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# Summary of Consolidated Financial Results for the Fiscal Year Ended March 2024 (Based on Japanese GAAP)

May 10, 2024

Company name: Interworks Confidence Inc. Listing exchange: Tokyo Stock Exchange

Securities code: 7374 URL: https://ciw.jp/

Representative: Nobuyuki Takushi, President

Koji Nagai, Director in charge of Administration Division Phone: +81-3-5312-7700

Scheduled date for next ordinary general meeting of

June 27, 2024 shareholders:

Scheduled date for filing securities report: June 28, 2024

Scheduled date for commencing dividend payments: June 13, 2024

Preparation of supplementary materials on financial results: Yes

Holding of financial results briefing session:

(Amounts are rounded down to the nearest million yen, unless otherwise noted)

1. Consolidated Financial Results for the Fiscal Year Ended March 31, 2024 (April 1, 2023 to March 31, 2024)

(1) Consolidated Operating Results

(Percentage figures represent year-on-year changes)

|                                  | Revenue         |      | Operating profit |      | Ordinary profit |      | Profit attributable to owners of parent |      |
|----------------------------------|-----------------|------|------------------|------|-----------------|------|---|------|
|                                  | Millions of yen | %    | Millions of yen  | %    | Millions of yen | %    | Millions of yen                         | %    |
| Fiscal year ended March 31, 2024 | 7,488           | 44.1 | 1,195            | 28.0 | 1,142           | 23.2 | 725                                     | 17.4 |
| Fiscal year ended March 31, 2023 | 5,197           | 17.5 | 933              | 25.2 | 927             | 25.7 | 617                                     | 16.4 |

Yes

(Note) Comprehensive income

725 million yen [17.4%] Fiscal year ended March 31, 2024: 617 million yen [16.4%] Fiscal year ended March 31, 2023:

|                                  | Basic earnings per share | Diluted earnings<br>per share | Return on equity | Ratio of ordinary profit to total assets | Ratio of operating profit to net sales |
|----------------------------------|--------------------------|-------------------------------|------------------|--|--|
|                                  | Yen                      | Yen                           | %                | %  | %                                      |
| Fiscal year ended March 31, 2024 | 122.03                   | 120.00                        | 18.2             | 22.7                                     | 16.0                                   |
| Fiscal year ended March 31, 2023 | 134.80                   | 130.84                        | 33.8             | 34.8                                     | 18.0                                   |

(Reference) Share of profit (loss) of entities accounted for using equity method

Fiscal year ended March 31, 2024: - million yen Fiscal year ended March 31, 2023: million yen

### (2) Consolidated Financial Position

|                                  | Total assets    | Net assets      | Equity ratio | Net assets per share |
|----------------------------------|-----------------|-----------------|--------------|----------------------|
|                                  | Millions of yen | Millions of yen | %            | Yen                  |
| Fiscal year ended March 31, 2024 | 7,184           | 5,970           | 82.7         | 893.32               |
| Fiscal year ended March 31, 2023 | 2,892           | 2,023           | 69.6         | 435.27               |

(Reference) Total shareholders' equity

Fiscal year ended March 31, 2024: 5,939 million yen Fiscal year ended March 31, 2023: 2,012 million yen

## (3) Consolidated Cash Flows

|                                  | Cash flows from operating activities | Cash flows from investing activities | Cash flows from financing activities | Cash and cash<br>equivalents at end of<br>period |
|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--|
|                                  | Millions of yen                      | Millions of yen                      | Millions of yen                      | Millions of yen                                  |
| Fiscal year ended March 31, 2024 | 1,033                                | (68)                                 | (301)                                | 4,089  |
| Fiscal year ended March 31, 2023 | 748                                  | (82)                                 | (343)                                | 2,047  |

#### 2. Cash Dividends

|  | Annual dividends per share |                          |                          |                    | Total cash |                      | Ratio of                              |  |
|--|----------------------------|--------------------------|--------------------------|--------------------|------------|----------------------|---------------------------------------|--|
|  | End of<br>1st<br>quarter   | End of<br>2nd<br>quarter | End of<br>3rd<br>quarter | Fiscal<br>year-end | Total      | dividends<br>(Total) | dividends Payout ratio (Consolidated) | dividends to<br>net assets<br>(Consolidated) |
|  | Yen                        | Yen                      | Yen                      | Yen                | Yen        | Millions of yen      | %                                     | %  |
| Fiscal year ended March 31, 2023             | -                          | 20.00                    | -                        | 28.00              | 48.00      | 221                  | 35.6                                  | 12.1   |
| Fiscal year ended March 31, 2024             | -                          | 25.00                    | -                        | 30.00              | 55.00      | 364                  | 45.1                                  | 8.3  |
| Fiscal year ending March 31, 2025 (Forecast) | -                          | 30.00                    | -                        | 35.00              | 65.00      |                      | 46.4                                  |  |

