

Translation

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Summary of Consolidated Financial Results for the First Three Quarters of the Fiscal Year Ending March 2026 (Based on Japanese GAAP)

February 13, 2026

Company name: Interworks Confidence Inc.

Listing exchange: Tokyo Stock Exchange

Securities code: 7374

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

Representative: Nobuyuki Takushi, President

Inquiries: Koji Nagai, Director in charge of Administration Division

Phone: +81-3-5312-7700

Scheduled date for commencing dividend payments: -

Preparation of supplementary materials on financial results: Yes

Holding of financial results briefing session: No

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

1. Consolidated Financial Results for the First Three Quarters (April 1, 2025, to December 31, 2025) of the Fiscal Year Ending March 31, 2026

(1) Consolidated Operating Results (Cumulative) (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 | % |
| First three quarters ended December 31, 2025 | 7,260 | 13.8 | 975 | (3.4) | 961 | (5.6) | 602 | (29.6) |
| First three quarters ended December 31, 2024 | 6,380 | 18.7 | 1,009 | 12.7 | 1,017 | 20.7 | 855 | 56.3 |

(Note) Comprehensive income

First three quarters ended December 31, 2025: 603 million yen [-29.2%]

First three quarters ended December 31, 2024: 852 million yen [55.7%]

| | Basic earnings per share | Diluted earnings per share |
|--|--------------------------|----------------------------|
| | Yen | Yen |
| First three quarters ended December 31, 2025 | 96.90 | 96.52 |
| First three quarters ended December 31, 2024 | 137.80 | 136.40 |

(2) Consolidated Financial Position

| | Total assets | Net assets | Equity ratio |
|-------------------------|-----------------|-----------------|--------------|
| | Millions of yen | Millions of yen | % |
| As of December 31, 2025 | 7,485 | 6,108 | 81.0 |
| As of March 31, 2025 | 6,614 | 5,816 | 87.3 |

(Reference) Total shareholders' equity

As of December 31, 2025: 6,063 million yen

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

2. Cash Dividends

| | Annual dividends per share | | | | |
|--|----------------------------|--------------------|--------------------|-----------------|-------|
| | End of 1st quarter | End of 2nd quarter | End of 3rd quarter | Fiscal year-end | Total |
| | Yen | Yen | Yen | Yen | Yen |
| Fiscal year ended March 31, 2025 | - | 30.00 | - | 35.00 | 65.00 |
| Fiscal year ending March 31, 2026 | - | 35.00 | - | - | - |
| Fiscal year ending March 31, 2026 (Forecast) | - | - | - | 40.00 | 75.00 |

(Note) Revisions to the most recently announced dividend forecast: No

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 |
| Full year | 9,800 | 16.8 | 1,270 | (2.5) | 1,230 | (6.2) | 770 | (25.9) | 123.50 |

(Note) Revisions to the most recently announced earnings forecast: Yes

With regard to the revisions to the consolidated financial results forecast, refer to the “Notice Concerning Revision of Consolidated Financial Results Forecast for the Full Year of the Fiscal Year Ending March 2026” released today (February 13, 2026).

* Notes

(1) Significant changes in the scope of consolidation during the quarter: Yes

Two new companies: BRAISE, Inc., G’s Corporation, Inc.

(2) Application of accounting treatments specific to the preparation of quarterly consolidated financial statements: No

(3) 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

(4) Number of issued shares (common shares)

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

| | | | |
|-------------------------|------------------|----------------------|------------------|
| As of December 31, 2025 | 6,713,177 shares | As of March 31, 2025 | 6,708,777 shares |
|-------------------------|------------------|----------------------|------------------|

2) Number of treasury shares at the end of the period

| | | | |
|-------------------------|----------------|----------------------|----------------|
| As of December 31, 2025 | 463,265 shares | As of March 31, 2025 | 538,032 shares |
|-------------------------|----------------|----------------------|----------------|

3) Average number of shares during the period (cumulative from the beginning of the fiscal year)

| | | | |
|--|------------------|--|------------------|
| First three quarters ended December 31, 2025 | 6,218,771 shares | First three quarters ended December 31, 2024 | 6,207,430 shares |
|--|------------------|--|------------------|

