



\* Notes

(1) Significant Changes in the Scope of Consolidation During the Period : No

Newly added: – companies (Company name) , Excluded: – companies (Company name)

(2) Application of Accounting Treatment Specific to the Preparation of Consolidated Quarterly Financial Statements: Yes  
(Note) For details, please refer to "2. Consolidated Quarterly Financial Statements and Major Notes, (3) Notes to Consolidated Financial Statements (Notes to accounting treatment specific to the preparation of consolidated quarterly financial statements)" on page 7 of the attached materials.

(3) Changes in Accounting Policies, Changes in Accounting Estimates, and Retrospective Restatements

(i) Changes in accounting policies due to revisions of accounting standards, etc.: No

(ii) Changes in accounting policies due to other reasons: No

(iii) Changes in accounting estimates: No

(iv) Restatement : No

(4) Number of Issued Shares (Common Stock)

1. Number of issued and outstanding shares at the end of fiscal year (including treasury stock)

2. Number of treasury stock at the end of fiscal year

3. Average number of shares (cumulative three months)

1Q/FY March 2026	53,419,200 shares	FY March 2025	53,419,200 shares
1Q/FY March 2026	801,194 shares	FY March 2025	856,394 shares
1Q/FY March 2026	52,590,663 shares	1Q/FY March 2025	52,229,819 shares

\* Review by a certified public accountant or an auditing firm of the attached quarterly consolidated financial statements: No

\* Proper use of earnings forecasts, and other special matters

(Note on forward-looking statements)

The forecasts for financial results and other forward-looking statements contained in this document are calculated by the Company based on information available as of the date of the announcement of this document. Actual results may differ materially, depending on a range of factors.

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## 1. Overview of Operating Results, etc.

### (1) Overview of Operating Results

During the first quarter of the current consolidated fiscal period (April 1, 2025 – June 30, 2025), the Japanese economy has been recovering moderately. While consumer sentiment has been weak, there are signs of a pickup, supported by continued improvements in the employment and income environments. Although corporate earnings have been improving, corporate business sentiment has remained flat compared to the previous quarter, with ongoing concerns about the impact of U.S. trade policy on Japan.

Amid this environment, the chronic shortage of human resources due to the declining population has intensified across the market, and demand for our core engineer staffing service (cognavi Staffing) has been maintained at a high level. As a result of measures such as reviewing the content of our job advertisements and implementing a "comeback" hiring system for former employees, the number of new engineers hired increased year-on-year, reaching 238.

In terms of profit, earnings increased due to a rise in the number of engineers utilized, as well as an increase in the billing rate caused by the labor shortage and the impact of inflation.

As a result of these factors, for the first quarter of the current consolidated fiscal period, net sales were 9,228 million yen (an 8.2% increase year-on-year), operating profit was 1,185 million yen (a 3.9% increase year-on-year), ordinary profit was 1,203 million yen (a 3.7% increase year-on-year), and profit attributable to owners of parent was 810 million yen (a 4.7% increase year-on-year), with all figures surpassing the same period of the previous year.

Furthermore, under our mission "Seeking the World Where Skills Connect With One Another," we are working to expand and promote our proprietary cognavi matching system services. These services connect the skills of mechanical and electrical engineering students and engineers with the skills required by companies. In the engineering human resources market, we aim to realize a world where engineers and companies are connected by skills through cognavi's matching technology. Cognavi supports engineers in all career-related settings, including engineering staffing, job placement for new STEM graduates, career changes and training.

