



2nd Quarter of the Fiscal Year Ending March 2025 (FY2025)

# Financial Results Briefing Material

“Kabushiki Kaisha Confidence Interworks”  
(English name: “Interworks Confidence Inc.”)

Securities code : 7374



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# 01

## Executive Summary



# Financial Highlights of Q2 FY2025 (Cumulative)

## FY2025 (Q2 actual results)

**Achieved significant increase in revenue and profit compared with the first half of the previous fiscal year**  
Business scale expanded due to the merger with Interworks in Q2 FY2024. Both growth rate and profitability rate exceeded management indicators

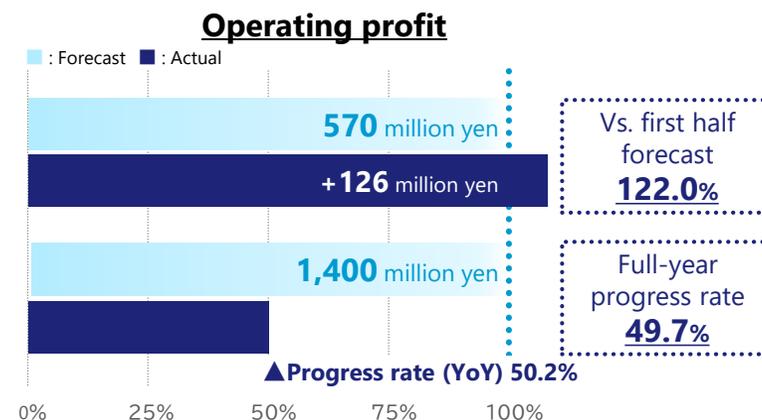
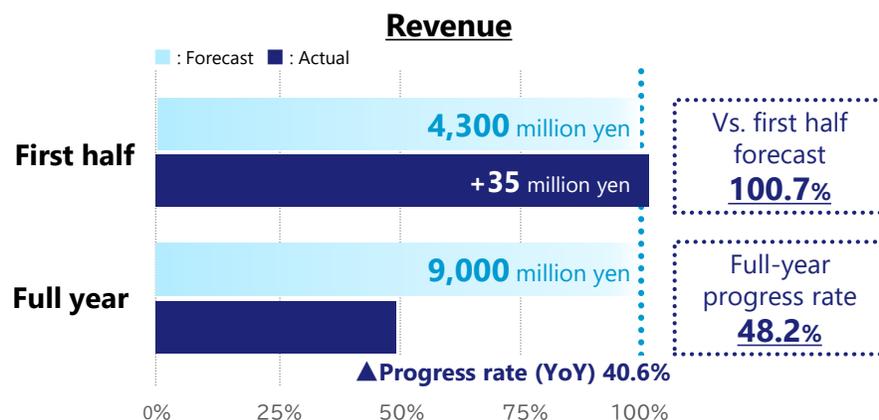
\* Due to the merger in August 2023, the comparison for the period from April to July 2023 is based solely on the results of the former Confidence Inc.

- Revenue : **4,335** million yen (+**33.4%** YoY)
- Gross profit : **2,180** million yen (+**61.4%** YoY) | Gross profit margin: **50.3%** (+**8.7** pts YoY)
- Operating profit : **696** million yen (+**23.9%** YoY) | Operating profit margin: **16.1%** (-**1.2** pts YoY)

## FY2025 (Q2 progress rate)

**Revenue grew as planned for the first half, while profit levels exceeded the plan**

The full-year forecast is weighted towards the second half, during which companies tend to become more active in their recruitment activities, but it progressed as planned

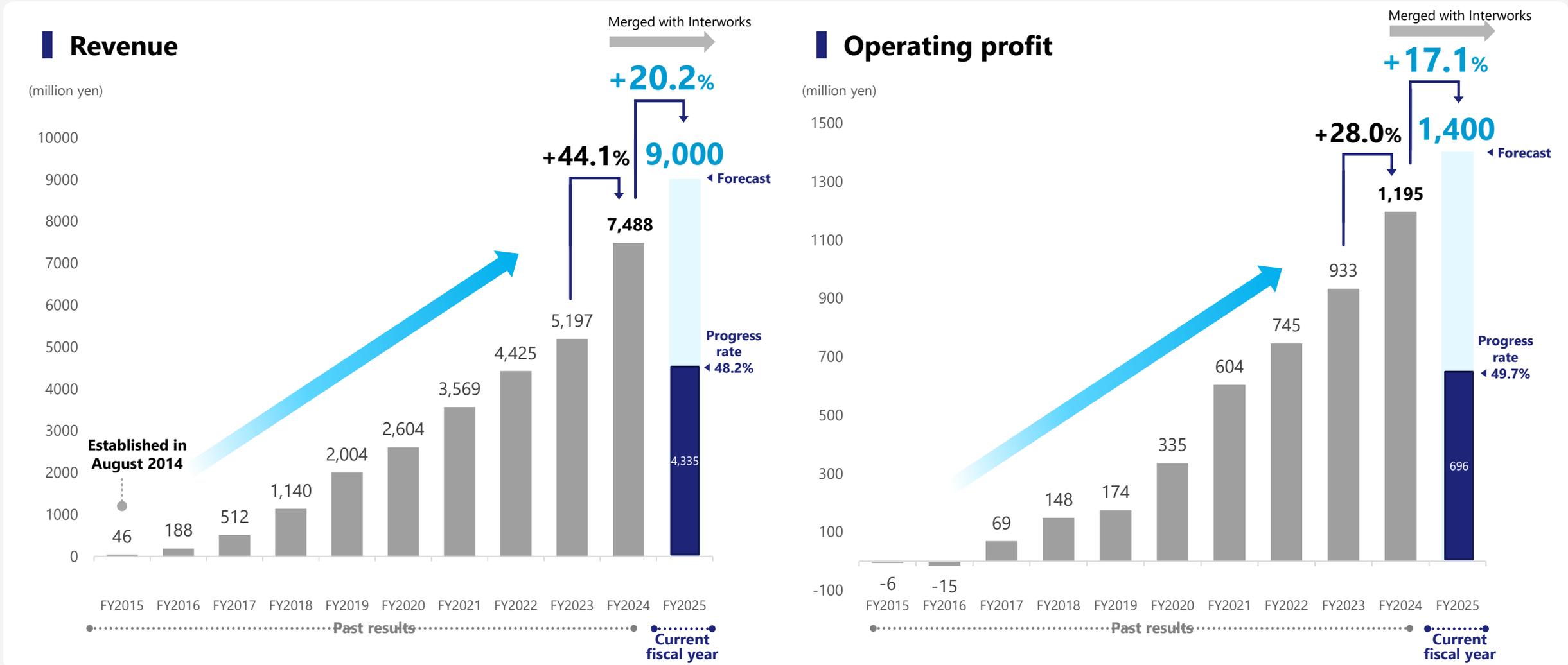


## Shareholder returns

The interim dividend for FY2025 has been set at **30 yen**, an **increase of 5 yen** from the previous interim dividend. Maintaining **consecutive dividend increases** since listing

# Trends in Revenue / Operating Profit Over the Years

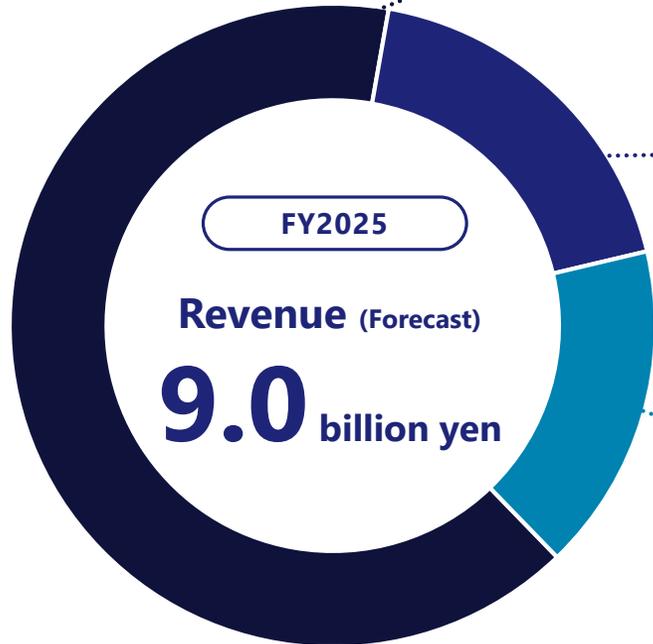
- Trends in revenue and operating profit over time, including forecasts for FY2025, are shown below
- The progress rate against the full-year forecast announced at the time of the full-year financial report for FY2024 was **48.2% for revenue** and **49.7% for operating profit**, as planned



# 02

Company Overview | Consolidated Financial  
Results and Segment Results

## Composition of revenue



### HR Solution business (Staffing and Outsourcing)

65.0%

- Specializing in the gaming and entertainment industries
- Staffing and outsourcing services that meet the needs of each phase and department

Staffing

Outsourcing

Freelancers

In April 2023, freelancer matching started. ▶



### HR Solution business (Recruitment)

18.5%

- Cross-industry career-change support services centered on middle- and high-class human resources.

Recruitment



In February 2024, Protagonist Inc. as a subsidiary ▶



### Media & Solutions Business

16.5%

- Specializing in manufacturing and factories throughout Japan
- Operation of job change recruitment media "Kojo Works"

Media

Ad sales

Media operations ▶



- Boasting more than 30 years of experience, we are developing a recruitment outsourcing business

Recruitment support

# [Consolidated] Financial Highlights of Q2 FY2025

- **Significant increase in revenue and profit YoY** (\*Merged with Interworks on August 1, 2023. For Q2 FY2024, the figures for the period up to July are based solely on the results of the former Confidence Inc.). **Steady progress even after amortization of goodwill**
- Staffing business has faced challenges in responding to changes in the market environment, but generally progressed steadily in both revenue and operating profit against the full-year forecast

