First Quarter of the Fiscal Year Ending September 30, 2026

Financial Results Briefing Materials

Plus Alpha Consulting Co., Ltd.

Tokyo Stock Exchange Prime | 4071

February 13, 2026

Contents

01 Overview of Financial Results for the First Quarter of the Fiscal Year Ending September 30, 2026 P.3

02 Overview by Segment P.13

03 Earnings forecasts for the fiscal year ending September 30, 2026 P.24

04 Shareholder return policy P.28

05 Topics P.32

06 Medium-term Management Policy P.40

07 Reference materials P.49

- Company outline
- Business strengths
- HR Solutions business overview
- Marketing solutions business overview

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Executive Summary

Net sales increased by 14.0% and operating profit increased by 49.5% in the three months ended December 31, 2025 (1Q)
Profit margins rose while also sustaining increases in sales and profit, thereby realizing a more profitable business

Financial results for the three months ended December 31, 2025

Companywide

Net sales

4,439 million yen

(YoY change +14.0%)

Operating profit

1,676 million yen

(YoY change +49.5%)

- Continued stable increase in sales and also achieved a significant increase in profit
- Sales increased while costs were contained, significantly boosting profit margins and improving profitability

HR solutions

Net sales

3,521 million yen

(YoY change +20.3%)

Operating profit

1,692 million yen

(YoY change +53.1%)

- With increasing customers and rising ARPU, recurring revenue is growing, and the consulting projects we have focused on are also on an upward trend
- We are maintaining high profit margins while controlling marketing expenses
- We are currently promoting expanded sales to a broad range of customers through partner collaborations

Marketing Solutions

Net sales

918 million yen

(YoY change -5.0%)

Operating profit

3.59 million yen

(YoY change -16.8%)

- Visualization Engine cancellations remain high, and net sales have decreased due to a reduction in active users
- ARPU is gradually rising due to factors such as up selling to existing customers
- Profit declined as cost-cutting failed to offset the decrease in sales

Earnings forecasts for the fiscal year ending September 30, 2026

Companywide

Net sales

19,500 million yen

(YoY change +14.1%)

Operating profit

7,500 million yen

(YoY change + 17.6 %)

- We plan sustained revenue and profit growth by continuing the strategy of focusing on enterprise customers
- Significant revenue growth in HR Solutions and cost control are expected to drive profit growth and increased margin

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01

Overview of Financial Results for the First Quarter of the Fiscal Year Ending September 30, 2026

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Summary of the First Quarter of the Fiscal Year Ending September 30, 2026

- **Increased customer numbers and ARPU led to company-wide ARR exceeding 15 billion yen. HR Solutions ARR also exceeded 12 billion yen for the first time.**

Net sales

4,439 Million yen

YoY change **+14.0%**
(FY2025 1Q: 3,893 million yen)

Operating profit

1,676 Million yen

YoY change **+49.5%**
(FY2025 1Q: 1,121 million yen)

Operating profit margin

37.8%

YoY change **+9.0%**
(FY2025 1Q: 28.8%)

Number of users (end of 1Q)

2,915 cases

HR	MS
2,171 cases	744 cases

YoY change **+108 cases**

ARR (end of FY2026 1Q)

15,745 Million yen

HR	MS
12,141 Million yen	3,603 Million yen

YoY change **+14.9%**

ARPU (end of 1Q)

451 thousand yen

HR	MS
468 thousand yen	401 thousand yen

YoY change **+11.2%**

The number of customers, ARR, and ARPU are the total values for Visualization Engine, Customer Rings, Talent Palette, Yorisol, R-Shift, and R-Kintai.

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Companywide Results

In FY2026 1Q, net sales increased by 14.0%, operating profit increased by 49.5% and operating profit margin remained high at 37.8%.

(Million yen)	1Q			FY2026 full year plan	Progress
	FY2025 results	FY2026 results	YoY change		
Net sales	3,893	**4,439**	+14.0%	19,500	22.8%
Cost of sales	1,085	**1,343**	+23.8%	–	–
Gross profit	2,808	**3,096**	+10.2%	–	–
Selling, general and administrative expenses	1,687	**1,419**	▲15.9%	–	–
Operating profit	1,121	**1,676**	+49.5%	7,500	22.4%
Operating profit margin	28.8%	**37.8%**	–	38.5%	–
Ordinary profit	1,118	**1,674**	+49.7%	7,500	22.3%
Profit	755	**1,145**	+51.6%	5,200	22.0%

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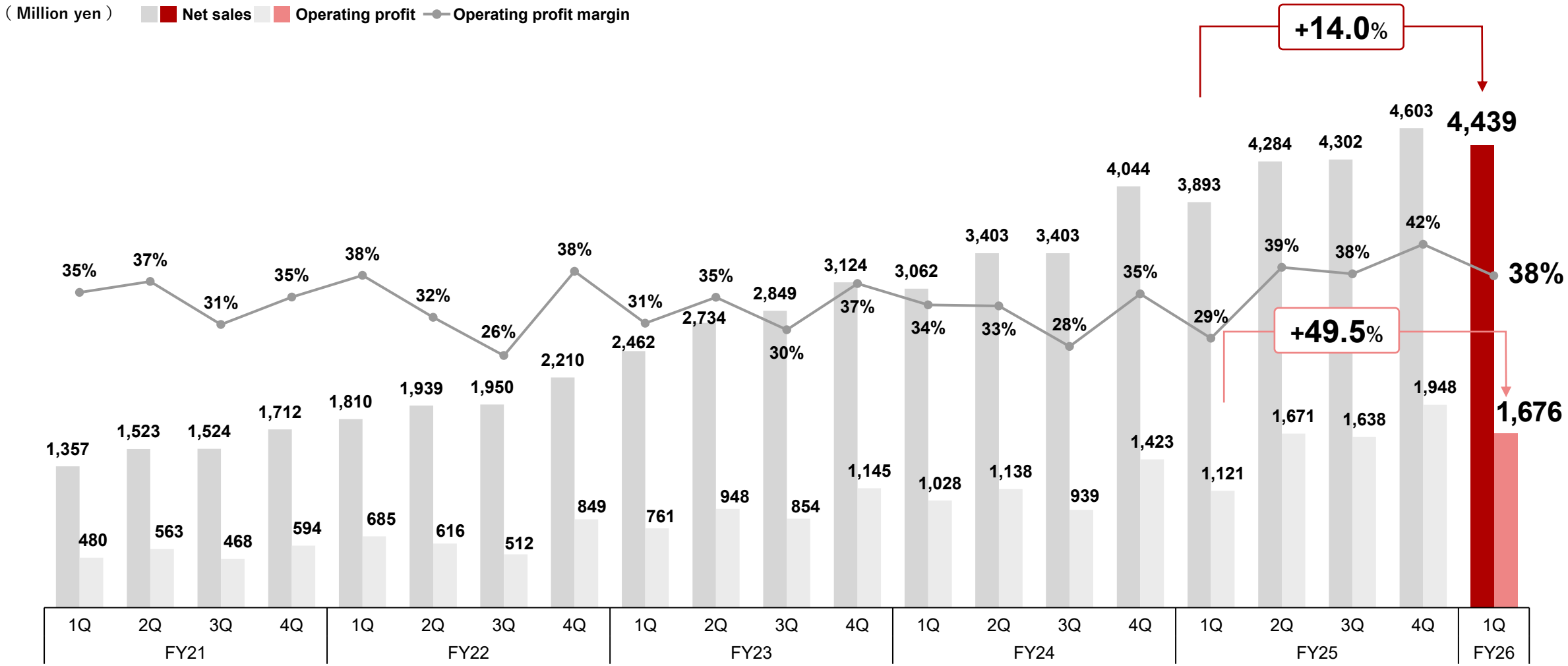
Quarterly Net Sales and Operating Profit

In FY2026 1Q, both net sales and operating profit reached new record levels for the first quarter



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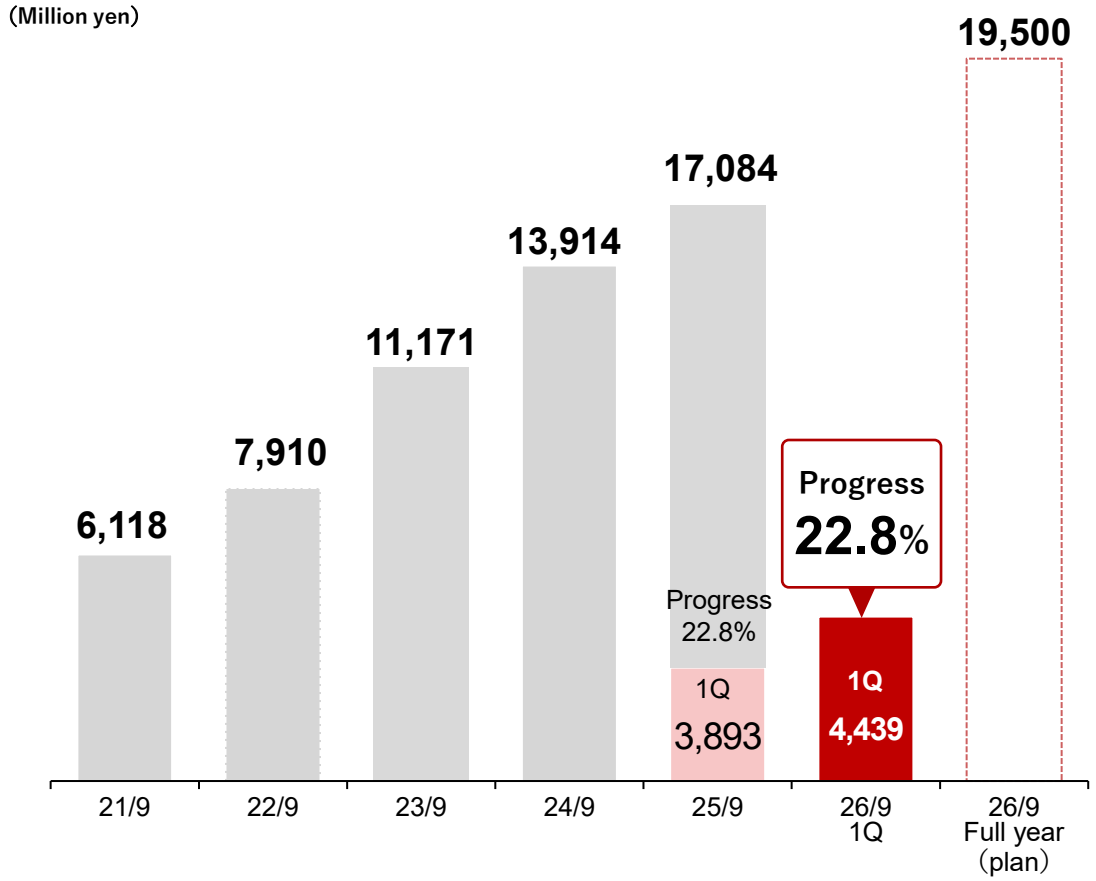
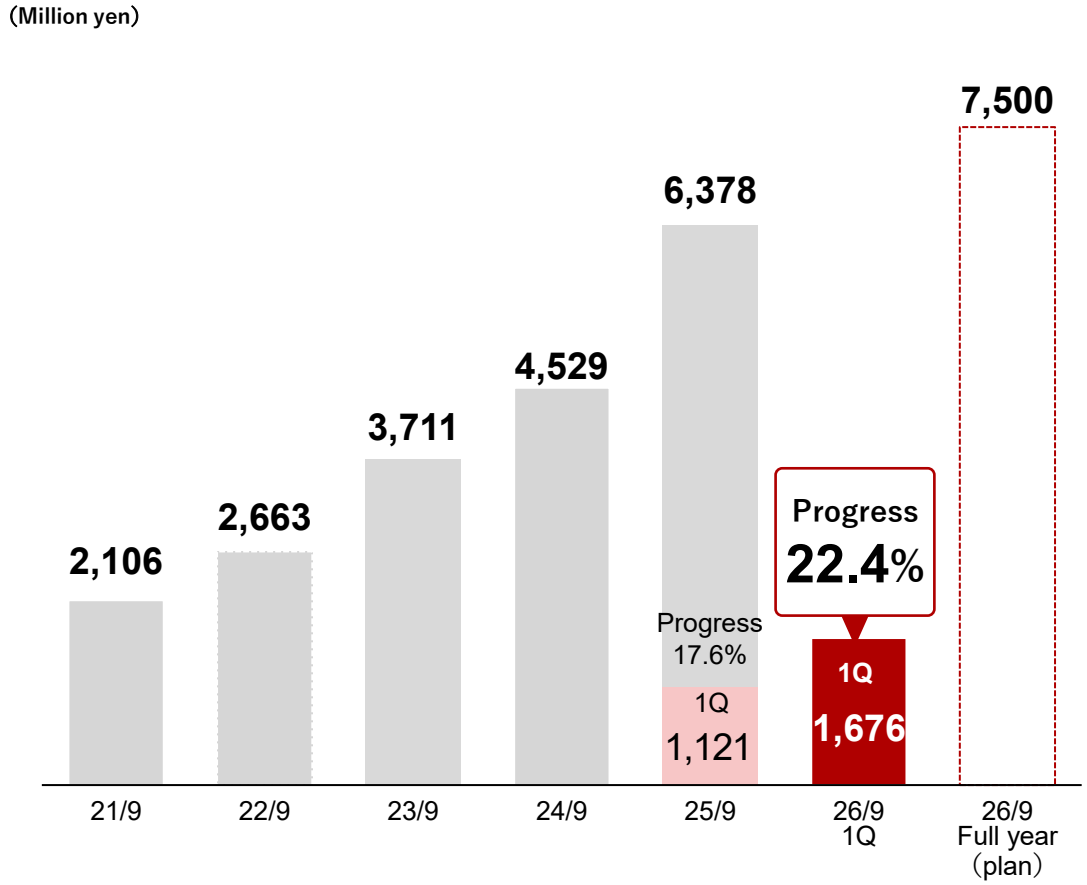
Full-Year Net Sales and Operating Profit

Progress against the annual plan for FY2026 1Q was on par with the previous year at 22.8% for net sales and higher than the previous year at 22.4% for operating profi

Net sales



Operating profit



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Financial Results by Segment

The increase in net sales in HR Solutions and rise in profitability contributed to the increase in operating profit

	(Million yen)	FY2025 1Q results	FY2026 1Q results	YoY change
HR solution	Net sales	2,927	**3,521**	+20.3%
	Operating profit	1,105	**1,692**	+53.1%
	Operating profit margin	37.8%	**48.1%**	–
Marketing solution	Net sales	966	**918**	▲5.0%
	Operating profit	432	**359**	▲16.8%
	Operating profit margin	44.7%	**39.1%**	–

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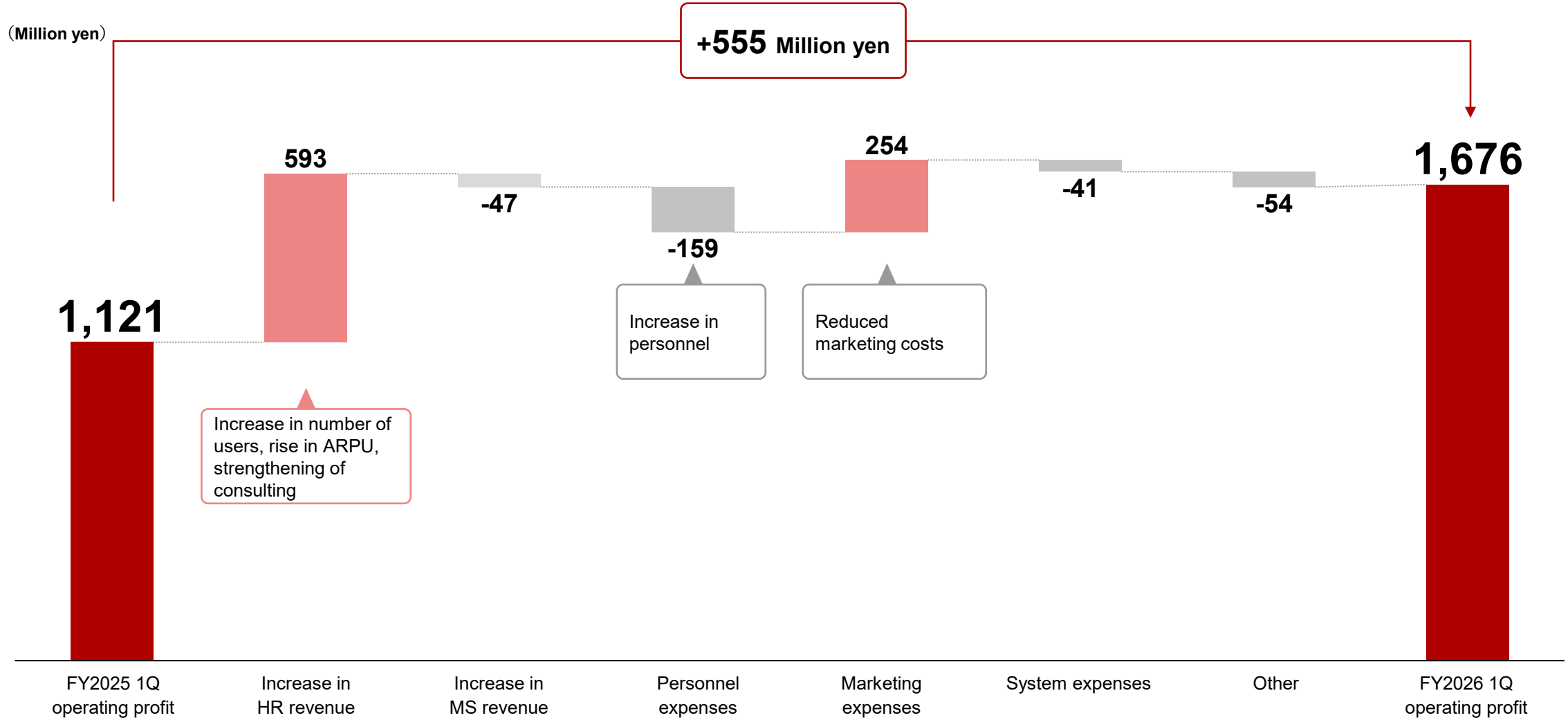
Factors Contributing to Changes in Operating Profit (1Q YoY Comparison)

Factors contributing to the increase in profit in FY2026 1Q are the increase in revenue in HR Solutions, in addition to marketing expenses associated with the strategic shift to enterprise business



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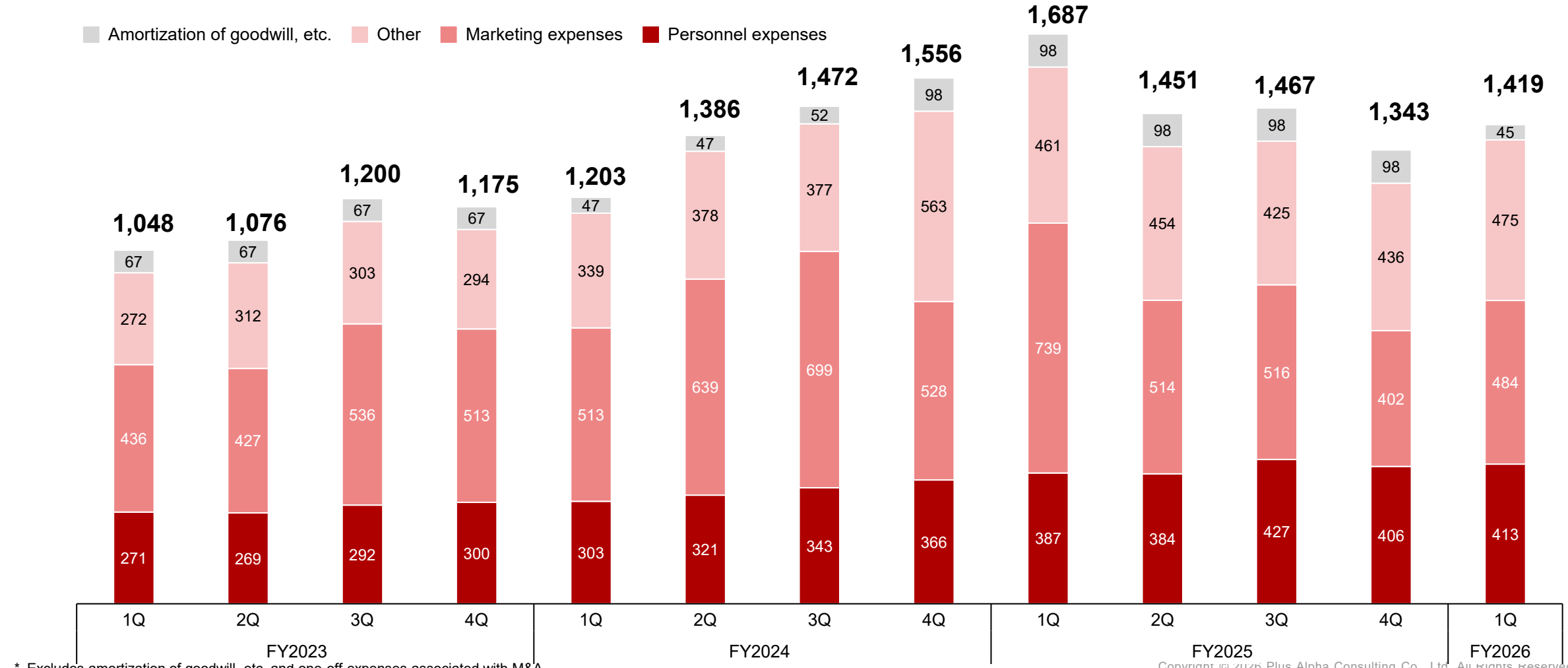
Trends in Selling, General and Administrative Expenses

Overall selling, general and administrative expenses are trending downward due to the review of marketing measures

(Million yen)



* Excludes amortization of goodwill, etc. and one-off expenses associated with M&A

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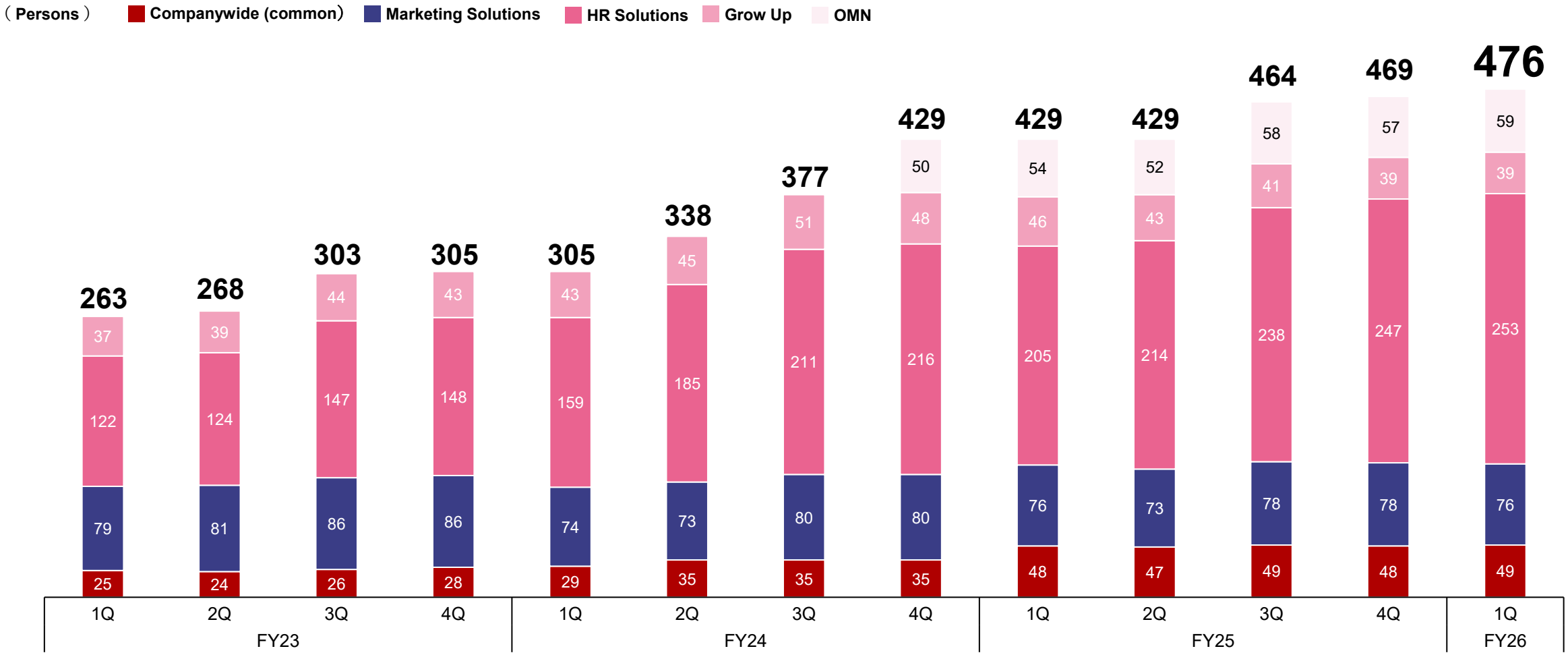
Trends in the number of employees

Recruitment of salespeople, engineers, and consultants is progressing smoothly according to plan



* The number of permanent employees as of the end of each quarter. Standalone figures shown for HR Solutions
* Attack and D4DR are included in HR Solutions.

