

TRUST **TECH**

株式会社トラス・テック

Annual Review 2018

会社概要 (2018年11月1日現在)

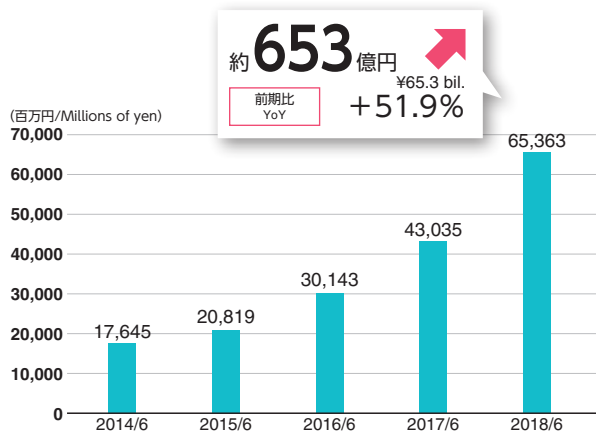
Corporate Data (As of November 1, 2018)

| | |
|---|---|
| 社名 Name | 株式会社トラスト・テック Trust Tech Inc. |
| 本社所在地 Head Office | 〒105-0021 東京都港区東新橋2-14-1 NBFコモディオ汐留3F 3F, NBF COMODIO Shiodome, 2-14-1 Higashi-Shinbashi, Minato-ku, Tokyo 105-0021, Japan TEL. +81-(0)3-5777-7727 FAX. +81-(0)3-5777-7728 https://www.trust-tech.jp |
| 代表者 Representative | 代表取締役社長 西田 稯 Yutaka Nishida, President and Representative Director |
| 設立 Established | 1997年8月 August 1997 |
| 資本金 Capital | 15億6,270万円(2018年6月30日現在) 1,562.70 million yen (As of June 30, 2018) |
| 社員数(連結) Number of Employees (Consolidated) | 17,552名(2018年6月30日現在) 17,552 (As of June 30, 2018) |
| 業務内容 Businesses | 技術者派遣・受託・委託・請負・有料職業紹介事業 Engineer dispatch, outsourcing, subcontracting and fee-charging employment placement |

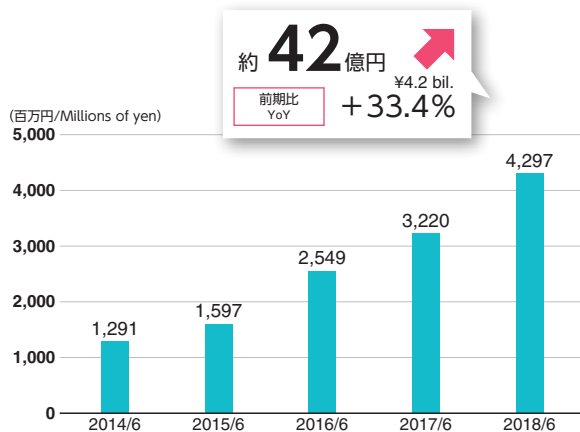
| | | |
|-----------------------|--|--|
| 沿革 Company History | 1997年 8月 Aug. 1997 | 三栄商事株式会社の「障害者の雇用の促進等に関する法律」に基づく特例子会社として、資本金10百万円にて共生産業株式会社(現当社)を神奈川県相模原市に設立 Kyosei Sangyou Inc. (now Trust Tech) was founded in Sagami-hara, Kanagawa Prefecture with 10 million yen in capital as a special-purpose subsidiary of Sanei Shoji Inc. pursuant to the Act on Employment Promotion etc. of Persons with Disabilities. |
| | 2004年 9月 Sept. 2004 | 技術者派遣を主要な事業とする企業として株式会社トラスト・テックを設立 Trust Tech Inc. was founded as a company specializing in engineer staffing services. |
| | 2004年12月 Dec. 2004 | 株式会社トラストワークスサンエーが神奈川県相模原市で製造請負・派遣等の事業を行っていた三栄商事株式会社から同事業を譲受ける Trust Works Sanei Inc. acquired the contract manufacturing and staffing business of Sanei Shoji Inc. |
| | 2006年11月 Nov. 2006 | 株式会社トラストワークスサンエーの商号を株式会社トラストワークスに変更 Trust Works Sanei company name changed to Trust Works Inc. |
| | 2007年 6月 Jun. 2007 | 株式会社トラストワークスがジャスダック証券取引所(現東京証券取引所JASDAQスタンダード)に上場 Trust Works Inc. listed on the JASDAQ market (currently Tokyo Stock Exchange JASDAQ standard). |
| | 2008年10月 Oct. 2008 | 株式会社トラスト・テックと株式会社トラストワークスが合併、商号を株式会社トラスト・テックとし、技術系の派遣・請負等を主力事業に展開 Trust Tech and Trust Works merged under the company name Trust Tech Inc. and developed a business focused primarily on engineering staffing and subcontracting. |
| | 2009年 3月 Mar. 2009 | ラディアホールディングス・プレミア株式会社より株式会社PLMを買収。商号を株式会社TTMに変更し、株式会社プレミアラインの製造系業務の一部を譲受けし、製造請負、受託、派遣事業を展開 Trust Tech purchased PLM Inc. from Radia Holdings Premier, Inc., changing the company name to TTM Inc. Trust Tech acquired a portion of the manufacturing operations of Premier Line Inc. and developed subcontracting staffing in the manufacturing market segment. |
| | 2010年 6月 Jun. 2010 | 香港の人材紹介ライセンスを持つ企業を買収、商号を香港虎斯科科技有限公司(香港トラスト・テック)に変更し、当社グループの海外拠点に Our Group expanded overseas by acquiring a company with a recruitment services license in Hong Kong, changing the company name to HKTT Limited. |
| | 2012年 8月 Aug. 2012 | 株式会社TTMと株式会社テクノアシストが合併(存続会社は株式会社TTM) TTM Inc. and Techno Assist Inc. merged under the company name TTM Inc. (TTM Inc. became the surviving company.) |
| | 2013年 8月 Aug. 2013 | 東京証券取引所JASDAQスタンダードから東京証券取引所市場第二部へ市場変更 The stock listing of Trust Tech was changed from the TSE JASDAQ standard to the Second Section of the Tokyo Stock Exchange (TSE). |
| | 2013年12月 Dec. 2013 | 東京証券取引所市場第一部指定 Trust Tech was listed on the First Section of the TSE. |
| | 2015年 7月 Jul. 2015 | 株式会社テクノパワーよりテクノカルソリューション事業部を譲受 Trust Tech took over Technology Power Corporation's Technical Solutions Division. 株式会社フリーダムの全株式を取得し子会社化 Trust Tech acquired all shares of Freedom Co., Ltd., making the company our subsidiary. |
| | 2015年10月 Oct. 2015 | 株式会社トリアル(旧社名:カナモトエンジニアリング)の全株式を取得し子会社化 Trust Tech acquired all shares of Trust Ideal Inc. (previously Kanamoto Engineering Co., Ltd.), making the company our subsidiary. |
| | 2016年 4月 Apr. 2016 | 労働者派遣事業の許可番号を取得 Trust Tech acquired the License for General Worker Dispatching Undertakings. |
| | 2016年 8月 Aug. 2016 | MTrec Limited(英国)の株式を取得し子会社化 Trust Tech made MTrec Limited our subsidiary. |
| | 2016年10月 Oct. 2016 | 連結子会社 株式会社トリアルを吸収合併 Trust Tech merged with the subsidiary, Trust Ideal Inc. |
| | 2017年 3月 Mar. 2017 | 子会社の共生産業株式会社を株式会社トラスト・テック・ウィズに社名変更 Subsidiary Kyousei Sangyou Inc. changed company name to Trust Tech With Inc. 株式会社フュージョンアイを子会社化 Acquired all shares of FUSIONi Co., Ltd., making the company our subsidiary. |
| 2017年12月 Dec. 2017 | 英国人材派遣会社 Gap Personnel Holdings Limited を傘下に持つ1998 Holdings Limited の株式を取得し子会社化 Acquired shares of 1998 Holdings Limited, which has the UK dispatching company Gap Personnel Holdings Limited under its wing as a subsidiary, making it now our subsidiary. | |
| 2018年 8月 Aug. 2018 | Gap Personnel Holdings Limited を通じて英国人材派遣会社 Quattro Group Holdings Limited の株式を取得 Acquired Shares of Quattro Group Holdings Limited through the Company's consolidated subsidiary Gap Personnel Holdings Limited. | |

売上高・利益ともに過去最高を更新 Net sales and income both set record highs

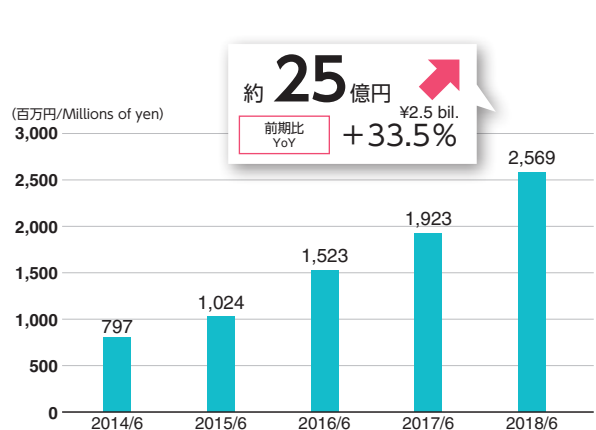
売上高 Net Sales



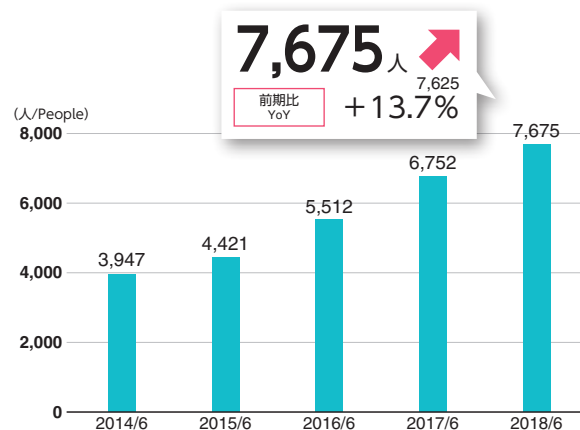
営業利益 Operating Income



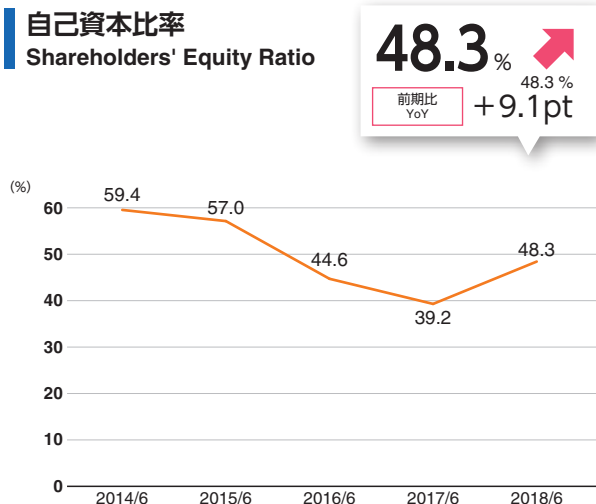
親会社株主に帰属する当期純利益 Profit Attributable to Owners of the Parent



