Financial Results Briefing

The Fiscal Year Ending March 31, 2026
Full-year

May 15, 2026

GEECHS Inc.

TSE Standard Market: 7060

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Financial Results Briefing

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Financial Results Briefing

Corporate Profile

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About GEECHS

Updating Japan through DX and AX

Driving DX & AX with GEECHS Talents database

Make the biggest impression in the 21st century

As a strategic partner, we harness IT, DX, and AX to upgrade Japan’s traditional business practices and legacy systems to global standards—and beyond. Armed with powerful assets built over the years—including our extensive network of digital freelancers, global talent, and newly upskilled professionals—we directly address the transformation challenges of Japanese corporations. Striving for constant evolution towards “incomplete perfection,” we are committed to continuously upgrading Japanese society and driving new economic growth.

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Group Corporate Profile

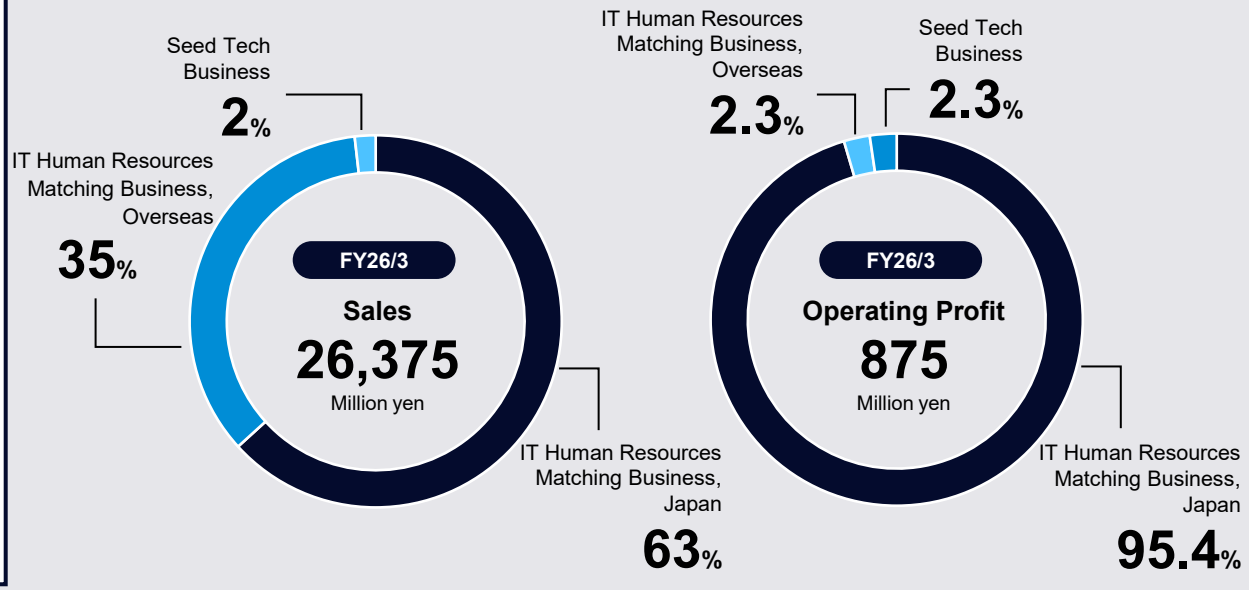
Company name	GEECHS Inc. (TSE Standard Market: 7060)
President and CEO	Naruhito Sonehara
Established	August 23, 2007
Head office	Shibuya Scramble Square, 2-24-12 Shibuya, Shibuya-ku, Tokyo, JAPAN
Capital	1,112 million yen (as of March 31, 2026)
Business description	IT Human Resources Matching Business, Japan IT Human Resources Matching Business, Overseas Seed Tech Business
Sales volume	JPY 26,375 million (FY2026/3)
Employees	300 (as of March 31, 2026)
Offices	Tokyo Head Office, Hokkaido Branch, Osaka Branch, Hiroshima Branch, Fukuoka Branch, Nagoya Satellite Office Australia, Philippines

Our Group

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IT Human Resources Matching Business, Japan

- **launch** — IT Human Resources Matching Business, Overseas
- **seedtech** — Seed Tech Business

Segmentation



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Market Challenges & Solutions

- Growing IT/DX/AX investment in Japan is hindered by shortages in “talent headcount” and “execution capability”.
- We provide solutions to human resource challenges across each business segment.

Challenge

Shortage of IT, DX and AX Talent

Projected shortage of up to 3.39 million AI-related professionals by 2040.*
The lack of high-skilled DX and AX talent is the primary bottleneck for corporate digital initiatives.

Our Solution

Optimizing IT/AI Talent Utilization

Providing optimal resource allocation and solving talent shortages through domestic and offshore IT talent, regardless of employment type (freelance or permanent).

Cultivating IT/DX/AX Talent

Developing next-gen engineers and DX/AX leaders from the “seed” via “Sodatech” (SaaS video content) and digital bootcamps in the Philippines.

Driving DX/AX Solutions

We provide “Digishoku,” a hands-on partnership service that goes beyond simple tool provision and recruitment to execute DX and AX, upgrading clients.

* Ministry of Economy, Trade and Industry (METI) “Employment Structure Projections for 2040 (Revised Edition)” (Japanese only)

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Financial Highlights for FY2026/3

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Key Messages

FY2026/3 Financial Highlights

- Quarterly sales reached 6.7 billion yen, with operating profit of 220 million yen.
- Full-year sales grew to 26.37 billion yen (+4.8% YoY).
- Operating profit surged to **875** million yen (**+76.7**% YoY), exceeding our revised forecast.

- IT Human Resources Matching Business, Japan: Built an organization that grows without relying on headcount expansion, driven by the beta launch of “GEECHS AI” and the cultivation of an AI-native culture.
- IT Human Resources Matching Business, Overseas: Achieved turnaround to profitability by focusing on high-margin projects and reinforcing our organizational structure.
- Seed Tech: Launched the “Digishoku” (Practical DX) service to drive digital transformation for SMEs, while existing offshore development and education businesses continue to grow steadily.

FY2027/3 Forecast

- Targeting **1.0** billion yen in operating profit as we transition into a new growth phase.
- Updating the GEECHS Group's business model by expanding beyond traditional IT freelance matching to focus on “Digishoku”, a hands-on service that modernizes operating companies through DX and AX.

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FY26/3 : Financial Highlights

- Full-year sales grew steadily to 26.37 billion yen. Operating profit rose by 76.7% YoY, driven by profitability improvements in the IT Human Resources Matching Business, Overseas and AI-driven efficiency in the IT Human Resources Matching Business, Japan. We exceeded our full-year plan at all profit levels, positioning the company for further growth.

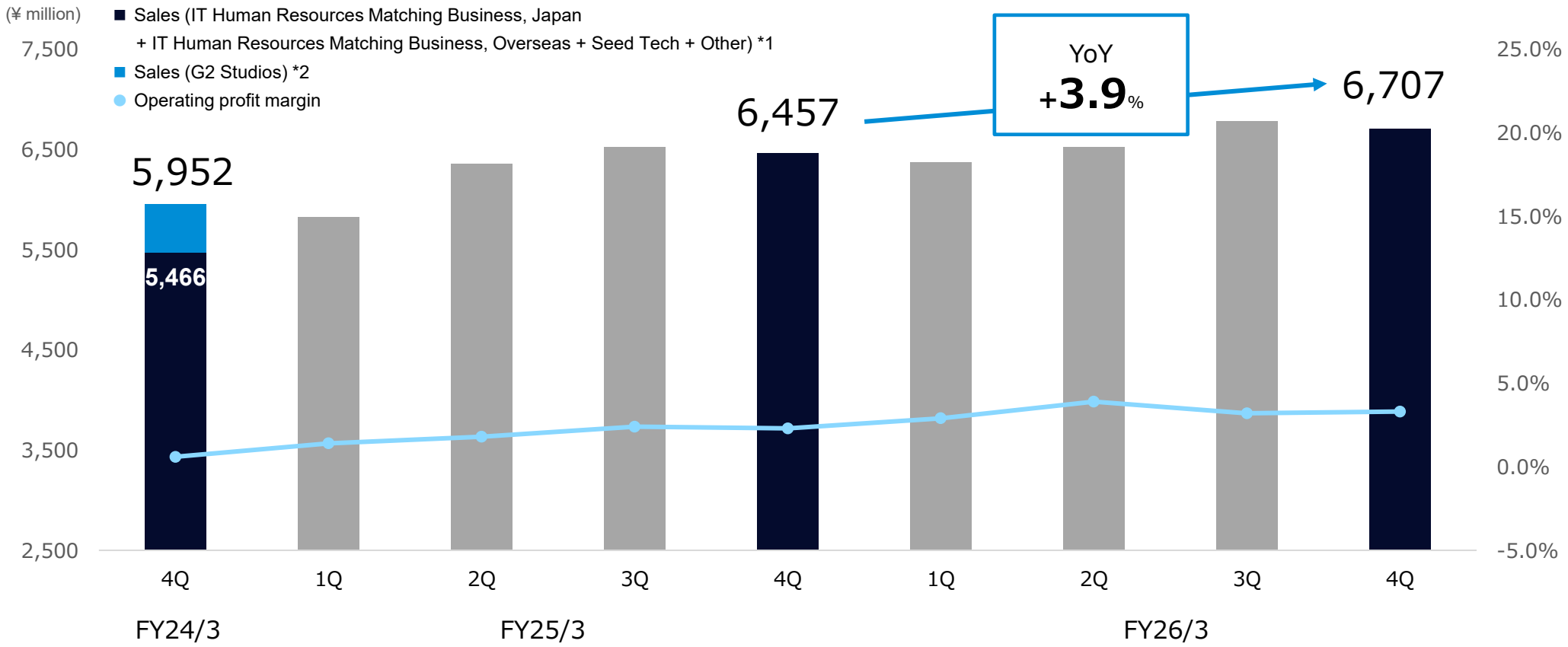
(Millions of yen)	FY25/3 Full-year	FY26/3 Full-year	FY26/3 4Q	YoY Full-year	FY26/3 Plan Full-year	FY26/3 Plan Achievement Rate
Sales	25,162	**26,375**	**6,707**	+4.8 %	**26,600**	99.2 %
EBITDA	625	**975**	**254**	+55.8 %	**880**	110.8 %
Operating profit	495	**875**	**220**	+76.7 %	**800**	109.5 %
Ordinary profit	494	**842**	**209**	+70.4 %	**770**	109.5 %
Net profit*	49	**643**	**151**	+1,191.3 %	**550**	116.9 %

* Net profit attributable to owners of the parent

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FY26/3 : Financial Highlights (Sales, Operating Profit Margin)

- Quarterly sales grew steadily tu 6.7 billion yen (+3.9% YoY), driven by the IT Human Resources Matching Business, Japan, which led group-wide growth.
- The full-year operating margin improved to 3.3% from 2.0% in the previous year, maintaining a steady upward trend.