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Status of Balance Sheets

Cash and deposits decreased due to paying dividends (1,228 million yen) in December 2025

(Million yen)		Sep. 30, 2025	Dec. 31, 2025	YoY change
Assets	Current assets	16,865	**15,811**	▲1,054
	(Cash and deposits)	14,664	**13,575**	▲1,089
	(Accounts receivable-trade)	1,796	**1,824**	+28
	Non-current assets	1,763	**1,779**	+16
	Total assets	18,628	**17,590**	▲1,038
Liabilities	Current liabilities	3,658	**2,692**	▲966
	Non-current liabilities	161	**163**	+2
	Total liabilities	3,819	**2,856**	▲963
Net assets		14,809	**14,734**	▲75
Equity ratio		79.4%	**83.6%**	–

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02

Overview by Segment

－HR solutions－

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HR Solutions Financial Results Summary

- **In HR Solutions, net sales increased by 20.5% and operating profit increased significantly by 53.3%**
- **Operating profit margin rose by more than 10 points Y0Y to 48.1% due to the reduction in marketing costs**

Net sales*1

3,521 Million yen

YoY change **+20.3%**
(FY2025 1Q: 2,927 Million yen)

Operating profit*1

1,692 Million yen

YoY change **+53.1%**
(FY2025 1Q: 1,105 Million yen)

Operating profit margin

48.1%

YoY change **+10.3%**
(FY2025 1Q: 37.8%)

Number of users*2

2,171 cases

YoY change **+204 cases**
(FY2025 1Q: 1,967 cases)

MRR*3

1,011 Million yen

YoY change **+22.3%**
(FY2025 1Q: 827 Million yen)

Revenue churn rate*4

0.36%

YoY change **+0.01pt**
(FY2025 1Q: +0.35%)

ARPU*5

468 thousand yen

YoY change **+11.3%**
(FY2025 1Q: 417 thousand yen)

※1 Figures for the entire HR Solutions segment. *2-5 are the total figures for Talent Palette, Yorisor, R-Shift, and R-Kintai.
*2 Number of monthly billed contracts as of December 30, 2024 and December 30, 2025
*3 Monthly Recurring Revenue. Total of the monthly fee of contracted subscription users in December 2024 and in December 2025
*4 Ratio of reductions as a result of cancellations to total monthly billed amounts as of December 2024 and December 2025 (average for the past 12 months)
*5 Average Revenue Per User. Calculated by dividing the average MRR for 1Q of FY2025 and 1Q of FY2026 by the average number of paid billing enterprise users of each month for the same period

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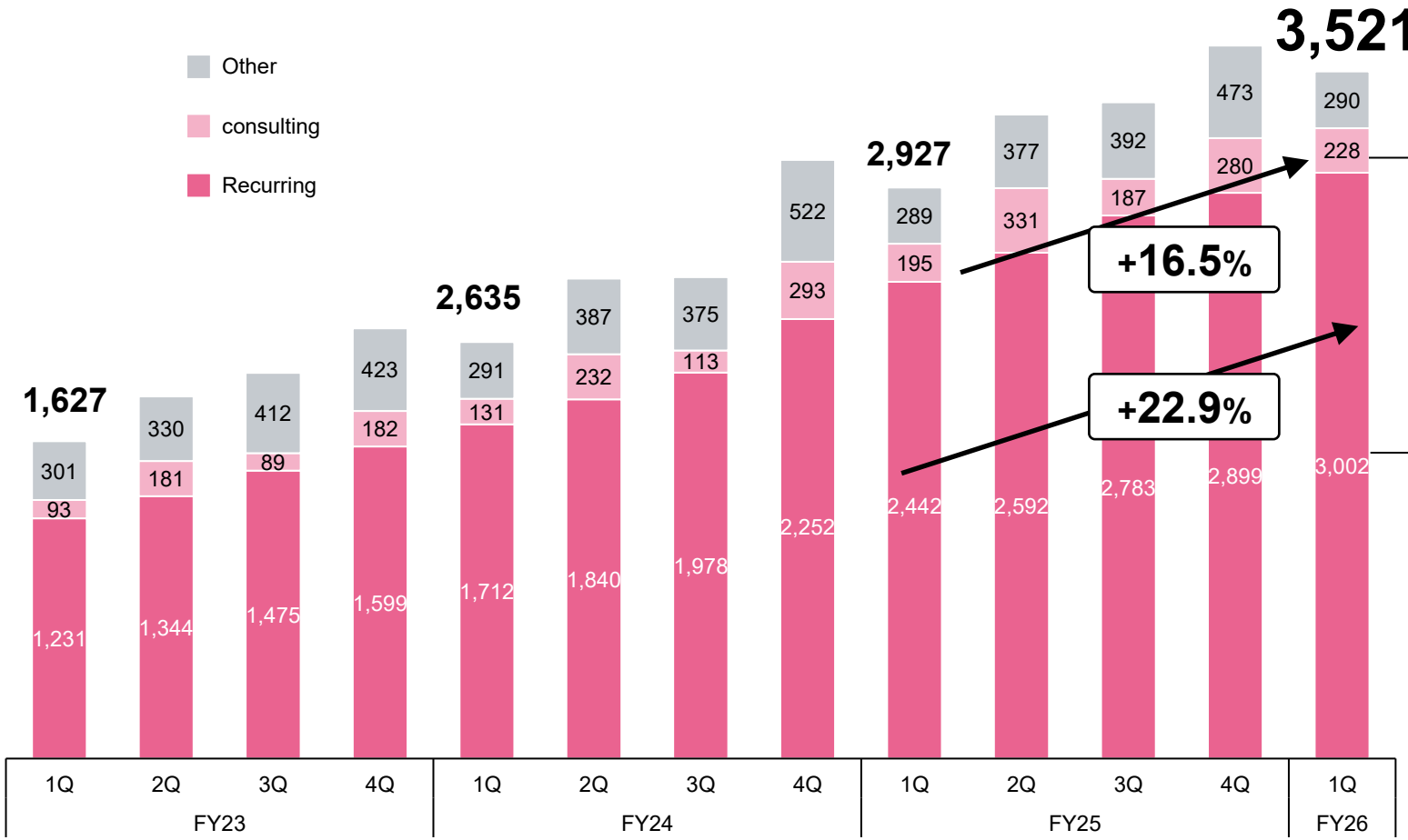
HR Solutions Net sales

Recurring revenue increased steadily due to the increase in the number of users and the rise in ARPU
Sales of the consulting business we have focused upon are increasing, and have steadily increased with a YoY change of 19.2%

(Million yen)



Consulting

- By expanding our consulting structure, we aim to increase sales through consulting projects for large corporations

Recurring

- Recurring revenue increased steadily due to the increase in the number of users and the rise in ARPU
- Upselling and cross-selling to existing customers also contributed due to focusing on large enterprises

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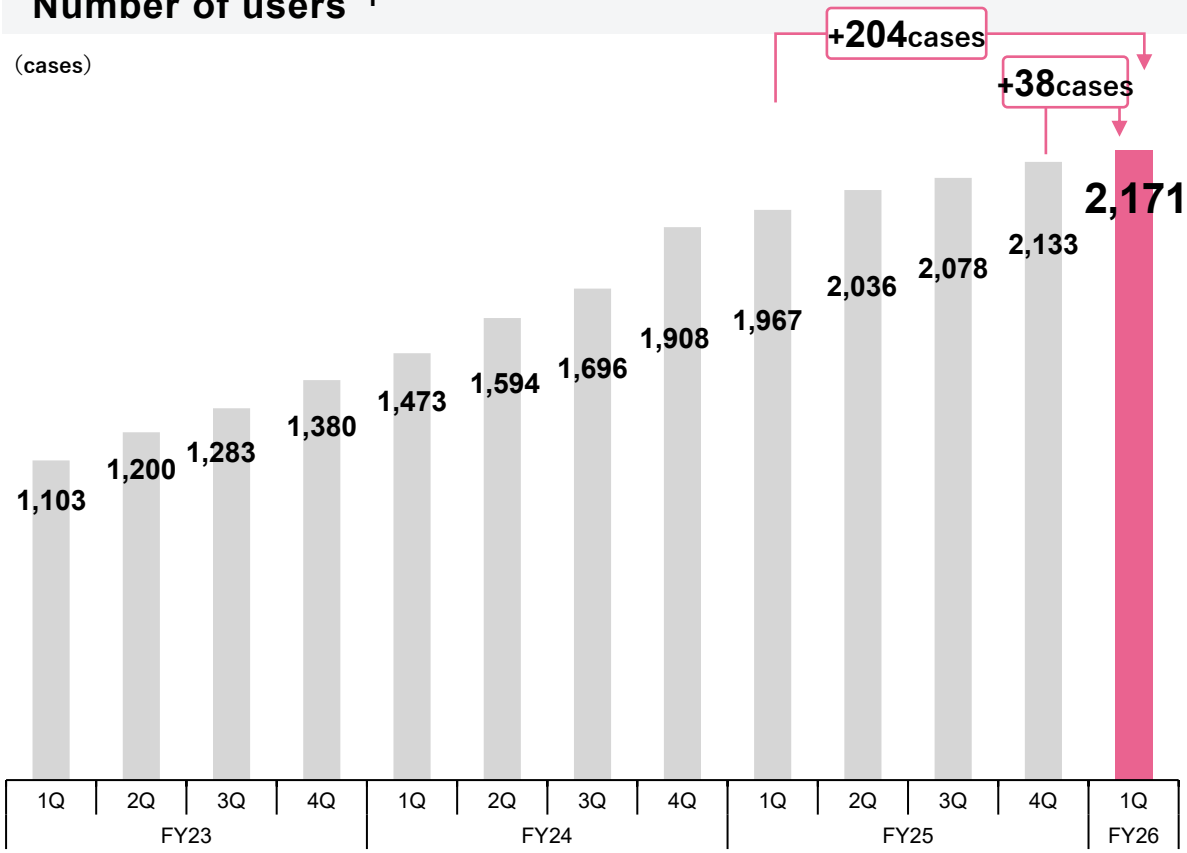
HR Solutions Number of Users, Revenue Churn Rate, ARPU

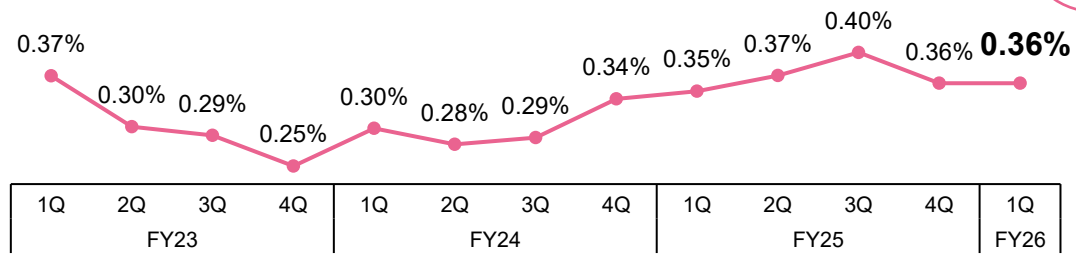
- Talent Palette obtained new customers centered on enterprises
- Talent Palette's average revenue per user is rising due to upgrades to higher-tier plans and increased adoption of paid options associated with the expansion of use among existing customers

Number of users *1



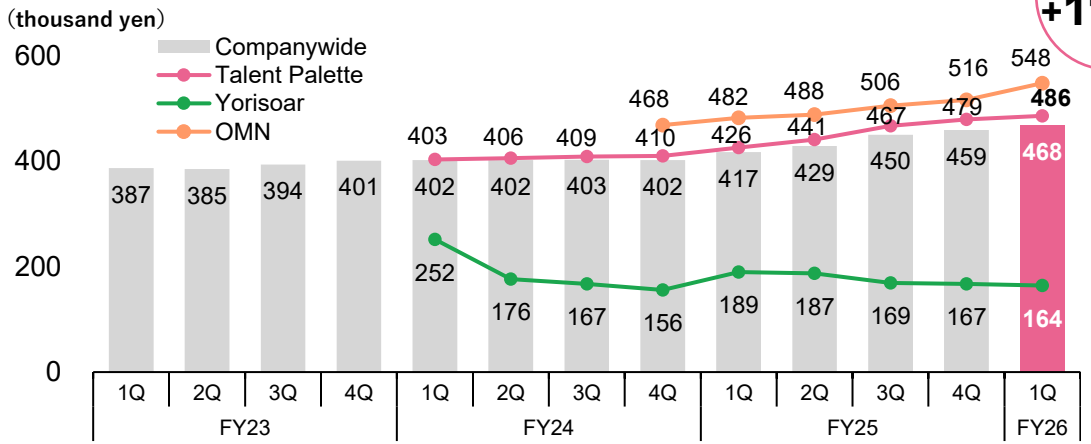
Revenue churn rate *2

YoY change +0.01%



Average revenue per user (ARPU) *3

YoY change +11.1%



*1 Number of monthly billed contracts (Talent Palette, Yorisoar, R-shift, R-kintai)
*2 Ratio of reductions as a result of cancellations to total monthly billed amounts (average of the past 12 months at the end of each quarter)
*3 Average Revenue Per User. Average monthly revenue per paid billing enterprise user. Calculated as dividing the average MRR for each quarter by the average number of paid billing enterprise users of each month for the same period.

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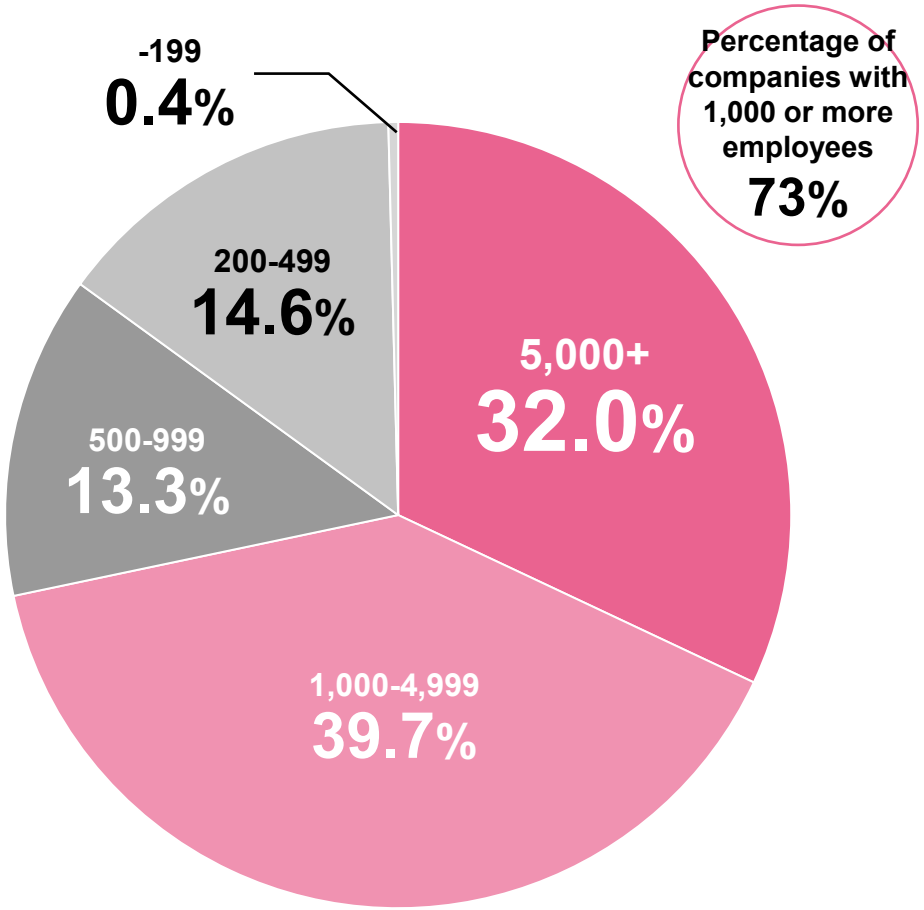
Reference

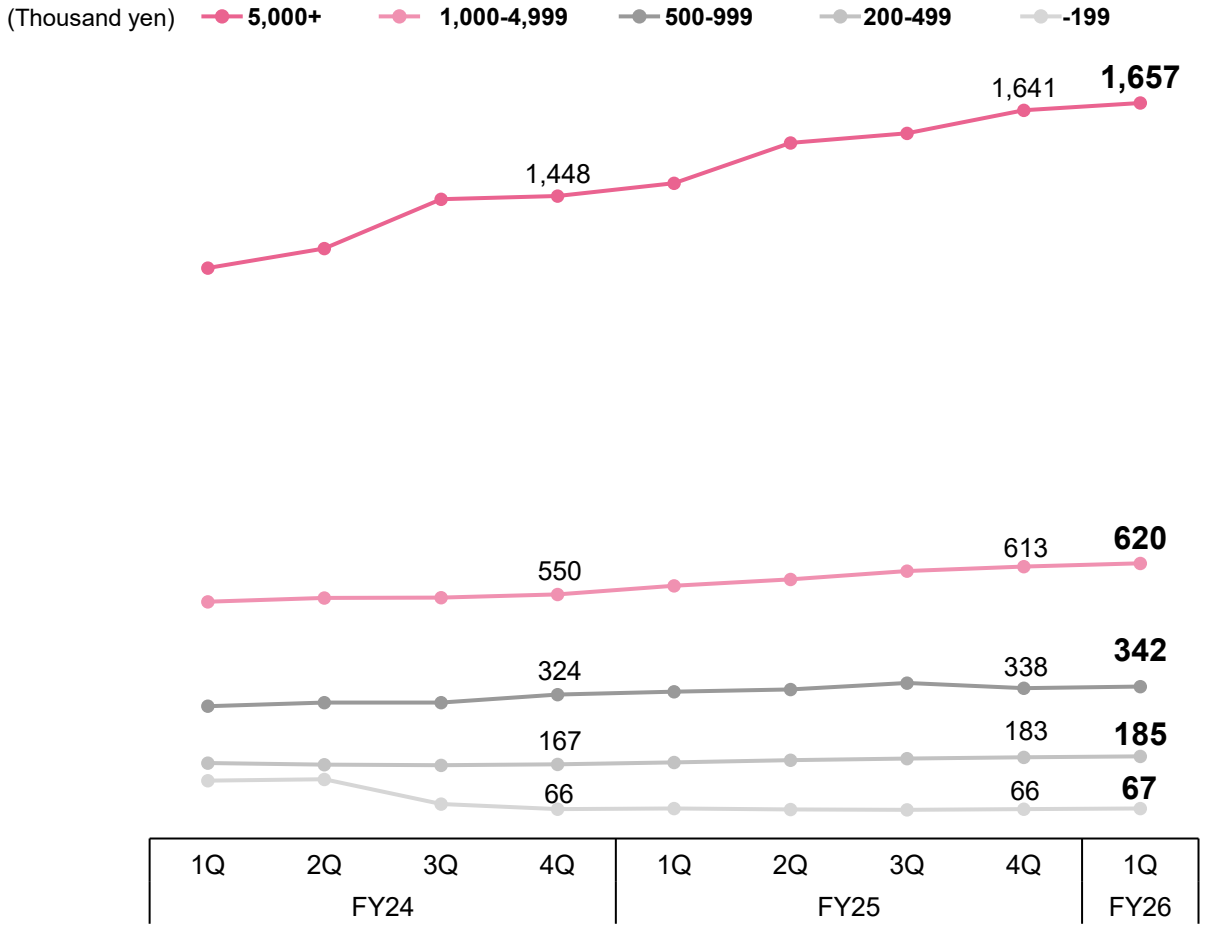
Talent Palette: Customer Composition by Size

- Enterprises account for over 70% of monthly usage fees (of which, major companies with over 5,000 employees account for over 30%)
- ARPU growth at major companies is driving expansion of sales. We aim to further increase ARPU, including consulting sales.

Recurring revenue by customer size (As of December 31, 2025)



ARPU by customer size



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Structure to Enhance Added Value for Enterprise Customers

- **The Consultant, Concierge, Support Desk, and Development teams respond promptly to requests from customers that have implemented Talent Palette**
- **By maximizing the value delivered to customers, we achieve increased ARPU + reduced revenue churn rate = maximized customer value (increased LTV).**

Approx. 40 people

Consulting

- Support for utilization of system design and skill information
- Configuration of system settings and implementation flow
- Operational design, etc.

Support desk

Customer inquiries and chat support

- Online configuration support
- Resolution of functional uncertainties during individual consultation sessions, etc.

Approx. 30 people

Customers

Companies implementing Talent Palette タレントパレット

Concierge

- Support for promoting the utilization of functions and settings
- Implementation of subcommittees for resolving issues
- Issue resolution in individual consultation meetings, etc.

Approx. 40 people

Development

- Enhancement of functionality and technological advancements that contribute to improved customer convenience
- Enhancement of functionality to swiftly incorporate customer requests
- Cutting-edge technologies devised by Plus Alpha Consulting (AI, voice analysis, etc.)

