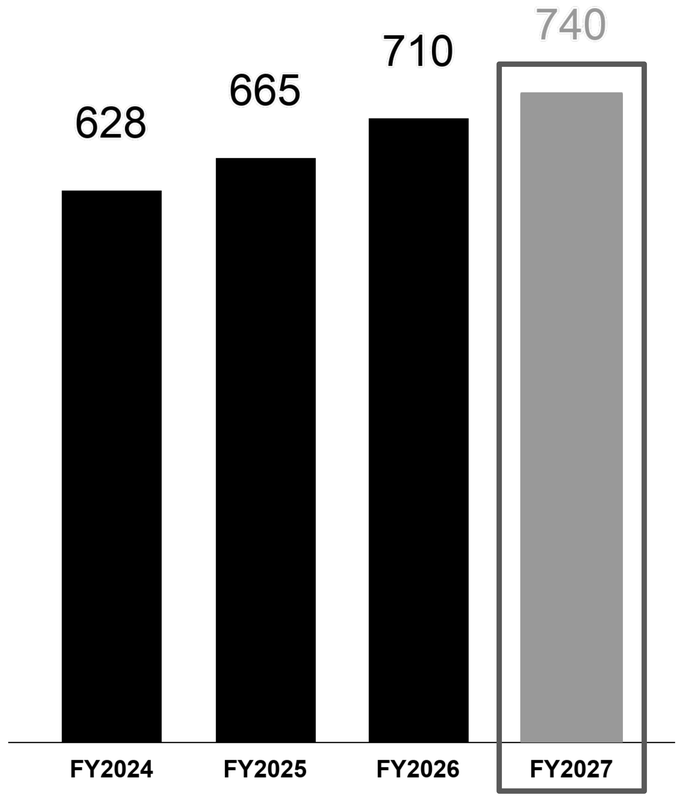
HENNGE One

(unit: JPY million)



Professional service and others

(unit: JPY million)

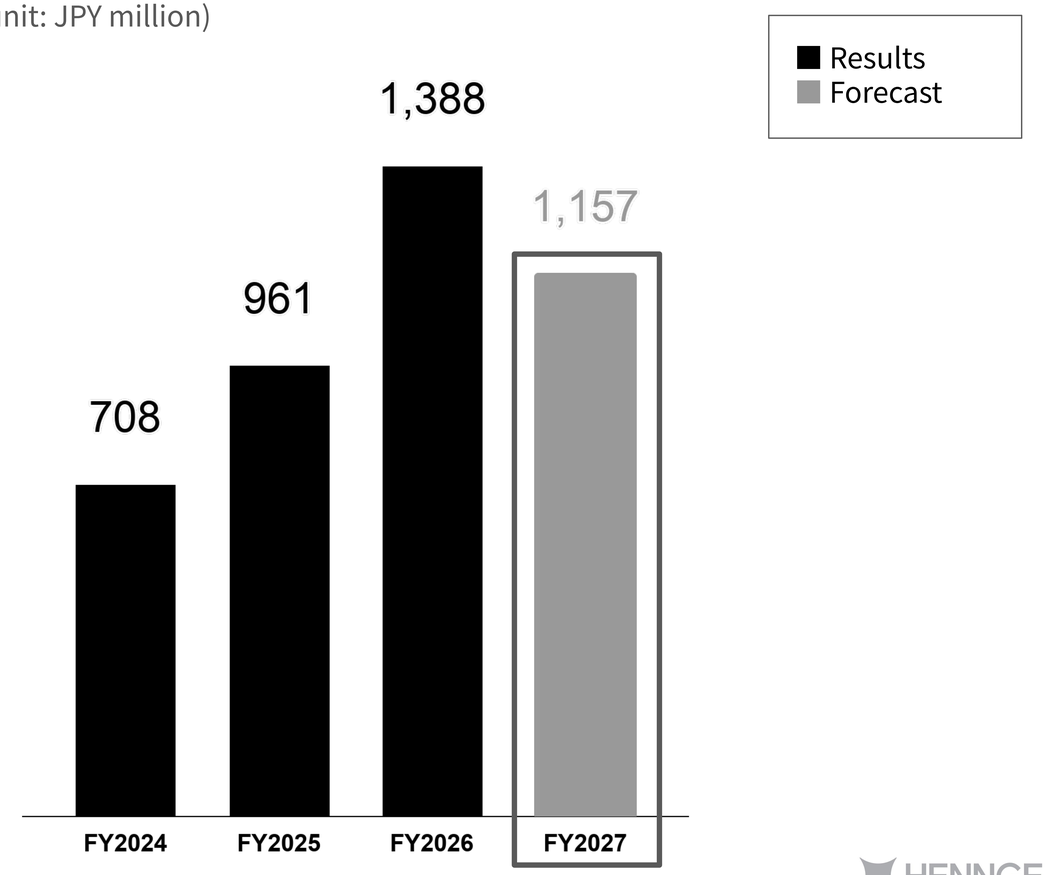


FY2027 Forecast - Operating Expenses

Advertising expenses are expected to decrease by 16.6% YoY to JPY 1.16B.
Operating expenses excluding advertising expenses are expected to increase by 25.0% YoY to JPY 11.44B.

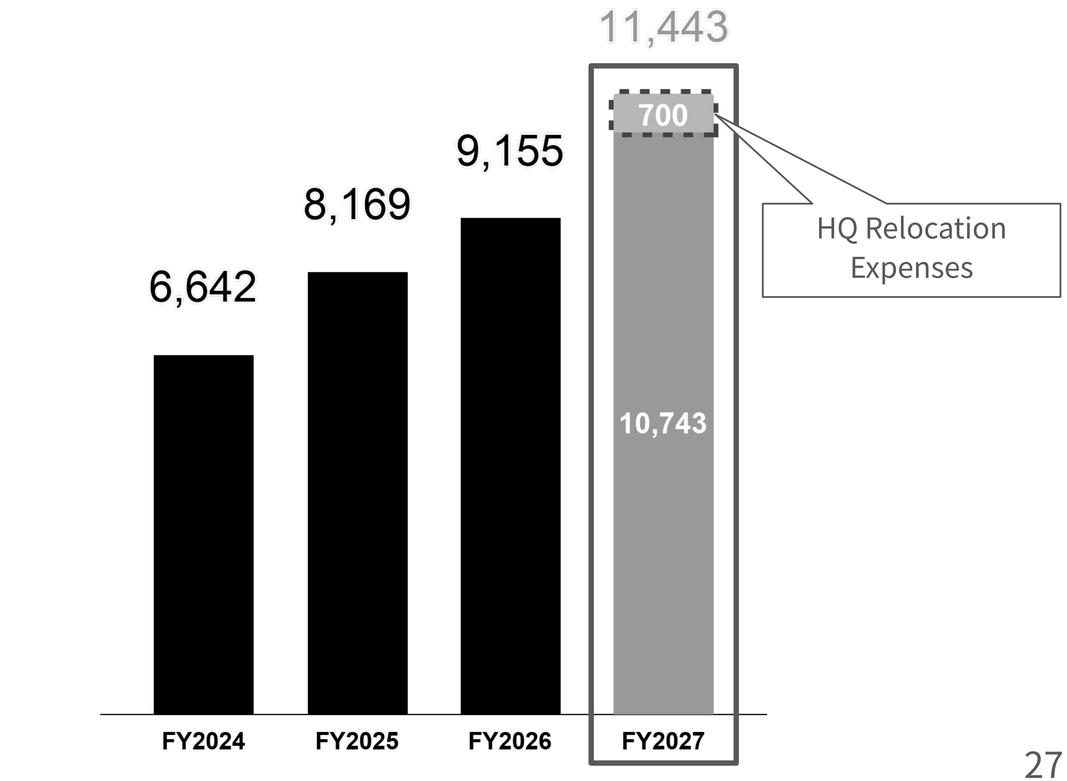
Advertising expenses

(unit: JPY million)



Operating expenses excl. advertising expenses

(unit: JPY million)



Growth Strategy

Corporate Philosophy

We want to deliver the power of technology to as many people as we can.

Liberation of Technology
テクノロジーの解放

Maximize LTV

Our growth strategy is to maximize LTV.
Currently, “Y” and “r” are already at high levels, therefore our focus is to maximize ARR.

$$LTV = ARR \times Y \times r$$

Y = [Average contract duration in years]
r = [Gross profit rate]

$$ARR = N \times n \times ARPU$$

N = [# of contracted companies]
n = [Average # of contracted users per contracted company]
ARPU = [Average Revenue Per User]

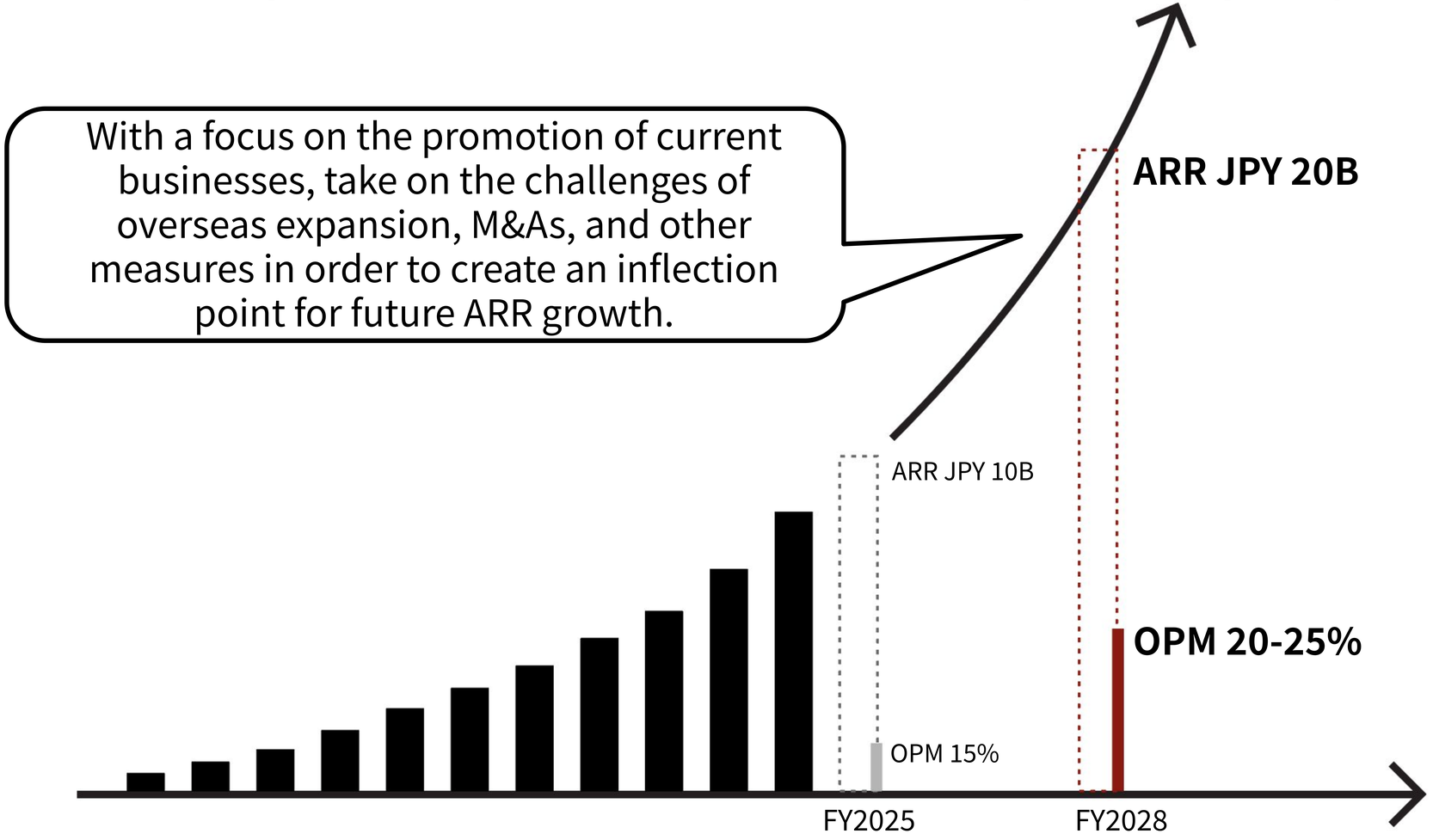
HENNGE One - Growth Strategy KPIs

In recent years, steadily expanded customer acquisition, driven by growing security demand among domestic SMBs.
In addition, achieved ARR growth through the continuous enhancement of the added value of our services.