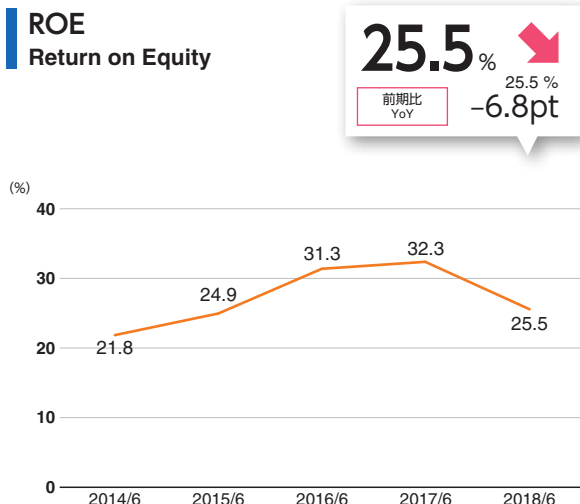
社員数(国内) Number of Employees



自己資本比率 Shareholders' Equity Ratio



ROE Return on Equity








Business Fields of Trust Tech






当社グループは製造に特化した人材サービス事業を行っております。
各業界のモノづくりに貢献する多くの人材を提供する豊富な実績があります。

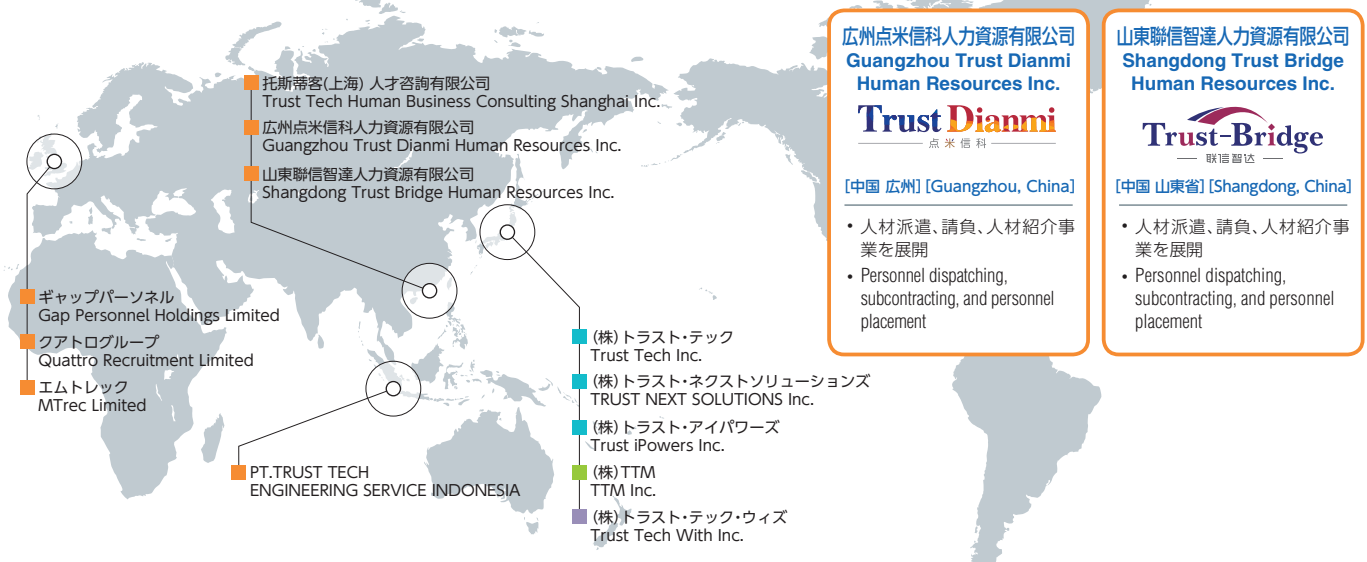
Our Group supplies personnel dispatching, subcontracting and outsourcing services specializing in manufacturing. The Group has an extensive track record providing the many human resources that contribute to manufacturing in numerous industries.



メーカーの一般的な製造工程 General Manufacturing Processes

| 技術系領域 Engineering field | | | 製造系領域 Manufacturing | その他 Other |
|--|---|---|--|---|
| <p>(株)トラスト・テック Trust Tech Inc.</p>  <ul style="list-style-type: none"> 無期雇用による技術領域における人材派遣・請負・受託・人材紹介事業を展開 Personnel dispatching, subcontracting, outsourcing and personnel placement in engineering fields based on nonlimited-term employment | <p>(株)トラスト・ネクストソリューションズ TRUST NEXT SOLUTIONS Inc.</p>  <ul style="list-style-type: none"> 制御系ソフトウェアの開発、設計支援業務、試験業務等を展開 Control system software development, design support, and testing services | <p>(株)トラスト・アイパワーズ Trust iPowers Inc.</p>  <ul style="list-style-type: none"> ICT分野における人材派遣、アウトソーシングサービスを展開 Personnel dispatching and outsourcing for ICT | <p>(株)TTM TTM Inc.</p>  <ul style="list-style-type: none"> 製造分野における業務請負、人材派遣を展開 Development subcontracting and personnel dispatching for manufacturing field | <p>(株)トラスト・テック・ウィズ Trust Tech With Inc.</p>  <ul style="list-style-type: none"> 障がい者雇用の促進 Promoting employment of people with disabilities |

海外領域 Overseas Companies

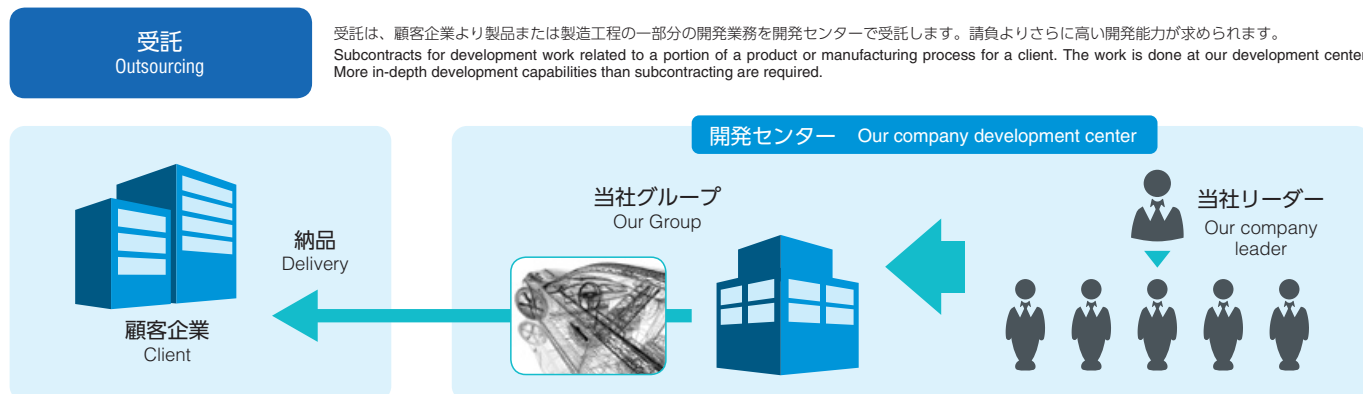
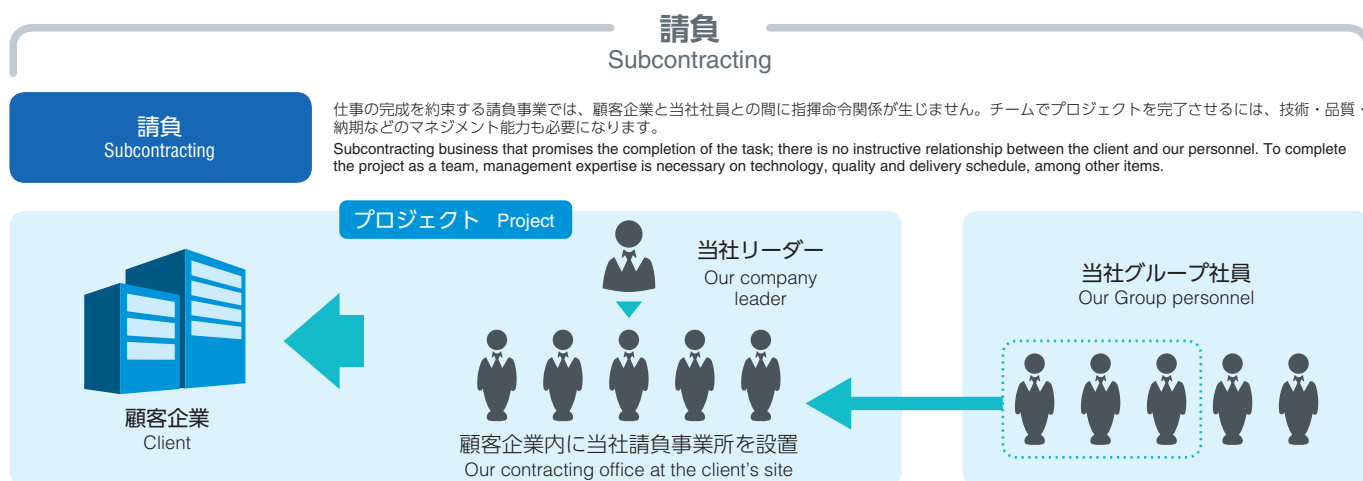
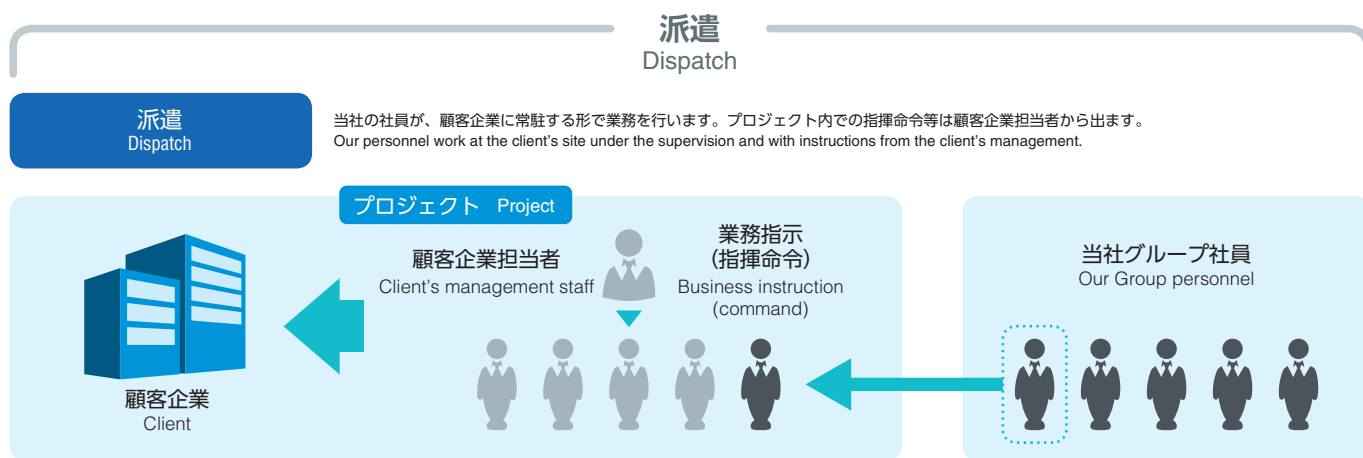
| | | | | |
|---|--|--|---|--|
| <p>ギャップパーソンネル Gap Personnel Holdings Limited</p>  <p>[英国] [UK]</p> <ul style="list-style-type: none"> 製造スタッフ及び技術者の人材派遣、人材紹介事業を展開 Personnel dispatching and placement in the manufacturing and engineering fields | <p>クアトログループ Quattro Recruitment Limited</p>  <p>[英国] [UK]</p> <ul style="list-style-type: none"> 食品加工業の製造スタッフ及び技術者の人材派遣、人材紹介事業を展開 Personnel dispatching and placement in manufacturing and engineering, for food processing companies | <p>エムトレック MTrec Limited</p>  <p>[英国] [UK]</p> <ul style="list-style-type: none"> 製造スタッフ及び技術者の人材派遣、人材紹介事業 Personnel dispatching and placement in manufacturing and engineering | <p>PT.TRUST TECH ENGINEERING SERVICE INDONESIA</p>  <p>[インドネシア] [Indonesia]</p> <ul style="list-style-type: none"> 人材紹介事業を展開 Development of personnel placement | <p>托斯蒂客(上海) 人才咨询有限公司 Trust Tech Human Business Consulting Shanghai Inc.</p>  <p>[中国 上海] [Shanghai, China]</p> <ul style="list-style-type: none"> 人材紹介事業を展開 Development of personnel placement |
|---|--|--|---|--|



| | |
|--|--|
| <p>広州点米信科人力資源有限公司 Guangzhou Trust Dianmi Human Resources Inc.</p>  <p>[中国 広州] [Guangzhou, China]</p> <ul style="list-style-type: none"> 人材派遣、請負、人材紹介事業を展開 Personnel dispatching, subcontracting, and personnel placement | <p>山東聯信智達人力資源有限公司 Shandong Trust Bridge Human Resources Inc.</p>  <p>[中国 山東省] [Shandong, China]</p> <ul style="list-style-type: none"> 人材派遣、請負、人材紹介事業を展開 Personnel dispatching, subcontracting, and personnel placement |
|--|--|

事業展開、人材派遣、業務請負・受託のしくみ

Our Business Development and the System of Dispatching, Subcontracting and Outsourcing

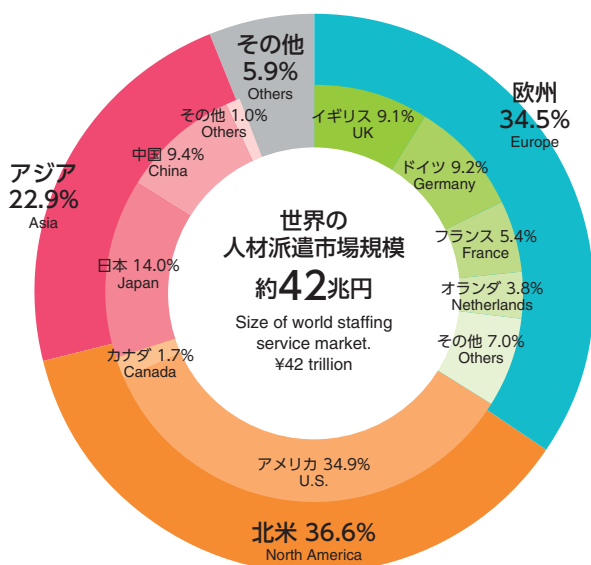


世界の人材派遣市場規模

World staffing service market

人材派遣事業のマーケットサイズ

Size of Worldwide Personnel Dispatched Market



出所: WEC Economic Report 2017

* 欧州、北米、アジアなどの区分については記載のある13カ国分の合計を集計

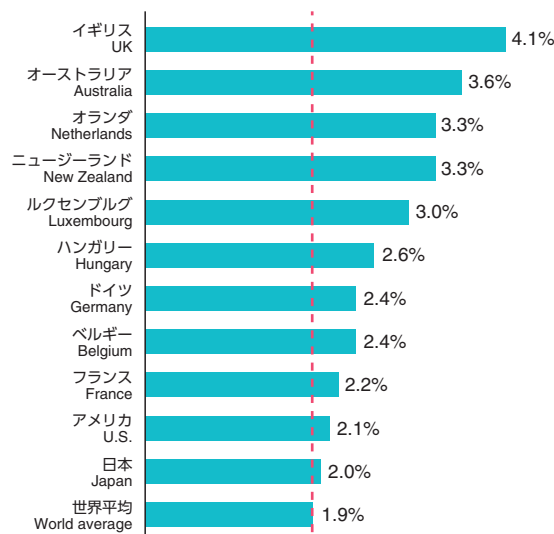
Source: WEC Economic Report 2017

* Regional proportions for Europe, North America, Asia, etc. are the sum of total figures for the countries listed.

