

Results of Operations and Outlook

Second Quarter of the
Fiscal Year Ending October 31, 2025

June 2025

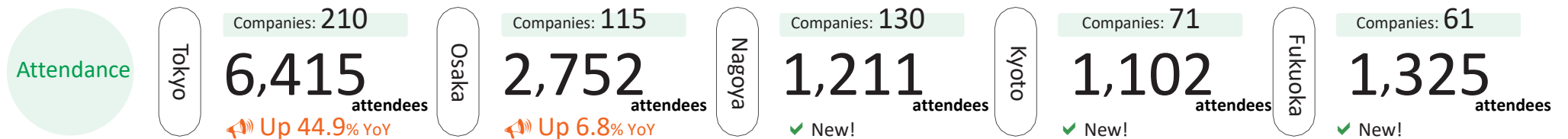
TSE Prime Market (Securities code: 2301)

A joint recruiting seminar for the recruitment of 2nd/3rd year university students, held earlier than any other recruiting company. – Part of the Shushoku-haku series, Japan's leading recruiting events based on attendance

Career Design Forum/ Internship & Career

Held in 5 major cities in Japan in April 2025

Career Design Forum 12,805 attendees

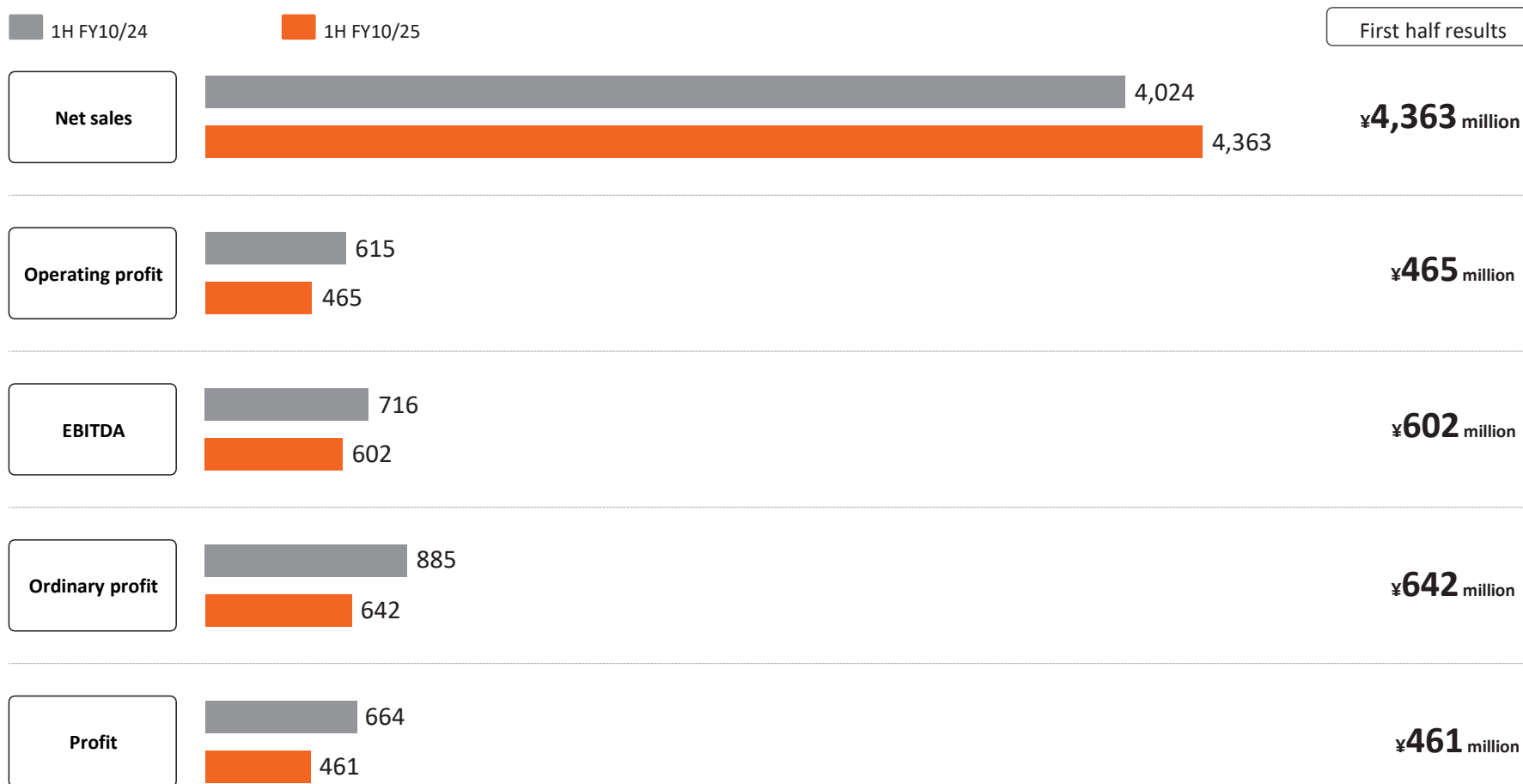


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Summary

Results of Operations and Shareholder Distributions

- ☑ First half sales were 4,363 million yen, up 8.4% YoY.
- ☑ Sales increased even as seasonal changes in the timing of recruiting new graduates affected results of operations.
- ☑ Increasing need at Japanese companies to hire young people. The large volume of business for hiring people with prior work experience raised second quarter sales and earnings to a new second quarter record high.