	ARR				N				n				ARPU			
	ARR (JPY million)	YoY (%)	YoY		# of contracted companies (companies)	YoY (%)	YoY		Average # of contracted users per contracted company (users)	YoY (%)	YoY		Average Revenue Per User (JPY)	YoY (%)	YoY	
FY2018	2,552	+34.4%	+653	=	1,176	+26.7%	+248	×	1,166	+5.3%	+59	×	1,861	+0.7%	+13	
FY2019	3,240	+27.0%	+688	=	1,428	+21.4%	+252	×	1,171	+0.4%	+5	×	1,938	+4.2%	+77	
FY2020	3,909	+20.7%	+670	=	1,667	+16.7%	+239	×	1,169	-0.2%	-2	×	2,007	+3.5%	+68	
FY2021	4,740	+21.2%	+830	=	1,952	+17.1%	+285	×	1,095	-6.3%	-73	×	2,217	+10.5%	+210	
FY2022	5,602	+18.2%	+862	=	2,213	+13.4%	+261	×	1,050	-4.1%	-45	×	2,410	+8.7%	+193	
FY2023	6,929	+23.7%	+1,328	=	2,610	+17.9%	+397	×	912	-13.2%	-138	×	2,910	+20.8%	+501	
FY2024	8,753	+26.3%	+1,824	=	2,951	+13.1%	+341	×	845	-7.3%	-67	×	3,508	+20.5%	+598	
FY2025	11,135	+27.2%	+2,382	=	3,427	+16.1%	+476	×	817	-3.4%	-28	×	3,977	+13.4%	+468	
FY2026	13,049	+17.2%	+1,914	=	4,058	+18.4%	+631	×	806	-1.4%	-11	×	3,992	+0.4%	+15	

Mid-term Target

Aim to achieve JPY 20B as a group's ARR in FY2028 by capturing the expanding market base.
To build a solid foundation for growth beyond JPY 20B, we set our operating profit margin target at 20-25%.

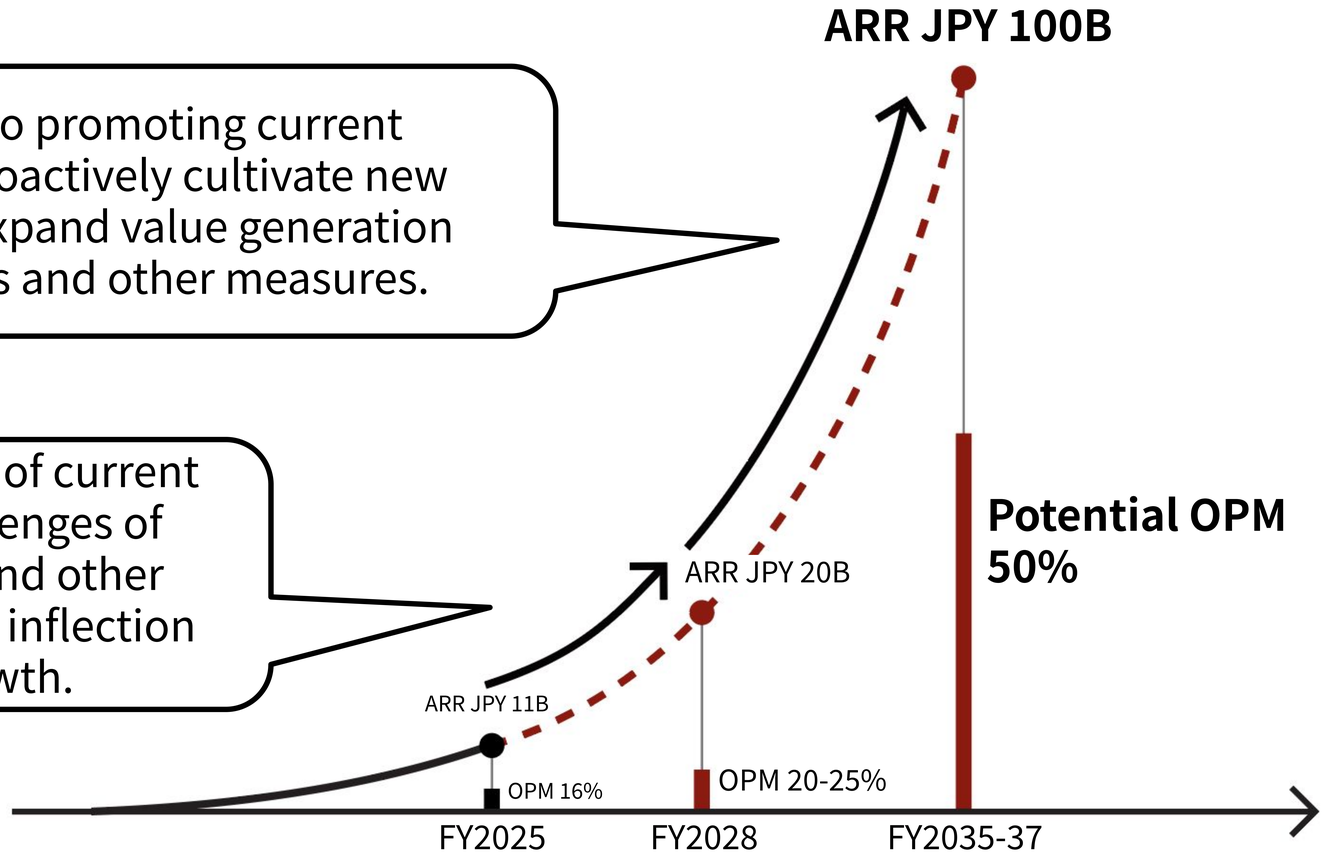


Mid-term Target and Ambition Beyond

While targeting JPY 20B in ARR for FY2028, we will solidify our foundation for further growth beyond, which enables us to exceed JPY 100B in ARR and achieve potential operating profit margin of 50% within FY2035 to FY2037.

In addition to promoting current businesses, proactively cultivate new markets and expand value generation through M&As and other measures.

With a focus on the promotion of current businesses, take on the challenges of overseas expansion, M&As, and other measures in order to create an inflection point for future ARR growth.





HENNGE

Appendix
(Corporate Overview)

Corporate Profile

Company name : HENNGE K.K.

Directors :

Kazuhiro Ogura
Representative Director, President and CEO

Kazuaki Miyamoto
Representative Director, Executive Senior Vice President

Yoshiki Nagatome
Director, Executive Senior Vice President

Haruo Amano
Director, Executive Senior Vice President

Mio Takaoka
Outside Director

Michiko Kato
Outside Director

Fumiaki Goto
Director (Full-time Audit & Supervisory Committee Member)

Akenobu Hayakawa
Outside Director (Audit & Supervisory Committee Member)

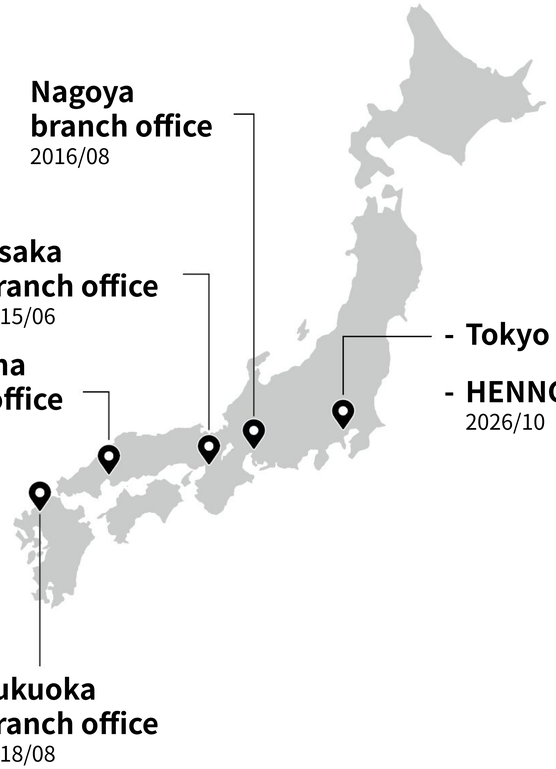
Kunihiro Onai
Outside Director (Audit & Supervisory Committee Member)



