Translation

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Summary of Consolidated Financial Results for the First Quarter of the Fiscal Year Ending March 2027
(Based on Japanese GAAP)

August 12, 2026

Company name: Interworks Confidence Inc.
Listing exchange: Tokyo Stock Exchange
Securities code: 7374
URL: https://ciw.jp/
Representative: Nobuyuki Takushi, President
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Scheduled date for commencing dividend payments: -

Preparation of supplementary materials on financial results: Yes

Holding of financial results briefing session: No

(Amounts are rounded down to the nearest million yen, unless otherwise noted)

1. Consolidated Financial Results for the First Quarter (April 1, 2026, to June 30, 2026) of the Fiscal Year Ending March 31, 2027

(1) Consolidated Operating Results (Percentage figures represent year-on-year changes)

	Revenue		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
First quarter ended June 30, 2026	2,532	18.1	201	(36.0)	205	(30.4)	91	(49.7)
First quarter ended June 30, 2025	2,143	(1.2)	314	(10.1)	294	(15.9)	181	(18.8)

(Note) Comprehensive income
First quarter ended June 30, 2026: 91 million yen [-49.6%]
First quarter ended June 30, 2025: 181 million yen [-18.5%]

	Basic earnings per share	Diluted earnings per share
	Yen	Yen
First quarter ended June 30, 2026	14.60	14.55
First quarter ended June 30, 2025	29.42	29.30

(2) Consolidated Financial Position

	Total assets	Net assets	Equity ratio
	Millions of yen	Millions of yen	%
First quarter ended June 30, 2026	7,411	6,151	82.4
Fiscal year ended March 31, 2026	7,781	6,308	80.5

(Reference) Total shareholders' equity
As of June 30, 2026: 6,104 million yen
As of March 31, 2026: 6,261 million yen

2. Cash Dividends

	Annual dividends per share				
	End of 1st quarter	End of 2nd quarter	End of 3rd quarter	Fiscal year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended March 31, 2026	-	35.00	-	40.00	75.00
Fiscal year ending March 31, 2027	-				
Fiscal year ending March 31, 2027 (Forecast)		40.00	-	45.00	85.00

(Note) Revisions to the most recently announced dividend forecast: No

3. Forecast of Consolidated Financial Results for the Fiscal Year Ending March 31, 2027 (from April 1, 2026, to March 31, 2027)

(Percentage figures indicate year-on-year changes)

	Revenue		Operating profit		Ordinary profit		Profit attributable to owners of parent		Basic earnings per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
First two quarters (cumulative)	5,310	12.6	545	(19.5)	545	(17.0)	340	(18.3)	54.50
Full year	11,500	15.3	1,460	13.6	1,460	15.0	935	16.9	149.60

(Note) Revisions to the most recently announced earnings forecast: No

* Notes

(1) Significant changes in the scope of consolidation during the quarter: No

(2) Application of accounting treatments specific to the preparation of quarterly consolidated statements: No

(3) Changes in accounting policies, changes in accounting estimates, and restatement of prior period financial statements

1) Changes in accounting policies due to revisions to accounting standards and other regulations: No

2) Changes in accounting policies other than those in 1) above: No

3) Changes in accounting estimates: No

4) Restatement of prior period financial statements: No

(4) Number of issued shares (common shares)

1) Total number of issued shares at the end of the period (including treasury shares)

As of June 30, 2026	6,714,777 shares	As of March 31, 2026	6,713,177 shares

2) Number of treasury shares at the end of the period

As of June 30, 2026	463,314 shares	As of March 31, 2026	463,314 shares

3) Average number of shares during the period (cumulative from the beginning of the fiscal year)

First quarter ended June 30, 2026	6,251,129 shares	First quarter ended June 30, 2025	6,170,905 shares

* Review of the Japanese-language originals of the attached quarterly consolidated financial statements by a public accountant or audit corporation: No

* Explanation regarding appropriate use of earnings forecasts, and other notes

The earnings outlook and other forward-looking statements contained in this document are based on information currently available to and certain assumptions that are thought to be reasonable by the Company. Accordingly, such statements should not be construed as a guarantee of achieving the results by the Company. Actual financial results and the like may differ materially due to various factors.