## Q2 actual results

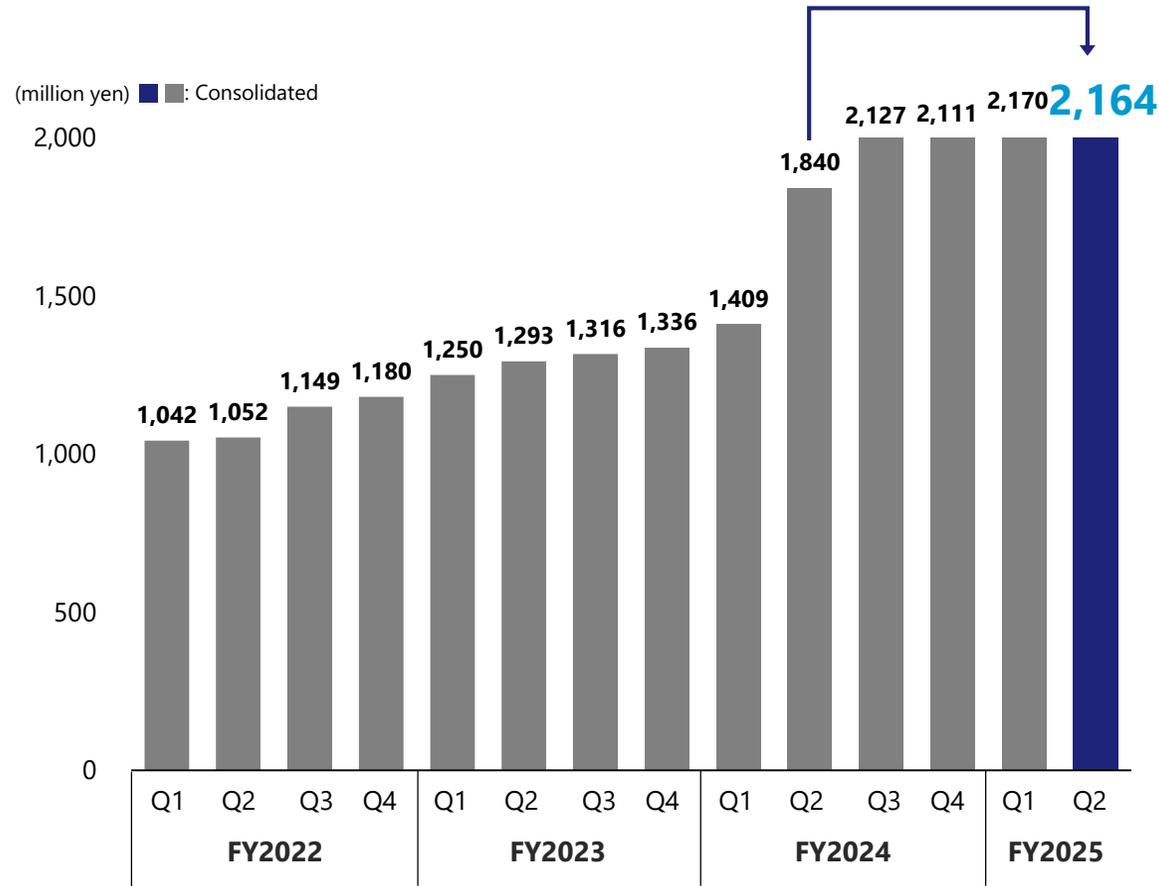
▼For Q2 FY2024, the figures from April to July are based solely on the former Confidence Inc. The figures from August onwards also include results of the Interworks, Inc.

	FY2024 (Q2)	FY2025 (Q2)	YoY	Forecast (announced on May 10, 2024)	Progress rate
Revenue	3,249	<b>4,335</b>	<b>+33.4%</b>	9,000	48.2%
HR Solution Business - Staffing and Outsourcing	2,760	<b>2,745</b>	<u>-0.6%</u>	5,853	46.9%
HR Solution Business - Recruitment	256	<b>826</b>	<u>+221.6%</u>	1,666	49.6%
Media & Solutions Business	231	<b>763</b>	<u>+229.4%</u>	1,480	51.6%
Gross profit	1,350	<b>2,180</b>	<b>+61.4%</b>	4,476	48.7%
Gross profit margin	41.6%	<b>50.3%</b>	+8.7 pts	49.7%	-
Operating profit	561	<b>696</b>	<b>+23.9%</b>	1,400	49.7%
Operating profit margin	17.3%	<b>16.1%</b>	-1.2 pts	15.6%	-
Ordinary profit	510	<b>700</b>	<b>+37.2%</b>	1,401	50.0%
Profit attributable to owners of parent	337	<b>439</b>	<b>+30.3%</b>	882	49.8%

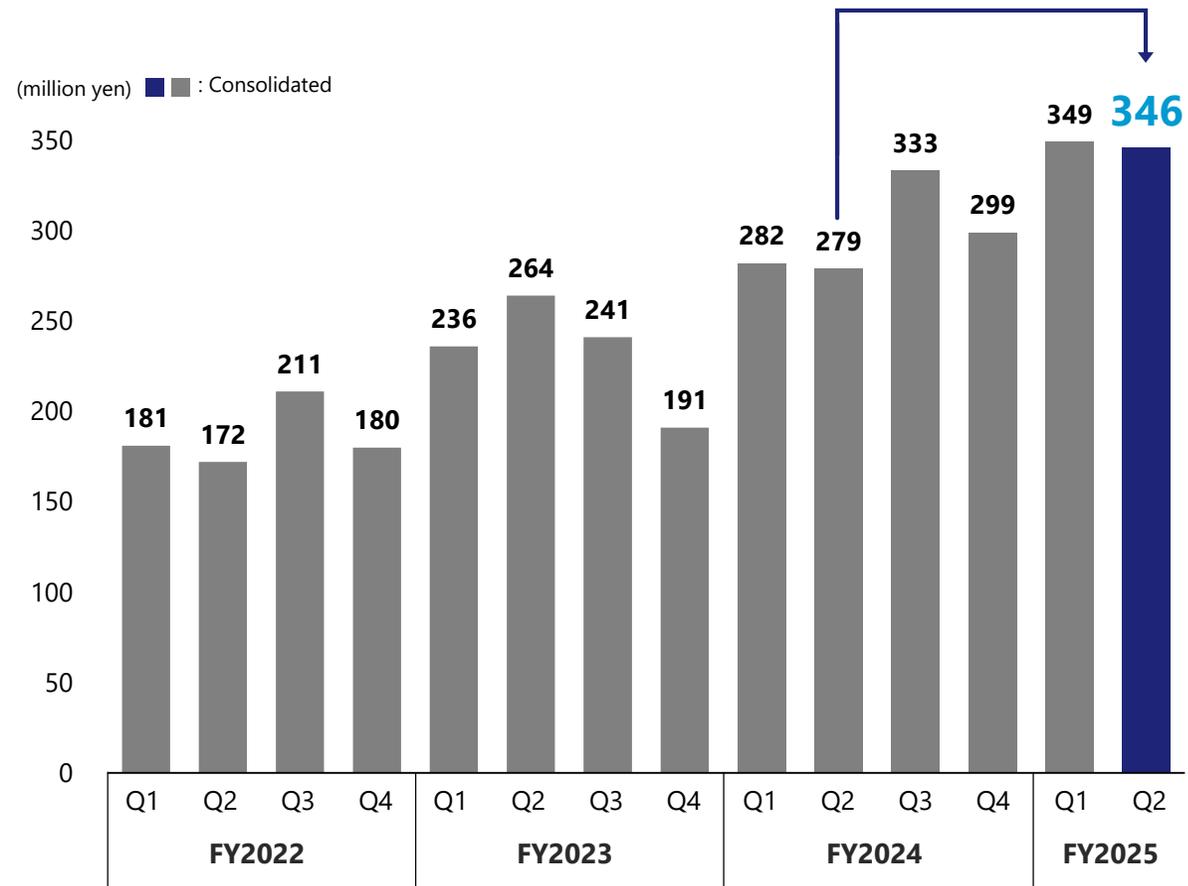
# [Consolidated] Quarterly Results Trends

- For Q2 FY2024, which reflects the results after the merger in the period from August onwards, revenue and operating profit increased by **17.6%** and **24.0% YoY**, respectively
- Striving for further profit expansion based on the post-merger business foundation

## Revenue (quarterly trends)



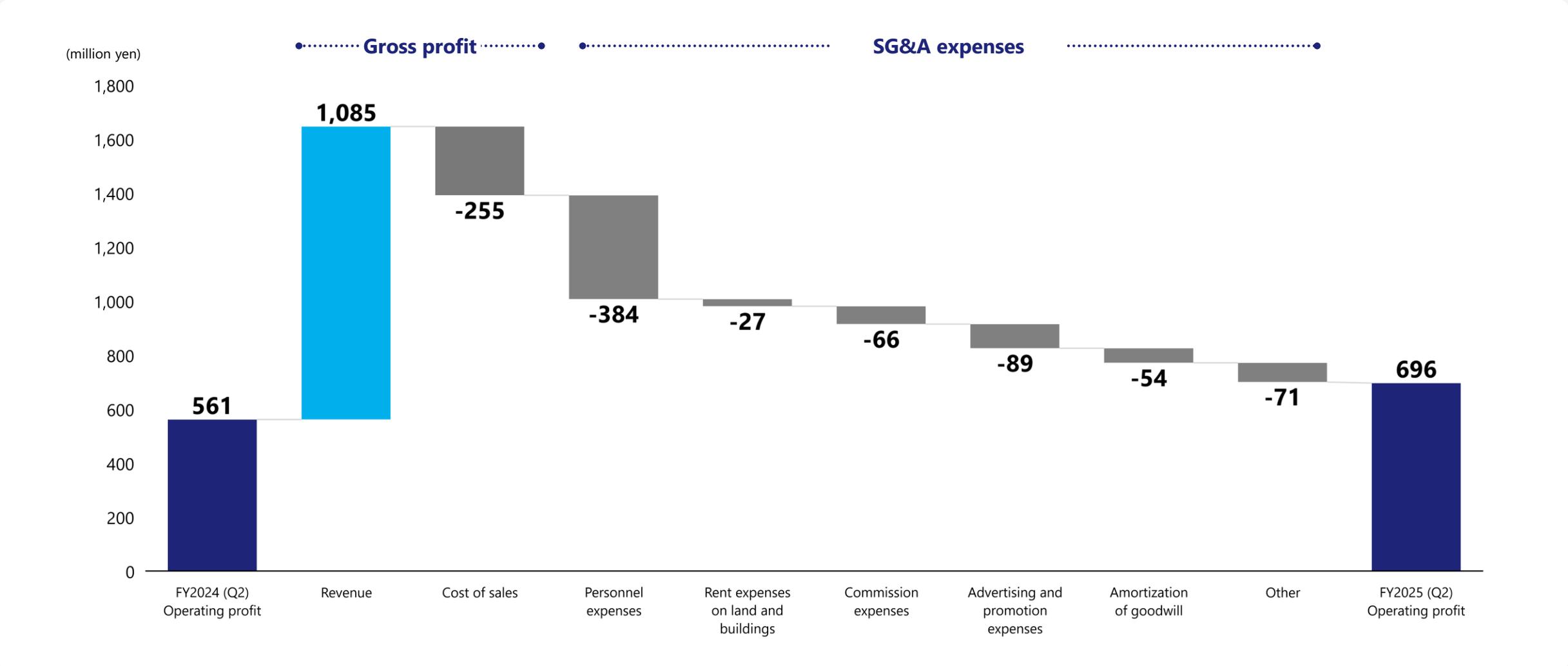
## Operating profit (quarterly trends)



\* Figures after eliminating internal sales within the consolidated companies are indicated