Founded on : November 5, 1996

Locations

Japan



Nagoya branch office
2016/08

Osaka branch office
2015/06

Hiroshima branch office
2025/11

Fukuoka branch office
2018/08

- **Tokyo Head office**
- **HENNGE AI K.K.**
2026/10

Taiwan



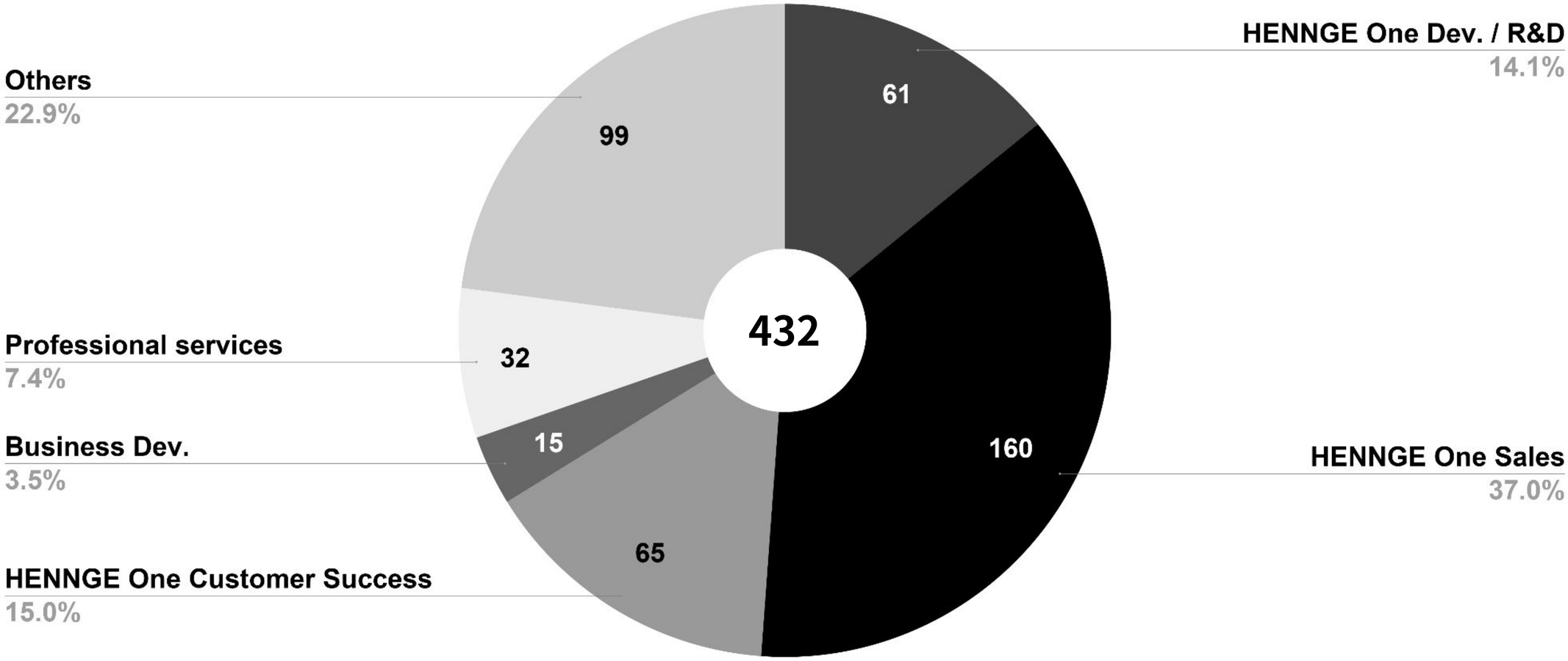
HENNGE Taiwan, Inc.
2016/10

USA



HENNGE Inc.
2025/04

Employee Breakdown by Function



(unit: employees, excluding part-time employees, as of 2026-09-30)

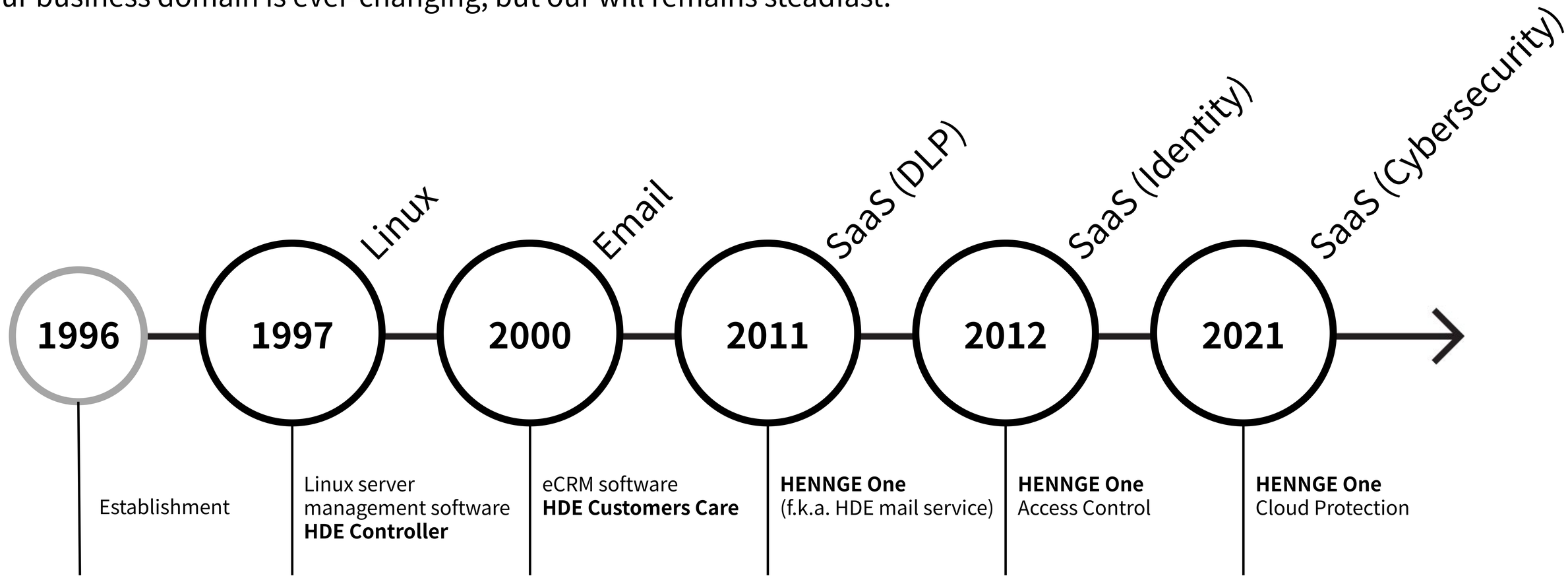
Corporate Philosophy

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Liberation of Technology
テクノロジーの解放

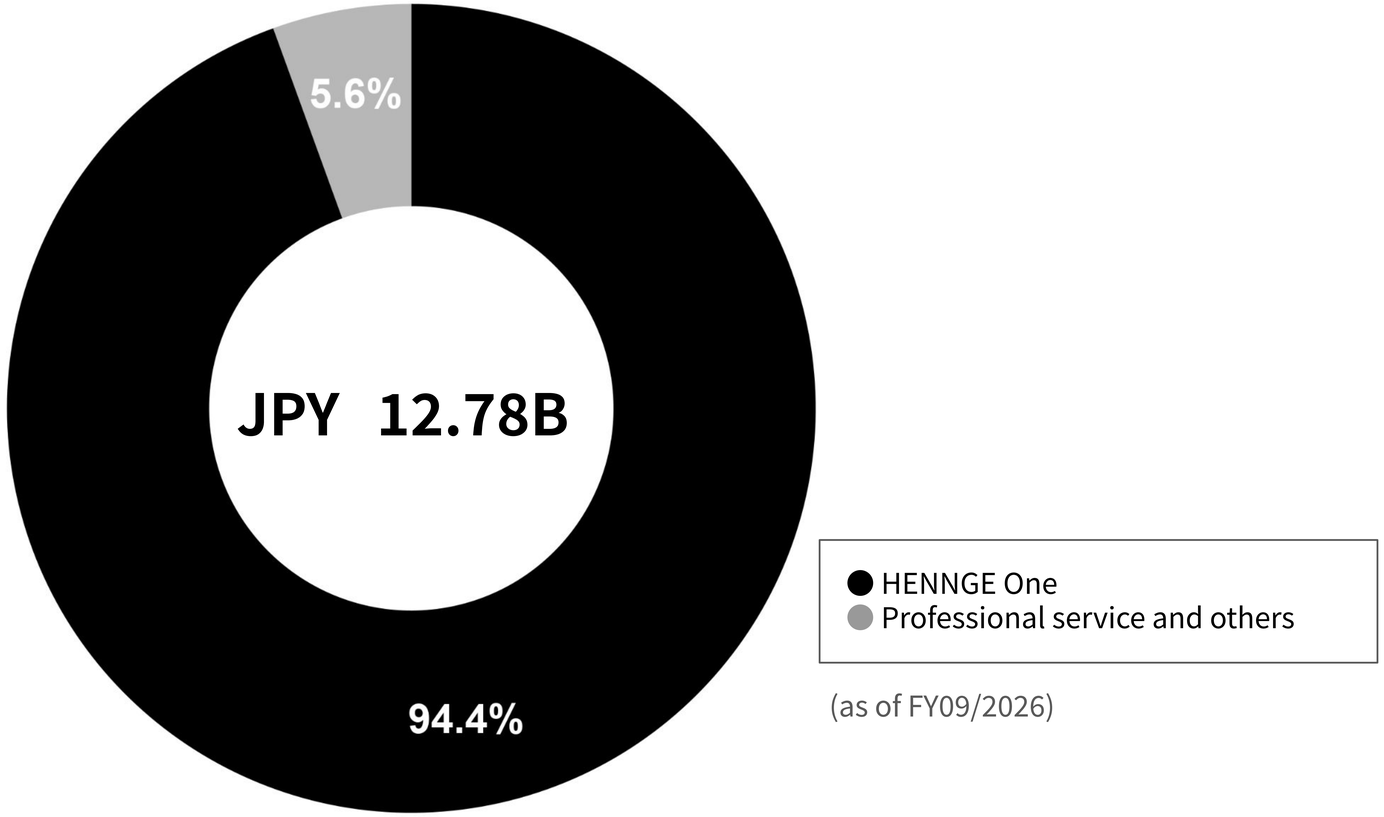
History

Our business domain is ever-changing, but our will remains steadfast.



Net Sales by Business

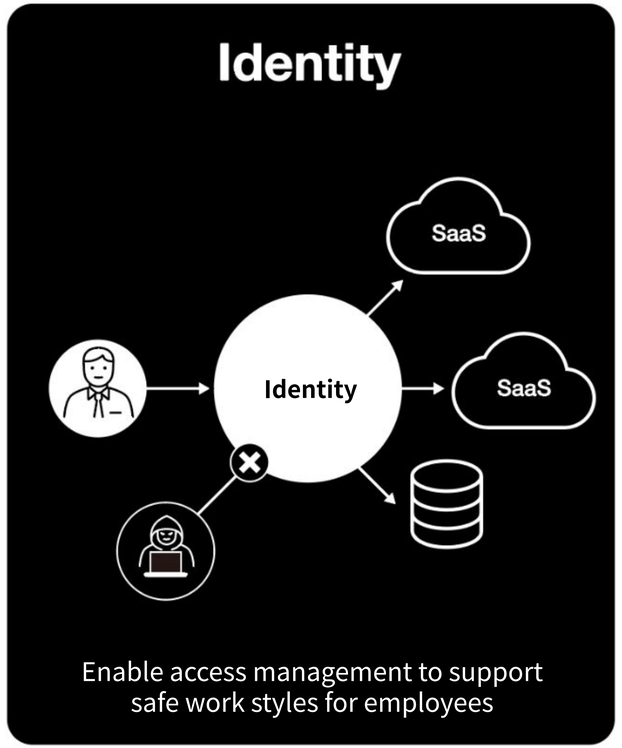
94.4% of net sales come from HENNGE One business.