Contents of Attachment

1. Quarterly Consolidated Financial Statements and Major Notes

(1) Quarterly Consolidated Balance Sheets

(Thousands of yen)

	Previous fiscal year (As of March 31, 2026)	First quarter of current fiscal year (As of June 30, 2026)
Assets		
Current assets		
Cash and deposits	4,395,861	4,177,161
Accounts receivable - trade	1,078,140	1,026,446
Prepaid expenses	101,027	93,247
Accounts receivable - other	34,396	692
Other	25,144	38,839
Allowance for doubtful accounts	(18,613)	(32,722)
Total current assets	5,615,956	5,303,665
Non-current assets		
Property, plant and equipment		
Buildings	99,445	121,771
Accumulated depreciation	(47,869)	(48,400)
Buildings, net	51,575	73,371
Tools, furniture and fixtures	149,348	152,317
Accumulated depreciation	(114,886)	(117,199)
Tools, furniture and fixtures, net	34,461	35,118
Other	24,199	24,199
Accumulated depreciation	(23,924)	(24,007)
Other, net	275	192
Total property, plant and equipment	86,313	108,682
Intangible assets		
Software	41,635	30,876
Goodwill	1,574,015	1,532,206
Total intangible assets	1,615,651	1,563,083
Investments and other assets		
Investment securities	15,000	15,000
Deferred tax assets	127,411	104,287
Guarantee deposits	230,899	231,589
Other	95,080	90,167
Allowance for doubtful accounts	(4,664)	(4,664)
Total investments and other assets	463,727	436,380
Total non-current assets	2,165,691	2,108,146
Total assets	7,781,648	7,411,811

(Thousands of yen)

	Previous fiscal year (As of March 31, 2026)	First quarter of current fiscal year (As of June 30, 2026)
Liabilities		
Current liabilities		
Accounts payable - trade	194,863	171,550
Accounts payable - other	124,387	122,094
Accrued expenses	446,380	425,479
Income taxes payable	395,385	66,523
Accrued consumption taxes	123,376	181,345
Deposits received	32,033	73,391
Contract liabilities	2,670	18,351
Refund liabilities	3,790	3,377
Provision for bonuses	138,696	186,220
Other	49	-
Total current liabilities	1,461,633	1,248,334
Non-current liabilities		
Retirement benefit liability	11,710	12,036
Total non-current liabilities	11,710	12,036
Total liabilities	1,473,343	1,260,370
Net assets		
Shareholders’ equity		
Share capital	535,922	536,786
Capital surplus	3,910,573	3,911,437
Retained earnings	2,556,741	2,398,036
Treasury shares	(741,657)	(741,657)
Total shareholders’ equity	6,261,579	6,104,602
Share acquisition rights	45,395	45,395
Non-controlling interests	1,330	1,443
Total net assets	6,308,305	6,151,441
Total liabilities and net assets	7,781,648	7,411,811

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

Quarterly Consolidated Statements of Income

(Thousands of yen)

	First quarter of previous fiscal year (April 1, 2025 – June 30, 2025)	First quarter of current fiscal year (April 1, 2026 – June 30, 2026)
Revenue	2,143,955	2,532,513
Cost of sales	1,085,337	1,452,176
Gross profit	1,058,617	1,080,336
Selling, general and administrative expenses	744,027	879,072
Operating profit	314,590	201,264
Non-operating income		
Interest and dividend income	160	3,487
Rental income from buildings	54	-
Other	285	366
Total non-operating income	501	3,853
Non-operating expenses		
Interest expenses	85	-
Commission expenses	20,392	4
Other	-	10
Total non-operating expenses	20,478	15
Ordinary profit	294,613	205,102
Extraordinary losses		
Loss on retirement of non-current assets	-	1,041
Office relocation expenses	-	29,175
Total extraordinary losses	-	30,217
Profit before income taxes	294,613	174,885
Income taxes - current	120,996	60,359
Income taxes - deferred	(7,913)	23,123
Total income taxes	113,083	83,483
Profit	181,529	91,402
Profit attributable to non-controlling interests	-	112
Profit attributable to owners of parent	181,529	91,289

Quarterly Consolidated Statements of Comprehensive Income

(Thousands of yen)

	First quarter of previous fiscal year (April 1, 2025 – June 30, 2025)	First quarter of current fiscal year (April 1, 2026 – June 30, 2026)
Profit	181,529	91,402
Other comprehensive income		
Total other comprehensive income	-	-
Comprehensive income	181,529	91,402
(Breakdown)		
Comprehensive income attributable to owners of parent	181,529	91,289
Comprehensive income attributable to non-controlling interests	-	112

(3) Notes to Quarterly Consolidated Financial Statements

(Notes on Going Concern Assumption)

Not applicable.

(Notes in Case of Significant Changes in the Amounts of Shareholders' Equity)

Not applicable.

(Notes to Quarterly Consolidated Statements of Cash Flows)

The Company has not prepared quarterly consolidated statements of cash flows for the first quarter of the current fiscal year. Depreciation (including amortization of intangible assets) and amortization of goodwill for the first quarter of the current fiscal year are as follows.