# [Consolidated] Factor Analysis of Increase/Decrease in Q2 Operating Profit (YoY)

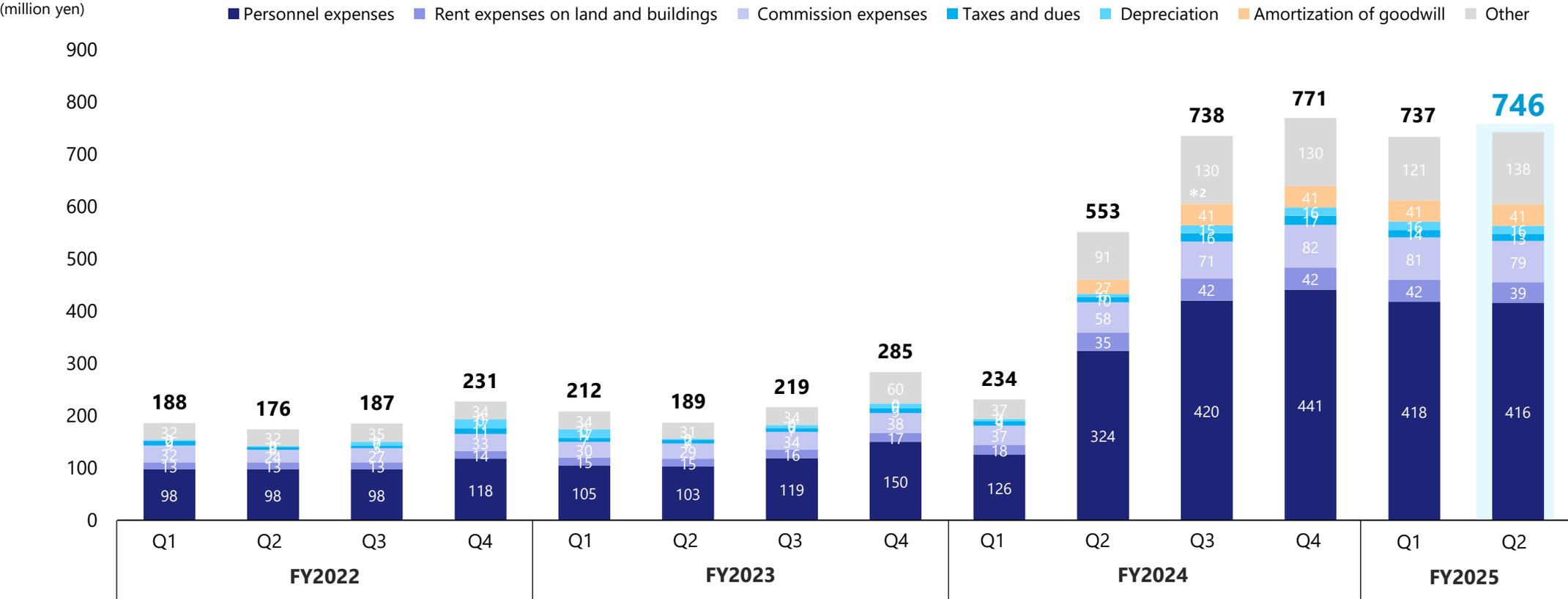
- Due to the merger with Interworks on August 1, 2023, there is an increasing trend in all items when compared with Q2
- Despite the amortization of goodwill incurred since Q2 FY2024, increased profit was secured by optimizing back-office expenses and other factors to offset increased costs



# [Consolidated] Quarterly SG&A Expenses Trends

- Merger with Interworks significantly changed the size and composition ratio of SG&A expenses
- Maintained the organizational structure to generate steady operating profit through thorough cost control

## Quarterly trends



\* Due to the merger in FY2024, some changes were made to the breakdown of account items from Q2 FY2024 and changes have been made retroactively from previous years  
 \* This graph is compiled based on management accounting classification

# [Consolidated] Performance Highlights of Q2 FY2025 by Business

- HR Solution Business (Staffing and Outsourcing) accounts for 63.3% of revenue, continuously driving the company's overall performance
- We aim to further expand business domains through cross-selling based on the foundation of the former Interworks' Recruitment and Media & Solutions businesses

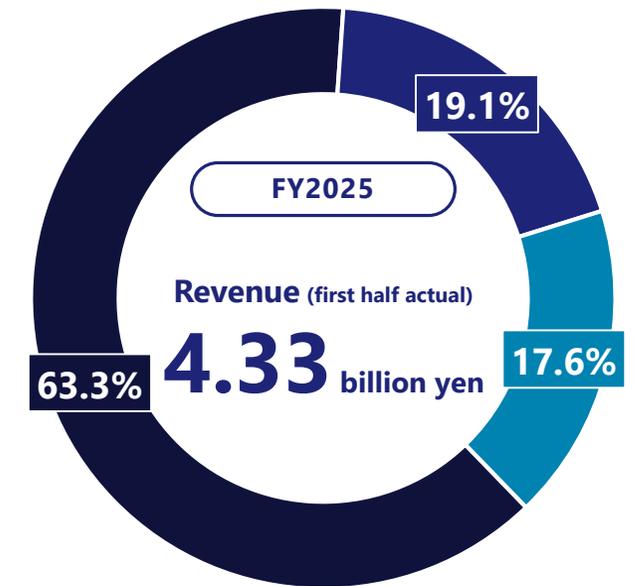
## Q2 actual results

▼ Figures after reclassifying to new segments. For the former Interworks, the results from August 2023 onwards are recorded

	FY2024 (Q2)	FY2025 (Q2)	YoY
Revenue*	3,249	<b>4,335</b>	+33.4%
HR Solution Business - Staffing and Outsourcing	2,760	<b>2,745</b>	-0.6%
HR Solution Business - Recruitment	256	<b>826</b>	+221.6%
Media & Solutions Business	231	<b>763</b>	+229.4%
Segment profit	850	<b>1,214</b>	+42.8%
HR Solution Business - Staffing and Outsourcing	725	<b>643</b>	-11.3%
HR Solution Business - Recruitment	74	<b>317</b>	+323.8%
Media & Solutions Business	50	<b>253</b>	+404.3%
Selling, general and administrative expenses (common expenses)	288	<b>518</b>	+79.8%
Operating profit	561	<b>696</b>	+23.9%

\* Figures after eliminating internal sales within the consolidated companies are indicated

## Revenue composition



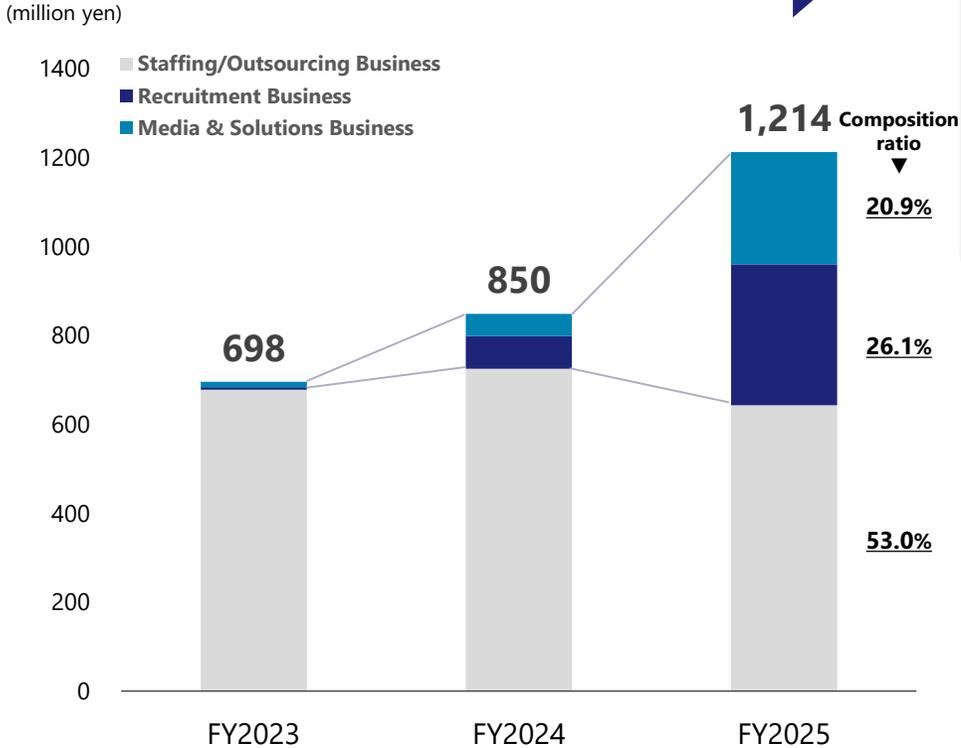
- HR Solution Business - Staffing and Outsourcing
- HR Solution Business - Recruitment
- Media & Solutions Business

# [Consolidated] Q2 FY2025: From Single Business to Portfolio Management

- Segment profit margins in the Recruitment and Media & Solutions businesses improved and increased, respectively, expanding the profit composition ratio of all segments to as high as **47.0%**
- Staffing business struggled to respond to changes in the market environment, but **achieved stable profit growth** by increasing complementarity through its diversified business portfolio due to the merger

## Trends in segment profit margin

**Diversified business portfolio**



### Diversified revenue structure

#### Reduced dependence on a single business due to changes in the external environment

- ✓ With a comprehensive client base in specialized industries, the staffing business cultivated needs for outsourcing and freelancer matching services, etc. and expanded into peripheral areas with a high affinity with the skills of its creators, but struggled against the backdrop of a decline in the willingness of game companies to hire
- ✓ By diversifying the revenue structure through the expansion of business domains to increase complementarity among businesses, we will create the next core business while achieving stable profit growth
- ✓ Since the merger, the Recruitment and Media & Solutions businesses have accounted for **47.0%** of the total segment profits

### Improved and increased profitability

#### Contribution from improved profit margins in the Recruitment and Media & Solutions businesses

- ✓ Profit margins in businesses primarily operated by the former Interworks are improving

**Segment profit margin**

Recruitment Business: **29.2% → 38.4% (+9.2 pts)**

Media & Solutions Business: **21.7% → 33.2% (+11.5 pts)**

# [HR Solution Business - Staffing and Outsourcing] Financial Highlights of Q2 FY2025

- The majority of this segment is dominated by the HR Solution business of the former Confidence Inc. The mainstay staffing business for the gaming industry experienced a stagnant increase in the number of utilized persons due to the sluggish market, but the freelancer matching business launched in Q1 FY2024 began to contribute to profits, aiding the increase in the number of utilized persons and revenue growth

## Q2 actual results

▼ Figures after reclassifying to new segments

(million yen)	FY2024 (Q2)	FY2025 (Q2)	YoY	Forecast (announced on May 10, 2024)	Progress rate
Revenue*1	2,760	<b>2,745</b>	-0.6%	5,853	46.9%
Staffing*2	2,657	<b>2,627</b>	-1.1%	-	-
Outsourcing and other	103	<b>117</b>	+14.3%	-	-
Gross profit	962	<b>916</b>	-4.8%	-	-
Gross profit margin	34.9%	<b>33.4%</b>	-1.5 pts	-	-
Segment profit	725	<b>643</b>	-11.3%	-	-
Segment profit margin	26.3%	<b>23.4%</b>	-2.9 pts	-	-