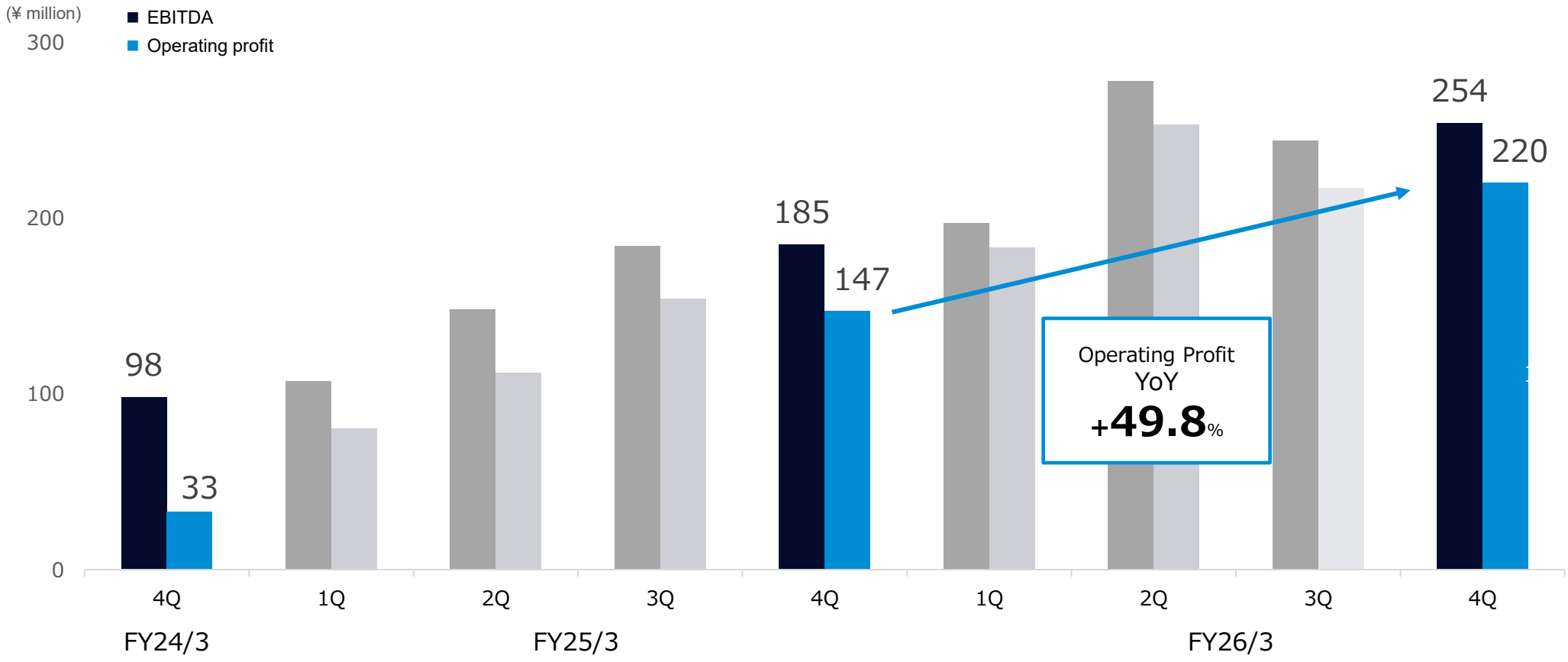


*1 The IT Human Resources Matching Business, Overseas has been consolidated from 1Q FY24/3, while Other business was excluded from consolidation in FY25/3 due to a partial business transfer and withdrawal.
*2 G2 Studio's shares were transferred in FY24/3 and excluded from consolidation from FY24/3.

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FY26/3 : Financial Highlights (EBITDA, Operating Profit)

- Quarterly operating profit expanded significantly, up 49.8% YoY. We secured stable profits throughout the fiscal year and evolved into a consistently profitable structure.



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FY26/3 : Financial Highlights by Segment

- IT Human Resources Matching Business, Japan: Continued to grow in both sales and profit, nearly achieving the full-year profit target while driving group-wide growth through its stable earnings base.
- IT Human Resources Matching Business, Overseas: Achieved a full-year turnaround to profitability by optimizing its revenue structure, exceeding full-year plans for both sales and profit.
- Seed Tech Business: Captured strong demand for offshore development, resulting in 45.2% YoY sales growth. Segment profit reached 172.3% of the target, significantly exceeding the plan and demonstrating rapid, significant growth.

(Millions of yen)		FY25/3 Full-year	FY26/3 Full-year	FY26/3 4Q	YoY Full-year	FY26/3 Plan	
						Full-year	Achievement Rate
IT Human Resources Matching Business, Japan	Sales	15,363	**16,731**	**4,265**	+8.9 %	**17,500**	95.6 %
	Profit	1,284	**1,397**	**374**	+8.8 %	**1,400**	99.8 %
IT Human Resources Matching Business, Overseas	Sales	9,414	**9,243**	**2,346**	-1.8 %	**8,700**	106.3 %
	(AUD million)	*94*	***95***	***23***	*+1.8 %*	***96***	*99.8 %*
	Profit	-155	**33**	**-6**	–	**30**	112.9 %
	(AUD million)	*-1*	***0.3***	***0***	*–*	***0.3***	*117.0 %*
Seed Tech Business	Sales	329	**478**	**123**	+45.2 %	**400**	119.7 %
	Profit	5	**34**	**1**	+504.3 %	**20**	172.3 %
Group-wide Expenses and Adjustment Costs		-619	**-589**	**-148**	–	**-650**	–

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Won the “GOLD” Award at the “Freelance Agent AWARD 2026”



Won “GOLD,” the highest rating, at the “Freelance Agent AWARD 2026.”

Based on a rigorous screening involving freelance engineer votes and industry recommendations, we secured the “GOLD” award—a prestigious honor presented only to the top 5 companies out of 328 nominees nationwide.

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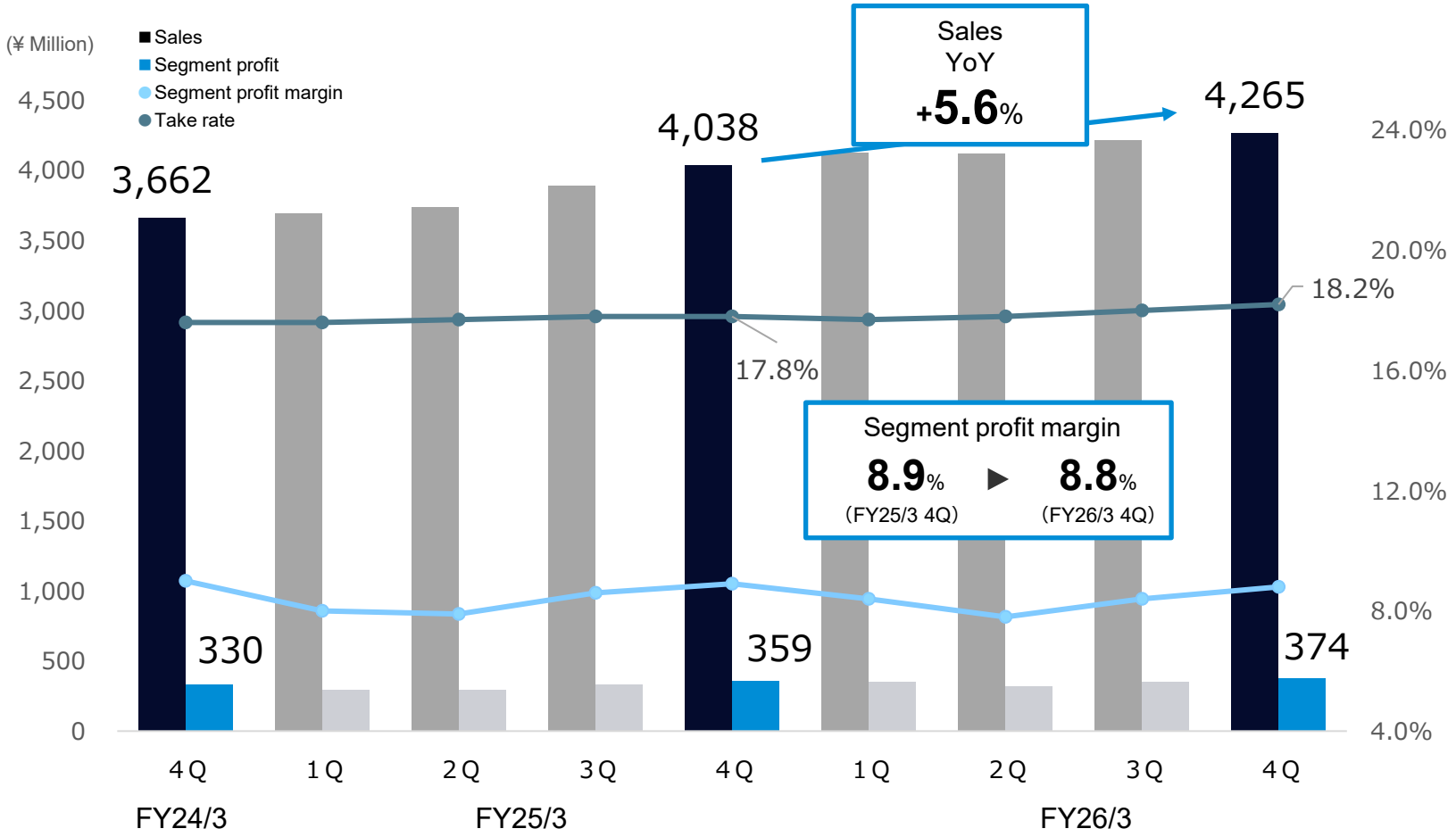
Financial Results by Segment

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IT Human Resources Matching Business, Japan (Sales, Segment Profit and Advertising Expense Ratio)

- Full-year sales grew to 16.73 billion yen (+8.9% YoY), with segment profit rising to 1.39 billion yen (+8.8% YoY).
- Brand strength enabled efficient customer acquisition, keeping the advertising expense ratio at a well-controlled 1.2%.
- The take rate in the IT freelance sector improved to 18.2% (18.0% in 3Q).



4Q		(YoY)
Sales	4,265	million yen (+5.6%)
Segment Profit	374	million yen (+4.2%)
Advertising Expense Ratio	1.2	%

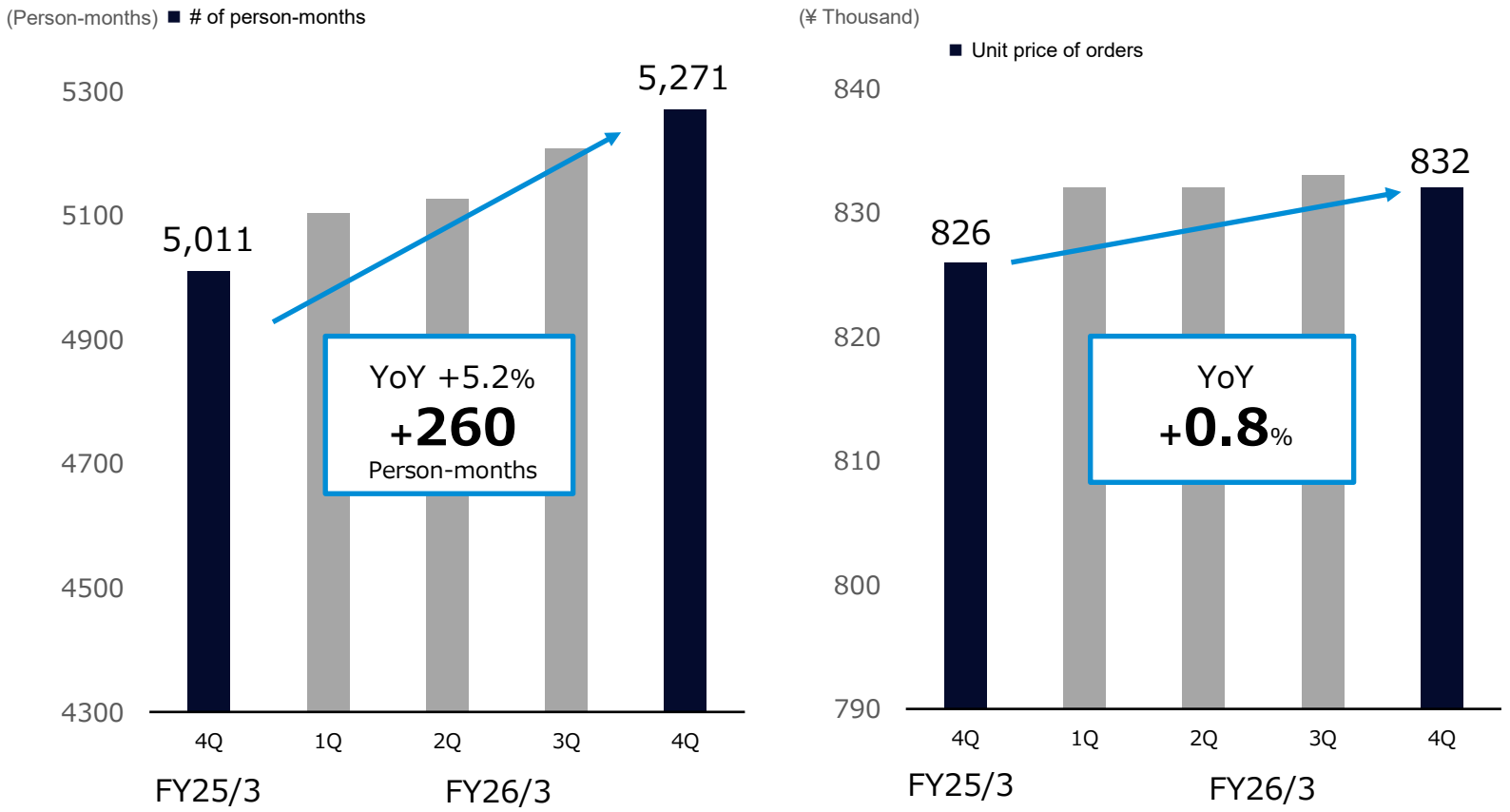
Full-year		(YoY)
Sales	16,731	million yen (+8.9%)
Segment Profit	1,397	million yen (+8.8%)
Advertising Expense Ratio	1.2	%

* Take rate is calculated by dividing gross profit (total transaction volume less compensation paid to IT freelancers) by the tole transaction volume.