世界の人材派遣浸透率

Personnel Dispatch: Penetration Rate by Country

人材派遣浸透率 = 就業者に占める派遣社員の割合
Staffing service penetration rate = Rate of temporary workers to total employees



出所: WEC Economic Report 2017

* 中国は統計データが存在しないためデータは含まず

Source: WEC Economic Report 2017

* China not included due to lack of statistical data

日本人材派遣市場の動向

Staffing Industry: Trends in Japan

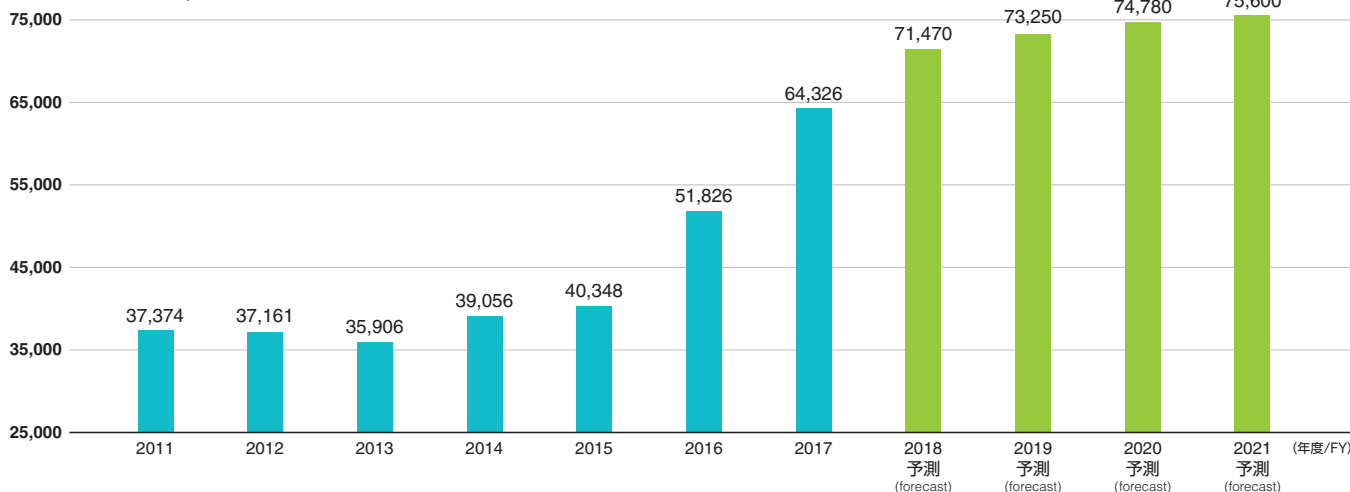
日本の人材派遣市場規模

Size of Japan's Personnel Dispatch Market

派遣市場は、2012年の派遣法改正後も減少したものの、2013年に底を打ち、2014年以降は増加傾向。

This market declined after the Worker Dispatching Act was amended in 2012, bottoming out in 2013, but it has been growing since 2014.

(億円/Hundreds of millions of yen)



出所: 厚生労働省統計及び矢野経済研究所調査による推定を基に当社作成

Source: Prepared by Trust Tech based on Ministry of Health, Labour and Welfare statistics and estimates from research by Yano Research Institute Ltd.

技術系領域市場調査

Market Research: Engineering Field

技術派遣市場規模

Market Size: Dispatching Engineers

人材不足を背景として、IT領域を中心に技術派遣市場は拡大傾向

Given the shortage of human resources, the engineer dispatch market is expanding, especially in the IT area.

● 技術者派遣市場規模推移 Market Size: Dispatching Engineers



出所: 矢野経済研究所「人材ビジネスの現状と展望2018版」を基に当社作成

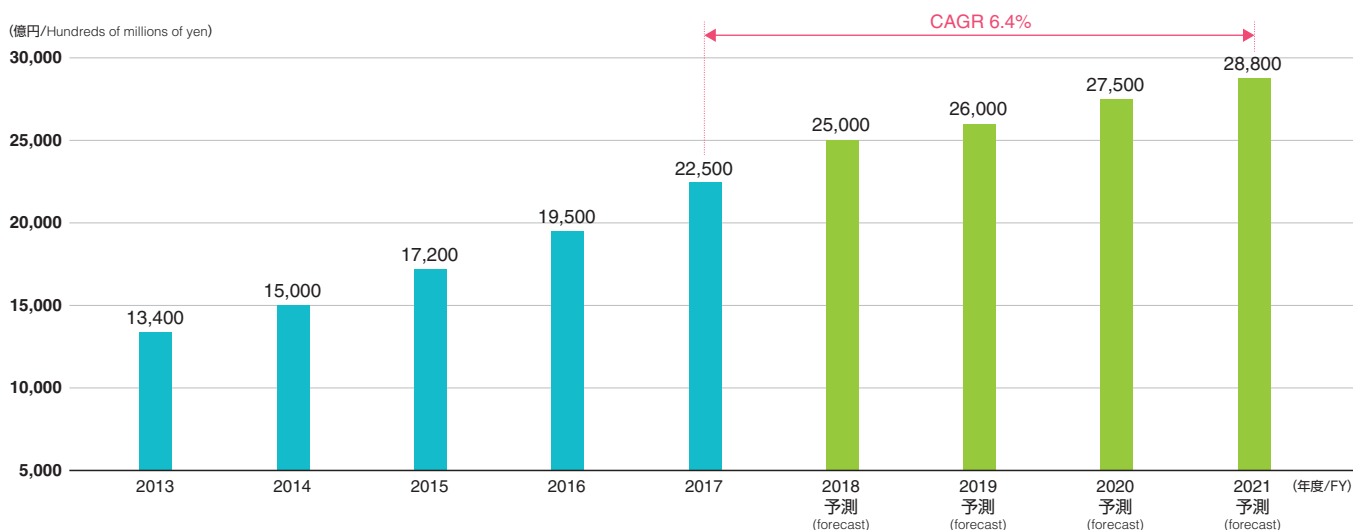
Source: Prepared by Trust Tech based on *Human Resources Business 2018* by Yano Research Institute Ltd.

製造系領域市場調査

Market Research: Manufacturing Field

製造派遣・請負市場規模

Market Size: Manufacturer Worker Dispatch / Subcontracting



出所: 矢野経済研究所「人材ビジネスの現状と展望2018版」を基に当社作成

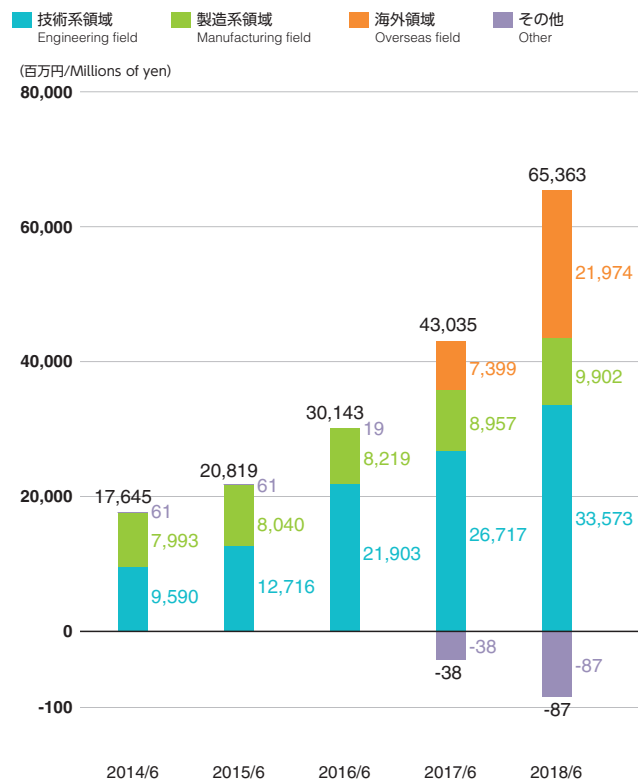
Source: Prepared by Trust Tech based on *Human Resources Business 2018* by Yano Research Institute Ltd.

セグメント別業績推移

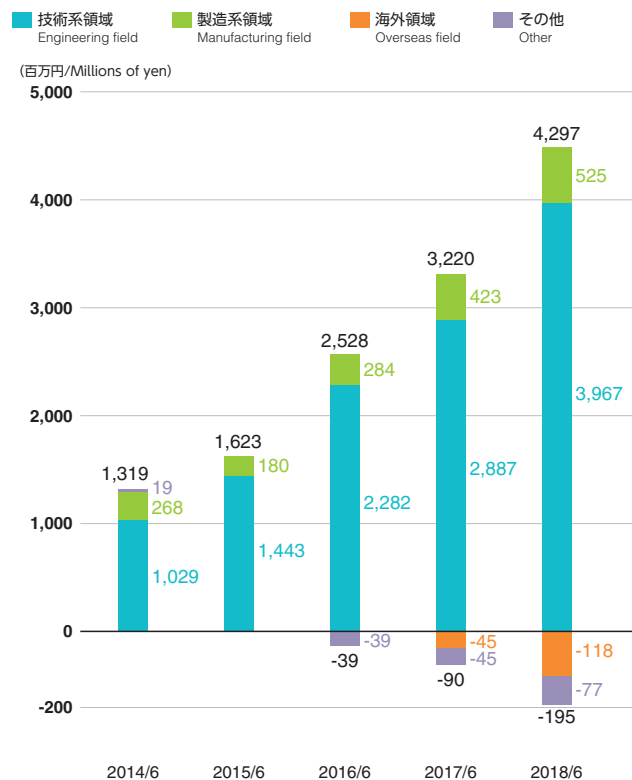
Results by Segment

財務ハイライト Financial Highlights

●売上高 Net Sales



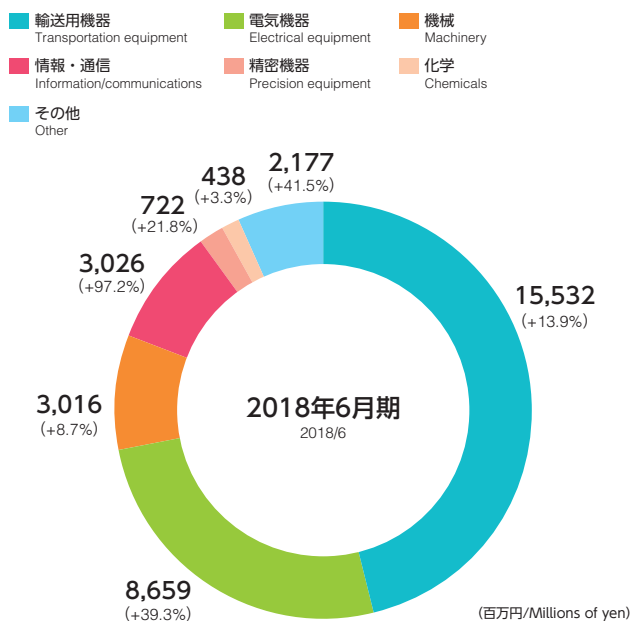
●セグメント利益 Segment Profit



※その他は消去または全社と相殺された数値
*Other indicates the amounts offset by intersegment transactions.

