

Purpose

Support the growth and self-actualization of engineers, who are Japan’s world-class assets.

For resource-poor Japan, its engineers are assets, of which we can boast to the world. Artner is a platform that supports the growth and self-actualization of engineers. Artner nurtures engineers not only as assets of Artner, but also as shared assets of Japan. Amid a rapidly changing work environment and mindset, attributed to the fluidity of talents and various diversity initiatives, Artner is committed to promoting the happiness of working engineers to create “a new way of life” for them.

— To Achieve Our Purpose —

Mission

As an “Engineer Support Company,” we are committed to creating “a new way of life” for engineers.

Vision

We will improve the quality of our engineers to become, within 10 years, a group of engineers providing the greatest added value in the industry. The talents developed by Artner will support the world of manufacturing.

Values

Competent engineers are capable of selecting what they need, and making every effort to attain happiness for themselves. Artner supports the career and skill development of each and every engineer to offer a wide range of projects that fit with their desires and qualifications.

Company Motto

Pursuit of Mindset Pursuit of Wisdom Pursuit of Creativity

Whenever you must make a firm decision on which path to take, always stay calm and make sure to return to the basics, no matter what you are faced with.

Management Philosophy

“Engineer Support Company” —We support our engineers’ dreams—

We aim for the happiness of all the employees and reflection within the company by developing talents, fostering technologies, and contributing to society through our engineers.

\*We put our specific meanings into these words. *Happiness* represents the idea that people will become *happy* by acting on their own initiative, rather than waiting for something to be offered. *Reflection* is the idea that, by illuminating and shining on each other, we will create a culture of promoting *reflective prosperity*.

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Editorial Policy

Artner has been publishing the Annual Report since FY2023 as a communication tool to help stakeholders understand our values, business model, and overall value creation story for sustainable enhancement of our enterprise value. This report contains financial information about our management strategies and business activities, as well as non-financial information, including how our business is contributing to society and the environment. We will make continued efforts to enrich the content of this report, aiming to deepen stakeholders' understanding of our attractiveness, growth potential, and initiatives to increase the enterprise value in the long term.

Guidelines Referenced

- IFRS Foundation, "International Integrated Reporting Framework"
- Ministry of Economy, Trade and Industry, "Guidance for Collaborative Value Creation 2.0"
- Global Reporting Initiative (GRI) Standards

Publication Date

August 2025

Reporting Period

February 1, 2024 to January 31, 2025

(Some activities before or after the above period have also been included.)

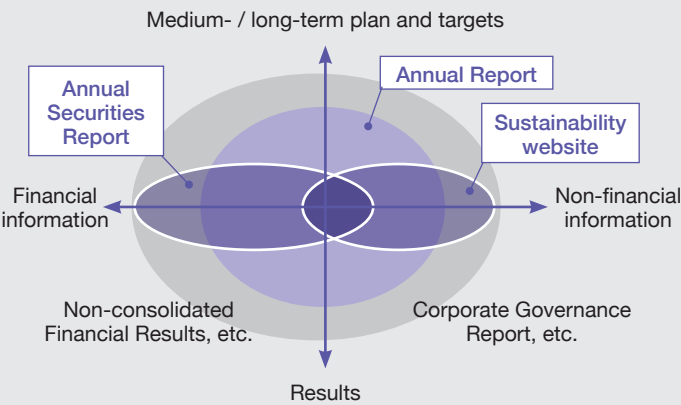
Cautionary Note Regarding Forward-Looking Statements

This report contains various statements regarding future prospects. These statements are based on our current assumptions and forecasts and involve risks and uncertainties. For this reason, actual financial status, business developments, and results may differ from the statements herein.

Other Disclosure Information

- Investor Relations  
<https://www.artner.co.jp/ir/>
- Sustainability  
<https://www.artner.co.jp/ct-sustainability/index/>

Positioning of the Annual Report



At a Glance

Net Sales	Operating Margin
11.1 billion yen	16.3 %
Earnings per Share (EPS)	118.64 yen
ROE	Payout Ratio
28.1 %	69.1 %
Founded	Client History
September 18, 1962	Roughly 1,300 companies
Net Sales by Type of Contract with Clients	Net Sales by Industry Field with Clients

Total Number of Engineers	Average Age
1,251	30.6 years old
Recruitment of New Graduates (engineers)	Career Hires (engineers, incl. non-recent and recent graduates)
(April 2025 hires) 151	67
Engineer Composition	Unit Price of Engineers (per person per hour)
	4,494 yen
	Percentage of Artner's Former Employees Who Used the Job Change Assistance Program
	1.9%