3. Forecast of Consolidated Financial Results for the Fiscal Year Ending March 31, 2025 (from April 1, 2024 to March 31, 2025)

(Percentage figures indicate year-on-year changes)

|                                 | Revenue         |      | Operating pro   | ofit | Ordinary profit |      | Profit attributal owners of par |      | Basic earnings per share |
|---------------------------------|-----------------|------|-----------------|------|-----------------|------|---------------------------------|------|--------------------------|
|                                 | Millions of yen | %    | Millions of yen | %    | Millions of yen | %    | Millions of yen                 | %    | Yen                      |
| First two quarters (cumulative) | 4,306           | 32.5 | 570             | 1.6  | 571             | 11.8 | 358                             | 6.3  | 57.00                    |
| Full year                       | 9,000           | 20.2 | 1,400           | 17.1 | 1,401           | 22.6 | 882                             | 21.6 | 140.00                   |

<sup>\*</sup> Notes

- (1) Changes in significant subsidiaries during the fiscal year (changes in specified subsidiaries resulting in change in scope of consolidation): No
- (2) Changes in accounting policies, changes in accounting estimates, and restatement of prior period financial statements
  - 1) Changes in accounting policies due to revisions to accounting standards and other regulations: No
  - 2) Changes in accounting policies other than those in 1) above:

...

3) Changes in accounting estimates:

Yes

4) Restatement of prior period financial statements:

No

(Note) For details, please refer to 1. Consolidated Financial Statements and Major Notes, (5) Notes to Consolidated Financial Statements, (Change in Accounting Estimate) on page 9 of the Attachment.

(3) Number of issued shares (common shares)

1) Total number of issued shares at the end of the period (including treasury shares)

|   | if rotal named of issued shares at the en             | a or the period (mer | danig treasury snares,           |                  |  |  |  |  |
|---|---|----------------------|----------------------------------|------------------|--|--|--|--|
|   | Fiscal year ended March 31, 2024                      | 6,655,177 shares     | Fiscal year ended March 31, 2023 | 4,623,000 shares |  |  |  |  |
| 2 | 2) Number of treasury shares at the end of the period |                      |                                  |                  |  |  |  |  |
|   | Fiscal year ended March 31, 2024                      | 6,300 shares         | Fiscal year ended March 31, 2023 | 46 shares        |  |  |  |  |
| 3 | 3) Average number of shares during the period         |                      |                                  |                  |  |  |  |  |
|   | Fiscal year ended March 31, 2024                      | 5,945,892 shares     | Fiscal year ended March 31, 2023 | 4,583,826 shares |  |  |  |  |

1. Non-Consolidated Financial Results for the Fiscal Year Ended March 31, 2024 (April 1, 2023 to March 31, 2024)

(1) Non-Consolidated Operating Results

(Percentage figures represent year-on-year changes)

|                                     | Revenue         | Revenue |                 | Operating profit |                 | Ordinary profit |                 |      |
|-------------------------------------|-----------------|---------|-----------------|------------------|-----------------|-----------------|-----------------|------|
|                                     | Millions of yen | %       | Millions of yen | %                | Millions of yen | %               | Millions of yen | %    |
| Fiscal year ended<br>March 31, 2024 | 7,378           | 43.2    | 1,193           | 28.5             | 1,142           | 23.7            | 734             | 19.4 |
| Fiscal year ended<br>March 31, 2023 | 5,153           | 18.2    | 929             | 25.9             | 923             | 26.4            | 615             | 17.3 |

|                                     | Basic earnings per share | Diluted earnings per share |
|-------------------------------------|--------------------------|----------------------------|
|                                     | Yen                      | Yen                        |
| Fiscal year ended<br>March 31, 2024 | 123.54                   | 121.49                     |
| Fiscal year ended<br>March 31, 2023 | 134.26                   | 130.32                     |

### (2) Non-Consolidated Financial Position

|                                     | Total assets    | Net assets      | Equity ratio | Net assets per share |
|-------------------------------------|-----------------|-----------------|--------------|----------------------|
|                                     | Millions of yen | Millions of yen | %            | Yen                  |
| Fiscal year ended<br>March 31, 2024 | 7,145           | 5,962           | 83.1         | 892.58               |
| Fiscal year ended<br>March 31, 2023 | 2,876           | 2,009           | 69.5         | 432.26               |

(Reference) Total shareholders' equity

Fiscal year ended March 31, 2024: 5,934 million yen

Fiscal year ended March 31, 2023: 1,998 million yen

<Reasons for the difference in non-consolidated operating results from the previous fiscal year's results>

In the fiscal year under review, the Company conducted an absorption-type merger effective August 1, 2023, with the Company as the absorbing and surviving company and Interworks, Inc. as the absorbed and dissolved company. As a result, revenue increased by 43.2% year on year to 7,378 million yen, with operating profit, ordinary profit and profit exceeding the previous year's performance.