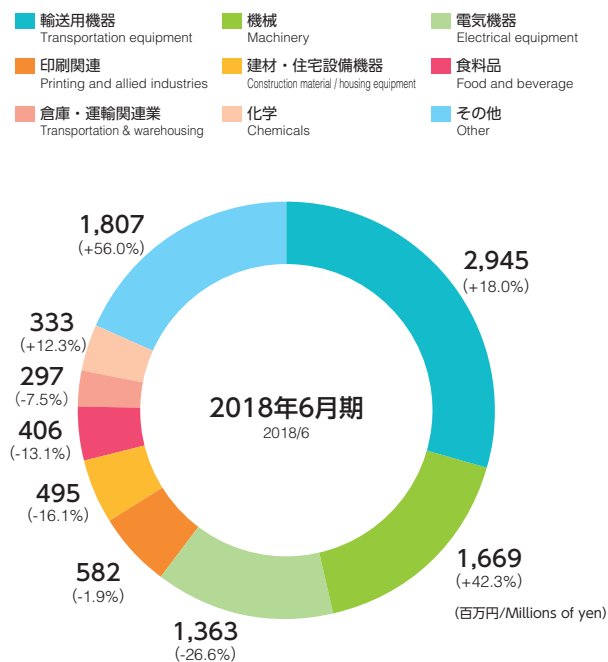
技術系領域における業種別売上

Sales by Industry: Engineering



製造系領域における業種別売上

Sales by Type of Business: Manufacturing



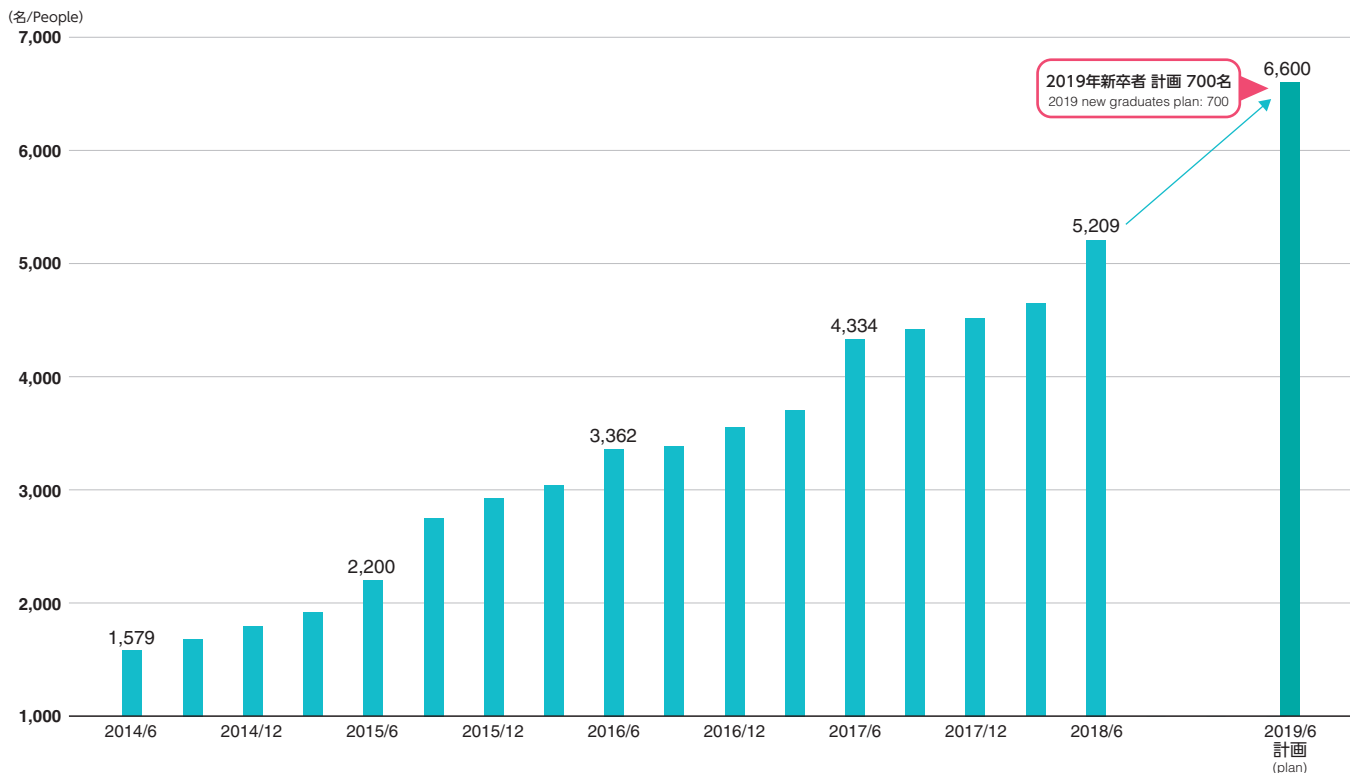
※(カッコ内)は売上増加率
*Figures in parentheses indicate YoY growth.

セグメント別社員数

Number of Employees by Segment

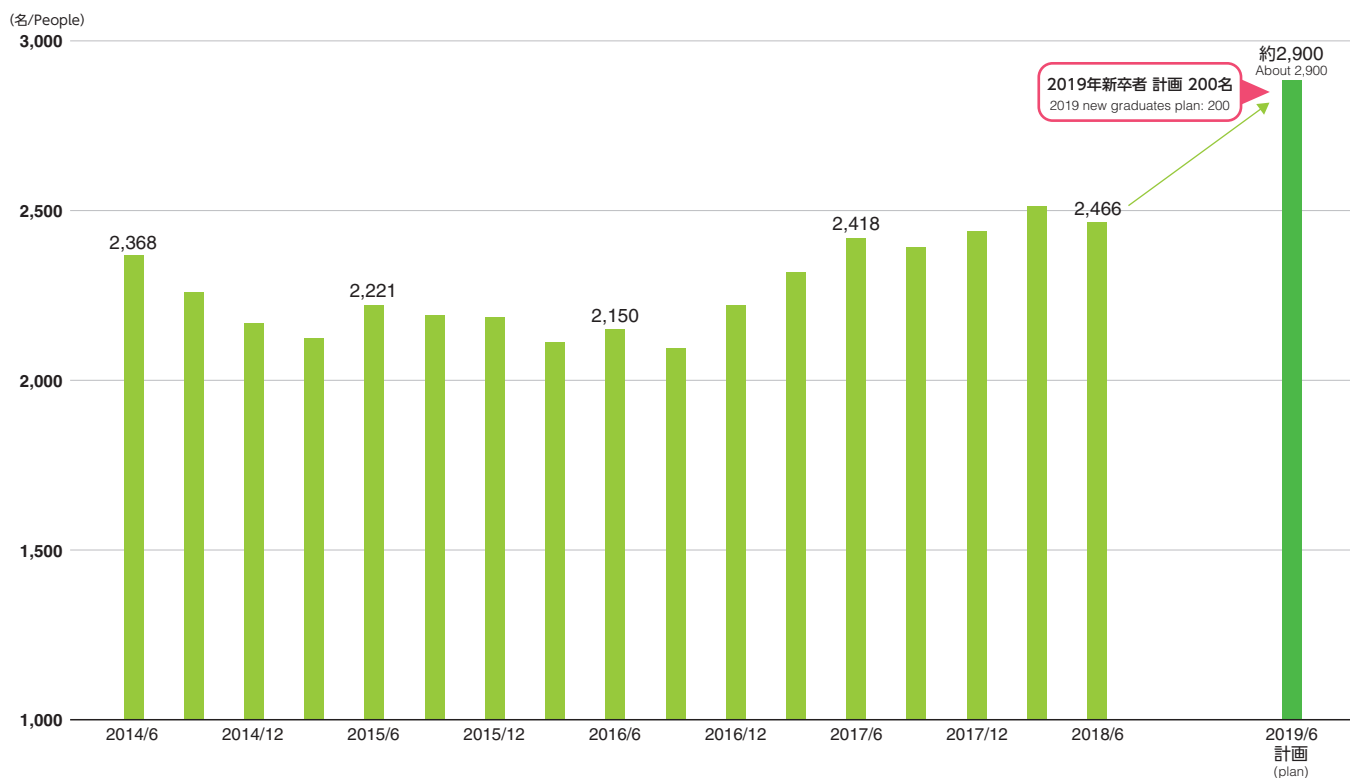
技術社員数推移

Number of Employees: Engineering



製造社員数推移

Number of Employees: Manufacturing

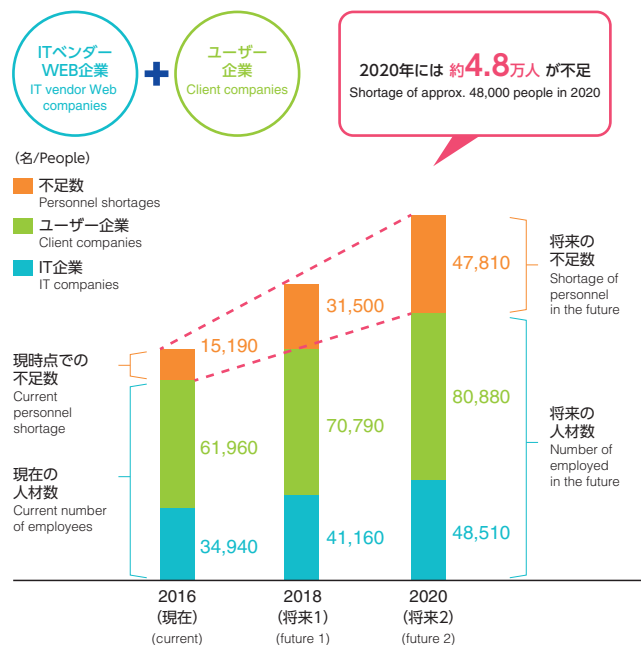


先端IT人材の不足数推計

Estimated Shortage of Advanced IT Human Resources

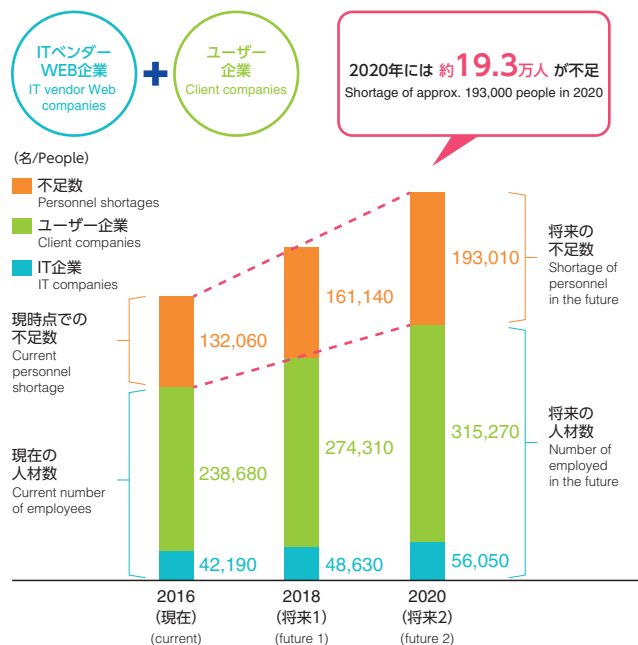
ビッグデータ、IoT、人工知能を担う人材

Human resources responsible for big data, IoT, and AI



情報セキュリティ人材の不足数推計

Estimated Shortage of Information Security Human Resources



出所: IT人材の最新動向と将来推計に関する調査結果 (経済産業省)

Source: Investigation into Emerging Trends and Future Estimates for IT Personnel (Ministry of Economy, Trade and Industry)

技術者派遣有力事業者の業績推移およびシェア

Net Sales and Share of Leading Business Operators in the Engineer Dispatching Business

(百万円、%/Millions of yen, %)

| 順位 Order | 社名 Company name | 2014 | 2015 | 2016 | 2017 | シェア Share | CAGR (2014-2017) |
|---------------------------|---|---------|---------|---------|---------|--------------|---------------------|
| 1 | テクノプロ・グループ (連結) TechnoPro Group (consolidated) | 81,241 | 90,323 | 100,095 | 116,529 | 14.8% | 12.7% |
| 2 | メイテック (連結) Meitec Corporation (consolidated) | 82,136 | 87,888 | 89,979 | 93,618 | 11.9% | 4.4% |
| 3 | アウトソーシング (国内技術系) Outsourcing Inc. (domestic engineering) | 22,216 | 31,659 | 40,182 | 51,264 | 6.5% | 32.1% |
| 4 | フォーラムエンジニアリング Forum Engineering Inc. | 30,651 | 31,900 | 33,400 | 34,500 | 4.4% | 4.0% |
| 5 | トラスト・テック 注) Trust Tech | 12,716 | 21,802 | 26,717 | 33,573 | 4.2% | 38.2% |
| 6 | アルプス技研 (連結) Altech Corporation (consolidated) | 20,169 | 22,723 | 26,743 | 30,260 | 3.8% | 14.4% |
| その他事業者 Other Companies | | 298,871 | 326,705 | 369,384 | 430,256 | 54.4% | 12.9% |
| 合計 Total | | 548,000 | 613,000 | 686,500 | 790,000 | 100.0% | 13.0% |

*各事業者の総売上高を基に作成

注) 技術者派遣請負部門売上高

出所: 矢野経済研究所「人材ビジネスの現状と展望2018版」 CAGRは当社算出

*Source: Total sales for each business operator

*Net sales in the engineer dispatching / subcontracting business sector

Source: Human Resources Business 2018 by Yano Research Institute Ltd. Compound average growth rate (CAGR) was calculated by Trust Tech.

