



3rd Quarter of the Fiscal Year Ending March 2025 (FY2025)

Financial Results Briefing Material

**“Kabushiki Kaisha Confidence Interworks”
(English name: “Interworks Confidence Inc.”)**

Securities code : 7374

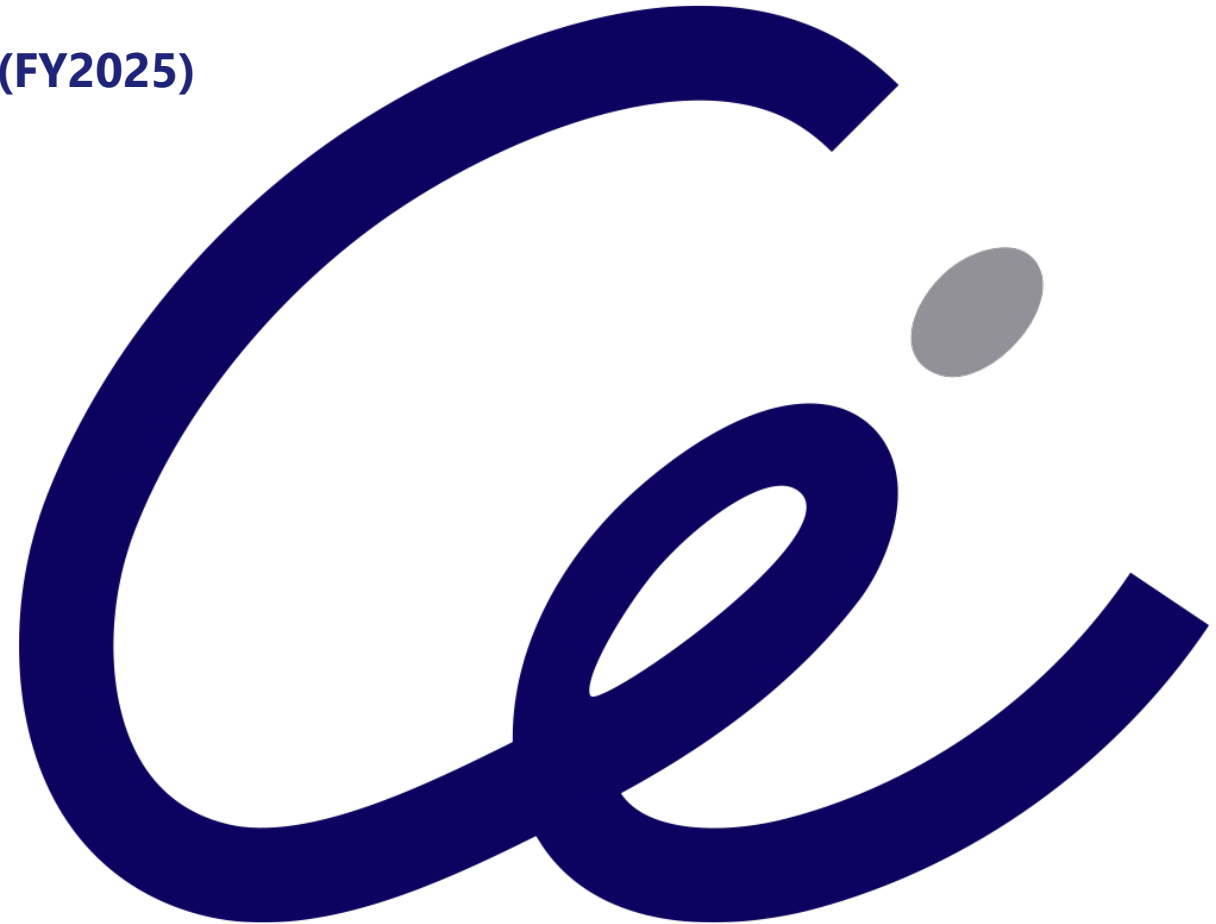


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01

Executive Summary



Financial Highlights of Q3 FY2025 (Cumulative)

**FY2025
(Q3 actual
results)**

Achieved increase in revenue and profit YoY

Business scale expanded due to the merger with Interworks in Q2 FY2024. Both growth rate and profitability rate exceeded management indicators

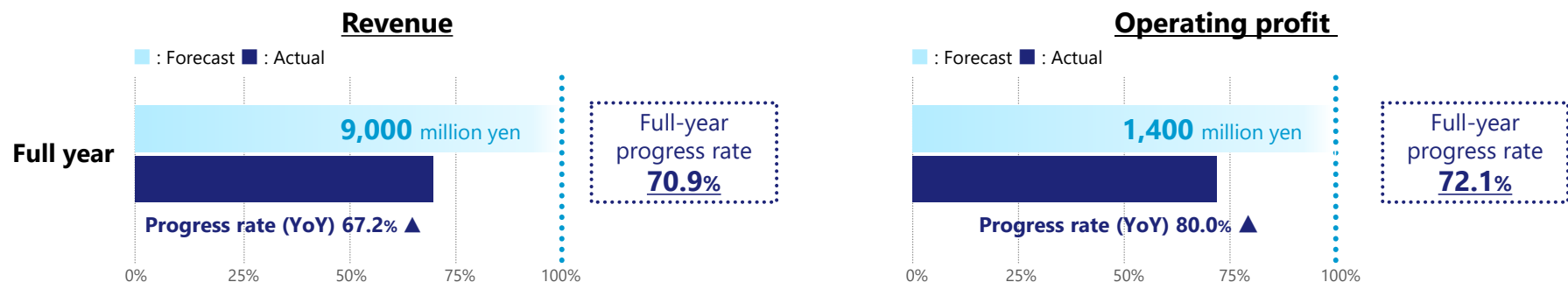
* Due to the merger in August 2023, the comparison for the period from April to July 2023 is based solely on the results of the former Confidence Inc.

- Revenue : **6,380** million yen (+**18.7%** YoY)
- Gross profit : **3,199** million yen (+**32.1%** YoY) | Gross profit margin: **50.1%** (+**5.0** pts YoY)
- Operating profit : **1,009** million yen (+**12.7%** YoY) | Operating profit margin: **15.8%** (-**0.9** pts YoY)

**FY2025
(Q3 progress
rate)**

Revenue and operating profit are slightly behind the full-year forecasts

In response to worsening market conditions in the gaming industry, we have made expansion into new business areas such as IT and the web a higher priority, with the aim of capturing new demand



**Change in scope
of consolidation**

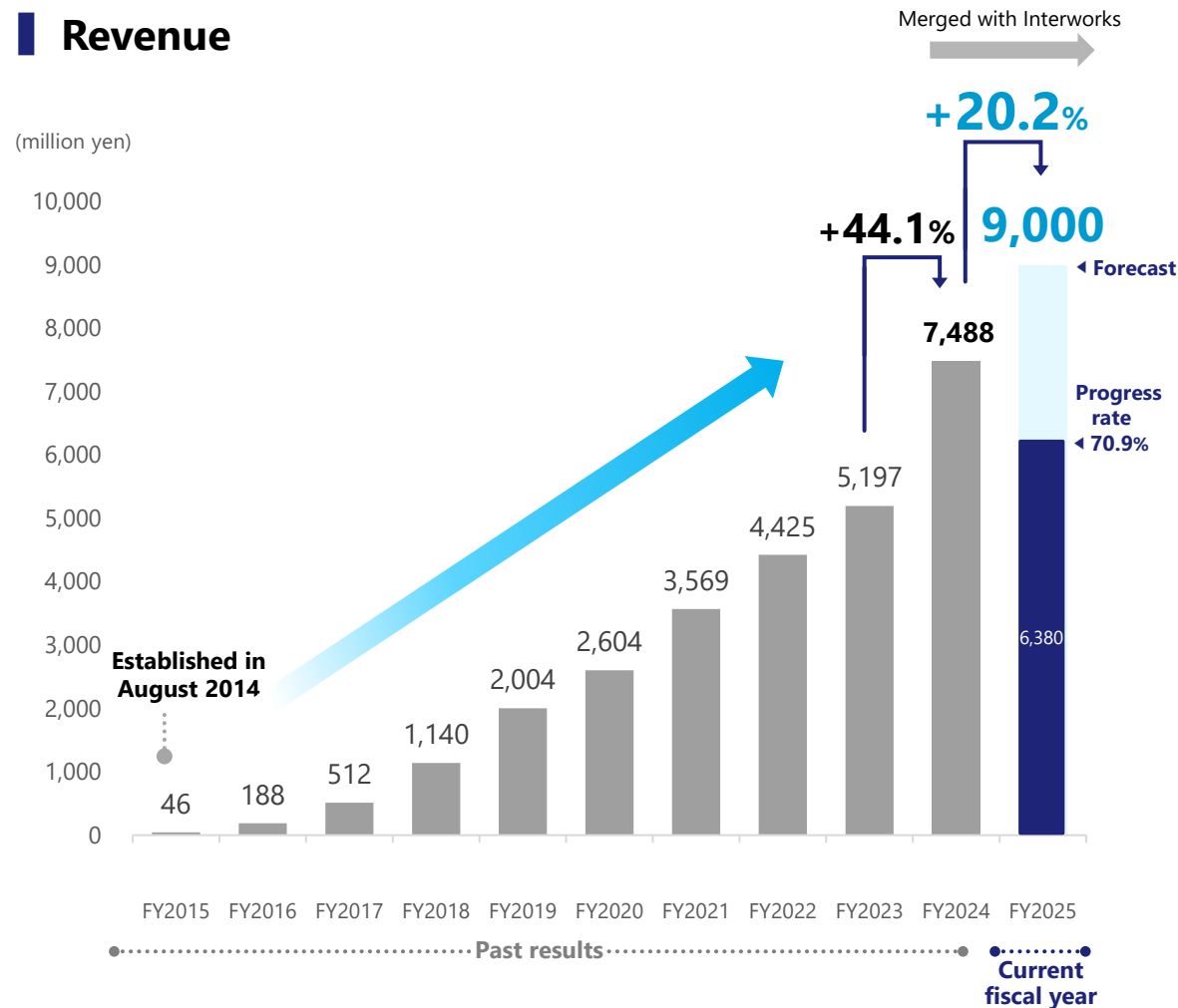
In Q3 of the current fiscal year, we sold our subsidiary Dolphin Inc. with selection and concentration of management resources in mind

In terms of the impact on the consolidated forecast for the current year, profit attributable to owners of parent was revised upward to 1,082 million yen (an increase of 200 million yen)

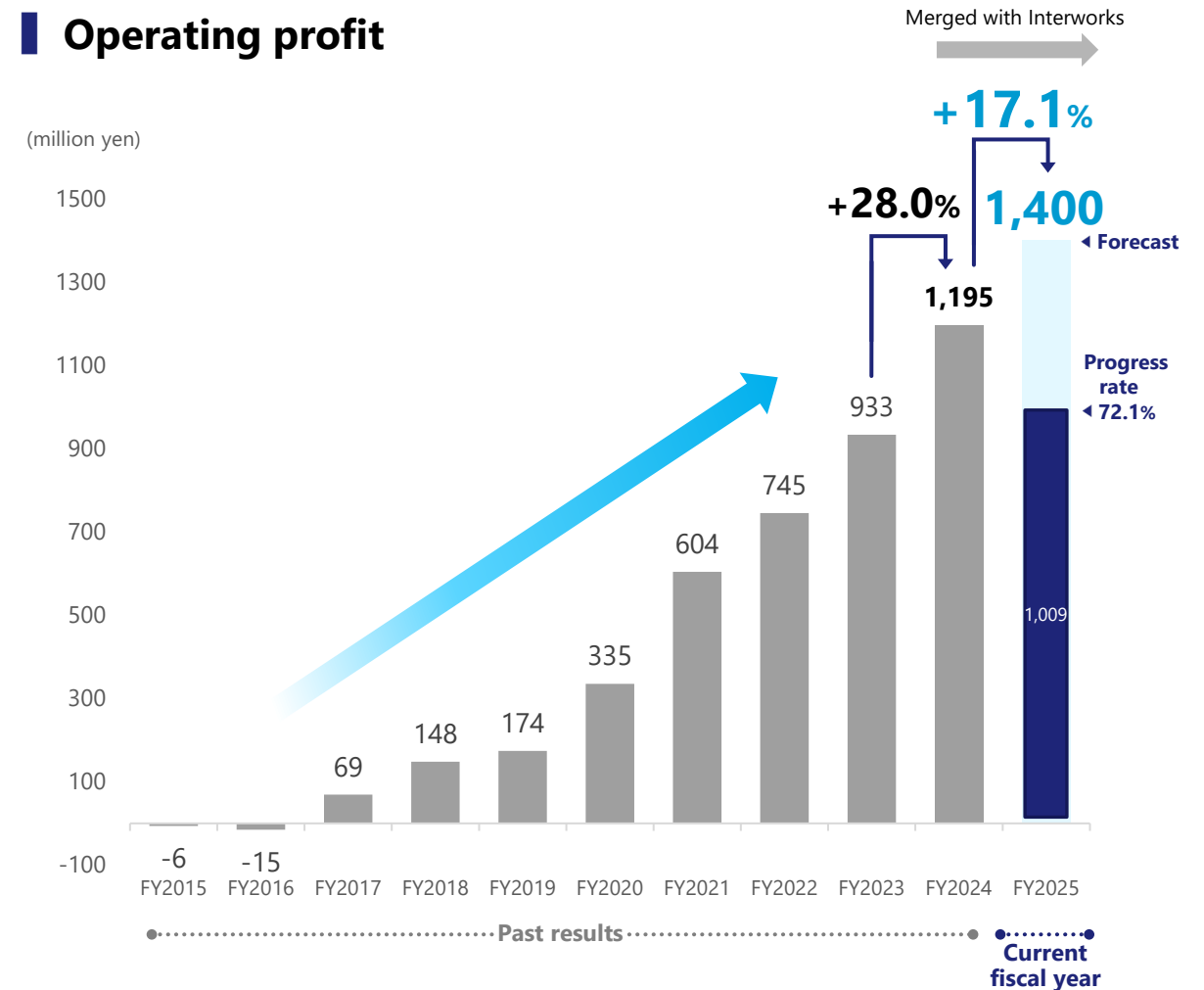
Trends in Revenue / Operating Profit Over the Years