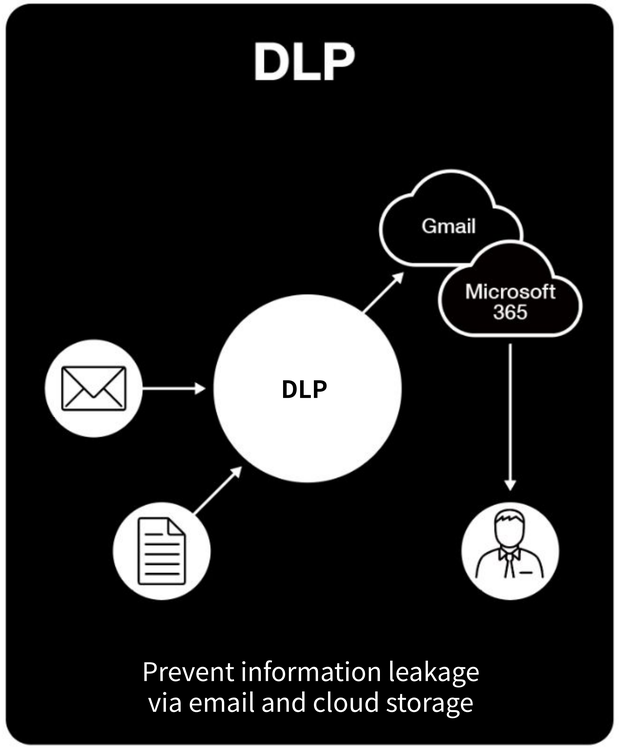
(as of FY09/2026)

HENNGE One

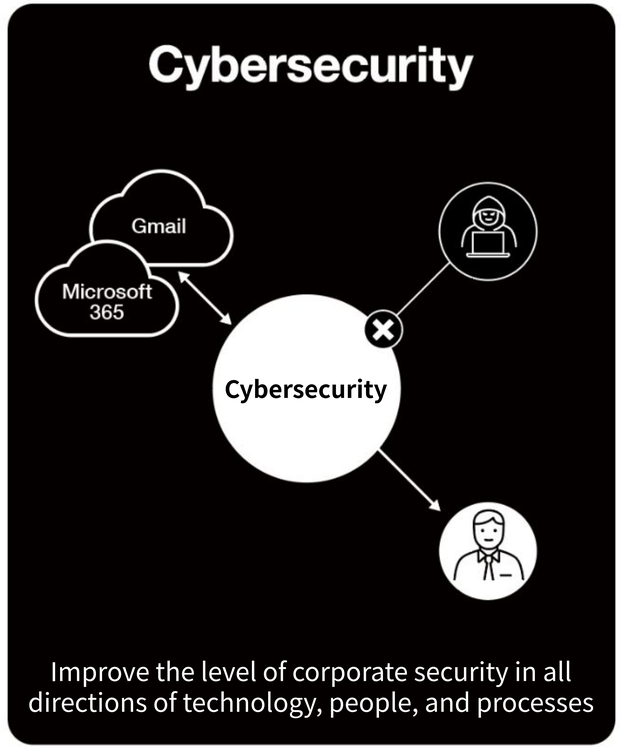
Provide services in one-stop that remove obstacles for companies trying to improve productivity by adopting cloud.
Enhance security and usability of cloud to all the employees by having company-wide implementation.



Enable access management to support safe work styles for employees



Prevent information leakage via email and cloud storage



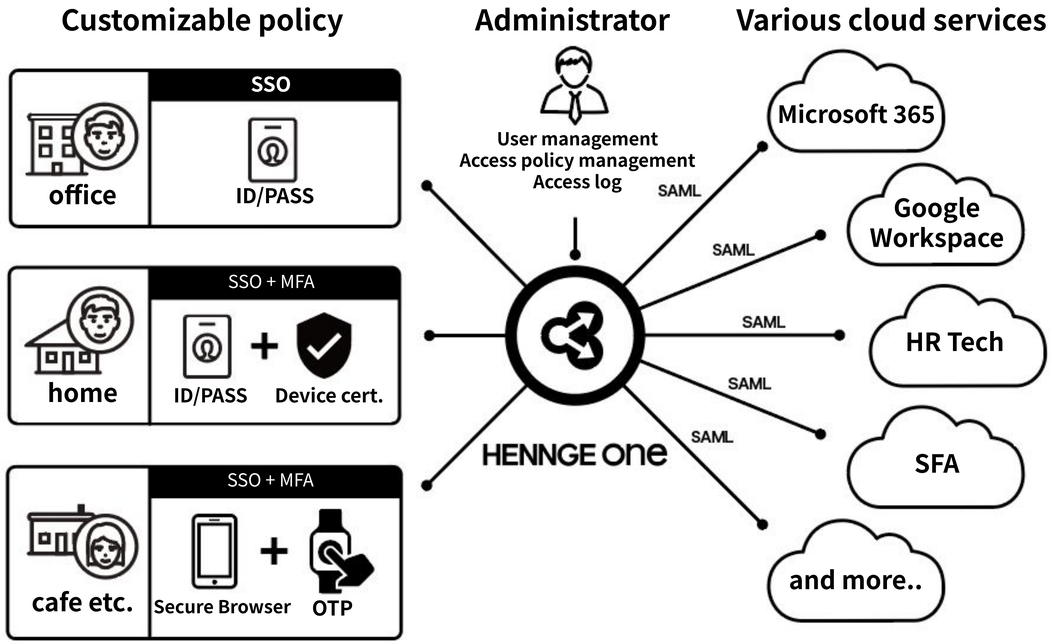
Improve the level of corporate security in all directions of technology, people, and processes

HENNGE One's service availability rate: **Over 99.9%**

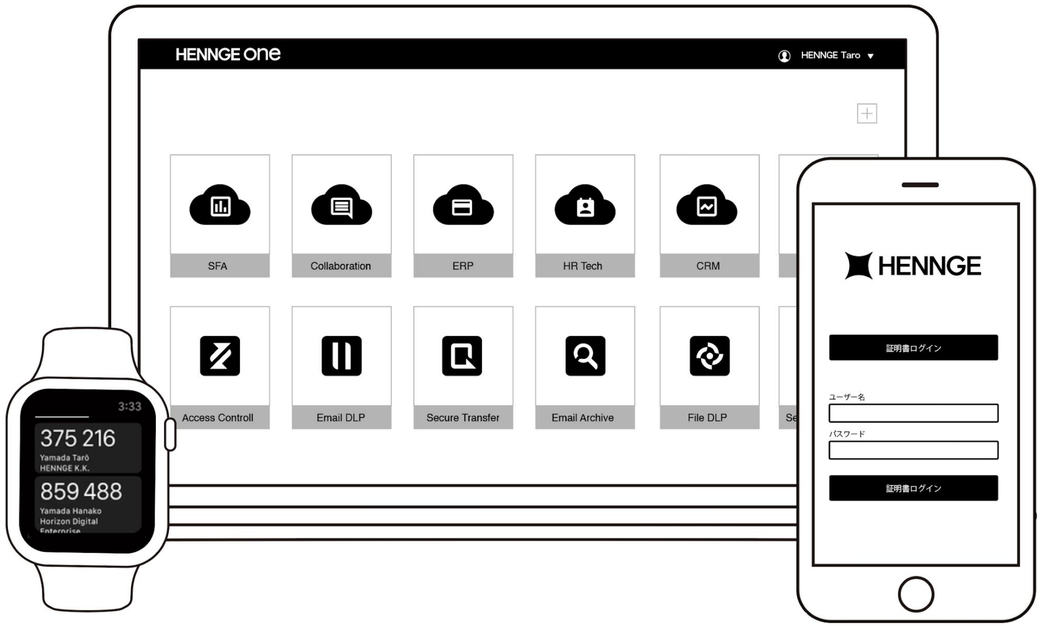
HENNGE One - Identity

Provide cross-sectional secure access and SSO for various cloud services used by companies.