英国市場での拡大 クアトログループが当社グループ入り

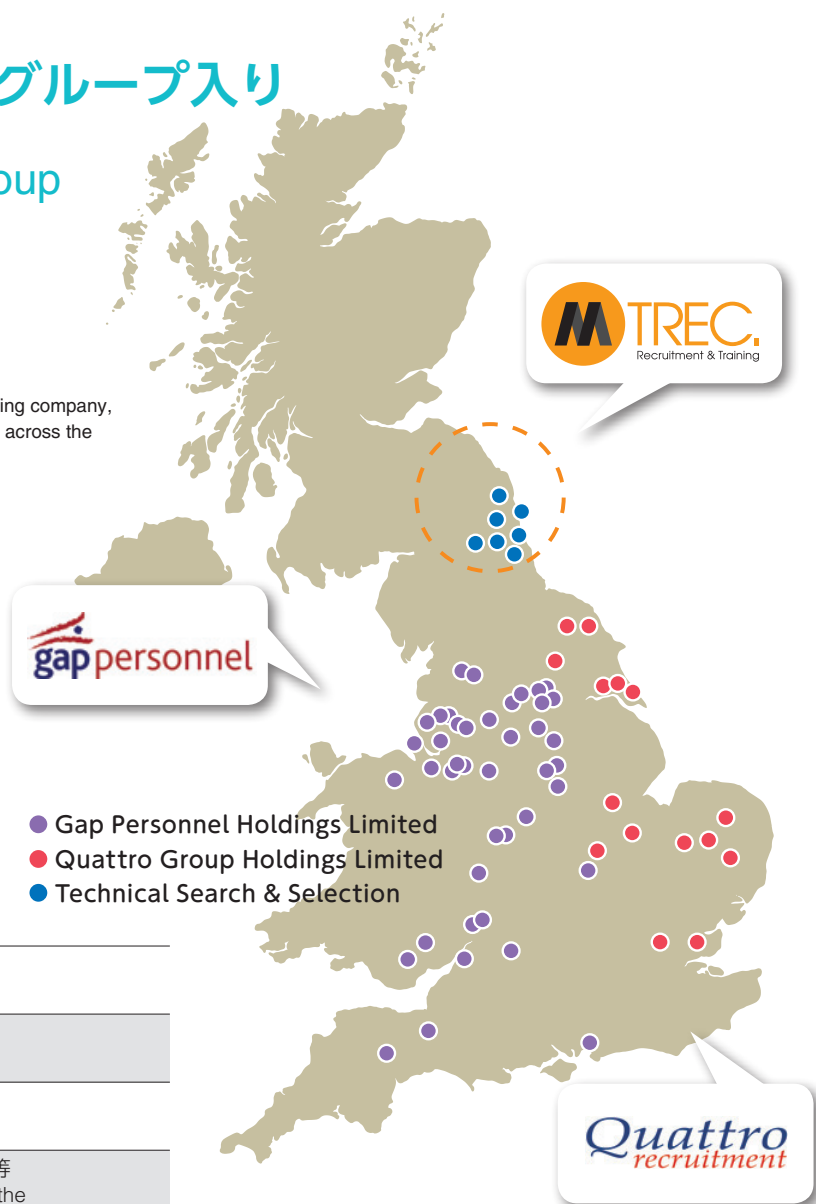
Expansion in the UK Market

Quattro Group Joins Our Group

2018年8月31日、英国人材派遣会社のクアトログループが当社グループ入りしました。

これにより、イングランドとウェールズの全域にわたるサービス提供が可能となります。

On August 31, 2018, the Quattro Group, a UK personnel dispatching company, joined our Group. With this addition, we can now provide services across the whole of England and Wales.



クアトログループの概要

Overview of the Quattro Group

| | |
|-------------------|---|
| 会社名 Name | Quattro Group Holdings Limited |
| 設立 Established | 2015年3月 March 2015 |
| 本社 Head office | Norwich (England東部) Norwich (eastern England) |
| 事業内容 Business | 製造スタッフの人材派遣業、人材紹介業等 Personnel dispatching and placement in the manufacturing field, etc. |

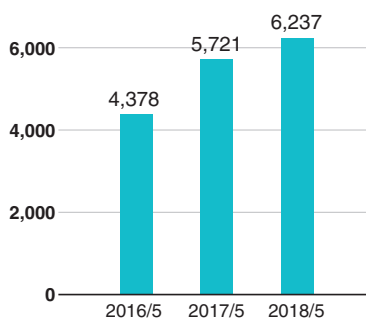
クアトログループの連結業績

Quattro Group's Consolidated Performance

●売上高 Net Sales

(百万円/Millions of yen)

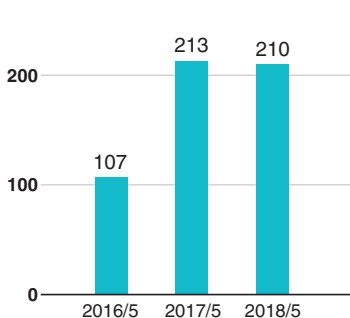
8,000



●営業利益 Operating income

(百万円/Millions of yen)

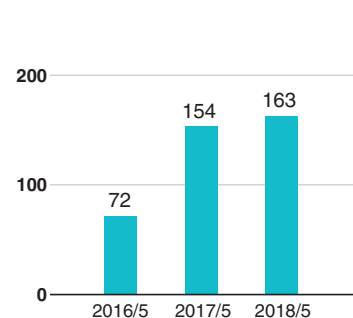
300



●親会社株主に帰属する当期純利益 Profit Attributable to Owners of the Parent

(百万円/Millions of yen)

300



* 1英ポンド当たり143.0円(2018年8月9日)で換算
*Converted at ¥143.0 / pound sterling (GBP) as of August 9, 2018.

中期成長戦略
Medium-Term
Growth Strategy

1. 成長戦略の具体化 Giving concrete form to our growth strategy

「当社独自のポジション」を確立し、競争力の拡充を目指す
Aiming to establish a unique position that further increases competitiveness

中期経営戦略
Medium-Term Growth Strategy

自立成長とM&Aを両輪とし、 地域軸と領域軸で拡大・成長を目指す

Aiming for expansion and growth by region and business segment through two strategies: organic growth and M&As

方針とする経営指標
Management indicators used for policy decisions

売上高 年率20%以上の増加

Net sales: Sustain an annual growth rate of at least 20%

連結営業利益 年率20%以上の増加

Consolidated operating income: Increase by at least 20% per year

中期成長戦略
Medium-Term
Growth Strategy

2. 当社が目指す独自のポジション The unique position that Trust Tech is pursuing

『グローバル市場への進出』と『最先端テクノロジー領域への拡張』
Advancing into the global market and expanding into cutting-edge technology markets

地域
Regions

「技術・製造派遣において世界複数国に事業基盤」を持つ
Establishing business platforms in several countries for dispatching engineers and manufacturing workers

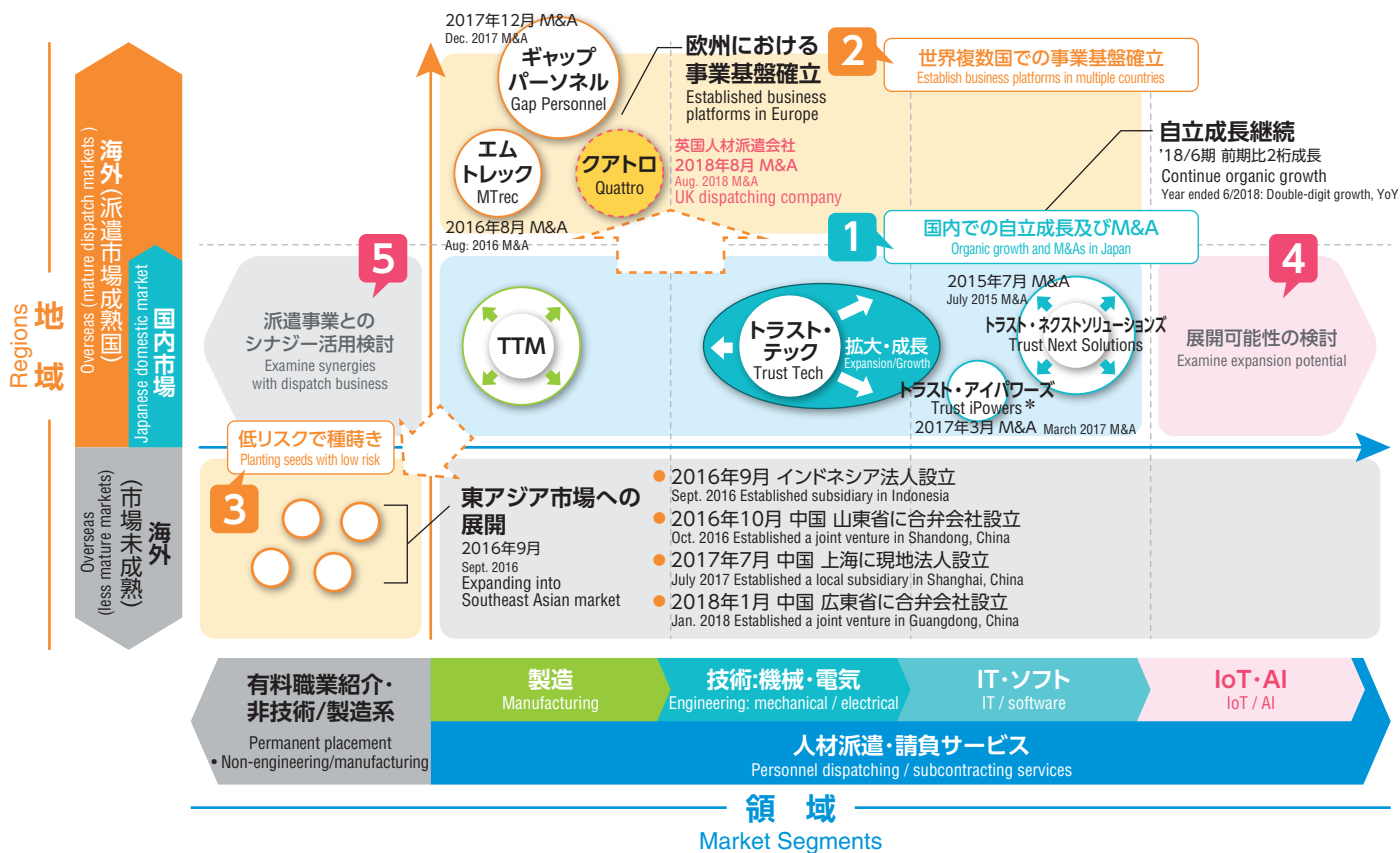
- 現在展開している市場（国内・技術製造系）では成長スピードの維持が困難
It is becoming difficult for us to maintain the speed of expansion in the domestic markets for engineering and manufacturing
- 国内市場において、今後大手プレーヤーとの競争激化のリスクが高まりつつある
Going forward, there is a growing risk that competition with the major players in the domestic market will intensify
- グローバル顧客のニーズに、世界複数国での対応が可能に
Improving the response to global customer needs in other countries around the globe
- 事業・経営ノウハウ活用の可能性
The potential to leverage our business and management know-how

領域
Market Segments

従来の機械・電気系領域からIT・ソフト領域への拡張、
成長著しい「IoT」や「AI」の領域へも拡大を図る
Preparing to expand from the current industries — mechanical and electrical — into IT and software, as well as the booming areas of IoT and AI

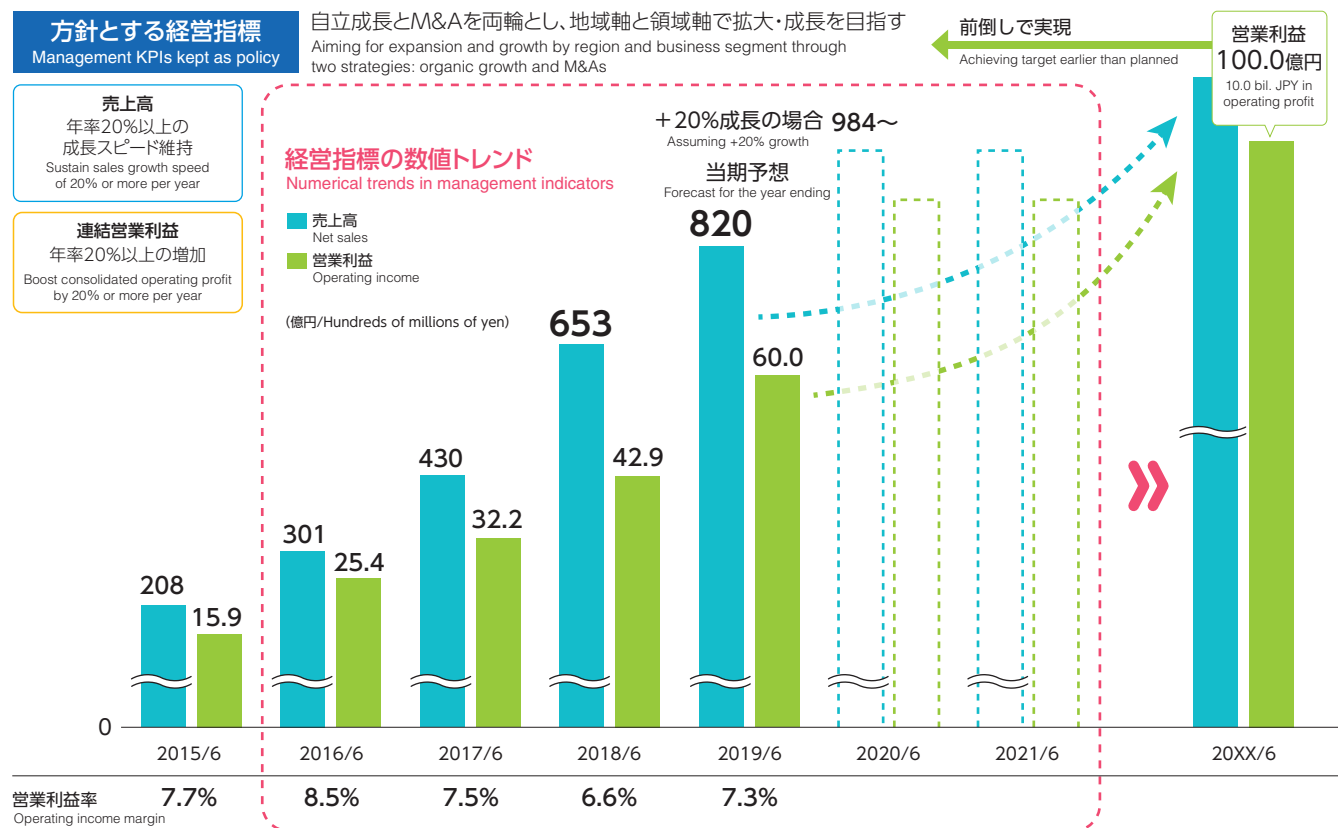
- 重要性を増す「IoT」「AI」領域での人材サービス余地が大きい
Significant scope to expand services into the increasingly important areas of IoT and AI
- 当社は必要な人材を供給出来得るポジションにある
The Company is in a position to provide the necessary personnel