- Trends in revenue and operating profit over time, including forecasts for FY2025, are shown below
- While the progress rate against the full-year forecast is slightly behind the plan, at **70.9% for revenue** and **72.1% for operating profit**, both revenue and profit for the full year are expected to increase by the largest amount since the company's founding

Revenue



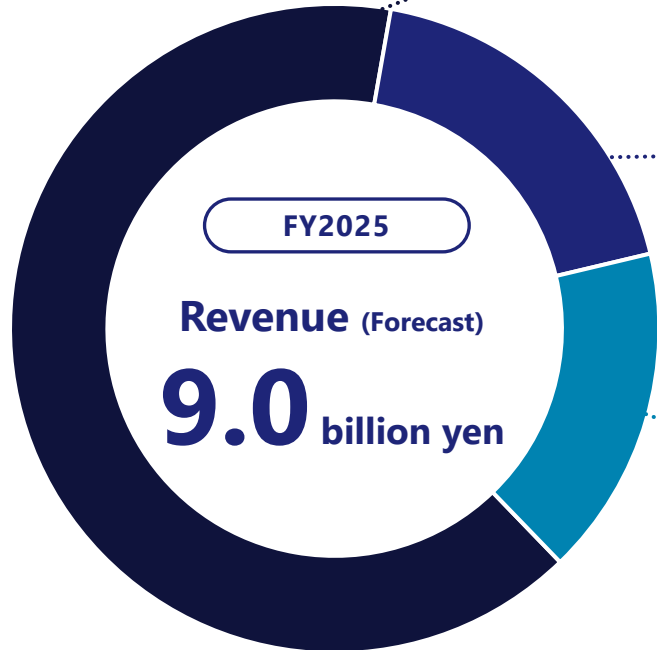
Operating profit



02

Company Overview | Consolidated Financial Results and Segment Results

Composition of revenue



HR Solution business (Staffing and Outsourcing)

65.0%

- Specializing in the gaming and entertainment industries
Staffing and outsourcing services that meet the needs of each phase and department

Staffing

Outsourcing

Freelancers

In April 2023, freelancer matching started. ▶



HR Solution business (Recruitment)

18.5%

- Cross-industry career-change support services centered on middle- and high-class human resources.

Recruitment



In February 2024, Protagonist Inc. as a subsidiary ▶

Protagonist

Media & Solutions Business

16.5%

- Specializing in manufacturing and factories throughout Japan
Operation of job change recruitment media "Kojo Works"

Media

Ad sales

Media operations ▶



- Boasting more than 30 years of experience, we are developing a recruitment outsourcing business

Recruitment support

[Consolidated] Financial Highlights of Q3 FY2025

- [Increase in revenue and profit YoY](#) (*Merged with Interworks on August 1, 2023; for Q3 FY2024, the figures up to July are for the former Confidence only). [Steady progress even after amortization of goodwill.](#)
- In Q3 of the current fiscal year, we sold our consolidated subsidiary Dolphin Inc. with selection and concentration of management resources in mind. [Upwardly revised](#) profit attributable to owners of parent

▼ For Q3 FY2024, the figures from April to July are based solely on the former Confidence Inc. The figures from August onwards also include results of the Interworks, Inc.

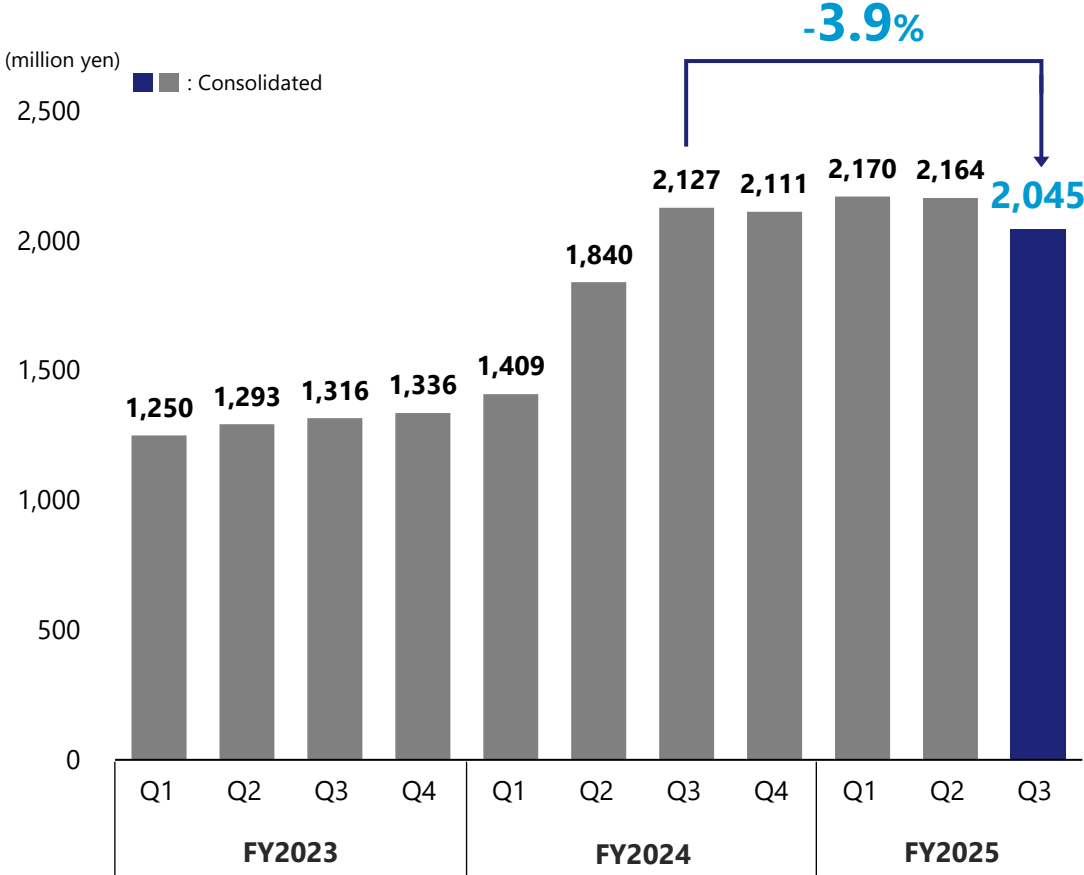
Q3 actual results

	FY2024 (Q3)	FY2025 (Q3)	YoY	Full-Year Forecast		Progress Rate (Comparison after Revision)
				After Revision (announced on November 19, 2024)	Initial Plan (announced on May 10, 2024)	
Revenue	5,377	6,380	+18.7%	9,000	9,000	70.9%
HR Solution Business - Staffing and Outsourcing	4,166	4,091	<u>-1.8%</u>	5,853	5,853	69.9%
HR Solution Business - Recruitment	623	1,133	<u>+81.8%</u>	1,666	1,666	68.0%
Media & Solutions Business	587	1,155	<u>+96.6%</u>	1,480	1,480	78.1%
Gross profit	2,422	3,199	+32.1%	4,476	4,476	71.5%
Gross profit margin	45.1%	50.1%	+5.0 pts	49.7%	49.7%	-
Operating profit	895	1,009	+12.7%	1,400	1,400	72.1%
Operating profit margin	16.7%	15.8%	-0.9 pts	15.6%	15.6%	-
Ordinary profit	843	1,017	+20.7%	1,401	1,401	72.6%
Profit attributable to owners of parent	547	855	+56.3%	1,082	882	79.0%

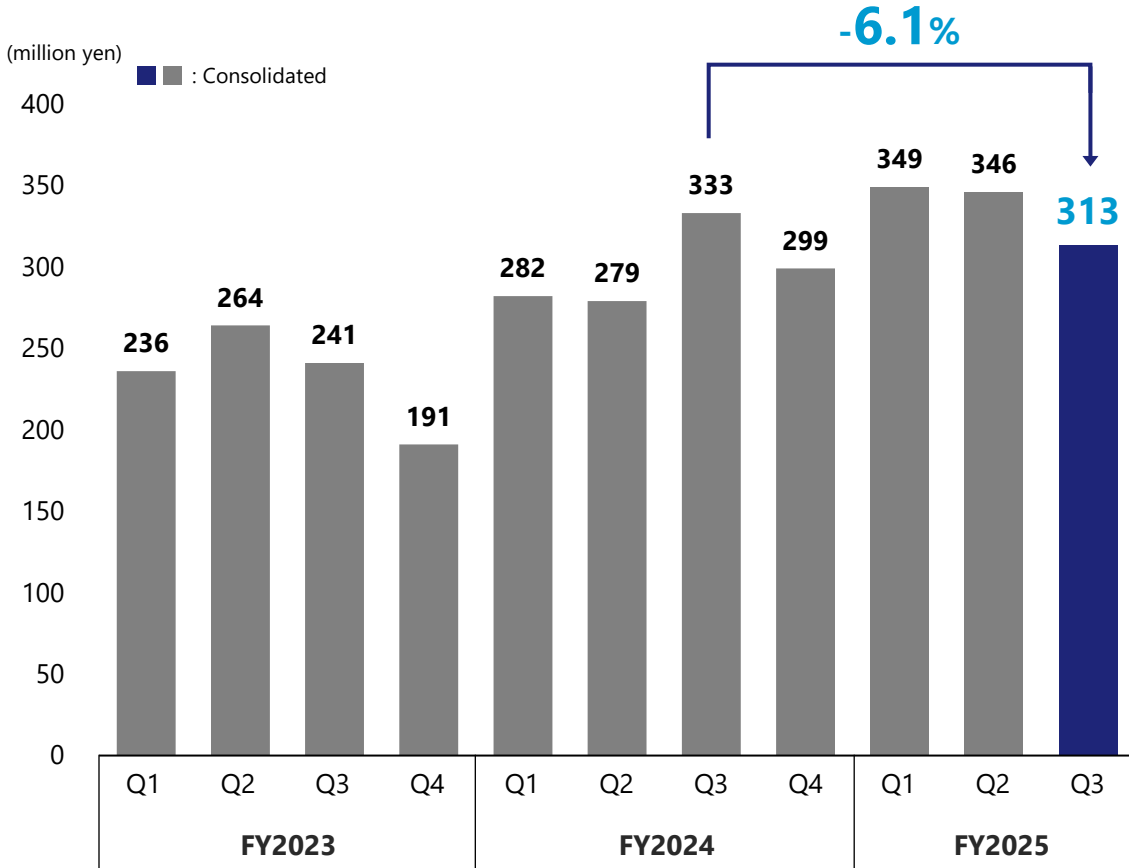
[Consolidated] Quarterly Results Trends

- Revenue and profit declined on a quarterly basis, with revenue **down 3.9% YoY** and operating profit **down 6.1% YoY**, respectively
- Aiming to capture new demand based on expansion into new business areas while striving to maintain and expand market share with existing game staffing

Revenue (quarterly trends)



