



Consolidated Financial Results for the Six Months Ended March 31, 2025 (Under Japanese GAAP)

May 8, 2025

Company name CrowdWorks, Inc. Stock exchange listings: Tokyo Growth
Securities code 3900 URL <https://crowdworks.co.jp/>
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Semi-annual statement filing date (as planned) May 8, 2025 Dividend payable date (as planned) —
Supplemental material of results : Yes
Convening briefing of results : Yes

(Yen amounts are rounded down to millions, unless otherwise noted.)

1. Consolidated financial results for the six months ended March 31, 2025 (from October 1, 2024 to March 31, 2025)

(1) Consolidated operating results (cumulative)

(Percentages indicate year-on-year changes.)

	Net sales		Gross profit		Operating profit		EBITDA (Non-GAAP)*	
Six months ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
March 31, 2025	11,199	37.9	4,733	28.5	793	14.1	1,181	37.0
March 31, 2024	8,122	32.0	3,684	26.5	695	30.2	862	35.1

Note: Comprehensive income For the six months ended March 31, 2025 314 Millions of yen (decrease of 40.3%)
For the six months ended March 31, 2024 526 Millions of yen (increase of 41.5%)

	Ordinary profit		Profit attributable to owners of parent		Basic earnings per share	Diluted earnings per share
Six months ended	Millions of yen	%	Millions of yen	%	Yen	Yen
March 31, 2025	777	2.2	303	(36.5)	19.22	19.07
March 31, 2024	761	32.3	477	25.8	30.78	30.51

*The Group consider EBITDA (Non-GAAP) to be useful information in understanding the Groups' constant operating results, as it represents financial accounting figures (GAAP) less or adjusted for non-recurring items and certain other adjustments based on certain rules. Specifically, GAAP excludes or adjusts for Share-based payment expenses, depreciation and amortization, and amortization of goodwill, as well as other one-time gains and losses that the Group consider to be deductible.

(2) Consolidated financial position

	Total assets		Net assets		Capital adequacy ratio
As of	Millions of yen		Millions of yen		%
March 31, 2025	17,572		7,432		39.4
September 30, 2024	13,537		7,304		50.8

Reference: Owner's equity As of March 31, 2025 6,924 Millions of yen As of September 30, 2024 6,879 Millions of yen

2. Cash dividends

	Annual dividend				
	First quarter	Second quarter	Third quarter	Year end	Annual
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended September 30, 2024	—	0.00	—	18.00	18.00
Fiscal year ending September 30, 2025	—	0.00			
Fiscal year ending September 30, 2025 (Forecast)			—	—	—

Note: Revisions to the forecast of cash dividends most recently announced : None

3. Consolidated financial forecast for the fiscal year ending September 30, 2025 (from October 1, 2024 to September 30, 2025)

(Percentages indicate year-on-year changes.)

	Net sales		Gross profit		Operating profit		EBITDA (Non-GAAP)		Ordinary profit		Profit attributable to owners of parent	
Fiscal year ending	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
September 30, 2025	22,247	30.0	9,808	25.0	1,608	20.0	2,351	35.0	—	—	—	—

Note: Revisions to the earnings forecasts most recently announced : None

* Notes

(1) Significant changes in the scope of consolidation during the period : Yes

Newly included: 2 companies

(Company name) Ingate Company Limited, CLOCK • IT, Incorporated

Excluded: 1 company

(Company name) So-ten, Inc.

(2) Adoption of accounting treatment specific to the preparation of semi-annual consolidated financial statements : Yes

(3) Changes in accounting policies, changes in accounting estimates, and restatement

(i) Changes in accounting policies due to revisions to accounting standards and other regulations : Yes

(ii) Changes in accounting policies due to other reasons : None

(iii) Changes in accounting estimates : None

(iv) Restatement : None

(4) Number of issued shares (common shares)

① Number of issued and outstanding shares at the period end (including treasury stock)

② Number of treasury stock at the period end

③ Average number of shares

As of March 31, 2025	15,792,759shares	As of September 30, 2024	15,753,559shares
As of March 31, 2025	185shares	As of September 30, 2024	169shares
Six months ended March 31, 2025	15,785,282shares	Six months ended March 31, 2024	15,525,683shares

* Semi-annual financial results reports are exempt from review conducted by certified public accountants or an audit firm.