Approx. 60 people

Effects of maximizing value provided to customers

- Increase in ARPU (Promotion of upselling, etc.)
- Reduction of revenue churn rate
- Improvement of LTV

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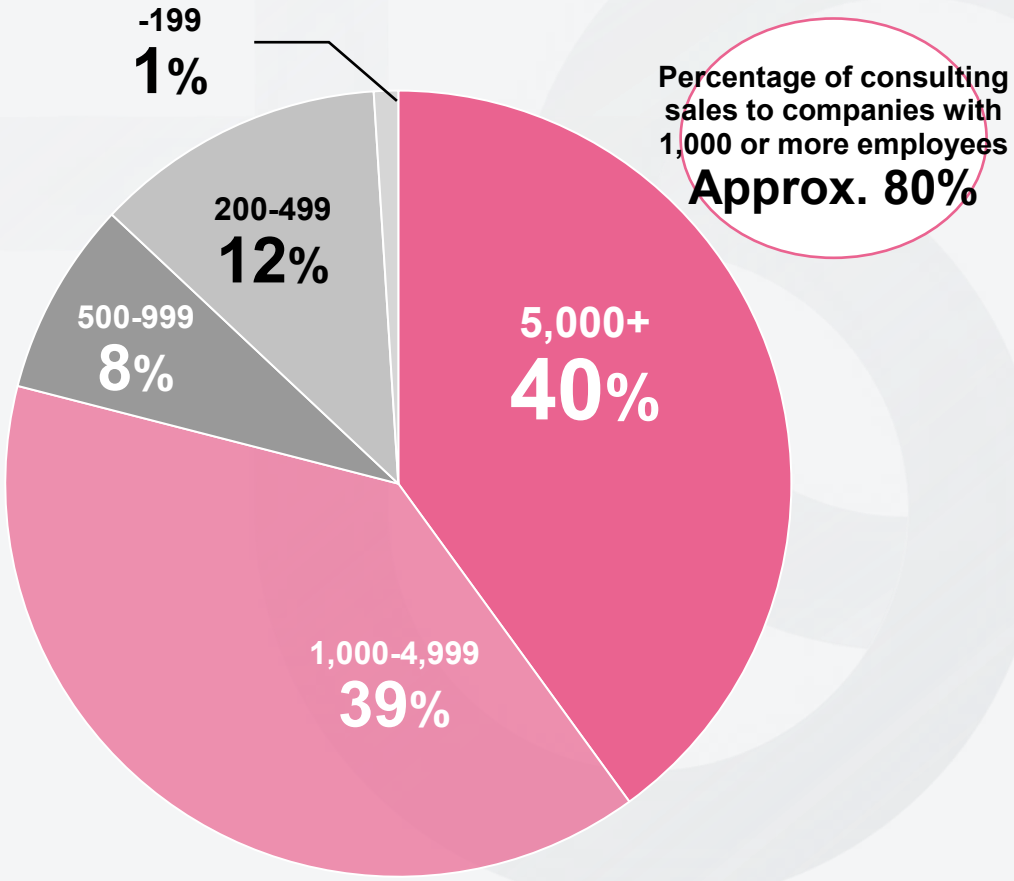
Strengthening of Consulting Services

- Consulting revenue for FY2026 1Q increased by 27% year on year, with demand from enterprises accounting for approximately 80%
- Supporting the integration of management strategy and personnel strategy, the cornerstones of human capital management, from system design to implementation

FY2025 1Q consulting revenue breakdown by customer size



Examples of consulting themes

Customer industries	Number of employees	Theme
Electricity / gas	Approx. 18,000	Support for engagement surveys and improvement measures (Including the construction of organization-specific dashboards for conducting timeline analysis)
General trading company	Approx. 10,000	
Regional bank	Approx. 3,000	
Trucking industry	Approx. 160,000	Establishing a system that provides AI feedback on the content entered by evaluators and those being evaluated, in accordance with evaluation manuals and related documents
Information and communications	Approx. 3,000	
Nonferrous metals	Approx. 10,000	AI-powered automatic generation of job descriptions, position visualization
General electronics	Approx. 7,000	Support for position management implementation associated with the shift to job-based employment (Including executive development and succession design)
Information and communications	Approx. 500 people	Support for CDP (career development program) requirement definition, evaluation system restructuring
Retail	Approx. 5,000	Skill development accompanying the shift to job-based employment
Wholesale	Approx. 20,000	Building groupwide human resource development infrastructure
Distribution	Approx. 8,000	Succession planning enhancement (Designing systems for optimal talent utilization / progress management / planned development)

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Why Talent Palette Will Not Be Replaced by Generative AI

- **Talent Palette has established itself as being difficult to replace through its ability to handle complex individual requirements, security support, and proprietary data accumulation demanded by enterprises.**
- **The value proposition is enhanced through services that combine SaaS, consulting, and generative AI.**

Areas easy to replace with AI

- Routine automation: chatbots, FAQs, email creation, etc.
- Content creation: General document creation, meeting summarization, image creation
- Simple data aggregation: Numerical aggregation and visualization

VS

Areas difficult to replace with AI (Talent Palette)

- Complex Requirements for Individual Companies:
  Company-specific processing for personnel systems and other areas
- Advanced security:
  Confidential information, access control
- Accumulation and Utilization of Proprietary Data:
  Various personnel and organizational time-series data

▽ Providing a general-purpose HR services utilizing AI

Common weaknesses of AI-powered services

- Responding to complex operational requirements of individual companies
- Risk of hallucination
- Concerns about information leakage

▷

Strengths of Talent Palette

- Functions covering complex operations and security requirements
- Providing consulting services to support the implementation of various personnel initiatives
- Promoting scientific personnel management to enable the accumulation and utilization of vast amounts of data

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02

Overview by Segment

– Marketing solutions –

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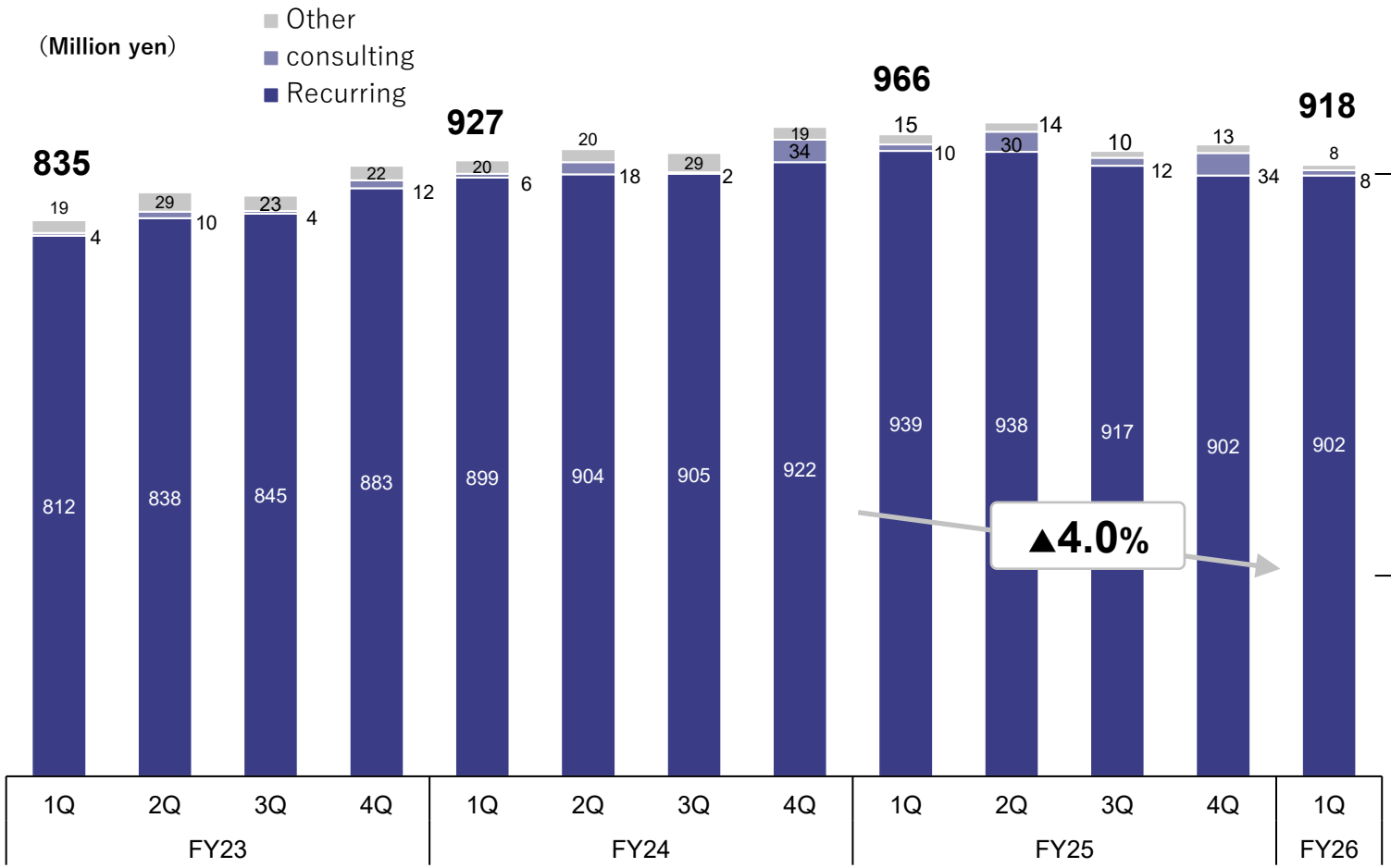
Marketing Solutions Net Sales

Recurring revenue decreased year on year due to an increase in the number of cancellations of Visualization Engine



Consulting

- Support for implementation tailored to customers' issues
- Big data analytics support
- Support for the utilization of generative AI

Recurring

- Recurring revenue decreased year on year due to the impact of the declining number of users

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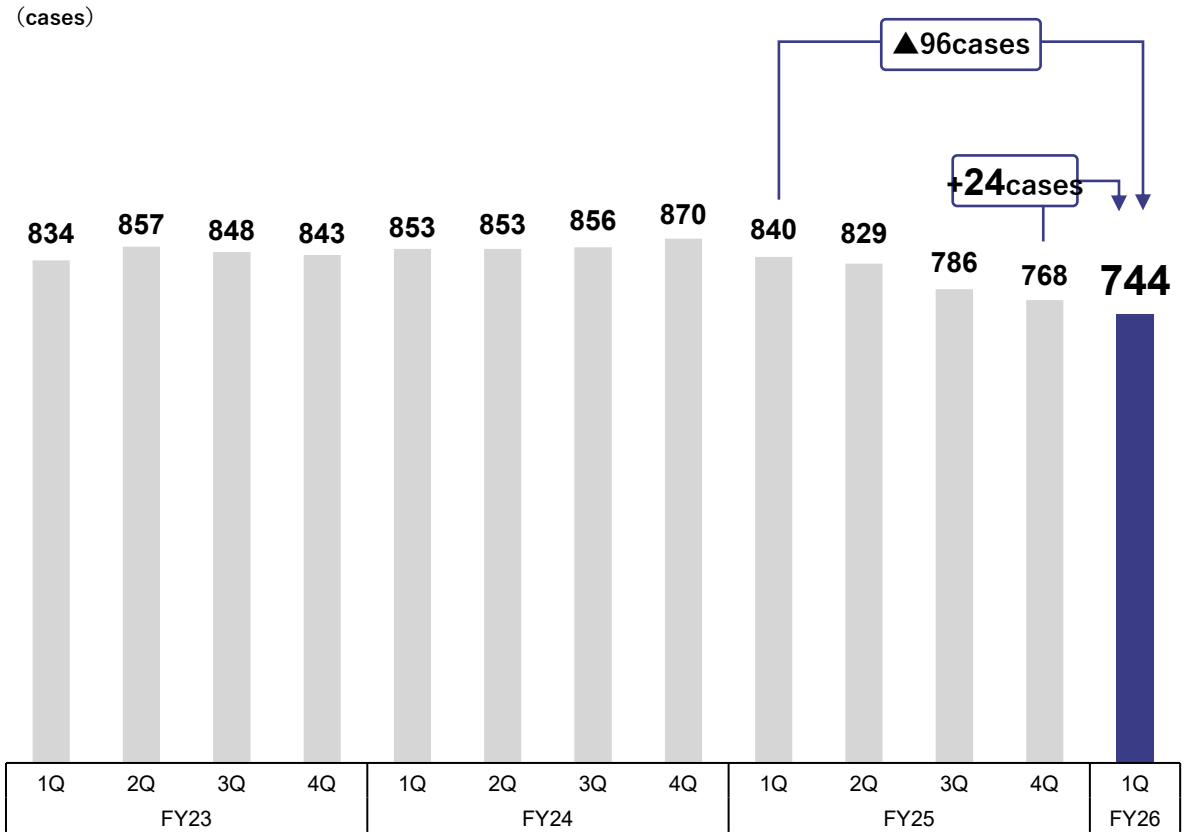
Marketing Solutions Number of Users, Revenue Churn Rate, ARPU
(Non-consolidated basis)

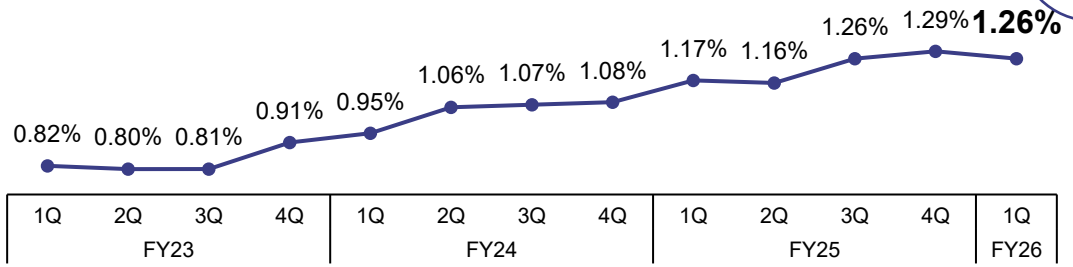
- Visualization Engine cancellations remain high, while the number of users is trending downward
- ARPU is gradually rising due to factors such as up selling to existing customers

Number of users*1



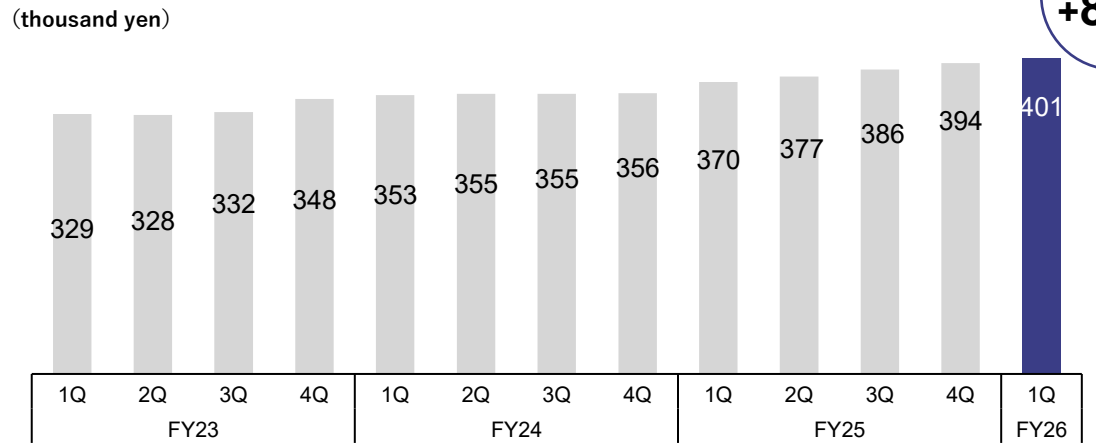
Revenue churn rate*2

YoY change +0.09%



Average revenue per user (ARPU)*3

YoY change +8.3%



*1 Number of monthly billed contracts (Visualization Engine, Customer Rings)
*2 Ratio of reductions as a result of cancellations to total monthly billed amounts (average of the past 12 months at the end of each quarter)
*3 Average Revenue Per User. Average monthly revenue per paid billing enterprise user. Calculated as dividing the average MRR for each quarter by the average number of paid billing enterprise users of each month for the same period.

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03

Earnings forecasts for the fiscal year ending September 30, 2026

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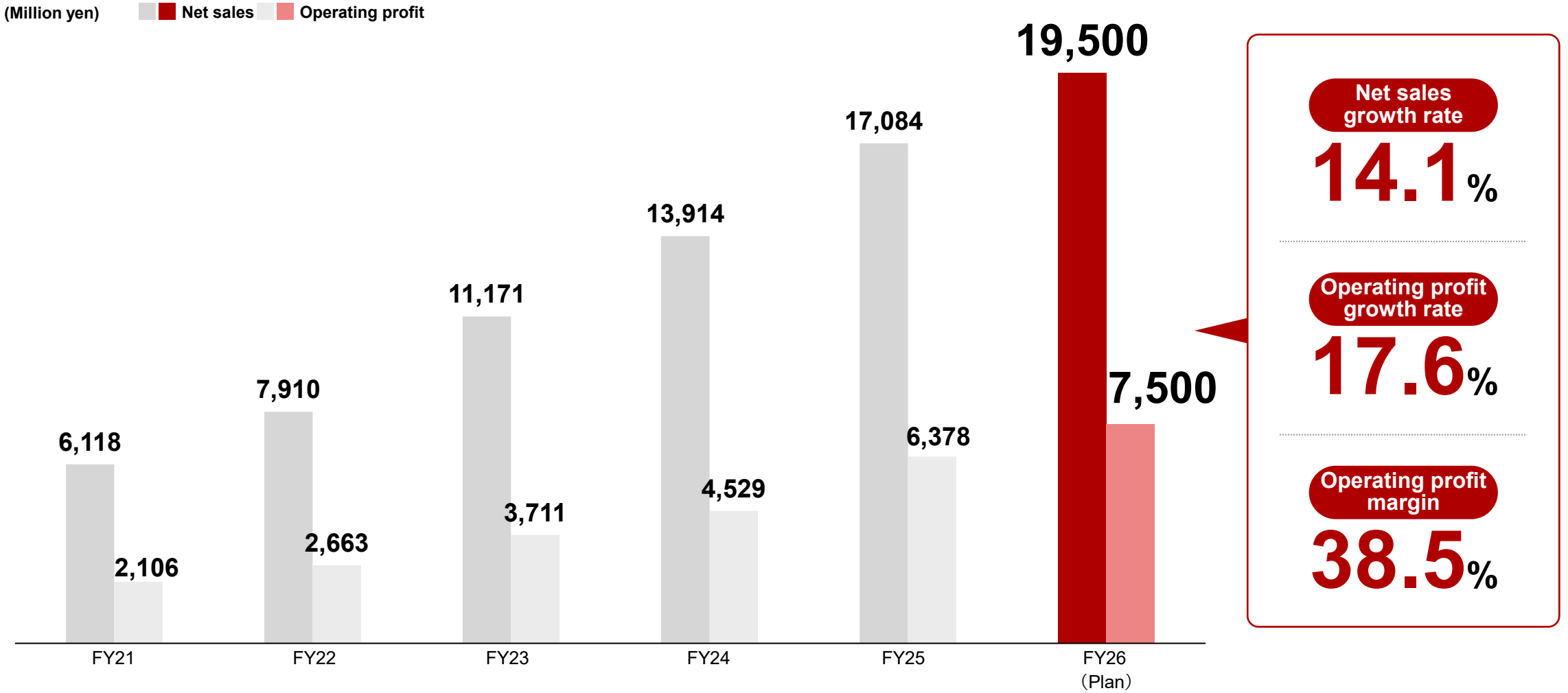
Earnings Forecasts for the Fiscal Year Ending September 30, 2026

- **Sustained revenue and profit growth is planned due to continuing the strategy of focusing on enterprise customers to increase sales and curb costs**



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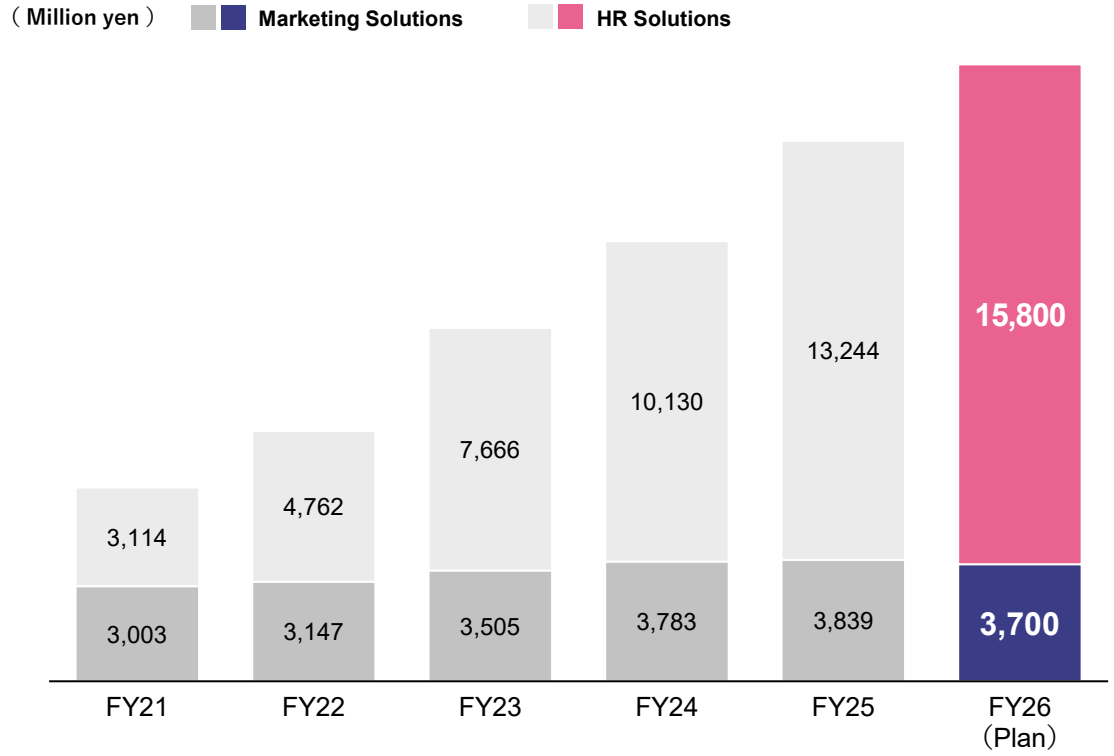
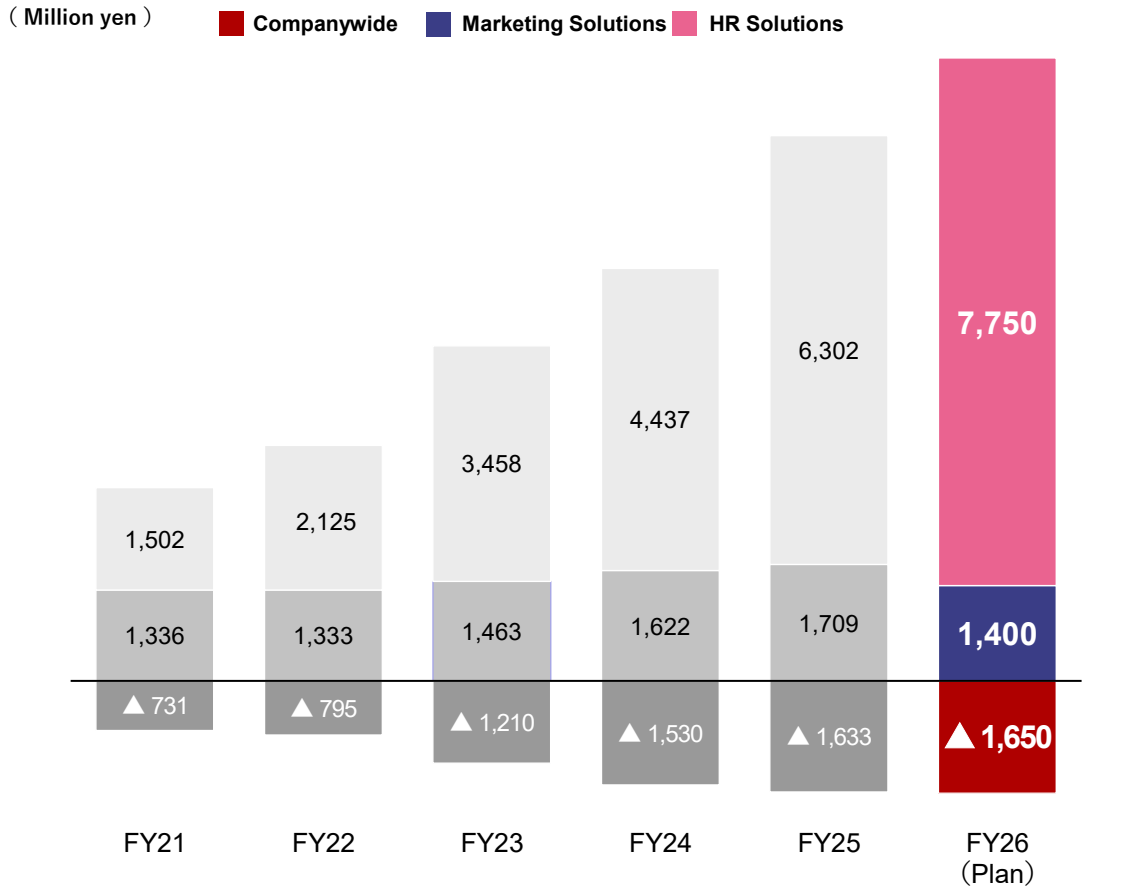
Earnings Forecasts by Segment for the Fiscal Year Ending September 30, 2026

Companywide growth in revenues and profits is expected to be driven by further improvement in profitability in HR Solutions

Net sales*1



Operating profit*2



*1 Figures for fiscal year September 2023 and earlier have been retroactively calculated based on the new segment classifications introduced in fiscal year September 2024 and later.
*2 Company-wide figures include amortization of goodwill, etc.