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IT Human Resources Matching Business, Japan (Person-months, Unit Price of Orders)

- Quarterly person-months reached a record high of 5,271, surpassing 20,000 for the full year for the first time.
- The full-year average unit price of orders remained at a high level of 832,000 yen, even as regional projects with relatively lower prices increased.
- Job-to-applicant ratio is 5.75x, with AI-related projects are increasing. (7.80x in the same period last year).



4Q (YoY)

Number of person-months	5,271	(+5.2%)
Unit Price of Orders	832 thousand yen	(+0.8%)

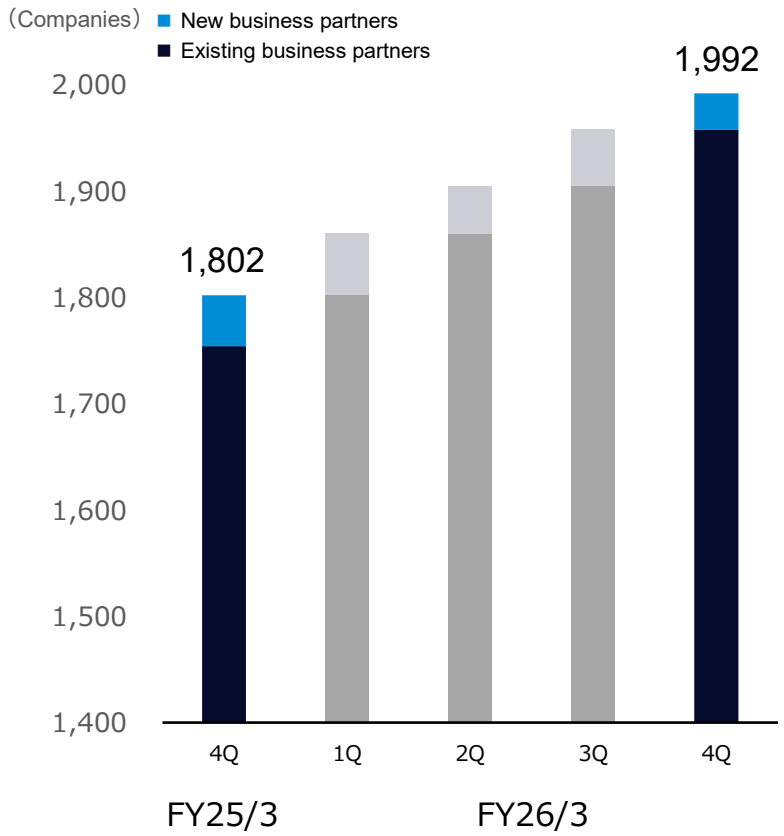
Full-year (YoY)

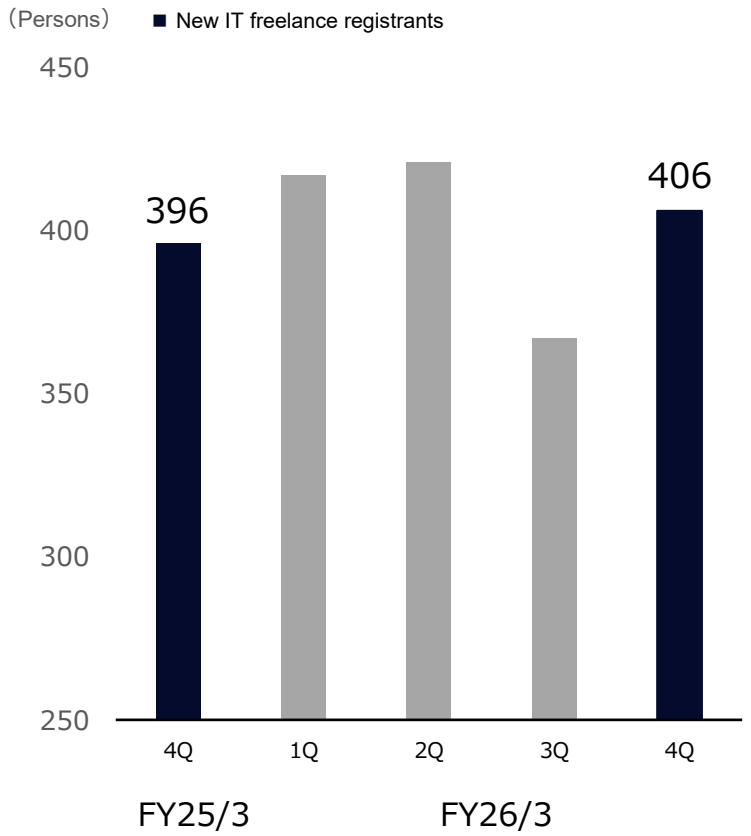
Number of person-months	20,709	(+8.3%)
Unit Price of Orders	832 thousand yen	(+0.7%)

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IT Human Resources Matching Business, Japan (New Business Partners, New IT Freelance Registrants)

- The number of new business partners increased by 34, bringing the cumulative total to 1,992 companies.
- The number of new IT freelance registrants exceeded 1,600 for the full year (1,543 in the previous year).Moving forward, we will focus on securing talent that meets specific clients' needs, particularly in AI and PM roles.





4Q

Number of New Business Partners	34
Number of New Registrants	406

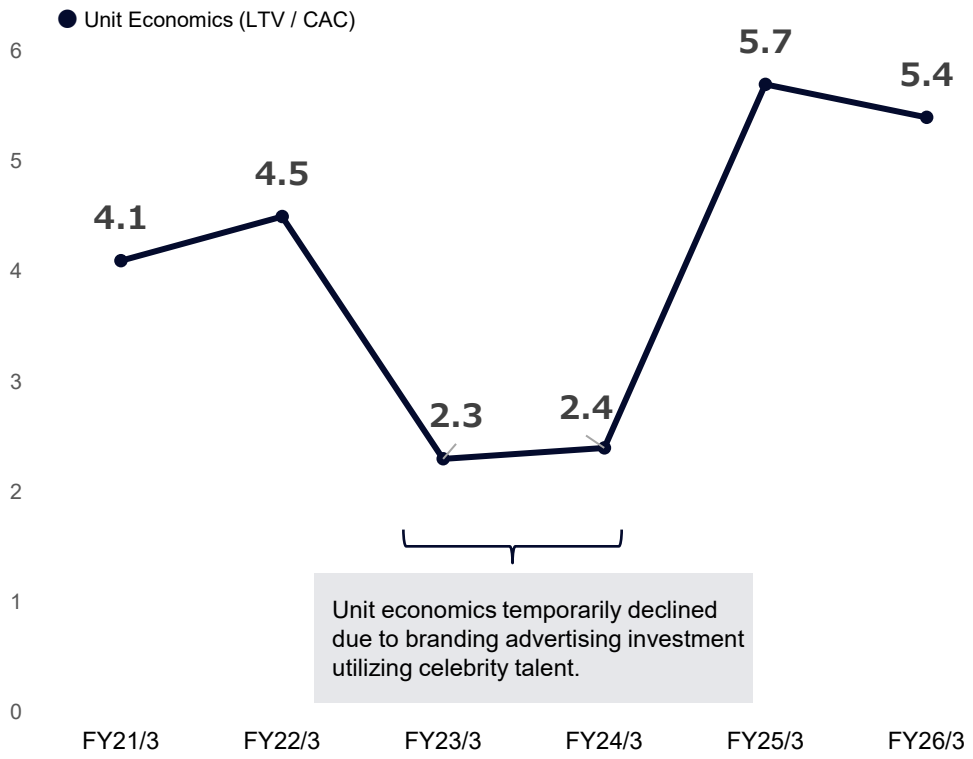
Full-year

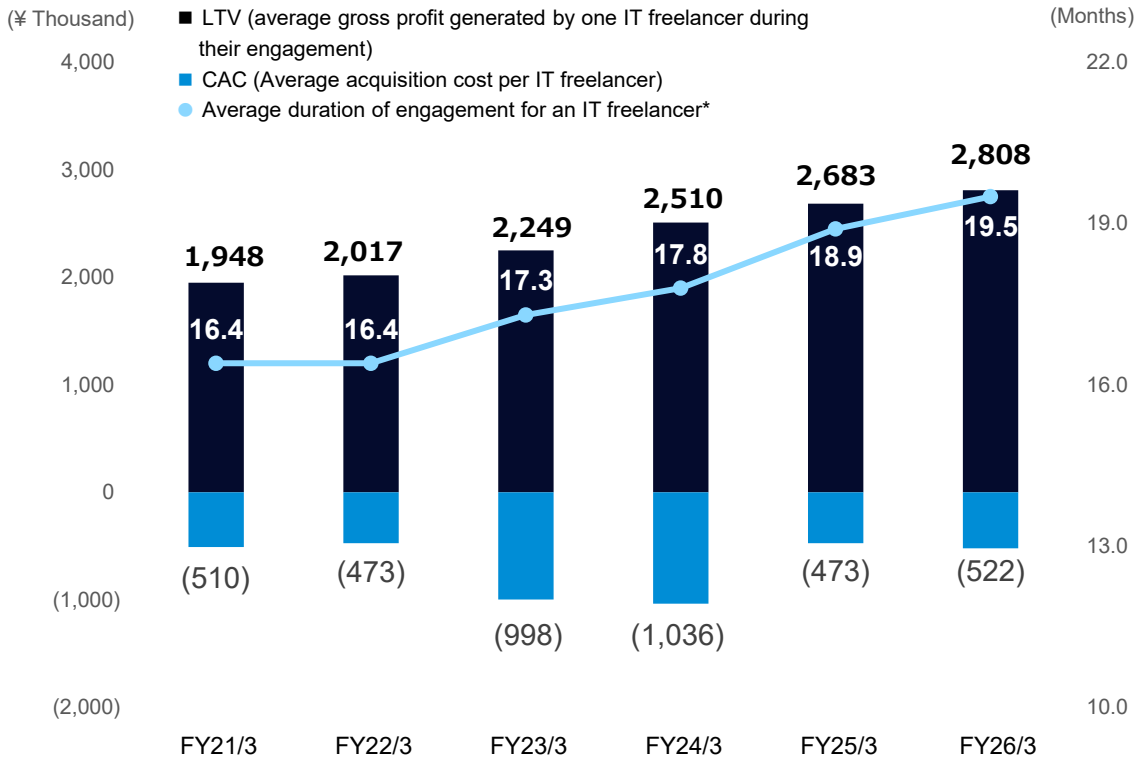
Number of New Business Partners	190
Number of New Registrants	1,611

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IT Human Resources Matching Business, Japan (Profitability of IT Freelancers)

- Unit economics stood at 5.4 (down 0.3 YoY), while LTV continued to grow steadily. We will strategically shift our acquisition targets toward AI-related engineers and PM talent, aiming to maintain appropriate control over CAC.