This caused a difference between the actual results for the previous fiscal year and those for the fiscal year under review.

- \* This summary of financial results is not subject to audit procedures by a public accountant or audit corporation.
- \* Explanation regarding appropriate use of earnings forecasts, and other notes

  The earnings outlook and other forward-looking statements contained in this document are based on information currently available to and certain assumptions that are thought to be reasonable by the Company. Accordingly, such statements should not be construed as a guarantee of achieving the results by the Company. Actual financial results and the like may differ materially due to various factors.

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# 1. Consolidated Financial Statements and Major Notes

# (1) Consolidated Balance Sheets

|                                     |  | (Thousands of yen)                            |
|-------------------------------------|--|---|
|                                     | Previous fiscal year<br>(As of March 31, 2023) | Current fiscal year<br>(As of March 31, 2024) |
| Assets                              |  |   |
| Current assets                      |  |   |
| Cash and deposits                   | 2,047,536                                      | 4,089,380                                     |
| Accounts receivable - trade         | 572,768  | 818,642                                       |
| Accounts receivable - other         | 418  | 5,462   |
| Other                               | 41,291   | 100,161                                       |
| Allowance for doubtful accounts     | <del></del>                                    | (5,212)                                       |
| Total current assets                | 2,662,015                                      | 5,008,434                                     |
| Non-current assets                  |  |   |
| Property, plant and equipment       |  |   |
| Buildings                           | 46,334   | 123,452                                       |
| Accumulated depreciation            | (2,464)  | (55,943)                                      |
| Buildings, net                      | 43,869   | 67,508  |
| Tools, furniture and fixtures       | 47,859   | 97,268  |
| Accumulated depreciation            | (22,122)                                       | (69,604)                                      |
| Tools, furniture and fixtures, net  | 25,736   | 27,663  |
| Total property, plant and equipment | 69,606   | 95,172  |
| Intangible assets                   |  |   |
| Software                            | 17,193   | 146,091                                       |
| Trademark right                     | 128  | -   |
| Goodwill                            |  | 1,539,817                                     |
| Total intangible assets             | 17,321   | 1,685,908                                     |
| Investments and other assets        |  |   |
| Investment securities               | 20,900   | 15,000  |
| Deferred tax assets                 | 56,483   | 151,604                                       |
| Guarantee deposits                  | 64,693   | 224,133                                       |
| Other                               | 1,300  | 4,331   |
| Allowance for doubtful accounts     | <del></del>                                    | (22)  |
| Total investments and other assets  | 143,377  | 395,046                                       |
| Total non-current assets            | 230,305  | 2,176,127                                     |
| Total assets                        | 2,892,320                                      | 7,184,561                                     |

|   |  | (Thousands of yen)                            |
|---|--|---|
|   | Previous fiscal year<br>(As of March 31, 2023) | Current fiscal year<br>(As of March 31, 2024) |
| Liabilities                             |  |   |
| Current liabilities                     |  |   |
| Current portion of long-term borrowings | 22,500   | 3,159   |
| Accounts payable - trade                | 2,270  | 83,755  |
| Accounts payable - other                | 80,588   | 225,063                                       |
| Accrued expenses                        | 283,333  | 326,041                                       |
| Income taxes payable                    | 216,116  | 231,617                                       |
| Accrued consumption taxes               | 129,222  | 154,827                                       |
| Deposits received                       | 18,953   | 29,776  |
| Contract liabilities                    | -  | 1,245   |
| Refund liabilities                      | 97   | 7,818   |
| Provision for bonuses                   | 115,632  | 142,088                                       |
| Total current liabilities               | 868,715  | 1,205,394                                     |
| Non-current liabilities                 |  |   |
| Long-term borrowings                    | -  | 8,529   |
| Deferred tax liabilities                | 11   | -   |
| Total non-current liabilities           | 11   | 8,529   |
| Total liabilities                       | 868,726  | 1,213,923                                     |
| Net assets                              | -  |   |
| Shareholders' equity                    |  |   |
| Share capital                           | 508,034  | 520,784                                       |
| Capital surplus                         | 400,028  | 3,893,706                                     |
| Retained earnings                       | 1,104,231                                      | 1,535,227                                     |
| Treasury shares                         | (83)   | (10,143)                                      |
| Total shareholders' equity              | 2,012,210                                      | 5,939,574                                     |
| Share acquisition rights                | 11,383   | 27,403  |
| Non-controlling interests               | <u> </u>                                       | 3,660   |
| Total net assets                        | 2,023,594                                      | 5,970,638                                     |
| Total liabilities and net assets        | 2,892,320                                      | 7,184,561                                     |
| Total national and met discus           |  | ,,104,301                                     |

