

Translation

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Summary of Consolidated Financial Results for the Fiscal Year Ended March 2026 (Based on Japanese GAAP)

May 13, 2026

Company name: Interworks Confidence Inc.

Listing exchange: Tokyo Stock Exchange

Securities code: 7374

URL: <https://ciw.jp/>

Representative: Nobuyuki Takushi, President

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Scheduled date for next ordinary general meeting of shareholders: June 29, 2026

Scheduled date for filing securities report: June 26, 2026

Scheduled date for commencing dividend payments: June 15, 2026

Preparation of supplementary materials on financial results: Yes

Holding of financial results briefing session: Yes

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

1. Consolidated Financial Results for the Fiscal Year Ended March 31, 2026 (April 1, 2025 to March 31, 2026)

(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, 2026	9,970	18.8	1,284	(1.4)	1,269	(3.2)	800	(23.0)
Fiscal year ended March 31, 2025	8,392	12.1	1,303	9.0	1,311	14.8	1,039	43.2

(Note) Comprehensive income

Fiscal year ended March 31, 2026: 801 million yen [-22.6%]

Fiscal year ended March 31, 2025: 1,035 million yen [42.8%]

	Basic earnings per share	Diluted earnings 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, 2026	128.51	128.02	13.3	17.6	12.9
Fiscal year ended March 31, 2025	167.91	166.31	17.7	19.0	15.5

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

Fiscal year ended March 31, 2026: — million yen

Fiscal year ended March 31, 2025: — million yen

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of March 31, 2026	7,781	6,308	80.5	1,001.87
As of March 31, 2025	6,614	5,816	87.3	936.24

(Reference) Total shareholders' equity

As of March 31, 2026: 6,261 million yen

As of March 31, 2025: 5,777 million yen

(3) Consolidated Cash Flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at end of period
	Millions of yen	Millions of yen	Millions of yen	Millions of yen
Fiscal year ended March 31, 2026	1,375	(277)	(695)	4,395
Fiscal year ended March 31, 2025	1,048	68	(1,212)	3,994

2. Cash Dividends

	Annual dividends per share					Total cash dividends (Total)	Payout ratio (Consolidated)	Ratio of dividends to net assets (Consolidated)
	End of 1st quarter	End of 2nd quarter	End of 3rd quarter	Fiscal year-end	Total			
	Yen	Yen	Yen	Yen	Yen	Millions of yen	%	%
Fiscal year ended March 31, 2025	-	30.00	-	35.00	65.00	399	38.7	7.1
Fiscal year ended March 31, 2026	-	35.00	-	40.00	75.00	468	58.4	7.7
Fiscal year ending March 31, 2027 (Forecast)	-	40.00	-	45.00	85.00		56.8	

3. Forecast of Consolidated Financial Results for the Fiscal Year Ending March 31, 2027 (from April 1, 2026 to March 31, 2027) (Percentage figures indicate year-on-year changes)

	Revenue		Operating profit		Ordinary profit		Profit attributable to owners of parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
First two quarters (cumulative)	5,310	12.6	545	(19.5)	545	(17.0)	340	(18.3)	54.50
Full year	11,500	15.3	1,460	13.6	1,460	15.0	935	16.9	149.60

* Notes

- (1) Significant changes in the scope of consolidation during the fiscal year: Yes
Two new companies: BRAISE, Inc., G's Corporation, Inc.

- (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: No
- 3) Changes in accounting estimates: No
- 4) Restatement of prior period financial statements: No

- (3) Number of issued shares (common shares)

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

As of March 31, 2026	6,713,177 shares	As of March 31, 2025	6,708,777 shares
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- 2) Number of treasury shares at the end of the period

As of March 31, 2026	463,314 shares	As of March 31, 2025	538,032 shares
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- 3) Average number of shares during the period

Fiscal year ended March 31, 2026	6,226,440 shares	Fiscal year ended March 31, 2025	6,188,856 shares
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(Reference) Overview of Non-Consolidated Financial Results

1. Non-Consolidated Financial Results for the Fiscal Year Ended March 31, 2026 (April 1, 2025 to March 31, 2026)

(1) Non-Consolidated Operating Results

(Percentage figures represent year-on-year changes)

	Revenue		Operating profit		Ordinary profit		Profit	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Fiscal year ended March 31, 2026	7,474	(6.7)	1,026	(18.6)	1,051	(25.9)	670	(35.2)
Fiscal year ended March 31, 2025	8,009	8.5	1,260	5.5	1,419	24.3	1,035	40.9

	Basic earnings per share	Diluted earnings per share
	Yen	Yen
Fiscal year ended March 31, 2026	107.74	107.33
Fiscal year ended March 31, 2025	167.26	165.66

