

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

To Our Shareholders and Investors



May 22, 2025

Company name:

Startia Holdings, Inc.

Name of representative:

Hideyuki Hongo, Director and President

(Code: 3393, TSE Prime Market)

Inquiries:

Takao Uematsu, Director, Executive Officer and CFO,

Head of Corporate Headquarters

(Tel: +81-3-5339-2109)

Notice Regarding the Formulation of the Medium-Term Management Plan (Fiscal Year Ending March 2026 – Fiscal Year Ending March 2028)

Startia Holdings, Inc. hereby announces that at the Board of Directors meeting held today, it has resolved to formulate a new three-year medium-term management plan beginning with the fiscal year ending March 2026 and ending with the fiscal year ending March 2028, as outlined below.

1. Overview

Under the previous five-year medium-term management plan, which concluded with the fiscal year ended March 2025, the Group promoted a shift in its Digital Marketing business to a subscription-based model that enables continuous revenue accumulation. As a result of focused allocation of management resources into areas such as development and advertising, the segment profit for the fiscal year ended March 2025 significantly increased.

In the IT Infrastructure business, the Group executed five M&A transactions between the fiscal years ended March 2021 and March 2025, including business acquisitions and joint venture establishments. These efforts contributed to a substantial expansion of the customer base and significant growth in segment profit.

Based on these achievements, the new three-year medium-term management plan starting from the fiscal year ending March 2026 aims to maximize corporate value by continuing organic growth in existing businesses while further strengthening the M&A strategy to expand the customer base and create synergies with existing operations.

For further details, please refer to the attached document titled “Medium-Term Management Plan (FY2026–FY2028)”.

2. Three-Year Plan

(Unit: Millions of yen)	FY2026 (ending March 2026)	FY2027 (ending March 2027)	FY2028 (ending March 2028)
Consolidated Net Sales	(Existing Businesses) 24,100	(Existing Businesses) 27,200	(Existing Businesses) 29,000 + (M&A / Synergy Target) 8,000
Consolidated Operating Profit	(Existing Businesses) 3,000	(Existing Businesses) 3,500	(Existing Businesses) 4,200 + (M&A / Synergy Target) 800

The above forecasts do not constitute a guarantee of future performance and include inherent risks and uncertainties. Actual results may differ due to changes in the business environment or other factors.