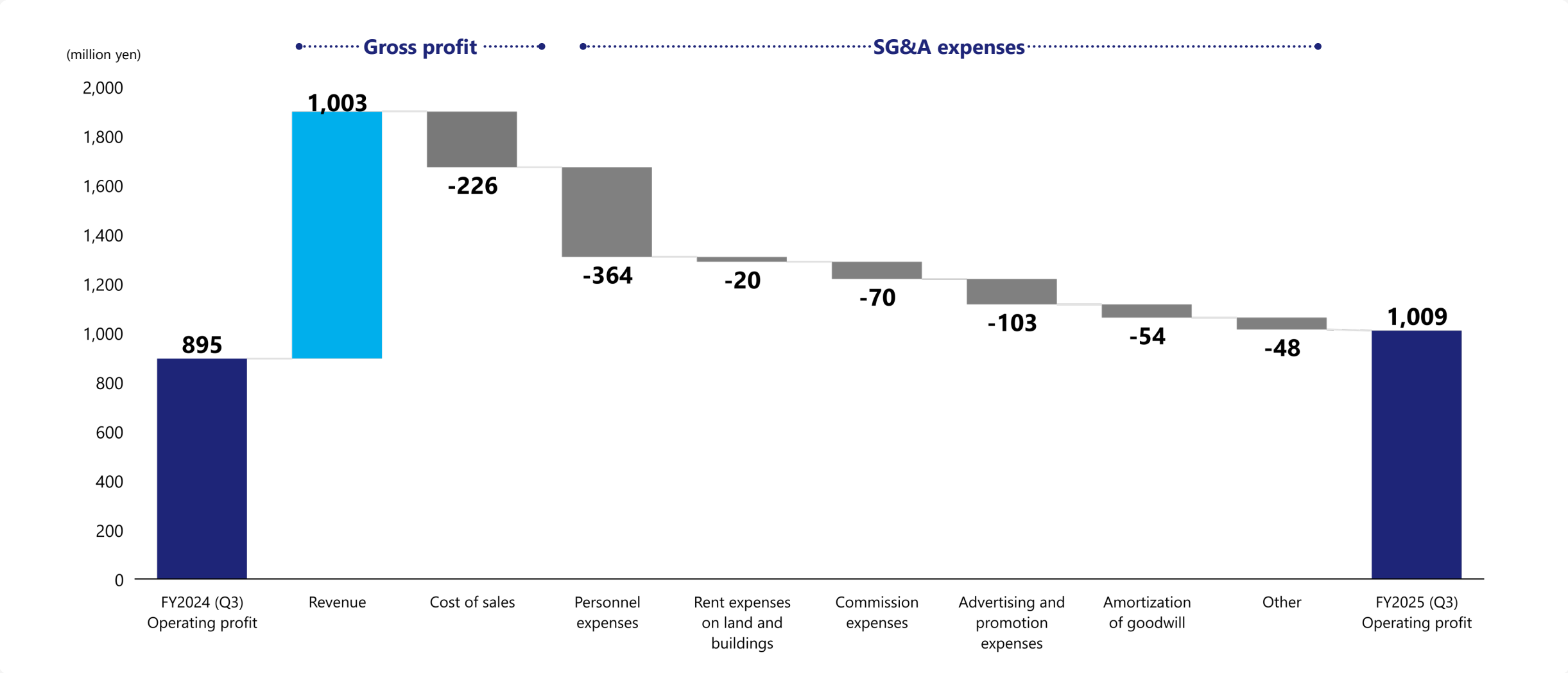
Operating profit (quarterly trends)



* Figures after eliminating internal sales within the consolidated companies are indicated

[Consolidated] Factor Analysis of Increase/Decrease in Q3 Operating Profit (YoY)

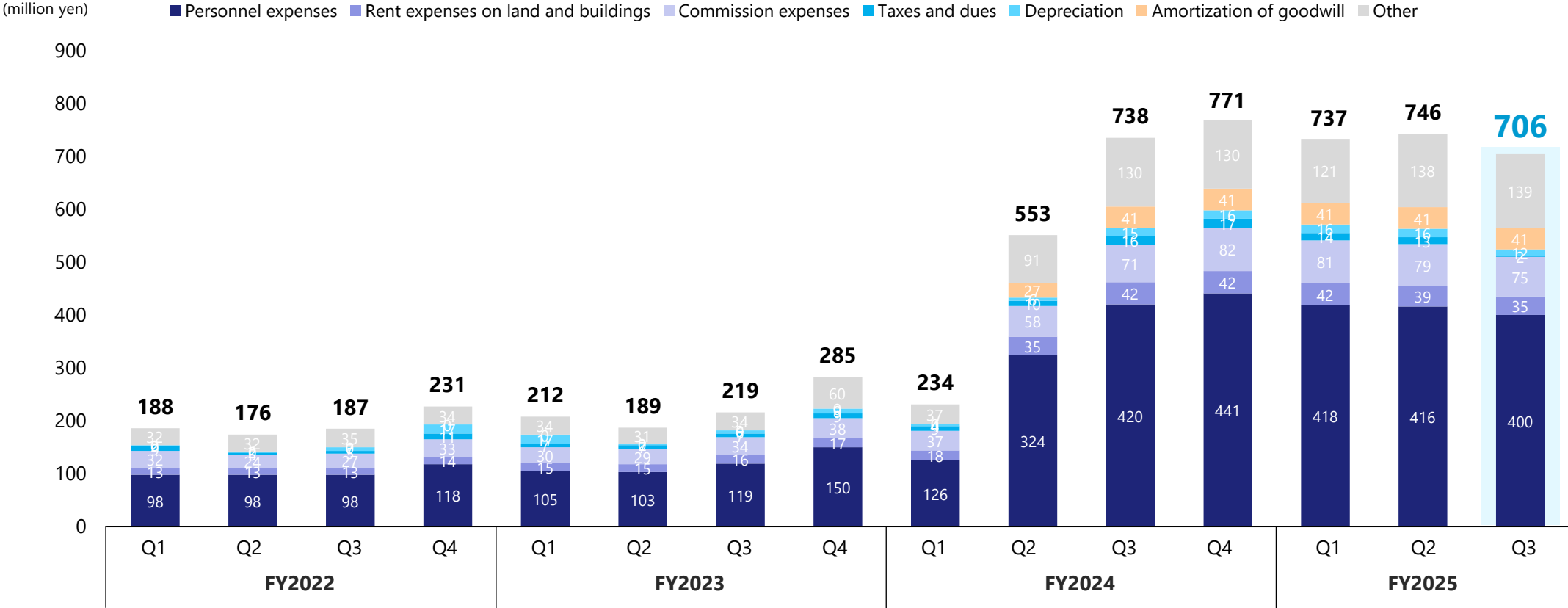
- Continued cost optimization through measures such as the consolidation of regional operation bases following the merger with Interworks on August 1, 2023
- Despite the amortization of goodwill incurred since Q2 FY2024, increased profit was secured by optimizing back-office expenses and other factors to offset increased costs



[Consolidated] Quarterly SG&A Expenses Trends

- Merger with Interworks significantly changed the size and composition ratio of SG&A expenses
- In light of operating profit progress against the full-year forecast, we aim to achieve the budget plan by further strengthening cost control in Q4

Quarterly trends



* Due to the merger in FY2024, some changes were made to the breakdown of account items from Q2 FY2024 and changes have been made retroactively from previous years
 * This graph is compiled based on management accounting classification

[Consolidated] Performance Highlights of Q3 FY2025 by Business

- In terms of revenue composition, “HR Solution Business - Staffing and Outsourcing” accounted for 64.1% of revenue and continued to drive overall results, but both revenue and profit declined YoY
- We will seek a breakthrough in responding to the worsening market conditions in the gaming industry while achieving stable profit growth through cross-selling

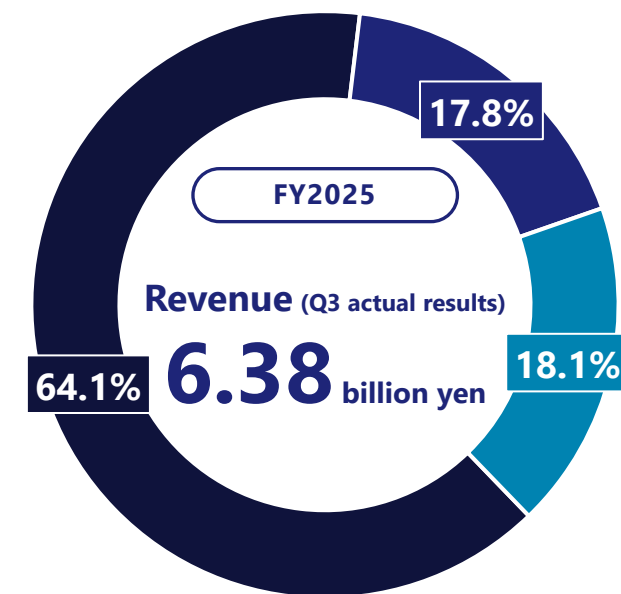
Q3 actual results

▼ Figures after reclassifying to new segments. For the former Interworks, the results from August 2023 onwards are recorded

	FY2024 (Q3)	FY2025 (Q3)	YoY
Revenue*	5,377	6,380	+18.7%
HR Solution Business - Staffing and Outsourcing	4,166	4,091	-1.8%
HR Solution Business - Recruitment	623	1,133	+81.8%
Media & Solutions Business	587	1,155	+96.6%
Segment profit	1,418	1,756	+23.8%
HR Solution Business - Staffing and Outsourcing	1,078	955	-11.4%
HR Solution Business - Recruitment	184	405	+119.5%
Media & Solutions Business	154	395	+155.1%
Selling, general and administrative expenses (common expenses)	522	746	+42.9%
Operating profit	895	1,009	+12.7%

* Figures after eliminating internal sales within the consolidated companies are indicated

Revenue composition



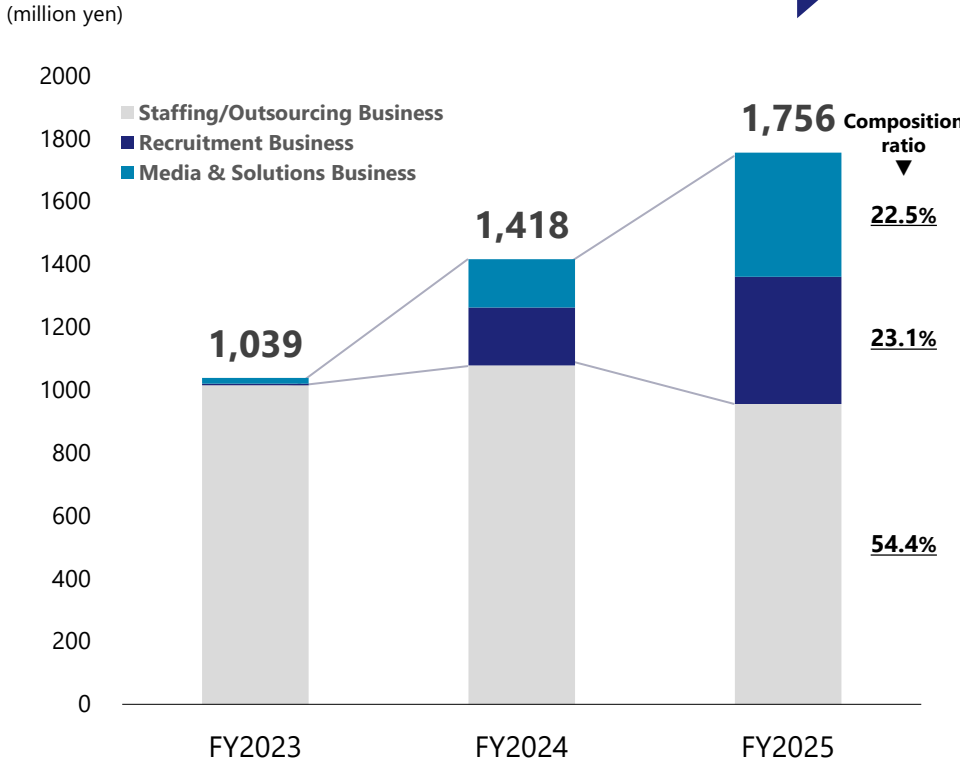
- HR Solution Business - Staffing and Outsourcing
- HR Solution Business - Recruitment
- Media & Solutions Business

[Consolidated] Q3 FY2025: From Single Business to Portfolio Management

- Segment profit margins in the Recruitment and Media & Solutions businesses improved and increased, respectively, expanding the profit composition ratio of all segments to as high as **45.6%**
- Staffing business struggled to respond to changes in the market environment, but **achieved stable profit growth** by increasing complementarity through its diversified business portfolio due to the merger

Trends in segment profit margin

Diversified business portfolio



Diversified revenue structure

Reduced dependence on a single business due to changes in the external environment

- ✓ With a comprehensive client base in specialized industries, the staffing business cultivated needs for outsourcing and freelancer matching services, etc. and expanded into peripheral areas with a high affinity with the skills of its creators, but struggled against the backdrop of a decline in the willingness of game companies to hire
- ✓ By diversifying the revenue structure through the expansion of business domains to increase complementarity among businesses, we will create the next core business while achieving stable profit growth
- ✓ Since the merger, the Recruitment and Media & Solutions businesses have accounted for **45.6%** of the total segment profits

Improved and increased profitability

Contribution from improved profit margins in the Recruitment and Media & Solutions businesses

- ✓ Profit margins in businesses primarily operated by the former Interworks are improving

Segment profit margin

Recruitment Business: **29.6% → 35.8% (+6.2 pts)**

Media & Solutions Business: **26.4% → 34.2% (+7.8 pts)**

[HR Solution Business - Staffing and Outsourcing] Financial Highlights of Q3 FY2025

- The majority of this segment is dominated by the HR Solution business of the former Confidence Inc. The staffing business for the gaming industry experienced a stagnant increase in the number of utilized persons due to the sluggish market, but the freelancer matching business launched in Q1 FY2024 began to contribute to profits, aiding the increase in the number of utilized persons and revenue growth.