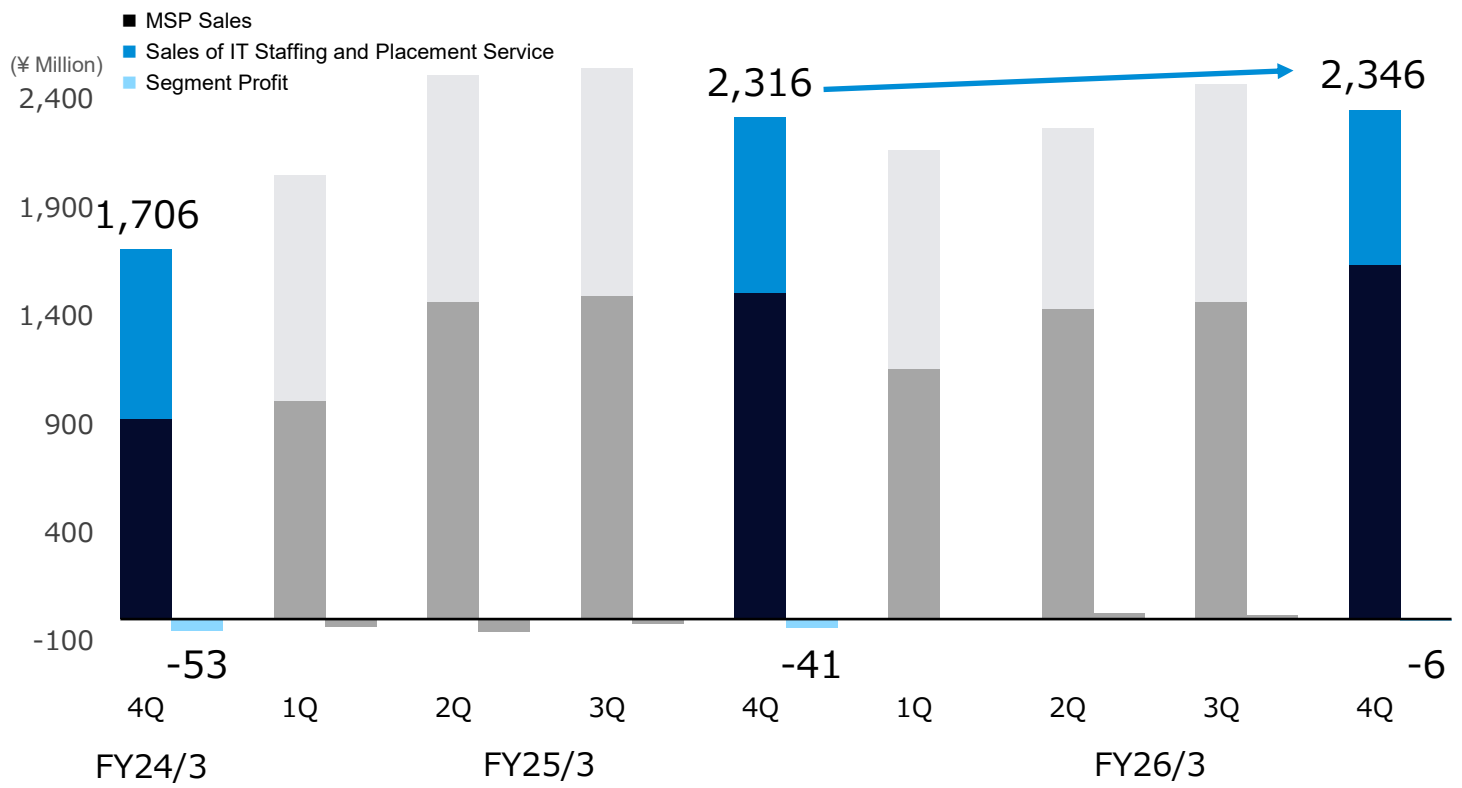


*Average total engagement duration including project changes

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IT Human Resources Matching Business, Overseas (Sales, Segment Profit)

- Full-year segment profit reached 33 million yen, achieving a turnaround into profitability from the previous year's deficit. Having completed cost-reduction initiatives such as office relocations, we anticipate further progress toward a profit-focused business structure by prioritizing a strategic shift to high-margin projects.



4Q		(YoY)
Sales	2,346	million yen (1.3%)
Segment Profit	-6	million yen (–)

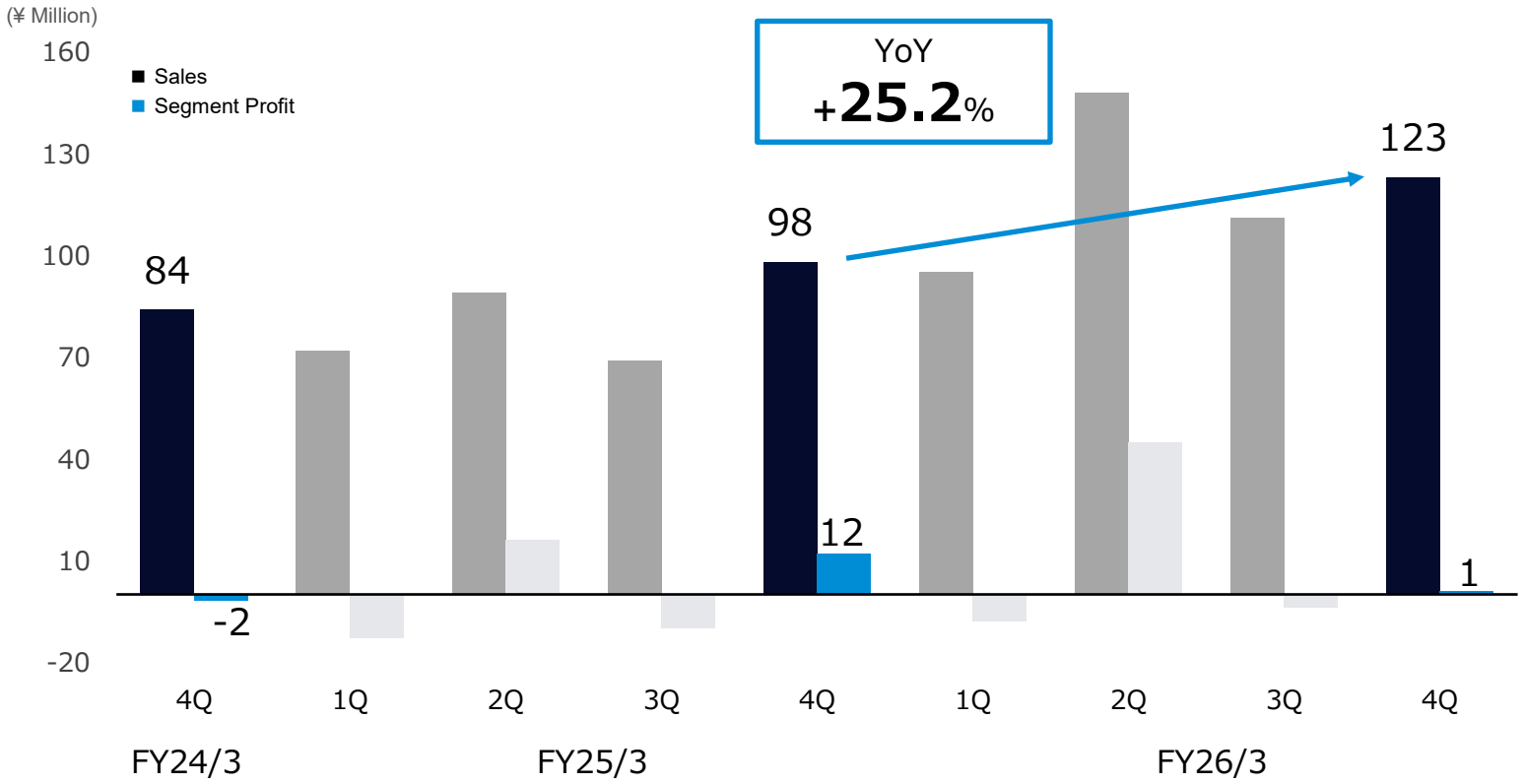
Full-year		(YoY)
Sales	9,243	million yen (-1.8%)
Segment Profit	33	million yen (–)

* Figures are converted into JPY using the average exchange rate during the period (AUD 1 = 96.50 JPY). The assumed exchange rate is AUD 1 = 95 JPY.

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Seed Tech Business (Sales, Segment Profit)

- Full-year sales reached a record high of 478 million yen (+45.2% YoY), driven by strong growth in offshore development alongside the solid performance of the digital study-abroad program in 2Q.
- Full-year segment profit posted a dramatic increase to 34 million yen—more than six times the previous year's level—achieving rapid earnings growth while prioritizing upfront investments in 4Q for the next fiscal year.



4Q (YoY)

Sales	123	million yen (+25.2%)
Segment Profit	1	million yen (-90.0%)

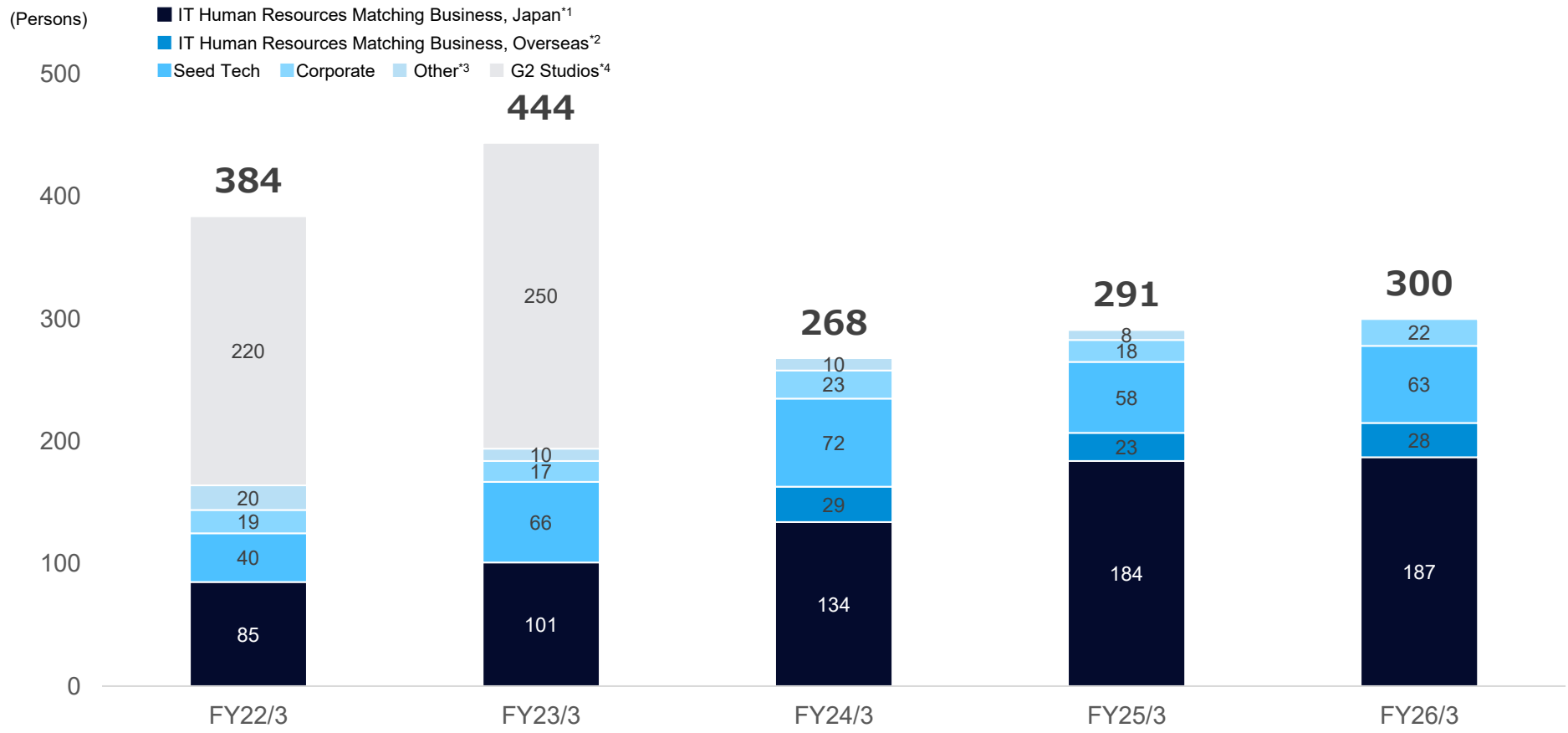
Full-year (YoY)

Sales	478	million yen (+45.2%)
Segment Profit	34	million yen (+504.3%)

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Changes in the Number of Employees

- Particularly in the IT Human Resources Matching Business, Japan, AI-driven improvements in per-capita productivity limited headcount growth to just 1.6% against an 8.9% increase in sales.

