QUARTERLY BUSINESS REVIEW →

STUDIO SHODWE

PREPARED BY

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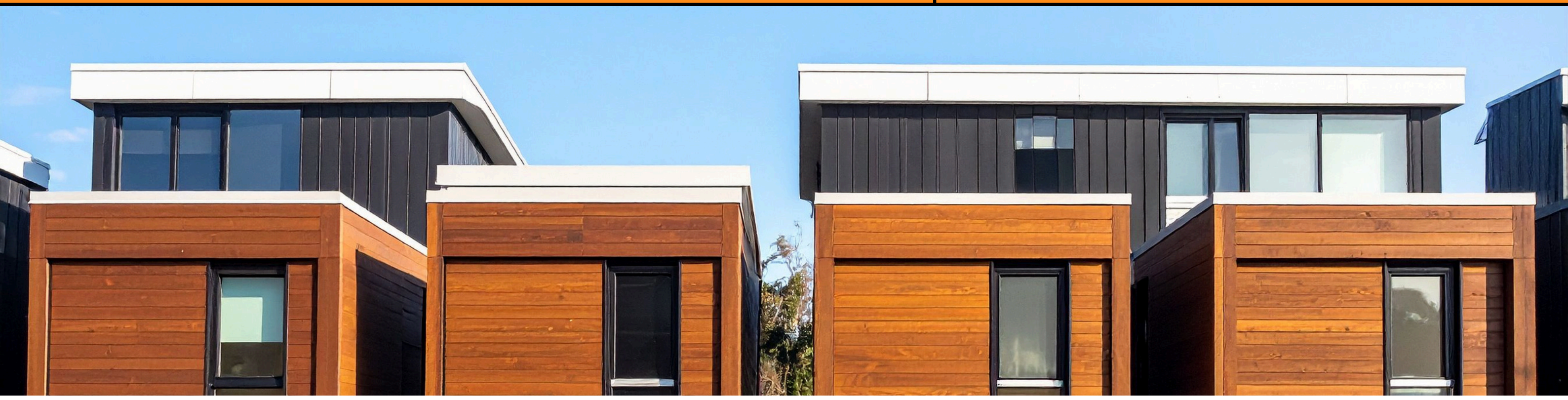
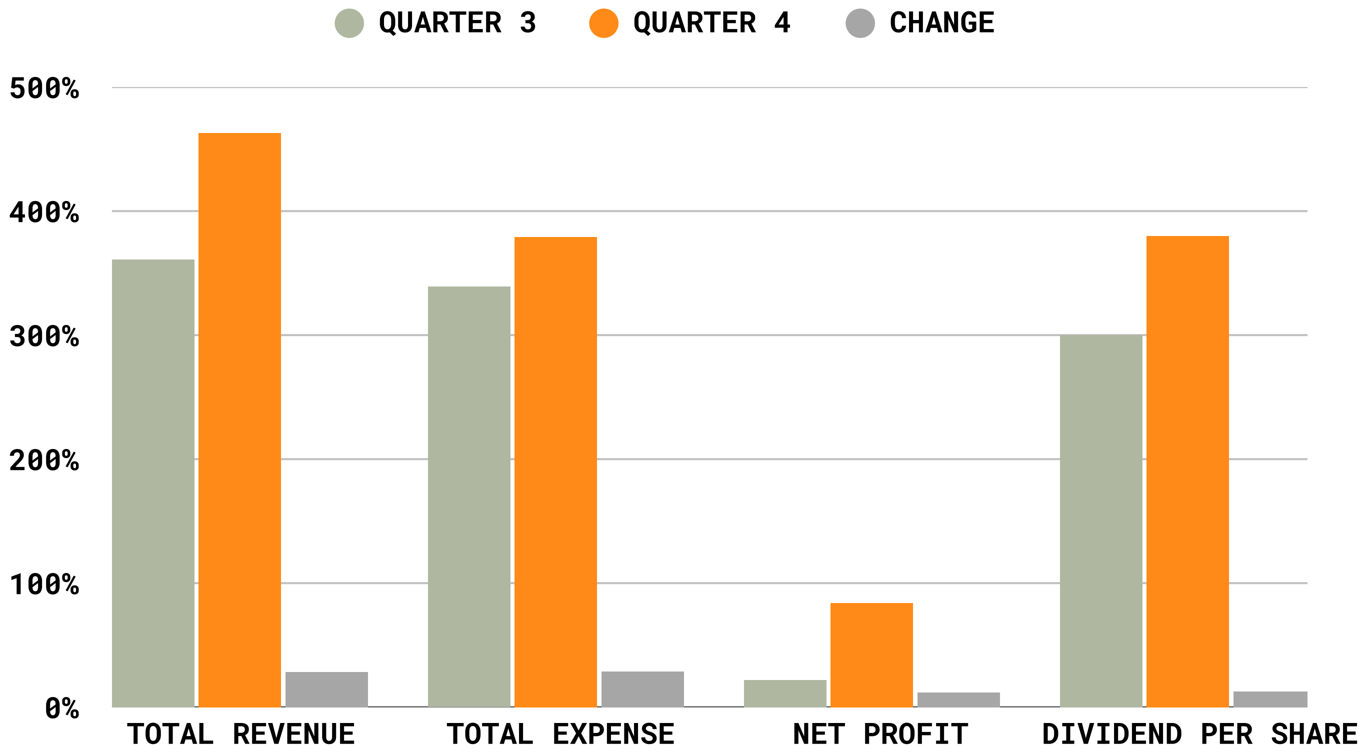


PERIOD: Quarter 4
[OCT - DEC]

DATE: **Jun 18, 2026**

→ 01 FINANCIAL • HIGHLIGHT



Through the collaborative efforts of cross-functional teams and consistent operational discipline, the company has demonstrated a steady upward trend in net profit, even amid ongoing market volatility and economic uncertainties.