* Proper use of earnings forecasts, and other special matters

※ Proper use of earnings forecasts, and other special matters

The forward-looking statements in this document are based on information currently available to us and certain assumptions that the Company consider reasonable, and are not intended to be a promise by us that they will be achieved. Actual results may differ materially due to various factors.

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1 . Overview of business results, etc.

(1) Overview of Business Results for the Period

During the current consolidated fiscal year, the Japanese economy has been recovering moderately, as personal consumption and other factors have shown signs of picking up against the backdrop of progress in wage increases and a recovery in inbound demand. At the same time, the outlook remains uncertain due to the impact of rapid changes in the global economy.

In the labor market, companies are facing the challenge of securing human resources due to the impact of the deepening structural shortage of labor.

Against this backdrop, companies are being urged to improve operational efficiency and productivity, and the demand is expanding for the promotion of DX (digital transformation) and the utilization of AI. At the same time, in terms of individual work styles, we are seeing a change in the traditional labor structure based on lifetime employment and the seniority-based system, and the acceleration of autonomous career choices and diverse work styles according to life stages. In November 2024, the Japanese government enacted "the law concerning the rationalization of transactions pertaining to specified contract business operators", which recognizes freelancers as "independent and willing entities" same as companies.

In addition, they are considering raising the amount of tax deduction in preparation for the fiscal 2025 tax reform. It is expected to promote economic stability and expansion of work opportunities.

In this social and economic environment, CrowdWorks ("CW") Group has established the mission of "Talent infrastructures" and the vision of "Creating a future where people and technology are in harmony and contributing to the happiness of individuals and the development of society", and is developing human resource matching services centered on freelance human resources and DX / AI solutions to improve corporate productivity. This trend has been a tailwind for our Group, and as of March 31, 2025, the number of registered users reached 7.051 million (up to 72,500 year-on-year) and the number of registered clients reached 103.7 million (up to 63,000 year-on-year). Through our core strength, growth of existing businesses, expansion of new businesses including SaaS business, and M&A activity we are focused to achieve our mid-term management goal "YOSHIDA 300" of 30 billion yen in sales, 2.5 billion yen in EBITDA (Non-GAAP), and operating income growth of 10% or more (full year).

In the matching business, which is the core of our existing business, we are promoting the full-scale provision of the DX Consulting Business, in which consulting human resources identify management issues and form and provide business improvement teams made up of freelance human resources to solve the issues. In addition, we are working to improve unit prices per company through cross-selling by strengthening the sales and customer collaboration database among our businesses.

In the SaaS business, the introduction of "CrowdLog", a productivity-enhancing SaaS that visualizes employee man-hours, is progressing mainly among large and growing companies. In addition, based on the input man-hour data of employees, our consulting team identifies non-core operations that employees do not need to perform, and makes proposals to promote outsourcing and DX.

As for M&A, we are proceeding with discipline in investing in businesses that are highly compatible with our matching business and business-oriented SaaS business. Ingate Co., Ltd., CLOCK • IT Co., Ltd., and sonimoov co., Ltd., which became subsidiaries in 2024, have knowledge of DX promotion and we will propose it to customers as a DX solution. In addition, the PMI of group-affiliated companies has been performing well, contributing to the growth of the entire company.

As a result of the above, the Groups' consolidated business results for the the six months ended March 31, 2025 of the current fiscal year were as follows: net sales of 11,199,766 thousand yen (year-on-year increase of 37.9%), gross profit of 4,733,760 thousand yen (year-on-year increase of 28.5%), operating profit of 793,498 thousand yen (year-on-year increase of 14.1%), EBITDA (Non-GAAP) of 1,181,907 thousand yen (year-on-year increase of 37.0%) Ordinary profit was 777,714 thousand yen (year-on-year increase of 2.2%), and Net profit attributable to owners of the parent amounted to 303,344 thousand yen (year-on-year decrease of 36.5%).

Financial results by segment are as follows:

(i) Matching Business

Net sales were 10,598,237 thousand yen (year-on-year increase of 36.2%), gross profit was 4,179,760 thousand yen (year-on-year increase of 24.7%), and segment profit was 821,002 thousand yen (year-on-year increase of 14.9%).

(ii) SaaS Business

Net sales amounted to 537,952 thousand yen (year-on-year increase of 83.8%), and segment profit amounted to 6,637 thousand yen (segment loss of 59,372 thousand yen in the same period of the previous fiscal year).