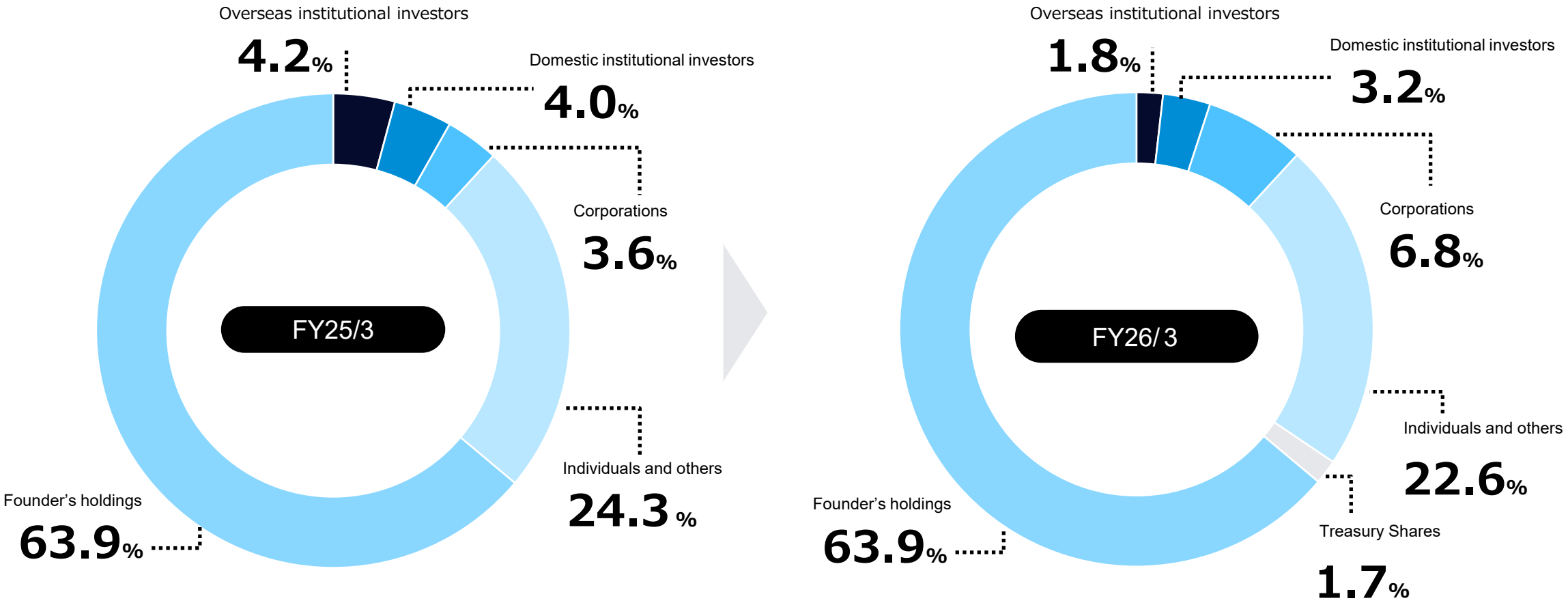


*1 Consolidation of Alive Inc. began in FY25/3 following its acquisition.
*2 Consolidation of IT Human Resources Matching Business, Overseas, began in FY24/3.
*3 The Other business segment was partially transferred and withdrawn at the end of FY25/3.
*4 G2 Studios was excluded from consolidation at the end of FY24/3 following the transfer of its shares.

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Shareholder Composition

- The share of corporations increased, while the holdings of overseas institutional investors decreased.



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Consolidated Balance Sheet & Cash Flow Statement

- Strong profit growth following business recovery improved cash generation, increasing Free Cash Flow (FCF) by 1.19 billion yen YoY.
- We maintained sufficient cash for growth investments while repaying debt and implementing shareholder returns.

Balance Sheet

(Millions of yen)

	FY25/3	FY26/3	Change
Current assets	6,452	6,972	520
Cash and deposits	3,606	3,747	140
Accounts receivables and contract assets	2,730	3,113	382
Fixed assets	922	879	-43
Tangible fixed assets	21	97	75
Goodwill	282	246	-36
Customer-related assets	356	332	-24
Investment securities	25	25	0
Total assets	7,374	7,852	477
Liabilities	4,503	4,797	293
Accounts payable	1,247	1,263	15
Borrowings and Bonds payable	2,050	1,861	-189
Net assets	2,871	3,054	183
Total liabilities and net assets	7,374	7,852	477

Cash Flow Statement

(Millions of yen)

	FY25/3	FY26/3	Change
Cash flows from operating activities	46	744	697
Profit (loss) before income taxes, etc.	-39	919	958
Depreciation expenses (including goodwill amortization)	120	89	-30
Gain on reversal of share acquisition rights	-2	-76	-74
Changes in trade receivables and contract assets	-317	-309	7
Income tax paid	-458	-105	352
Cash flows from investing activities	-418	79	498
FCF	-372	823	1,195
Cash flows from financing activities	226	-692	-919
Changes in borrowings	437	-198	-636
Purchase of treasury shares	–	-99	-99
Dividends paid	-103	-206	-102
Purchase of shares of subsidiaries not resulting in change in scope of consolidation	0	-103	-103

* Changes are calculated in yen, divided by one million, and truncated to the first decimal place.

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Financial Results Briefing

Forecast for FY2027/3

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FY2027/3 : Forecast

- We target an operating profit of 1.0 billion yen (+14.2% YoY) as we enter a new growth phase.
- We position this fiscal year as a period to redefine our business model. We will make upfront investments in recruitment, talent development, and AI strategies in 1H, and accelerate profit growth from 2H onwards.

(Millions of yen)	FY26/3 Full-year	FY27/3 1H	FY27/3 2H	FY27/3 Full-year	Change	YoY
Sales	26,375	13,600	14,700	**28,300**	1,924	+7.3 %
EBITDA	975	380	710	**1,090**	114	+11.8 %
Operating profit	875	335	665	**1,000**	124	+14.2 %
Ordinary profit	842	320	650	**970**	127	+15.1 %
Net profit*	643	208	422	**630**	-13	-2.0 %

* Net profit attributable to owners of the parent

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FY2027/3 : Forecast by Segment

- IT Human Resources Matching Business, Japan: We plan to improve profit margins alongside continuous revenue growth, while also launching new AI solution services.
- IT Human Resources Matching Business, Overseas: We will maintain our strategy of selective orders for high-margin projects, aiming to boost earnings with a projected 77.2% YoY increase in segment profit.
- Seed Tech: We target a segment profit of 20 million yen while amortizing goodwill from Alive Inc. We will establish a strong foundation for future growth by expanding our order pipeline and strengthening the operational framework for the “Digishoku” (Practical DX) service.

(Millions of yen)		FY26/3	FY27/3	Change	YoY
IT Human Resources Matching Business, Japan	Sales	16,371	**17,300**	928	+5.7 %
	Profit	1,434	**1,550**	115	+8.0 %
IT Human Resources Matching Business, Overseas*	Sales	9,243	**10,000**	756	+8.2 %
	(AUD million)	*95*	***90***	*-4*	*-5.1 %*
	Profit	33	**60**	26	+77.2%
	(AUD million)	*0.3*	***0.5***	*0.1*	*+55.4%*
Seed Tech	Sales	852	**1,000**	147	+17.4 %
	Profit	-2	**20**	22	–
Group-wide Expenses and Adjustment Costs		-589	**-630**	-40	–

* Launch Group results are converted into JPY using 1 AUD = 96.50 JPY for FY26/3 results and 1 AUD = 110 JPY for FY27/3 forecasts.
* Following the merger of Seed Tech and Alive Inc. on April 1, 2026, the results for FY26/3 have been retroactively adjusted to reclassify the business of the former Alive Inc.—previously included in the "IT Human Resources Matching Business, Japan"—into the "Seed Tech" segment.

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Dividend Policy

- We will continue to balance strategic growth investments for long-term corporate value enhancement with consistent shareholder returns.
- We target a dividend payout ratio of 50%. For FY2027/3, we plan to increase the dividend by 2 yen to 32 yen per share, marking our 7th consecutive year of dividend payments.

Dividend History & Forecast

	FY26/3	FY27/3 (Forecast)
Dividend	30 yen Interim: 10 / Year-end: 20	**32 yen** **Interim: 15 / Year-end: 17**
Total Dividend Amount	305 million yen	**325 million yen**
Dividend Payout Ratio	47.8 %	**51.6 %**

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Key Initiatives for FY2027/3

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IT Human Resources Matching Business, Japan: Key Initiatives - Upgrading from a Traditional HR Agency Model

Shifting to a Database Focused on AI-Driven Development and PM Talent

We are strengthening reskilling support for IT freelancers to transition into AX consultants and PMs. This initiative will drive our evolution into the “platform of choice” in the AI era, securing more high-value-added projects.

Actively Securing “AI Solutions” Through Lab-style Development

We are moving beyond traditional matching to build dedicated development teams with our registered IT freelancers as partners.

Strengthening and Expanding Our Customer Base in Regional Cities

We are expanding the number of business partners by meeting the high demand from regional companies facing IT and AX talent shortages.

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IT Human Resources Matching Business, Japan: Issues Identified Based on the Survey Results

ADOPTION PARADOX /

The Gap Between Usage and Integration

96%

Companies using Generative AI

12%

Companies with company-wide standardization

While implementation is nearly complete, 90% of companies face barriers in ensuring quality and full organizational integration.

ADOPTION ASYMMETRY /

Implementation Gap by Client

Internet Service Companies

22.2% Reached company-wide standardization.

System Development Companies

~69% remain stuck in the **PoC phase.**

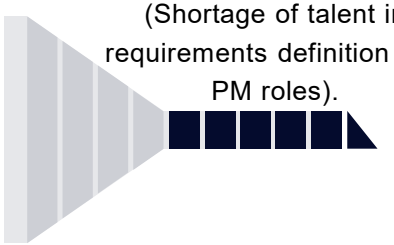
Security rules and constraints act as bottlenecks, preventing standardization in the system development sector compared to more agile internet service companies.