Q3 actual results

▼ Figures after reclassifying to new segments

(million yen)	FY2024 (Q3)	FY2025 (Q3)	YoY	Forecast (announced on May 10, 2024)	Progress rate
Revenue*1	4,166	4,091	-1.8%	5,853	69.9%
Staffing/recruitment*2	4,017	3,916	-2.5%	-	-
Outsourcing and other	149	175	+17.5%	-	-
Gross profit	1,448	1,370	-5.4%	-	-
Gross profit margin	34.8%	33.5%	-1.3 pts	-	-
Segment profit	1,078	955	-11.4%	-	-
Segment profit margin	25.9%	23.3%	-2.6 pts	-	-

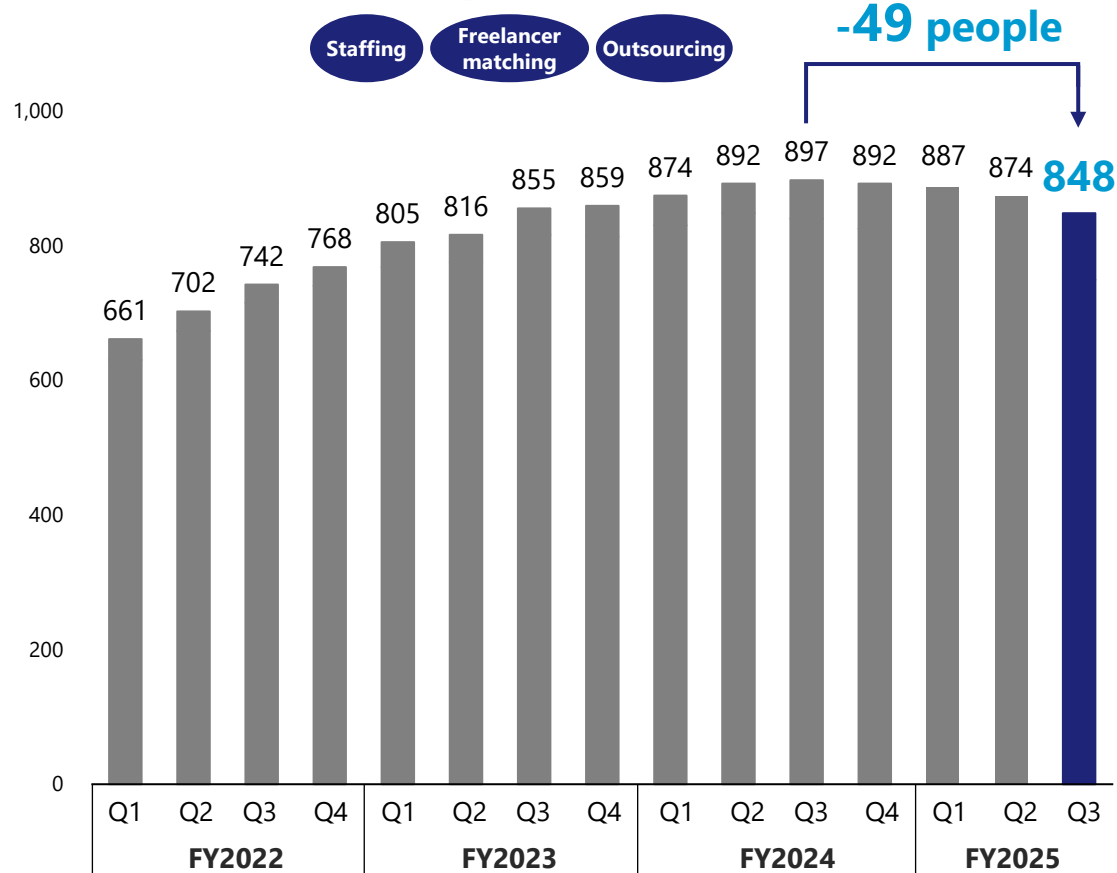
*1 Figures after eliminating internal sales within the consolidated companies are indicated

*2 The freelancer matching business operated by Confidence Pro Co., Ltd. established on April 3, 2023, is included in this category and disclosed

[HR Solution Business - Staffing and Outsourcing] Trends in Major KPIs

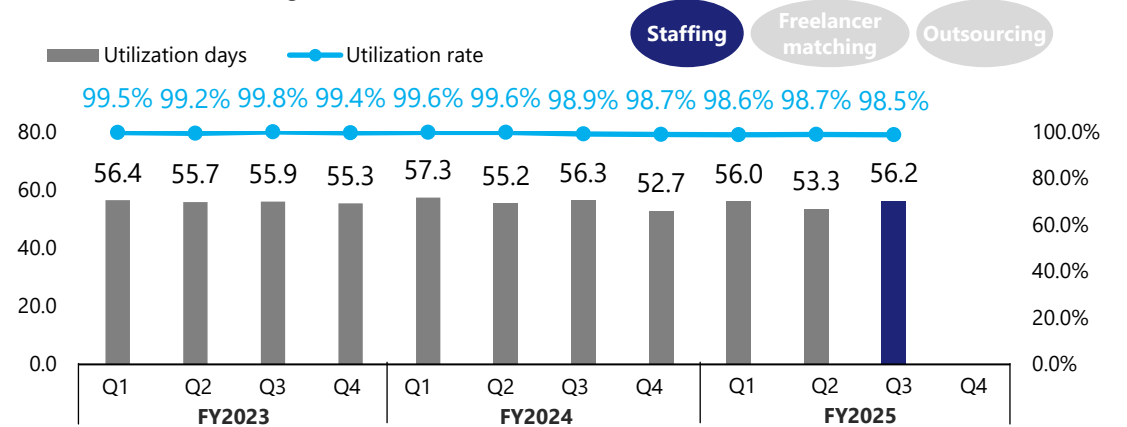
- The number of utilized persons, which is the basis of the recurring income model, **decreased by 49** YoY, due to factors such as gaming companies' weakening hiring sentiment.
- On the other hand, the number of utilized persons at our subsidiary Confidence Pro increased steadily, and we aim to further enhance the number of utilized persons by prioritizing expansion into new business areas

Number of utilized persons



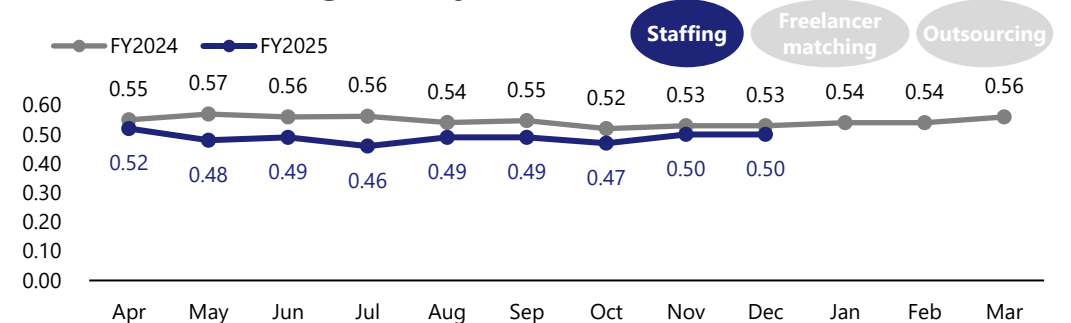
* Starting with financial results for Q1 FY2025, to ensure more accurate alignment with the PL of Segment ① HR Solution - Staffing and Outsourcing Business, we have retroactively adjusted to include the number of utilized persons in the freelancer matching and outsourcing businesses, in addition to those in the staffing business.

Utilization days*1 / Utilization rate*2



*1 Quarterly total of the number of days arrived at by dividing the total number of days worked by each person on a monthly basis by the number of utilized persons at the end of the month
 *2 The ratio obtained by dividing the total number of utilized staff at month end by the total number of staff that can be utilized at month end

Trends in average daily overtime hours*



* Daily average obtained by dividing the average total monthly overtime hours by the average number of actual utilization days

[HR Solution Business - Staffing and Outsourcing]

Progress of Growth Strategy | Expansion of HR Solution Services Business

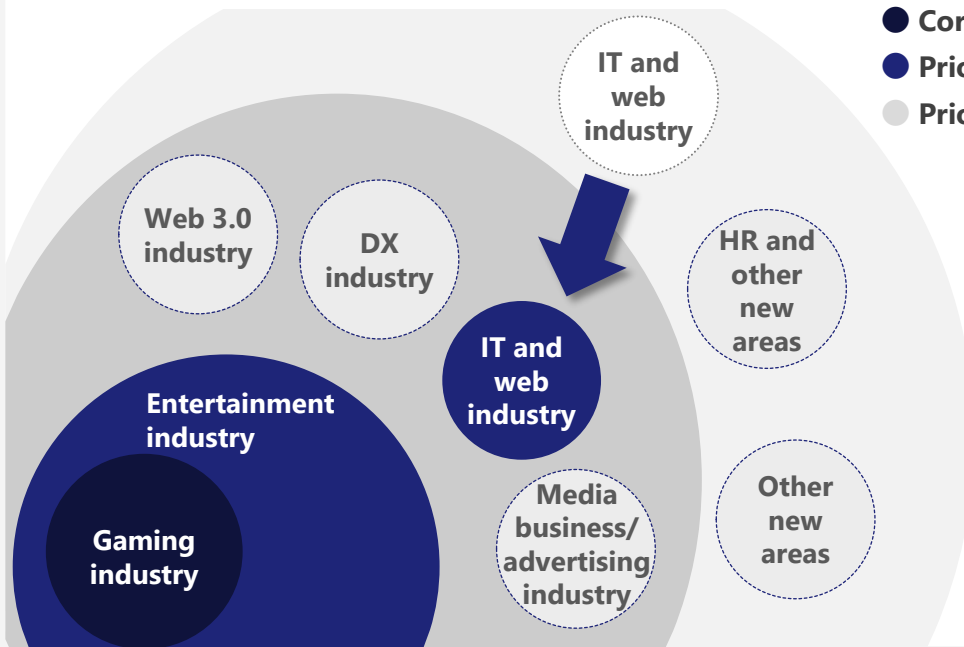
- Prioritizing expansion into new business areas that enhance the potential for our company's creators to build their careers in response to weakening hiring sentiment in the gaming industry
- Aiming to further increase the number of utilized creators by expanding into these new business areas



Toward expansion of business areas

Priority level

- Core areas
- Priority level: high
- Priority level: medium



Restructuring the order in which growth strategies for expanding the business will be implemented

Given the prolonged decline in the gaming industry's hiring sentiment, we will make **expanding into new business areas a higher priority**, with the aim of capturing new demand. Specifically, **we aim to expand our HR solution services** into areas that are highly compatible **and also increase the potential for creators to build their careers** by expanding our matching targets into highly compatible areas.

Six growth strategies specified at the time of listing

Medium-term growth strategy	Strategy 1	Acquire a dominant market share in staffing business by cultivating deep relationships with clients
	Strategy 2	Maximize trading opportunities by strengthening cross-selling
Strategy 3	Enhance business management efficiency by establishing ecosystem	
Long-term growth strategy	Strategy 4	Expand HR solution services business (industry, area, type)
	Strategy 5	Expand scale and accumulate expertise by expanding the outsourcing business
	Strategy 6	Expand matching solutions

[HR Solution Business - Recruitment] Financial Highlights of Q3 FY2025

- The segment achieved [a significant YoY increase in revenue and profit](#), as the Recruitment business of the former Interworks accounts for a large portion of the segment
- [The range of revenue generation expanded](#) as improved profitability contributed to a significant strengthening of the recruitment business, centered on middle- and high-class human resources across the industry

Q3 actual results

▼ For Q2 FY2024, the figures from April to July are based solely on former Confidence Inc. The figures from August onwards also include results of Interworks, Inc.

▼ Figures after reclassifying to new segments

(million yen)	FY2024 (Q3)	FY2025 (Q3)	YoY	Forecast (announced on May 10, 2024)	Progress rate
Revenue*	623	1,133	+81.8%	1,666	68.0%
Recruitment	623	1,133	+81.8%	-	-
Gross profit	499	908	+82.0%	-	-
Gross profit margin	80.1%	80.2%	+0.1 pts	-	-
Segment profit	184	405	+119.5%	-	-
Segment profit margin	29.6%	35.8%	+6.2 pts	-	-

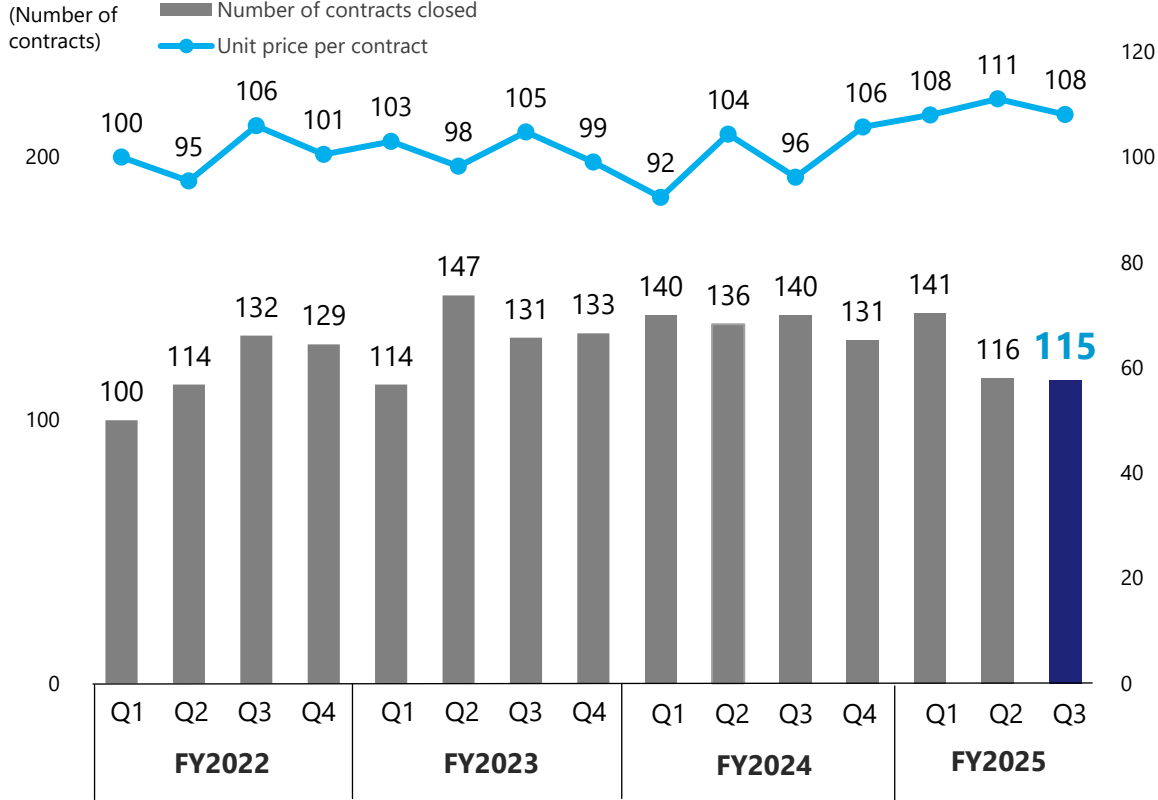
* Figures after eliminating internal sales within the consolidated companies are indicated