	First quarter of previous fiscal year (April 1, 2025 – June 30, 2025)	First quarter of current fiscal year (April 1, 2026 – June 30, 2026)
Depreciation	19,185 thousand yen	16,112 thousand yen
Amortization of goodwill	48,683 thousand yen	56,809 thousand yen

(Notes to Segment Information, Etc.)

I. First quarter of the previous fiscal year (April 1, 2025 – June 30, 2025)

1. Information on revenue and profit or loss and revenue breakdown by reportable segment

(Thousands of yen)

	Reportable segment				Adjustments (Note 1)	Amount recorded in quarterly statements of income (Note 2)
	HR Solution business - Staffing/ Outsourcing	HR Solution business - Recruitment	Media & Solutions business	Total		
Revenue						
Staffing	1,330,090	-	-	1,330,090	-	1,330,090
Recruitment	1,684	361,982	1,432	365,100	-	365,100
Job advertisement	-	-	310,320	310,320	-	310,320
Outsourcing and other	55,887	82,557	-	138,444	-	138,444
Revenue from contracts with customers	1,387,661	444,539	311,753	2,143,955	-	2,143,955
Sales to outside customers	1,387,661	444,539	311,753	2,143,955	-	2,143,955
Inter-segment sales or transfers	1,829	-	-	1,829	(1,829)	-
Total	1,389,491	444,539	311,753	2,145,784	(1,829)	2,143,955
Segment profit	294,127	144,768	116,009	554,905	(240,314)	314,590

(Note) 1. Adjustments of segment profit of -240,314 thousand yen include amortization of goodwill of 16,498 thousand yen and 223,816 thousand yen of corporate expenses and elimination of inter-segment transactions that are not allocated to each reportable segment.

2. Segment profit has been adjusted with the operating profit in the Quarterly Consolidated Statements of Income.

2. Information on goodwill, etc. by reportable segment

(Significant changes in the amount of goodwill)

In the HR Solution business - Staffing/Outsourcing, the Company acquired all shares of Let’s i, Inc. and made it a consolidated subsidiary.

The increase in the amount of goodwill due to this event was 148,771 thousand yen for the first quarter of the current fiscal year.

II. First quarter of the current fiscal year (April 1, 2026 – June 30, 2026)

1. Information on revenue and profit or loss and revenue breakdown by reportable segment

(Thousands of yen)

	Reportable segment				Adjustments (Note 1)	Amount recorded in quarterly statements of income (Note 2)
	HR Solution business - Staffing/ Outsourcing	HR Solution business - Recruitment	Media & Solutions business	Total		
Revenue						
Staffing	1,580,356	-	-	1,580,356	-	1,580,356
Recruitment	21,003	308,406	594	330,004	-	330,004
Job advertisement	-	-	289,260	289,260	-	289,260
Outsourcing and other	271,862	61,029	-	332,891	-	332,891
Revenue from contracts with customers	1,873,222	369,435	289,855	2,532,513	-	2,532,513
Sales to outside customers	1,873,222	369,435	289,855	2,532,513	-	2,532,513
Inter-segment sales or transfers	8,218	-	-	8,218	(8,218)	-
Total	1,881,440	369,435	289,855	2,540,731	(8,218)	2,532,513
Segment profit	275,027	99,055	87,825	461,908	(260,643)	201,264

(Note) 1. Adjustments of segment profit of -260,643 thousand yen include amortization of goodwill of 16,498 thousand yen and 244,145 thousand yen of corporate expenses and elimination of inter-segment transactions that are not allocated to each reportable segment.

2. Segment profit has been adjusted with the operating profit in the Quarterly Consolidated Statements of Income.

2. Changes in reportable segments, etc.

The Company reclassified the segment classification of its recruitment support business from Media & Solutions business to HR Solution business - Recruitment from the first quarter of the current fiscal year. This change was made to align the reportable segment with the restructured organizational structure of the Group following the Group’s reorganization announced in “Notice Regarding the Commencement of the Preparation for Group’s Restructuring through a Company Split and Establishment of a Subsidiary (Split Preparatory Company)” dated December 16, 2025, and “Notice Regarding the Execution of the Absorption-type Company Split Agreement and Partial Amendment to the Articles of Incorporation (Partial Amendment to Business Purposes, Etc.) as It Pertains to the Group’s Reorganization” dated May 20, 2026.

The segment information for the first quarter of the previous fiscal year has been prepared based on the new reportable segment classifications and disclosed.

3. Information on goodwill, etc. by reportable segment

The information is omitted as it is not material.