- ☑ Promotional and marketing expenses, expenditures for business development and IT systems, and education and training expenses were all as planned.



- ☑ Re-Shukatsu sales for the first half increased 25.9% YoY. Agent sales were up 16.8% YoY due to higher referral fees.
- ☑ First half sales increased YoY in all major categories.
- ☑ Although the earlier recruiting of new graduates and difficulty of hiring these people created a new source of seasonal fluctuations, sales growth is expected during the last three quarters of this fiscal year.

Re-Shukatsu

First half sales were 1,161 million yen, up 25.9%.

Monthly new member registrations increased 24.5% YoY in April 2025 to a new record high.

The increasing number of matches between job seekers and companies with job openings (resulting in higher effectiveness) is generating a virtuous cycle that raises orders.

Direct recruiting

(Re-Shukatsu 30/Re-Shukatsu Tech)

Members of Re-Shukatsu 30, which started at the end of October 2024, are more than 10,000, three times higher than planned.

Re-Shukatsu Tech is stepping up measures for contacting IT engineers with more than five years of experience.

Agent

First half sales were 373 million yen, up 16.8%.

First half sales increased due to higher referral fees. Making progress on the FY10/25 plan.

Event

(Tenshoku-haku, Shushoku-haku
and other activities)

First half sales were 1,351 million yen, up 5.2%.

In April 2025, held a Career Design Forum earlier than any other recruiting company. Attendance was 12,805 at forums in five major cities.

Re-Shukatsu Campus

First half sales were 705 million yen, up 9.6%.

First quarter sales were down YoY due to seasonal factors but increased 24.3% YoY in the second quarter.

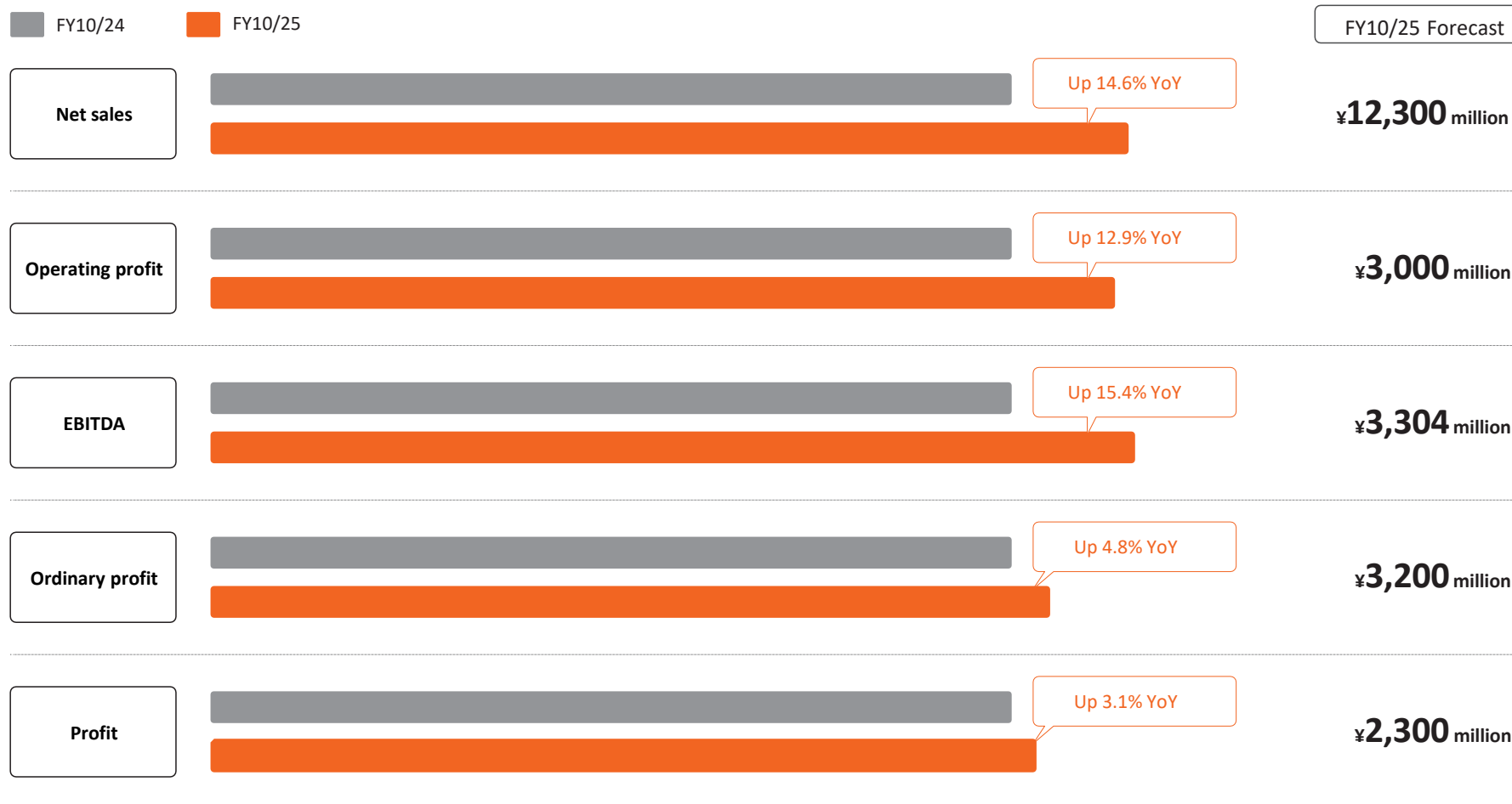
The brand was renewed in March 2025, making this service even more accessible to students of all grades.