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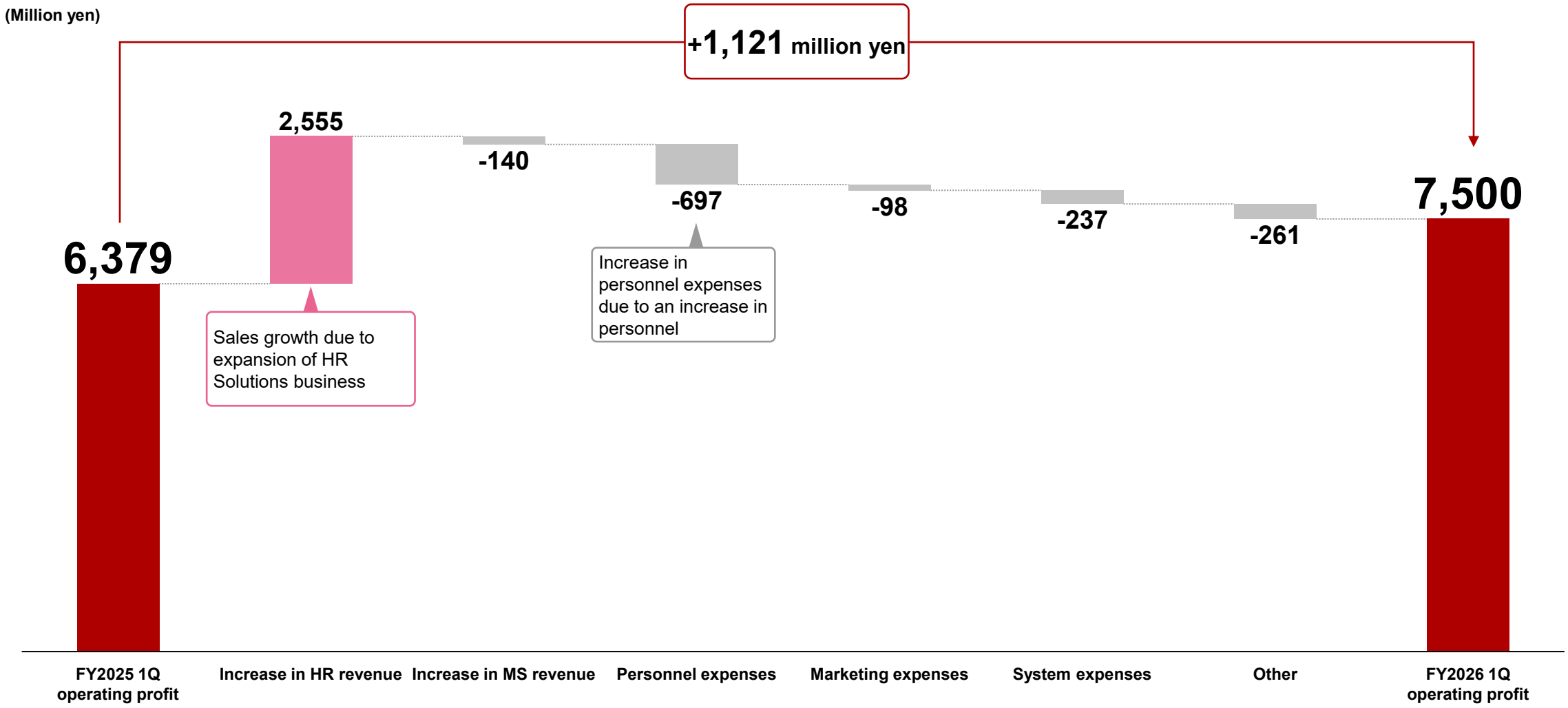
Factors Contributing to Changes in Operating Profit for the Fiscal Year Ending September 30, 2026

The increase in HR revenue absorbed increases in costs such as personnel expenses and system expenses, contributing to an increase in profit



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Shareholder return policy

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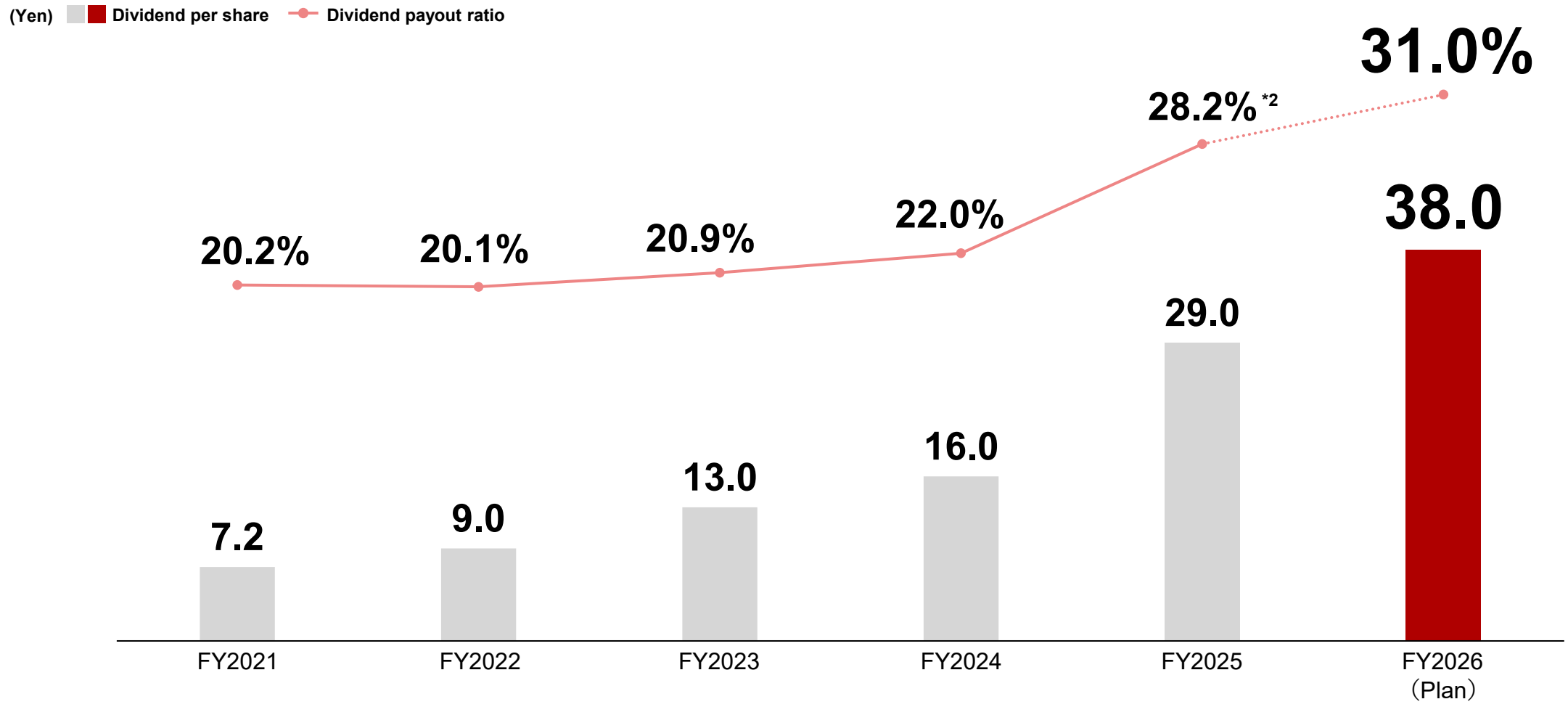
Year-End Dividend Forecast for the Year Ending September 30, 2026

The dividend payout ratio[*1] is set at 30% for the year-end dividend for the fiscal year ending September 30, 2026, at 38 yen per share.



*1 The dividend payout ratio is calculated by the number of shares issued at the end of the year x dividend per share / profit
*2 The dividend payout ratio for FY2025 is calculated by excluding the impact of extraordinary losses due to impairment

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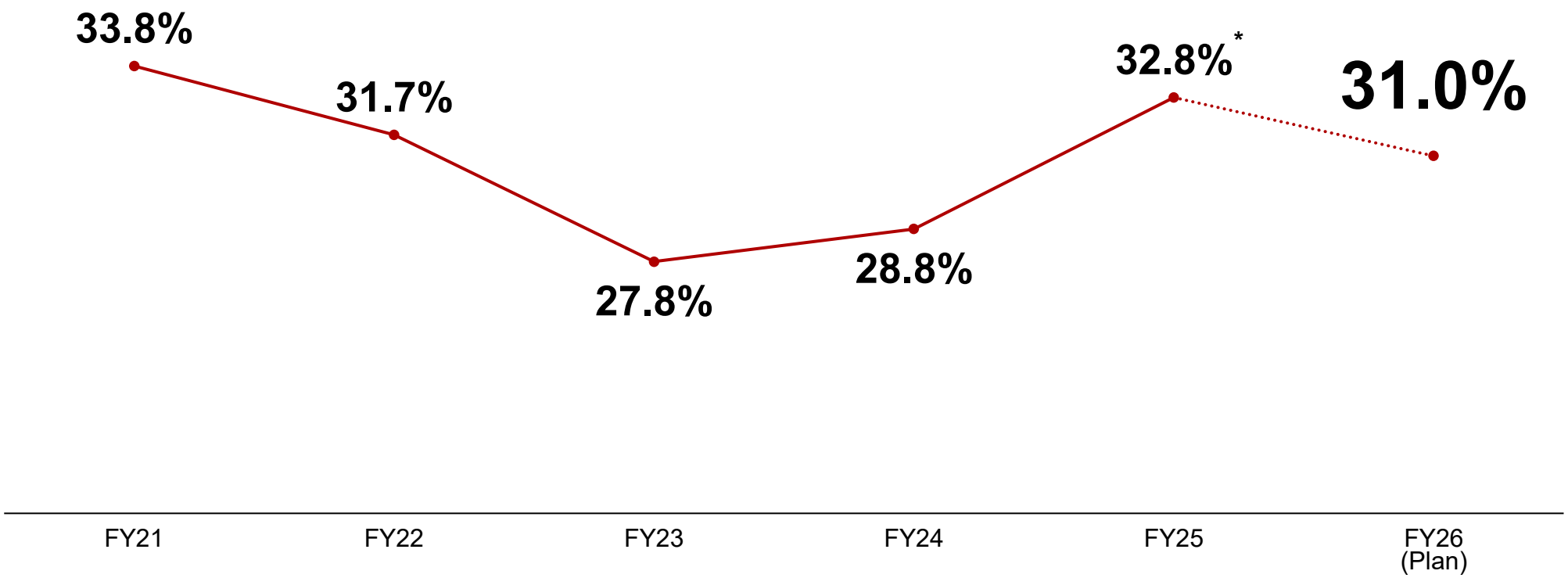
Shareholder return policy

The policy is to continue paying stable dividends while securing the internal reserves necessary for future business development and strengthening the management structure
The dividend payout ratio is set at 30% as a guideline in light of the current financial situation and future cash flow forecasts

ROE



* ROE for FY2025 is calculated by excluding the impact of extraordinary losses due to impairment

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Capital Allocation

- **We will continue to implement investments that drive business growth, such as proactive growth investments and M&A**
- **In the absence of sufficient investment opportunities, we will implement measures to enhance shareholder value, such as prioritizing returns to shareholders**

Cash in	Cash out	
Cash on hand **Approx. 14 billion yen** (End of FY2025)	Growth investment (Areas surrounding HR)	- Consulting - Recruitment, training, employee benefits, etc.
	Growth investment (New areas)	- Education area - Medicine and nursing area
Anticipated operating cash flow over the next three years **Approx. 18 billion yen**	M&A Alliances	- Inorganic growth areas
	Dividends **Approx. 5-6 billion yen**	・Dividend payout ratio of 30% or more (present)

We plan to announce a new mid-term capital allocation policy, including enhanced shareholder returns

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05

Topics

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Latest topics

1. “Scientific HR Forum” as an Enterprise Measure
2. Progress of Collaboration with Mynavi and RAKUS
3. Launch of Government Edition supporting goverment agencies' HR strategies
4. Future Timeline Announced in 2026
5. Example of Usage of “AI Talktra” by NTT AD, INC. Announced
6. Included in FTSE JPX Blossom Japan Index for the First Time

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1 “Scientific HR Forum” as an Enterprise Measure

Promoted personnel strategies using HR data and awarded companies that have implemented Talent Palette for their progressive initiatives at the “Scientific HR Forum”

4th Scientific HR Forum Grand Prize Winners

Cosmo Energy Holdings Co., Ltd.

Creating a culture that enables employee challenges, and growth opportunities
Management reform supporting organizations resilient to change
Established a group-wide personnel foundation that integrates management and human resources with strategy

Mitsubishi Heavy Industries, Ltd.

Reformed rules, organizations, and system structures in response to the changing business environment
Promoted data utilization among 50,000 employees by providing an environment that encourages autonomy and initiative across the group

Prudential Holdings of Japan, Inc.

Promoted the visualization of high-potential human resources across the group to establish a foundation for aligning business strategy with personnel strategy
Achieved strategic deployment and development through the implementation of a human resource dashboard

OPTAGE Inc.

Analyzes and visualizes data collected through various initiatives to advance science-based HR practices
Building and implementing custom prompts for generative AI to advance the personnel evaluation system

Sapporo Breweries Ltd.

Promoted the creation of cross-border human resources through autonomous career support
Shifted to developmental management through the introduction of non-rating systems, focused on enhancing fairness and transparency

SEGA SAMMY HOLDINGS INC.

Systematized group-wide personnel strategy and promoted cross-group HR transformation
Established an environment where employees can proactively take on challenges and focused on developing multicultural human resources

Isetan Mitsukoshi Holdings Ltd.

Strategically provided learning environments driven by the holding company and focused on human resource development
Implemented systems to encourage employees to build their careers and take on challenges, supporting self-directed career development

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2 Progress of Collaboration with Mynavi and RAKUS

Collaboration with Mynavi

- Mynavi TalentBase, which began service and sales on October 1, 2025, underwent a smooth launch
- We are planning integration with Mynavi recruitment services and the development of matching logic for applicants and corporate needs

マイナビ TalentBase

oratio

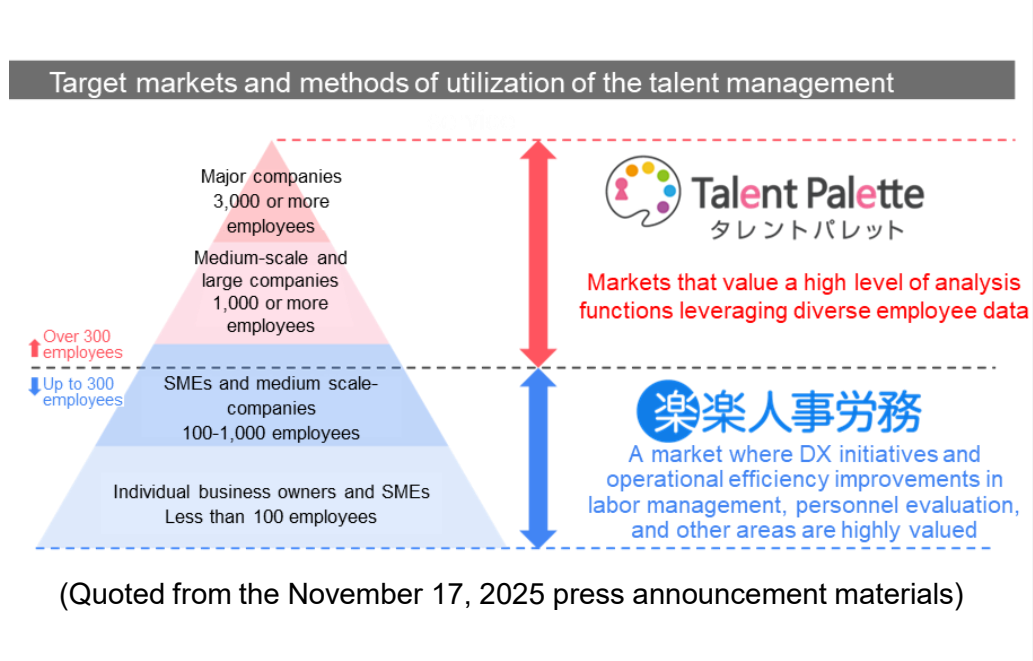
Training service for new graduates and mid-career hires
Mynavi training service

Aptitude tests
SHL Social Basic Capability Assessment for New Employees

Engagement assessment
Mynavi Engagement Research

Collaboration with RAKUS

- Development of Rakuraku Jinji Romu is scheduled to be completed in March 2026
  Start providing service in April
- Also integrate with Rakuraku Kintai provided by RAKUS, supporting operational efficiency
  Execute cross-selling on RAKUS's SMB customer assets



(Quoted from the November 17, 2025 press announcement materials)

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3 Launch of Government Edition supporting goverment agencies' HR strategies

- Industry-first registration with ISMAP-LIU significantly simplifies traditional security screening processes
- Can break free from analog management using paper and Excel, and enable data utilization within the LGWAN (Local Government Wide Area Network) environment
- Support digital transformation in personnel management with extensive experience in government agencies (Akita Prefecture, Ikoma City, Niigata City, Nagasaki City, etc.)

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3 Included in FTSE JPX Blossom Japan Index for the First Time

Selected for the first time as a constituent of the FTSE Blossom Japan Index and FTSE Blossom Japan Sector Relative Index by global index provider FTSE Russell

FTSE Blossom Japan Index

Selects companies that meet environmental, social, and governance (ESG) standards from all industries

FTSE Blossom Japan Index

- Only companies with a high ESG overall rating (score of 3.3 or higher) are selected
- Composed of companies that meet multifaceted evaluation criteria based on international ESG standards
- GPIF (Government Pension Investment Fund) has adopted it as a benchmark for ESG passive investment

FTSE Blossom Japan Sector Relative Index

Selects companies that meet environmental, social, and governance (ESG) standards from the same industry

FTSE Blossom Japan Sector Relative Index

- Companies with relatively high ESG ratings within each sector are selected
- Sector-neutral design reduces divergence from the market's industry composition
- GPIF (Government Pension Investment Fund) has adopted it as a benchmark for ESG passive investment, and also reflects the assessment of climate change response based on TPI scores

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5 Example of Usage of “AI Talktra” by NTT AD, INC. Announced

- **Released case studies on utilizing “AI Talktra,” which enables practicing customer interactions with generative AI.**
- **We are expanding in a variety of scenes ranging from call centers and customer service to hiring interviews and one-on-one HR interviews.**

NTT AD, Inc.
Number of employees: 257 (as of April 2025) /
User department: RP Business Division

Usage methods

At the call center receiving consultations and inquiries regarding fiber optic line sales from sales staff of collaborating businesses we operate, we aim to improve the customer service skills of sales staff by creating personas representing potential fiber optic line consumers and using them as role-playing counterparts.

Effect

- Roleplaying response evaluations are automated, significantly reducing administrative workload
- Practice handling difficult situations that are challenging in actual sales environments
- We plan to utilize it in other departments going forward

About “AI Talktra”

A training system that efficiently enhances new employees’ communication skills through role-playing and evaluation using persona scenarios based on real data such as customer interaction histories, response manuals, surveys, and word of mouth.

Generating personas and scenarios from actual data

Enables practical practice in scenarios suited to various industries and conditions

Quantitative and qualitative feedback

Accurately identify your own strengths and weaknesses through objective AI-based assessment

Reduction of education costs

Reduce the time and personnel costs of trainers to achieve efficient human resource development

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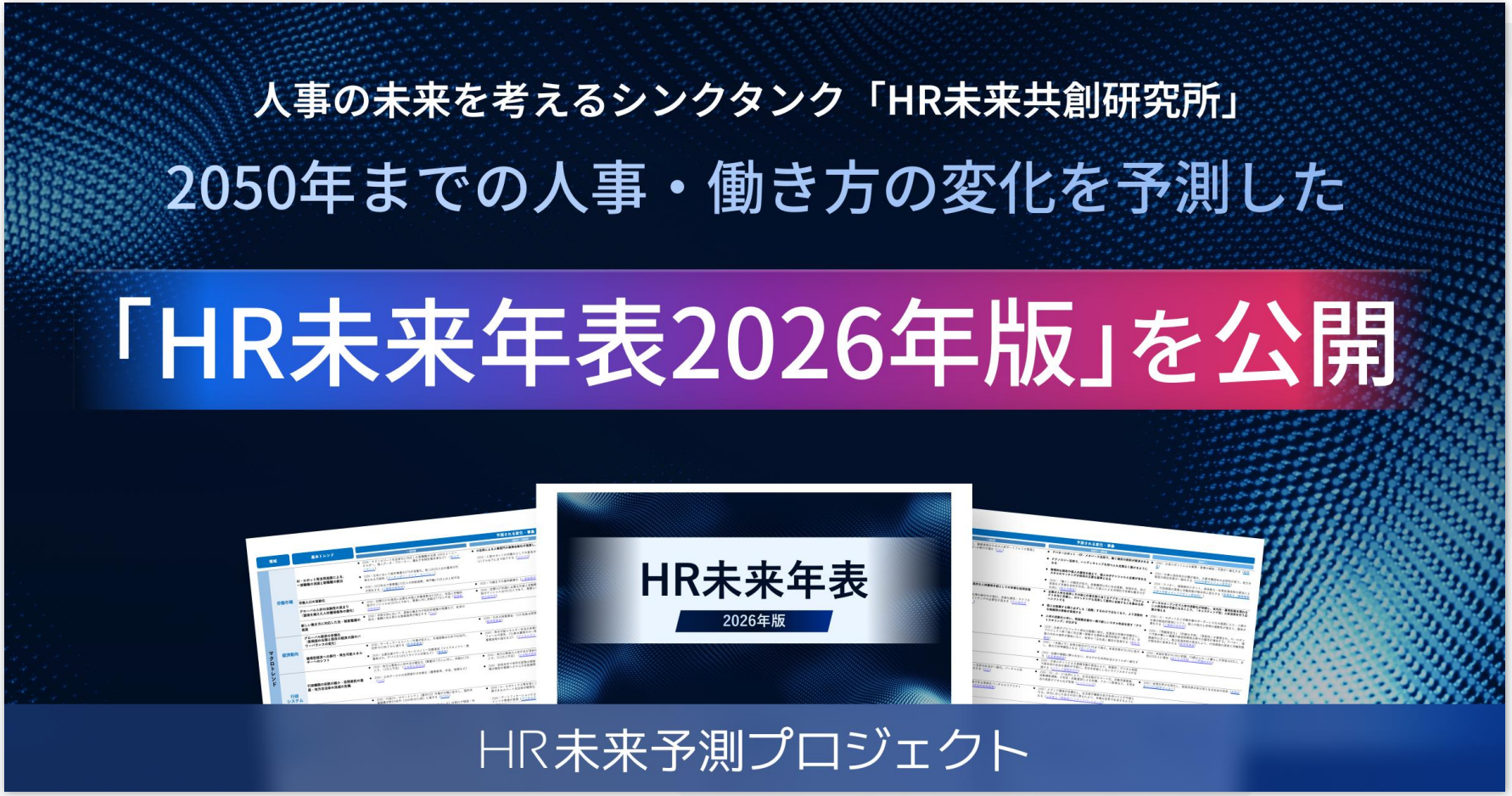
7 Future Timeline Announced in 2026

- Compile future projections related to themes impacting corporate management from 2025 to 2050
- Comprehensive analysis of macro trends, technology, society/industry, and values/lifestyle, visualizing their impact on personnel strategy
- State insights on future employment and training, including the proliferation of humanoid robots and enhanced capabilities



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06

Medium-term Management Policy

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Medium-Term Management Policy

Simultaneously promote the creation of new businesses and the enhancement of profitability in order to achieve further profit expansion

Quantitative targets

Achievement of operating profit of 10 billion yen

(FY2028)

1 Enterprise focus

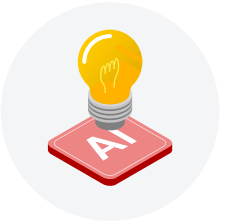
- Strengthening differentiation through high-value-added services
- Business evolution through the integration of SaaS and consulting
- Market-leading information dissemination and deepening customer networks

2 Driving partner strategy

- Promoting collaboration with partners specializing in the HR field
- Launching new revenue drivers leveraging partners' strengths

3 Business development utilizing new technologies

- Accelerated development of innovative growth services through rapid creation of new services and ventures leveraging generative AI
- External partners through M&A and capital alliances



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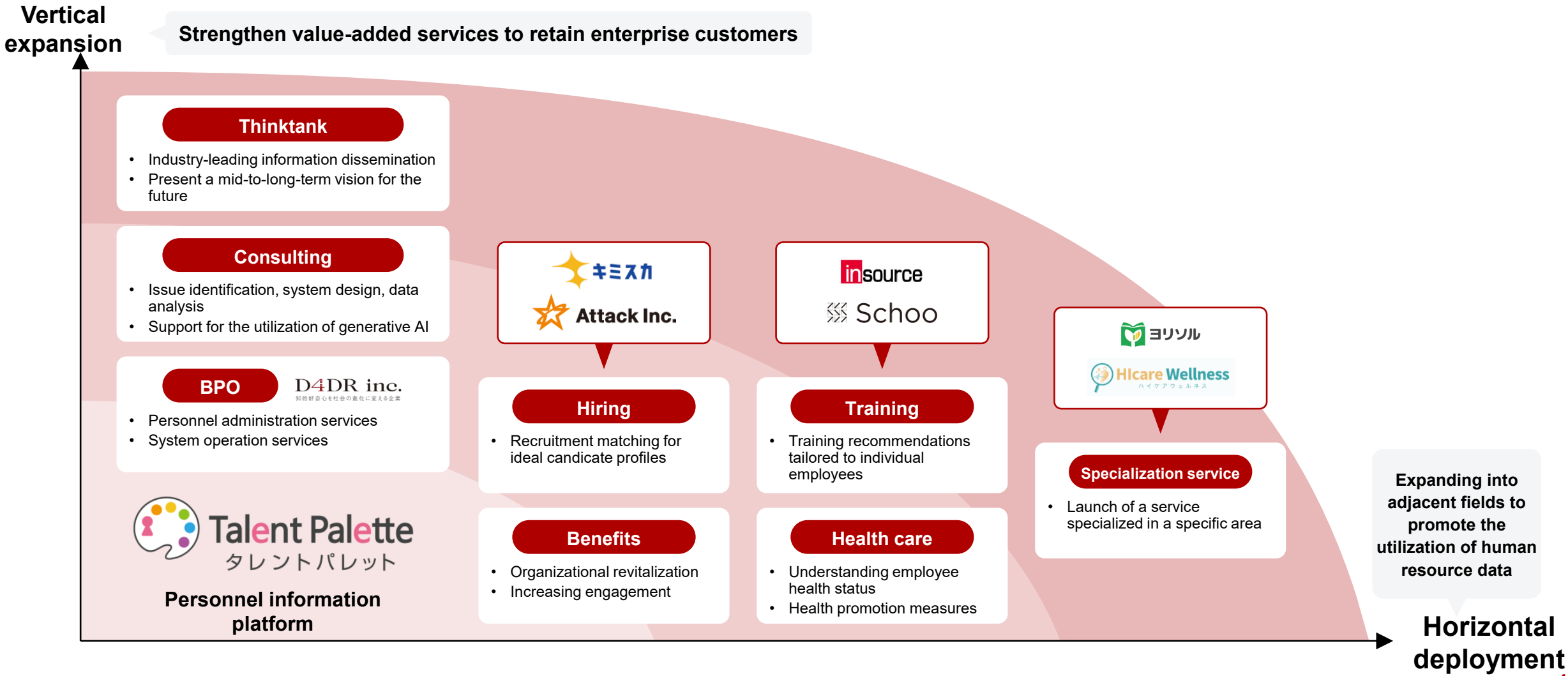
Growth Strategy