# (2) Consolidated Statements of Income and Consolidated Statements of Comprehensive Income

Statements of Income

|  |                                  | (Thousands of yen)               |
|--|----------------------------------|----------------------------------|
|  | Previous fiscal year             | Current fiscal year              |
|  | (April 1, 2022 - March 31, 2023) | (April 1, 2023 - March 31, 2024) |
| Revenue  | 5,197,888                        | 7,488,534                        |
| Cost of sales                                    | 3,356,572                        | 3,994,791                        |
| Gross profit                                     | 1,841,316                        | 3,493,743                        |
| Selling, general and administrative expenses     | 908,003                          | 2,298,650                        |
| Operating profit                                 | 933,313                          | 1,195,092                        |
| Non-operating income                             |                                  |                                  |
| Interest income                                  | 16                               | 59                               |
| Rental income from buildings                     | 122                              | 1,855                            |
| Subsidy income                                   | -                                | 992                              |
| Other  |                                  | 324                              |
| Total non-operating income                       | 139                              | 3,231                            |
| Non-operating expenses                           |                                  |                                  |
| Interest expenses                                | 741                              | 37                               |
| Commission expenses                              | 5,362                            | 54,228                           |
| Other  |                                  | 1,264                            |
| Total non-operating expenses                     | 6,103                            | 55,530                           |
| Ordinary profit                                  | 927,349                          | 1,142,794                        |
| Extraordinary income                             |                                  |                                  |
| Gain on bargain purchase                         | -                                | 12,368                           |
| Gain on reversal of share acquisition rights     | 759                              | -                                |
| Total extraordinary income                       | 759                              | 12,368                           |
| Extraordinary losses                             |                                  |                                  |
| Loss on step acquisitions                        | -                                | 20,558                           |
| Loss on retirement of non-current assets         | 2,926                            | -                                |
| Office relocation expenses                       | 14,481                           | 4,507                            |
| Total extraordinary losses                       | 17,407                           | 25,065                           |
| Profit before income taxes                       | 910,701                          | 1,130,097                        |
| Income taxes - current                           | 300,276                          | 367,413                          |
| Income taxes - deferred                          | (7,464)                          | 37,125                           |
| Total income taxes                               | 292,811                          | 404,538                          |
| Profit   | 617,889                          | 725,558                          |
| Profit attributable to non-controlling interests | -                                | -                                |
| Profit attributable to owners of parent          | 617,889                          | 725,558                          |
|  | ·                                |                                  |

|  | (Thousands of yen)  |
|--|---|
| Previous fiscal year<br>(April 1, 2022 - March 31, 2023) | Current fiscal year<br>(April 1, 2023 - March 31, 2024)     |
| 617,889  | 725,558   |
|  |   |
| -  | -   |
| 617,889  | 725,558   |
|  |   |
| 617,889  | 725,558   |
| -  | -   |
|  | (April 1, 2022 - March 31, 2023)<br>617,889<br>-<br>617,889 |

# (3) Consolidated Statements of Changes in Equity

Previous fiscal year (April 1, 2022 to March 31, 2023)

(Thousands of yen)

|   |                      |                 |                   |                 | (Thousands of yell)        |  |  |
|---|----------------------|-----------------|-------------------|-----------------|----------------------------|--|--|
|   | Shareholders' equity |                 |                   |                 |                            |  |  |
|   | Share capital        | Capital surplus | Retained earnings | Treasury shares | Total shareholders' equity |  |  |
| Balance at beginning of period                                      | 497,384              | 389,378         | 761,274           | -               | 1,648,036                  |  |  |
| Changes of items during period                                      |                      |                 |                   |                 |                            |  |  |
| Issuance of new shares<br>(Exercise of share acquisition<br>rights) | 10,650               | 10,650          |                   |                 | 21,300                     |  |  |
| Dividends of surplus  |                      |                 | (274,932)         |                 | (274,932)                  |  |  |
| Profit attributable to owners of parent                             |                      |                 | 617,889           |                 | 617,889                    |  |  |
| Purchase of treasury shares   |                      |                 |                   | (83)            | (83)                       |  |  |
| Net changes in items other than shareholders' equity                |                      |                 |                   |                 |                            |  |  |
| Total changes during period   | 10,650               | 10,650          | 342,957           | (83)            | 364,174                    |  |  |
| Balance at end of period  | 508,034              | 400,028         | 1,104,231         | (83)            | 2,012,210                  |  |  |

|   | Share acquisition rights | Total net assets |
|---|--------------------------|------------------|
| Balance at beginning of period                                      | 7,371                    | 1,655,407        |
| Changes of items during period                                      |                          |                  |
| Issuance of new shares<br>(Exercise of share acquisition<br>rights) |                          | 21,300           |
| Dividends of surplus  |                          | (274,932)        |
| Profit attributable to owners of parent                             |                          | 617,889          |
| Purchase of treasury shares   |                          | (83)             |
| Net changes in items other than shareholders' equity                | 4,012                    | 4,012            |
| Total changes during period   | 4,012                    | 368,186          |
| Balance at end of period  | 11,383                   | 2,023,594        |

