

# Translation

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## Summary of Consolidated Financial Results for the Fiscal Year Ended March 2025 (Based on Japanese GAAP)

May 12, 2025

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 23, 2025

Scheduled date for filing securities report: June 20, 2025

Scheduled date for commencing dividend payments: June 9, 2025

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, 2025 (April 1, 2024 to March 31, 2025)

#### (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, 2025	8,392	12.1	1,303	9.0	1,311	14.8	1,039	43.2
Fiscal year ended March 31, 2024	7,488	44.1	1,195	28.0	1,142	23.2	725	17.4

#### (Note) Comprehensive income

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

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

	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, 2025	167.91	166.31	17.7	19.0	15.5
Fiscal year ended March 31, 2024	122.03	120.00	18.2	22.7	16.0

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

Fiscal year ended March 31, 2025: — million yen

Fiscal year ended March 31, 2024: — 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, 2025	6,614	5,816	87.3	936.24
As of March 31, 2024	7,184	5,970	82.7	893.32

#### (Reference) Total shareholders' equity

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

As of March 31, 2024: 5,939 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, 2025	1,048	68	(1,212)	3,994
Fiscal year ended March 31, 2024	1,033	(68)	(301)	4,089

## 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, 2024	-	25.00	-	30.00	55.00	364	45.1	8.3
Fiscal year ended March 31, 2025	-	30.00	-	35.00	65.00	399	38.7	7.1
Fiscal year ending March 31, 2026 (Forecast)	-	35.00	-	40.00	75.00		51.7	

## 3. Forecast of Consolidated Financial Results for the Fiscal Year Ending March 31, 2026 (from April 1, 2025 to March 31, 2026) (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)	4,460	2.9	639	(8.2)	638	(8.8)	412	(6.2)	68.71
Full year	9,500	13.2	1,430	9.7	1,429	9.0	900	(13.4)	145.00

### \* Notes

(1) Significant changes in the scope of consolidation during the fiscal year: No

(2) Changes in accounting policies, changes in accounting estimates, and restatement of prior period financial statements

1) Changes in accounting policies due to revisions to accounting standards and other regulations: Yes

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

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

(3) Number of issued shares (common shares)

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

As of March 31, 2025	6,708,777 shares	As of March 31, 2024	6,655,177 shares
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2) Number of treasury shares at the end of the period

As of March 31, 2025	538,032 shares	As of March 31, 2024	6,300 shares
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3) Average number of shares during the period

Fiscal year ended March 31, 2025	6,188,856 shares	Fiscal year ended March 31, 2024	5,945,892 shares
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(Reference) Overview of Non-Consolidated Financial Results

1. Non-Consolidated Financial Results for the Fiscal Year Ended March 31, 2025 (April 1, 2024 to March 31, 2025)

(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, 2025	8,009	8.5	1,260	5.5	1,419	24.3	1,035	40.9
Fiscal year ended March 31, 2024	7,378	43.2	1,193	28.5	1,142	23.7	734	19.4

	Basic earnings per share	Diluted earnings per share
	Yen	Yen
Fiscal year ended March 31, 2025	167.26	165.66
Fiscal year ended March 31, 2024	123.54	121.49

(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, 2025	6,521	5,802	88.4	933.95
As of March 31, 2024	7,145	5,962	83.1	892.58

(Reference) Total shareholders' equity

As of March 31, 2025: 5,763 million yen      As of March 31, 2024: 5,934 million yen

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

In the fiscal year under review, the Company transferred all shares of Dolphin Inc. which it held with December 2, 2024, as the execution date of the share transfer. Consequently, the loss on valuation of shares of subsidiaries and affiliates for the Company that was recorded in the previous fiscal year in association with the share transfer was included in expenses for tax purposes, and the total income taxes decreased. As a result, profit increased by 40.9% year on year to 1,035 million yen, exceeding the previous year's performance.

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

\* This summary of financial results is not subject to audit procedures by a public accountant or audit corporation.