- **Aim for comprehensive business growth by combining horizontal expansion to promote data utilization with vertical expansion to lock in customers**
- **Also utilize external resources, such as partnerships with partner companies and capital alliances**



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Medium-Term Growth Image

- In addition to continued expansion of HR Solutions, expected to develop HR-related areas and new businesses
- In the medium term, aim for sales of 30 billion yen and operating profit of 10 billion yen or more

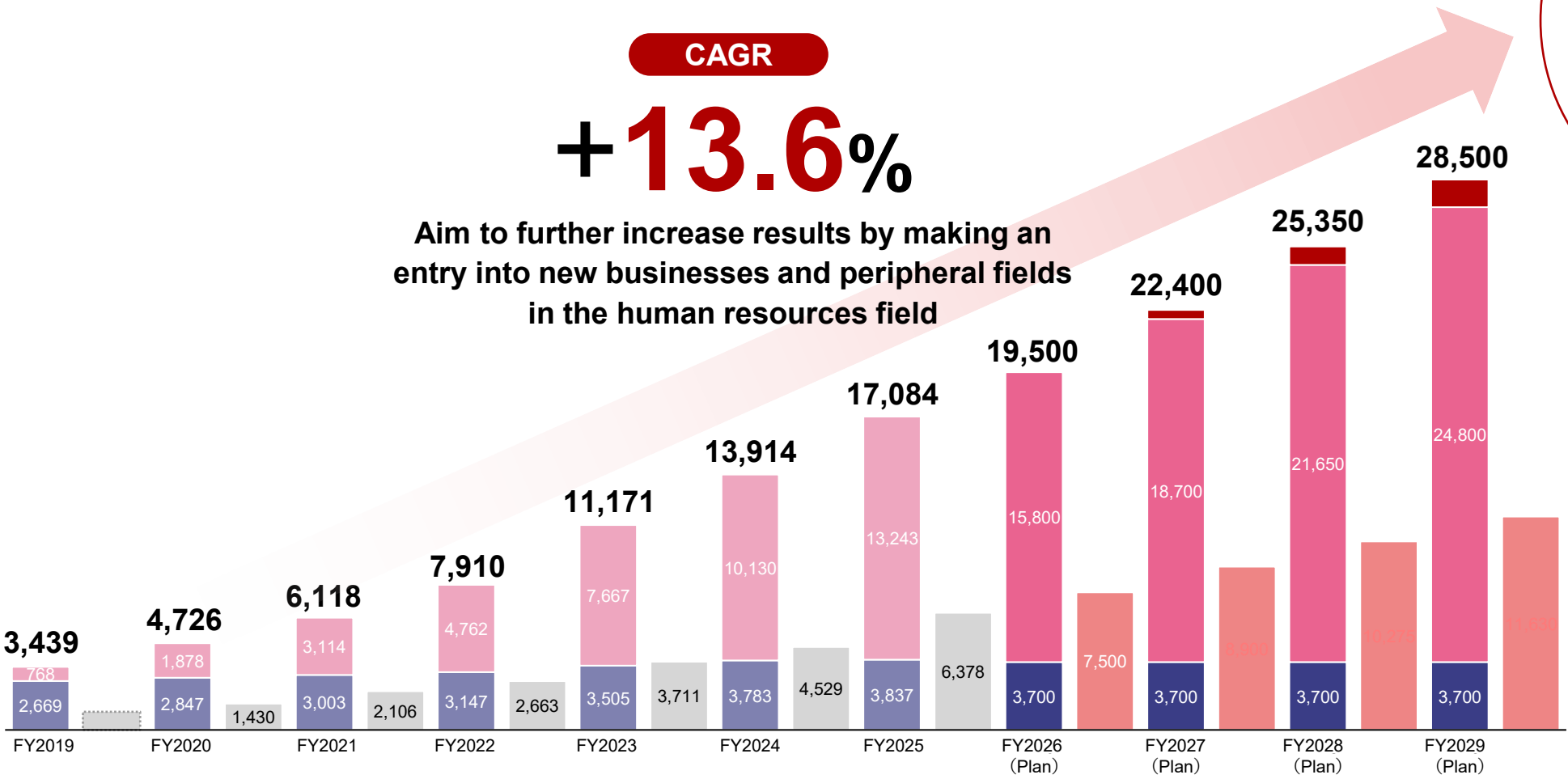
Net sales
30 billion yen

Operating profit
Over **10** billion yen

(Million yen) Net sales (New businesses)* Net sales (HR Solutions) Net sales (Marketing Solutions) Operating profit

CAGR
+13.6%

Aim to further increase results by making an entry into new businesses and peripheral fields in the human resources field



* Specific details including future M&A are to be determined.

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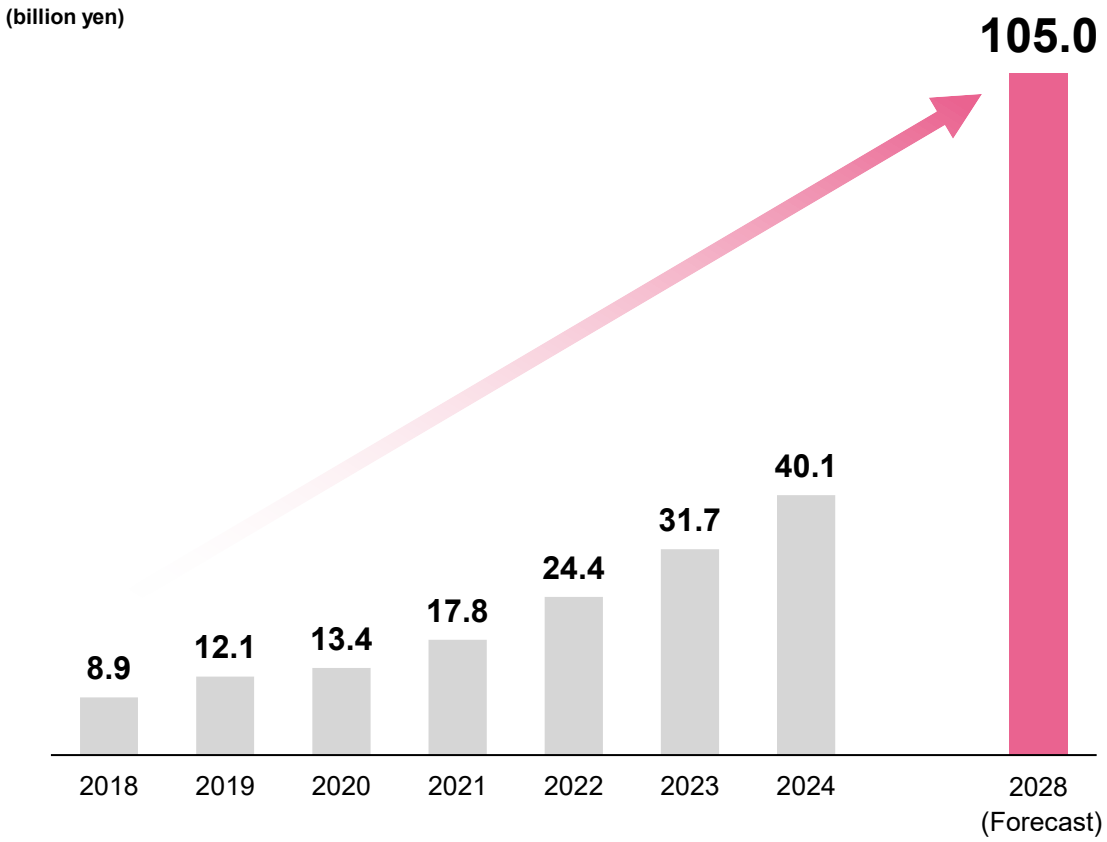
Reference

HR Solutions Market Data

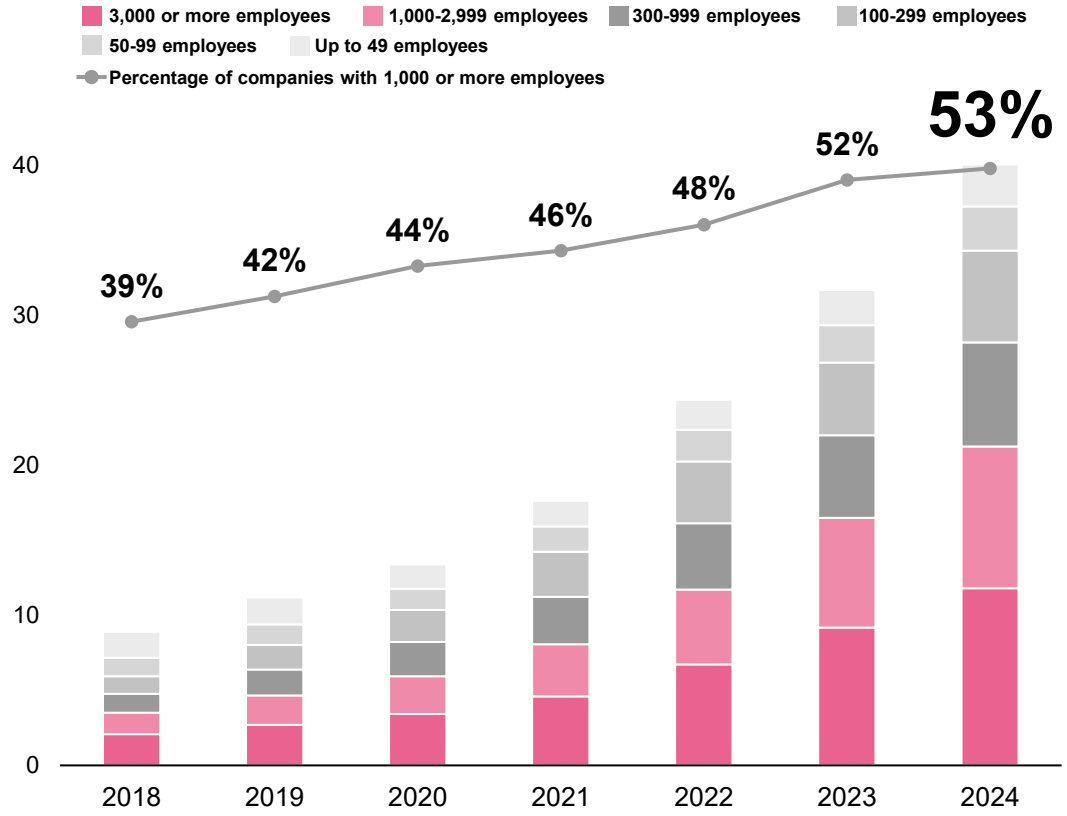
Personnel and assignment cloud market size (overall)

The market size is projected to exceed 100 billion yen by FY2028



Personnel and assignment cloud market size (by number of employees)

The majority of the market consists of companies with 1,000 or more employees, and the proportion of these is on an upward trend



*Source: Prepared by Plus Alpha Consulting based on “HRTech Cloud Market Facts and Outlook”

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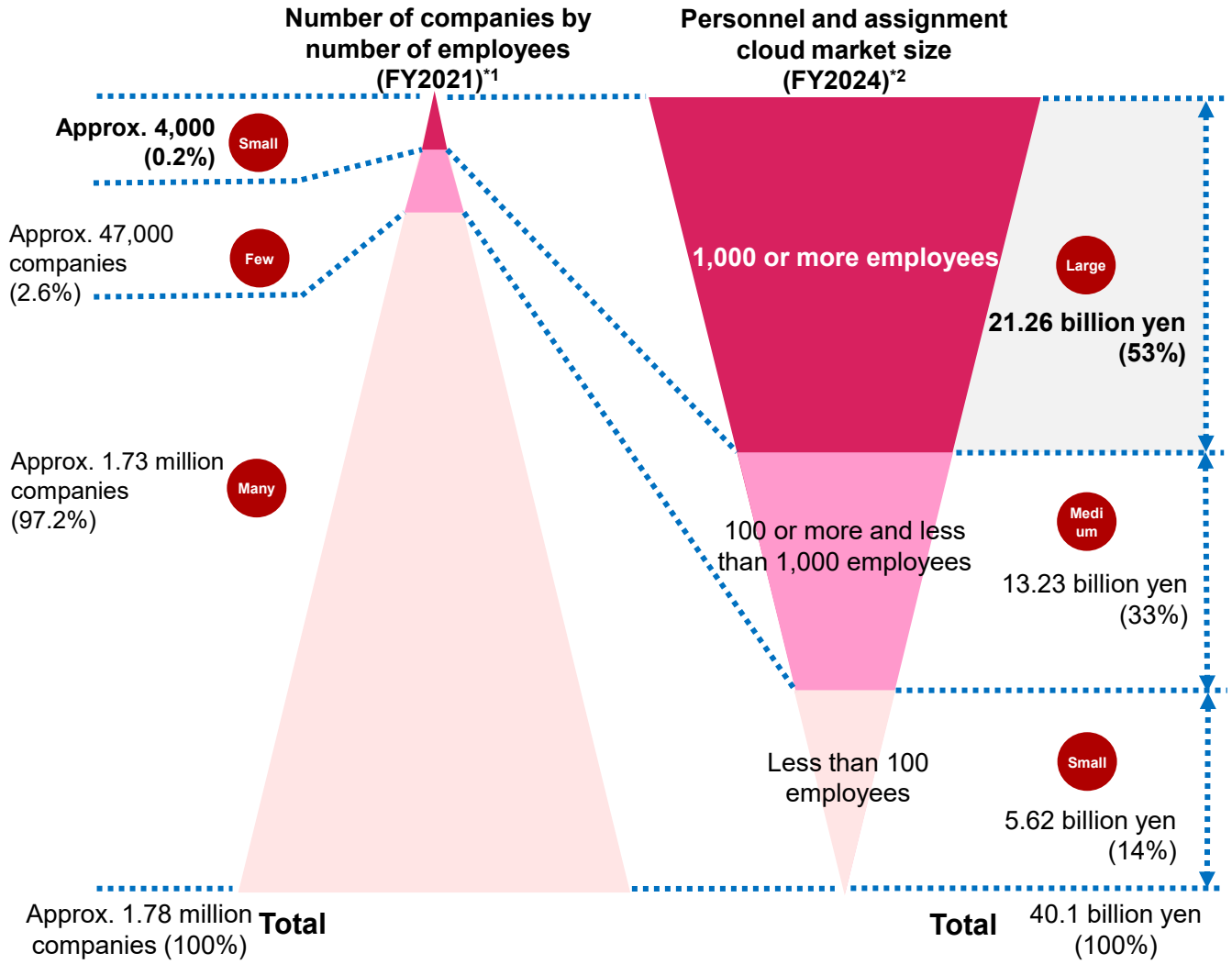
Reference

HR Solutions Market Data

Market structure of the personnel and assignment cloud market



Characteristics of the enterprise market (companies with 1,000 or more employees)

- Enterprises account for over 50% of the market share, with a large market size and high growth potential
- Easy to leverage the strengths of Talent Palette, our products hold the top market share.
- Higher revenue per project and greater profitability

Leveraging our strengths, we will further focus on and deepen our presence in profitable growth markets

*1 Source: Prepared by Plus Alpha Consulting based on “Economic Census”
*2 Source: Prepared by Plus Alpha Consulting based on “HRTech Cloud Market Facts and Outlook”

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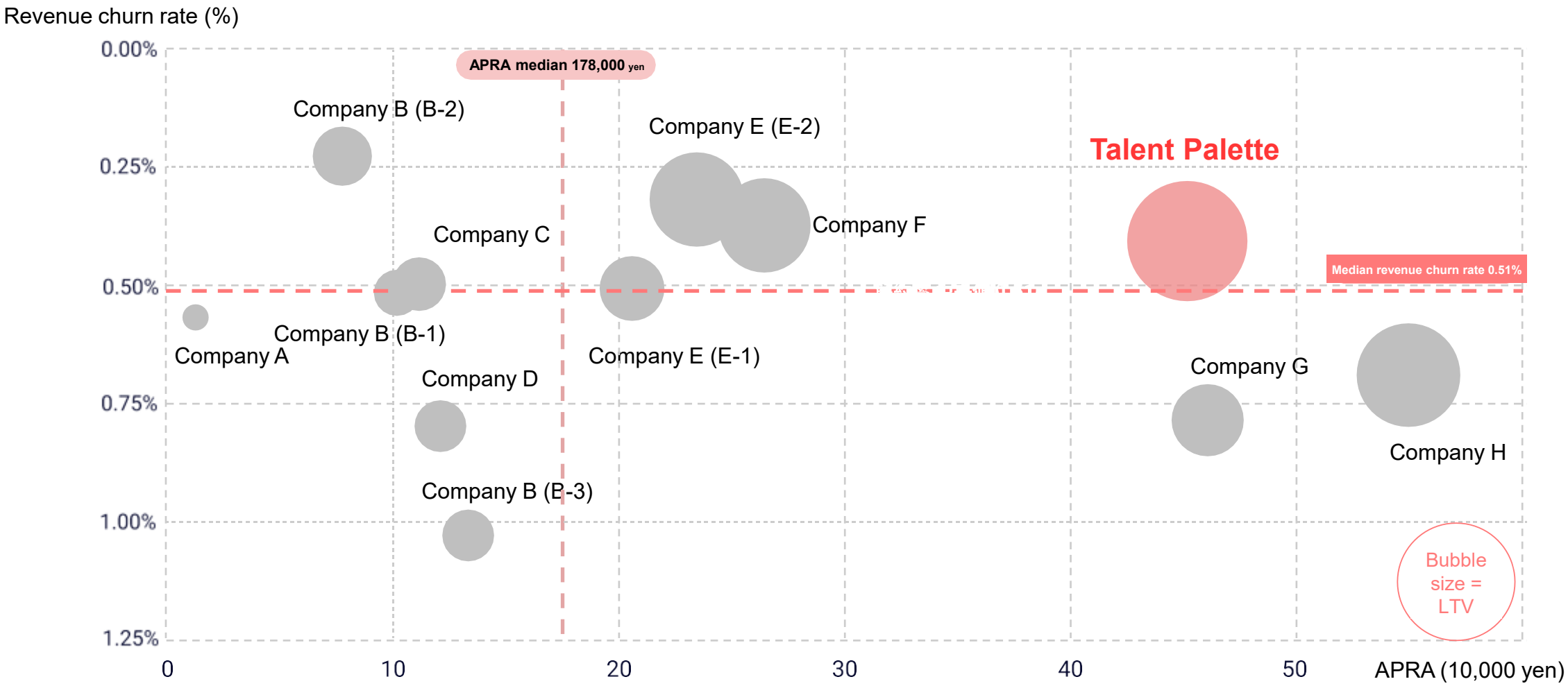
Reference

LTV of Talent Palette

Market structure of the personnel and assignment cloud market



* Source: Prepared by Plus Alpha Consulting based on “SaaS industry Report 2025” by SMARTCAMP Co., Ltd.

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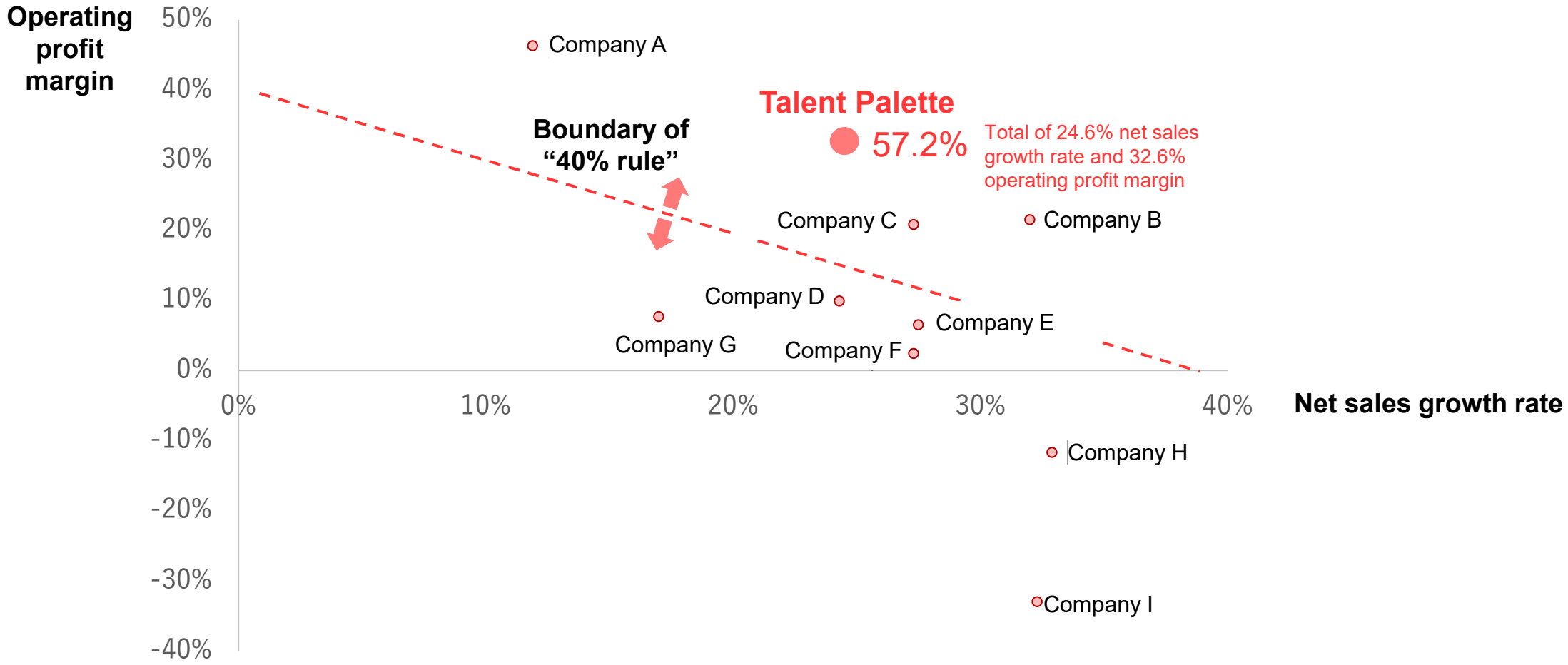
Reference

Growth Potential and Profitability of Talent Palette

Comparison of net sales growth rate and operating profit margin



*1 Source: Graph prepared by Plus Alpha Consulting based on figures (net sales growth rate, operating profit margin) for each company listed in the "SaaS Industry Report 2025" (companies with net sales of 10 billion yen or more were selected)

*2 The "40% Rule" is a concept that considers a SaaS company to be healthy if its annual sales growth rate plus operating profit margin exceeds 40%.