Social Solutions

First half sales were 392 million yen, up 7.0%.

Orders received in the Fiscal 2024 are producing sales as planned. Starting to receive orders for projects in the Fiscal 2025.

- ✓ Forecast net sales of 12.3 billion yen and operating profit of 3.0 billion yen.
- ✓ Seasonal changes are affecting the new graduate recruiting market; demand is strong for recruiting services for people with prior work experience.
- ✓ Sales and earnings started recovering in the second quarter. No change in the fiscal year plan as activities to accomplish the plan continue.



A large white circle is centered on a green background. The background is divided into two shades of green by a diagonal line running from the bottom-left to the top-right. The circle has a soft, dark green shadow cast towards the bottom-right, following the background's gradient.

Results of Operations and Shareholder Distributions

Financial Highlights

(Millions of yen)

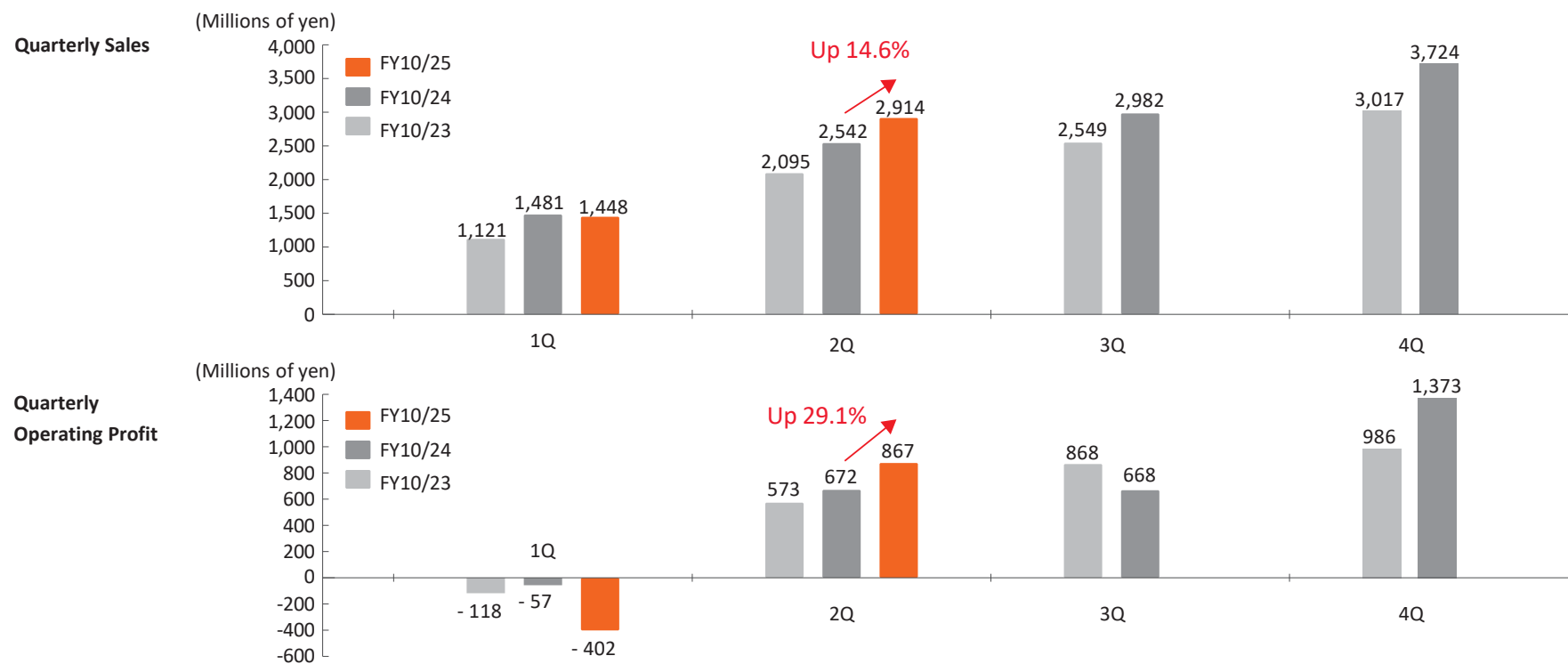
	1H FY10/24	% to sales	1H FY10/25	% to sales	YoY (%)
Net sales	4,024	100.0	4,363	100.0	108.4
Cost of sales	1,525	37.9	1,683	38.6	110.4
Gross profit	2,498	62.1	2,679	61.4	107.3
SG&A expenses	1,883	46.8	2,214	50.7	117.6
of which, sales promotion expenses	252	6.3	465	10.7	184.0
Operating profit	615	15.3	465	10.7	75.7
Ordinary profit	885	22.0	642	14.7	72.6
Profit before income taxes	885	22.0	642	14.7	72.6
Profit	664	16.5	461	10.6	69.5
EBITDA	716	—	602	—	84.1

(Millions of yen)

FY10/25 (fct.)	% to sales	YoY (%)
12,300	100.0	114.6
3,949	32.1	109.5
8,350	67.9	117.2
5,350	43.5	119.8
1,000	8.1	123.3
3,000	24.4	112.9
3,200	26.0	104.8
3,200	26.0	104.8
2,300	18.7	103.1
3,304	—	—

☑ 2Q sales were 2,914 million yen, up 14.6% YoY to a second quarter record high.