→ 02 REVENUE • BREAKDOWN

SOURCE	QUARTER 3	QUARTER 4	CHANGE
Revenue Source 01	$123M	$132M	+7.32%
Revenue Source 02	$125M	$129M	+3.20%
Revenue Source 03	$115M	$118M	+2.61%
Total Revenue	**$363M**	**$379M**	**+4.41%**

Quarter 4 recorded moderate revenue growth, driven primarily by Revenue Source 01 with a 7.32% increase. Revenue Source 02 posted a 3.20% gain, while Revenue Source 03 grew slightly by 2.61%. Overall, total revenue rose by 4.41%, indicating steady performance across all sources.

→ 03 EXPENSE • BREAKDOWN

CATEGORY	QUARTER 3	QUARTER 4	CHANGE
Expense Category 04	$110M	$119M	+8.18%
Expense Category 05	$120M	$150M	+25.00%
Expense Category 06	$109M	$110M	+0.92%
Total Expenses	**$339M**	**$379M**	**+11.80%**

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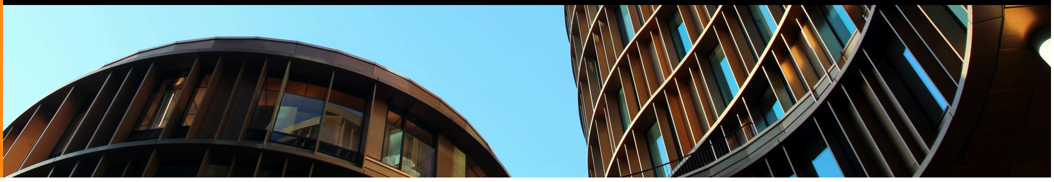
UNDERSTANDING SHIFTING MARKET FORCES IS ESSENTIAL AS COMPETITION AND CUSTOMER EXPECTATIONS INTENSIFY.

STUDIO SHODWE



01 → MARKET OVERVIEW

Flexible pricing strategies and digital transformation trends are reshaping the competitive landscape, urging us to adapt our positioning.

- Rising demand for automation and AI-based services
- Regional competitors gaining share via localized campaigns
- Global supply chain costs remain volatile

02 → KEY COMPETITOR INSIGHTS

- Competitors are offering bundle-based pricing to increase average deal size.
- Shorter onboarding times advertised by rivals are gaining market attention.
- Aggressive discounting trends in Q4 observed in 3 main markets.

03 → KEY PROJECTS COMPLETED

PROJECT	IMPACT
Borcelle	Reduced customer onboarding time by 28%, increasing satisfaction scores
Larana, Inc.	Introduced an automated reporting system, saving 120+ hours/month across teams
Paucek and Lage	Employee recognition program launched, resulting in 18% higher engagement

04 → MAJOR ACHIEVEMENTS

Quarterly
Profit Increase

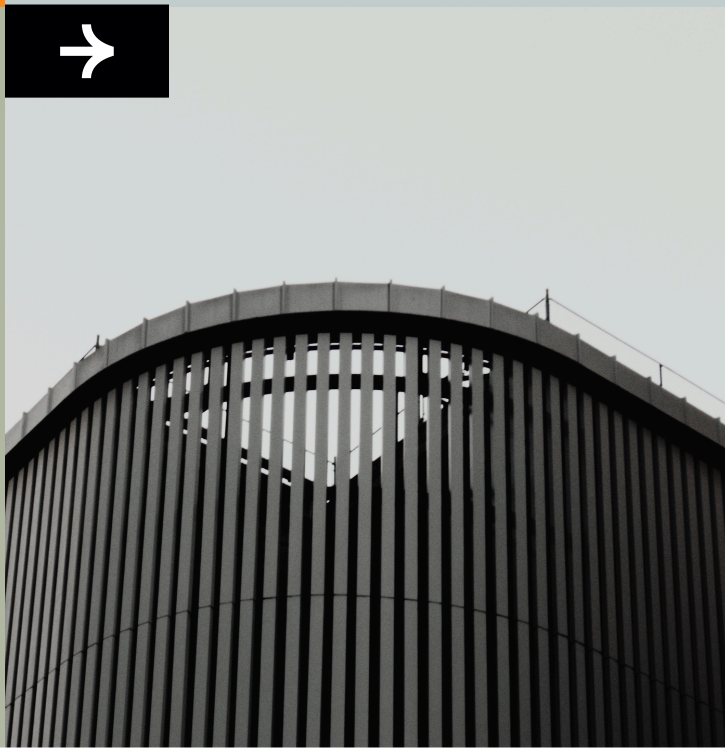
281%

Deployed New
Analytics
Dashboard
Company-Wide

1,300

Hit Retention
Rate Highest
in 3 Years

96%



05

→ CHALLENGES FACED

CHALLENGE	DESCRIPTION
Talent Retention	Mid-level turnover rose by 6%; HR is implementing mentorships.
Infrastructure Downtime	Minor outages occurred; root cause under investigation
Vendor Cost Increase	Affected sourcing costs for 2 key categories

06 → RECOMMENDATIONS

INITIATIVE	IMPACT
Charity Donations	$100,000 reinvested in community causes
Volunteer Hours	1,678 total team hours contributed
Carbon Emissions	Maintained Net Zero

07 → GOALS FOR NEXT QUARTER

Enhance employee skills through specialized training programs
Reduce operational costs by streamlining the supply chain
Increase customer satisfaction through new support tools