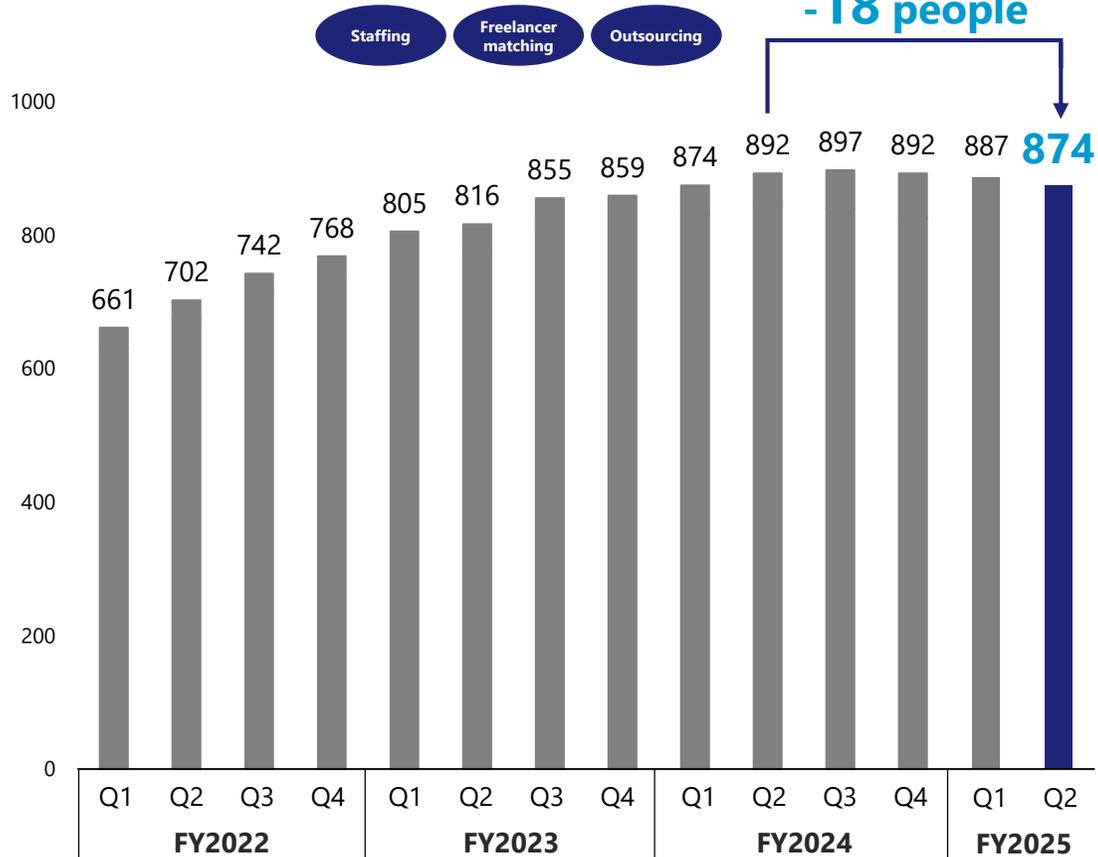
\*1 Figures after eliminating internal sales within the consolidated companies are indicated

\*2 The freelancer matching business operated by Confidence Pro Co., Ltd. established on April 3, 2023, is included in this category and disclosed

# [HR Solution Business – Staffing and Outsourcing] Trends in Major KPIs

- The number of utilized persons, the basis of the Company's recurring income model, **decreased by 18 people** YoY due to a weakening hiring sentiment among gaming companies, etc.
- By steadily increasing the number of utilized persons through various solutions such as the freelancer matching business provided by our subsidiary Confidence Pro Co., Ltd. and QA outsourcing, we will seek a breakthrough in these sluggish business conditions

## Number of utilized persons



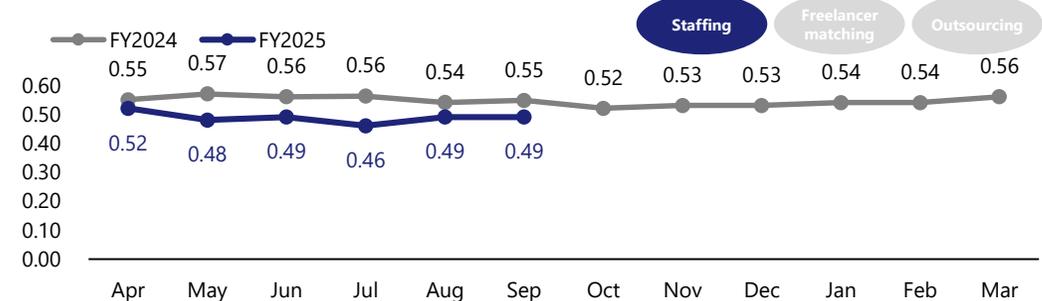
\* Starting with financial results for Q1 FY2025, to ensure more accurate alignment with the PL of Segment ① HR Solution - Staffing and Outsourcing Business, we have retroactively adjusted to include the number of utilized persons in the freelancer matching and outsourcing businesses, in addition to those in the staffing business.

## Utilization days\*1 / Utilization rate\*2



\*1 Quarterly total of the number of days arrived at by dividing the total number of days worked by each person on a monthly basis by the number of utilized persons at the end of the month  
 \*2 The ratio obtained by dividing the total number of utilized staff at month end by the total number of staff that can be utilized at month end

## Trends in average daily overtime hours\*



\* Daily average obtained by dividing the average total monthly overtime hours by the average number of actual utilization days

# [HR Solution Business - Recruitment] Financial Highlights of Q2 FY2025

- The segment achieved **a significant YoY increase in revenue and profit**, as the Recruitment business of the former Interworks accounts for a large portion of the segment
- **The range of revenue generation expanded** as improved profitability contributed to a significant strengthening of the recruitment business, centered on middle- and high-class human resources across the industry

## Q2 actual results

▼For Q2 FY2024, the figures from April to July are based solely on former Confidence Inc. The figures from August onwards also include results of Interworks, Inc.

▼Figures after reclassifying to new segments

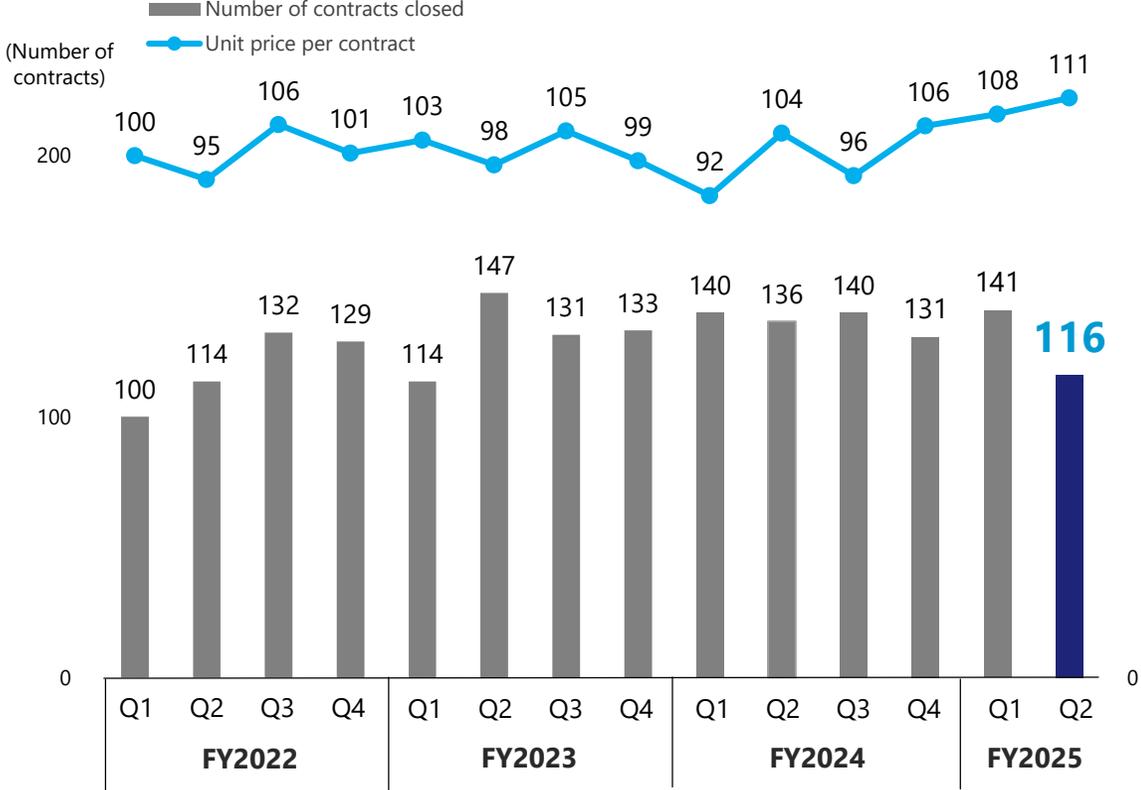
(million yen)	FY2024 (Q2)	FY2025 (Q2)	YoY	Forecast (announced on May 10, 2024)	Progress rate
Revenue*	256	<b>826</b>	+221.6%	1,666	49.6%
Recruitment	256	<b>826</b>	+221.6%	-	-
Gross profit	207	<b>660</b>	+219.1%	-	-
Gross profit margin	80.6%	<b>80.0%</b>	-0.6 pts	-	-
Segment profit	74	<b>317</b>	+323.8%	-	-
Segment profit margin	29.2%	<b>38.4%</b>	+9.2 pts	-	-

\* Figures after eliminating internal sales within the consolidated companies are indicated

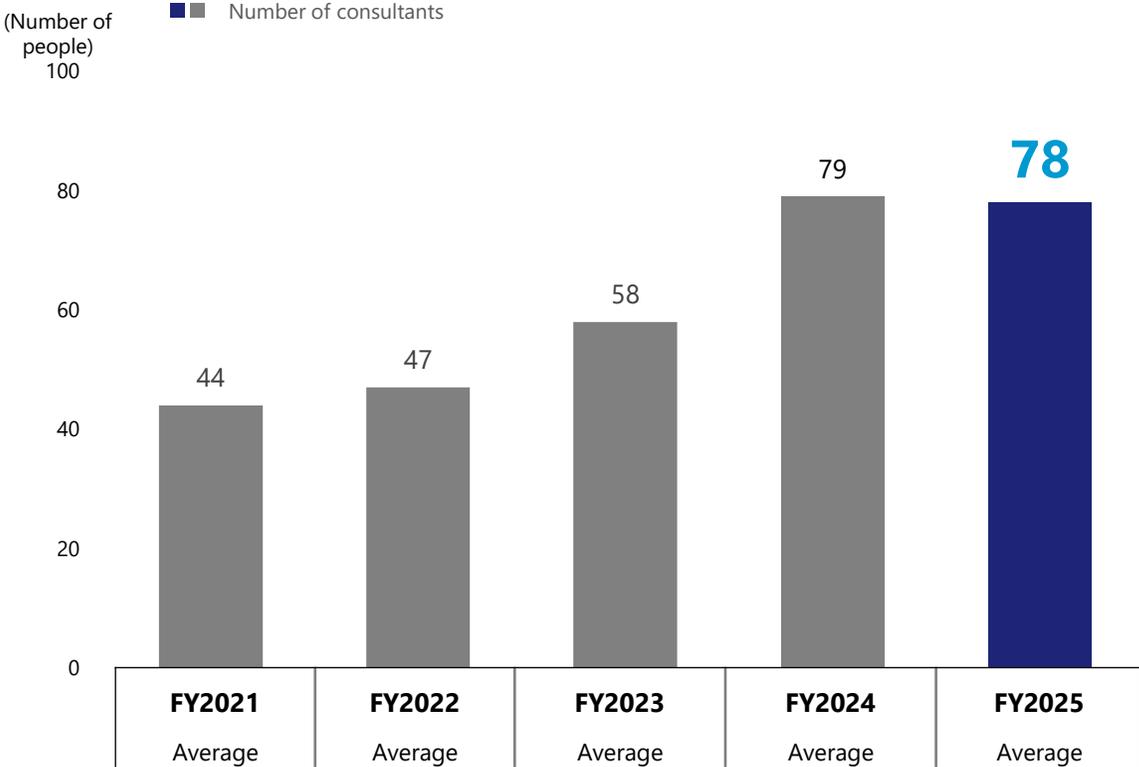
# [HR Solution Business - Recruitment] Trends in Major KPIs

- The number of contracts closed was down YoY, but the unit price increased. We will continue to focus on training and improving the productivity of our consultants, the number of which increased in FY2024
- Strengthen channels for attracting job seekers and promote the automation of operations to improve productivity and build a system for recruiting new consultants

**Number of contracts closed and unit price** \* Number of contracts closed and unit price : Index based on the FY2022 (Q1) at 100



**Number of consultants (average)** \* Calculated based on the average number of consultants at the end of each month



# [Media & Solutions Business] Financial Highlights of Q2 FY2025

- The segment achieved [a significant YoY increase in revenue and profit](#), as the Media & Solutions business of the former Interworks accounts for a large portion of the segment
- Since the merger, the segment profit margin has also improved significantly as a result of a focus on lowering the break-even point by reducing fixed costs

▼For Q2 FY2024, the figures from April to July are based solely on former Confidence Inc. The figures from August onwards also include results of Interworks, Inc.