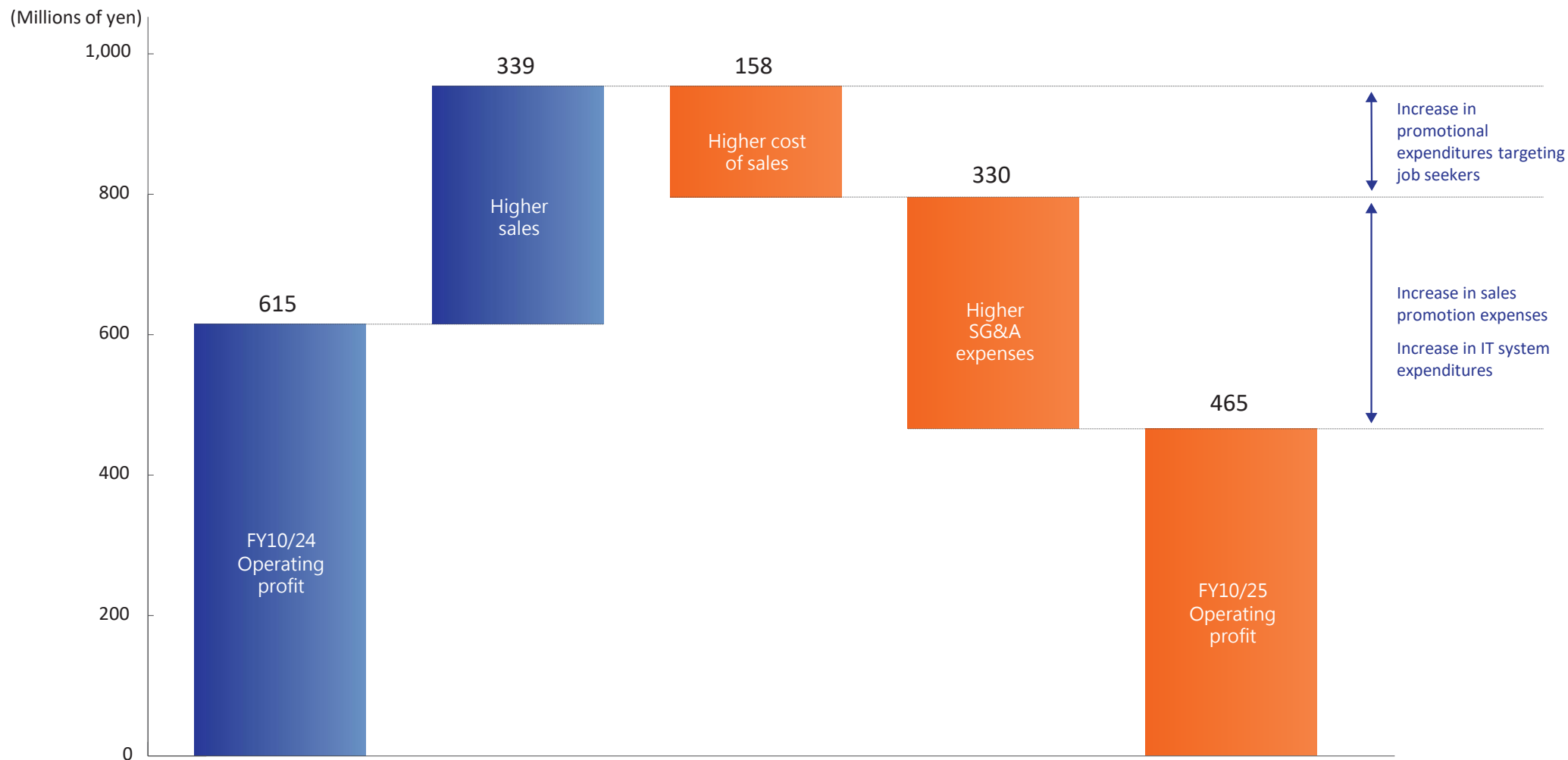
☑ 2Q operating profit was 867 million yen, up 29.1% YoY to a second quarter record high.



(Millions of yen)

Quarterly Results of Operations	1Q (Nov. – Jan.)			2Q (Feb. – Apr.)			3Q (May – Jul.)			4Q (Aug. – Oct.)		
	FY10/23	FY10/24	FY10/25	FY10/23	FY10/24	FY10/25	FY10/23	FY10/24	FY10/25	FY10/23	FY10/24	FY10/25
Net sales	1,121	1,481	1,448	2,095	2,542	2,914	2,549	2,982		3,017	3,724	
Gross profit	666	900	718	1,364	1,597	1,961	1,752	1,970		2,084	2,654	
SG&A expenses	785	958	1,120	791	925	1,093	883	1,302		1,097	1,281	
Operating profit (loss)	(118)	(57)	(402)	573	672	867	868	668		986	1,373	
Ordinary profit (loss)	(48)	23	(280)	623	862	923	939	738		1,049	1,429	

- ☑ Record-high quarterly sales of 2.91 billion yen in the second quarter but first half sales were below the plan.
- ☑ Promotional activities targeting job seekers for the start of new products, more sales activities for second half growth, and more IT system expenditures as planned
- ☑ Expect higher sales in the second half.



- Companies are strategically increasing the hiring of people with prior work experience and secondary graduates, who are new graduates in their first jobs who are already thinking of finding a different job*. Demand is increasing for services for hiring people in April and October. This is raising the seasonality of demand involving the prior-work/first-job-change category.
- The even earlier start of recruiting activities for new graduates has moved the peak of company recruiting notices to the second quarter and afterward.
- Most major events with a large number of booths take place during the last three quarters of FY10/25 due to reasons above.

* Strategic recruiting of people with prior work experience and new graduates in new jobs they want to leave is recruiting activity based on an annual plan rather than hiring to fill openings.