(2) Non-Consolidated Financial Position

	Total assets	Net assets	Equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of March 31, 2026	7,237	6,163	84.5	978.92
As of March 31, 2025	6,521	5,802	88.4	933.95

(Reference) Total shareholders' equity

As of March 31, 2026: 6,118 million yen As of March 31, 2025: 5,763 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 HR Solution business (Staffing/Outsourcing) and HR Solution business (Recruitment), which are the Company's main businesses, remained weak, and net sales and profit at respective stages fell below those for the previous fiscal year. In addition, the reduction effect of tax burden associated with the transfer of shares of subsidiaries conducted in the previous fiscal year was not seen in the fiscal year under review. As a result, profit decreased by 35.2% year on year to 670 million yen, falling below 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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3. Consolidated Financial Statements and Major Notes

(1) Consolidated Balance Sheets

(Thousands of yen)

	Previous fiscal year (As of March 31, 2025)	Current fiscal year (As of March 31, 2026)
Assets		
Current assets		
Cash and deposits	3,994,242	4,395,861
Accounts receivable - trade	740,155	1,078,140
Prepaid expenses	71,882	101,027
Accounts receivable - other	816	34,396
Other	22,633	25,144
Allowance for doubtful accounts	(462)	(18,613)
Total current assets	4,829,268	5,615,956
Non-current assets		
Property, plant and equipment		
Buildings	68,740	99,445
Accumulated depreciation	(15,183)	(47,869)
Buildings, net	53,557	51,575
Tools, furniture and fixtures	77,845	149,348
Accumulated depreciation	(44,226)	(114,886)
Tools, furniture and fixtures, net	33,618	34,461
Other	-	24,199
Accumulated depreciation	-	(23,924)
Other, net	-	275
Total property, plant and equipment	87,176	86,313
Intangible assets		
Software	89,359	41,635
Goodwill	1,374,836	1,574,015
Total intangible assets	1,464,196	1,615,651
Investments and other assets		
Investment securities	15,000	15,000
Deferred tax assets	100,233	127,411
Guarantee deposits	109,993	230,899
Other	13,792	95,080
Allowance for doubtful accounts	(5,232)	(4,664)
Total investments and other assets	233,787	463,727
Total non-current assets	1,785,160	2,165,691
Total assets	6,614,428	7,781,648

(Thousands of yen)

	Previous fiscal year (As of March 31, 2025)	Current fiscal year (As of March 31, 2026)
Liabilities		
Current liabilities		
Current portion of long-term borrowings	2,076	-
Accounts payable - trade	95,200	194,863
Accounts payable - other	118,516	124,387
Accrued expenses	303,312	446,380
Income taxes payable	36,577	395,385
Accrued consumption taxes	103,733	123,376
Deposits received	26,878	32,033
Contract liabilities	3,440	2,670
Refund liabilities	5,606	3,790
Provision for bonuses	98,592	138,696
Other	0	49
Total current liabilities	793,935	1,461,633
Non-current liabilities		
Long-term borrowings	3,553	-
Retirement benefit liability	-	11,710
Total non-current liabilities	3,553	11,710
Total liabilities	797,488	1,473,343
Net assets		
Shareholders' equity		
Share capital	534,590	535,922
Capital surplus	3,912,691	3,910,573
Retained earnings	2,191,258	2,556,741
Treasury shares	(861,220)	(741,657)
Total shareholders' equity	5,777,319	6,261,579
Share acquisition rights	39,620	45,395
Non-controlling interests	-	1,330
Total net assets	5,816,940	6,308,305
Total liabilities and net assets	6,614,428	7,781,648

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

Statements of Income

(Thousands of yen)

	Previous fiscal year (April 1, 2024 - March 31, 2025)	Current fiscal year (April 1, 2025 - March 31, 2026)
Revenue	8,392,191	9,970,901
Cost of sales	4,188,923	5,403,604
Gross profit	4,203,268	4,567,296
Selling, general and administrative expenses	2,900,136	3,282,477
Operating profit	1,303,131	1,284,818
Non-operating income		
Interest and dividend income	2,034	11,723
Rental income from buildings	1,890	199
Subsidy income	7,840	6,607
Other	290	1,907
Total non-operating income	12,055	20,437
Non-operating expenses		
Interest expenses	91	1,194
Commission expenses	2,957	26,672
Miscellaneous loss	-	6,907
Other	340	632
Total non-operating expenses	3,390	35,407
Ordinary profit	1,311,797	1,269,848
Extraordinary income		
Gain on sale of golf club membership	181	-
Settlement income	6,433	-
Total extraordinary income	6,615	-
Extraordinary losses		
Loss on retirement of non-current assets	1,942	956
Loss on sale of shares of subsidiaries and affiliates	8,509	-
Office relocation expenses	14,428	2,029
Total extraordinary losses	24,880	2,985
Profit before income taxes	1,293,532	1,266,862
Income taxes - current	206,418	492,551
Income taxes - deferred	51,370	(27,177)
Total income taxes	257,789	465,374
Profit	1,035,743	801,488
Profit (loss) attributable to non-controlling interests	(3,440)	1,330
Profit attributable to owners of parent	1,039,183	800,158