Access Control



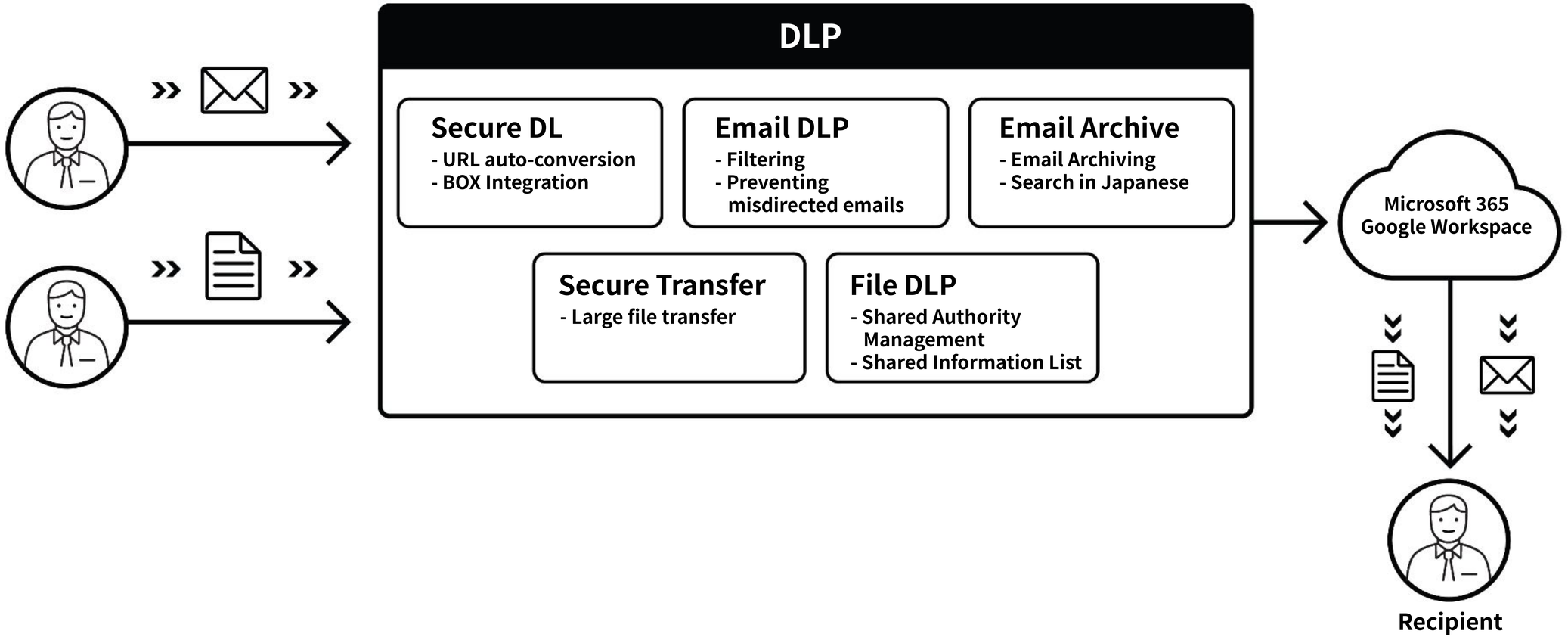
ID Federation



SSO Integration: Currently integrates with **502** cloud services

HENNGE One - DLP

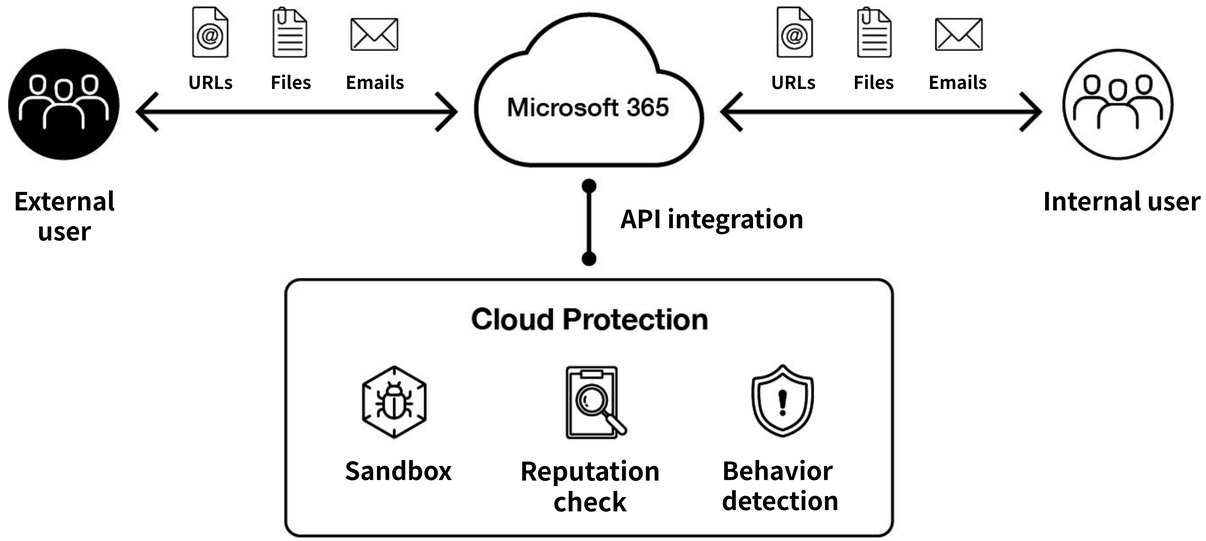
Prevent leaks of important data, such as confidential corporate information, from misdirected email and wrong file sharing misconfiguration.



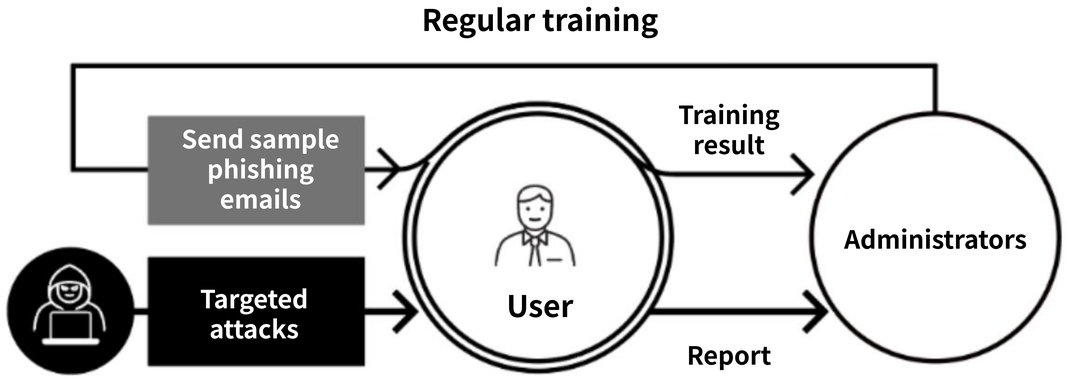
HENNGE One - Cybersecurity

Improve the level of security from technology, people, and processes, by addressing measures such as for ransomware and targeted email attacks.

HENNGE Cloud Protection

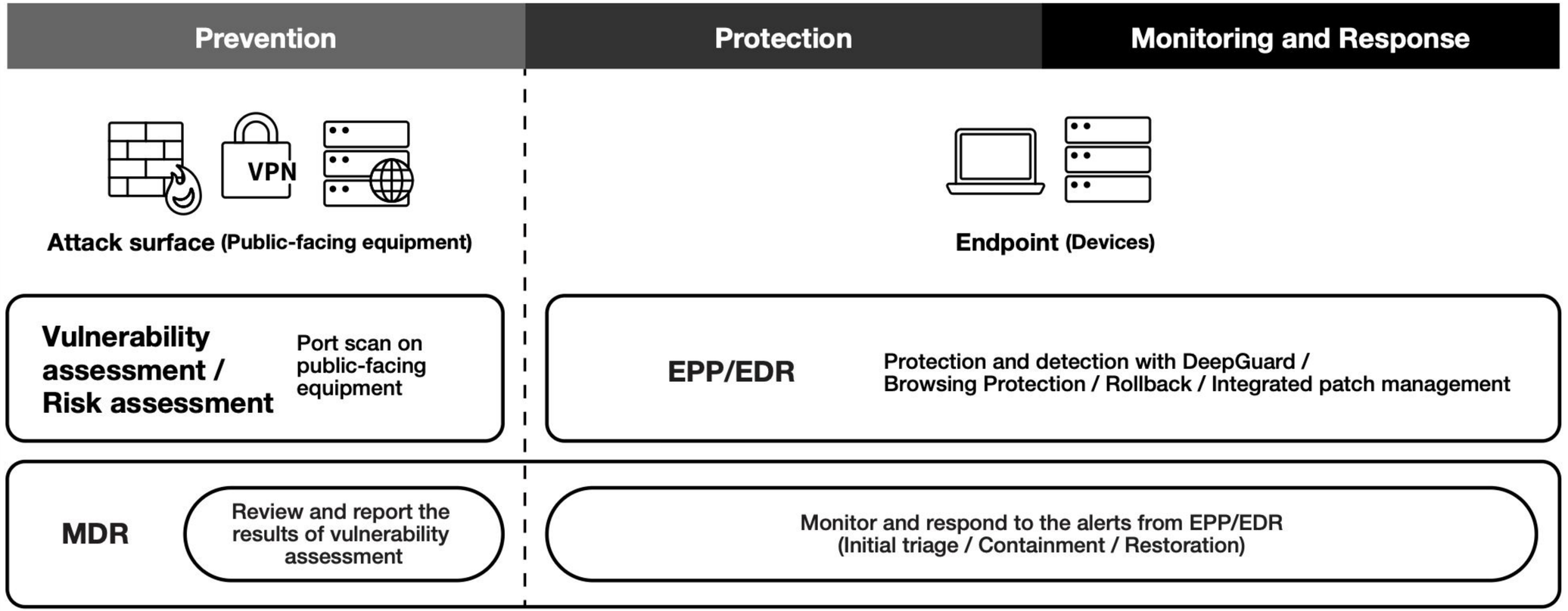


HENNGE Tadrill



HENNGE One - Cybersecurity

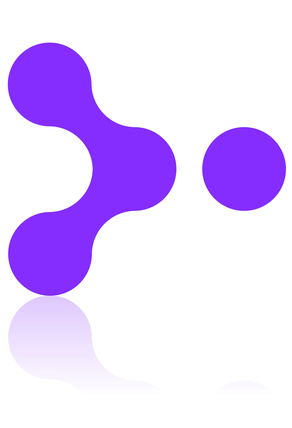
Launched a new service “HENNGE Endpoint & Managed Security” in March 2026. By combining EDR, MDR, and vulnerability assessments, it provides holistic measures not only for devices but also web-facing IT assets.



HENNGE One - Three New Services

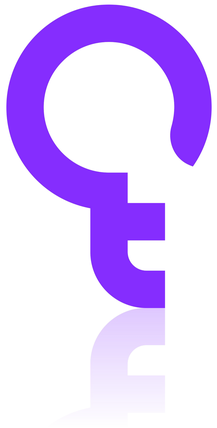
Launched three new services of HENNGE One in October 2026.
Expanding the scope of HENNGE One to Identity, Devices, and Networks to drive Zero Trust implementation.

Mesh Network



A network service that reduces the vulnerability risks associated with traditional VPNs and prevents the lateral movement of attacks through direct connections and access control between devices using P2P communication technology.

Password Manager



A password management service that centrally manages authentication credentials for non-SSO compliant systems and SaaS, enabling secure operation through permission settings and usage log recording for shared IDs.

Domain Protection



A domain protection service that enables the detection of and countermeasures against spoofed emails abusing company’s own domains, through the visualization, analysis, and operational support of sender domain authentication.

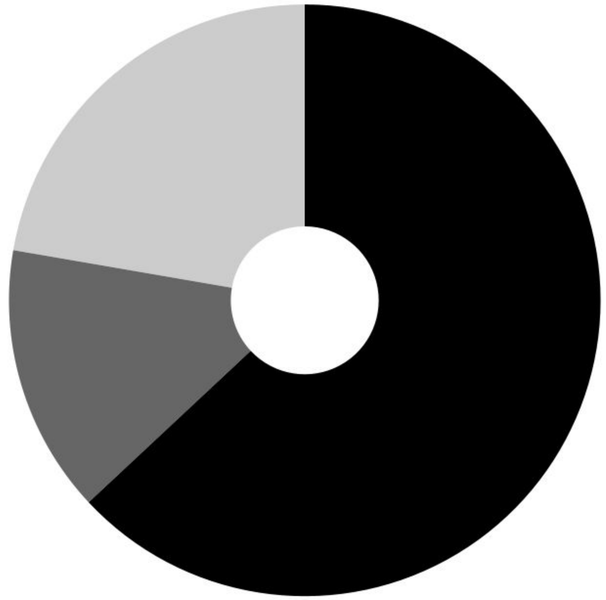
HENNGE One - Solid Customer Base

HENNGE One is used by 4,058 companies in various industries, and has approximately 3.269 million users.
Average number of contracted users per contracted company is approximately 806. (as of 2026-09-30)

and more

Approx. **21.7%** of listed companies on TSE are using HENNGE One.

