

Q3 FY2024 Summary

FY2024 Management Policy

- Net sales of ¥16,500 million and operating profit of ¥1,250 million
- Strengthening of system for integrated service provision by consultants and engineers

Q3 FY2024 Consolidated Financial Results

(Millions of yen) (Cumulative)

Net sales	Gross profit	Operating profit	Ordinary profit
12,246	4,352	766	795
(YoY +48.8%)	(YoY +52.5%)	(YoY +40.6%)	(YoY +37.1%)

- **[Q3 Standalone]** Recovery from the bottomed-out performance in Q2, securing an operating profit of ¥360 million (exceeding initial expectations)
- **[Q3 Cumulative]** Net sales and profits at each stage have reached record highs for the Q3 cumulative total (landing above initial expectations, with operating profit progress rate of 61.3%)
- **[Full-year Forecast]** Net profit forecast has been revised upwards due to the occurrence of extraordinary income from sale of fixed assets

Resources	Customers	Services	Group Management
<p>Shifted emphasis to training and retention while continuing with active hiring</p> <ul style="list-style-type: none"> • Progress in hiring managers and other mid-career positions has slowed • Continued promoting professional certifications in areas of project management and business analysis with total of 70 employees obtaining new certifications 	<p>Developed sales promotion system centered on account sales</p> <ul style="list-style-type: none"> • Strengthening account sales targeting 30 key clients, accelerating receipt of new orders and unit price revisions • 30 new clients added, including Tokyo Construction Co., Ltd., as result of marketing activities and top-level sales efforts 	<p>Strengthened and promoted trendy services such as human capital management</p> <ul style="list-style-type: none"> • Launched Human Capital Strategy & Management Transformation Support Service to maximize human capital potential and enhance business agility • Entered into partnership agreement with VELDT Inc. for causal AI xCausal™ 	<p>Promoted asset streamlining across entire Group to strengthen financial base</p> <ul style="list-style-type: none"> • HCS continued contributing profits exceeding amortization of goodwill • Extraordinary income of ¥138 million recorded in Q3 from sale of HCS non-current assets, with additional ¥424 million expected in Q4

* Revised allocation of acquisition costs related to provisional accounting treatment for business combination with HCS, finalized in October 2023 in the quarterly financial statements. Financial figures for 4Q FY2023, 1Q FY2024, and 2Q FY2024 retroactively adjusted (with minimal impact).