(2) Overview of Financial Position

(Assets)

Total assets at the end of second quarter of the current fiscal year were 17,572,179 thousand yen, an increase of 4,035,097 thousand yen from the end of the previous period.

Current assets increased 1,683,481 thousand yen from the end of the previous period, mainly due to increase of 1,050,585 thousand yen in cash and deposits, 512,786 thousand yen in accounts receivable - trade, and contract assets. Noncurrent assets increase 2,351,615 thousand yen from the end of the previous period, mainly due to an increase of 2,301,289 thousand yen in goodwill.

(Liabilities)

Total liabilities at the end of second quarter of the current fiscal year amounted to 10,139,219 thousand yen, up 3,906,597 thousand yen from the end of the previous period.

Current liabilities increased 1,032,036 thousand yen from the end of the previous period, mainly due to increases of 429,707 thousand yen in short-term borrowings, 486,931 thousand yen in accounts payable-other, 148,841 thousand yen in income taxes payable, 45,228 thousand yen in deposits received. Non-current liabilities increased 2,874,560 thousand yen from the end of the previous period, mainly due to a 2,869,070 thousand yen increase in long-term borrowings.

(Net assets)

Net assets at the end of second quarter of the current fiscal year totaled 7,432,960 thousand yen, an increase of 128,499 thousand yen from the end of the previous fiscal year.

The increase in net assets was mainly due to the posting of 307,258 thousand yen in net profit attributable to owners of the parent, 283,561 thousand yen in dividends from surplus.

(3) Explanation of Consolidated Financial Forecasts and Other Forward-Looking Statements

There is no change to the consolidated earnings forecast for the fiscal year ending September 30, 2025, which was announced on November 5, 2024.

2 . Consolidated Financial Statements and Main Noted Items

(1) Consolidated Balance Sheet

(Thousands of yen)

	As of September 30, 2024	As of March 31, 2025
Assets		
Current assets		
Cash and deposits	5,960,365	7,010,951
Accounts receivable - trade, and contract assets	1,607,772	2,120,558
Accounts receivable - other	941,949	968,466
Other	344,016	401,597
Allowance for doubtful accounts	(26,458)	(27,373)
Total current assets	8,827,646	10,474,200
Non-current assets		
Property, plant and equipment	43,575	34,366
Intangible assets		
Goodwill	2,081,229	4,382,519
Other	3,859	2,116
Total intangible assets	2,085,088	4,384,636
Investments and other assets		
Investment securities	1,952,023	1,914,923
Other	634,726	736,371
Allowance for doubtful accounts	(5,978)	(9,091)
Total investments and other assets	2,580,771	2,642,203
Total non-current assets	4,709,436	7,061,206
Total assets	13,537,082	17,535,406
Liabilities		
Current liabilities		
Short-term borrowings	1,432,225	1,861,932
Accounts payable - other	1,260,199	1,666,410
Income taxes payable	318,412	467,254
Contract liabilities	558,841	502,375
Deposits received	1,283,218	1,328,446
Other	681,558	703,146
Total current liabilities	5,534,455	6,529,564
Non-current liabilities		
Long-term borrowings	601,508	3,470,578
Other	96,658	106,218
Total non-current liabilities	698,166	3,576,796
Total liabilities	6,232,622	10,106,360
Net assets		
Shareholders' equity		
Share capital	2,784,693	2,801,351
Capital surplus	2,889,136	2,905,794
Retained earnings	1,165,598	1,185,381
Treasury shares	(237)	(262)
Total shareholders' equity	6,839,190	6,892,265
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	40,412	28,622
Total accumulated other comprehensive income	40,412	28,622
Share acquisition rights	316,241	380,775
Non-controlling interests	108,616	127,382
Total net assets	7,304,460	7,429,046
Total liabilities and net assets	13,537,082	17,535,406

(2) Consolidated Statements of Income and Comprehensive Income
(Consolidated Statement of Income)

(Thousands of yen)