\* Explanation regarding appropriate use of earnings forecasts, and other notes

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

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# 1. Consolidated Financial Statements and Major Notes

## (1) Consolidated Balance Sheets

(Thousands of yen)

	Previous fiscal year (As of March 31, 2024)	Current fiscal year (As of March 31, 2025)
Assets		
Current assets		
Cash and deposits	4,089,380	3,994,242
Accounts receivable - trade	818,642	740,155
Accounts receivable - other	5,462	816
Other	100,161	94,515
Allowance for doubtful accounts	(5,212)	(462)
Total current assets	5,008,434	4,829,268
Non-current assets		
Property, plant and equipment		
Buildings	123,452	68,740
Accumulated depreciation	(55,943)	(15,183)
Buildings, net	67,508	53,557
Tools, furniture and fixtures	97,268	77,845
Accumulated depreciation	(69,604)	(44,226)
Tools, furniture and fixtures, net	27,663	33,618
Total property, plant and equipment	95,172	87,176
Intangible assets		
Software	146,091	89,359
Goodwill	1,539,817	1,374,836
Total intangible assets	1,685,908	1,464,196
Investments and other assets		
Investment securities	15,000	15,000
Deferred tax assets	151,604	100,233
Guarantee deposits	224,133	109,993
Other	4,331	13,792
Allowance for doubtful accounts	(22)	(5,232)
Total investments and other assets	395,046	233,787
Total non-current assets	2,176,127	1,785,160
Total assets	7,184,561	6,614,428

(Thousands of yen)

	Previous fiscal year (As of March 31, 2024)	Current fiscal year (As of March 31, 2025)
Liabilities		
Current liabilities		
Current portion of long-term borrowings	3,159	2,076
Accounts payable - trade	83,755	95,200
Accounts payable - other	225,063	118,516
Accrued expenses	326,041	303,312
Income taxes payable	231,617	36,577
Accrued consumption taxes	154,827	103,733
Deposits received	29,776	26,878
Contract liabilities	1,245	3,440
Refund liabilities	7,818	5,606
Provision for bonuses	142,088	98,592
Other	-	0
Total current liabilities	1,205,394	793,935
Non-current liabilities		
Long-term borrowings	8,529	3,553
Total non-current liabilities	8,529	3,553
Total liabilities	1,213,923	797,488
Net assets		
Shareholders' equity		
Share capital	520,784	534,590
Capital surplus	3,893,706	3,912,691
Retained earnings	1,535,227	2,191,258
Treasury shares	(10,143)	(861,220)
Total shareholders' equity	5,939,574	5,777,319
Share acquisition rights	27,403	39,620
Non-controlling interests	3,660	-
Total net assets	5,970,638	5,816,940
Total liabilities and net assets	7,184,561	6,614,428

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

## Statements of Income

(Thousands of yen)

	Previous fiscal year (April 1, 2023 - March 31, 2024)	Current fiscal year (April 1, 2024 - March 31, 2025)
Revenue	7,488,534	8,392,191
Cost of sales	3,994,791	4,188,923
Gross profit	3,493,743	4,203,268
Selling, general and administrative expenses	2,298,650	2,900,136
Operating profit	1,195,092	1,303,131
Non-operating income		
Interest and dividend income	59	2,034
Rental income from buildings	1,855	1,890
Subsidy income	992	7,840
Other	324	290
Total non-operating income	3,231	12,055
Non-operating expenses		
Interest expenses	37	91
Commission expenses	54,228	2,957
Other	1,264	340
Total non-operating expenses	55,530	3,390
Ordinary profit	1,142,794	1,311,797
Extraordinary income		
Gain on sale of golf club membership	-	181
Gain on bargain purchase	12,368	-
Settlement income	-	6,433
Total extraordinary income	12,368	6,615
Extraordinary losses		
Loss on step acquisitions	20,558	-
Loss on retirement of non-current assets	-	1,942
Loss on sale of shares of subsidiaries and affiliates	-	8,509
Office relocation expenses	4,507	14,428
Total extraordinary losses	25,065	24,880
Profit before income taxes	1,130,097	1,293,532
Income taxes - current	367,413	206,418
Income taxes - deferred	37,125	51,370
Total income taxes	404,538	257,789
Profit	725,558	1,035,743
Profit attributable to non-controlling interests	-	(3,440)
Profit attributable to owners of parent	725,558	1,039,183