▼Figures after reclassifying to new segments

## Q2 actual results

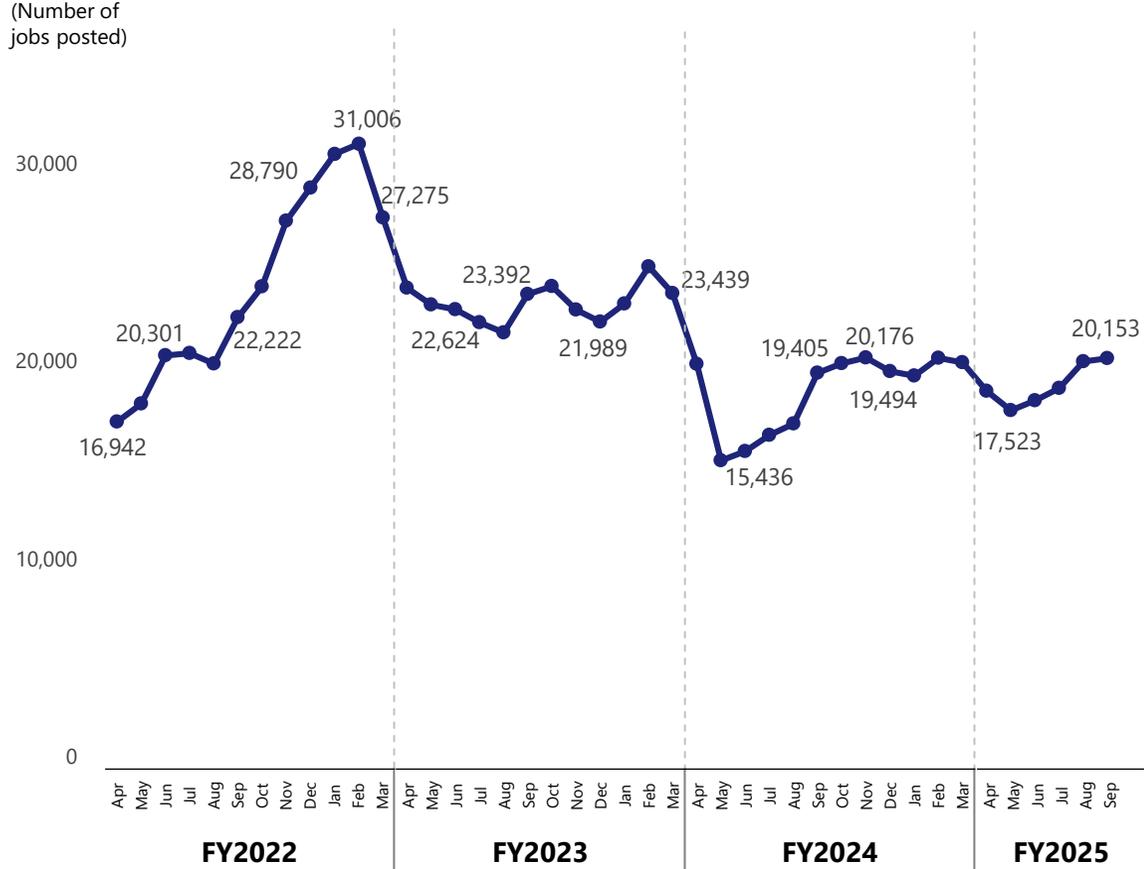
(million yen)	FY2024 (Q2)	FY2025 (Q2)	YoY	Forecast (announced on May 10, 2024)	Progress rate
Revenue*	231	<b>763</b>	+229.4%	1,480	51.6%
Job opening advertisement	162	<b>542</b>	+232.7%	-	-
Outsourcing and other	68	<b>221</b>	+221.6%	-	-
Gross profit	181	<b>603</b>	+233.2%	-	-
Gross profit margin	78.1%	<b>79.0%</b>	+0.9 pts	-	-
Segment profit	50	<b>253</b>	+404.3%	-	-
Segment profit margin	21.7%	<b>33.2%</b>	+11.5 pts	-	-

\* Figures after eliminating internal sales within the consolidated companies are indicated

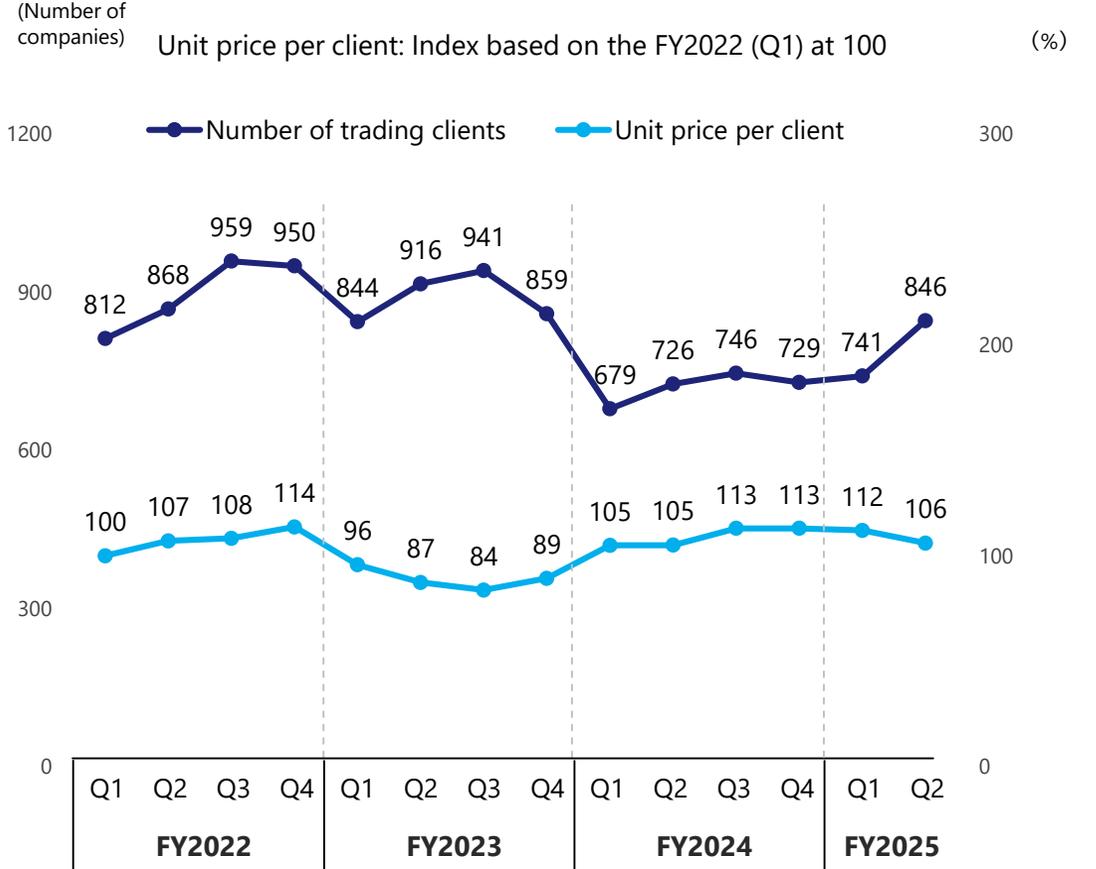
# [Media & Solution Business - Job Advertisements] Trends in Major KPIs

- Since the merger, we have continued to implement measures to increase media power to counter the decline in client attraction ability resulting from the decentralization of media platforms
- These measures have been successful, and the number of both job postings and trading clients has been recovering. We aim to increase revenue while continuing to maintain productivity

## Kojo Works' number of job postings



## Kojo Works' number of trading clients and unit price per client



# [Consolidated] Balance Sheets/Statements of Cash Flows

- Based on the purchase of treasury shares implemented in May 2024, the main changes in B/S compared to the end of the previous fiscal year include **-520 million yen** in cash and deposits, **-600 million yen** in net assets, and **-750 million yen** in total assets
- Continued to secure high financial stability, with net cash amounting to **3.56 billion yen** and the equity ratio standing at **82.9%**

## Balance sheet at end of Q2 FY2025

(million yen)

Cash and deposits <b>3,569</b>	Other current liabilities <b>1,059</b>
Other current assets <b>887</b>	Borrowings <b>6</b>
Goodwill <b>1,457</b>	Net assets <b>5,367</b>
Non-current assets (excluding goodwill) <b>519</b>	

Share capital	522 million yen
Capital surplus	3,895 million yen
Retained earnings	1,775 million yen
Treasury shares	-861 million yen
Share acquisition rights	33 million yen
Non-controlling interests	0 million yen

## Cash flows for Q2 FY2025

(million yen)

Balance of cash and deposits as of March 31, 2024	<b>4,089</b>
Cash flows from operating activities	<b>+495</b>
Cash flows from investing activities	<b>+37</b>
Cash flows from financing activities*	<b>-1,052</b>
<b>Increase/decrease in cash and deposits</b>	<b>-520</b>
Balance of cash and deposits as of September 30, 2024	<b>3,569</b>

\* Dividends paid: -199 million yen; treasury share purchase: -851 million yen; other, net: -1 million yen

### Financial indicators

Net cash	<b>3.56 billion yen</b>
Equity ratio	<b>82.9%</b>
ROE (Reference)*	<b>15.7%</b>

\* Net profit, which is the basis for calculating ROE, is estimated based on the full-year figures announced for FY2025

