

# 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

## FY2024 Consolidated Financial Results

(Millions of yen)

Net sales	Gross profit	Operating profit	Ordinary profit
<b>16,592</b>	<b>5,903</b>	<b>1,107</b>	<b>1,069</b>
(YoY +35.5%)	(YoY +38.2%)	(YoY +55.5%)	(YoY +42.8%)

- **[4Q Standalone]** Some projects experienced schedule delays, scale reductions, and profitability deterioration, resulting in operating profit falling below
- **[Full-Year Revenue]** Landed in line with the initial forecast (achievement rate: 100.6%).
- **[Full-Year Operating Profit]** Impacted by 4Q, landing below the initial forecast (achievement rate: 88.6%).
- **[Dividends]** First dividend payout since listing (DPS = 30.0 yen).

### Resources

#### Accelerated the recruitment of managers and the development of PMs and BAs

- Actively advanced mid-career recruitment for managerial positions while strengthening hiring discipline
- Continued promoting professional certifications in areas of project management and business analysis with total of 98 employees obtaining new certifications

### Customers

#### Developed sales promotion system centered on account sales

- Strengthening account sales targeting 30 key clients, accelerating receipt of new orders and unit price revisions
- 56 new clients added, including Haseko Group, Nikon Corporation, and Shiseido Company, Limited, as a result of marketing activities (Q4)

### Services

#### Generative AI driving growth, with progress also in SX and HCM

- Captured strong demand for DX, with core services expanding steadily
- Growth in data strategy-related businesses is evident, including the implementation of generative AI in operations
- Services for developing executive talent, DX promotion talent, and innovation talent are also increasing

### Group Management

#### Following structural reforms, HCS's profit contribution has expanded

- HCS restored profitability and continued contributing profits exceeding amortization of goodwill
- HCS's fixed asset liquidation generated a sale gain of ¥562 million, and together with the early repayment of borrowings, the equity ratio recovered by more than 10 points (29.2% → 39.1%).

\* Revised allocation of acquisition costs related to provisional accounting treatment for business combination with HCS, finalized in October 2023, in the previous quarterly financial statements. Financial figures for Q4 FY2023, Q1 FY2024, and Q2 FY2024 retroactively adjusted (with minimal impact).