[HR Solution Business - Recruitment] Trends in Major KPIs

- The number of contracts closed was down YoY, but the unit price increased. We will continue to focus on training and improving the productivity of our consultants, the number of which increased in FY2024
- Strengthen alliances and promote automation of operations to maximize the total number of matches, improve productivity, and build a system for recruiting new consultants

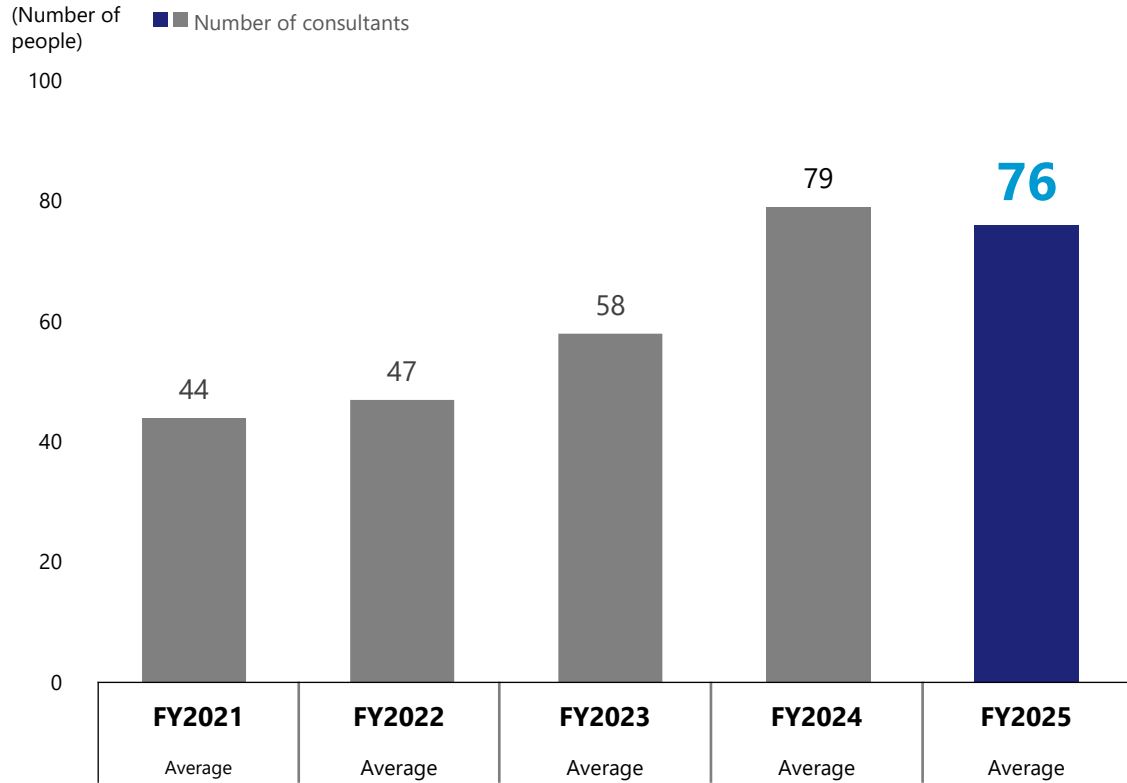
Number of contracts closed and unit price

* Number of contracts closed and unit price : Index based on the FY2022 (Q1) at 100



Number of consultants (average)

* Calculated based on the average number of consultants at the end of each month



[Media & Solutions Business] Financial Highlights of Q3 FY2025

- The segment achieved [a significant YoY increase in revenue and profit](#), as the Media & Solutions business of the former Interworks accounts for a large portion of the segment
- Since the merger, the segment profit margin has also improved significantly as a result of a focus on lowering the break-even point by reducing fixed costs

Q3 actual results

▼ For Q2 FY2024, the figures from April to July are based solely on former Confidence Inc. The figures from August onwards also include results of Interworks, Inc.

▼ Figures after reclassifying to new segments

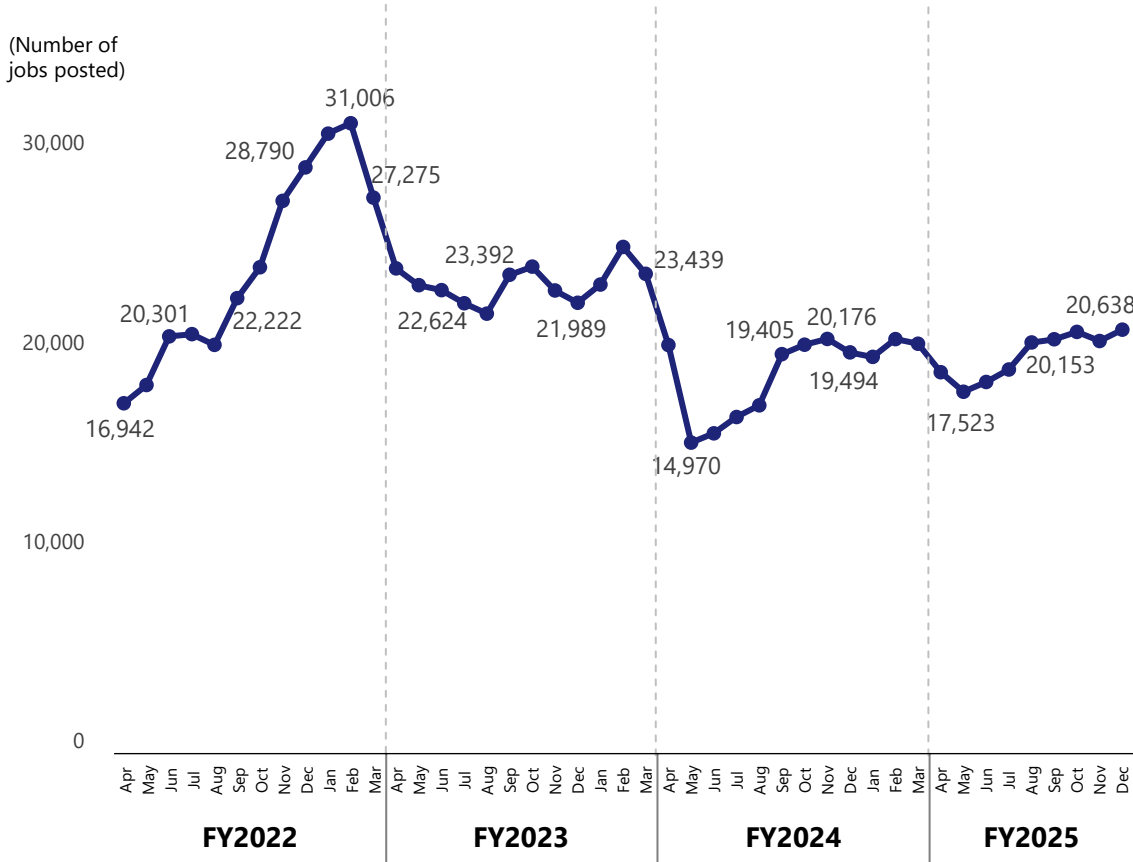
(million yen)	FY2024 (Q3)	FY2025 (Q3)	YoY	Forecast (announced on May 10, 2024)	Progress rate
Revenue*	587	1,155	+96.6%	1,480	78.1%
Job advertisement and recruitment	431	839	+94.6%	-	-
Outsourcing and other	156	316	+102.1%	-	-
Gross profit	474	921	+94.0%	-	-
Gross profit margin	80.8%	79.7%	-1.1 pts	-	-
Segment profit	154	395	+155.1%	-	-
Segment profit margin	26.4%	34.2%	+7.8 pts	-	-

* Figures after eliminating internal sales within the consolidated companies are indicated

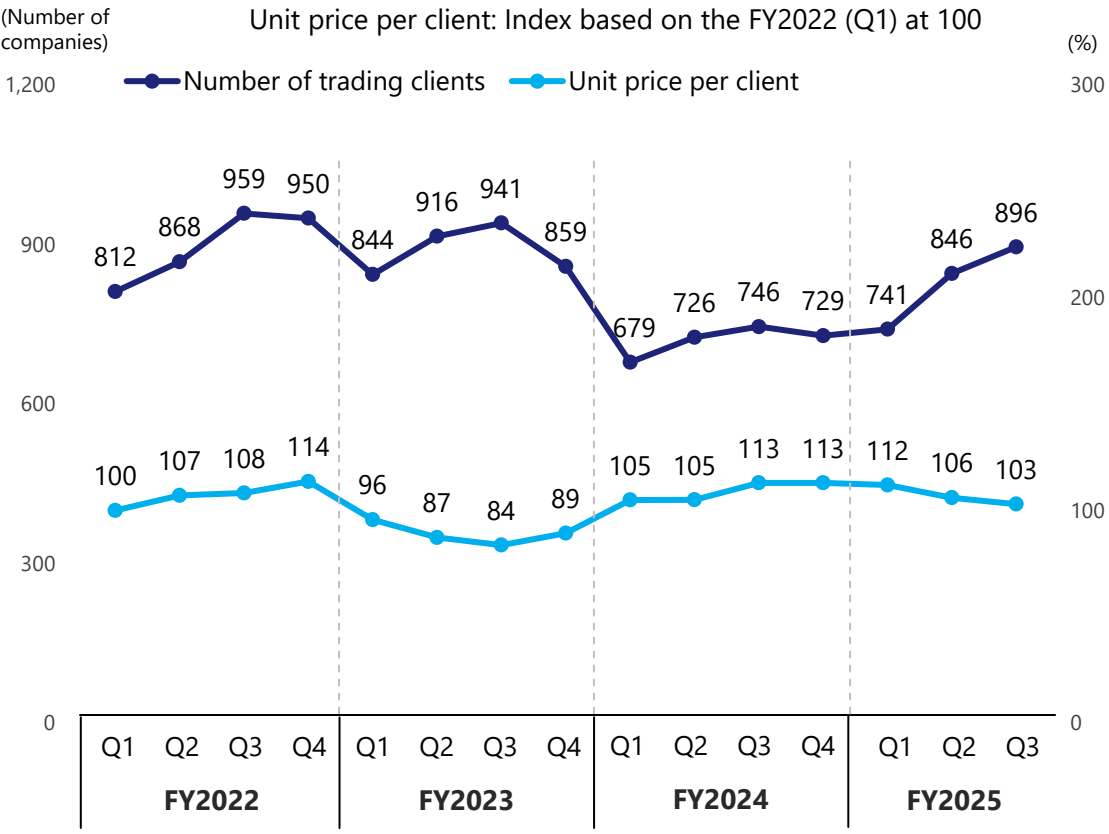
[Media & Solutions Business - Job Advertisements] Trends in Major KPIs

- Since the merger, we have continued to implement measures to increase media power to counter the decline in client attraction ability resulting from the decentralization of media platforms
- These measures have been successful, and the number of both job postings and trading clients has been recovering, with both reaching their highest level in the current fiscal year. We aim to increase revenue while continuing to maintain productivity

Kojo Works' number of job postings



Kojo Works' number of trading clients and unit price per client



[Consolidated] Balance Sheets/Statements of Cash Flows

- Based on the purchase of treasury shares implemented in May 2024, the main changes in B/S compared to the end of the previous fiscal year include **-460 million yen** in cash and deposits, **-360 million yen** in net assets, and **-740 million yen** in total assets
- Continued to secure high financial stability, with net cash amounting to **3.62 billion yen** and the equity ratio standing at **86.4%**

Balance sheet at end of Q3 FY2025

(million yen)

Cash and deposits 3,628	Other current liabilities 829	
	Borrowings 6	
Other current assets 982	Net assets 5,602	
Goodwill 1,416		Share capital 523 million yen
Non-current assets (excluding goodwill) 411		Capital surplus 3,896 million yen
		Retained earnings 2,007 million yen
		Treasury shares -861 million yen
		Share acquisition rights 36 million yen
		Non-controlling interests 0 million yen