# 03

## Shareholder Return

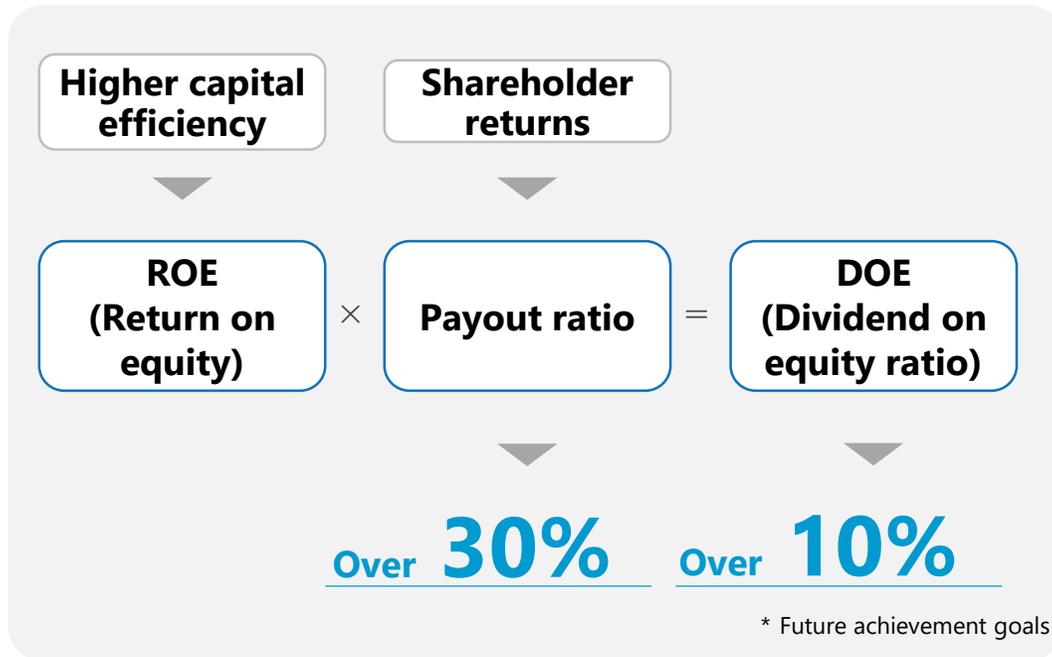


# Shareholder Return Policy | Dividend Results/Forecast

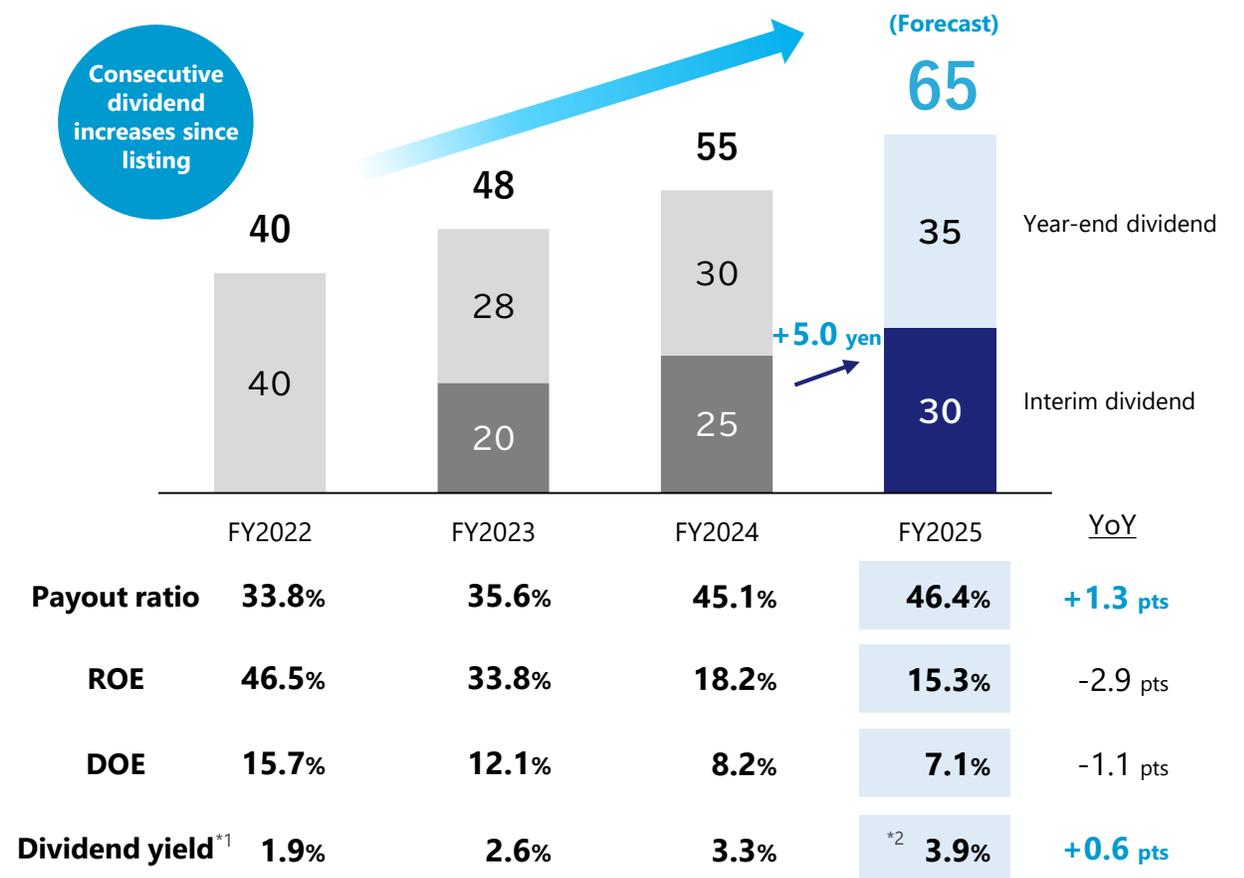
- The interim dividend has been set at **30 yen, an increase of 5 yen YoY**. The annual dividend for FY2025 is expected to be **65 yen, an increase of 10 yen YoY**
- Regarding shareholder returns, the Company's basic policy is to provide continuous and stable dividends, with the goal of achieving **a DOE of 10%** over the medium term

## Basic Policy on Shareholder Returns/Target Indicators

The Company regards the return of profits to shareholders as an important management issue and makes it a basic policy to pay **continuous** and **stable** dividends while retaining the necessary internal reserves for future business expansion and bolstering of the Company's financial position



## Dividend Results/Forecast



\*1 Calculated based on the share price at the end of the fiscal year

\*2 Assumed stock price of 1,677 yen (closing price on October 31, 2024) for dividend yield calculation

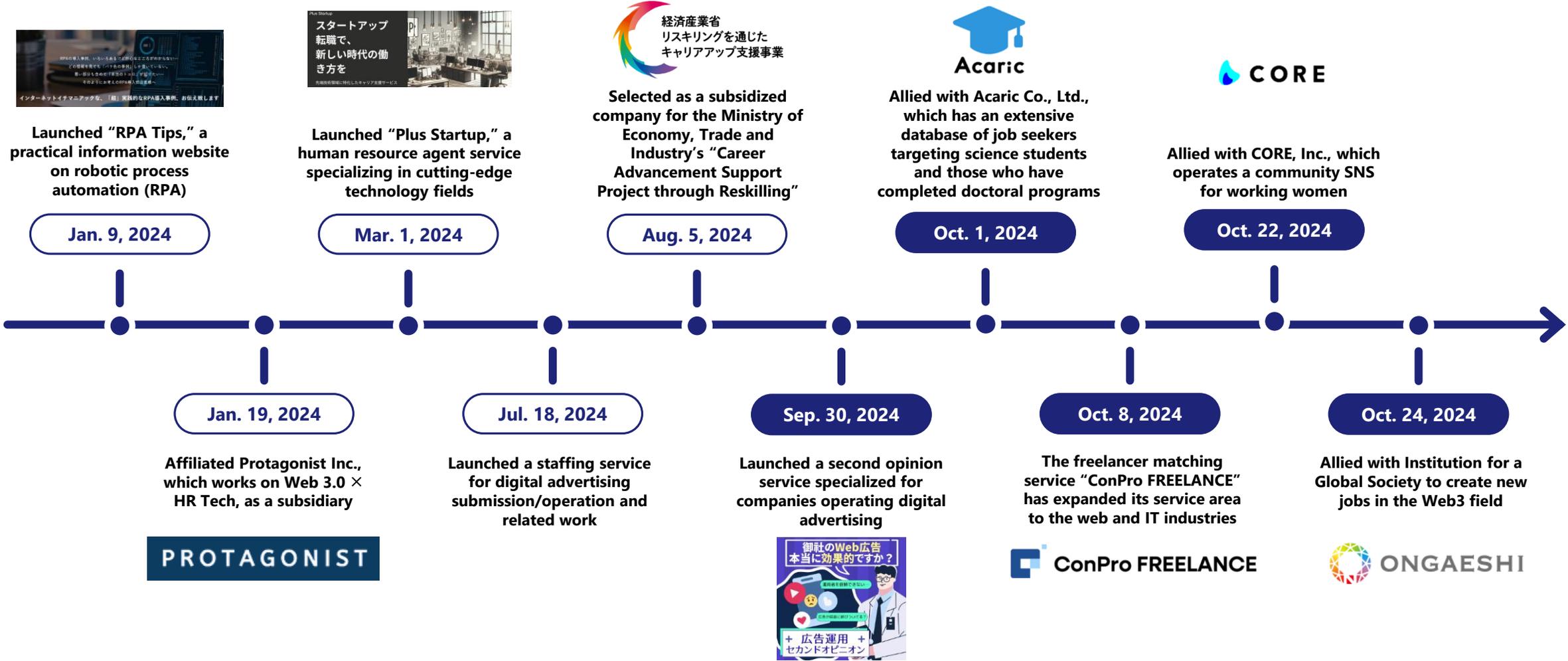
# 04

## Business Topics



# Progress in Growth Strategies/Business Topics

## Summary of Business Topics [From January 2024 onwards]

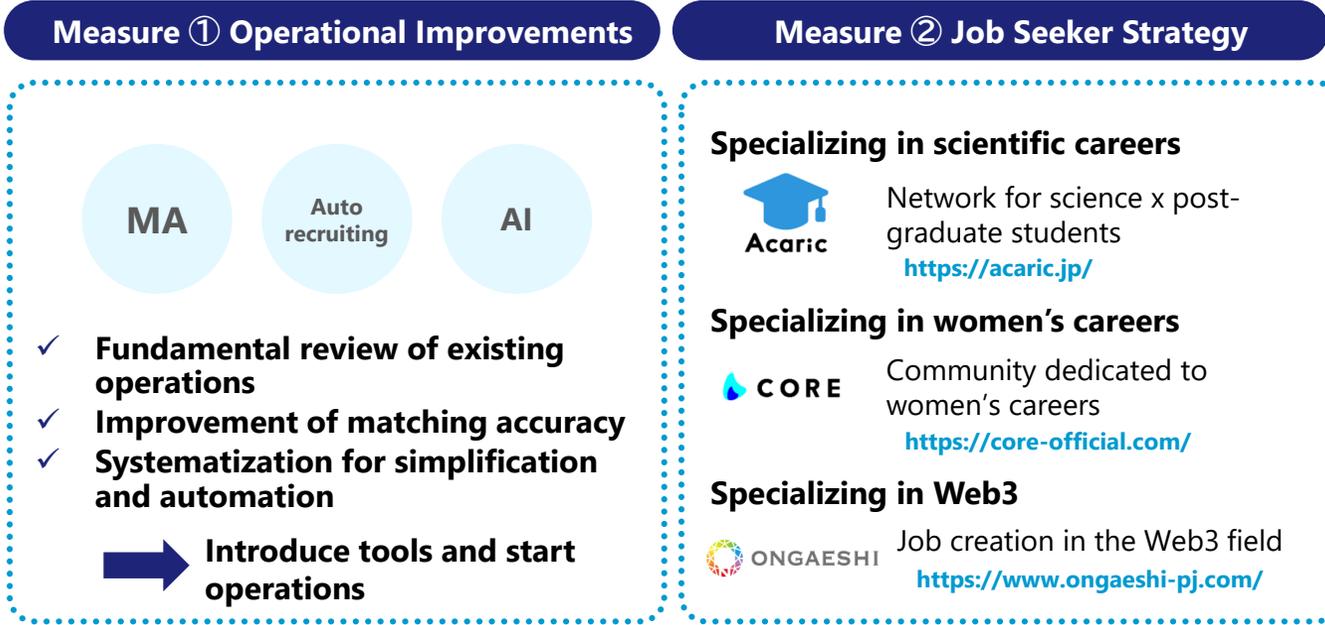


# Business Topics | Developing a Scheme to Maximize Total Number of Matches

- For the recruitment business, considering the strong demand for career changes, strengthened activities to **build our own attraction scheme**, in addition to creating recruiting media and in-house database
- Aim to expand business in a way that achieves both growth and profitability by maximizing the total number of matches through improved productivity of our consultants