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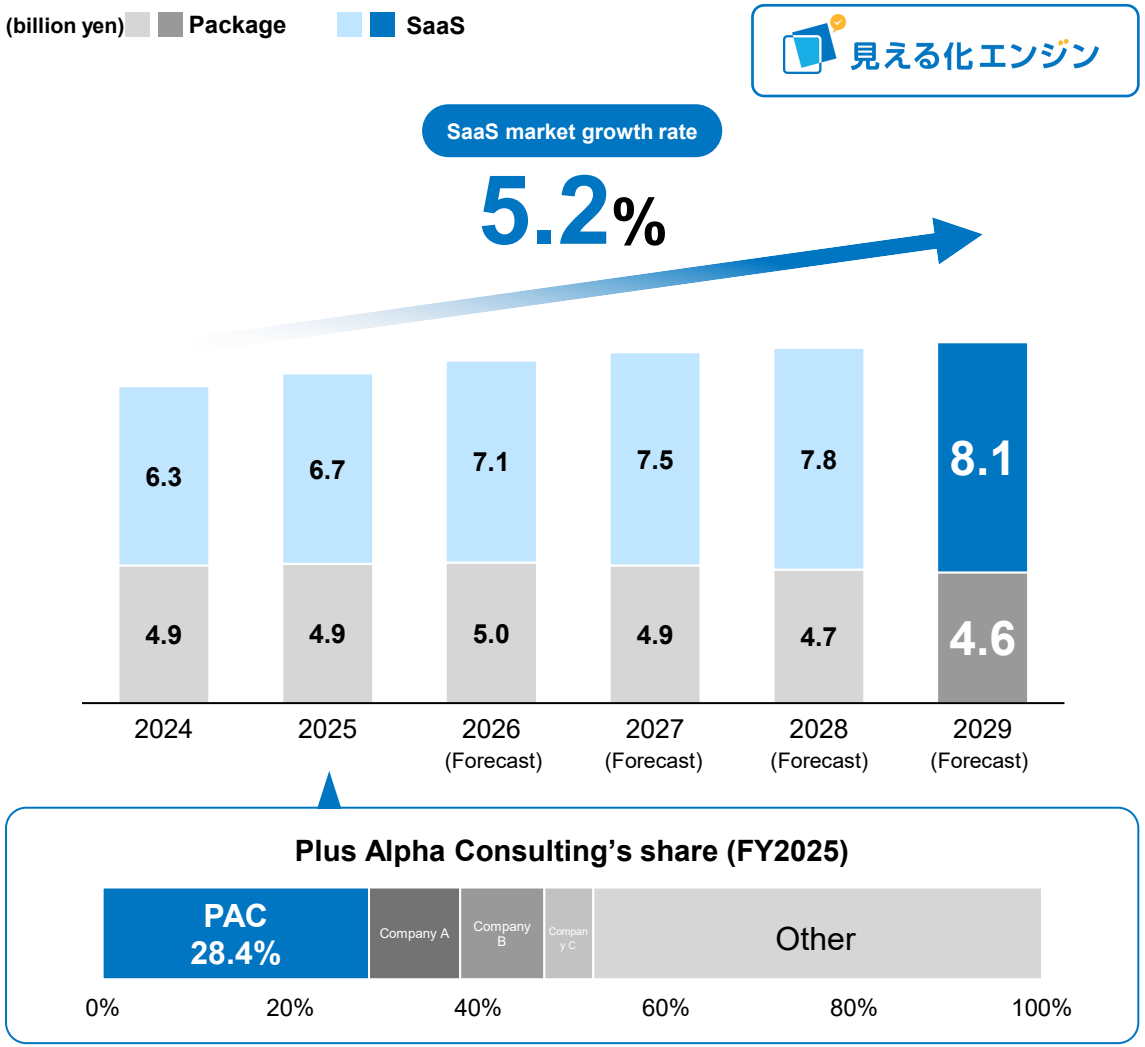
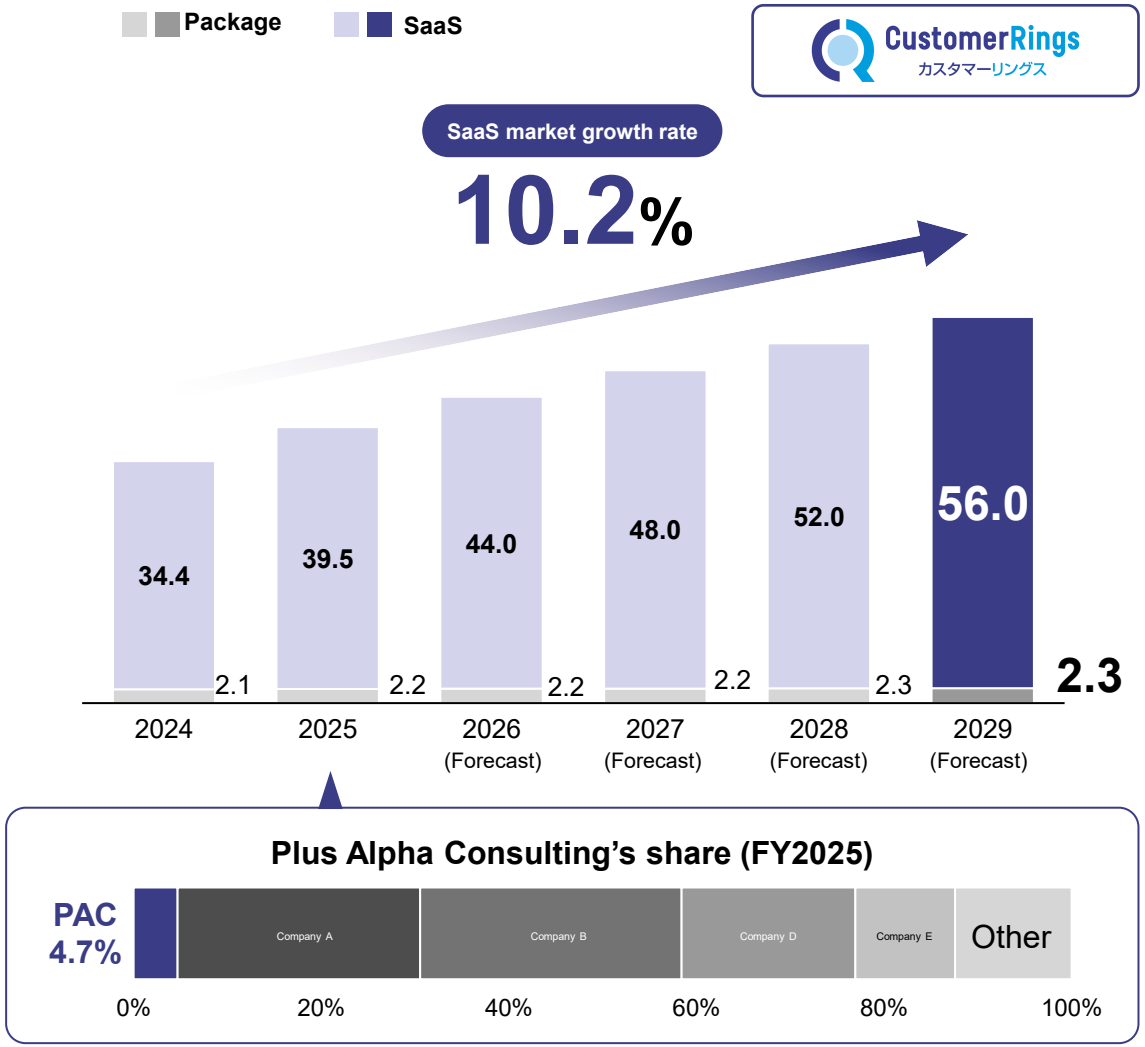
Reference

Marketing Solutions Market Data

Text mining market size



CX/marketing suite market size



*Source: Prepared by Plus Alpha Consulting based on "Software Business New Market 2025 Edition"

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07

Reference materials

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Company outline

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Company outline

Company name	Plus Alpha Consulting Co., Ltd. (Tokyo Stock Exchange Prime: 4071)
Representative	Katsuya Mimuro, Representative Director and President
Location	Main office：25F Shiodome Sumitomo Building, 1-9-2 Higashi Shimbashi, Minato-ku, Tokyo Osaka Branch：13F Osaka Nakanoshima Building, 2-2-2 Nakanoshima, Kita-ku, Osaka-shi, Osaka Fukuoka Branch：4F Grand Cabin Tenjin-minami, 3-3-33 Yakuin, Chuo-ku, Fukuoka-shi, Fukuoka
Consolidated subsidiary	Grow Up Co., Ltd. / Attack Inc. / D4DR inc. / OM Network
Established	December 25, 2006
Capital	561,117 thousand yen (as of January 31, 2026)
Business content	Providing cloud services for data analysis platforms
Number of employees	476 consolidated (as of December 31, 2025)
URL	https://www.pa-consul.co.jp/

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MISSION・VISION

MISSION

Creat PLUS ALPHA value for our customers'businesses.

By "visualizing" the enormous amount of information filling the world—texts, numerical values, images, sounds, etc.—and providing "realizations" that are helpful to our customers' businesses, we will create"＋α" (PLUS ALPHA) value for our customers.

VISION

Continuing evolving as a company of visualization platforms.

Continuing evolving as a company of visualization platforms.
Information volume and digitalization have continued to increase exponentially in an array of fields.
We will propose solutions that will help improve creativity and productivity, with the aim of continual evolution as a company.
Our visualization platforms will revolutionize various industry mechanisms by working closely with our customers, employees, and partners.

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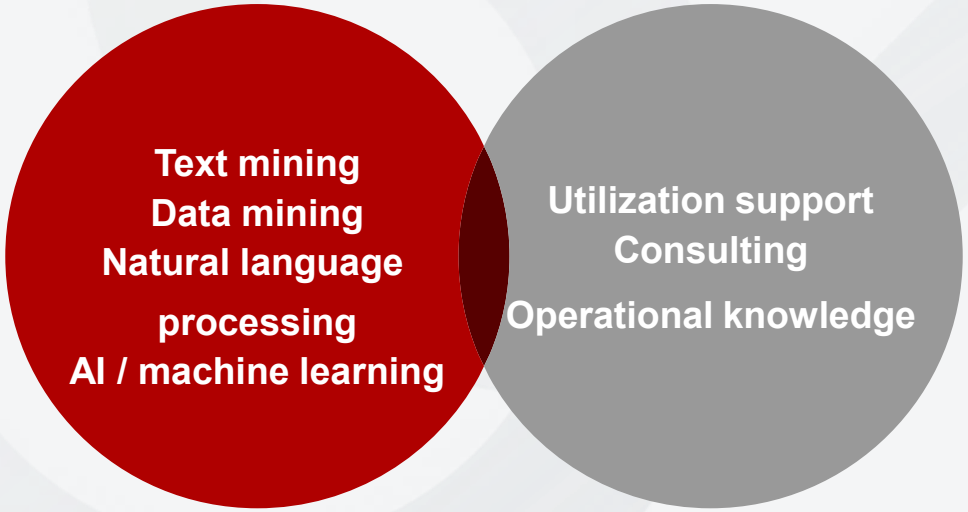
Business Concept

Support data utilization across various industries by visualizing and platformizing big data

Explosive growth of information volume driven by digitalization across all scenarios
= Creation of big data

- Customer information
  Customer feedback
- SNS
  X (formerly Twitter)
- Product information
  Purchase history
- EC access logs
  IoT / life logs
- Business daily reports
  Intellectual properties /papers
- Personnel / labor information
  Interview records

Visualizing vast amounts of information through technology and providing it as a platform
Providing support up to data utilization through consulting



Serving various sectors

HR Solutions

- Talent Palette タレントパレット
- ヨリソル
- キミスカ
- HIcare Wellness ハイケアウェルネス

Marketing Solutions

- CustomerRings カスタマーリングス
- 見える化エンジン

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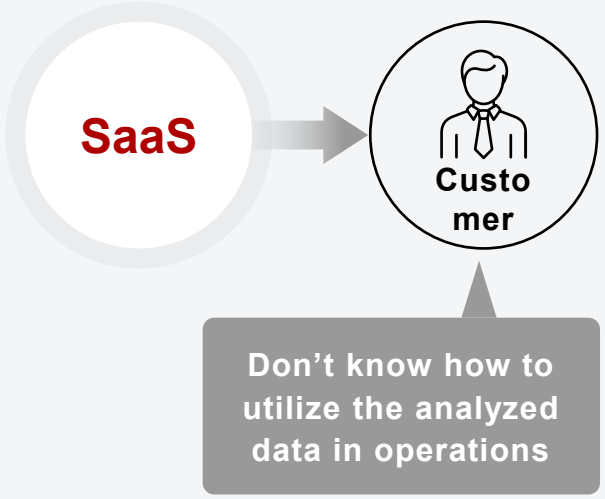
Business Model

Maximize results and deliver optimal solutions tailored to each customer by combining the strengths of SaaS and consulting

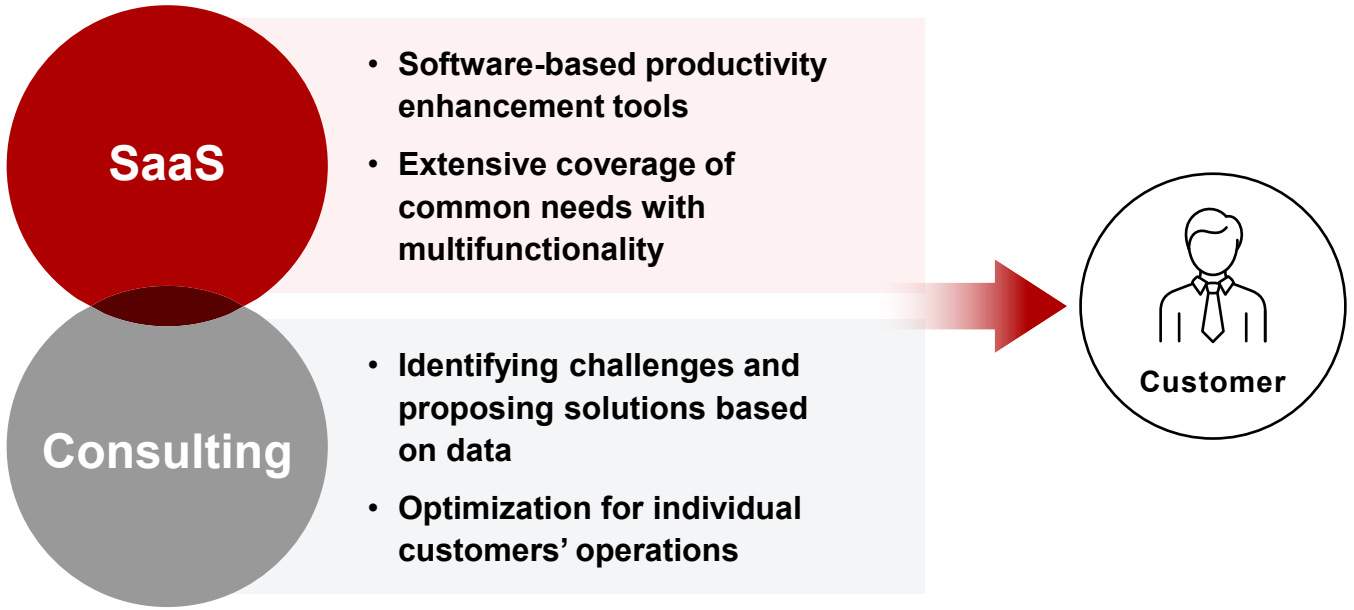
When only providing SaaS

Providing only tools means customers cannot fully leverage the data or handle the output, resulting in insufficient outcomes



Plus Alpha Consulting’s business model

In addition to providing SaaS, offer consulting services to help master them and maximize results



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Main Services

Developing SaaS solutions based on expertise in data analysis and utilization, and expanding into multiple domains including the HR/personnel area and the marketing area.

HR Solutions

Expanding business into the areas of HR/personnel and education based on expertise on data utilization cultivated in the area of marketing

Main target areas and services

HR/personnel area

Talent Palette タレントパレット

- Analysis of employee information for HR measures such as personnel development and optimal placement
- Monthly subscription according to the number of employees

Education area

ヨリソル

- Visualization by central management of information on teachers, students and parents, and promotion of educational data use and utilization
- Monthly subscription according to the number of students and teachers

Marketing Solutions

Developing business in the areas of marketing and CRM with advanced technological capabilities to visualize big data in a way that is useful in practice

Main target areas and services

Marketing area

見える化エンジン

- Text mining analysis for the use of customer feedback data from call logs, X (formerly Twitter), etc.
- Monthly subscription according to the amount of analyzed data

CRM area

CustomerRings カスタマーリングス

- Customer analysis using purchase histories, web access logs, etc., and automation of marketing initiatives
- Monthly subscription according to the number of customers/
- e-mails delivered

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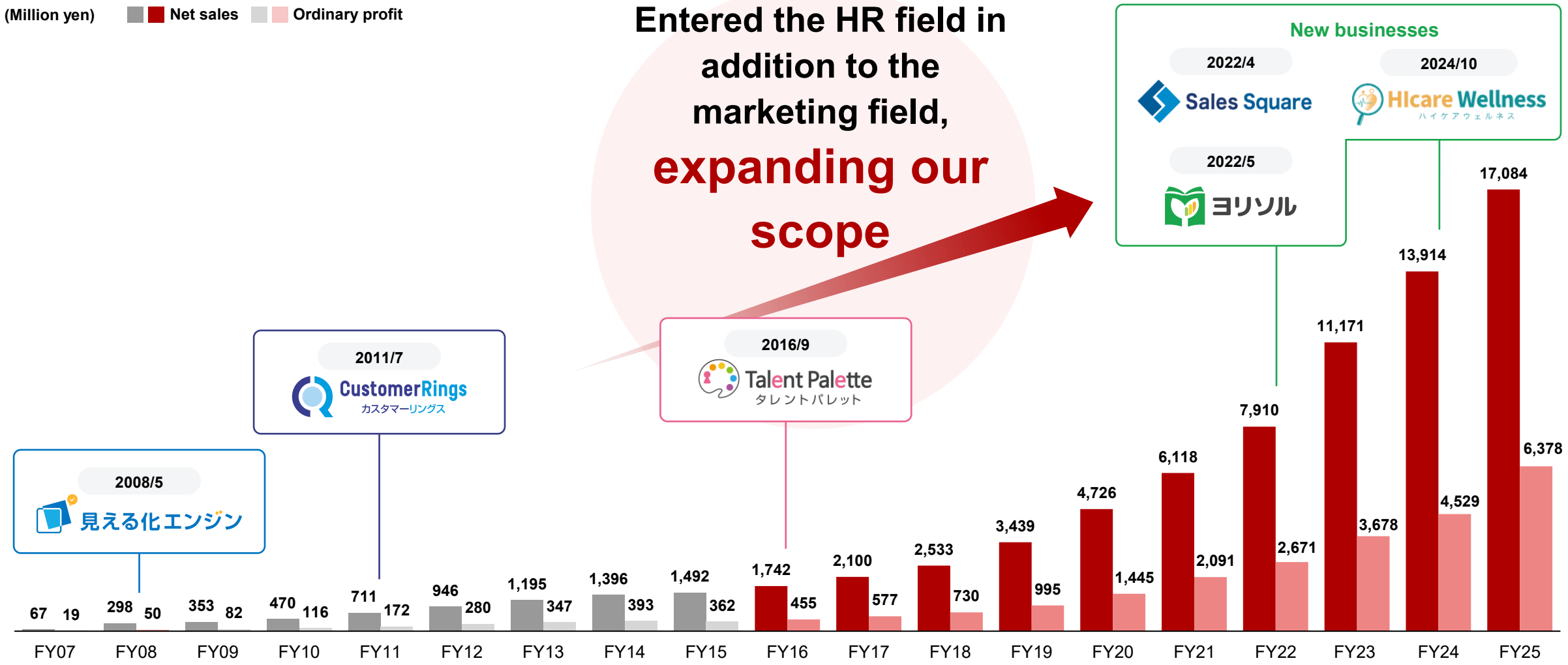
Growth Through Introduction of New Services

- Since the Company was founded, expanded content of business by introducing business-specialized products in intervals of several years
- Leveraging expertise cultivated in the marketing field, we expanded our business into the personnel and HR field starting in 2016, and have launched numerous new businesses in recent years



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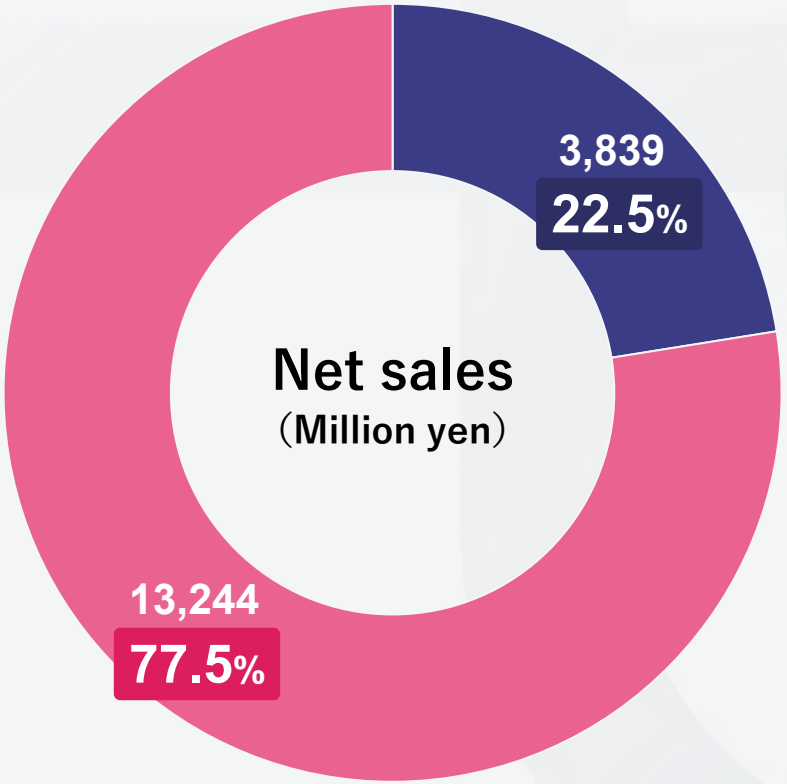
Business Composition

For the FY2025, the HR Solutions business accounted for 77.5% of sales and 78.7%* of profits, significantly driving growth



HR Solutions

Talent Palette タレントパレット
ヨリソル
HIcare Wellness ハイケアウェルネス
キミスカ
TARGET
D4DR inc. 知的好奇心を社会の進化に変える企業
/C/M/N

Marketing Solutions

CustomerRings カスタマーリングス
見える化エンジン

※Amount of operating profit of the segment in 2Q of FY2025 (before elimination of shared expenses, before amortization of goodwill, etc., excluding one-time expenses associated with M&A)

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Competitive Advantages

01

High technical expertise in data visualization

Possesses extensive technology and expertise in visualizing big data in a way that is useful for customers' practical operations

02

Organizational capabilities supporting the rapid evolution of services

Established a system where sales, development, and consulting work together to enhance added value

03

Leveraging insights through consulting

Implement the needs identified through consulting into the generic features of SaaS

04

New business development capabilities based on SaaS business infrastructure

Horizontal expansion of existing SaaS business infrastructure to launch revenue-generating ventures in a short period

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Competitive Advantage (1)
High Technical Expertise in Data Visualization

Not only analyzing big data, but also visualizing it in formats such as maps and outputting it transforms it into “data for practical use”

Example1

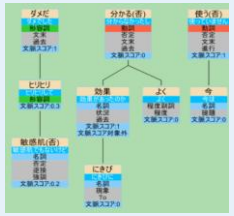
Syntax analysis, word maps

Analyze Japanese text to create maps for subjects/ predicates and positive/negative sentiment to see customer feedback at a glance

Output examples

見える化エンジン

Syntax analysis



Word maps

Example 2

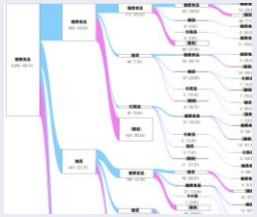
Purchasing pattern analysis

Analyze product purchasing data, etc., to visualize purchasing patterns and ascertain how customers become loyal customers

Output examples

CustomerRings
カスタマーリングス

Purchasing pattern analysis



Example 3

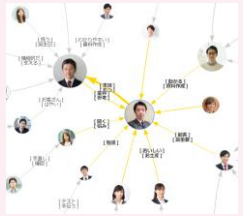
Network diagram

Through collaborative data between employees such as Thanks Points, ascertain volume and quality of communication between employees and departments