Recruiting activity timing and schedules for major events

Major events with a large number of booths Dai Tenshoku-haku  CareerDesignForum  SuperBusinessForum  take place during the last three quarters of FY10/25

The number of Re-Shukatsu/Re-Shukatsu Campus listings increases in connection with the timing of major recruiting events

	1Q			2Q			3Q			4Q		
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.
Pct. of students receiving job offers graduating in 2026 (%)	16.9	36.6	48.2	54.3	69.7	74.9	80.1					
Pct. of students receiving job offers graduating in 2025 (%)	11.8	25.0	29.2	38.1	53.7	70.1	81.3	84.7	86.8	—	—	—
Major recruiting timing	People with prior work experience											
	Secondary graduates											
	New graduates											
	Internship											
Increase in demand	Re-Shukatsu											
	Re-Shukatsu Agent											
	Re-Shukatsu Campus											
	Major event											

Leading indicators are strong

Cumulative orders by business category at the end of April (YoY)

Re-Shukatsu +20.8%

Re-Shukatsu Agent +12.0%

Leading indicators as of April (YoY)

Re-Shukatsu Number of registrations in April +24.5%

Re-Shukatsu Agent Number of interviews in April +0.8%

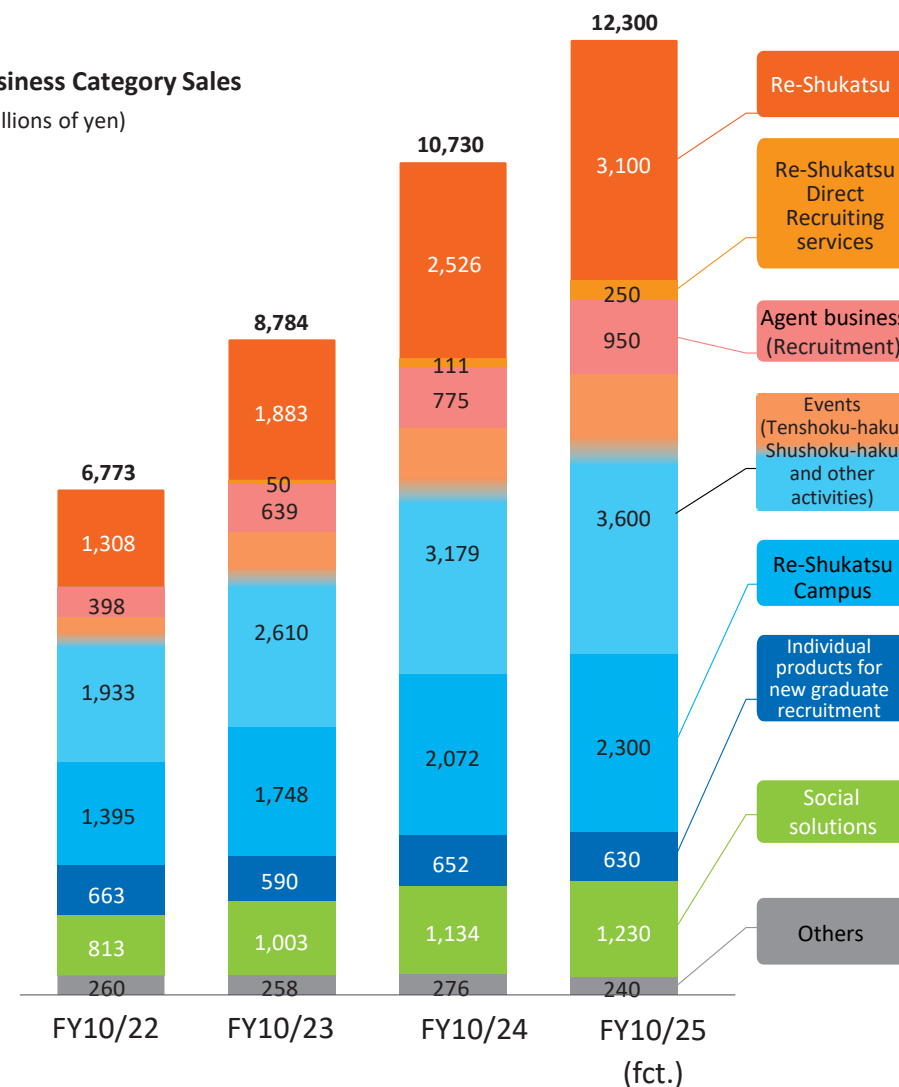
☑ Re-Shukatsu sales for the first half increased 25.9% YoY.

☑ Despite the earlier recruiting of new graduates and difficulty of hiring these people created a new source of seasonal fluctuations, first half sales in all major categories recovered and were higher than one year earlier.