Consolidated Statements of Comprehensive Income

(Thousands of yen)

	Previous fiscal year (April 1, 2024 - March 31, 2025)	Current fiscal year (April 1, 2025 - March 31, 2026)
Profit	1,035,743	801,488
Other comprehensive income		
Total other comprehensive income	-	-
Comprehensive income	1,035,743	801,488
(Breakdown)		
Comprehensive income attributable to owners of parent	1,039,183	800,158
Comprehensive income attributable to non-controlling interests	(3,440)	1,330

(3) Consolidated Statements of Changes in Equity

Previous fiscal year (April 1, 2024 to March 31, 2025)

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	520,784	3,893,706	1,535,227	(10,143)	5,939,574
Changes of items during period					
Issuance of new shares (Exercise of share acquisition rights)	13,806	13,806			27,612
Dividends of surplus			(383,152)		(383,152)
Profit attributable to owners of parent			1,039,183		1,039,183
Purchase of treasury shares				(851,077)	(851,077)
Sales of shares of consolidated subsidiaries		5,513			5,513
Change in ownership interest of parent due to transactions with non-controlling interests		(333)			(333)
Net changes in items other than shareholders' equity					-
Total changes during period	13,806	18,985	656,031	(851,077)	(162,254)
Balance at end of period	534,590	3,912,691	2,191,258	(861,220)	5,777,319

	Share acquisition rights	Non-controlling interests	Total net assets
Balance at beginning of period	27,403	3,660	5,970,638
Changes of items during period			
Issuance of new shares (Exercise of share acquisition rights)			27,612
Dividends of surplus			(383,152)
Profit attributable to owners of parent			1,039,183
Purchase of treasury shares			(851,077)
Sales of shares of consolidated subsidiaries			5,513
Change in ownership interest of parent due to transactions with non-controlling interests			(333)
Net changes in items other than shareholders' equity	12,217	(3,660)	8,556
Total changes during period	12,217	(3,660)	(153,697)
Balance at end of period	39,620	-	5,816,940

Current fiscal year (April 1, 2025 to March 31, 2026)

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	534,590	3,912,691	2,191,258	(861,220)	5,777,319
Changes of items during period					
Issuance of new shares (Exercise of share acquisition rights)	1,332	1,332			2,664
Dividends of surplus			(434,675)		(434,675)
Profit attributable to owners of parent			800,158		800,158
Purchase of treasury shares				(437)	(437)
Disposal of treasury shares		(3,450)		120,000	116,550
Net changes in items other than shareholders' equity					-
Total changes during period	1,332	(2,118)	365,483	119,562	484,259
Balance at end of period	535,922	3,910,573	2,556,741	(741,657)	6,261,579

	Share acquisition rights	Non-controlling interests	Total net assets
Balance at beginning of period	39,620	-	5,816,940
Changes of items during period			
Issuance of new shares (Exercise of share acquisition rights)			2,664
Dividends of surplus			(434,675)
Profit attributable to owners of parent			800,158
Purchase of treasury shares			(437)
Disposal of treasury shares			116,550
Net changes in items other than shareholders' equity	5,774	1,330	7,104
Total changes during period	5,774	1,330	491,364
Balance at end of period	45,395	1,330	6,308,305

(4) Consolidated Statements of Cash Flows

(Thousands of yen)