Output examples

Talent Palette
タレントパレット

Network diagram



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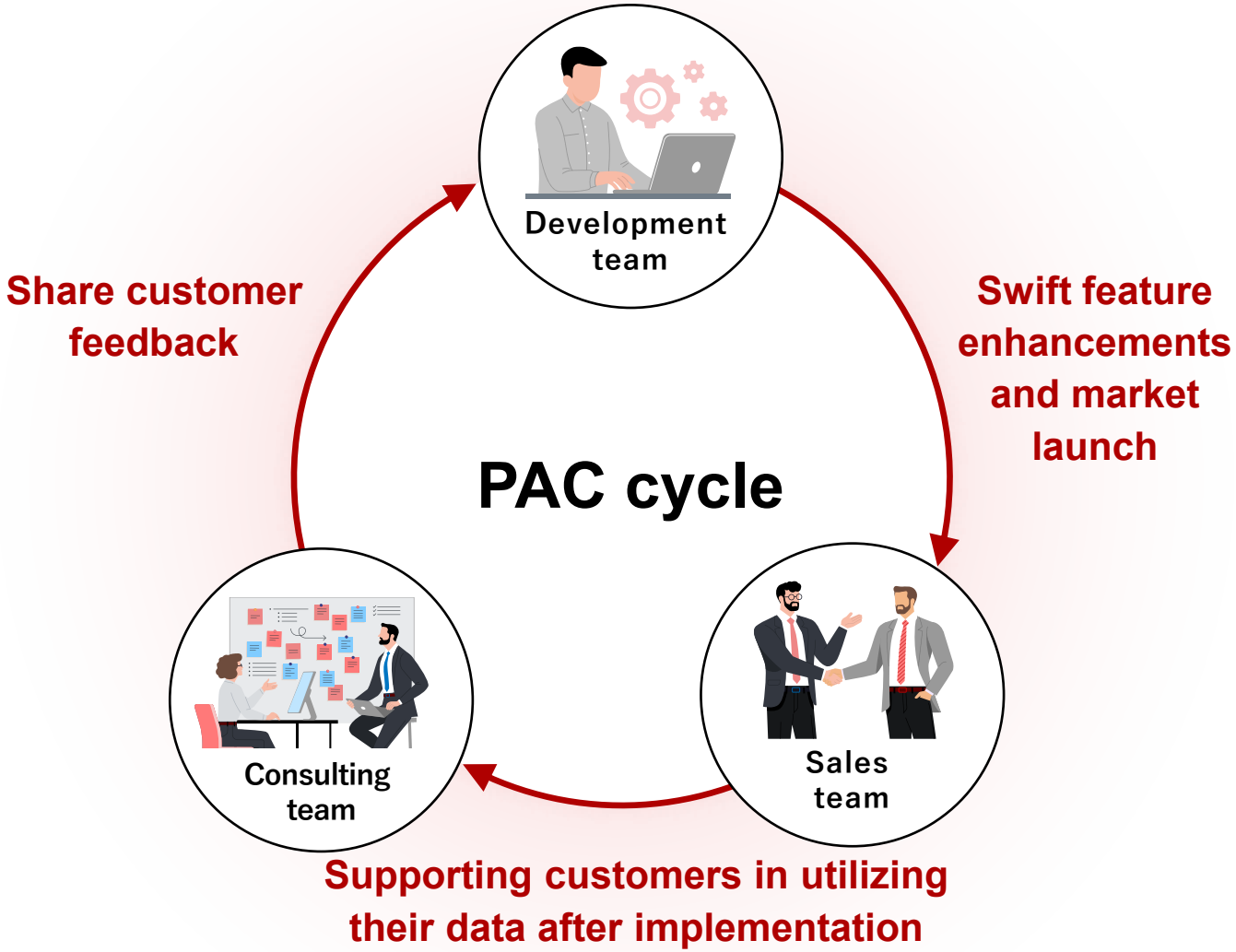
Competitive Advantage (2)
Organizational Capabilities Supporting the Rapid Evolution of Services

Establish the “PAC cycle” to identify needs through consulting with leading companies and rapidly implement them as generic functions



Realizing the rapid evolution of services

Differentiation
by rapid functional evolution

ARPU improvement
by creating high added value

Cancellation prevention / LTV improvement
through a concerted effort by the entire team

Partner relationships
on equal footing with clients

Early market launch
of new functions and businesses

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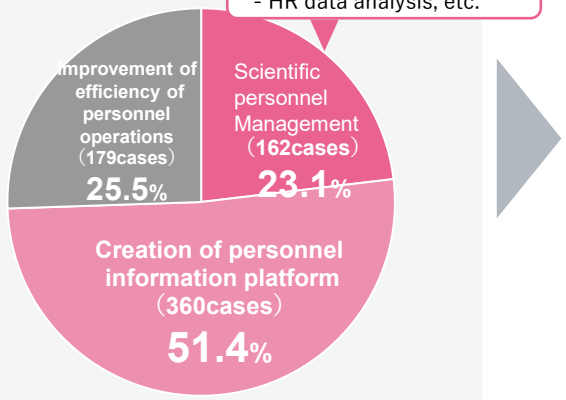
Competitive Advantage (3) Leveraging Insights Through Consulting

Based on consulting achievements with various leading companies, we have incorporated over 7,200 features as standard over approximately nine years, realizing high-value-added services

Approximately 70% of the approx. 400 annual consulting projects and approx. 500 themes are projects for the creation of a personnel information platform or scientific personnel management

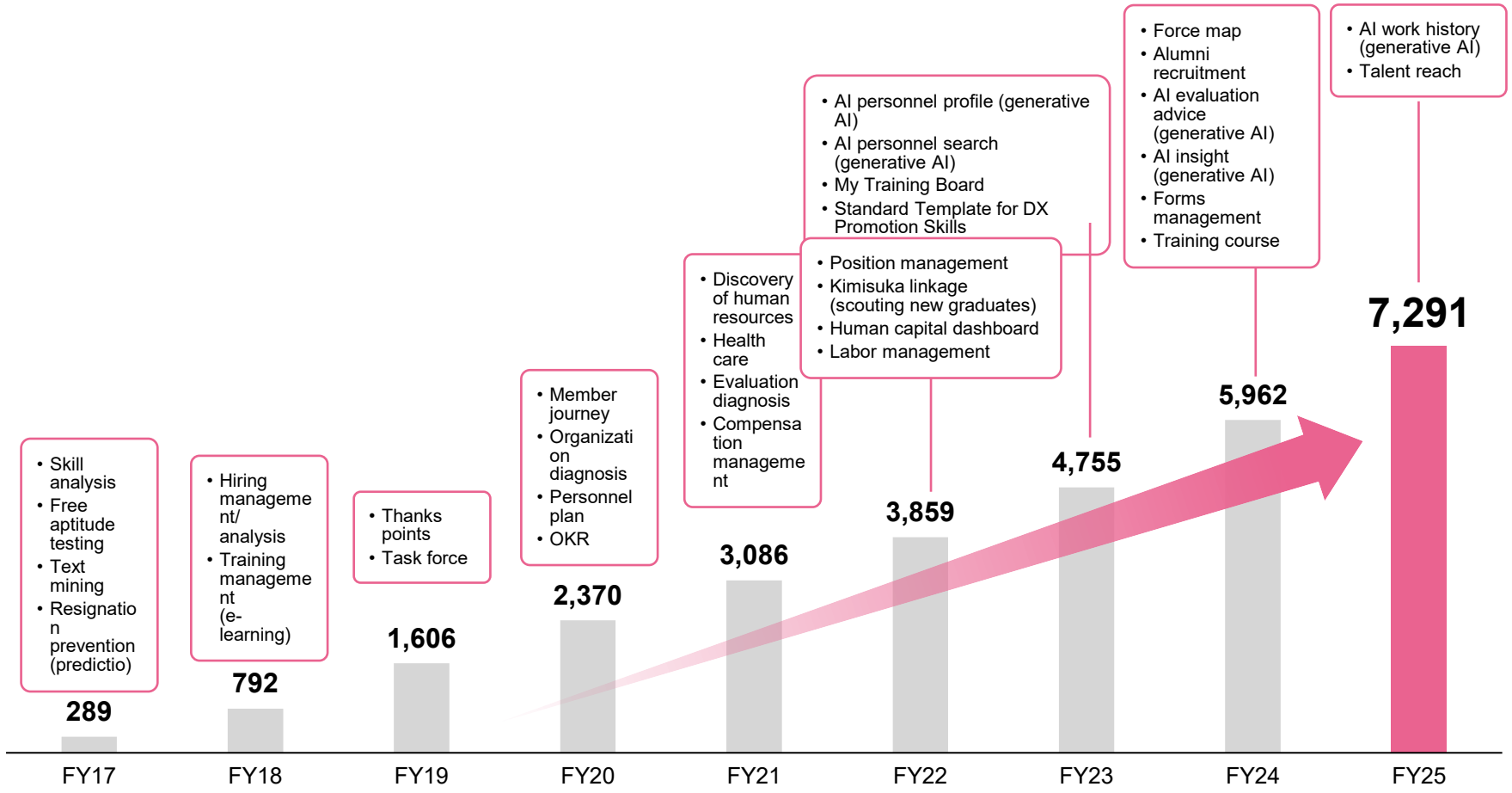
Talent Palette
タレントパレット

- Human resource development (skill analysis)
- Optimal assignment, consideration of transfers
- Succession planning
- HR data analysis, etc.



- Consolidation of human resource information
- Personnel portfolio analysis
- Creation of HR dashboard
- Engagement survey
- Creation of group portal, etc.

Talent Palette Version Upgrade Feature Count (Cumulative) and Major New Features



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Competitive Advantages (4)
New Business Development Capabilities Based on SaaS Business Infrastructure

- Based on over a decade of SaaS business expertise, rapidly building new businesses with minimal investment through horizontal deployment of technology
- Simultaneously advancing existing high-profit, stable businesses and new high-growth businesses to continuously achieve high profit margins and high growth rates

High-growth business

Realized quick launch of business and achieve early profitability

Talent Palette
タレントパレット

New businesses

Launched businesses in short period

ヨリソル
Sales Square
セールス スクエア
HIcare Wellness
ハイケアウェルネス

Accumulating know-how from existing businesses

Highly profitable business

見える化エンジン

Stable growth business

CustomerRings
カスタマーリングス

Apply know-how to develop new businesses

Technology to visualize big data	Establishment of rapid evolution cycle organizations	Text mining Language processing technologies	
Marketing methods	Back-office frameworks	Customer success	Sharing of mass data system foundations

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HR Initiatives Supporting PAC's Organizational Strength

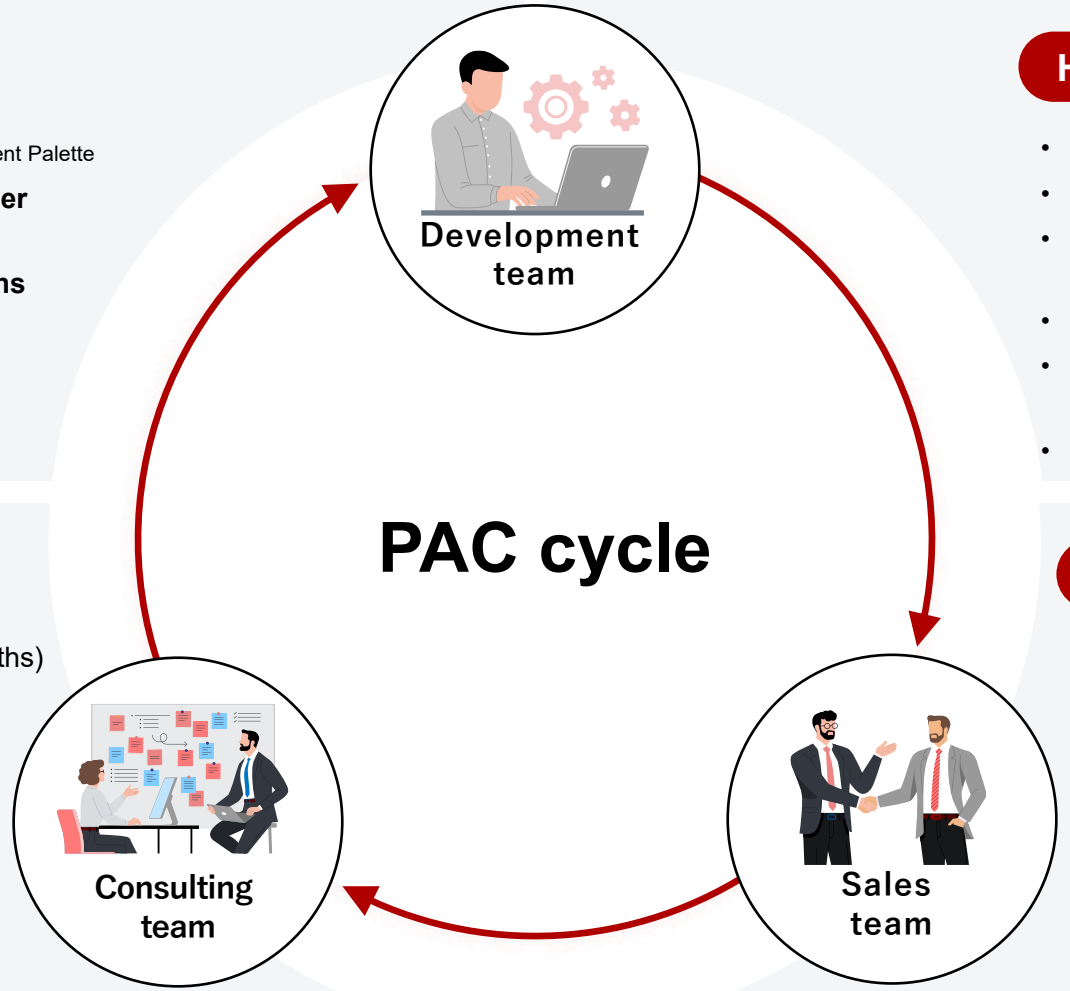
Strengthen human capital through HR initiatives to maintain and enhance organizational capabilities

Communication measures

- **Thanks Points system** ※Standard function of Talent Palette
- **Cultivation of culture for sending each other messages of thanks**
- **A committee active outside main operations across divisions**
  17 teams are currently active
- **Employee travel**
  Original travel planned by employees

Penetration of strategy

- **Strategy meetings**(held once every six months)
  A total of six days by business, all employees can participate
- **Overall meeting (held monthly)**
  Sharing of company measures and department measures
- **"Penguin Contest" for new businesses**
  50 people participated in FY2025



Human resource development

- **Business instruction system for new employees**
- **Rotation system for understanding of other teams**
- **Training system implemented by occupation across departments**
- **Support system for book purchases and**
- **self-improvement Implementation of online education**
  *Utilization of Talent Palette
- **"Training for Learning Culture" for new employees**

Workplace environment

- **Flexible work styles with flex time system**
- **Refresh holiday system enabling long holidays to be taken**
- **Measures for promoting employee communication**(active support of activities outside operations such as sports activities)
- **Improvement of refresh spaces**
  (provision of light meals, etc.)

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HR Solutions business overview

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HR Solutions Business Overview

A platform that enables HR digital transformation and scientific personnel management strategy through the analysis and utilization of HR data

Talent Palette
タレントパレット

Applying unique analytical capabilities incorporating marketing thinking to the HR field to realize scientific personnel strategy

Employee visualization function for optimal staffing and talent promotion

Recruitment functions such as streamlining hiring processes, preventing mismatches, and predicting employee performance

Learning promotion features such as employee performance analysis and e-learning

Learning promotion features such as analysis and prediction of employee turnover and motivation measurement

Text mining to facilitate incorporating employee feedback into management decisions

Intuitively visualizing the state of personnel and organization

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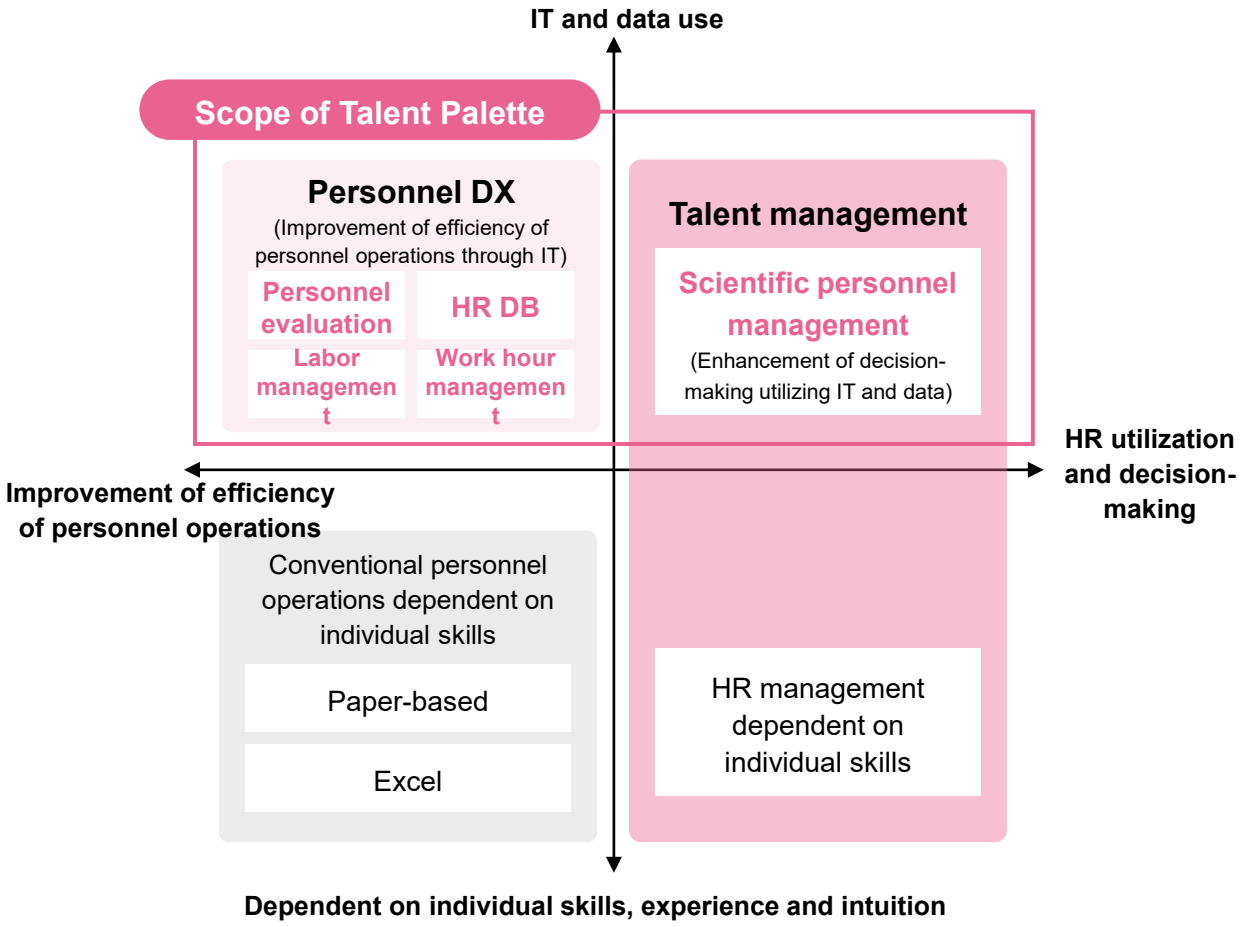
Characteristics of Talent Palette (1)
Applying Marketing Methods to the HR Sector

By applying our marketing methods to the HR sector for the first time in the industry, we not only increase efficiency in HR operations but also support the decision-making process

Application of marketing methods

Marketing strategy	HR / personnel strategy
Visualizing customers	Visualizing employees
Ascertain customer needs	Ascertain employee needs Self-reporting, ES surveys
Develop loyal customers	Develop employee skills Succession planning
Prevent customer defection	Prevent employee resignations Motivation management
Capture new customers	Employee hiring activities

Scope of support for Talent Palette in personnel operations



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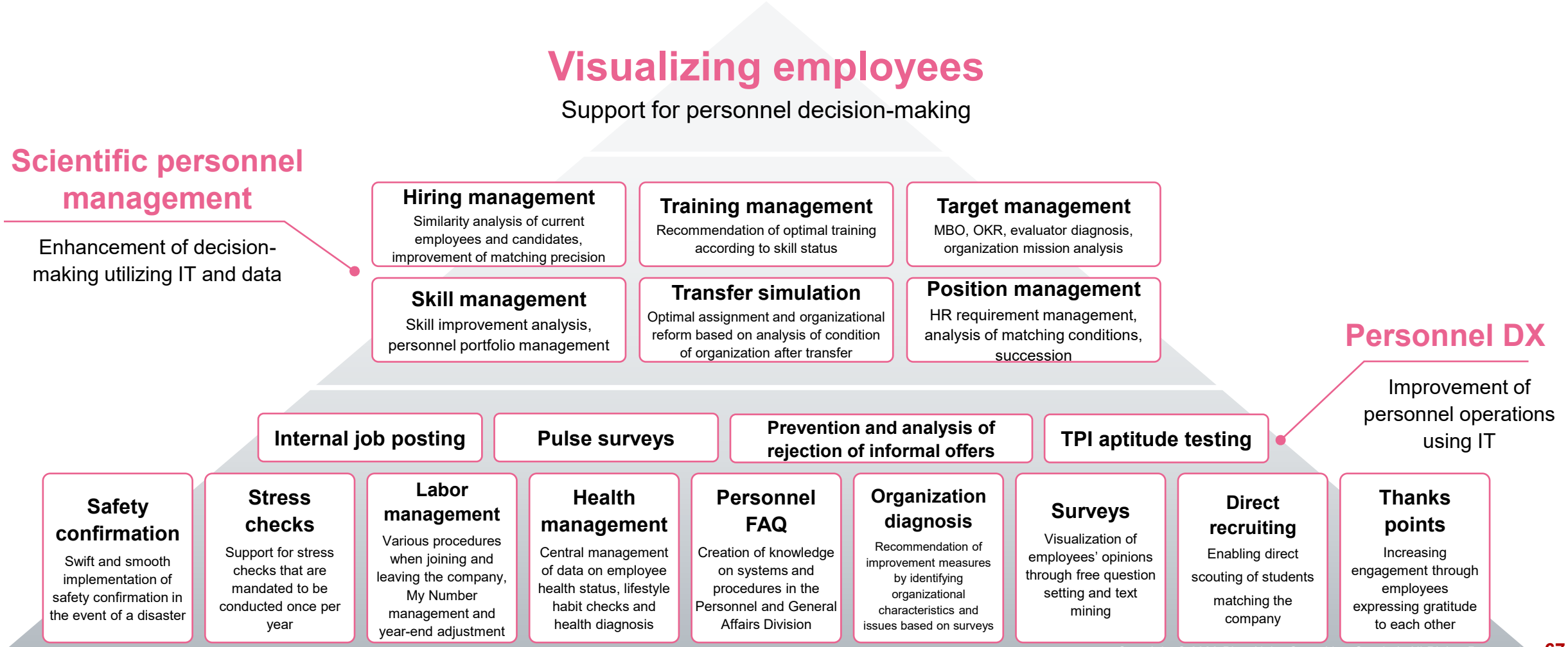
Characteristics of Talent Palette (2) All-In-One Service Provision

- From personnel DX to scientific personnel management, we provide all-in-one services tailored to the scale of our client companies
- We provide added value for enterprises by realizing data-driven scientific personnel management
- We support small and medium-sized enterprises in streamlining operations through tool integration and IT-driven personnel DX



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Characteristics of Talent Palette (3) Highly Regarded by Enterprises

- **Number of corporate customers broke the 4,500 mark. The percentage of implementation in large enterprises with 1,000 or more employees (on a contract basis) is approximately 40%**
- **They highly value the granular features and advanced consulting services for enterprises**

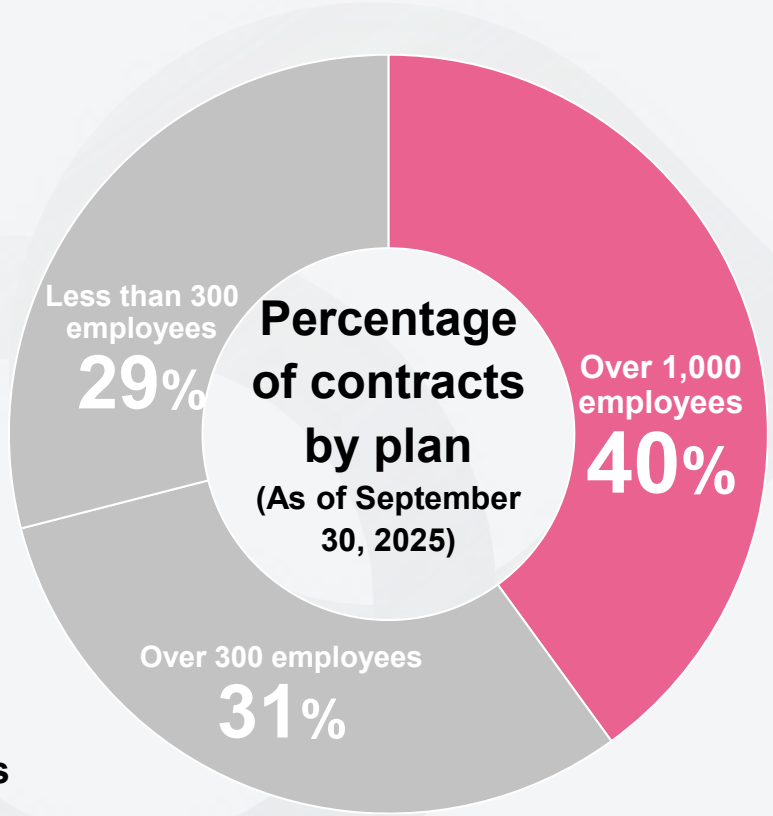
HR management market

No. 1 share ※1

Number of implementing companies

Approx. 4,500 companies

Number of contracts: 2,008 companies
As of September 30, 2025



Features highly appreciated by large enterprises

- **Extensive analysis functions** specializing in diverse HR measures
- **Detailed configuration** adapted to complex personnel management procedures
- **An infrastructure that can withstand simultaneous access** by tens of thousands of employees
- **Speedy development** and frequent **updates** of required functions
- Functions enabling flexible **data links** with customers' core systems and **provision of technical support**
- Advanced **consulting** and **comprehensive concierge services**
- **Enhancement of utilization of HR big data** by incorporating generative AI

*ITR: "ITR Market View: Human Resource Management Market 2025" Human Resource Market: Share of Sales by Vendor (FY2023-FY2024 Forecast)

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Companies Implementing of Talent Palette

Growing into a talent management system chosen by many leading companies and enterprises

Manufacturers (lifestyle, parts, chemicals, pharmaceuticals, construction, other)

Finance (banking, life and non-life insurance, credit cards, leasing)

Public infrastructure (power, gas, etc.), communications, transportation, local government, other

Distribution, retail, restaurants, real estate, services, medical, nursing, welfare, education

IT, system development, call centers, entertainment

Staffing, advertising, mass media, specialized services

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Future Evolution of Talent Palette

By leveraging generative AI in the personnel area, we will further promote data utilization and evolve “scientific personnel management” into a more accessible concept

Various personnel data

Personnel data

Personnel information and evaluations, transfer history, attendance records, recruitment information, etc.