(Thousands of yen)

|   | Shareholders' equity |                 |                   |                 |                            |  |
|---|----------------------|-----------------|-------------------|-----------------|----------------------------|--|
|   | Share capital        | Capital surplus | Retained earnings | Treasury shares | Total shareholders' equity |  |
| Balance at beginning of period                                      | 508,034              | 400,028         | 1,104,231         | (83)            | 2,012,210                  |  |
| Changes of items during period                                      |                      |                 |                   |                 |                            |  |
| Issuance of new shares<br>(Exercise of share acquisition<br>rights) | 12,750               | 12,750          |                   |                 | 25,500                     |  |
| Dividends of surplus  |                      |                 | (294,563)         |                 | (294,563)                  |  |
| Profit attributable to owners of parent                             |                      |                 | 725,558           |                 | 725,558                    |  |
| Purchase of treasury shares   |                      |                 |                   | (10,059)        | (10,059)                   |  |
| Increase by merger  |                      | 3,480,927       |                   |                 | 3,480,927                  |  |
| Increase in consolidated subsidiaries - non-controlling interests   |                      |                 |                   |                 |                            |  |
| Net changes in items other than shareholders' equity                |                      |                 |                   |                 |                            |  |
| Total changes during period   | 12,750               | 3,493,677       | 430,995           | (10,059)        | 3,927,363                  |  |
| Balance at end of period  | 520,784              | 3,893,706       | 1,535,227         | (10,143)        | 5,939,574                  |  |

|   | Share acquisition rights | Non-controlling interests | Total net assets |
|---|--------------------------|---------------------------|------------------|
| Balance at beginning of period                                      | 11,383                   | -                         | 2,023,594        |
| Changes of items during period                                      |                          |                           |                  |
| Issuance of new shares<br>(Exercise of share acquisition<br>rights) |                          |                           | 25,500           |
| Dividends of surplus  |                          |                           | (294,563)        |
| Profit attributable to owners of parent                             |                          |                           | 725,558          |
| Purchase of treasury shares   |                          |                           | (10,059)         |
| Increase by merger  |                          |                           | 3,480,927        |
| Increase in consolidated subsidiaries - non-controlling interests   |                          | 3,660                     | 3,660            |
| Net changes in items other than shareholders' equity                | 16,019                   |                           | 16,019           |
| Total changes during period   | 16,019                   | 3,660                     | 3,947,044        |
| Balance at end of period  | 27,403                   | 3,660                     | 5,970,638        |