* Review of the Japanese-language originals of the attached quarterly consolidated financial statements by a public accountant or audit corporation: No

* 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. Quarterly Consolidated Financial Statements and Major Notes
(1) Quarterly Consolidated Balance Sheets

(Thousands of yen)

| | Previous fiscal year (As of March 31, 2025) | Third quarter of current fiscal year (As of December 31, 2025) |
|-------------------------------------|--|--|
| Assets | | |
| Current assets | | |
| Cash and deposits | 3,994,242 | 4,147,050 |
| Accounts receivable - trade | 740,155 | 953,980 |
| Prepaid expenses | 71,882 | 111,854 |
| Accounts receivable - other | 816 | 36,817 |
| Other | 22,633 | 44,813 |
| Allowance for doubtful accounts | (462) | (5,148) |
| Total current assets | 4,829,268 | 5,289,367 |
| Non-current assets | | |
| Property, plant and equipment | | |
| Buildings | 68,740 | 99,445 |
| Accumulated depreciation | (15,183) | (45,399) |
| Buildings, net | 53,557 | 54,045 |
| Tools, furniture and fixtures | 77,845 | 147,183 |
| Accumulated depreciation | (44,226) | (111,426) |
| Tools, furniture and fixtures, net | 33,618 | 35,756 |
| Other | - | 24,199 |
| Accumulated depreciation | - | (23,784) |
| Other, net | - | 415 |
| Total property, plant and equipment | 87,176 | 90,218 |
| Intangible assets | | |
| Software | 89,359 | 53,991 |
| Goodwill | 1,374,836 | 1,629,324 |
| Total intangible assets | 1,464,196 | 1,683,315 |
| Investments and other assets | | |
| Investment securities | 15,000 | 15,000 |
| Deferred tax assets | 100,233 | 84,861 |
| Guarantee deposits | 109,993 | 227,277 |
| Other | 13,792 | 100,004 |
| Allowance for doubtful accounts | (5,232) | (4,664) |
| Total investments and other assets | 233,787 | 422,478 |
| Total non-current assets | 1,785,160 | 2,196,012 |
| Total assets | 6,614,428 | 7,485,379 |

(Thousands of yen)

| | Previous fiscal year (As of March 31, 2025) | Third quarter of current fiscal year (As of December 31, 2025) |
|---|--|--|
| Liabilities | | |
| Current liabilities | | |
| Current portion of long-term borrowings | 2,076 | - |
| Accounts payable - trade | 95,200 | 173,866 |
| Accounts payable - other | 118,516 | 235,651 |
| Accrued expenses | 303,312 | 383,680 |
| Income taxes payable | 36,577 | 246,386 |
| Accrued consumption taxes | 103,733 | 122,331 |
| Deposits received | 26,878 | 96,505 |
| Contract liabilities | 3,440 | 10,338 |
| Refund liabilities | 5,606 | 5,269 |
| Provision for bonuses | 98,592 | 91,120 |
| Other | 0 | - |
| Total current liabilities | 793,935 | 1,365,150 |
| Non-current liabilities | | |
| Long-term borrowings | 3,553 | - |
| Retirement benefit liability | - | 11,349 |
| Total non-current liabilities | 3,553 | 11,349 |
| Total liabilities | 797,488 | 1,376,499 |
| Net assets | | |
| Shareholders' equity | | |
| Share capital | 534,590 | 535,922 |
| Capital surplus | 3,912,691 | 3,910,573 |
| Retained earnings | 2,191,258 | 2,358,109 |
| Treasury shares | (861,220) | (741,578) |
| Total shareholders' equity | 5,777,319 | 6,063,026 |
| Share acquisition rights | 39,620 | 45,395 |
| Non-controlling interests | - | 457 |
| Total net assets | 5,816,940 | 6,108,879 |
| Total liabilities and net assets | 6,614,428 | 7,485,379 |