TALENT BOTTLENECK /

Scarcity of Upstream Professionals

Surplus of Practitioners
(AI automation has reduced man-hours for coding.)

Upstream Bottleneck
(Shortage of talent in requirements definition and PM roles).



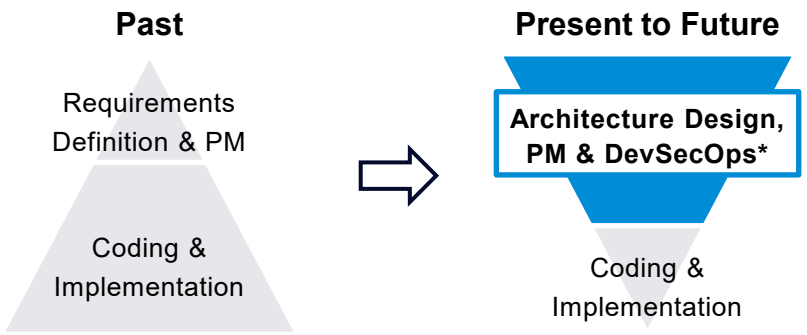
The core issue is not execution, but a lack of “deciders.”

The market faces a critical shortage of talent who can combine AI expertise with upstream management skills.

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IT Human Resources Matching Business, Japan: Solutions to Address Identified Issues

Strategic Value Shift

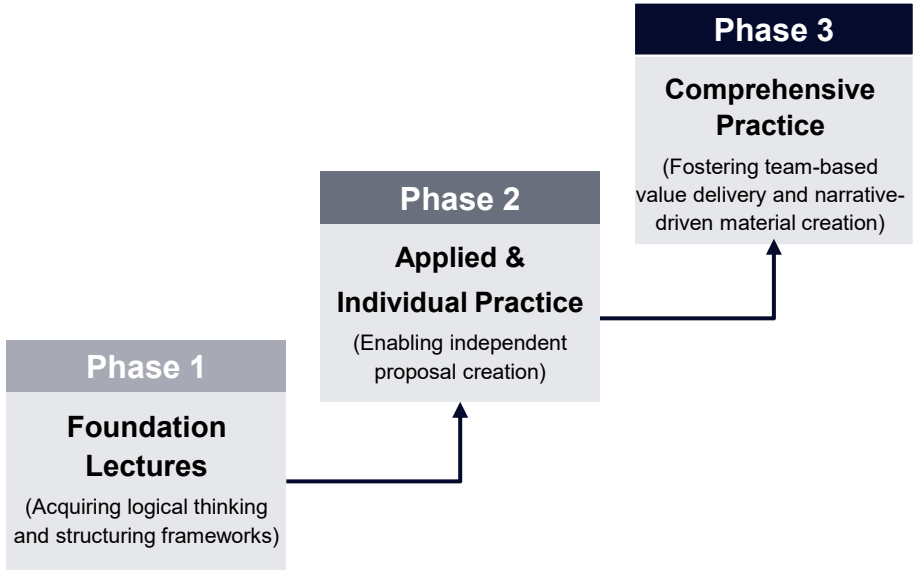


Project Growth Rate (YoY)

Development PM	PMO	Consulting
+19.2%	+49.4%	+21.1%

- **Surging Upstream Demand:** Project volumes for Development PM, PMO, and IT Consulting are growing rapidly.
- **DevSecOps Standardization:** Pure coding has commoditized; leading security and quality from the requirements phase is now the critical capability.
- **Paradigm Shift:** The value of “How” (execution) has declined, driving a sharp increase in investments in “What/Why” and overall optimization.

Talent Upskilling Path



Developing next-generation engineers ready to meet AX demand and deive AI-driven development.

* DevSecOps is a methodology that integrates security into development and operations, embedding security measures early and throughout the entire software development lifecycle.

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IT Human Resources Matching Business, Japan: Transitioning to a Problem-Solving Organization

Shift in Value Proposition

	Traditional	Next-Gen
Role	Standard “Sales”	“AI Planners” Shaping the Future
Delivery Model	Individual Engineer Matching	AI-Driven Agile Team

Target Clients: Operating Companies (Mid-sized to Enterprise)

Evolving Our Supply Base of

24,000 Talents:

Establishing the AX/PM Community

- Creating a community ecosystem attracting premium talent.
- Providing valuable insights and growth opportunities through events and study sessions.
- Aiming to secure a stable pipeline of projects for community members.

Evolving into the infrastructure that accelerates AI implementation across Japan.

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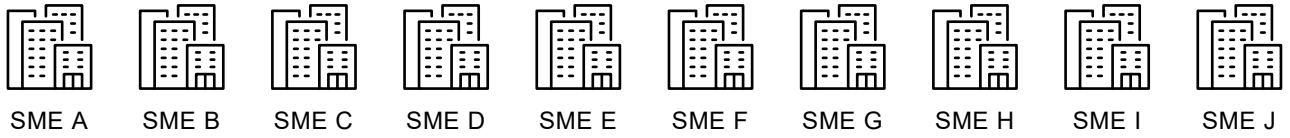
Seed Tech: Key Initiatives - DX service for SMEs: “Digishoku”

- We focus on “Digishoku” (Practical DX), establishing a business model where a single professional simultaneously supports multiple companies.

High-Quality, Low-Cost DX/AX Support Through Expert Sharing

Service Model Comparison

Major Consulting Firms	**~4.0 Million JPY / Person-Month**
Digishoku	**From 200,000 JPY / Company**



Expert Sharing
Our AI back-office support team enables SMEs to leverage high-quality DX support at a minimal cost.

A single “Digishoku” professional simultaneously guides multiple companies.
The optimal solution for “sharing” expert knowledge.

Back-office support from AI/DX Planners
Efficient operations driven by AI utilization

GEECHS Group

- **IT Freelance Network**
- **Overseas Offshore Base (Seed Tech)**
- **AI-Driven Development Capability**

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IT Human Resources Matching Business, Overseas: Key Initiatives - Returning to a Trajectory of Profit Growth

- We will maintain profitability and drive mid-to-long-term growth by refining our sales foundation and focusing on high-margin projects.

1

Focus on High-Demand Industries

Target high-growth sectors: Telecom, Financial Services, Tech, and Government (Education/Environment).

2

Strengthen Client Acquisition and Share

Drive growth through new consultant KPIs and strengthened in-person relationship management.

3

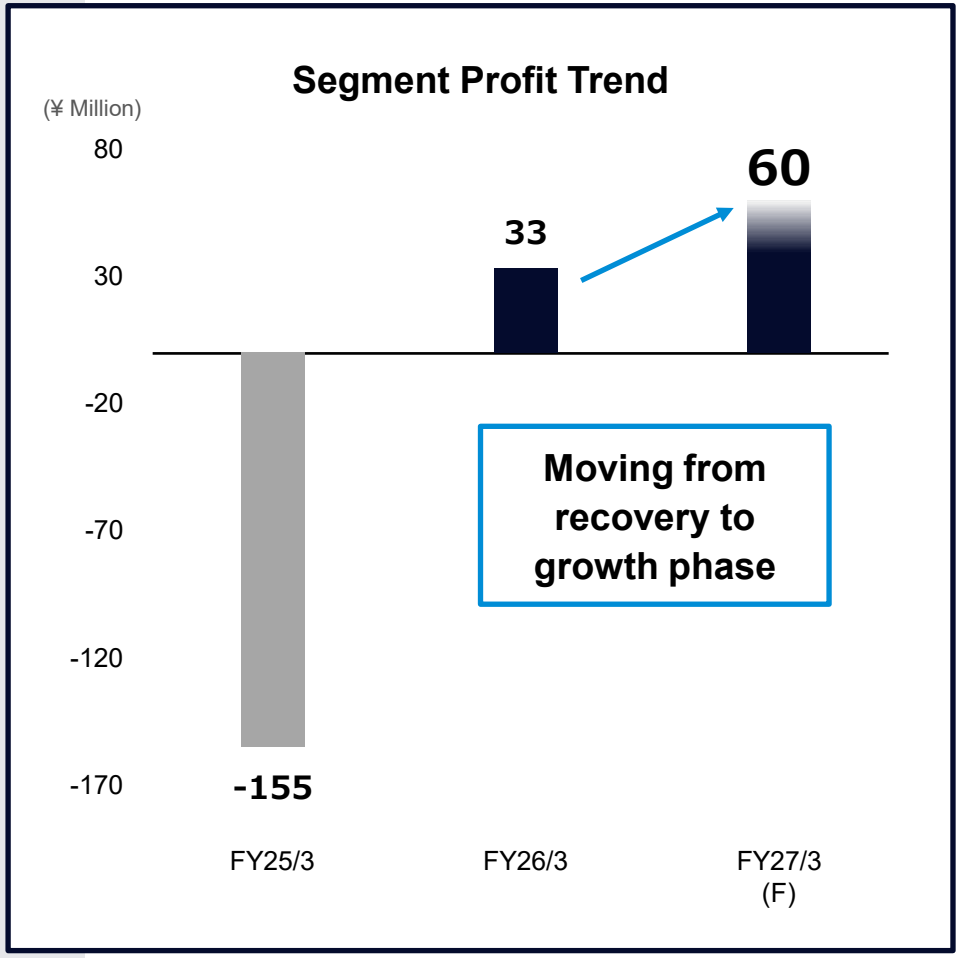
Secure Margins via Selective Projects

Prioritize high-margin contracts from SMEs and government entities, building on last year's turnaround.

4

Maximize Group Synergies

Boost revenue opportunities by capturing projects from local Japanese subsidiaries and offshore projects.



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Appendix

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GEECHS Group

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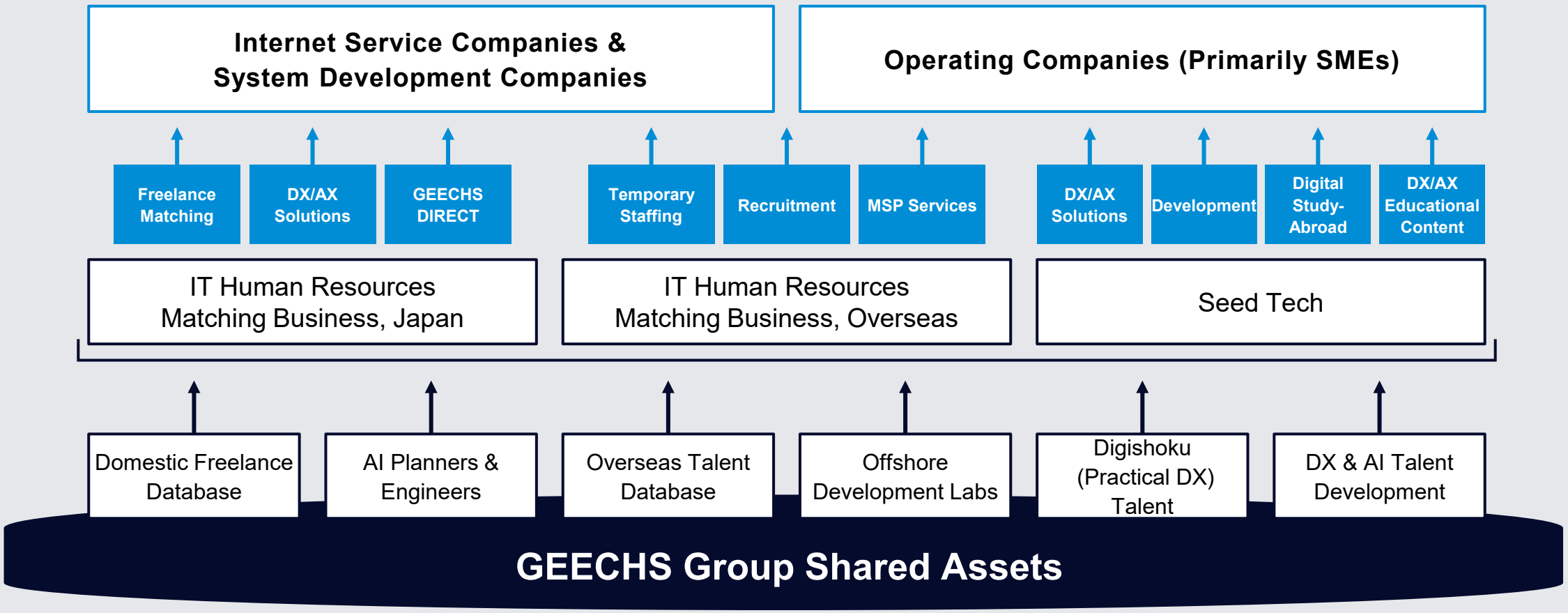
[geek × tech]

Partnering with technological groups with a wealth of eminent expertise in the IT and Internet fields, GEECHS supports the work styles of all those involved to provide all sorts of value through our technologies.