|  | Previous fiscal year<br>(April 1, 2022 - March 31, 2023) | Current fiscal year<br>(April 1, 2023 - March 31, 2024) |
|--|--|---|
| Cash flows from operating activities   |  |   |
| Profit before income taxes   | 910,701  | 1,130,097   |
| Depreciation   | 29,886   | 68,081  |
| Amortization of goodwill   | -  | 109,986   |
| Gain on bargain purchase   | -  | (12,368)  |
| Loss (gain) on step acquisitions   | -  | 20,558  |
| Interest and dividend income   | (16)   | (59)  |
| Foreign exchange losses (gains)  | -  | 29  |
| Loss on retirement of non-current assets   | 2,926  | -   |
| Share-based payment expenses   | 4,771  | 16,019  |
| Gain on reversal of share acquisition rights   | (759)  | -   |
| Relocation expenses  | 14,481   | 4,507   |
| Decrease (increase) in trade receivables   | (57,537)   | (31,553)  |
| Decrease (increase) in accounts receivable - other                                   | 171  | 23,532  |
| Increase (decrease) in trade payables  | 3,255  | 20,135  |
| Increase (decrease) in accounts payable - other                                      | 22,180   | 50,787  |
| Increase (decrease) in accrued expenses  | 24,469   | 10,490  |
| Increase (decrease) in deposits received   | 2,808  | (28,365)  |
| Increase (decrease) in provision for bonuses   | 15,127   | 2,363   |
| Increase (decrease) in accrued consumption taxes                                     | (2,321)  | 3,970   |
| Other  | (4,507)  | 8,597   |
| Subtotal   | 965,637  | 1,396,810   |
| Interest and dividends received  | 16   | 59  |
| Payments of relocation expenses  | (10,933)   | (4,507)   |
| Interest paid  | (752)  | (40)  |
| Income taxes paid  | (205,510)  | (359,179)   |
| Cash flows from operating activities   | 748,458  | 1,033,142   |
| Cash flows from investing activities   |  |   |
| Purchase of property, plant and equipment  | (63,987)   | (4,758)   |
| Purchase of intangible assets  | (9,212)  | (23,709)  |
| Proceeds from refund of guarantee deposits   | 38,742   | 2,859   |
| Payments of guarantee deposits   | (15,462)   | (45,184)  |
| Proceeds from purchase of shares of subsidiaries                                     |  | 17,483  |
| resulting in change in scope of consolidation  | -  | 17,463  |
| Payments for asset retirement obligations  | (11,230)   |   |
| Purchase of investment securities  | (20,900)   | (15,000)  |
| Cash flows from investing activities   | (82,049)   | (68,311)  |
| Cash flows from financing activities   |  |   |
| Repayments of long-term borrowings   | (90,000)   | (22,500)  |
| Proceeds from issuance of shares resulting from exercise of share acquisition rights | 21,300   | 25,500  |
| Purchase of treasury shares  | (84)   | (10,059)  |
| Dividends paid   | (274,932)  | (294,192)   |
| Cash flows from financing activities   | (343,716)  | (301,252)   |
| Effect of exchange rate change on cash and cash equivalents                          | -  | (29)  |
| Net increase (decrease) in cash and cash equivalents                                 | 322,692  | 663,548   |
| Cash and cash equivalents at beginning of period                                     | 1,724,844  | 2,047,536   |
| Increase in cash and cash equivalents resulting from                                 | -  | 1,378,295   |
| merger   |  |   |

## (5) Notes to Consolidated Financial Statements

(Notes on Going Concern Assumption) Not applicable.

## (Change in Accounting Estimate)

(Change in estimated useful life)

The Company made a resolution at its Board of Directors' meeting held on November 17, 2023, regarding the relocation of the Tokyo Office.

In association with this, the useful life of non-current assets that are unlikely to be used after the relocation has been shortened, which will be applied prospectively.

As a result of this change in the estimate, operating profit, ordinary profit, and profit before income taxes for the current fiscal year decreased by 14,838 thousand yen, respectively, compared with the previous estimate method.

(Segment Information, Etc.)

[Segment information]

1. Overview of reportable segments

Method of determining reportable segments

The Company's reportable segments are those for which separate financial information is available and which are subject to periodic reviews by the Board of Directors to determine the allocation of management resources and evaluate their performance among its components.

Since the current fiscal year, as the Group's business domain has been expanded significantly, the reportable segments have been changed from the two segments of "HR Solution" and "Media" to the following three segments: "HR Solution business - Staffing/Outsourcing," "HR Solution business - Recruitment," and "Media & Solutions business."

The segment information for the previous fiscal year has been reclassified based on the new reportable segment classifications.

2. Methods of calculating revenue, profit/loss, assets, liabilities and other items for each reportable segment
The accounting methods for the reportable segments are in accordance with the accounting policies adopted in the
preparation of consolidated financial statements.

The profit of each reportable segment indicates the figure of operating profit.

Inter-segment sales or transfers are based on prevailing market prices.

3. Information on revenue, profit/loss, assets, liabilities and other items by reportable segment Previous fiscal year (April 1, 2022 to March 31, 2023)

(Thousands of yen)

|   | 1   |  |                                  |                                     | , · · ·               | lousurius or yerr)                  |
|---|---|--|----------------------------------|-------------------------------------|-----------------------|-------------------------------------|
|   |   | Reportable segment                       |                                  |                                     |                       |                                     |
|   | HR Solution<br>business -<br>Staffing/<br>Outsourcing | HR Solution<br>business -<br>Recruitment | Media &<br>Solutions<br>business | Total                               | Adjustments<br>(Note) | Total                               |
| Revenue   |   |  |                                  |                                     |                       |                                     |
| Staffing Recruitment Job advertisement Outsourcing and other    | 4,898,046<br>-<br>-<br>-<br>219,762                   | -<br>34,976<br>-<br>-                    | -<br>-<br>-<br>45,102            | 4,898,046<br>34,976<br>-<br>264,865 | -                     | 4,898,046<br>34,976<br>-<br>264,865 |
| Sales to outside customers                                      | 5,117,808   | 34,976                                   | 45,102                           | 5,197,888                           | -                     | 5,197,888                           |
| Inter-segment sales or transfers                                | 18,362  | -  | -                                | 18,362                              | (18,362)              | -                                   |
| Total   | 5,136,171   | 34,976                                   | 45,102                           | 5,216,251                           | (18,362)              | 5,197,888                           |
| Segment profit (loss)   | 1,352,633   | (381)                                    | 22,821                           | 1,375,074                           | (441,761)             | 933,313                             |
| Segment assets  | 577,612   | 3,316                                    | 7,856                            | 588,785                             | 2,303,535             | 2,892,320                           |
| Other items   |   |  |                                  |                                     |                       |                                     |
| Depreciation  | 6,796   | -  | 992                              | 7,789                               | 22,096                | 29,886                              |
| Increase in property, plant and equipment and intangible assets | 12,996  | -  | -                                | 12,996                              | 70,393                | 83,389                              |