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

| | (Thousands of yen) | |
|---|---|--|
| | First three quarters of previous fiscal year (April 1, 2024 – December 31, 2024) | First three quarters of current fiscal year (April 1, 2025 – December 31, 2025) |
| Revenue | 6,380,954 | 7,260,262 |
| Cost of sales | 3,181,106 | 3,878,156 |
| Gross profit | 3,199,847 | 3,382,105 |
| Selling, general and administrative expenses | 2,190,086 | 2,406,794 |
| Operating profit | 1,009,761 | 975,310 |
| Non-operating income | | |
| Interest and dividend income | 410 | 7,191 |
| Rental income from buildings | 1,836 | 163 |
| Subsidy income | 6,520 | 4,607 |
| Other | 283 | 1,572 |
| Total non-operating income | 9,050 | 13,533 |
| Non-operating expenses | | |
| Interest expenses | 70 | 1,194 |
| Commission expenses | 943 | 21,391 |
| Other | 121 | 5,092 |
| Total non-operating expenses | 1,135 | 27,678 |
| Ordinary profit | 1,017,676 | 961,166 |
| Extraordinary income | | |
| Gain on sale of golf club membership | 181 | - |
| Total extraordinary income | 181 | - |
| Extraordinary losses | | |
| Loss on retirement of non-current assets | 1,942 | 956 |
| Office relocation expenses | 14,428 | 2,029 |
| Loss on sale of shares of subsidiaries and affiliates | 8,509 | - |
| Total extraordinary losses | 24,880 | 2,985 |
| Profit before income taxes | 992,977 | 958,180 |
| Income taxes - current | 72,989 | 339,826 |
| Income taxes - deferred | 67,935 | 15,316 |
| Total income taxes | 140,925 | 355,143 |
| Profit | 852,052 | 603,037 |
| Profit (loss) attributable to non-controlling interests | (3,322) | 457 |
| Profit attributable to owners of parent | 855,375 | 602,579 |

Quarterly Consolidated Statements of Comprehensive Income

| | (Thousands of yen) | |
|---|---|--|
| | First three quarters of previous fiscal year (April 1, 2024 – December 31, 2024) | First three quarters of current fiscal year (April 1, 2025 – December 31, 2025) |
| Profit | 852,052 | 603,037 |
| Other comprehensive income | | |
| Total other comprehensive income | - | - |
| Comprehensive income | 852,052 | 603,037 |
| (Breakdown) | | |
| Comprehensive income attributable to owners of parent | 855,375 | 602,579 |
| Comprehensive income attributable to non-controlling interests | (3,322) | 457 |

(3) Notes to Quarterly Consolidated Financial Statements

(Notes on Going Concern Assumption)

Not applicable.

(Notes in Case of Significant Changes in the Amounts of Shareholders' Equity)

Based on a resolution at the Board of Directors' meeting held on June 23, 2025, the Company disposed of treasury shares (75,000 shares) as restricted stock compensation for its Directors (excluding Outside Directors) on July 16, 2025.

As a result, treasury shares decreased by 119,642 thousand yen, including the purchase of shares less than one unit, to 741,578 thousand yen, at the end of the first three quarters of the current fiscal year.

(Notes to Quarterly Consolidated Statements of Cash Flows)

The Company has not prepared quarterly consolidated statements of cash flows for the first three quarters of the current fiscal year. Depreciation (including amortization of intangible assets other than goodwill) and amortization of goodwill for the first three quarters of the current fiscal year are as follows.

| | First three quarters of previous fiscal year (April 1, 2024 – December 31, 2024) | First three quarters of current fiscal year (April 1, 2025 – December 31, 2025) |
|--------------------------|---|--|
| Depreciation | 78,063 thousand yen | 58,305 thousand yen |
| Amortization of goodwill | 123,735 thousand yen | 159,301 thousand yen |

(Notes to Segment Information, Etc.)

[Segment information]

I. First three quarters of the previous fiscal year (April 1, 2024 – December 31, 2024)

1. Information on revenue and profit or loss and revenue breakdown by reportable segment

(Thousands of yen)