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GEECHS Group Business Overview

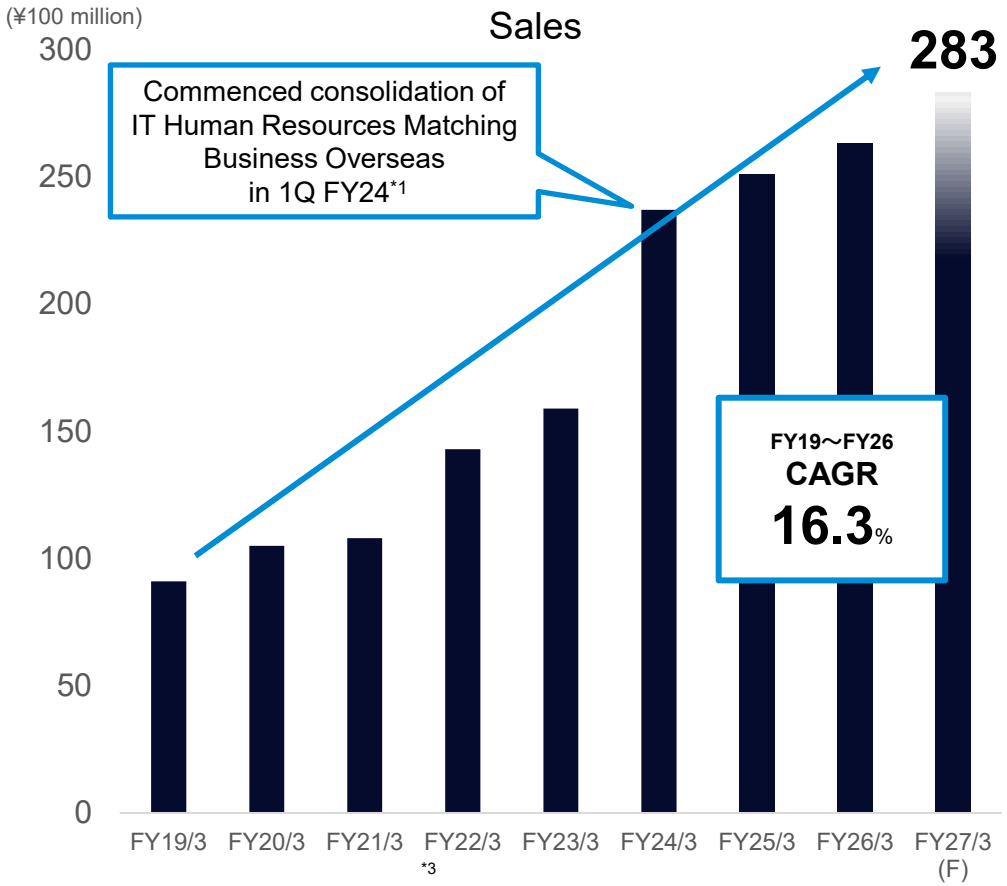
- We deploy diverse services built on our unique shared assets to solve clients' IT, DX, and AX challenges.

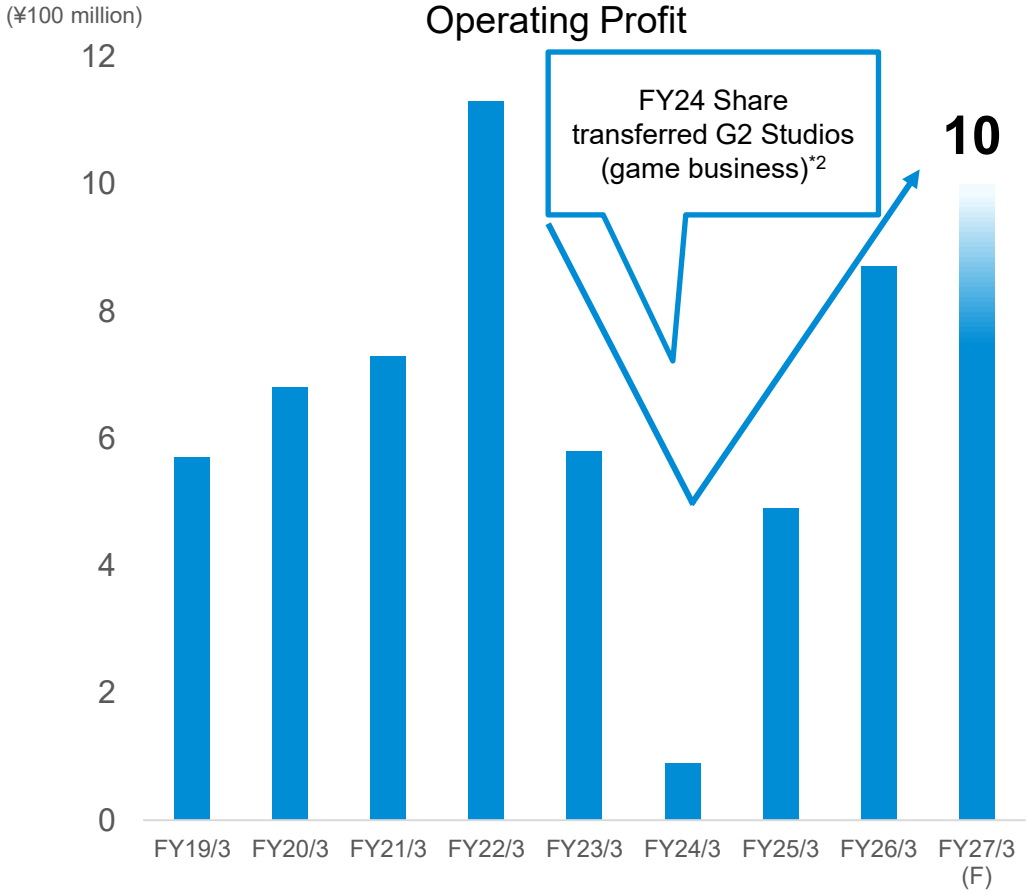


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Performance Trend since IPO (Sales, Operating Profit)

- Since our IPO in March 2019, we have delivered steady, upward growth, and remain focused on growing our core IT human resources matching business Japan.
- From 1Q of FY2024, the IT human resources matching business overseas was consolidated through M&A. Meanwhile, we executed a share transfer of G2 Studios, which had posted a significant loss by the end of March 2024. Through this restructuring of its business portfolio, the company achieved a V-shaped recovery in profits in FY2025, led by the IT human resources matching business Japan.





*1 Started consolidation of IT human resources matching business overseas from 1Q FY24/3.
*2 G2 Studio's shares were transferred in the end of March 2024 and excluded from consolidation from FY24/3.
*3 Since the revenue recognition standard was changed from FY22/3, sales figures for FY21/3 and before were prepared based on transaction volume.

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GEECHS Social Impact Flow

Input

Financial Capital
- Growth investment backed by strong CAGR in business performance

Human Capital
- Cross-border management skills
- Female/foreign ratio

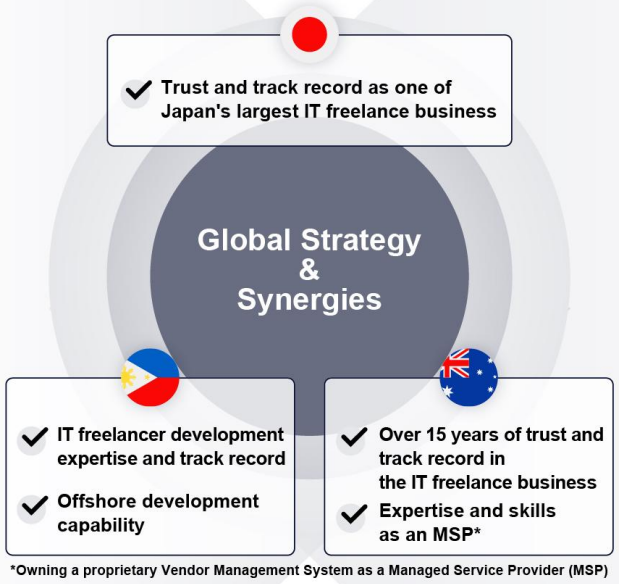
Intellectual Capital
- Technology investment
- Patents and licenses
- Accumulation of skill and expertise

Natural Capital
- Offshore development office
- In-house base system

Social and Relationship Capital
- IT freelancer
- Relations with client companies
- External partners

Group Synergies Through Business Activities

Evolution of the IT freelance sharing business through the integration of know-how and resources between countries



*Owning a proprietary Vendor Management System as a Managed Service Provider (MSP)

MATERIALITY 04	Strengthening corporate governance
MATERIALITY 05	Formation and expansion of partnerships
MATERIALITY 06	Addressing Climate Change

Output

Creating a new "normal" way of working

MATERIALITY 01
Sharing and streamlining of technology resources

Domestic market: GEECHS
Overseas market: launch

MATERIALITY 02
Growth and reskilling of DX/IT freelancers

Domestic market: ソダテク
Overseas market: Seed Tech School

MATERIALITY 03
Developing an environment where freelancers can work with peace of mind

フリノベ Freelance x Innovation

Outcome

Make the biggest impression in the 21st century

- Bringing growth to the IT industry in Japan and overseas
- Improving economies in developing countries and local areas by creating jobs
- Contributing to social development through growth and creation of IT freelancers
- Expanding industry and employment opportunities through cross-border collaboration



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IT Human Resources Matching Business, Japan

Registered IT Freelancers
24,000+

Client Companies
4,100

ROOT
In-house system

Strength

- Leveraging GEECHS AI
- Deeply understanding client needs with HR-level precision
- Providing close support for engineers as dedicated mentors

IT Freelance Agent

geechs job

Matches the best freelance talent using Japan's largest database of highly skilled engineers.

AI Solution Provider

Delivers customized AI solutions combining our AI Planners with elite freelancers.

Recruitment Agent

Strengthens client organizations and drives growth through permanent recruitment support.