掲げた中期成長戦略に沿った順調な成長を実現
Achieve strong growth in line with our medium-term growth strategy



従来の中期経営計画 (2015年8月発表) を堅持し、競争力を伴った成長を推進

Drive growth through competitiveness by following the medium-term management plan (announced in August 2015)



経営指標と財務指標

Management and Financial Indicators

主要経営指標 Key Management Indicators

(百万円/Millions of yen)

| 経営指標 | Key indicators | 2013/6 | 前期比 YoY | 2014/6 | 前期比 YoY | 2015/6 | 前期比 YoY | 2016/6 | 前期比 YoY | 2017/6 | 前期比 YoY | 2018/6 | 前期比 YoY |
|-----------------|---|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|
| 売上高 | Net sales | 14,915 | -3.5% | 17,645 | +18.3% | 20,819 | +18.0% | 30,143 | +44.8% | 43,035 | +42.8% | 65,363 | +51.9% |
| 販売費及び一般管理費 | SG&A expenses | 2,602 | +1.3% | 2,996 | +15.2% | 3,271 | +9.2% | 4,643 | +41.9% | 6,124 | +31.9% | 9,005 | +47.0% |
| 営業利益 | Operating income | 718 | +14.0% | 1,291 | +79.9% | 1,597 | +23.7% | 2,549 | +59.6% | 3,220 | +26.3% | 4,297 | +33.4% |
| 経常利益 | Ordinary income | 804 | +20.6% | 1,319 | +63.9% | 1,623 | +23.0% | 2,528 | +55.8% | 3,185 | +26.0% | 4,228 | +32.7% |
| 親会社株主に帰属する当期純利益 | Profit attributable to owners of parent | 460 | +29.9% | 797 | +73.2% | 1,024 | +28.5% | 1,523 | +48.7% | 1,923 | +26.3% | 2,569 | +33.5% |
| 総資産 | Total assets | 5,544 | +6.4% | 6,455 | +16.4% | 7,725 | +19.7% | 11,914 | +54.2% | 16,805 | +41.1% | 28,128 | +67.4% |
| 純資産 | Net assets | 3,479 | +5.8% | 3,832 | +10.1% | 4,406 | +15.0% | 5,322 | +20.8% | 6,697 | +25.8% | 13,715 | +104.8% |
| 自己資本比率(%) *1 | Shareholders' equity ratio (%) *1 | 62.8 | -0.4pt | 59.4 | -3.4pt | 57.0 | -2.3pt | 44.6 | -12.4pt | 39.2 | -5.4pt | 48.3 | +9.1pt |
| 流動比率(%) *2 | Current ratio (%) *2 | 222.2 | +1.9pt | 204.4 | -17.8pt | 199.3 | -5.1pt | 137.6 | -61.7pt | 157.0 | +19.4pt | 168.8 | +11.8pt |
| 従業員数(名) *3 | Number of employees *3 | 3,594 | +2.8% | 4,170 | +16.0% | 4,683 | +12.3% | 5,861 | +25.2% | 10,041 | +71.3% | 17,552 | +74.8% |

*1 普通株式に係る自己資本/総資産×100 Shareholders equity applicable to common stock / total assets x 100

*2 流動資産/流動負債×100 Current assets / current liabilities x 100

*3 契約社員含む Includes contract workers

主要財務指標 Key Financial Indicators

収益性 Profitability

(%)

| 財務指標 | Financial indicators | 2013/6 | 前期比 YoY | 2014/6 | 前期比 YoY | 2015/6 | 前期比 YoY | 2016/6 | 前期比 YoY | 2017/6 | 前期比 YoY | 2018/6 | 前期比 YoY |
|--------------------|------------------------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|
| 売上高総利益率 | Gross profit margin | 22.3 | +1.6pt | 24.3 | +2.0pt | 23.4 | -0.9pt | 23.9 | +0.5pt | 21.7 | -2.2pt | 20.4 | -1.3pt |
| 売上高販売管理費率 | SG&A expenses ratio | 17.4 | +0.8pt | 17.0 | -0.4pt | 15.7 | -1.3pt | 15.4 | -0.3pt | 14.2 | -1.2pt | 13.8 | -0.4pt |
| 売上高営業利益率 | Operating income ratio | 4.8 | +0.7pt | 7.3 | +2.5pt | 7.7 | +0.4pt | 8.5 | +0.8pt | 7.5 | -1.0pt | 6.6 | -0.9pt |
| 自己資本当期純利益率(ROE) *1 | Return on equity *1 | 13.6 | +2.7pt | 21.8 | +8.2pt | 24.9 | +3.1pt | 31.3 | +6.4pt | 32.3 | +1.0pt | 25.5 | -6.8pt |
| 総資産経常利益率(ROA) *2 | Return on assets *2 | 15.0 | +2.0pt | 22.0 | +7.0pt | 22.9 | +0.9pt | 25.7 | +2.8pt | 22.2 | -3.5pt | 18.8 | -3.4pt |

*1 普通株式に関わる親会社株主に帰属する当期純利益/前・当期末自己資本×100 Profit attributable to owners of the parent available to common stock / average shareholders' equity X 100

*2 経常利益/前・当期末総資産平均×100 Ordinary income / Average total assets x 100

その他指標 Other indicators

| 財務指標 | Financial indicators | 2013/6 | 前期比 YoY | 2014/6 | 前期比 YoY | 2015/6 | 前期比 YoY | 2016/6 | 前期比 YoY | 2017/6 | 前期比 YoY | 2018/6 | 前期比 YoY |
|---------------------|-----------------------------------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|
| 1株当たり純資産(BPS)(円) *1 | Net assets per share (yen) *1 | 365.68 | +5.7% | 400.94 | +9.6% | 456.44 | +13.8% | 274.80 | - | 339.37 | +23.5% | 641.30 | +89.0% |
| 1株当たり当期純利益(EPS)(円) | Profit per share (yen) | 48.39 | - | 83.75 | +73.1% | 106.78 | +27.5% | 78.91 | - | 99.17 | +25.6% | 128.63 | +29.7% |
| 1株当たり配当金(円) | Cash dividends per share (yen) | 15.0 | - | 25.0 | - | 30.0 | - | 40.0 | - | 45.0 | - | 55.0 | - |
| 配当性向(%) *2 | Payout ratio (%) *2 | 62.0 | -13.1pt | 59.7 | -2.3pt | 56.2 | -3.5pt | 50.7 | -5.5pt | 45.4 | -5.3pt | 42.8 | -2.6pt |
| 株価収益率(倍) *3 | Price/earnings ratio (times) *3 | 12.5 | +0.1pt | 20.2 | +7.7pt | 21.8 | +1.6pt | 17.1 | - | 22.0 | +4.9pt | 30.3 | +8.3pt |
| 株価純資産倍率(倍) *4 | Price book value ratio (times) *4 | 1.8 | - | 4.2 | +2.4pt | 5.3 | +1.1pt | 4.9 | - | 6.4 | +1.5pt | 6.0 | -0.4pt |
| フリーキャッシュ・フロー(百万円) | Free cash flows (Millions of yen) | 702 | +79.2% | 706 | +0.6% | 1,061 | +50.3% | -388 | - | -121 | - | 2,424 | - |

*1 (純資産 - 非支配株主持分 - 新株予約権) / 期末発行済株式数 - 期末自己株式数 (Net assets - non-controlling interests - subscription rights to shares) / number of shares outstanding - treasury stock at the end of the period

*2 1株当たりの配当額/1株当たりの親会社株主に帰属する当期純利益×100 Cash dividends per share / profit attributable to owners of the parent per share X 100

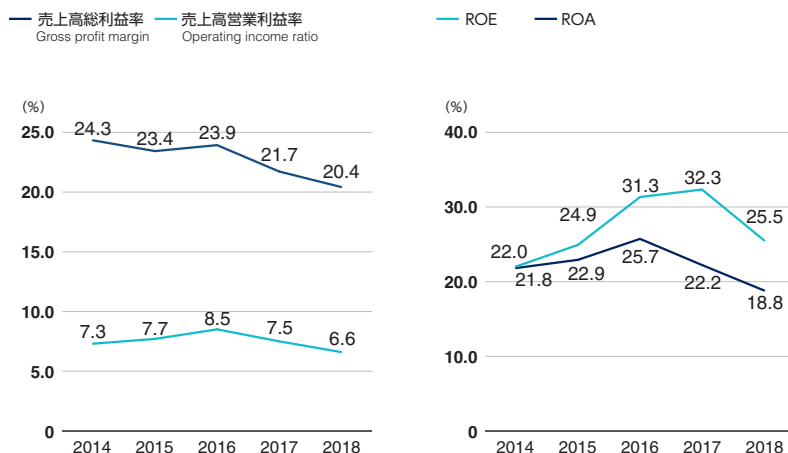
*3 年度末株価/1株当たり当期純利益 Share price (year-end) / EPS

*4 年度末株価/1株当たり純資産 Share price (year-end) / BPS

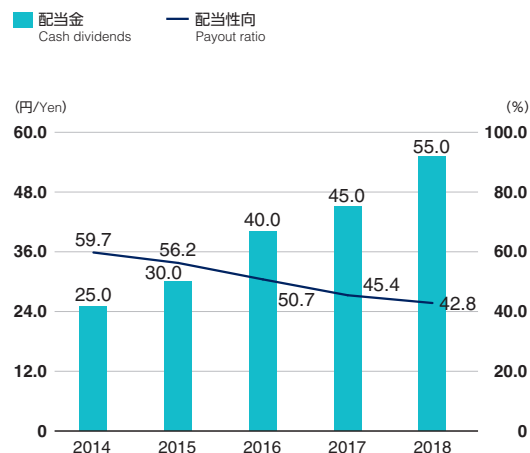
*2013年7月1日付で普通株式1株につき100株、2016年4月1日付で1株につき2株の株式分割を実施しており、1株当たり配当金は遡及値としております。

The Company conducted a hundred-for-one stock split on July 1, 2013 and a two-for-one stock split on April 1, 2016. Figures have been adjusted retroactively to match the split.