		(Millions of yen)				
		1H FY10/24	1H FY10/25	YoY (%)	FY10/25 (fct.)	YoY (%)
Total	Net sales	4,024	4,363	108.4	12,300	114.6
	Gross profit	2,498	2,679	107.3	—	—
Re-Shukatsu	Net sales	922	1,161	125.9	3,100	122.7
Re-Shukatsu Direct Recruiting (Re-Shukatsu Tech, Re-Shukatsu 30)	Net sales	41	27	66.3	250	223.3
Agent business (Recruitment)	Net sales	320	373	116.8	950	122.5
Events (Tenshoku-haku, Shushoku-haku and other activities)	Net sales	1,284	1,351	105.2	3,600	113.2
Re-Shukatsu Campus (former Asagaku Navi)	Net sales	643	705	109.6	2,300	111.0
Individual products for new graduate recruitment	Net sales	315	267	84.6	630	96.5
Social solutions business	Net sales	367	392	107.0	1,230	108.4
Others	Net sales	128	84	65.4	240	86.9

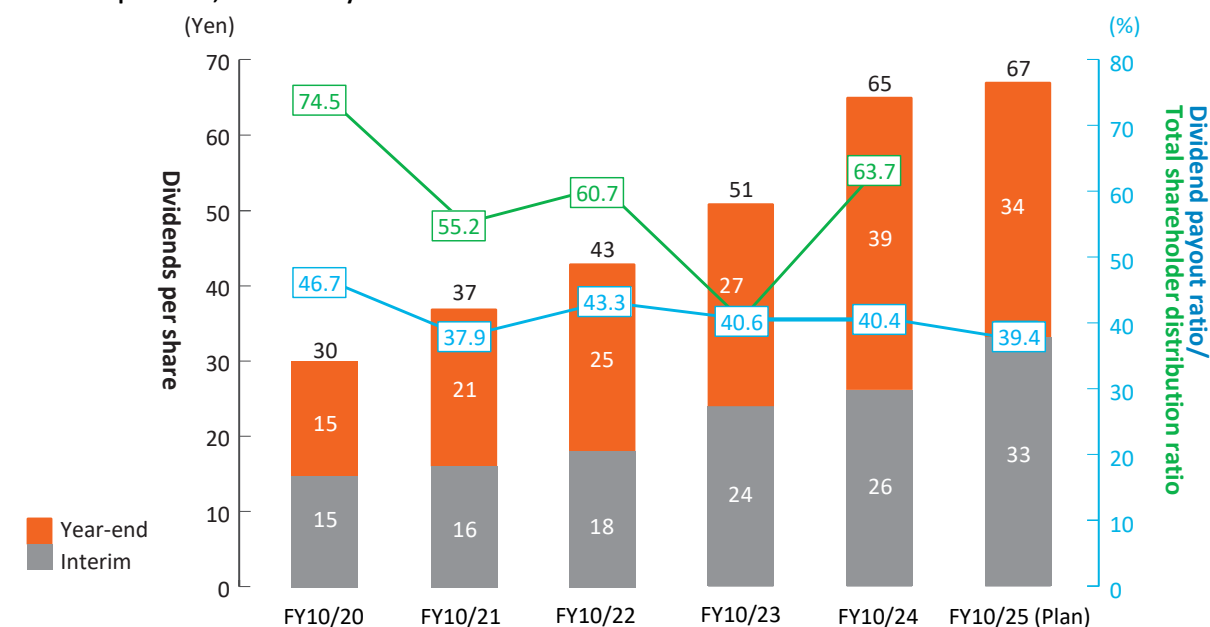
Business Category Sales

(Millions of yen)



- ☑ Increased the FY10/25 interim dividend by 7 yen to 33 yen and plan to pay a FY10/25 dividend of 67 yen, 2 yen higher than for FY10/24.
- ☑ Maintain a payout ratio of 40% to 50%.
- ☑ Share buybacks are implemented to return more earnings to shareholders.

Dividends per Share, Dividend Payout Ratio and Total Shareholder Distribution Ratio