Cash flows for Q3 FY2025

(million yen)

Balance of cash and deposits as of March 31, 2024	4,089
Cash flows from operating activities	+705
Cash flows from investing activities	+68
Cash flows from financing activities*	-1,234
Increase/decrease in cash and deposits	-460
Balance of cash and deposits as of December 31, 2024	3,628

* Dividends paid: -383 million yen; treasury share purchase: -851 million yen; other, net: -0 million yen

Financial indicators	
Net cash	3.62 billion yen
Equity ratio	86.4%
ROE (Reference)*	18.8%

* Net profit, which is the basis for calculating ROE, is estimated based on the full-year figures announced for FY2025

03

Shareholder Return

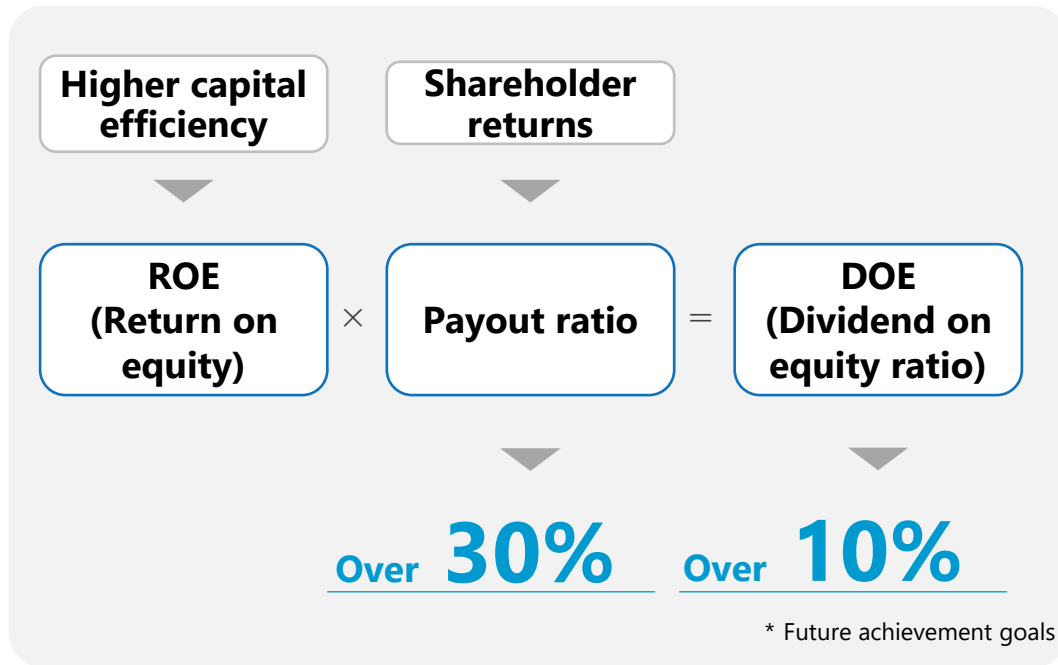


Shareholder Return Policy | Dividend Results/Forecast

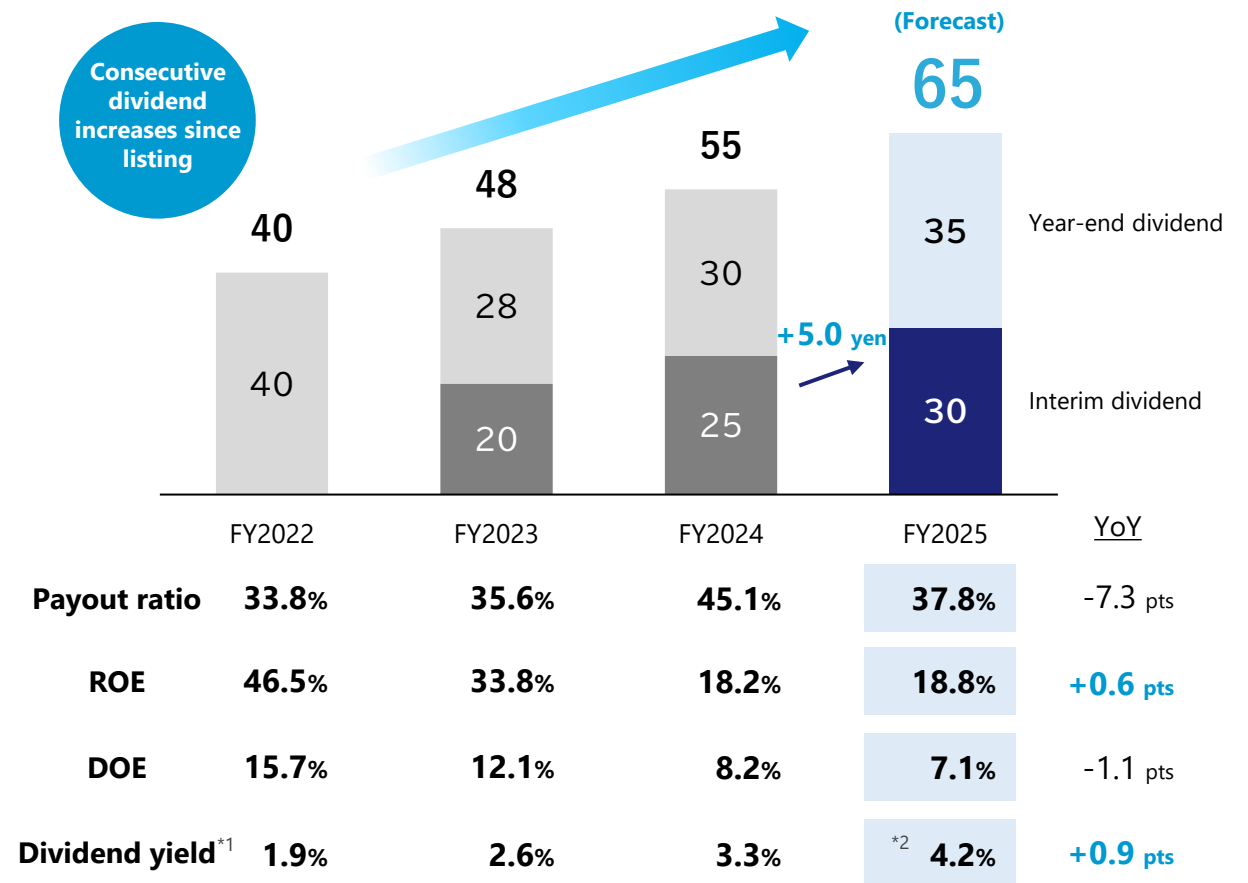
- The annual dividend for FY2025 is expected to be **65 yen, an increase of 10 yen YoY**
- Regarding shareholder returns, the Company's basic policy is to provide continuous and stable dividends, with the goal of achieving **a DOE of 10%** over the medium term

Basic Policy on Shareholder Returns/Target Indicators

The Company regards the return of profits to shareholders as an important management issue and makes it a basic policy to pay **continuous** and **stable** dividends while retaining the necessary internal reserves for future business expansion and bolstering of the Company's financial position



Dividend Results/Forecast



*1 Calculated based on the share price at the end of the fiscal year

*2 Assumed stock price of 1,542 yen (closing price on January 31, 2025) for dividend yield calculation

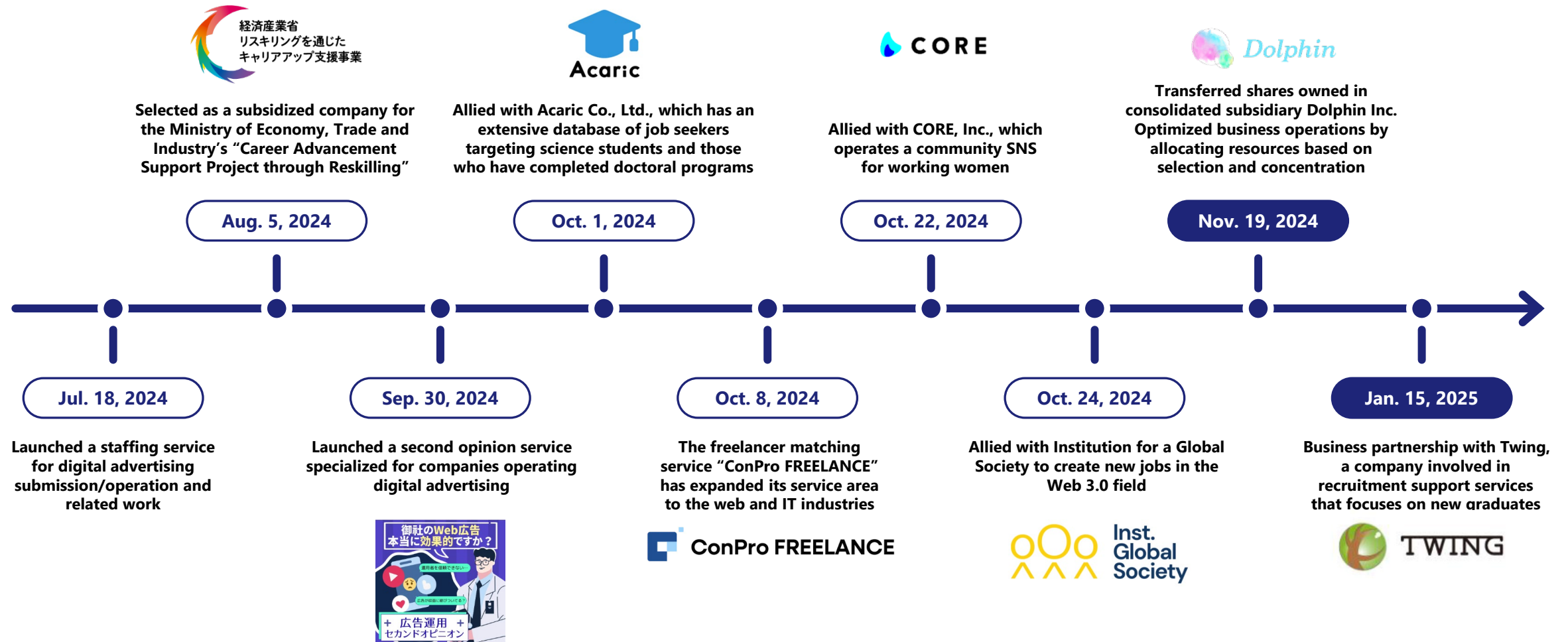
04

Business Topics



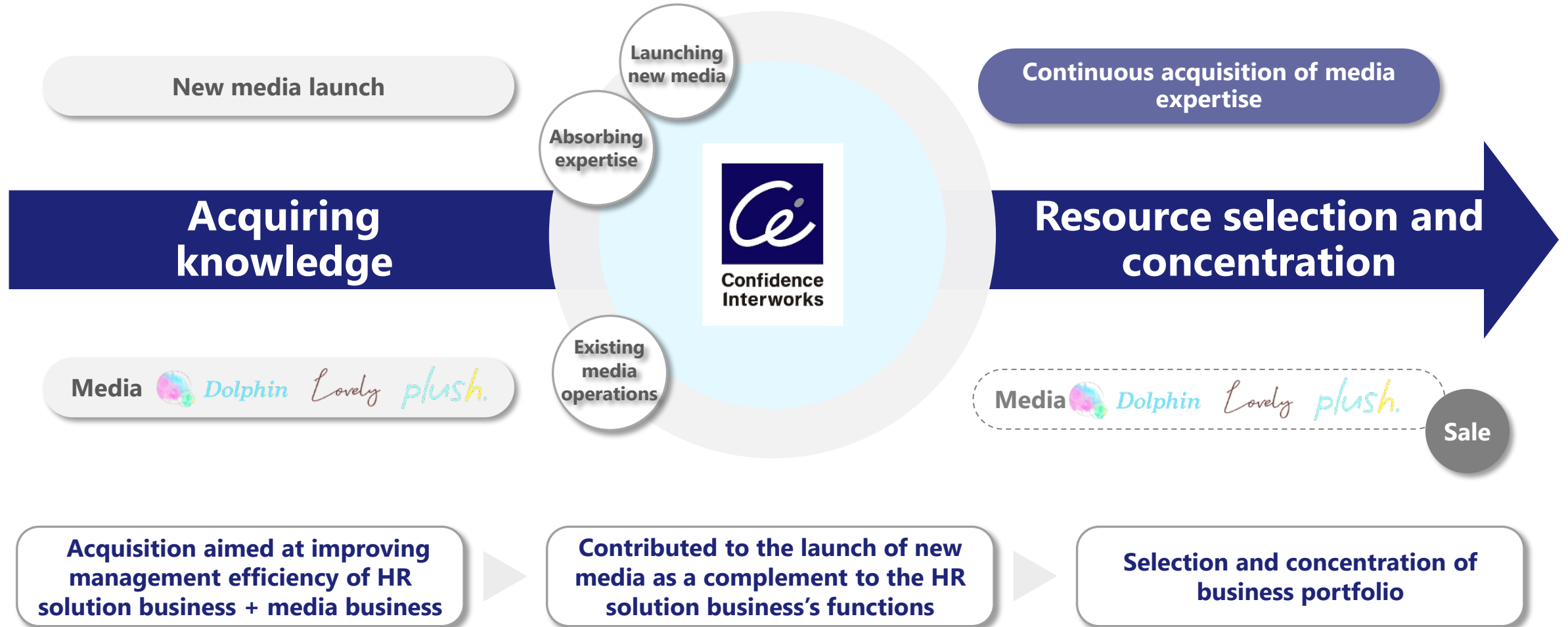
Business Topics | Summary

Summary of Business Topics [FY2025]