収益性 Profitability



配当情報 Dividend information



●● 連結貸借対照表 (2018年6月30日現在)

Consolidated Balance Sheet (As of June 30, 2018)

Trust Tech Inc. and Consolidated Subsidiaries

(百万円/Millions of yen)

| 決算期 | Fiscal term | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---|-------|-------|-------|--------|--------|--------|
| (資産の部) | | | | | | | |
| Assets | | | | | | | |
| 流動資産 | | | | | | | |
| Current assets | | | | | | | |
| 現金及び預金 | Cash and deposits | 2,175 | 2,429 | 3,038 | 3,930 | 4,581 | 9,410 |
| 受取手形及び売掛金 | Notes and accounts receivable-trade | 1,931 | 2,388 | 2,954 | 4,060 | 6,245 | 10,045 |
| 繰延税金資産 | Deferred tax assets | 175 | 238 | 265 | 400 | 529 | 754 |
| その他 | Other | 204 | 226 | 293 | 593 | 642 | 763 |
| 貸倒引当金 | Allowance for doubtful accounts | — | — | — | — | — | (28) |
| 流動資産合計 | Total current assets | 4,487 | 5,283 | 6,551 | 8,984 | 11,999 | 20,944 |
| 固定資産 | | | | | | | |
| Non-current assets | | | | | | | |
| 有形固定資産 | | | | | | | |
| Property, plant and equipment | | | | | | | |
| 建物及び構築物 | Buildings and structures | 115 | 117 | 139 | 189 | 319 | 439 |
| 減価償却累計額 | Accumulated depreciation | (51) | (61) | (56) | (70) | (81) | (101) |
| 建物及び構築物 (純額) | Buildings and structures, net | 63 | 55 | 83 | 118 | 238 | 337 |
| 土地 | Land | 93 | 93 | 93 | 93 | 107 | 108 |
| その他 | Other | 119 | 156 | 177 | 206 | 286 | 384 |
| 減価償却累計額 | Accumulated depreciation | (84) | (110) | (132) | (161) | (204) | (234) |
| その他 (純額) | Other, net | 35 | 45 | 45 | 44 | 82 | 150 |
| 有形固定資産合計 | Total property, plant and equipment | 192 | 193 | 221 | 256 | 427 | 595 |
| 無形固定資産 | | | | | | | |
| Intangible assets | | | | | | | |
| のれん | Goodwill | 25 | — | — | 2,006 | 3,681 | 5,658 |
| ソフトウェア | Software | 86 | 127 | 100 | 186 | 163 | 290 |
| リース資産 | Leased assets | 19 | 13 | 8 | 3 | — | — |
| その他 | Other | 0 | 4 | 21 | 6 | 0 | 10 |
| 無形固定資産合計 | Total intangible assets | 130 | 145 | 130 | 2,202 | 3,845 | 5,960 |
| 投資その他の資産 | | | | | | | |
| Investments and other assets | | | | | | | |
| 投資不動産 | Investments in real estates | 666 | 666 | 666 | — | — | — |
| 減価償却累計額 | Accumulated depreciation | (75) | (82) | (88) | — | — | — |
| 投資不動産 (純額) | Real estate for investment, net | 590 | 584 | 577 | — | — | — |
| 繰延税金資産 | Deferred tax assets | 5 | 2 | — | 28 | 25 | 57 |
| その他 | Other | 137 | 246 | 243 | 442 | 506 | 570 |
| 投資その他の資産合計 | Total investments and other assets | 733 | 832 | 821 | 471 | 532 | 628 |
| 固定資産合計 | Total non-current assets | 1,056 | 1,172 | 1,174 | 2,929 | 4,805 | 7,184 |
| 資産合計 | Total assets | 5,544 | 6,455 | 7,225 | 11,914 | 16,805 | 28,128 |
| (負債の部) | | | | | | | |
| Liabilities | | | | | | | |
| 流動負債 | | | | | | | |
| Current liabilities | | | | | | | |
| 短期借入金 | Short-term loans payable | — | — | — | 1,900 | 1,075 | 2,145 |
| 1年内償還予定の社債 | Current portion of bonds | — | — | — | — | 196 | 196 |
| 1年内返済予定の長期借入金 | Current portion of long-term loans payable | — | — | — | — | 300 | 300 |
| リース債務 | Lease obligations | 8 | 7 | 7 | 6 | 1 | — |
| 未払費用 | Accrued expenses | 1,327 | 1,447 | 1,754 | 2,394 | 3,031 | 4,208 |
| 未払法人税等 | Income taxes payable | 315 | 356 | 388 | 638 | 812 | 1,017 |
| 未払消費税等 | Accrued consumption taxes | 119 | 356 | 718 | 644 | 742 | 1,817 |
| 賞与引当金 | Provision for bonuses | 115 | 134 | 188 | 397 | 600 | 966 |
| その他 | Other | 134 | 283 | 229 | 549 | 880 | 1,754 |
| 流動負債合計 | Total current liabilities | 2,019 | 2,584 | 3,287 | 6,531 | 7,641 | 12,405 |
| 固定負債 | | | | | | | |
| Non-current liabilities | | | | | | | |
| 社債 | Bonds payable | — | — | — | — | 1,106 | 910 |
| 長期借入金 | Long-term loans payable | — | — | — | — | 1,200 | 900 |
| リース債務 | Lease obligations | 21 | 14 | 7 | 1 | 0 | — |
| 退職給付引当金 | Provision for retirement benefits | 5 | — | — | — | — | — |
| 退職給付に係る負債 | Net defined benefit liability | — | 5 | 6 | 35 | 44 | 47 |
| 繰延税金負債 | Deferred tax liabilities | — | — | — | 20 | 24 | 1 |
| その他 | Other | 17 | 17 | 17 | 2 | 91 | 147 |
| 固定負債合計 | Total non-current liabilities | 44 | 38 | 31 | 60 | 2,466 | 2,007 |
| 負債合計 | Total liabilities | 2,064 | 2,622 | 3,319 | 6,591 | 10,107 | 14,412 |
| (純資産の部) | | | | | | | |
| Net assets | | | | | | | |
| 株主資本 | | | | | | | |
| Shareholders' equity | | | | | | | |
| 資本金 | Capital stock | 1,476 | 1,492 | 1,529 | 1,538 | 1,562 | 4,199 |
| 資本剰余金 | Capital surplus | 634 | 650 | 687 | 696 | 720 | 3,356 |
| 利益剰余金 | Retained earnings | 1,373 | 1,694 | 2,193 | 3,089 | 4,238 | 5,830 |
| 自己株式 | Treasury shares | — | (0) | (0) | (0) | (0) | (0) |
| 株主資本合計 | Total shareholders' equity | 3,484 | 3,837 | 4,409 | 5,323 | 6,520 | 13,385 |
| その他の包括利益累計額 | | | | | | | |
| Accumulated other comprehensive income | | | | | | | |
| その他有価証券評価差額金 | Valuation difference on available-for-sale securities | — | 0 | 0 | (0) | 0 | 0 |
| 為替換算調整勘定 | Foreign currency translation adjustment | (4) | (5) | (3) | (5) | 73 | 195 |
| その他の包括利益累計額合計 | Total accumulated other comprehensive income | (4) | (5) | (3) | (5) | 74 | 196 |
| 新株予約権 | Subscription rights to shares | — | — | — | 4 | 4 | 3 |
| 非支配株主持分 | Non-controlling interests | — | — | — | — | 98 | 130 |
| 純資産合計 | Total net assets | 3,479 | 3,832 | 4,406 | 5,322 | 6,697 | 13,715 |
| 負債純資産合計 | Total liabilities and net assets | 5,544 | 6,455 | 7,225 | 11,914 | 16,805 | 28,128 |

連結損益計算書及び連結包括利益計算書 (2017年7月1日~2018年6月30日)

Consolidated Statement of Income and Comprehensive Income (For the Year Ended June 30, 2018)

Trust Tech Inc. and Consolidated Subsidiaries

(百万円/Millions of yen)

| 決算期 | Fiscal term | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|------------------|---|--------|--------|--------|--------|--------|--------|
| 売上高 | Net sales | 14,915 | 17,645 | 20,819 | 30,143 | 43,035 | 65,363 |
| 売上原価 | Cost of sales | 11,595 | 13,357 | 15,950 | 22,951 | 33,690 | 52,060 |
| 売上総利益 | Gross profit | 3,320 | 4,288 | 4,868 | 7,192 | 9,344 | 13,302 |
| 販売費及び一般管理費 | Selling, general and administrative expenses | | | | | | |
| 役員報酬 | Directors' compensations | 149 | 164 | 160 | 227 | 225 | 279 |
| 給料及び手当 | Salaries and allowances | 1,185 | 1,304 | 1,444 | 1,767 | 2,216 | 3,373 |
| 退職給付費用 | Retirement benefit expenses | 9 | 9 | 12 | 13 | 16 | 20 |
| 求人費 | Recruitment cost | 215 | 337 | 356 | 352 | 448 | 560 |
| 租税公課 | Taxes and dues | 33 | 44 | 55 | 66 | 158 | 174 |
| その他 | Other | 1,009 | 1,135 | 1,242 | 2,215 | 3,059 | 4,596 |
| 販売費及び一般管理費合計 | Total selling, general and administrative expenses | 2,602 | 2,996 | 3,271 | 4,643 | 6,124 | 9,005 |
| 営業利益 | Operating income | 718 | 1,291 | 1,597 | 2,549 | 3,220 | 4,297 |
| 営業外収益 | Non-operating income | | | | | | |
| 受取利息 | Interest income | 0 | 0 | 0 | 0 | 0 | 0 |
| 助成金収入 | Subsidy income | 78 | 25 | 16 | 6 | 23 | 46 |
| 持分法による投資利益 | Share of profit of entities accounted for using equity method | — | — | — | — | — | 2 |
| 為替差益 | Foreign exchange gains | — | — | 6 | — | — | — |
| その他 | Other | 9 | 3 | 2 | 4 | 2 | 16 |
| 営業外収益合計 | Total non-operating income | 87 | 28 | 25 | 11 | 25 | 64 |
| 営業外費用 | Non-operating expenses | | | | | | |
| 支払利息 | Interest expenses | 0 | 0 | 0 | 14 | 27 | 82 |
| 社債発行費 | Bond issue cost | — | — | — | — | 20 | — |
| 株式交付費 | Share issuance cost | — | — | — | — | — | 29 |
| 為替差損 | Foreign exchange losses | — | 0 | — | 16 | 6 | 9 |
| 持分法による投資損失 | Share of loss of entities accounted for using equity method | — | — | — | — | 3 | — |
| その他 | Other | 0 | 0 | 0 | 0 | 3 | 11 |
| 営業外費用合計 | Total non-operating expenses | 0 | 1 | 0 | 32 | 60 | 133 |
| 経常利益 | Ordinary income | 804 | 1,319 | 1,623 | 2,528 | 3,185 | 4,228 |
| 特別利益 | Extraordinary income | | | | | | |
| 固定資産売却益 | Gain on sales of non-current assets | — | — | 0 | 22 | 0 | 0 |
| 新株予約権戻入益 | Gain on reversal of subscription rights to shares | — | — | — | — | 0 | 0 |
| 投資有価証券売却益 | Gain on sales of investment securities | — | — | — | — | — | 1 |
| 特別利益合計 | Total extraordinary income | — | — | 0 | 22 | 0 | 2 |
| 特別損失 | Extraordinary losses | | | | | | |
| 減損損失 | Impairment loss | 0 | — | — | — | — | — |
| 固定資産売却損 | Loss on sales of non-current assets | 0 | — | — | — | — | — |
| 固定資産除却損 | Loss on retirement of non-current assets | 0 | 2 | 1 | 1 | 34 | 10 |
| 契約変更に伴う精算金 | Settlement of contract amendment | — | — | — | — | — | 170 |
| 本社移転費用 | Head office transfer cost | — | 18 | — | — | — | — |
| 支払負担金 | Payment burden | — | — | 5 | — | — | — |
| 特別損失合計 | Total extraordinary losses | 1 | 20 | 7 | 1 | 34 | 180 |
| 税金等調整前当期純利益 | Profit before income taxes and minority interests | 803 | 1,298 | 1,615 | 2,549 | 3,151 | 4,050 |
| 法人税、住民税及び事業税 | Income taxes-current | 434 | 560 | 616 | 1,174 | 1,286 | 1,687 |
| 法人税等調整額 | Income taxes-deferred | (91) | (58) | (24) | (149) | (93) | (227) |
| 法人税等合計 | Total income taxes | 343 | 501 | 591 | 1,025 | 1,193 | 1,460 |
| 当期純利益 | Profit | 460 | 797 | 1,024 | 1,523 | 1,958 | 2,590 |
| 非支配株主に帰属する当期純利益 | Net income attributable to non-controlling interests | — | — | — | — | 34 | 21 |
| 親会社株主に帰属する当期純利益 | Profit attributable to owners of parent | 460 | 797 | 1,024 | 1,523 | 1,923 | 2,569 |
| (連結包括利益計算書) | Consolidated statement of comprehensive income | | | | | | |
| 当期純利益 | Profit | 460 | 797 | 1,024 | 1,523 | 1,958 | 2,590 |
| その他の包括利益 | Other comprehensive income | | | | | | |
| その他有価証券評価差額金 | Valuation difference on available-for-sale securities | — | 0 | 0 | (0) | 0 | 0 |
| 為替換算調整勘定 | Foreign currency translation adjustment | (5) | (0) | 1 | (2) | 68 | 119 |
| 持分法適用会社に対する持分相当額 | Share of other comprehensive income of associates accounted for using equity method | — | — | — | — | 0 | 0 |
| その他の包括利益合計 | Total other comprehensive income | (5) | (0) | 1 | (2) | 69 | 120 |
| 包括利益 | Comprehensive income | 454 | 796 | 1,026 | 1,521 | 2,027 | 2,711 |
| (内訳) | Details | | | | | | |
| 親会社株主に係る包括利益 | Comprehensive income attributable to owners of parent | 454 | 796 | 1,026 | 1,521 | 2,003 | 2,691 |
| 非支配株主に係る包括利益 | Comprehensive income attributable to non-controlling interests | — | — | — | — | 23 | 19 |

連結キャッシュ・フロー計算書 (2017年7月1日~2018年6月30日)

Consolidated Statement of Cash Flows (For the Year Ended June 30, 2018)