| | Reportable segment | | | | Adjustments (Note 1) | Amount recorded in quarterly statements of income (Note 2) |
|--|---|--|----------------------------------|-----------|-------------------------|---|
| | HR Solution business - Staffing/ Outsourcing | HR Solution business - Recruitment | Media & Solutions business | Total | | |
| Revenue | | | | | | |
| Staffing | 3,909,519 | - | - | 3,909,519 | - | 3,909,519 |
| Recruitment | 7,321 | 1,133,175 | 588 | 1,141,085 | - | 1,141,085 |
| Job advertisement | - | - | 839,169 | 839,169 | - | 839,169 |
| Outsourcing and other | 175,116 | - | 316,063 | 491,180 | - | 491,180 |
| Revenue from contracts with customers | 4,091,958 | 1,133,175 | 1,155,820 | 6,380,954 | - | 6,380,954 |
| Sales to outside customers | 4,091,958 | 1,133,175 | 1,155,820 | 6,380,954 | - | 6,380,954 |
| Inter-segment sales or transfers | - | - | - | - | - | - |
| Total | 4,091,958 | 1,133,175 | 1,155,820 | 6,380,954 | - | 6,380,954 |
| Segment profit | 955,415 | 405,658 | 395,337 | 1,756,410 | (746,649) | 1,009,761 |

(Note) 1. Adjustments of segment profit of -746,649 thousand yen include amortization of goodwill of 49,494 thousand yen and corporate expenses of 697,154 thousand yen that are not allocated to each reportable segment.

2. Segment profit has been adjusted with the operating profit in the Quarterly Consolidated Statements of Income.

2. Information on impairment losses on non-current assets or goodwill, etc. by reportable segment

Not applicable.

II. First three quarters of the current fiscal year (April 1, 2025 – December 31, 2025)

1. Information on revenue and profit or loss and revenue breakdown by reportable segment

(Thousands of yen)

| | Reportable segment | | | | Adjustments (Note 1) | Amount recorded in quarterly statements of income (Note 2) |
|--|---|--|----------------------------------|-----------|-------------------------|---|
| | HR Solution business - Staffing/ Outsourcing | HR Solution business - Recruitment | Media & Solutions business | Total | | |
| Revenue | | | | | | |
| Staffing | 4,291,667 | - | - | 4,291,667 | - | 4,291,667 |
| Recruitment | 54,625 | 1,137,170 | 3,834 | 1,195,630 | - | 1,195,630 |
| Job advertisement | - | - | 940,118 | 940,118 | - | 940,118 |
| Outsourcing and other | 604,913 | - | 227,932 | 832,846 | - | 832,846 |
| Revenue from contracts with customers | 4,951,206 | 1,137,170 | 1,171,885 | 7,260,262 | - | 7,260,262 |
| Sales to outside customers | 4,951,206 | 1,137,170 | 1,171,885 | 7,260,262 | - | 7,260,262 |
| Inter-segment sales or transfers | 8,234 | - | - | 8,234 | (8,234) | - |
| Total | 4,959,441 | 1,137,170 | 1,171,885 | 7,268,496 | (8,234) | 7,260,262 |
| Segment profit | 884,548 | 392,197 | 421,576 | 1,698,322 | (723,011) | 975,310 |

(Note) 1. Adjustments of segment profit of -723,011 thousand yen include amortization of goodwill of 49,494 thousand yen and 673,517 thousand yen of corporate expenses and elimination of inter-segment transactions that are not allocated to each reportable segment.

2. Segment profit has been adjusted with the operating profit in the Quarterly Consolidated Statements of Income.

2. Information on assets by reportable segment

Let's i, Inc., BRAISE, Inc., and G's Corporation, Inc. are newly included in the scope of consolidation due to the acquisition of shares during the first three quarters of the current fiscal year.

As a result, compared to the final day of the previous consolidated accounting year, the amount of reportable segment assets in the first three quarters of the current fiscal year increased by 1,116,100 thousand yen in the HR Solution business - Staffing/Outsourcing.

3. Information on impairment losses on non-current assets or goodwill, etc. by reportable segment

(Significant changes in the amount of goodwill)

In the HR Solution business - Staffing/Outsourcing, the Company acquired all shares of Let's i, Inc., making it a consolidated subsidiary. The increase in the amount of goodwill due to this event was 148,771 thousand yen for the first three quarters of the current fiscal year.

Furthermore, in the HR Solution business - Staffing/Outsourcing, the Company acquired shares of BRAISE, Inc., and G's Corporation, Inc., making them consolidated subsidiaries. The increase in the amount of goodwill due to this event was 265,018 thousand yen for the first three quarters of the current fiscal year.