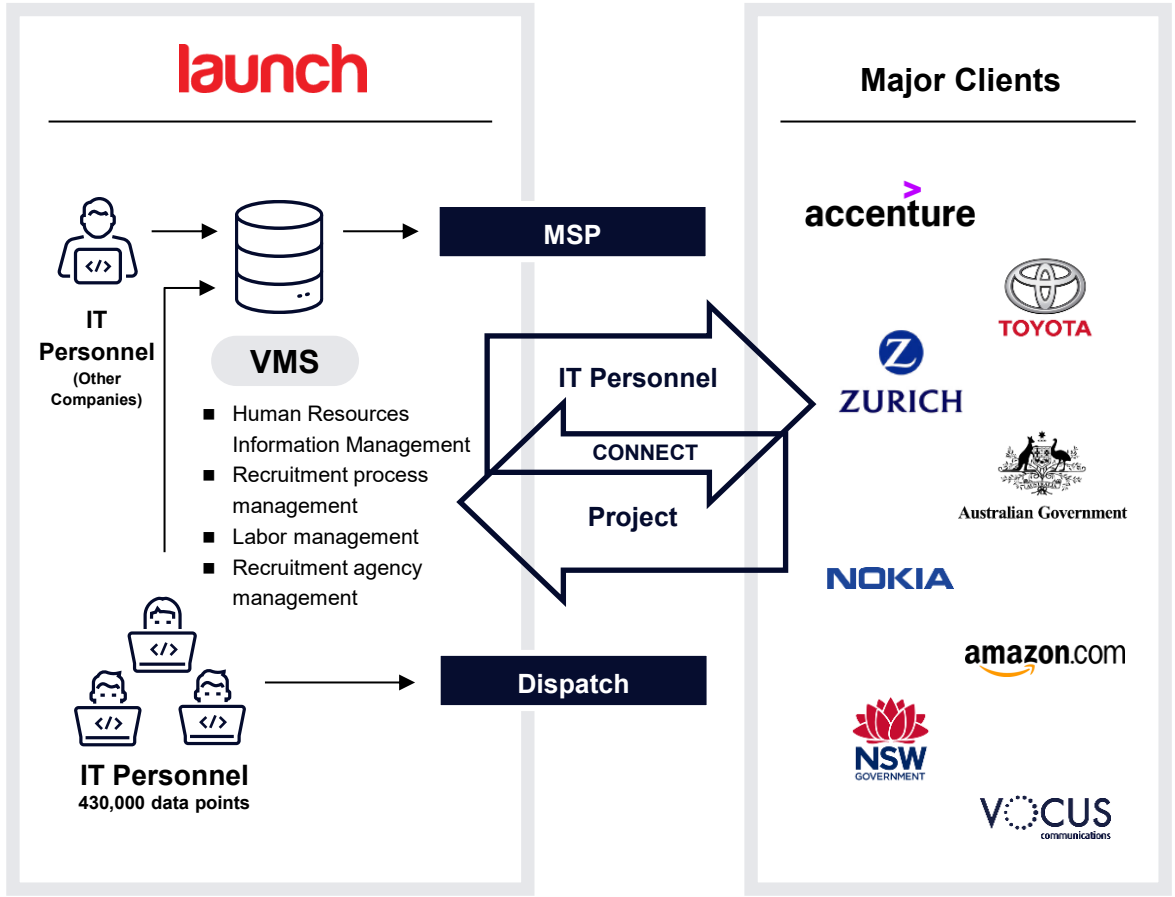
1. **Proven Track Record as IT Freelance Agent**
   With years of experience as a leading IT freelance agency, we maintain strong relationships with top-tier enterprise clients. Over 24,000 selected, high skilled IT freelancers are registered.

2. **AI Solutions Powered by AI-Driven Development**
   We provide problem-solving solutions that combine our AI Planners with engineers skilled in AI-driven development, strongly accelerating clients' DX/AX initiatives.

3. **Support Beyond Employment Types**
   We provide seamless transitions from freelance to full-time employment, establishing a sustainable talent circulation model tailored to each IT professional’s career stage.

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IT Human Resources Matching Business, Overseas (Launch Group)



1. Australian IT Staffing Service Pioneer

Established in 2006, trusted IT human resources service provider with a proven track record. Over 50% of our clients have maintained continuous business relationships with us for more than 5 years.

2. A Rich and Highly Specialized IT Talent Database

With a database of over 430,000 IT professionals, we manage more than 7,500 person-months of IT talent annually. Out talent pool spans a wide range of IT fields, including infrastructure & cloud, software development, and security.

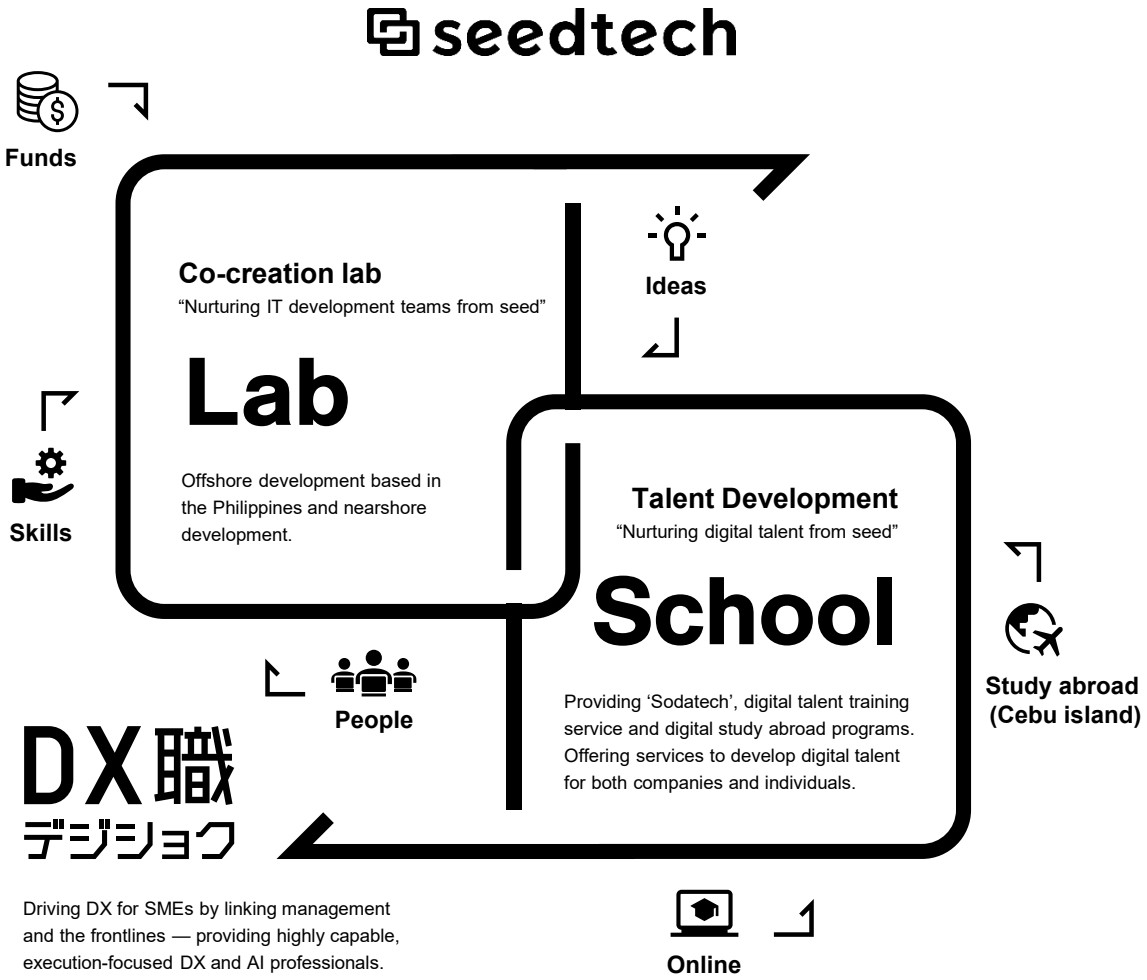
3. Expansion of IT staffing, recruitment, and MSP Services.

In addition to IT staffing and recruitment, we offer comprehensive support throughout the entire talent acquisition process through MSP services, establishing long-term contractual relationships and building a strong client base. Through our proprietary VMS, we address the challenges of managing casual employment and onsite talent, ensuring stable and efficient service delivery.

* MSP : Managed Services Providers
* VMS: Vendor Management System
A comprehensive talent management solution that handles the entire process from marketing to contract for client talent acquisition

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Seed Tech



1. Nurturing Digital Talent from the “Seed”

［Sodatech: IT, DX, and AX talent development service］

Provides a SaaS-based platform offering 500+ video tutorials for corporate and individual training.

［Digital Study Abroad］

Offers an intensive, short-term, bootcamp-style program conducted overseas, combining English language learning with training in programming and digital skills.

2. Hands-on DX/AX Consulting for SMEs

Maximizes value creation by providing our in-house trained digital talent to solve SME challenges, seamlessly linking development with training.

3. Co-Creation Lab with Global Development Team

Provides high-performing development teams composed of engineers in both Japan and overseas. Offers comprehensive support from recruitment and training to team management to build long-term, “successful development teams” that drive business growth.

4. IT Talent Solutions

Delivers flexible, optimized IT solutions—such as permanent staffing and quasi-mandate contracts—tailored to client needs.

Taking the world forward with the power of technology

Nurturing IT development team and digital talent from seed by focusing on development and education.

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Performance Highlights

Fiscal Year-End		FY2023/3	FY2024/3	FY2025/3	FY2026/3	FY2027/3 Forecast
Sales	(Thousand yen)	15,997,838	23,739,835	25,162,448	26,375,627	28,300,000
EBITDA	(Thousand yen)	651,393	362,120	625,903	975,351	1,090,000
Operating profit	(Thousand yen)	589,410	90,859	495,539	875,689	1,000,000
Ordinary profit	(Thousand yen)	567,920	82,483	494,535	842,813	970,000
Profit attributable to owners of parent	(Thousand yen)	244,215	-1,473,379	49,795	643,001	630,000
Comprehensive profit	(Thousand yen)	239,739	-1,516,051	-104,464	654,333	–
Capital	(Thousand yen)	1,109,972	1,112,183	1,112,363	1,112,414	–
Net assets	(Thousand yen)	4,687,486	3,070,641	2,871,147	3,054,682	–
Total assets	(Thousand yen)	8,999,379	7,174,136	7,374,904	7,852,040	–
Net asset per share	(Yen)	441.05	272.09	267.71	299.19	–
Net profit per share	(Yen)	23.20	-142.75	4.82	62.73	62.01
Capital adequacy ratio	(%)	47.7	39.2	37.5	38.7	–
Return on equity	(%)	5.6	-41.5	1.8	22.2	–
Cash flow from operating activities	(Thousand yen)	688,038	-3,827	46,813	744,100	–
Cash flow from investing activities	(Thousand yen)	-1,560,893	317,149	-418,942	79,287	–
Cash flow from financing activities	(Thousand yen)	1,274,450	-330,211	226,952	-692,155	–
Cash and cash equivalents at end of period	(Thousand yen)	3,755,033	3,749,726	3,606,612	3,747,062	–
Employees	(Persons)	444	268	290	300	–

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Supplemental Data (IT Human Resources Matching Business, Japan)

Fiscal Year-End	FY2025/3					FY2026/3				
	1Q	2Q	3Q	4Q	Full-year	1Q	2Q	3Q	4Q	Full-year
Sales (Thousand yen)	3,694,229	3,740,740	3,889,417	4,038,811	15,363,198	4,127,455	4,121,220	4,217,214	4,265,192	16,731,082
Advertising expense (Thousand yen)	46,684	42,458	49,159	43,376	181,679	47,835	49,687	49,472	52,634	199,629
Advertising expense ratio (%)	1.3%	1.1%	1.3%	1.1%	1.2%	1.2%	1.2%	1.2%	1.2%	1.2%
Segment profit (Thousand yen)	295,536	296,183	333,104	359,266	1,284,091	348,206	322,000	352,740	374,322	1,397,269
Segment profit margin (%)	8.0%	7.9%	8.6%	8.9%	8.4%	8.4%	7.8%	8.4%	8.8%	8.4%
Person-months (Person-months)	4,626	4,666	4,822	5,011	19,125	5,104	5,126	5,208	5,271	20,709
Unit price of orders (Thousand yen)	824	826	830	826	827	832	832	833	832	832
New business partners (Companies)	37	48	47	48	180	58	45	53	34	190
IT Freelance Only										
Take rate (%)	17.6%	17.7%	17.8%	17.8%	17.7%	17.7%	17.8%	18.0%	18.2%	17.9%
Newly registered IT freelancers (Persons)	419	383	345	396	1,543	417	421	367	406	1,611

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