Trust Tech Inc. and Consolidated Subsidiaries

(百万円/Millions of yen)

| 決算期 | Fiscal term | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|--------------------------|--|-------|-------|-------|---------|---------|---------|
| 営業活動によるキャッシュ・フロー | Cash flows from operating activities | | | | | | |
| 税金等調整前当期純利益 | Profit before income taxes and minority interests | 803 | 1,298 | 1,615 | 2,549 | 3,151 | 4,050 |
| 減価償却費 | Depreciation | 59 | 71 | 84 | 105 | 142 | 152 |
| 減損損失 | Impairment loss | 0 | — | — | — | — | — |
| のれん償却額 | Amortization of goodwill | 28 | 25 | — | 236 | 382 | 642 |
| 賞与引当金の増減額(()は減少) | Increase (decrease) in provision for bonuses | 10 | 19 | 54 | 54 | 142 | 365 |
| 退職給付引当金の増減額(()は減少) | Increase (decrease) in provision for retirement benefits | 0 | — | — | — | — | — |
| 退職給付に係る負債の増減額(()は減少) | Increase (decrease) in net defined benefit liability | — | 0 | 0 | (6) | (15) | 3 |
| 受取利息及び受取配当金 | Interest and dividend income | (0) | (0) | (0) | (0) | (0) | (0) |
| 支払利息 | Interest expenses | 0 | 0 | 0 | 14 | 27 | 82 |
| 持分法による投資損益(()は益) | Share of (profit) loss of entities accounted for using equity method | — | — | — | — | 3 | (2) |
| 社債発行費 | Bond issue cost | — | — | — | — | 20 | — |
| 固定資産除却損 | Loss on retirement of non-current assets | 0 | 2 | 1 | 1 | 34 | 10 |
| 契約変更に伴う精算金 | Settlement of contract amendment | — | — | — | — | — | 170 |
| 売上債権の増減額(()は増加) | Decrease (increase) in notes and accounts receivable-trade | 192 | (457) | (561) | (631) | (985) | (244) |
| 未払費用の増減額(()は減少) | Increase (decrease) in accrued expenses | (43) | 119 | 306 | 356 | 550 | 1,031 |
| その他 | Other, net | (65) | 305 | 303 | (172) | 55 | 662 |
| 小計 | Subtotal | 986 | 1,384 | 1,804 | 2,507 | 3,508 | 6,924 |
| 利息及び配当金の受取額 | Interest and dividend income received | 0 | 0 | 0 | 0 | 0 | 0 |
| 利息の支払額 | Interest expenses paid | (0) | (0) | (0) | (15) | (35) | (81) |
| 契約変更に伴う精算金の支払額 | Payment of settlement of contract amendment | — | — | — | — | — | (170) |
| 法人税等の支払額* | Income taxes paid | (209) | (523) | (594) | (1,074) | (1,198) | (1,528) |
| 営業活動によるキャッシュ・フロー | Net cash provided by (used in) operating activities | 777 | 861 | 1,209 | 1,418 | 2,274 | 5,144 |
| 投資活動によるキャッシュ・フロー | Cash flows from investing activities | | | | | | |
| 有形固定資産の取得による支出 | Purchase of property, plant and equipment | (25) | (24) | (84) | (61) | (148) | (220) |
| 無形固定資産の取得による支出 | Purchase of intangible assets | (48) | (11) | (64) | (126) | (43) | (136) |
| 連結の範囲の変更を伴う子会社株式の取得による支出 | Purchase of shares of subsidiaries resulting in change in scope of consolidation | — | — | — | (1,979) | (2,150) | (2,313) |
| 貸付けによる支出 | Payments of loans receivable | (2) | — | — | — | — | — |
| 貸付金の回収による収入 | Collection of loans receivable | 0 | 1 | — | — | — | — |
| 関係会社株式の取得による支出 | Purchase of shares of subsidiaries and associates | — | — | — | — | (15) | (30) |
| 事業譲受による支出 | Payments for transfer of business | — | — | — | (108) | — | — |
| 敷金及び保証金の増減額(()は増加) | Net decrease (increase) in lease and guarantee deposits | (0) | (121) | 1 | (112) | (40) | (95) |
| 投資不動産の売却による収入 | Proceeds from sales of investments in real estate for investment | — | — | — | 598 | — | — |
| その他 | Other, net | 0 | (0) | (0) | (17) | 2 | 74 |
| 投資活動によるキャッシュ・フロー | Net cash provided by (used in) investing activities | (75) | (154) | (147) | (1,807) | (2,395) | (2,720) |
| 財務活動によるキャッシュ・フロー | Cash flows from financing activities | | | | | | |
| 短期借入れによる収入 | Increase in short-term loans payable | — | — | — | 2,300 | 3,000 | 2,000 |
| 短期借入金の返済による支出 | Decrease in short-term loans payable | — | — | — | (400) | (4,284) | (3,350) |
| 長期借入れによる収入 | Proceeds from long-term loans payable | — | — | — | — | 1,500 | — |
| 長期借入金の返済による支出 | Repayments of long-term loans payable | — | — | — | — | — | (300) |
| 社債の発行による収入 | Proceeds from issue of bonds | — | — | — | — | 1,379 | — |
| 社債の償還による支出 | Redemption of bonds | — | — | — | — | (98) | (196) |
| リース債務の返済による支出 | Repayments of lease obligations | (11) | (8) | (7) | (7) | (6) | (1) |
| 新株予約権の行使による株式の発行による収入 | Proceeds from issuance of shares resulting from exercise of share acquisition rights | — | — | — | — | 47 | 5,192 |
| 配当金の支払額 | Cash dividends paid | (265) | (474) | (526) | (627) | (774) | (971) |
| その他 | Other, net | 1 | 31 | 73 | 22 | — | 43 |
| 財務活動によるキャッシュ・フロー | Net cash provided by (used in) financing activities | (275) | (451) | (459) | 1,287 | 764 | 2,415 |
| 現金及び現金同等物に係る換算差額 | Effect of exchange rate change on cash and cash equivalents | 1 | (1) | 6 | (7) | 7 | (12) |
| 現金及び現金同等物の増減額(()は減少) | Net increase (decrease) in cash and cash equivalents | 427 | 254 | 609 | 891 | 651 | 4,828 |
| 現金及び現金同等物の期首残高 | Cash and cash equivalents at beginning of period | 1,747 | 2,175 | 2,429 | 3,038 | 3,930 | 4,581 |
| 現金及び現金同等物の期末残高 | Cash and cash equivalents at end of period | 2,175 | 2,429 | 3,038 | 3,930 | 4,581 | 9,410 |

* 2016年6月期法人税は還付と支払を相殺して表示しております。 Corporate tax for the fiscal term ended June 2016 is shown with returns offsetting payments.

社外が過半数を占める役員体制

A Board system with a majority of outside directors

取締役

Board of Directors



代表取締役社長
President and Representative Director

西田 穰 Yutaka Nishida



取締役専務執行役員
業務部門担当
Director, Senior Managing Corporate Executive Officer,
in charge of Operation Division

村井 範之 Noriyuki Murai



取締役
(株)TTM 代表取締役社長
Director
President and Representative Director, TTM Inc.

松本 和之 Kazuyuki Matsumoto



社外取締役
Director (outside)

中山 晴喜 Haruki Nakayama



社外取締役(独立役員)
Director (outside) (Independent Officer)

宮野 隆 Takashi Miyano



社外取締役(独立役員)
Director (outside) (Independent Officer)

残間 里江子 Rieko Zamma



社外取締役(独立役員)
Director (outside) (Independent Officer)

清水 新 Arata Shimizu

監査役

Auditors



社外監査役(独立役員)
Outside Audit & Supervisory Board Member
(Independent Officer)

下川 富士雄 Fujio Shimogawa



監査役
Audit & Supervisory Board Member

高倉 潔 Kiyoshi Takakura



社外監査役(独立役員)
Outside Audit & Supervisory Board Member
(Independent Officer)

名子 俊男 Toshio Nago

株式情報 (2018年6月30日現在)

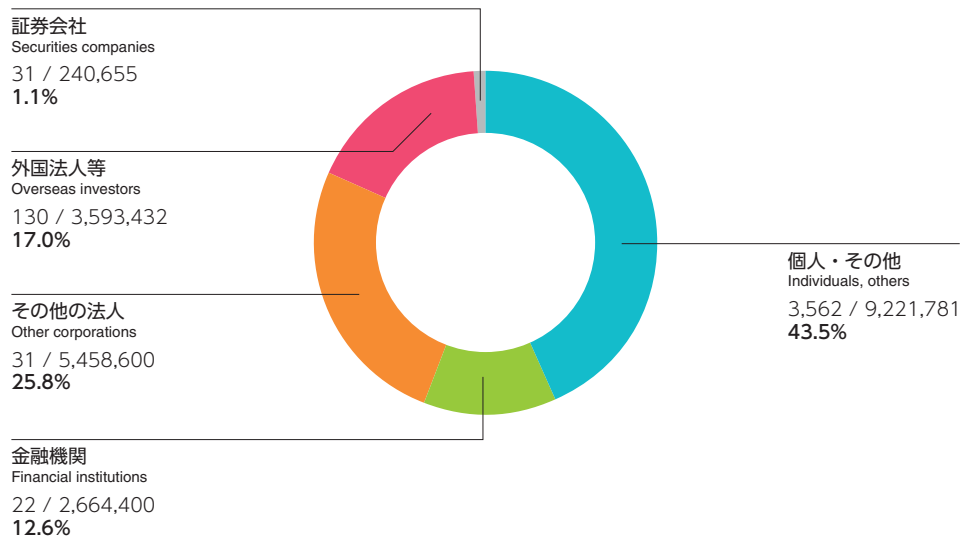
Stock Information (As of June 30, 2018)

| | |
|--|---|
| 証券コード Securities Code | 2154 |
| 上場金融商品取引所 Stock Listing | 東京証券取引所市場第一部 Tokyo Stock Exchange, First Section |
| 発行可能株式総数 Authorized Shares | 71,800,000株 (Shares) |
| 発行済株式の総数 Number of Shares Outstanding | 21,179,400株 (Shares) |
| 株式売買の単位 Share Trading Unit | 100株 (Shares) |
| 株主数 Number of Shareholders | 3,777名 (Shareholders) |

| 大株主の状況 Principal Shareholders | 名称 Name | 所有株式数(株) Number of shares held (Shares) | 持株比率(%) Shareholding ratio (%) |
|----------------------------------|---|--|-----------------------------------|
| | 株式会社アミューズキャピタル Amuse Capital, Inc. | 4,795,000 | 22.6 |
| | 中山 隼雄 Hayao Nakayama | 4,189,000 | 19.8 |
| | 日本トラスティ・サービス信託銀行株式会社(信託口) Japan Trustee Services Bank, Ltd. (Trust Account) | 1,493,100 | 7.0 |
| | State Street Bank and Trust Company | 1,133,803 | 5.4 |
| | 株式会社アミューズキャピタルインベストメント Amuse Capital Investment, Inc. | 620,000 | 2.9 |
| | 中山 晴喜 Haruki Nakayama | 570,000 | 2.7 |
| | 有馬 誠 Makoto Arima | 401,400 | 1.9 |
| | 桜田 法義 Noriyoshi Kabata | 360,200 | 1.7 |
| | 日本マスタートラスト信託銀行株式会社(信託口) The Master Trust Bank of Japan, Ltd. (Trust Account) | 345,500 | 1.6 |
| | 賀来 昌義 Masayoshi Kaku | 310,600 | 1.5 |

所有者別 保有株主数(名)/株式数(株)

Breakdown of
Shareholders by Type (people) /
Number of Shares Held





株式会社トラスト・テック 特例子会社

株式会社トラスト・テック・ウィズ

Trust Tech With Inc.

当社は社会貢献活動の一環として、障がい者の法定雇用率の達成のみならず、障がい者の働き甲斐や働く環境の充実を推進しています。

障がい者雇用の特例子会社「トラスト・テック・ウィズ」では、安全面に加えて、癒しに配慮したオフィスの一部デザインを社員自身が行いました。

造花・プリザーブドフラワーを用いたフラワーアレンジメント事業、グループ会社の使用済み書類をリサイクルした再生紙などのステーションリー事業、そして健常者と同じような発送処理やPC作業への取り組みなど、障がいの状況やスキルの向上に応じた多様な業務を展開しています。

また、障がい者の自立やノーマライゼーションが社会により一層浸透していくよう支援や社会に情報発信していくことも活動の一つに位置づけており、知的障がいなどの障がいを抱える人たちが俳優を目指す劇団の公演への協賛を行っております。

Trust Tech, as part of our social contribution, has not only achieved the legal employment rate for people with disabilities, but is striving to improve job satisfaction and to enhance the working environment for these employees.

At Trust Tech With, a special subsidiary for people with disabilities, part of the office has been designed by the employees themselves with a view toward comfort in addition to safety.

Employees with disabilities work in diverse ways that are appropriate for their disability and skill improvement, such as flower arranging using artificial and preserved flowers, a stationary business that recycles paper from documents used by Group companies, as well as shipment processing and computer work, which is the same as that performed by the able-bodied.

In addition, the Company's initiatives include giving out information to the public and providing support so that the independence and normalization or acceptance of people with disabilities becomes more widespread in society. For instance, Trust Tech helps support performances by a theatrical company that includes people with mental and other disabilities aiming to go on the stage.



TRUST TECH

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<https://www.trust-tech.jp>



優良派遣事業者

