

August 4, 2025

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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 2025

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 2025 (January 1, 2025 to June 30, 2025) announced on February 12, 2025, 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 2025 (January 1, 2025 to June 30, 2025)

	Net sales	Operating profit	Ordinary profit	Profit attributable to owners of parent	Net income per share
Previous forecast (A) (Announced February 12, 2025)	million yen 130,628	million yen 3,543	million yen 3,183	million yen 1,555	Yen 87.57
Actual results this time (B)	131,785	4,975	4,824	2,650	148.11
Increase/decrease (B-A)	1,157	1,432	1,641	1,094	
Rate of change(%)	0.9	40.4	51.6	70.3	
(Reference) Previous 2nd quarter results (December 2024)	110,805	2,358	2,381	737	41.83

2. Reasons for the differences

In our core human resources education business, steady performance in the semiconductor sector and improved recruitment efficiency due to the proactive operation of our proprietary job site have contributed significantly. Additionally, in our real estate business, precise marketing enabled optimal timing for property sales, and costs were reduced beyond expectations, resulting in profits exceeding forecasts.

However, due to heightened uncertainties, including the anticipated impact of U.S. tariff policies in the second half of the year, we have maintained our full-year performance outlook as initially planned.

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