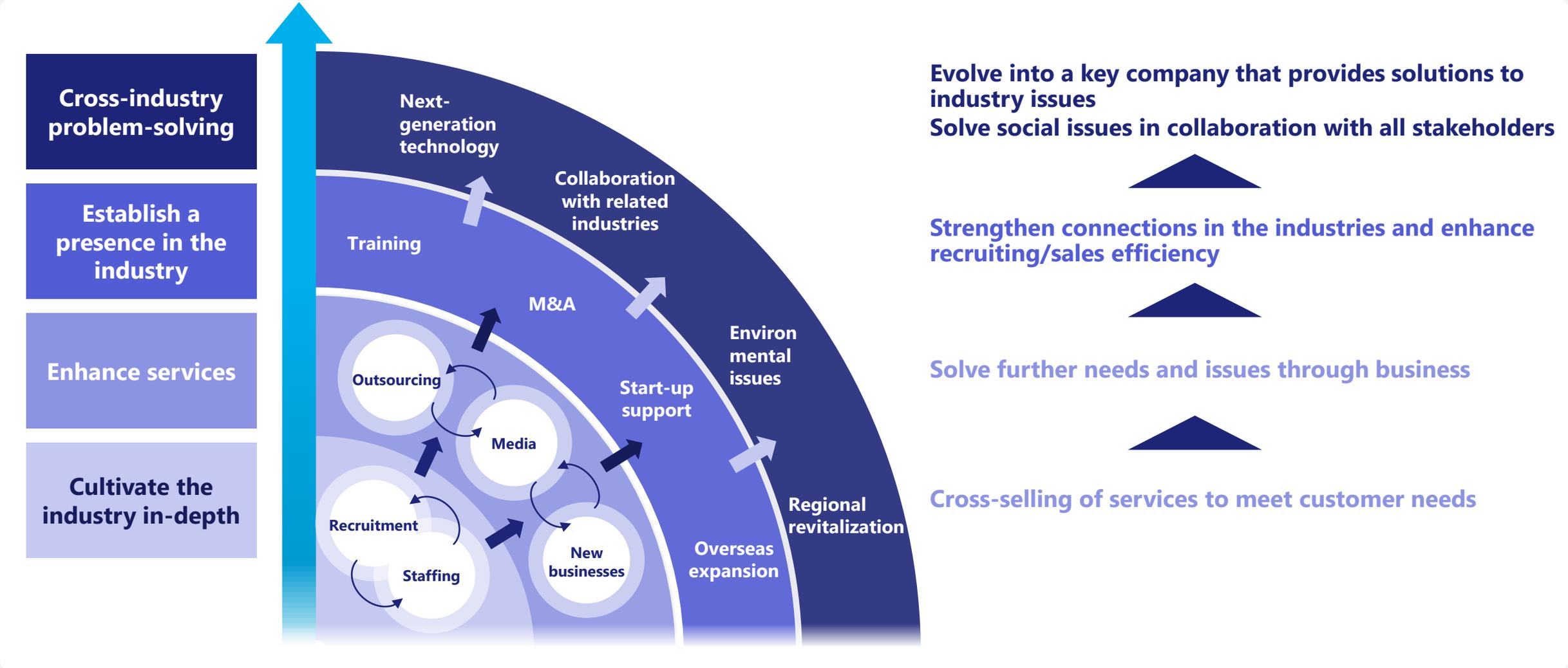


- ✓ **By strengthening our ability to attract job seekers, we will increase the possibility of matches to further explore job offerings and cultivate deep relationships with companies**
- ✓ **By improving the productivity of existing consultants and making new consultants work-ready as soon as possible, we aim to expand our business in a way that achieves both growth and profitability**



# Future We Want to Realize/View of the World We Aim For

- Using staffing and recruitment services as a starting point, we will establish a presence in the industry by comprehensively penetrating major companies in specialized industries and expanding services through cross-selling media, outsourcing, etc. while promoting in-depth cultivation of the industry. Evolve into a key company that works with all stakeholders to solve industry issues



# Appendix.

The background features several overlapping, wavy lines in a light purple color. These lines originate from the right side of the frame and curve towards the left, creating a sense of movement and depth. The lines are thin and closely spaced, forming a soft, ethereal pattern.

# Vision

## Empowering Professionals to Create the Future Together

Our goal is to help many professionals achieve their dreams in a society that values diversity, and to make a positive impact on their companies, industries and society, creating a society with endless opportunities.



# Company Overview

## Company Profile

**Company name** Kabushiki Kaisha Confidence Interworks (English name: Interworks Confidence Inc.)

**Representative** Nobuyuki Takushi, President

**Established** August 2014

**Head office** BYGS Shinjuku Bldg. 10F2-19-1 Shinjuku, Shinjuku-ku, Tokyo

**Local Office** Nagoya | Osaka | Fukuoka

**Consolidated subsidiary** Dolphin Inc. | Confidence Pro Inc. | Protagonist Inc.

<b>Officers</b>	President	Nobuyuki Takushi	Senior Managing Director	Takuro Yoshikawa
	Managing Director	Masatsugu Kudo	Director	Koji Nagai
	Outside Director	Reona Amemiya	Outside Director	Midori Mizutani
	Outside Director	Hirofumi Miki	Outside Director	Hiroshi Kawano
	Outside Auditor	Takashi Yachi	Outside Auditor	Tadahiko Yasukuni
	Outside Auditor	Kenya Fujimori	Outside Auditor	Yoshitaka Maruta

**Paid-in capital** 522 million yen (as of September 30, 2024)

**Line of business** HR solution business (staffing, outsourcing, recruitment), Media & solutions business

**No. of employees** 1,117 (as of September 30, 2024) [consolidated]

## Corporate History

Aug. 2014

Establishment of Confidence Inc. Involved in HR solution business specializing in the gaming industry since its inception

May 2018

Made Dolphin Corporation, a company engaged in web promotion business, a subsidiary

Apr. 2020

Set up Shinjuku-Gyoen Studio as an outsourcing base

Jun. 2021

Listed on the Tokyo Stock Exchange Mothers Market (currently Growth Market)

May 2022

Relocated head office to Shinjuku-ku, Tokyo (current office)

Apr. 2023

Established Confidence Pro Inc. to provide freelance matching services

Aug. 2023

Merger by absorption of Interworks, Inc. Changed company name to "Kabushiki Kaisha Confidence Interworks" (English name: "Interworks Confidence Inc.")