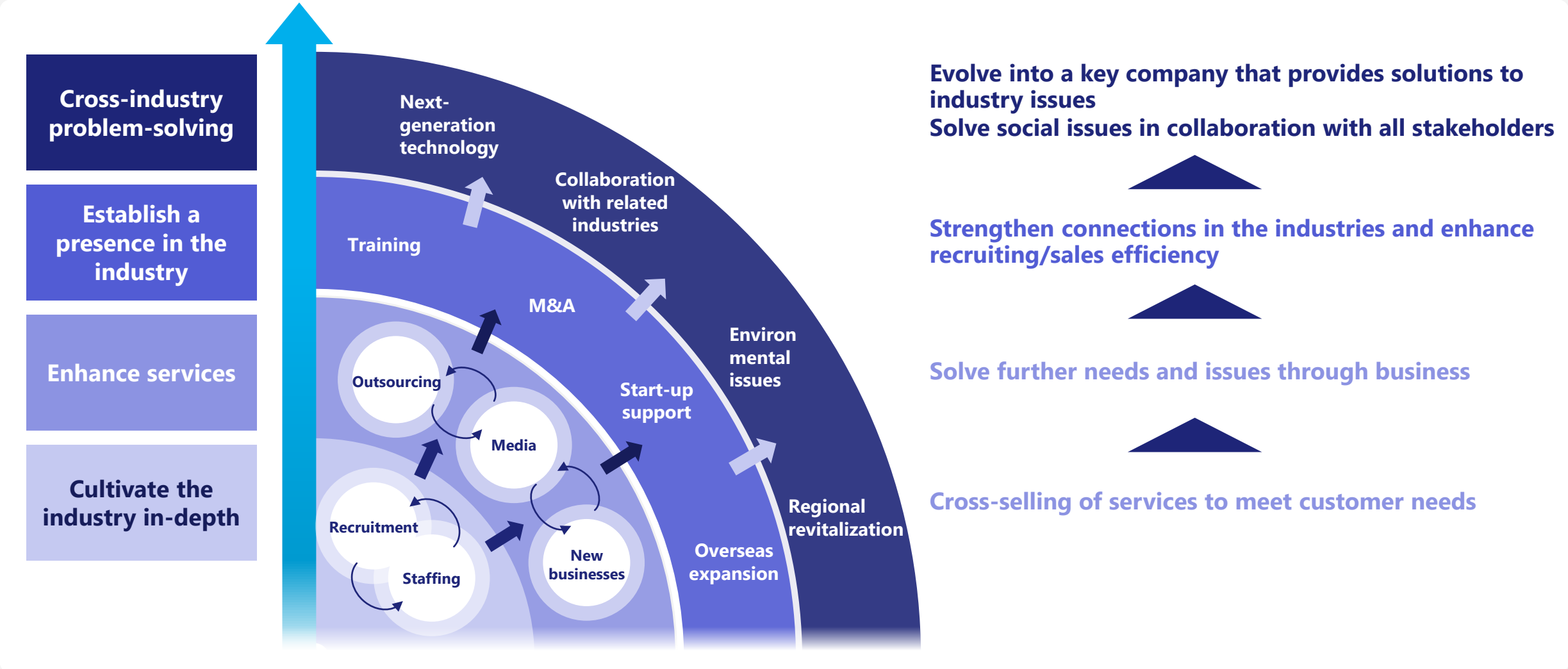
Business Topics | Transfer of Shares in Dolphin Inc.: Optimizing Management by Allocating Resources Based on Selection and Concentration

- In 2018, we made Dolphin Inc. a subsidiary for the purpose of acquiring recruitment expertise based on our own media, but due to the merger with Interworks, we have shifted to a structure that allows us to continuously acquire media expertise
- The transfer of shares was considered and carried out with the [selection and concentration of management resources](#) in mind, after considering the difficulty of expanding the business of Dolphin Inc. alone and future synergies with our business



Future We Want to Realize/View of the World We Aim For

- Using staffing and recruitment services as a starting point, we will establish a presence in the industry by comprehensively penetrating major companies in specialized industries and expanding services through cross-selling media, outsourcing, etc. while promoting in-depth cultivation of the industry. Evolve into a key company that works with all stakeholders to solve industry issues



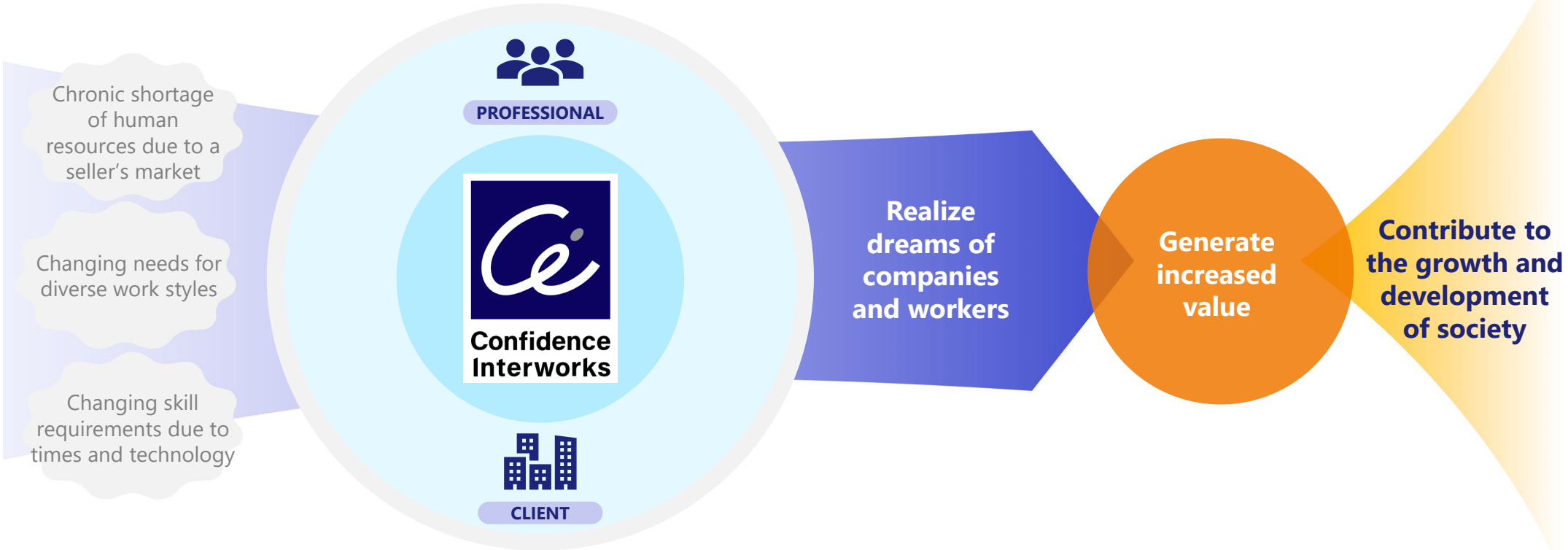
Appendix.

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Vision

Empowering Professionals to Create the Future Together

Our goal is to help many professionals achieve their dreams in a society that values diversity, and to make a positive impact on their companies, industries and society, creating a society with endless opportunities.



Company Overview

Company Profile

Company name	Kabushiki Kaisha Confidence Interworks (English name: Interworks Confidence Inc.)			
Representative	Nobuyuki Takushi, President			
Established	August 2014			
Head office	BYGS Shinjuku Bldg. 10F2-19-1 Shinjuku, Shinjuku-ku, Tokyo			
Local Office	Nagoya Osaka Fukuoka			
Consolidated subsidiary	Confidence Pro Inc. Protagonist Inc.			
Officers	President	Nobuyuki Takushi	Senior Managing Director	Takuro Yoshikawa
	Managing Director	Masatsugu Kudo	Director	Koji Nagai
	Outside Director	Reona Amemiya	Outside Director	Midori Mizutani
	Outside Director	Hirofumi Miki	Outside Director	Hiroshi Kawano
	Outside Auditor	Takashi Yachi	Outside Auditor	Tadahiko Yasukuni
	Outside Auditor	Kenya Fujimori	Outside Auditor	Yoshitaka Maruta
	Paid-in capital	523 million yen (as of December 31, 2024)		
Line of business	HR solution business (staffing, outsourcing, recruitment), Media & solutions business			
No. of employees	1,075 (as of December 31, 2024) [consolidated]			

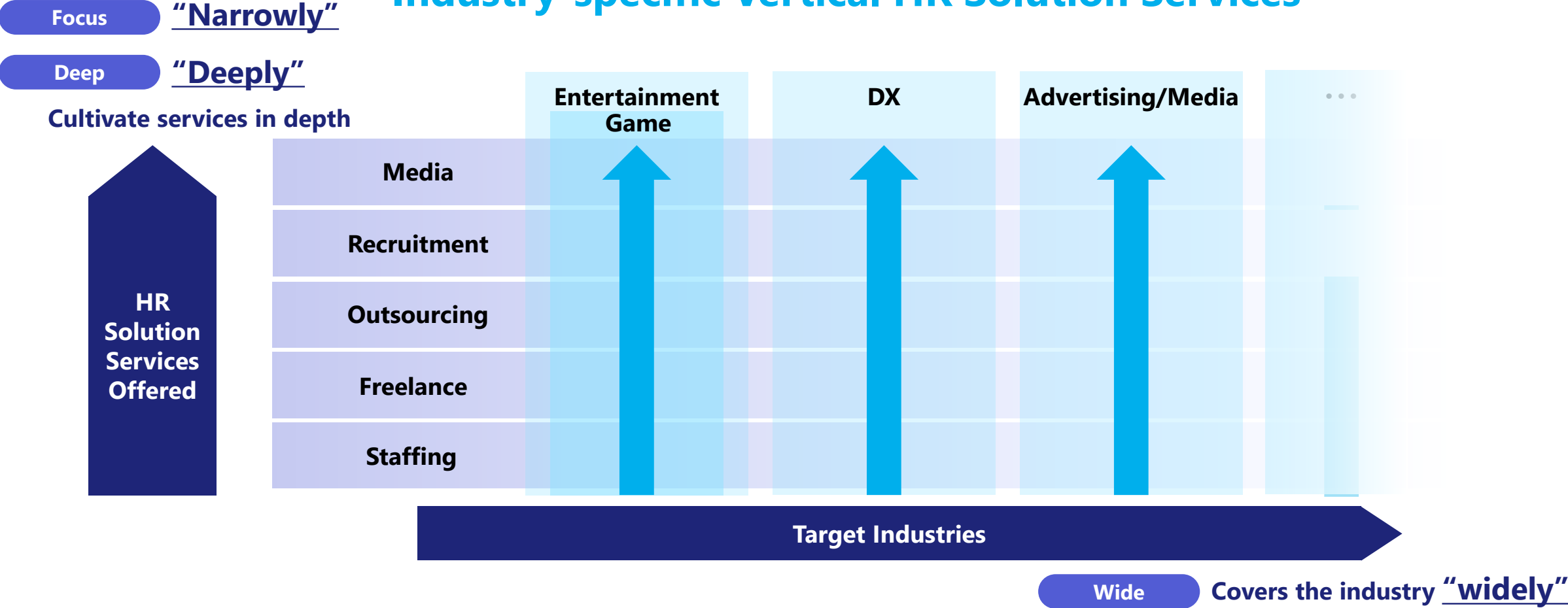
Corporate History

Aug. 2014	Establishment of Confidence Inc. Involved in HR solution business specializing in the gaming industry since its inception
May 2018	Made Dolphin Corporation, a company engaged in web promotion business, a subsidiary
Apr. 2020	Set up Shinjuku-Gyoen Studio as an outsourcing base
Jun. 2021	Listed on the Tokyo Stock Exchange Mothers Market (currently Growth Market)
May 2022	Relocated head office to Shinjuku-ku, Tokyo (current office)
Apr. 2023	Established Confidence Pro Inc. to provide freelance matching services
Aug. 2023	Merger by absorption of Interworks, Inc. Changed company name to "Kabushiki Kaisha Confidence Interworks" (English name: "Interworks Confidence Inc.")
Feb. 2024	Made Protagonist Inc., a Web 3.0 x HR Tech business, a consolidated subsidiary
Dec. 2024	Transferred shares owned in consolidated subsidiary Dolphin Inc.