	Previous fiscal year (April 1, 2024- March 31, 2025)	Current fiscal year (April 1, 2025- March 31, 2026)
Cash flows from operating activities		
Profit before income taxes	1,293,532	1,266,862
Depreciation	97,256	76,730
Amortization of goodwill	164,980	214,611
Increase (decrease) in allowance for doubtful accounts	460	17,240
Increase (decrease) in provision for bonuses	(43,496)	40,103
Interest and dividend income	(2,034)	(11,723)
Settlement income	(6,433)	-
Share-based payment expenses	12,217	22,285
Loss (gain) on sale of shares of subsidiaries and affiliates	8,509	-
Loss on retirement of non-current assets	1,942	956
Interest expenses	91	1,194
Relocation expenses	14,428	2,029
Decrease (increase) in trade receivables	72,017	(101,812)
Decrease (increase) in accounts receivable - other	4,646	(29,146)
Increase (decrease) in trade payables	11,852	26,295
Increase (decrease) in accounts payable - other	(110,906)	(90,662)
Increase (decrease) in accrued expenses	(22,729)	82,235
Increase (decrease) in deposits received	(2,852)	(6,596)
Increase (decrease) in accrued consumption taxes	(51,093)	(29,424)
Other	5,653	26,278
Subtotal	1,448,041	1,507,457
Interest and dividends received	1,697	9,960
Settlement received	6,433	-
Payments of relocation expenses	(8,237)	(2,029)
Interest paid	(83)	(1,194)
Income taxes refund	-	21,563
Income taxes paid	(399,132)	(160,749)
Cash flows from operating activities	1,048,719	1,375,009
Cash flows from investing activities		
Purchase of shares of subsidiaries resulting in change in scope of consolidation	-	(174,704)
Proceeds from withdrawal of time deposits	-	13,200
Purchase of property, plant and equipment	(34,015)	(13,234)
Purchase of intangible assets	(4,396)	(3,390)
Payments of guarantee deposits	-	(107,582)
Proceeds from refund of guarantee deposits	112,083	5,329
Payments for sales of shares of subsidiaries resulting in change in scope of consolidation	(5,467)	-
Other	545	2,900
Cash flows from investing activities	68,749	(277,481)
Cash flows from financing activities		
Repayments of long-term borrowings	(6,059)	(262,192)
Proceeds from issuance of shares resulting from exercise of share acquisition rights	27,612	2,664
Purchase of treasury shares	(851,450)	(519)
Dividends paid	(382,154)	(435,860)
Purchase of shares of subsidiaries not resulting in change in scope of consolidation	(554)	-
Cash flows from financing activities	(1,212,606)	(695,908)
Net increase (decrease) in cash and cash equivalents	(95,137)	401,618
Cash and cash equivalents at beginning of period	4,089,380	3,994,242
Cash and cash equivalents at end of period	3,994,242	4,395,861

(5) Notes to Consolidated Financial Statements

(Notes on Going Concern Assumption)

Not applicable.

(Notes to 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.

At the Company and its subsidiaries, the Company Group has systematized business divisions and other organizations based on reportable segments and information on revenue breakdown, and each organization formulates comprehensive domestic strategies for the products and services it handles and develops business activities.

"HR Solution business - Staffing/Outsourcing" provides staffing service mainly in the gaming and entertainment industries and debugging of game titles. "HR Solution business - Recruitment" provides recruitment service mainly for middle- and high-class human resources in a wide range of industries. "Media & Solutions business" is engaged in operation and management of recruitment media "Kojo Works" as well as hiring support business.

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 and revenue breakdown by reportable segment

Previous fiscal year (April 1, 2024 to March 31, 2025)

(Thousands of yen)

	Reportable segment				Adjustments (Note)	Total
	HR Solution business - Staffing/ Outsourcing	HR Solution business - Recruitment	Media & Solutions business	Total		
Revenue						
Staffing	5,051,629	-	-	5,051,629	-	5,051,629
Recruitment	66,044	1,488,235	710	1,554,990	-	1,554,990
Job advertisement	-	-	1,143,174	1,143,174	-	1,143,174
Outsourcing and other	222,207	-	420,188	642,396	-	642,396
Revenue from contracts with customers	5,339,882	1,488,235	1,564,074	8,392,191	-	8,392,191
Sales to outside customers	5,339,882	1,488,235	1,564,074	8,392,191	-	8,392,191
Inter-segment sales or transfers	-	-	-	-	-	-
Total	5,339,882	1,488,235	1,564,074	8,392,191	-	8,392,191
Segment profit	1,215,991	530,957	535,425	2,282,375	(979,243)	1,303,131
Segment assets	501,705	616,993	525,200	1,643,898	4,970,529	6,614,428
Other items						
Depreciation	2,378	2,948	47,770	53,096	44,159	97,256
Amortization of goodwill	-	64,342	34,645	98,988	65,992	164,980
Increase in property, plant and equipment and intangible assets	493	-	-	493	35,773	36,267

(Note) 1. Adjustments are as follows.

- (1) Adjustments of segment profit of -979,243 thousand yen include amortization of goodwill of 65,992 thousand yen and corporate expenses of 913,251 thousand yen that are not allocated to each reportable segment.
- (2) Adjustments of segment assets of 4,970,529 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.