Breakdown by Contracted Users Size (ARR Base, FY2026)

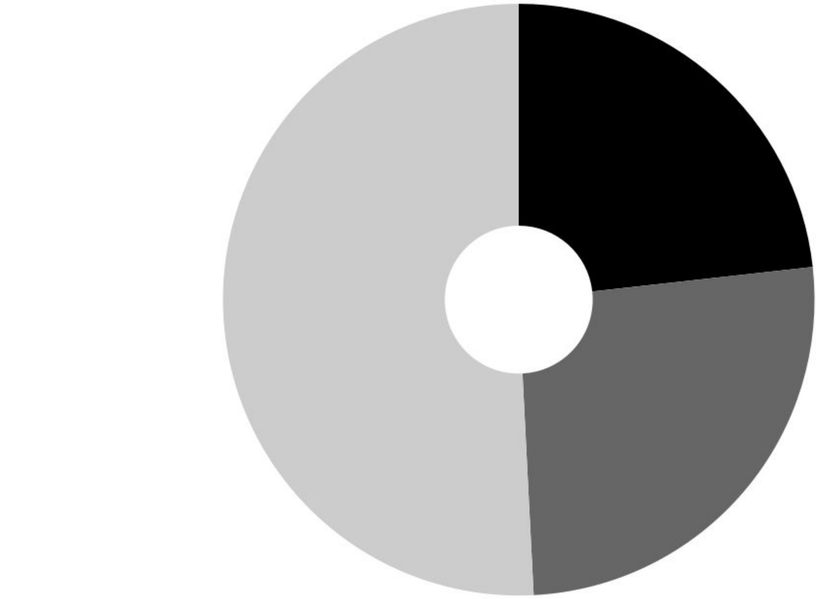


HENNGE One - License Lineups (- Sep 2026)

Set plan	Description	Price (excl. tax)
HENNGE One Basic	A set plan that offers the best value when implementing all the features of HENNGE One at once (with limited use of Certificates, Cloud Protection, and Tadrill)	@JPY 800/mo
HENNGE One Pro		@JPY 1,000/mo

Single-function plan	Description	Price (excl. tax)
HENNGE One IdP	SSO, IP address control, OTP, AD Connect etc, Device certificates, Support Plus etc.	@JPY 300/mo
HENNGE One IdP Pro	IdP, Secure browser, Additional device certificates, Secure remote access etc.	@JPY 500/mo
HENNGE One DLP	Delayed sending, Filtering etc.	@JPY 350/mo
HENNGE One File DLP	File sharing management on cloud storage etc.	@JPY 350/mo
HENNGE One ARC	Archive etc.	@JPY 350/mo
HENNGE One Cloud Protection	Behavior detection, Sandbox etc.	@JPY 200/mo
HENNGE One Tadrill	Phishing simulation, the Phish Alert Button for targeted attack emails, e-learning etc.	@JPY 300/mo
HENNGE One Endpoint & Managed Security * from March 2026	Endpoint Protection Platform (EPP)・Endpoint Detection & Response (EDR), 24/7 Managed Detection and Response(MDR), Vulnerability Assessment, Attack Surface Management etc.	@JPY 950/mo

Breakdown by Plan (ARR Base, FY2026)



License Lineups for HENNGE One Announced in 2026/8 (Oct 2026 -)

We comprehensively revamped the license lineups for HENNGE One from October 2026.

	Plan	Current Price (excl. tax)	New Price (excl. tax)
HENNGE One Suite	HENNGE One Ultra * from October 2026	-	@JPY 2,500/mo
	HENNGE One Pro	@JPY 1,000/mo	@JPY 1,500/mo
	HENNGE One Basic	@JPY 800/mo	@JPY 1,000/mo

	Plan	Current Price (excl. tax)	New Price (excl. tax)
HENNGE One Identity Edition	HENNGE IdP Ultra * from October 2026	-	@JPY 1,000/mo
	HENNGE IdP Pro	@JPY 500/mo	@JPY 600/mo
	HENNGE IdP	@JPY 300/mo	@JPY 400/mo

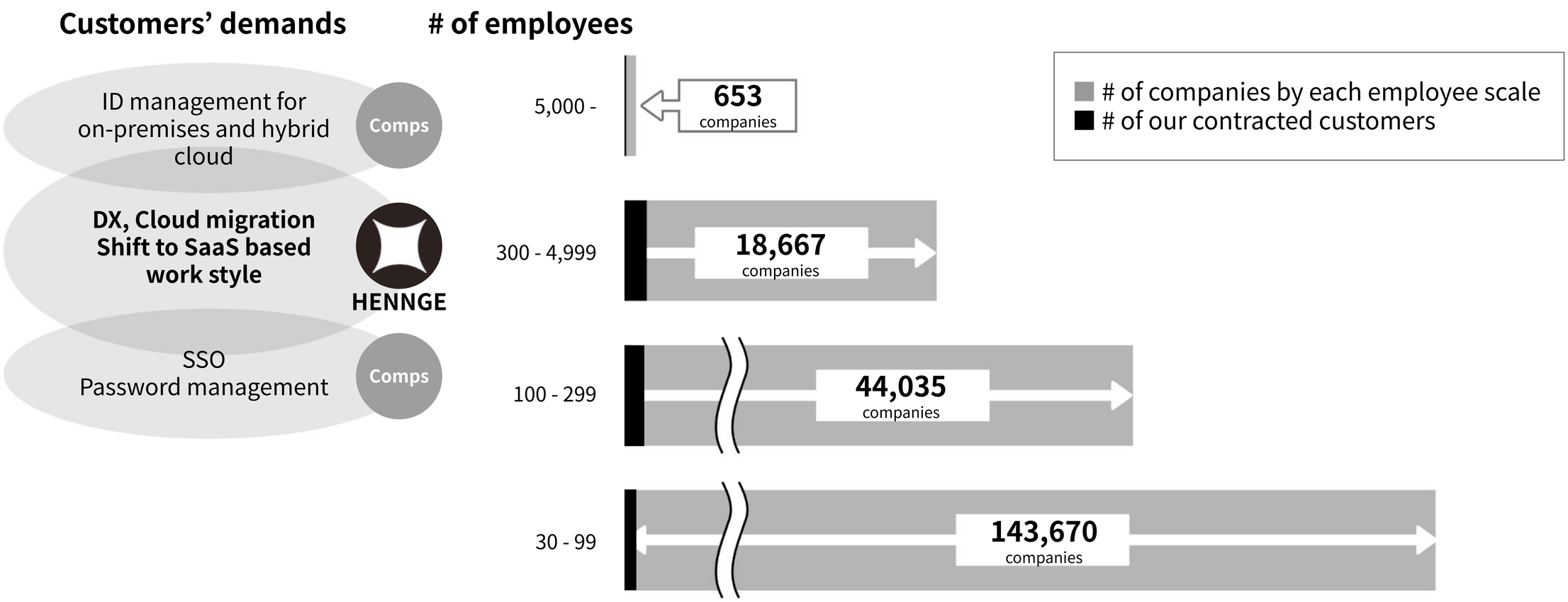
	Plan	Current Price (excl. tax)	New Price (excl. tax)
HENNGE One DLP Edition	HENNGE DLP Pro * from October 2026	-	@JPY 650/mo
	HENNGE DLP	@JPY 350/mo	@JPY 450/mo
	HENNGE File DLP	@JPY 350/mo ※Unchanged	
	HENNGE One ARC	@JPY 350/mo	@JPY 400/mo

	Plan	Current Price (excl. tax)	New Price (excl. tax)
HENNGE One Cybersecurity Edition	HENNGE Cybersecurity Ultra * from October 2026	-	@JPY 1,400/mo
	HENNGE Cybersecurity Pro * from October 2026	-	@JPY 500/mo
	HENNGE Cloud Protection	@JPY 200/mo	@JPY 350/mo
	HENNGE Tadrill	@JPY 300/mo ※Unchanged	
	HENNGE Endpoint & Managed Security * from March 2026	@JPY 950/mo ※Unchanged	

Appendix
(Total Addressable Market)

Number of Companies by Employee Size in Japan

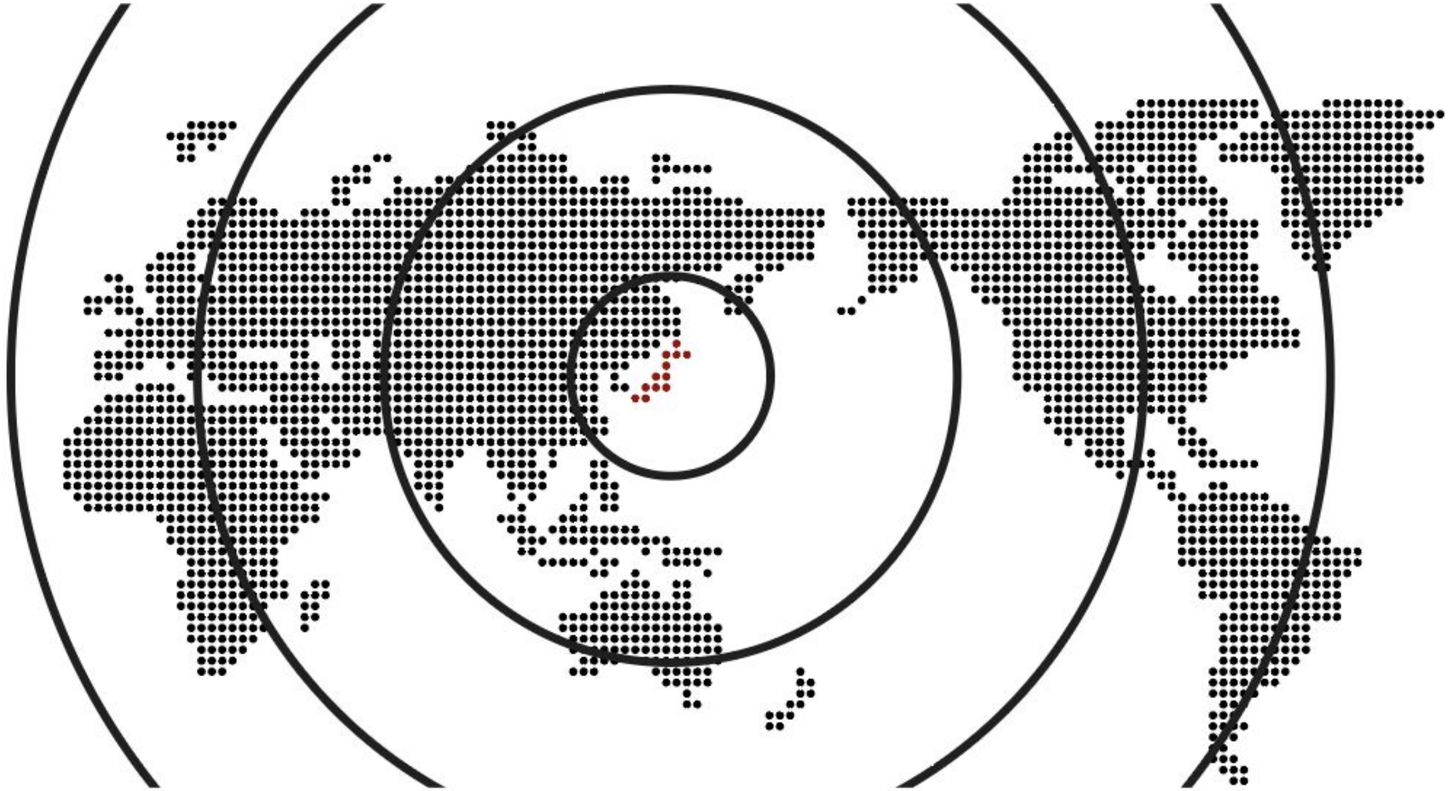
Enormous potential within the market exists as cloud adoption will accelerate going forward.



Calculated by HENNGE Group based on the total number of companies with 30 or more employees in Japan as the number of our potential customer base.
(References: 'Economic Census -Activity Survey Results' by Ministry of Economy, Trade and Industry of Japan in 2021)

Strengthening Expansion into Overseas Markets

Our main service is a cloud service, which has the potential for cross-border expansion.
While continuing to target the Asian market, we will also challenge the business expansion in other regions.



Appendix (Others)

Establishment of HENNGE AI

Established a subsidiary as part of our new challenge to further realize “Liberation of Technology.”