	Six months ended March 31, 2024	Six months ended March 31, 2025
Net sales	8,122,123	11,199,766
Cost of sales	4,437,387	6,466,005
Gross profit	3,684,735	4,733,760
Selling, general and administrative expenses	2,989,391	3,940,261
Operating profit	695,343	793,498
Non-operating income		
Gain on exclusion of deposit receive	34,814	35,336
Subsidy income	38,047	—
Surrender value of insurance policies	—	23,834
Foreign exchange gains	—	7,181
Other	11,770	9,713
Total non-operating income	84,632	76,066
Non-operating expenses		
Interest expenses	3,289	27,085
Commission expenses	—	37,968
Share of loss of entities accounted for using equity method	—	16,870
Other	15,477	9,925
Total non-operating expenses	18,766	91,850
Ordinary profit	761,209	777,714
Extraordinary income		
Gain on reversal of share acquisition rights	11,438	778
Total extraordinary income	11,438	778
Profit before income taxes	772,648	778,492
Income taxes	279,560	456,381
Profit	493,088	322,110
Profit attributable to non-controlling interests	15,168	18,766
Profit attributable to owners of parent	477,920	303,344

(Consolidated Statement of Comprehensive Income)

(Thousands of yen)

	Six months ended March 31, 2024	Six months ended March 31, 2025
Profit	493,088	322,110
Other comprehensive income		
Valuation difference on available-for-sale securities	33,570	(11,790)
Total other comprehensive income	33,570	(11,790)
Comprehensive income	526,659	310,320
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	511,490	291,554
Comprehensive income attributable to non-controlling interests	15,168	18,766

(3) Consolidated Statement of Cash Flows

(Thousands of yen)

	Six months ended March 31, 2024	Six months ended March 31, 2025
Cash flows from operating activities		
Profit before income taxes	772,648	778,492
Depreciation	15,628	41,683
Amortization of goodwill	85,395	274,644
Share-based payment expenses	66,602	72,316
Share of loss (profit) of entities accounted for using equity method	—	16,870
Increase (decrease) in allowance for doubtful accounts	(7,424)	3,233
Decrease (increase) in accounts receivable - trade, and contract assets	(95,619)	(50,889)
Decrease (increase) in accounts receivable - other	(47,666)	(26,676)
Increase (decrease) in accounts payable - other	41,613	25,998
Increase (decrease) in contract liabilities	(17,633)	(56,466)
Increase (decrease) in deposits received	16,077	34,739
Other, net	(15,694)	(127,259)
Subtotal	813,927	986,688
Interest and dividends received	24	3,110
Interest paid	(3,289)	(27,085)
Income taxes paid	(68,998)	(341,787)
Net cash provided by (used in) operating activities	741,664	620,926
Cash flows from investing activities		
Purchase of shares of subsidiaries resulting in change in scope of consolidation	(84,605)	(2,347,185)
Proceeds from purchase of shares of subsidiaries resulting in change in scope of consolidation	30,486	—
Other, net	(20,925)	(134,282)
Net cash provided by (used in) investing activities	(75,044)	(2,481,467)
Cash flows from financing activities		
Proceeds from long-term borrowings	—	3,485,000
Repayments of long-term borrowings	(23,406)	(290,681)
Proceeds from issuance of shares	7,119	26,313
Dividends paid	—	(283,561)
Other, net	(51)	(5,025)
Net cash provided by (used in) financing activities	(16,338)	2,932,045
Net increase (decrease) in cash and cash equivalents	650,281	1,071,504
Cash and cash equivalents at beginning of period	5,734,898	6,114,835
Increase (decrease) in cash and cash equivalents resulting from change in scope of consolidation	100,884	—
Cash and cash equivalents at end of period	6,486,063	7,186,339

(4) Notes to Consolidated Financial Statements

(Notes Regarding Going Concern Assumptions)

Not applicable.

(Notes on Significant Changes in the Amount of Shareholders' Equity)

Not applicable.

(Application of Accounting Procedures Specific to Preparing Consolidated Financial Statements)

(Calculation of tax expenses)

Tax expenses are calculated by reasonably estimating the effective tax rate after tax effect accounting is applied to the pre-tax profit for the consolidated fiscal year, including the six months ended March 31, 2025 of the current consolidated fiscal year, and by multiplying this effective tax rate and the pre-tax profit.

(Changes in Accounting Policies)

(Application of "Accounting Standards for Corporate Tax, Resident Tax, and Business Tax, etc.")

The "Accounting Standards for Corporate Tax, Resident Tax, and Business Tax, etc." (Corporate Accounting Standards No. 27, October 28, 2022, hereinafter referred to as the "2022 Revised Accounting Standards"),etc. have been applied from the beginning of the period.