Management Policy | Industry-specific Vertical HR Solution Services

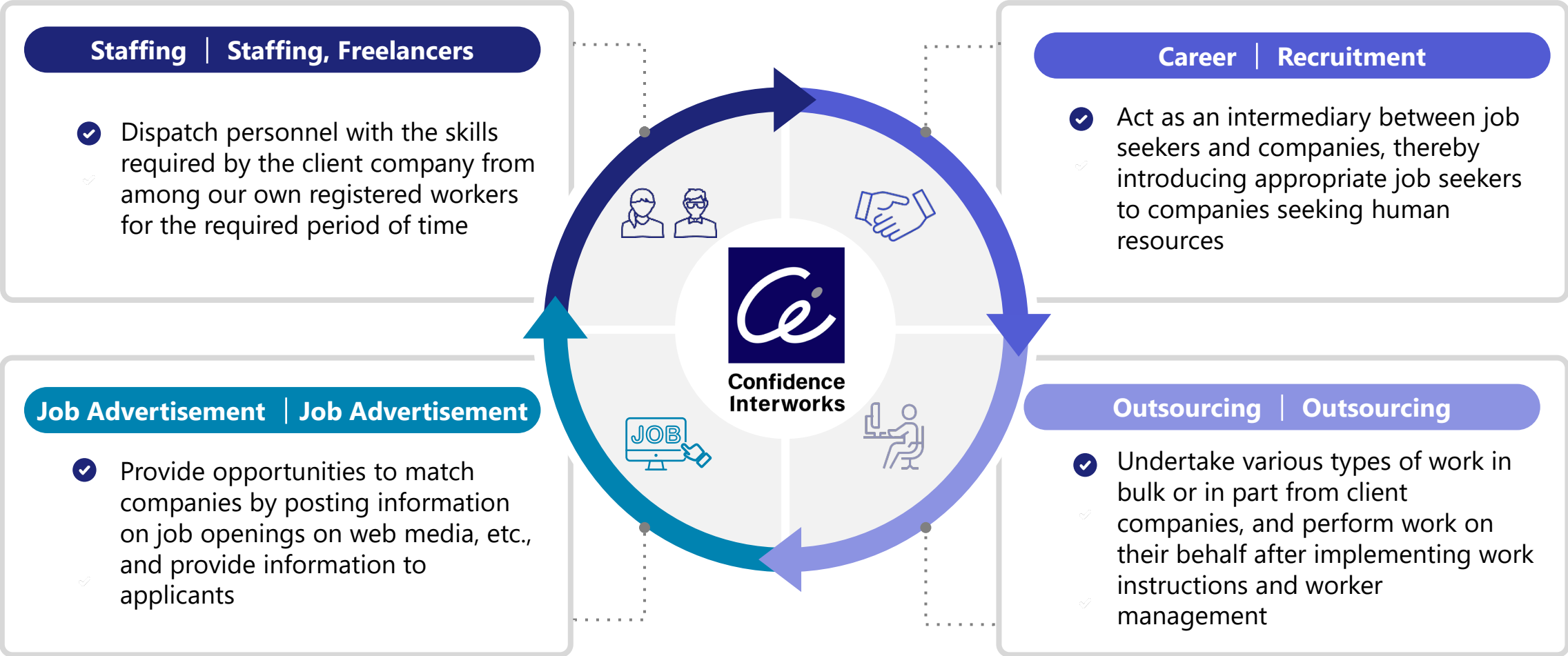
- Created a system capable of providing a full range of major human resource services.
- Strategy to expand services **widely** to other industries with reproducibility, starting from the business base cultivated in the gaming and entertainment industries, while engaging in specialized industries **narrowly** and providing services to customers **deeply**.

Industry-specific Vertical HR Solution Services



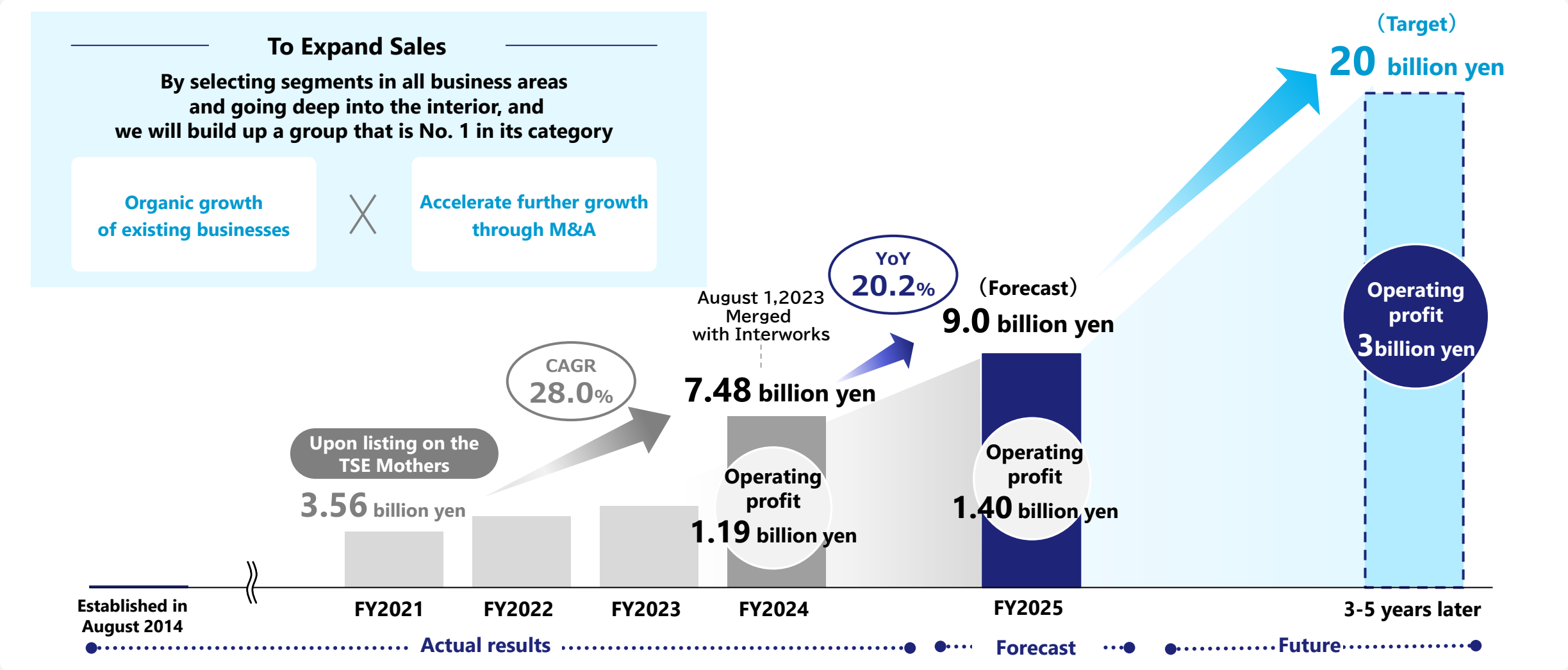
Business Structure | Services

- Created an operating structure that can respond to client needs [in a comprehensive manner](#).



Growth Strategy | Future Growth Indicators: Quantitative objective

- In addition to the steady growth achieved by Confidence alone since its listing, the merger has increased the bases that drive revenue
- For all businesses, select segments and aim to become the No. 1 group, by specialization target areas.



Growth Strategy | Toward a Transition to the Prime Market

- Aim to achieve revenue of 20 billion yen and operating profit of 3 billion yen (operating profit margin of 15%) and meet the criteria of total market capitalization of tradable shares and market capitalization for a transition to the Prime Market at an early stage

Transition to the Prime Market: Quantitative Criteria

			End of Mar. 2023	End of Mar. 2024	End of Mar. 2025
Liquidity	Number of shareholders	No less than 800	○	○	○ (Estimate)
	Number of shares in circulation	No less than 20,000 units	×	○	○ (Estimate)
	Total market capitalization of tradable shares	No less than 10 billion yen	×	×	Aim for early achievement
	Market capitalization	No less than 25 billion yen	×	×	Aim for early achievement
Governance	Ratio of tradable shares	No less than 35%	○	○	○ (Estimate)
Operating Results and Financial Condition	Revenue base	Total profit for the last two years is no less than 2.5 billion yen	×	×	○ (Estimate)
	Financial Condition	Net assets of no less than 5 billion yen	×	○	○ (Estimate)

[Consolidated] Assumptions Underlying the Preparation of Earnings Forecast and Dividend Forecast for FY2025

Assumptions underlying the preparation of earnings forecast

Aim for growth through "[industry-specific vertical HR solution services](#)" based on the premise of achieving both growth and profitability, as has been the management policy to date.

Also, set EPS growth as a target indicator

Target indicators

Revenue growth rate

15%~20%

Operating profit margin
(excluding amortization of goodwill)

Over 15%

EPS growth rate

Over 15%

Assumptions underlying the preparation of dividend forecast

Formulate a dividend policy based on the basic policy of continuous and stable dividends, with a medium-term target of achieving "[DOE 10%](#)," which was set in the medium-term growth strategy after listing, and also with capital efficiency in mind.

Target indicators

Payout ratio

Over 30%

DOE

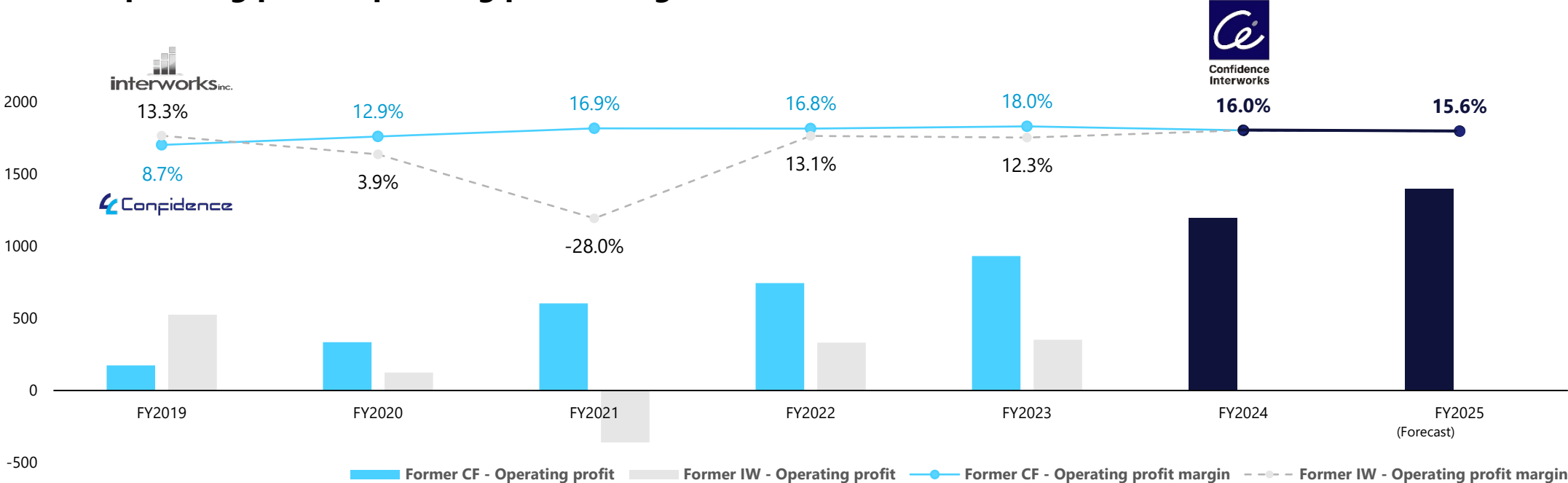
Over 10%^{*}

^{*} Future achievement goals

[Financial Information] Trends in Operating Profit/Operating Profit Margin

- Since FY2021, the operating profit margin has maintained a level above 15%, as stated in the management policy
- Stable profit generation achieved through portfolio diversification by improving the profit margin of the former Interworks businesses and cost synergies in back-office expenses

Trends in operating profit/operating profit margin



The profitability of former Interworks has declined since FY2019

▶ Confidence has steadily expanded its business and maintained a profit margin of over 15% since FY2021

▶ Efficient and stable profit generation achieved even after the merger through improvement in the profit margin of the former Interworks businesses and cost synergies in back-office expenses

IR Information

- We are working to provide timely and easy-to-understand information to our shareholders and investors
- Interworks Confidence Inc. will continue to actively disseminate information to raise awareness of and build trust in our IR activities

Information dissemination using IR note magazine and official X account



**Confidence
Interworks**

We are also working to provide timely and easy-to-understand information to our shareholders and investors

IR note magazine

Supplementary explanations of financial results, Q&A, Monthly Report, etc.

https://note.com/ciw_ir



Official X account

Instant updates on the latest financial results, IR events, and release information

@ciw_ir



Enhancement of explanations for individual investors

<FY2024>

- Wealth advisor Online IR fair for individual investors
- Kabu Berry Lab
- STOCKVOICE Asset Building Festa 2024
- Seminar for individual investors hosted by Nihon Securities Journal Inc.

<FY2025>

- Shonan Investment Study Group
- NIKKEI IR & Individual Investor Fair 2024
- Corporate IR Seminar for Long-Term Individual Investors – A Forum for Dialogue Between Companies and Investors
- Kobe Investment Study Group
- Asset Management EXPO
- **Seminar for individual investors hosted by Nihon Securities Journal Inc.(scheduled)**
- To Be Updated



**Confidence
Interworks**

Empowering Professionals to Create the Future Together

Inquiries about this material: IR staff, FP&A Division (ir@ciw.jp)

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In addition, the information contained in this material and related to matters other than the Company has been quoted from publicized information. The Company has made no verification about the accuracy and appropriateness, etc. of such information, and provides no guarantee about it.