- **Details of Subsidiary**
  - Company Name: HENNGE AI K.K.
  - Head Office: Shibuya-ku, Tokyo, Japan
  - Representative: Takeru Imaizumi, Representative Director (Executive Officer of HENNGE K.K.)
  - Business Details: Development and provision of AI-related services and AI management tools; consulting services (Forward Deployed Engineering / FDE)
  - Date of Establishment: October 2026
  - Capital Structure: 100% owned by HENNGE K.K.

Maximizing Enterprise Value by achieving sustainable growth

By maximizing LTV, that is the maximization of the total cumulative gross profit that can be earned over time, we will build a solid model that enables us to stably increase profit even having larger investments in place.

Gross Profit

We recognize that the current gross profit margin (86.3% as of 2026-09-30) is at a high level. There is still room for further improvement, such as, through increasing the proportion of SaaS business among our net sales, and continued technical development efforts. Simultaneously, there is also potential for a decline resulting from the addition of new services and features, including M&A, which embraces a different business in nature. It also may be impacted from fluctuations in exchange rates. While taking various factors into account, **as a whole, we aim to maintain a high level of gross profit margin**.

Operating Profit and Shareholder Returns

To maximize LTV, we will actively invest in high-return initiatives including strengthening our brand and enhancing talent acquisition capabilities. **We will maintain our policy to continuously increase operating profit, even having larger investments for future growth**. Simultaneously, as part of our commitment for sustainable shareholder returns, **we aim to maintain progressive dividends going forward**.

Return on Equity (ROE)

We recognize that the current ROE (43.4% as of 2026-09-30) is at a high level. While continuously striving for sustainable profit growth, we will execute investments including M&A, with the aim of maximizing LTV. Although ROE may fluctuate temporarily due to such investments, **we aim to maximize our corporate value over the long-term by generating returns that exceed our cost of capital and maintaining a balance between profit growth and capital efficiency**.

Change of the Market Segment to TSE Prime Market

Changed the market segment to the TSE Prime Market on October 20, 2026, aiming for mid to long term growth and further enhancement of corporate value.

Objectives of Changing Market Segment

Strengthening Our Brand

To attract talented people and enhance relationships with customers and partner companies.

Enhancing Our Presence in the Capital Markets

To aim for mid to long term improvement in shareholder value by increasing market recognition and expanding access to a broader range of investors.

Further Sophistication of Our Governance Structure

To strengthen the management foundation that supports sustainable corporate growth by further enhancing our governance systems.

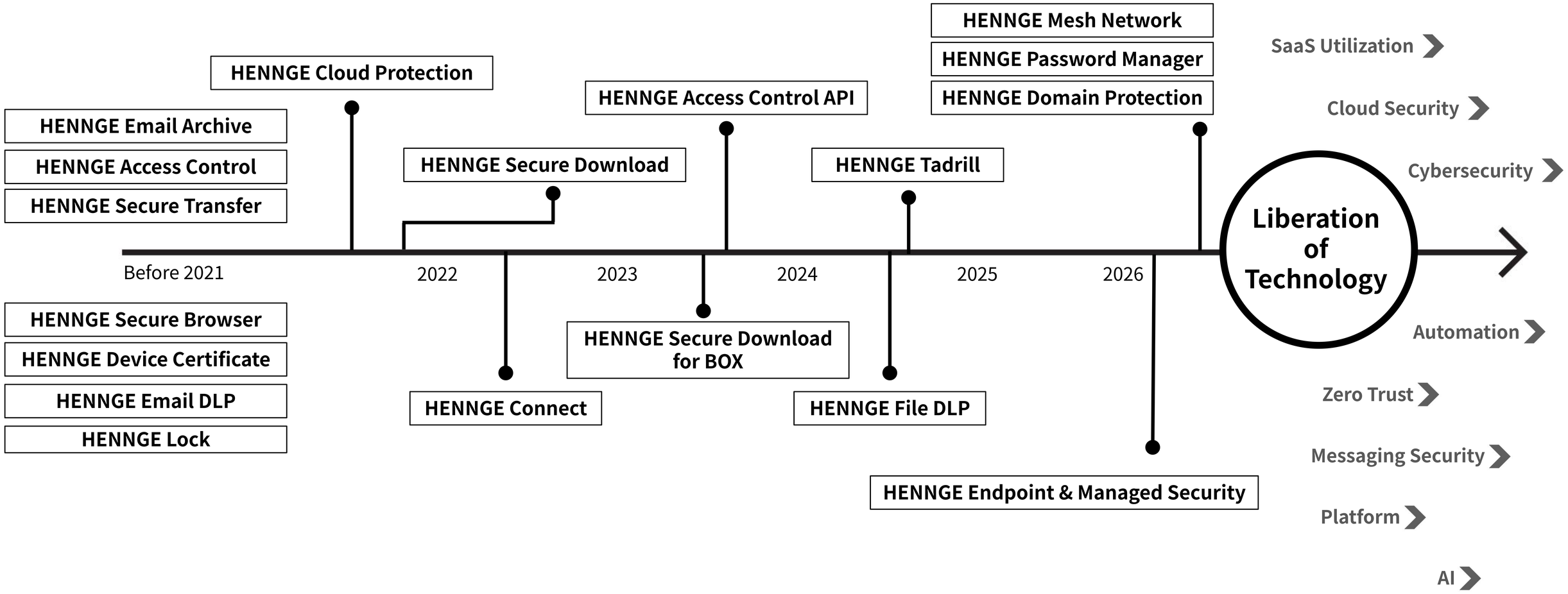
Path to Becoming World Class IT Company

We will aggressively focus on promoting the existing business, cultivating new markets, and expanding our value through M&As and other measures. To accelerate these efforts, strengthening HENNGE brand is one of the key areas.



New Business Developments

Search for the market demands and accelerate the release of new features and services that meet the demands.
Continue to support our customers in utilizing SaaS and keep continuing “Liberation of Technology.”



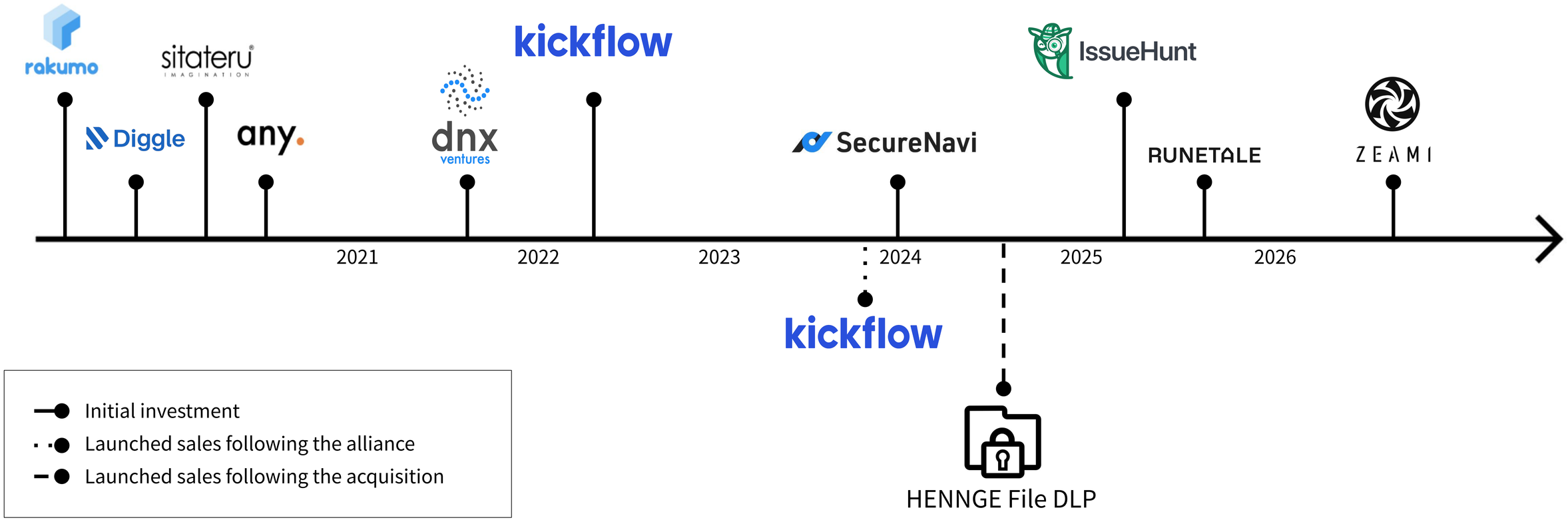
HENNGE One - Service Overview

Service	Overview
HENNGE Access Control	Access control, SSO
HENNGE Device Certificate	Device certificate
HENNGE Secure Browser	Secure browser
HENNGE Lock	App for one-time password
HENNGE Connect	Secure gate to On-Premise system
HENNGE Access Control API	API for ID management
HENNGE Endpoint & Managed Security	EPP, EDR, MDR, Vulnerability Assessment, Attack Surface Management
HENNGE Mesh Network	Zero Trust Network Access (ZTNA)
HENNGE Password Manager	Password Management (Centrally manage logins for non-SSO services)

Service	Overview
HENNGE Email Archive	Email audit, Archive
HENNGE Secure Transfer	Large file transmission and reception
HENNGE Email DLP	Countermeasures against misdirected emails (filter, select sending method)
HENNGE Secure Download	Uploading email attachments to cloud storage with auto URL notification
HENNGE Secure Download for Box	Uploading email attachments to Box with auto URL notification
HENNGE File DLP	Countermeasure against information leakage from file sharing
HENNGE Domain Protection	Anti-Spoofing, DMARC Monitoring
HENNGE Cloud Protection	Countermeasure against targeted attacks (protection for email and data)
HENNGE Tadrill	Targeted attack email training, establishing a reporting workflow, e-learning, Tadrill MCP

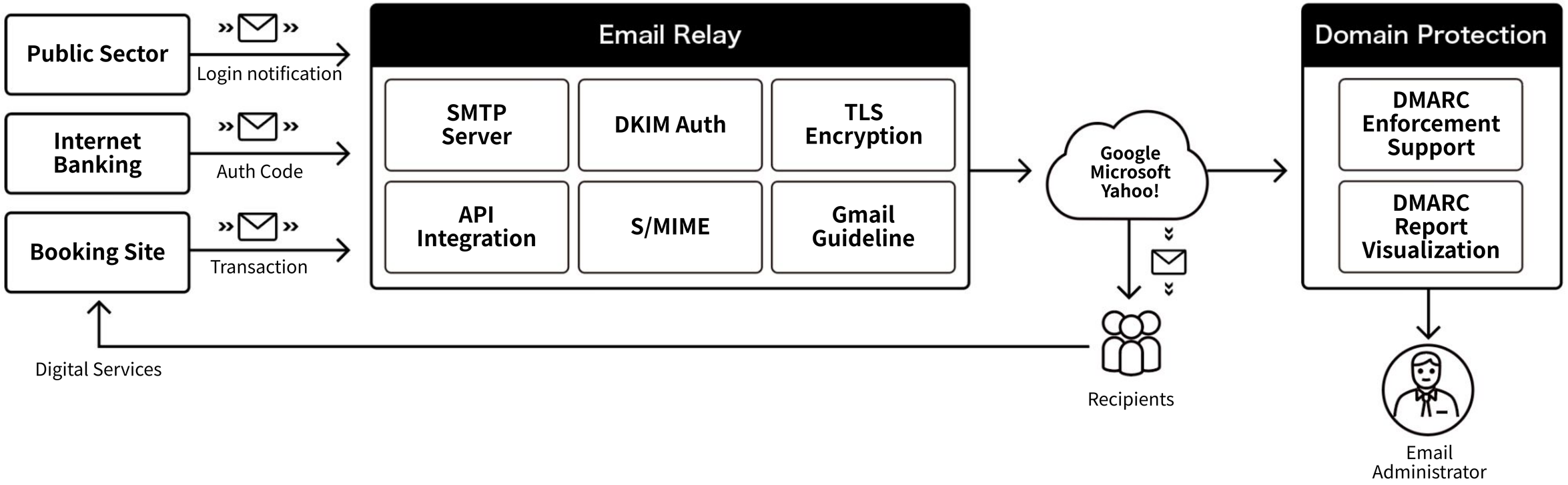
Business Investments

Mainly invested in B2B startups that own proprietary elements and technologies, which have synergy with our business. We will increase the value provided to our customers through business alliances, M&As, and other measures.