With regard to the amendments to the classification of corporate tax, etc. (taxation on other comprehensive income), we follow the transitional treatment set forth in the proviso of the 2022 Revised Accounting Standards No. 20-3 and the transitional treatment set forth in the proviso of the "Guidelines for the Implementation of Accounting Standards for Tax-Effect Accounting" (Corporate Accounting Standards Implementation Guideline No. 28, October 28, 2022, hereinafter referred to as the "2022 Revised Implementation Guideline"). We follow the transitional treatment set forth in the proviso of Article 65-2, Paragraph (2). The change in accounting policy has no impact on the consolidated financial statements. In addition, with regard to the amendments related to the review of the treatment in consolidated financial statements when profits and losses arising from the sale of subsidiary shares, etc. between consolidated companies are deferred for tax purposes, the 2022 Revised Implementation Guideline has been applied from the beginning of the period. The change in accounting policy has been applied retroactively, and consolidated financial statements for the same period of the previous fiscal year and consolidated financial statements for the previous fiscal year are retroactively applied. The change in accounting policy has no impact on those previous financial statements.

(Segment information, etc.)

[Segment information]

Six months ended March 31, 2024 (October 1, 2023 to March. 31, 2024)

1 . Information of net sales and profit or loss by reportable segment and decomposition of earnings

(Thousands of yen)

	Reportable segments			Other (Note)	Adjusted amount	Amounts shown on consolidated statement of income
	Matching business	SaaS business	Total			
Net sales						
Goods or services to be transferred at one point of time	1,079,790	18,710	1,098,500	—	—	1,098,500
Goods or services to be transferred over a period of time	6,704,231	274,038	6,978,269	8,134	—	6,986,404
Revenue from contracts with customers	7,784,021	292,748	8,076,770	8,134	—	8,084,905
Other revenue	—	—	—	37,218	—	37,218
(1) Sales to external customers	7,784,021	292,748	8,076,770	45,352	—	8,122,123
(2) Internal sales or exchange between segments	—	105	105	—	(105)	—
Total	7,784,021	292,853	8,076,875	45,352	(105)	8,122,123
Segment profit (loss)	714,492	(59,372)	655,120	40,223	—	695,343

Note : The category of “Other” indicates business segments which are not included in reportable segments, and includes any newly developed business, etc.

2 . Information on impairment loss on fixed assets and goodwill by reportable segment

(Significant changes in the amount of goodwill)

In the Matching Business segment, the Company acquired shares of YU-CRE Company Limited. The increase in goodwill due to this event was 169,016 thousand yen in the second quarter of the current consolidated cumulative period.

In the SaaS Business segment, the Company acquired all shares of So-ten, Incorporated. The increase in goodwill due to this event was 126,437 thousand yen in the second quarter of the current consolidated cumulative period.

Six months ended March 31, 2025 (October 1, 2024 to March. 31, 2025)

1 . Information of net sales and profit or loss by reportable segment and decomposition of earnings

(Thousands of yen)

	Reportable segments			Other (Note)	Adjusted amount	Amounts shown on consolidated statement of income
	Matching business	SaaS business	Total			
Net sales						
Goods or services to be transferred at one point of time	1,057,169	9,850	1,067,019	47,376	—	1,114,395
Goods or services to be transferred over a period of time	9,541,068	528,102	10,069,170	16,200	—	10,085,370
Revenue from contracts with customers	10,598,237	537,952	11,136,190	63,576	—	11,199,766
Other revenue	—	—	—	—	—	—
(1) Sales to external customers	10,598,237	537,952	11,136,190	63,576	—	11,199,766
(2) Internal sales or exchange between segments	2,433	315	2,748	—	(2,748)	—
Total	10,600,671	538,267	11,138,938	63,576	(2,748)	11,199,766
Segment profit (loss)	821,002	6,637	827,639	(34,141)	—	793,498

Note : The category of “Other” indicates business segments which are not included in reportable segments, and includes any newly developed business, etc.

2 . Information on impairment loss on fixed assets and goodwill by reportable segment

(Significant changes in the amount of goodwill)

In the Matching Business segment, the Company acquired shares of Ingate Company Limited. The increase in goodwill due to this event was 1,574,102 thousand yen in the second quarter of the current consolidated cumulative period.

In the Matching Business segment, the Company acquired shares of CLOCK ・IT, Incorporated. The increase in goodwill due to this event was 1,001,831 thousand yen in the second quarter of the current consolidated cumulative period.