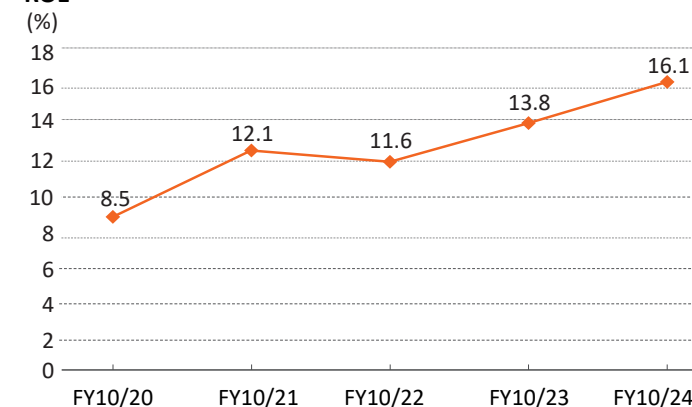
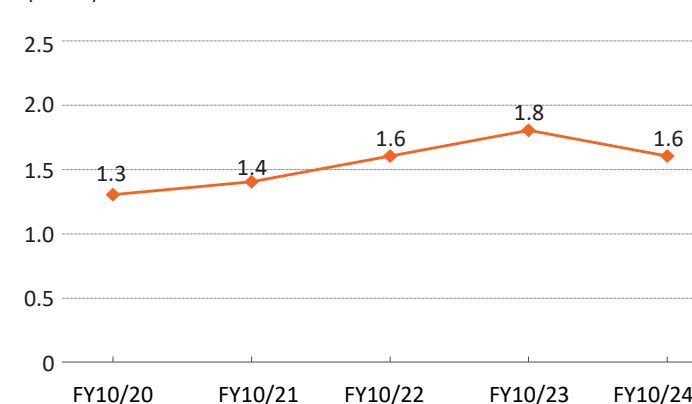
	FY10/20	FY10/21	FY10/22	FY10/23	FY10/24	FY10/25 (Plan)
Net income per share (Yen)	64.29	97.64	99.35	125.74	160.77	170.20
Dividends per share (Yen)	30	37	43	51	65	67
Dividend payout ratio (%)	46.7	37.9	43.3	40.6	40.4	39.4
Total shareholder distribution ratio (%)	74.5	55.2	60.7	40.6	63.7	—

share buybacks:

Total number of shares to be acquired: Up to 300,000 shares Total value: Up to 650,000,000 yen
Repurchase period: March 1, 2025 to October 31, 2025

Shareholder Special Benefit Plan: Shareholders with at least 500 shares as of October 31 of each year receive 3,000 yen of QUO cards.

ROE


PBR
(Times)


Balance Sheet, Statement of Income and Cash Flows

Balance Sheet

(Thousands of yen)

Item	FY10/24	2Q FY10/25
Assets		
Current assets	8,534,419	7,459,845
Non-current assets	8,205,341	7,971,301
Property, plant and equipment	1,050,613	1,032,807
Intangible assets	712,553	860,260
Investments and other assets	6,442,175	6,078,234
Total assets	16,739,761	15,431,147
Liabilities		
Current liabilities	2,029,626	1,361,005
Non-current liabilities	232,182	273,474
Total liabilities	2,261,809	1,634,480
Net assets		
Capital stock	1,500,000	1,500,000
Capital surplus	3,378,755	3,390,885
Retained earnings	11,853,752	11,781,362
Treasury shares	(2,293,979)	(2,812,743)
Total shareholders' equity	14,438,528	13,859,504
Valuation and translation adjustment	21,343	(80,917)
Share acquisition rights	18,080	18,080
Total net assets	14,477,952	13,796,667
Total liabilities and net assets	16,739,761	15,431,147

Statement of Income

(Thousands of yen)

Item / Period	1H FY10/24		1H FY10/25	
	Amount	% to sales	Amount	% to sales
Net sales	4,024,025	100.0	4,363,819	100.0
Cost of sales	1,525,564	37.9	1,683,879	38.6
Gross profit	2,498,461	62.1	2,679,940	61.4
SG&A expenses	1,883,340	46.8	2,214,056	50.7
Operating profit	615,120	15.3	465,884	10.7
Non-operating income	284,064	7.1	181,758	4.2
Non-operating expenses	13,247	0.3	4,822	0.1
Ordinary profit	885,937	22.0	642,820	14.7
Profit before income taxes	885,937	22.0	642,820	14.7
Total income taxes	221,845	5.5	181,461	4.2
Profit	664,091	16.5	461,359	10.6

Cash Flows

(Thousands of yen)

	FY10/24	1H FY10/25
Balance at beginning of period	3,382,812	3,929,331
Cash flows from operating activities	1,633,788	398,809
Cash flows from investing activities	177,713	(672,568)
Cash flows from financing activities	(1,264,982)	(1,068,973)
Balance at end of period	3,929,331	2,586,598

Capital Efficiency Data

	FY10/23	FY10/24
Net assets per share (Yen)	948.81	1,056.55
Net income per share (Yen)	125.74	160.77
Equity ratio (%)	84.9	86.4
ROE (%)	13.8	16.1
Ordinary profit to total assets (%)	17.4	18.9
PER (Times)	13.3	10.4
PBR (Times)	1.8	1.6

(Reference) Share prices at the end of period:

Oct. 31, 2023: 1,670 yen / Oct. 31, 2024: 1,671 yen