Customers Mail Cloud

A highly specialized cloud-based email delivery service that enables both advanced security requirements and reliable delivery, in addition to facilitating secure and seamless connection between businesses' digital services and customers.



Value

Continuously eat unripe fruits and remain as early adopters in order to make “Liberation of Technology” happen. Through a number of trial and error, we will identify new technology that is useful for our customers, and widely deliver the technology.

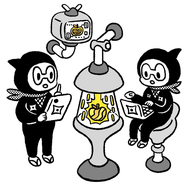
Eat unripe fruits, and make mistakes early

HENNGE WAY

HENNGE WAY is our code of conduct in order to keep changing with challenges and failures.

01 Love technology

Love and use technology.



02 Eat unripe fruits

Take on challenges and learn from mistakes early.



03 Be a learnaholic

Be endlessly curious.
Get addicted to learning.



04 Lead yourself with passion

Take the initiative with passion.



05 Help passionate HENNGE people

Support people who are passionate about igniting changes.



06 Respect differences

Differences are natural.
Stay diverse.



07 Keep it open

Share information and opinions openly.



08 Track and trust

Act with speed, wisely taking acceptable risks.



09 Win together

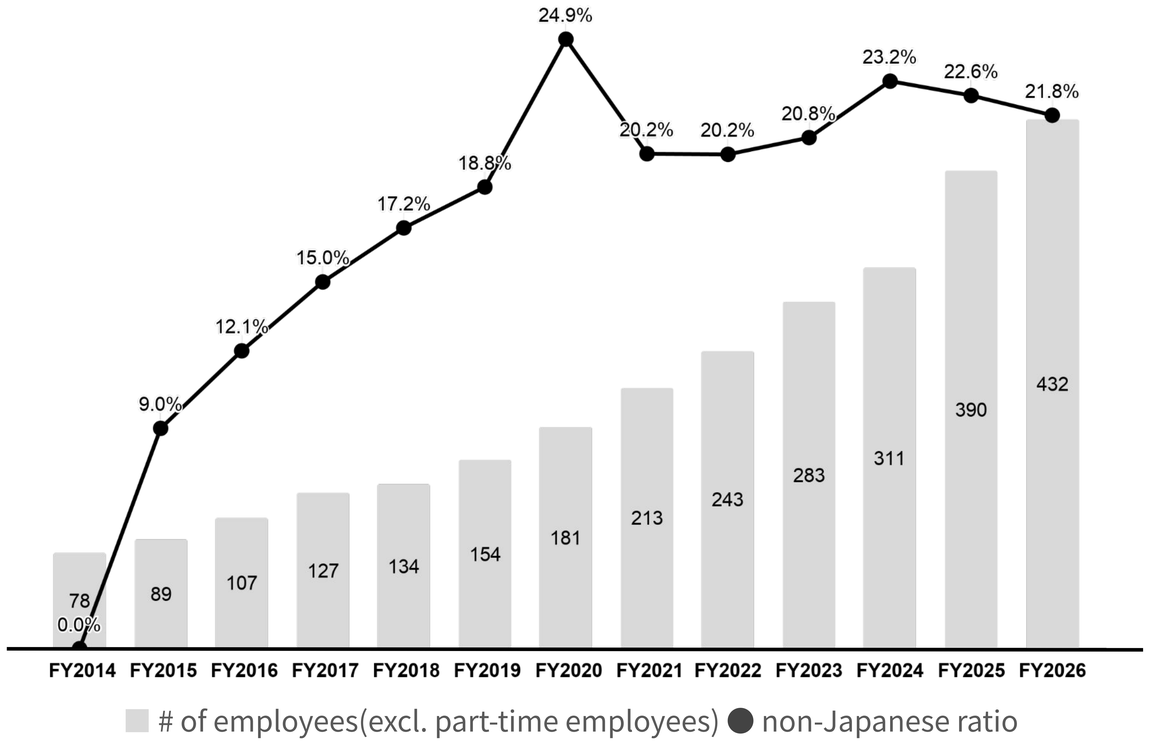
You can’t win alone.
The mountain is high.
So, what do we do?



Diversity and Inclusion

Focusing our efforts on the Global Internship Program (GIP) not only to provide career development opportunities for the most talented candidates from all over the world, but also to be the precedent organization of diversity and inclusion that utilize the power of digital transformation to overcome issues.

(unit: employees)



Total number of applicants including intern applications (excluding Japan) :

approx. **200** countries and regions

approx. **200K** engineers

Employees (excluding part-time employees) :

approx. **30** countries and regions

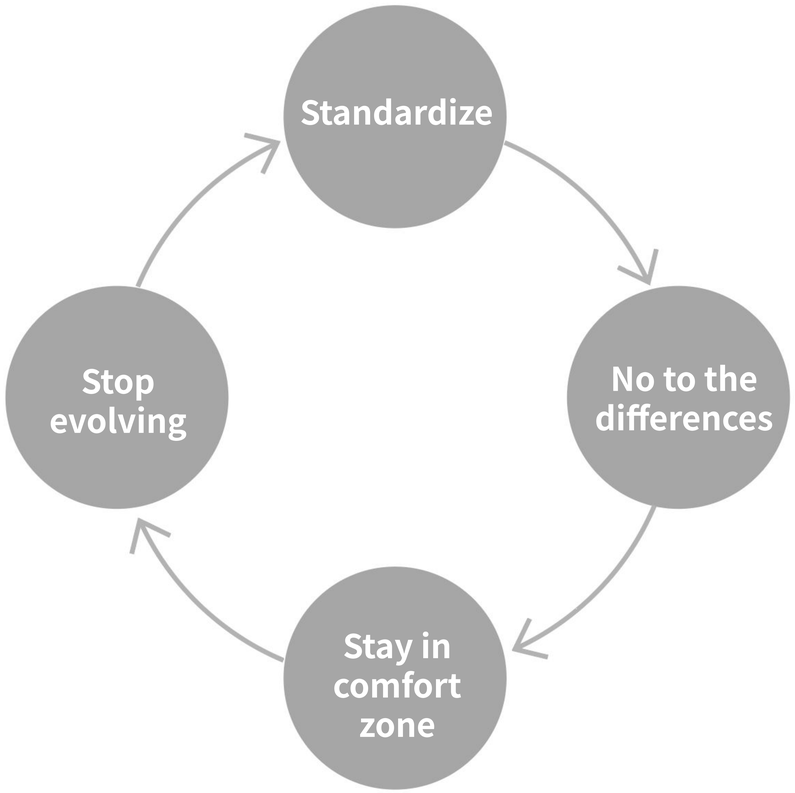
(as of 2026-09-30)

Diversity in Organization

Diversity is the key driver to keep challenging and changing. We recognize the differences and respect the differences, which then we can create a basis for an ever-changing organization that value challenges.

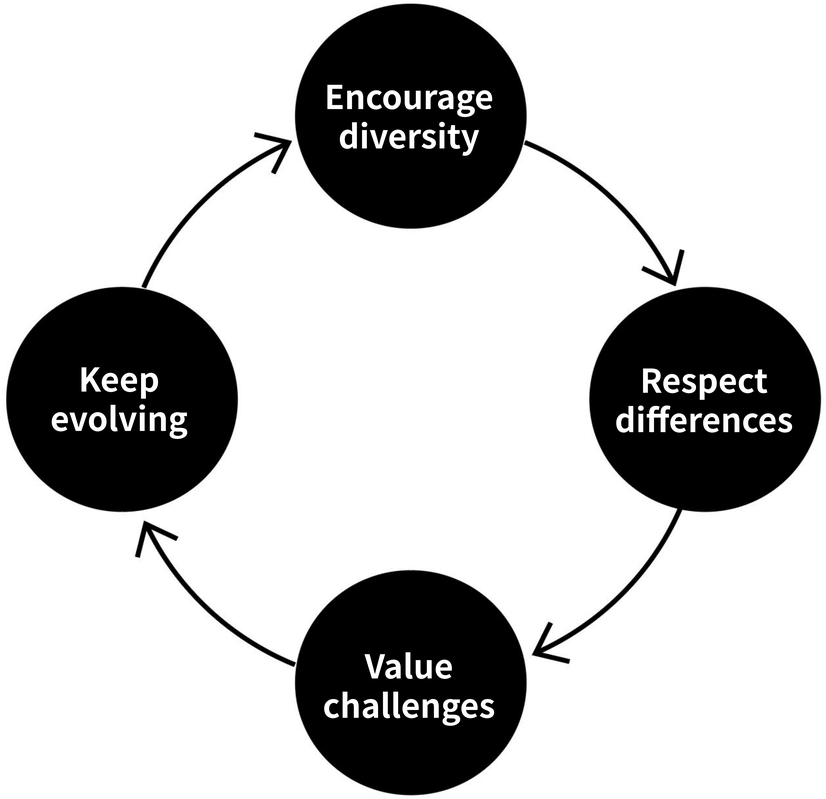
Old HENNGE

Controlling organization that fears diversity



HENNGE

Trustworthy organization that embraces diversity



Glossary

ARR (Annual Recurring Revenue)
refers to revenue, normalized on an annual basis, that a company expects to receive from its customers for providing them with products or services of subscription-based model.

ARPU (Average Revenue Per User)
refers to the average annual contract amount per contracted user.

CAGR (Compound Annual Growth Rate)
refers to a geometric progression ratio which provides a constant rate of return over a period of time.

DLP (Data Loss Prevention / Data Leak Protection)
prevents confidential information loss/data leakage when sending emails and sharing via cloud storage.

LTV (Life Time Value)
is the total worth to a business of a customer over the whole period of their relationships.

SSO (Single Sign On)
is a method that enables users to log into multiple systems with just one user authentication.

Gross Revenue Churn Rate
is calculated based on the decrease in contract value due to service cancellations, etc.

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