(Note) 1. Adjustments are as follows.

- (1) Adjustments of segment profit (loss) -441,761 thousand yen are corporate expenses that are not allocated to any reportable segment, and are mainly general and administrative expenses that do not belong to any reportable segment.
- (2) Adjustments of segment assets 2,303,535 thousand yen are corporate assets that are not allocated to any reportable segment, and are mainly cash and deposits that do not belong to any reportable segment.
- (3) Adjustments of other items are related to corporate assets that are not allocated to any reportable segment, and are the amount of depreciation and the amount of increase in property, plant and equipment and intangible assets.
- 2. Segment profit or loss has been adjusted with the operating profit in the Consolidated Statements of Income.

(Thousands of yen)

|   | ı   |  |                                  |  | ,                     | iousarius or yerr,                           |
|---|---|--|----------------------------------|--|-----------------------|--|
|   |   | Reportable segment                       |                                  |  |                       |  |
|   | HR Solution<br>business -<br>Staffing/<br>Outsourcing | HR Solution<br>business -<br>Recruitment | Media &<br>Solutions<br>business | Total  | Adjustments<br>(Note) | Total  |
| Revenue   |   |  |                                  |  |                       |  |
| Staffing<br>Recruitment<br>Job advertisement<br>Outsourcing and other | 5,293,295<br>-<br>-<br>-<br>193,141                   | -<br>1,032,417<br>-<br>-                 | -<br>-<br>696,039<br>273,640     | 5,293,295<br>1,032,417<br>696,039<br>466,782 |                       | 5,293,295<br>1,032,417<br>696,039<br>466,782 |
| Sales to outside customers  | 5,486,437   | 1,032,417                                | 969,679                          | 7,488,534                                    | 1                     | 7,488,534                                    |
| Inter-segment sales or transfers                                      | -   | -  | -                                | -  | -                     | -  |
| Total   | 5,486,437   | 1,032,417                                | 969,679                          | 7,488,534                                    | -                     | 7,488,534                                    |
| Segment profit  | 1,379,677   | 342,868                                  | 279,596                          | 2,002,142                                    | (807,049)             | 1,195,092                                    |
| Segment assets  | 545,305   | 728,434                                  | 604,189                          | 1,877,929                                    | 5,306,632             | 7,184,561                                    |
| Other items   |   |  |                                  |  |                       |  |
| Depreciation  | 1,860   | 80                                       | 29,654                           | 31,595                                       | 36,485                | 68,081                                       |
| Amortization of goodwill  | -   | 42,894                                   | 23,097                           | 65,992                                       | 43,994                | 109,986                                      |
| Increase in property, plant and equipment and intangible assets       | 327   | 654,746                                  | 486,382                          | 1,141,456                                    | 730,746               | 1,872,202                                    |

(Note) 1. Adjustments are as follows.

- (1) Adjustments of segment profit -807,049 thousand yen include amortization of goodwill of 43,994 thousand yen and corporate expenses of 763,054 thousand yen that are not allocated to each reportable segment.
- (2) Adjustments of segment assets 5,306,632 thousand yen are corporate assets that are not allocated to any reportable segment, and are mainly cash and deposits that do not belong to any reportable segment.
- (3) Adjustments of other items are related to corporate assets that are not allocated to any reportable segment, and are the amount of depreciation, amortization of goodwill, and the amount of increase in property, plant and equipment and intangible assets.
- 2. Segment profit has been adjusted with the operating profit in the Consolidated Statements of Income.

#### [Related information]

Previous fiscal year (April 1, 2022 to March 31, 2023)

#### 1. Information by product and service

The information is omitted as the same information is disclosed in the segment information.

#### 2. Information by geographic area

#### (1) Revenue

The information is omitted as sales to outside customers in Japan account for more than 90% of revenue on the Consolidated Statements of Income.

#### (2) Property, plant and equipment

Not applicable as there is no property, plant and equipment located outside Japan.