# Consolidated Statements of Comprehensive Income

(Thousands of yen)

	Previous fiscal year (April 1, 2023 - March 31, 2024)	Current fiscal year (April 1, 2024 - March 31, 2025)
Profit	725,558	1,035,743
Other comprehensive income		
Total other comprehensive income	-	-
Comprehensive income	725,558	1,035,743
(Breakdown)		
Comprehensive income attributable to owners of parent	725,558	1,039,183
Comprehensive income attributable to non-controlling interests	-	(3,440)

### (3) Consolidated Statements of Changes in Equity

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

(Thousands of yen)

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

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

Current 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

**(4) Consolidated Statements of Cash Flows**

(Thousands of yen)

	Previous fiscal year (April 1, 2023 - March 31, 2024)	Current fiscal year (April 1, 2024 - March 31, 2025)
Cash flows from operating activities		
Profit before income taxes	1,130,097	1,293,532
Depreciation	68,081	97,256
Amortization of goodwill	109,986	164,980
Interest and dividend income	(59)	(2,034)
Settlement income	-	(6,433)
Foreign exchange losses (gains)	29	-
Gain on bargain purchase	(12,368)	-
Share-based payment expenses	16,019	12,217
Loss (gain) on sale of shares of subsidiaries and affiliates	-	8,509
Loss on retirement of non-current assets	-	1,942
Loss (gain) on sale of golf club membership	-	(181)
Loss (gain) on step acquisitions	20,558	-
Relocation expenses	4,507	14,428
Decrease (increase) in trade receivables	(31,553)	72,017
Decrease (increase) in accounts receivable - other	23,532	4,646
Increase (decrease) in trade payables	20,135	11,852
Increase (decrease) in accounts payable - other	50,787	(110,906)
Increase (decrease) in accrued expenses	10,490	(22,729)
Increase (decrease) in deposits received	(28,365)	(2,852)
Increase (decrease) in provision for bonuses	2,363	(43,496)
Increase (decrease) in accrued consumption taxes	3,970	(51,093)
Other	8,597	6,386
Subtotal	1,396,810	1,448,041
Interest and dividends received	59	1,697
Settlement received	-	6,433
Payments of relocation expenses	(4,507)	(8,237)
Interest paid	(40)	(83)
Income taxes paid	(359,179)	(399,132)
Cash flows from operating activities	1,033,142	1,048,719
Cash flows from investing activities		
Purchase of property, plant and equipment	(4,758)	(34,015)
Purchase of intangible assets	(23,709)	(4,396)
Proceeds from refund of guarantee deposits	2,859	112,083
Payments of guarantee deposits	(45,184)	-
Proceeds from purchase of shares of subsidiaries resulting in change in scope of consolidation	17,483	-
Payments for sales of shares of subsidiaries resulting in change in scope of consolidation	-	(5,467)
Purchase of investment securities	(15,000)	-
Proceeds from sale of golf club membership	-	545
Cash flows from investing activities	(68,311)	68,749
Cash flows from financing activities		
Repayments of long-term borrowings	(22,500)	(6,059)
Proceeds from issuance of shares resulting from exercise of share acquisition rights	25,500	27,612
Purchase of treasury shares	(10,059)	(851,450)
Dividends paid	(294,192)	(382,154)
Purchase of shares of subsidiaries not resulting in change in scope of consolidation	-	(554)
Cash flows from financing activities	(301,252)	(1,212,606)
Effect of exchange rate change on cash and cash equivalents	(29)	-
Net increase (decrease) in cash and cash equivalents	663,548	(95,137)
Cash and cash equivalents at beginning of period	2,047,536	4,089,380
Increase in cash and cash equivalents resulting from merger	1,378,295	-
Cash and cash equivalents at end of period	4,089,380	3,994,242

## **(5) Notes to Consolidated Financial Statements**

(Notes on Going Concern Assumption)

Not applicable.

