

August 6, 2024

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 Listing: Tokyo Stock Exchange, Prime Market
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Notice regarding the difference between the forecast and actual results for the second quarter (interim) of the fiscal year ending December 2024

We would like to inform you that there has been a discrepancy between the business performance forecasts for the second quarter (interim period) of the fiscal year ending December 2024 (January 1, 2024 to June 30, 2024) announced on February 9, 2024, and the actual results announced today, as detailed below.

1. Difference between forecast and actual results for the second quarter (interim period) of the fiscal year ending December 2024 (January 1, 2024 to June 30, 2024)

	Net sales	Operating profit	Ordinary profit	Profit attributable to owners of parent	Net income per share
Previous forecast (A) (Announced February 9, 2024)	million yen 109,547	million yen 1,189	million yen 1,010	million yen 254	Yen 14.48
Actual results this time (B)	110,805	2,358	2,381	737	41.83
Increase/decrease (B-A)	1,258	1,168	1,370	483	
Rate of change(%)	1.1	98.3	135.6	190.4	
(Reference) Previous 2nd quarter results (December 2023)	90,461	3,685	3,645	2,013	114.79

2. Reasons for the differences

In our core human resources business, we have been hit by a series of unexpected events since the beginning of the year, including the Noto Peninsula earthquake and the suspension of operations in the automobile industry, which have led to rising costs for personnel shifts and other such actions. However, by implementing appropriate personnel shifts, cost control, and reducing recruitment expenses, we have been able to achieve profits that far exceed our initial forecasts.

*The forecasts are based on information currently available to the Company and certain assumptions that the Company deems reasonable.