- cognavi Staffing: To reliably meet the demands from our client companies, we are strengthening the recruitment of engineers to further increase the number of engineers utilized. As of the end of the first quarter, the number of engineers utilized increased by 226 from the same period last year, reaching 4,563.
- cognavi Graduates (Job-hunting support for mechanical and electrical engineering students): To realize a world where all the approximately 40,000 mechanical and electrical engineering students per year can find employment at manufacturing companies, our employees, who are former manufacturing engineers, conduct "Engineering Job Seminars" at universities. This fiscal year, we are conducting seminars for students graduating in 2027. We aim to leverage our connections with universities, cultivated through these seminars, to make this our second pillar of revenue. While our model was previously a success-based fee from companies, we have changed our billing system to a fixed listing-fee model starting with the service for 2026 graduates. As of the end of the first quarter, for the service targeting 2027 graduates, the number of registered student members was 5,208, and the number of listed companies was 133.
- cognavi Career Change (Engineer recruiting service for experienced engineers): This service aims to become our third pillar of revenue in the medium- to long-term by capturing the career change opportunities of engineers who originally found employment at manufacturers through "cognavi Graduates".
- cognavi College (Corporate training service): This service provides highly specialized corporate training that meets corporate reskilling needs by creating a database of skills possessed by active professors at our partner universities across Japan.
- Cognavi India (Overseas Business): Our consolidated subsidiary, Cognavi India Private Limited, operates "Cognavi," India's first job portal using AI matching technology. The business is developing as a recruitment media for all new graduates, with a model tailored to the Indian market. As of the end of the first quarter, the number of student members reached approximately 340,000, and the number of client companies has rapidly grown to about 12,000. To encourage free users to switch to paid services, we plan to introduce subscription-based paid plan. In March 2025, we also launched the "WORK IN

JAPAN" initiative, which connects Indian students who are learning Japanese and wish to work in Japan with Japanese companies seeking talented Indian students.

Information by segment has been omitted as the Company Group operates within a single business segment, the engineer staffing and recruitment business.

## (2) Overview of Financial Position

### (Assets)

Current assets at the end of the first quarter amounted to 15,746 million yen, a decrease of 213 million yen from the end of the previous consolidated fiscal year. This was mainly due to an increase of 480 million yen in trade and other receivables, which was offset by a decrease of 700 million yen in cash and deposits. Non-current assets amounted to 2,760 million yen, a decrease of 57 million yen from the end of the previous consolidated fiscal year. This was mainly due to an increase of 54 million yen in software in progress, which was offset by a decrease of 86 million yen in software.

As a result, total assets amounted to 18,506 million yen, a decrease of 271 million yen from the end of the previous consolidated fiscal year.

### (Liabilities)

Current liabilities at the end of the first quarter amounted to 6,176 million yen, an increase of 650 million yen from the end of the previous consolidated fiscal year. This was mainly due to a decrease of 978 million yen in provision for bonuses and 594 million yen in income taxes payable, while accounts payable-other increased by 2,068 million yen. Non-current liabilities amounted to 76 million yen, a decrease of 10 million yen from the end of the previous consolidated fiscal year, mainly due to a decrease of 8 million yen in lease liabilities.

As a result, total liabilities amounted to 6,253 million yen, an increase of 639 million yen from the end of the previous consolidated fiscal year.

### (Net assets)

Total net assets at the end of the first quarter amounted to 12,253 million yen, a decrease of 911 million yen from the end of the previous consolidated fiscal year. This was mainly due to the recording of profit attributable to owners of parent of 810 million yen, which was offset by dividends of surplus of 1,682 million yen.

As a result, the equity ratio was 65.0% (compared to 68.8% at the end of the previous consolidated fiscal year).

## (3) Consolidated Financial Forecasts and Other Forward-looking Statements

There are no changes to the consolidated earnings forecasts for the current fiscal year from the forecasts announced in the earnings report for the fiscal year ended March 2025.