Personnel data

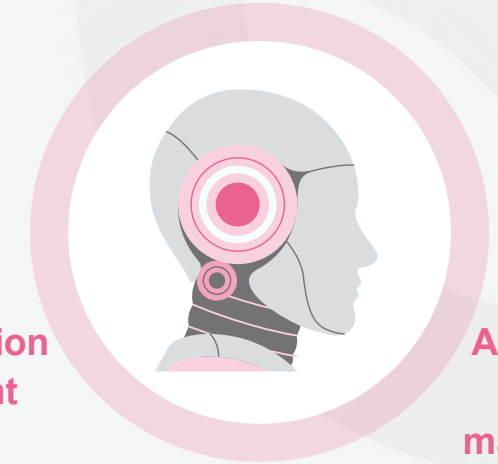
Aptitude tests, skill data, interview records, employee feedback, etc.

Non-personnel data

Performance data, financial accounting data, various management indicators, etc.

Utilization of generative AI

Consolidation into Talent Palette



Accelerating not only management, but also utilization

Expanding possibilities of personnel through AI

- **Automatic generation of personnel profiles**
- **AI search (discovery of human resources, reasons for recommendation)**
- **Optimal assignment simulation**
- **AI insights (issue analysis and improvement plan development)**
- **Performance evaluation and goal setting support, feedback coaching**
- **Recruitment matching and interviewer training support**
- **Career advisors**

+

Consulting on utilization of generative AI

Consultants with deep industry expertise support prompt tuning

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Expansion of Talent Palette Business

- By utilizing accumulated HR data, we have built highly accurate services surrounding personnel. Seeking to prevent churn, increase ARPU, and acquire customers in new markets
- Promoting the expansion of business not only using PAC's know-how, but also by utilizing partnerships and capital alliances with partner companies

Staffing / hiring	Training / development	Benefit programs / events	Health care	Labor management
Matching of HR similar to employees working actively at a company	Recommend appropriate training for employee evaluations, skills, and aptitudes	Propose measures including benefit programs to solve organizational issues	Offer health-promoting measures tailored to employee health checkups and working patterns	Improvement of efficiency of various application operations Becoming more advanced such as data collection and recommendations

Expanding business into new subscription models through the combination and optimization of diverse personnel information

Talent Palette
タレントパレット

Personnel information platform
(Evaluations, skills, aptitude, motivation, career, etc.)

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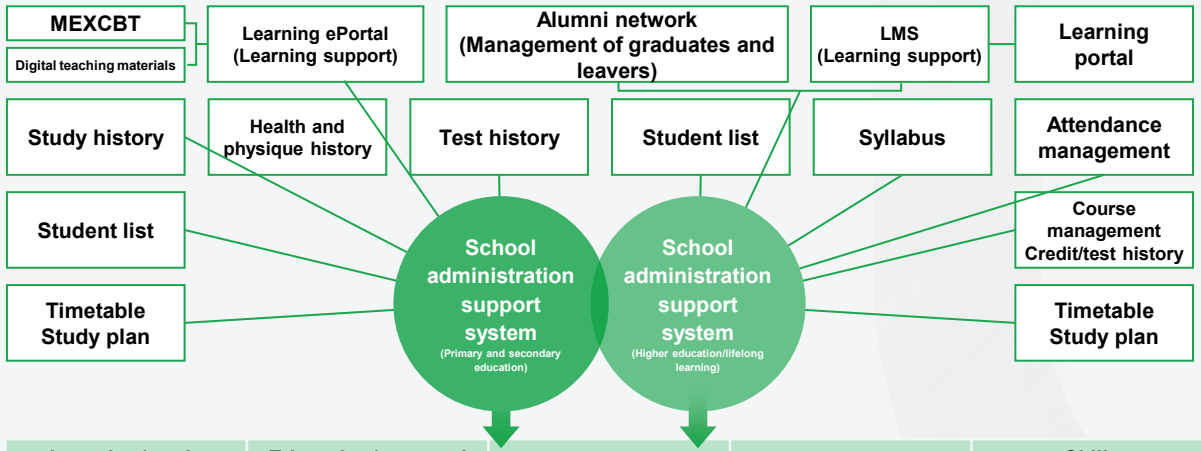
Service Overview of Yorisoar Service for Education Industry

Integrated school management system realizing educational DX and visualization of educational data

ヨリソル

Promoting the utilization of educational data in teaching and school administration, as well as providing operational support through generative AI functions



Learning/study portfolio	Education/personal dashboard	Applicant management	Data unification	Skills Competencies
Prevention of dropout Prevention of non-attendance	Pulse surveys	Aptitude tests	Contacting parents	Teaching staff management and evaluation
Generative AI	Payment management	Access management	Personality test (digram diagnosis)	App support

Centrally manage and visualize information on faculty, students, parents, and others

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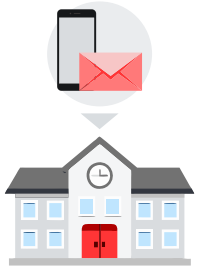
Service Overview of Yorisoar Service for Education Industry

Centralizing data from applicants to graduates. We achieve improvements in the quality of education by visualizing and utilizing individual learning as data

Applicant management

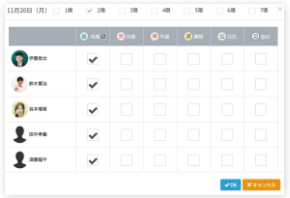


- Web application
- Application form creation
- Incoming payment management

Enrollment management

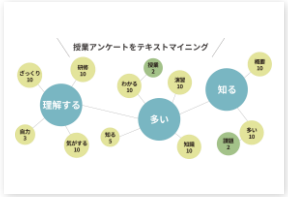
- Basic information management
- Attendance management
- Certificate issuance
- Learning portfolio

LMS



- Attendance and grade management
- Issue management
- Progress management
- Timetable management

Learner understanding



- Class surveys
- Aptitude test
- High performer analysis
- Detection of signs of dropout

Communication

- Parents and guardians page
- Bulletin board and chat
- Email and LINE distribution
- Safety confirmation

Teaching and other staff management

- Personnel appraisal
- Skill management
- Training management
- Transfer simulation

Graduate management

- Hiring forms management
- Employment and further education destination management
- Personal pages for graduates
- Donation history management

All learner information integrated into a single student ID

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Organizations Implementing Yorisoar Service for Education Industry

In addition to universities, vocational schools, junior and senior high schools, elementary schools, kindergartens, and other school institutions, it is being introduced in a wide range of advanced educational institutions, including cram schools, prep schools, and adult (recurrent) education

Secondary education (Junior high schools and high schools)

ドルトン東京学園 中等部・高等部

学校法人 岩田学園 岩田中学校・高等学校

Hakodate La Salle 函館ラ・サール学園

学校法人 開桜学院 日々輝学園高等学校 | 広域通信制 | 単位制 | 普通科 |

明光義塾高等学院

花と歴史ある学び舎 学校法人 緑ヶ丘学院

Higher education (Universities)

帝塚山学院大学

奈良女子大学 Nara Women's University

ノートルダム清心女子大学 NOTRE DAME SEISHIN UNIVERSITY

いのち・こころ・環境の未来を創造する大学 人間環境大学 UNIVERSITY OF HUMAN ENVIRONMENTS

自主創造 日本大学

NAGASAWA DENTAL UNIVERSITY EST. 1910

Higher education (Vocational schools, Japanese language schools)

学校法人 鈴木学園

学校法人 河原学園

学校法人 岩崎学園

学校法人仙都学園 専門学校 東北動物看護学院

学校法人 今村学園 今村学園ライセンスアカデミー

学校法人 十全青翔学園 静岡医療科学専門大学校

日生日本語学園名古屋 NAGOYA NISSEI JAPANESE LANGUAGE SCHOOL

フォーラム情報アカデミー専門学校

明日香日本語学校 Asuka Japanese language school

独立行政法人 国立病院機構 金沢医療センター附属金沢看護学校 Kanazawa Medical Center Kanazawa School of Nursing

学校法人 静岡医療学園 静岡医療学園専門学校 厚生労働大臣指定 静岡県認可の専門学校

介護と保育の ooba 学校法人 大庭学園

Primary education (Elementary schools and kindergartens)

サムエル幼稚園

高取幼稚園

さやか星小学校 SAYAKABOSHI Elementary School

Cram schools and prep schools

駿台 SUNDAI

株式会社 類設計室

Dr. TRAINING

ディグラム・ラボ produced by Kihara Seitaro

類学舎

JFAEL

Local governments (boards of education), recurrent

Kyoto Prefecture Board of Education

Nara Prefecture Board of Education

Toyonaka City Board of Education

Takagi-mura Board of Education

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Implementation of Yorisoar Service for Education Industry in Boards of Education

- **The introduction of the service is progressing within boards of education, enabling the realization of educational DX to achieve greater efficiency in school administration**
- **It can cater to a wide range of needs, including improving educational quality through visualization of student information such as early detection of student absenteeism**

Kyoto Prefecture Board of Education

Purpose of implementation	Administrative support and service management for teachers and other staff at Kyoto Prefectural schools
Number of personnel covered	Approx. 35,000
Number of schools covered	Approx. 50

Nara Prefecture Board of Education

Purpose of implementation	Personnel evaluation system for teaching and other staff members at Nara Prefectural schools
Number of personnel covered	Approx. 12,000 (teachers and other staff)
Number of schools covered	Approx. 100

Toyonaka City Board of Education(Osaka Prefecture)

Purpose of implementation	Education dashboard and detection of signs of dropout in Toyonaka municipal schools
Number of personnel covered	Approx. 35,000
Number of schools covered	Approx. 55

Takagi-mura Board of Education

Purpose of implementation	Education dashboard and detection of signs of dropout in Takagi Village, Nagano
Number of personnel covered	Approx. 15,000
Number of schools covered	Approx. 30

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New “HIcare Wellness” Service for the Medical and Nursing Care Sector

An industry-specific talent management system based on Talent Palette that centrally manages data for employees and patients/users in the nursing care and medical sector

HIcare Wellness
ハイケアウェルネス

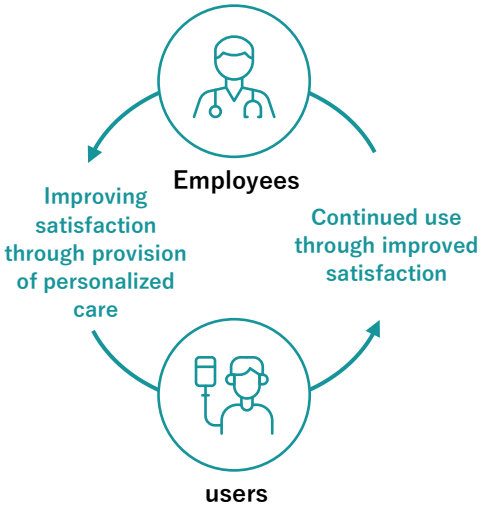
Realizing improvement of operational efficiency and quality of care through employee training, shift management, and increased motivation

Data input /import

Employee data

User data

Visualization of nursing care and healthcare sites through the utilization of data



Improving efficiency of operations and concentrating on the care that should be focused on

Realization of personalized nursing care and healthcare

Visualization of nursing care and healthcare sites through the utilization of data

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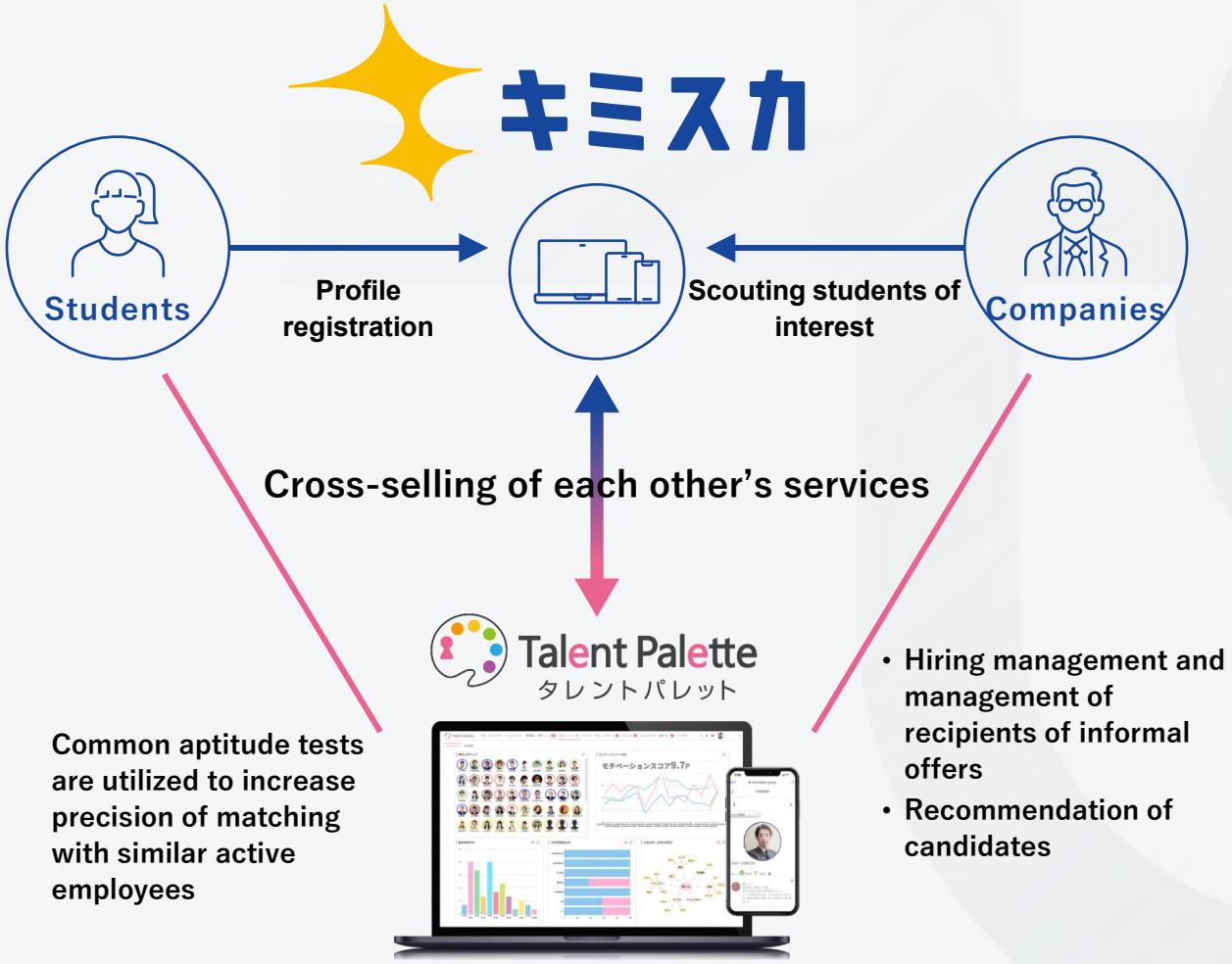
Kimisuka Service for Direct Recruiting of New Graduates

- The acquisition of Grow Up, which operates the Kimisuka service for direct recruiting of new graduates marked our entry into the new graduate recruitment business
- Through the integration of Kimisuka and Talent Palette, we enable the recruitment of new graduates suited to each company while also promoting cross-selling



Benefits of combining Kimisuka and Talent Palette

1 Increase of added value through the enhancement of hiring operations

Linking of hiring management and analysis functions of Talent Palette with Kimisuka. Recommendation of candidates that match job specs

2 Promotion of cross selling of each other's services

Expansion of sales through cross selling of each other's services utilizing each other's customer base

3 Sharing of knowhow on functional development and the hiring business

Functional development and sharing of knowhow for accelerating expansion in the hiring area through a high level of coordination of each other's services

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Platform Concept with Coverage Spanning from Students to Working Professionals

We aim to build a platform that enables the continuous accumulation and utilization of data from students through working professionals and into retirement

Applicants

Primary, junior high and high school students	graduate, and vocational school	Job-seeking students	Working adults	Retired persons

Accumulation and utilization of student data

ヨリソル

- Learning portfolio
- Class evaluation, aptitude test
- Track records of extracurricular activities
- Student questionnaires
- Desire industry and occupation
- Work styles and individual values

Linkage

Job matching for students

キミスカ

- Utilization of data from students and employees
- Improvement of matching precision
- Recruiting history, student career after hiring

Linkage

Accumulation and utilization of employee data

Talent Palette
タレントパレット

- Employee's skills and evaluations
- Career path, aptitude test
- Health care
- Characteristics of high-achieving employees
- Organization, company culture

Adult education (specializing in IT)

Support for recent graduates with work experience and mid-career hires

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Marketing Solutions business overview

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Characteristics of Visualization Engine

Instantly visualize customer feedback and purchase motivations. Platform for utilization of voices of customers with No. 1 share* used by over 1,800 companies

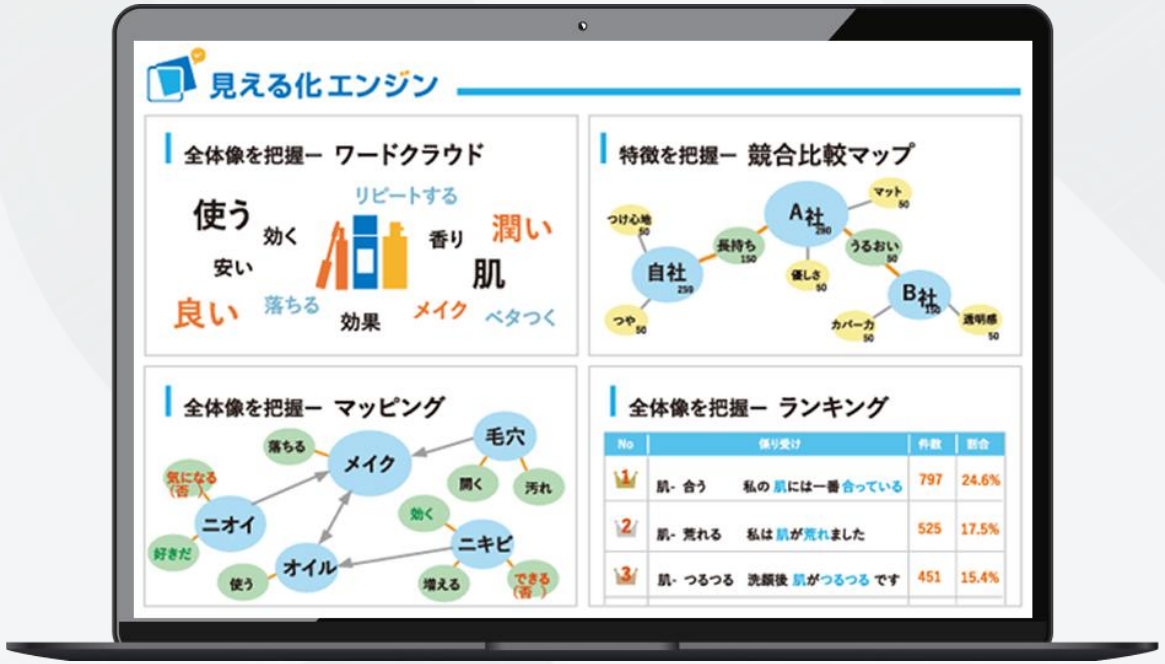
見える化エンジン

Japan's leading text mining technology combined with generative AI to visualize the voices and sentiments of customers and support CX improvement

Information gathering → Market analysis → Planning-Hypothesis testing → Effect verification

The latest UI/UX making it possible to intuitively overview and drill down into data	Proprietary natural language analysis technology supporting social media and posts by Gen Z
Analyzing diverse and vast customer feedback through text mining	Dashboard functionality provides one-stop support from analysis to systemization

Utilizing voices of customers in marketing through visualization via text mining



*Fuji Chimera Research Institute, Inc. "New Markets in the Software Business"

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Companies that have introduced visualization engine※1

Achieved No.1 share of implementation for 14 years

Manufacturing

SUNTORY, meiji, BANDAI, YAMAHA, SEKISUI, Nestlé Good Food, Good Life, おいしさと健康 Glico, カラダにピース CALPIS, 今日を愛する。LION, ちふれ, Panasonic, nippn, KAI, HERB カラダ変わる ココロ晴れる ハーブ健康本舗

Finance / Bank

MIZUHO みずほ銀行, LiFENET INSURANCE COMPANY

Retail distribution business

AOKI, Belle Maison, TSUTAYA, 一蘭, まいばすけっと, ハンバーグレストラン びっくりドンキー, CBON To create and produce the beauty, JTB 感動のそばに、いつも。, DUSKIN, ORBIS, CO・OP 日本生活協同組合連合会, ah アカチャンホンポ

IT / Communication / EC

NTT東日本, SHOP CHANNEL, LINEヤフー

Infrastructure Communications finance

ANA, SKY, AIR DO, NEXCO 中日本, 阪神高速道路株式会社, Daigas Group

Pharmaceutical

NEVER SAY NEVER ロート製薬, EARTH アース製薬, Daiichi-Sankyo, SARAYA, 東邦薬品株式会社

Other Service

Lions

Note 1: Fuji Chimera Research Institute, Inc. “New Markets in the Software Business”
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Characteristics of Customer Rings

A CRM/MA tool that automates communication with customers by integrating and analyzing customer information and purchase histories based on big data

CustomerRings
カスタマーリングス

A customer feeling marketing platform that enables “tangible” customer insights through big data analysis

Data integration / linkage → Analysis → Use / action

An intuitive interface that does not hamper users’ thinking	Approach via optimal channels and timing, such as email, social media, and web customer service
Supporting 1-to-1 marketing strategies such as CRM analysis and enhancement of initiatives	CRM consultants provide accompanying support for strategy and analysis

Diverse analytical functions and rich outputs that provide tangible insights into each customer’s behavior and preferences

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Companies that have introduced Customer Rings

CustomerRings カスタマーリングス

Examples of implementation: Supporting digital marketing / CRM enhancement of more than 800 growing companies in total

Health foods

フジッコ / KAGOME / Eat Well, Live Well. Ajinomoto / 株式会社あじかん / ZENCARE / Real Style / ワダカルシウム製薬 / Otsuka / TeaLife / OM-X / Sixth sense Lab. / 株式会社九州自然館

Cosmetics/ salon

euglena / ファンファレ / THE BODY SHOP / エステティック MISS PARIS / NEAL'S YARD REMEDIES / DECENCIA / アンファー / Vitabrid C12 / FAITH Beauty / BOTANIST / MTG / VERNAL

Appare

OAL / FAST RETAILING / REGAL CORPORATION / HRC / NEUVEA / RENEXY / JIONE / PUNYUS / ATSUGI / It's a beautiful day. The SAZABY LEAGUE

Food

morinaga / JOYL Joy for Life / HORIGUCHI COFFEE / 湖 KOIKEYA

Travel and tourism

VALUE MANAGEMENT / びゅう

Insurance and finance

りそな銀行 RESONA / au 損保 / メディケア生命 住友生命グループ

Media and publishing

高知新聞社 / 徳島新聞社 / 西日本新聞

General mail order sales, other mail order sales

SARAYA / 釣りがつなぐ笑顔の先へ… キャスティング / GREEN DOG / 蔦巻百貨店 / LESTAS

BtoB mail order sales

配管部品.com / Orie Printing Supplies / TAT

Member services

Hiroo Thoroughbred Club / CCC / JAL

HR/ career

資格キャリカレ / bstyle / KRASYS

Contact

ホテラル / TeAmo / Lcode

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