#### 3. Information by major customer

(Thousands of yen)

| Name of client            | Revenue | Name of related segment                        |
|---------------------------|---------|--|
| Cygames, Inc.             | 571,133 | HR Solution business -<br>Staffing/Outsourcing |
| Dan dai Managa Chudhaa ka | 552.477 | HR Solution business -                         |
| Bandai Namco Studios Inc. | 552,477 | Staffing/Outsourcing                           |

Current fiscal year (April 1, 2023 to March 31, 2024)

#### 1. Information by product and service

The information is omitted as the same information is disclosed in the segment information.

#### 2. Information by geographic area

#### (1) Revenue

The information is omitted as sales to outside customers in Japan account for more than 90% of revenue on the Consolidated Statements of Income.

#### (2) Property, plant and equipment

Not applicable as there is no property, plant and equipment located outside Japan.

#### 3. Information by major customer

The information is omitted as the sales to certain customers among those to outside customers account for less than 10% of the revenue on the Consolidated Statements of Income.

[Information on impairment losses on non-current assets by reportable segment]

Previous fiscal year (April 1, 2022 to March 31, 2023)

Not applicable.

Current fiscal year (April 1, 2023 to March 31, 2024)

Not applicable.

[Information on amortization and unamortized balance of goodwill by reportable segment]

Previous fiscal year (April 1, 2022 to March 31, 2023)

Not applicable.

Current fiscal year (April 1, 2023 to March 31, 2024)

(Thousands of yen)

|   |   | Reportable                               | e segment                        |         | ,                        | ,         |
|---|---|--|----------------------------------|---------|--------------------------|-----------|
|   | HR Solution<br>business -<br>Staffing/Outso<br>urcing | HR Solution<br>business -<br>Recruitment | Media &<br>Solutions<br>business | Total   | Elimination or corporate | Total     |
| Amortization for the current fiscal year      | -   | 42,894                                   | 23,097                           | 65,992  | 43,994                   | 109,986   |
| Balance at the end of the current fiscal year | -   | 600,528                                  | 323,361                          | 923,890 | 615,926                  | 1,539,817 |

(Note) "Elimination or corporate" indicates the amount that is related to the entire company and does not belong to any reportable segment.

[Information on gain on bargain purchase by reportable segment] Previous fiscal year (April 1, 2022 to March 31, 2023) Not applicable.

### Current fiscal year (April 1, 2023 to March 31, 2024)

In the HR Solution business - Recruitment, the gain on bargain purchase of 12,368 thousand yen is recorded as extraordinary income due to the additional acquisition of the shares in Protagonist Inc. to make it a consolidated subsidiary. Because the gain on bargain purchase is extraordinary income, it is not included on the abovementioned segment profit.

## (Per Share Information)

|                            | Previous fiscal year<br>(April 1, 2022 – March 31, 2023) | Current fiscal year<br>(April 1, 2023 – March 31, 2024) |
|----------------------------|--|---|
| Net assets per share       | 435.27 yen   | 893.32 yen  |
| Basic earnings per share   | 134.80 yen   | 122.03 yen  |
| Diluted earnings per share | 130.84 yen   | 120.00 yen  |

(Note) The basis of calculation of basic earnings per share and diluted earnings per share is as follows.

(Thousands of ven)

|   | (Thousands of yen)   |  |
|---|--|--|
|   | Previous fiscal year<br>(April 1, 2022 – March 31, 2023)   | Current fiscal year<br>(April 1, 2023 – March 31, 2024)  |
| Basic earnings per share  |  |  |
| Profit attributable to owners of parent   | 617,889  | 725,558  |
| Amount not attributable to common shareholders  | -  | -  |
| Profit attributable to owners of parent for common shares   | 617,889  | 725,558  |
| Average number of common shares during period   | 4,583,826 shares   | 5,945,892 shares   |
| Diluted earnings per share  |  |  |
| Adjustments to profit attributable to owners of parent  | -  | -  |
| Increase in the number of common shares   | 138,702 shares   | 100,207 shares   |
| (Of which, share acquisition rights)  | (138,702 shares)   | (100,207 shares)   |
| Description of dilutive shares not included in the calculation of diluted earnings per share due to the absence of dilutive effects | 4th share acquisition rights by resolution of the Board of Directors on September 9, 2021  Number of share acquisition rights: 26,000  (Number of common stock: 26,000 shares) | 4th share acquisition rights by resolution of the Board of Directors on September 9, 2021  Number of share acquisition rights: 26,000  (Number of common stock: 26,000 shares) |
|   |  | 5th share acquisition rights by resolution of the Board of Directors on August 10, 2023  Number of share acquisition rights: 920 (Number of common stock: 92,000 shares)       |

(Significant Subsequent Events)
Not applicable.