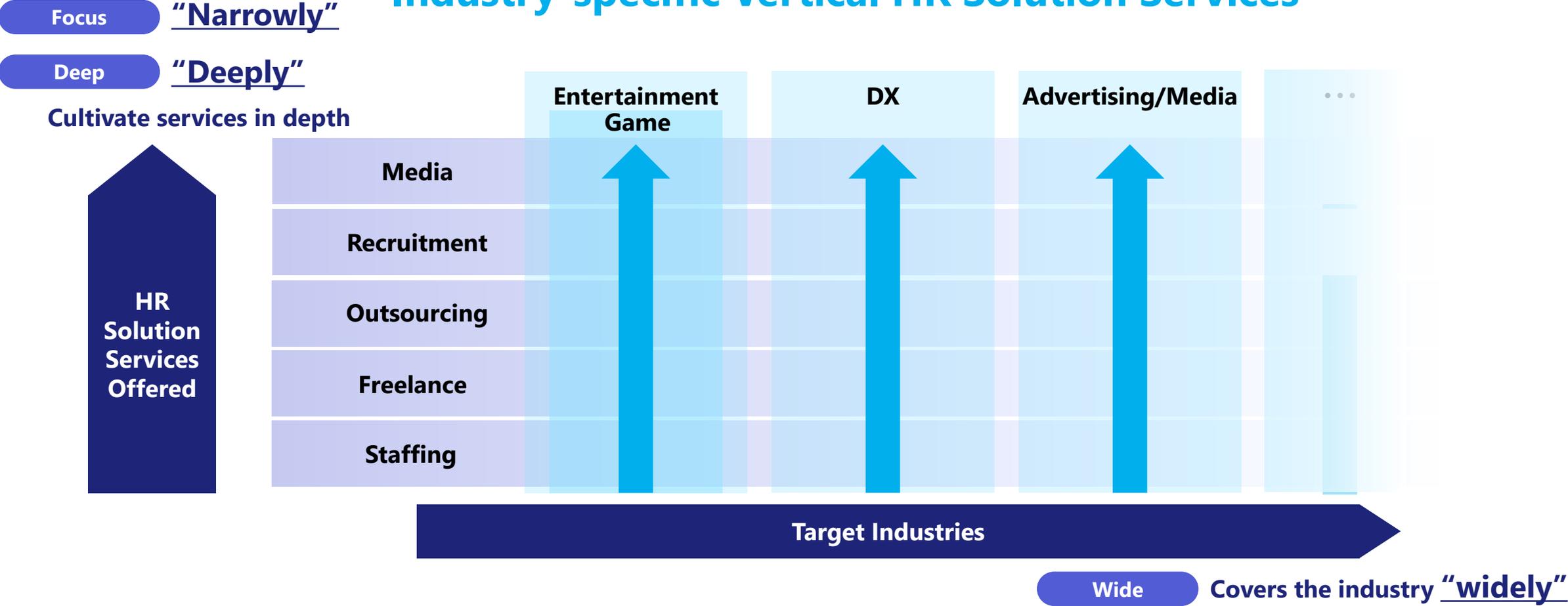
Feb. 2024

Made Protagonist Inc., a Web 3.0 x HR Tech business, a consolidated subsidiary

# Management Policy | Industry-specific Vertical HR Solution Services

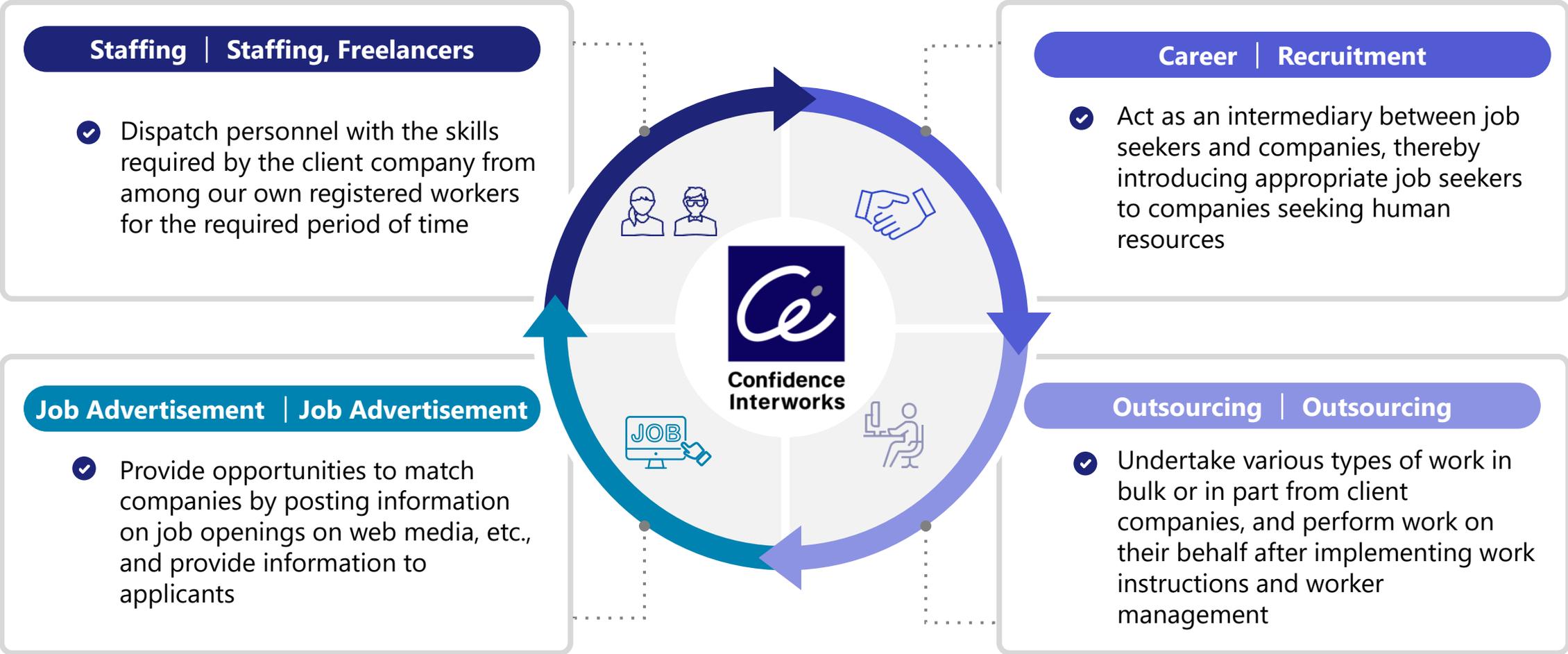
- Created a system capable of providing a full range of major human resource services.
- Strategy to expand services **widely** to other industries with reproducibility, starting from the business base cultivated in the gaming and entertainment industries, while engaging in specialized industries **narrowly** and providing services to customers **deeply**.

## Industry-specific Vertical HR Solution Services



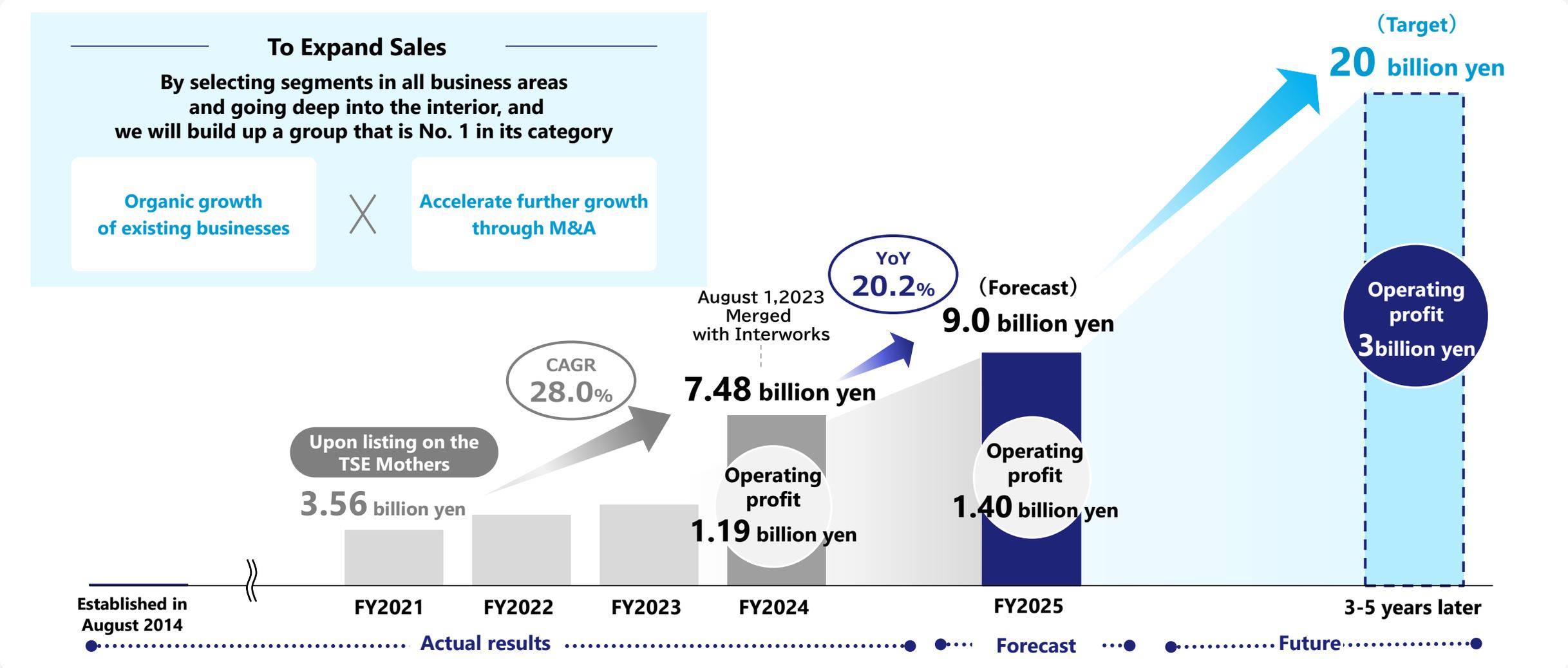
# Business Structure | Services

- Created an operating structure that can respond to client needs [in a comprehensive manner](#).



# Growth Strategy | Future Growth Indicators: Quantitative objective

- In addition to the steady growth achieved by Confidence alone since its listing, the merger has increased the bases that drive revenue
- For all businesses, select segments and aim to become the No. 1 group, by specialization target areas.



# Growth Strategy | Toward a Transition to the Prime Market

- Aim to achieve revenue of 20 billion yen and operating profit of 3 billion yen (operating profit margin of 15%) and meet the criteria of total market capitalization of tradable shares and market capitalization for a transition to the Prime Market at an early stage

## Transition to the Prime Market: Quantitative Criteria

			End of Mar. 2023	End of Mar. 2024	End of Mar. 2025
Liquidity	Number of shareholders	No less than 800	○	○	○ (Estimate)
	Number of shares in circulation	No less than 20,000 units	×	○	○ (Estimate)
	Total market capitalization of tradable shares	No less than 10 billion yen	×	×	Aim for early achievement
	Market capitalization	No less than 25 billion yen	×	×	Aim for early achievement
Governance	Ratio of tradable shares	No less than 35%	○	○	○ (Estimate)
Operating Results and Financial Condition	Revenue base	Total profit for the last two years is no less than 2.5 billion yen	×	×	○ (Estimate)
	Financial Condition	Net assets of no less than 5 billion yen	×	○	○ (Estimate)

# [Consolidated] Assumptions Underlying the Preparation of Earnings Forecast and Dividend Forecast for FY2025

## Assumptions underlying the preparation of earnings forecast

Aim for growth through "[industry-specific vertical HR solution services](#)" based on the premise of achieving both growth and profitability, as has been the management policy to date.

Also, set EPS growth as a target indicator

### Target indicators



## Assumptions underlying the preparation of dividend forecast

Formulate a dividend policy based on the basic policy of continuous and stable dividends, with a medium-term target of achieving "[DOE 10%](#)," which was set in the medium-term growth strategy after listing, and also with capital efficiency in mind.

### Target indicators

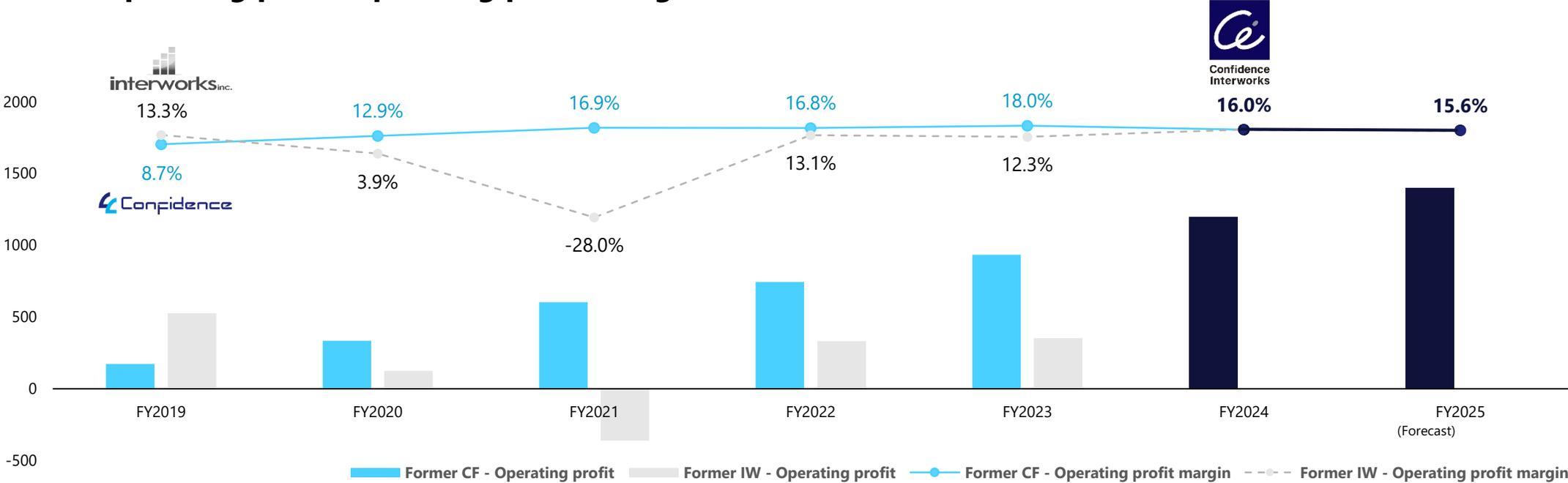


\* Future achievement goals

# [Financial Information] Trends in Operating Profit/Operating Profit Margin

- Since FY2021, the operating profit margin has maintained a level above 15%, as stated in the management policy
- Stable profit generation achieved through portfolio diversification by improving the profit margin of the former Interworks businesses and cost synergies in back-office expenses

## Trends in operating profit/operating profit margin



The profitability of former Interworks has declined since FY2019

▶ Confidence has steadily expanded its business and maintained a profit margin of over 15% since FY2021

▶ Efficient and stable profit generation achieved even after the merger through improvement in the profit margin of the former Interworks businesses and cost synergies in back-office expenses

# IR Information

- We are working to provide timely and easy-to-understand information to our shareholders and investors
- Interworks Confidence Inc. will continue to actively disseminate information to raise awareness of and build trust in our IR activities

## Information dissemination using IR note magazine and official X account



**Confidence  
Interworks**

We are also working to provide timely and easy-to-understand information to our shareholders and investors

### IR note magazine

Supplementary explanations of financial results, Q&A, Monthly Report, etc.

[https://note.com/ciw\\_ir](https://note.com/ciw_ir)



### Official X account

Instant updates on the latest financial results, IR events, and release information

@ciw\_ir



## Enhancement of explanations for individual investors

### <FY2024>

- Wealth advisor  
Online IR fair for individual investors
- Kabu Berry Lab
- STOCKVOICE Asset Building Festa 2024
- Seminar for individual investors hosted by Nihon Securities Journal Inc.

### <FY2025>

- Shonan Investment Study Group
- NIKKEI IR & Individual Investor Fair 2024
- **Kobe Investment Study Group (scheduled)**
- To Be Updated



**Confidence  
Interworks**

**Empowering Professionals to Create the Future Together**

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