(Notes on Changes in Accounting Policies)

(Application of "Accounting Standard for Current Income Taxes" etc.)

"Accounting Standard for Current Income Taxes" (ASBJ Statement No. 27, October 28, 2022), "Accounting Standard for Presentation of Comprehensive Income" (ASBJ Statement No. 25, October 28, 2022) and "Guidance on Accounting Standard for Tax Effect Accounting" (ASBJ Guidance No. 28, October 28, 2022) have been applied from the beginning of the current fiscal year.

The revisions to the classification for recording income taxes (taxation on other comprehensive income) have been made in accordance with the transitional treatment set forth in the proviso of Paragraph 20-3 of the Revised 2022 Accounting Standard and the transitional treatment set forth in the proviso of Paragraph 65-2 (2) of the "Guidance on Accounting Standard for Tax Effect Accounting" (ASBJ Guidance No. 28, October 28, 2022; Hereinafter referred to as the "Revised 2022 Guidance"). The change in accounting policies has minimal impact on the consolidated financial statements.

In addition, the Revised 2022 Guidance has been applied from the beginning of the current fiscal year for revisions related to the review of treatment in the consolidated financial statements in the case of deferral of gain or loss on sales arising from the sales of shares of subsidiaries among consolidated companies for tax purposes. The change in accounting policies has been retroactively applied, and the consolidated financial statements after the retroactive application have been prepared for the previous fiscal year. Moreover, the change in accounting policies has no impact on the consolidated financial statements for the previous fiscal year.

(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, 2023 to March 31, 2024)

(Thousands of yen)

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

(Note) 1. Adjustments are as follows.

- Adjustments of segment profit of -807,049 thousand yen include amortization of goodwill of 43,994 thousand yen and corporate expenses of 763,054 thousand yen that are not allocated to each reportable segment.
- Adjustments of segment assets of 5,306,632 thousand yen are corporate assets that are not allocated to any reportable segment, and are mainly cash and deposits that do not belong to any reportable segment.
- 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, 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	5,107,992	-	-	5,107,992	-	5,107,992
Recruitment	9,681	1,488,235	710	1,498,627	-	1,498,627
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.

[Related information]

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

1. Information by product and service

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

2. Information by geographic area

(1) Revenue

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

(2) Property, plant and equipment

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

3. Information by major customer

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

Current 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.

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

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

Not applicable.

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

Not applicable.

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

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

(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	-	42,894	23,097	65,992	43,994	109,986
Balance at the end of the current fiscal year	-	600,528	323,361	923,890	615,926	1,539,817

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

Current 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.

[Information on gain on bargain purchase by reportable segment]

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

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

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

Not applicable.

(Per Share Information)

	Previous fiscal year (April 1, 2023 – March 31, 2024)	Current fiscal year (April 1, 2024 – March 31, 2025)
Net assets per share	893.32 yen	936.24 yen
Basic earnings per share	122.03 yen	167.91 yen
Diluted earnings per share	120.00 yen	166.31 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, 2023 – March 31, 2024)	Current fiscal year (April 1, 2024 – March 31, 2025)
Basic earnings per share		
Profit attributable to owners of parent	725,558	1,039,183
Amount not attributable to common shareholders	-	-
Profit attributable to owners of parent for common shares	725,558	1,039,183
Average number of common shares during period	5,945,892 shares	6,188,856 shares
Diluted earnings per share		
Adjustments to profit attributable to owners of parent	-	-
Increase in the number of common shares	100,207 shares	59,728 shares
(Of which, share acquisition rights)	(100,207 shares)	(59,728 shares)
Description of dilutive shares not included in the calculation of diluted earnings per share due to the absence of dilutive effects	<p>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)</p> <p>5th share acquisition rights by resolution of the Board of Directors on August 10, 2023 Number of share acquisition rights: 920 (Number of common stock: 92,000 shares)</p>	<p>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)</p> <p>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)</p>

(Significant Subsequent Events)

Not applicable.