Current fiscal year (April 1, 2025 to March 31, 2026)

(Thousands of yen)

	Reportable segment				Adjustments (Note)	Total
	HR Solution business - Staffing/ Outsourcing	HR Solution business - Recruitment	Media & Solutions business	Total		
Revenue						
Staffing	5,850,715	-	-	5,850,715	-	5,850,715
Recruitment	69,246	1,482,016	3,578	1,554,840	-	1,554,840
Job advertisement	-	-	1,255,276	1,255,276	-	1,255,276
Outsourcing and other	1,005,516	-	304,552	1,310,068	-	1,310,068
Revenue from contracts with customers	6,925,477	1,482,016	1,563,406	9,970,901	-	9,970,901
Sales to outside customers	6,925,477	1,482,016	1,563,406	9,970,901	-	9,970,901
Inter-segment sales or transfers	12,398	-	-	12,398	(12,398)	-
Total	6,937,875	1,482,016	1,563,406	9,983,299	(12,398)	9,970,901
Segment profit	1,203,423	500,407	542,396	2,246,226	(961,408)	1,284,818
Segment assets	1,185,264	593,052	440,449	2,218,767	5,562,881	7,781,648
Other items						
Depreciation	5,989	2,858	41,349	50,196	26,534	76,730
Amortization of goodwill	49,630	64,342	34,645	148,618	65,992	214,611
Increase in property, plant and equipment and intangible assets	8,433	-	-	8,433	8,190	16,624

(Note) 1. Adjustments are as follows.

- (1) Adjustments of segment profit of -961,408 thousand yen include amortization of goodwill of 65,992 thousand yen and corporate expenses of 895,416 thousand yen that are not allocated to each reportable segment.
 - (2) Adjustments of segment assets of 5,562,881 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.
 3. Effective from the current fiscal year, in the "HR Solution business - Staffing/Recruitment" segment, net sales generated when temporary staff are transferred to permanent employment have been reclassified from "Staffing" to "Recruitment." Accordingly, the figures for the previous fiscal year have been restated based on this new classification.

[Related information]

Previous fiscal year (April 1, 2024 to March 31, 2025)

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.

Current fiscal year (April 1, 2025 to March 31, 2026)

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, 2024 to March 31, 2025)

Not applicable.

Current fiscal year (April 1, 2025 to March 31, 2026)

Not applicable.

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

Previous fiscal year (April 1, 2024 to March 31, 2025)

(Thousands of yen)

	Reportable segment				Elimination or corporate	Total
	HR Solution business - Staffing/ Outsourcing	HR Solution business - Recruitment	Media & Solutions business	Total		
Amortization for the current fiscal year	-	64,342	34,645	98,988	65,992	164,980
Balance at the end of the current fiscal year	-	536,186	288,715	824,902	549,934	1,374,836

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

Current fiscal year (April 1, 2025 to March 31, 2026)

(Thousands of yen)

	Reportable segment				Elimination or corporate	Total
	HR Solution business - Staffing/ Outsourcing	HR Solution business - Recruitment	Media & Solutions business	Total		
Amortization for the current fiscal year	49,630	64,342	34,645	148,618	65,992	214,611
Balance at the end of the current fiscal year	364,158	471,844	254,069	1,090,072	483,942	1,574,015

(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, 2024 to March 31, 2025)

Not applicable.

Current fiscal year (April 1, 2025 to March 31, 2026)

Not applicable.

(Per Share Information)

	Previous fiscal year (April 1, 2024 – March 31, 2025)	Current fiscal year (April 1, 2025 – March 31, 2026)
Net assets per share	936.24 yen	1,001.87 yen
Basic earnings per share	167.91 yen	128.51 yen
Diluted earnings per share	166.31 yen	128.02 yen

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

(Thousands of yen)

	Previous fiscal year (April 1, 2024 – March 31, 2025)	Current fiscal year (April 1, 2025 – March 31, 2026)
Basic earnings per share		
Profit attributable to owners of parent	1,039,183	800,158
Amount not attributable to common shareholders	-	-
Profit attributable to owners of parent for common shares	1,039,183	800,158
Average number of common shares during period	6,188,856 shares	6,226,440 shares
Diluted earnings per share		
Adjustments to profit attributable to owners of parent	-	-
Increase in the number of common shares	59,728 shares	23,904 shares
(Of which, share acquisition rights)	(59,728 shares)	(23,904 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) 5th share acquisition rights by resolution of the Board of Directors on August 10, 2023 Number of share acquisition rights: 700 (Number of common stock: 70,000 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: 700 (Number of common stock: 70,000 shares)

(Significant Subsequent Events)

Not applicable.