## 2. Consolidated Quarterly Financial Statements and Major Notes

### (1) Quarterly Consolidated Balance Sheet

(Millions of yen)

	As of March 31, 2025	As of June 30, 2025
<b>Assets</b>		
Current assets		
Cash and deposits	11,633	10,932
Accounts receivable - trade	4,134	4,615
Other	192	198
Total current assets	15,960	15,746
Non-current assets		
Property, plant and equipment	500	481
Intangible assets	1,077	1,045
Investments and other assets		
Other	1,239	1,233
Total investments and other assets	1,239	1,233
Total non-current assets	2,818	2,760
Total assets	18,778	18,506
<b>Liabilities</b>		
Current liabilities		
Accounts payable - other	921	2,989
Income taxes payable	1,026	431
Provision for bonuses	1,900	922
Provision for bonuses for directors (and other officers)	—	4
Other	1,677	1,828
Total current liabilities	5,526	6,176
Non-current liabilities		
Lease liabilities	73	64
Other	14	12
Total non-current liabilities	87	76
Total liabilities	5,614	6,253
<b>Net assets</b>		
Shareholders' equity		
Share capital	117	117
Capital surplus	129	129
Retained earnings	13,067	12,188
Treasury shares	-401	-375
Total shareholders' equity	12,913	12,059
Accumulated other comprehensive income		
Foreign currency translation adjustment	-0	-39
Total accumulated other comprehensive income	-0	-39
Non-controlling interests	251	232
Total net assets	13,164	12,253
Total liabilities and net assets	18,778	18,506

(2) Consolidated Statements of Income and Consolidated Statements of Comprehensive Income  
Consolidated Statements of Income  
First three-month period

(Millions of yen)

	Three months ended June 30, 2024	Three months ended June 30, 2025
Net sales	8,528	9,228
Cost of sales	5,816	6,345
Gross profit	2,711	2,882
Selling, general and administrative expenses	1,570	1,697
Operating profit	1,141	1,185
Non-operating income		
Interest income	19	19
Other	2	1
Total non-operating income	21	21
Non-operating expenses		
Interest expenses	0	2
Commission for syndicated loans	0	0
Other	0	0
Total non-operating expenses	2	2
Ordinary profit	1,160	1,203
Extraordinary losses		
Loss on retirement of non-current assets	0	–
Total extraordinary losses	0	–
Profit before income taxes	1,160	1,203
Income taxes	402	404
Profit	757	799
Loss attributable to non-controlling interests	-16	-10
Profit attributable to owners of parent	774	810

Consolidated Statements of Comprehensive Income  
First three-month period

(Millions of yen)

	Three months ended June 30, 2024	Three months ended June 30, 2025
Profit	757	799
Other comprehensive income		
Foreign currency translation adjustment	159	-47
Total other comprehensive income	159	-47
Comprehensive income	917	752
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	893	771
Comprehensive income attributable to non-controlling interests	24	-19



(3) Notes to Consolidated Financial Statements

(Notes to Accounting Treatment Specific to the Preparation of Consolidated Quarterly Financial Statements)

(Calculation of Tax Expenses)

Tax expenses are calculated by multiplying the quarterly profit before income taxes by the estimated effective tax rate, which is reasonably estimated after applying tax effect accounting to the projected profit before income taxes for the full consolidated fiscal year that includes the current first quarter.

(Notes on Segment Information, etc.)

[Segment information]

I. For the three months ended June 30, 2024 (from April 1, 2024, to June 30, 2024)

The Company Group operates in a single segment, the Engineer Staffing and Recruitment Business; therefore, segment information is omitted.

II. For the three months ended June 30, 2025 (from April 1, 2025, to June 30, 2025)

The Company Group operates in a single segment, the Engineer Staffing and Recruitment Business; therefore, segment information is omitted.

(Notes on Significant Changes in Shareholders' Equity)

Not applicable.

(Notes on Going Concern Assumption)

Not applicable.

(Notes on the Quarterly Consolidated Cash Flow Statement)

A quarterly consolidated cash flow statement for the first three months of the current fiscal period has not been prepared.

Depreciation and amortization expenses (including amortization of intangible assets other than goodwill) for the first three months are as follows:

	Three months ended June 30, 2024	Three months ended June 30, 2025
Amortization expenses	98 million yen	102 million yen