Financial Results Briefing

The Fiscal Year Ending March 31, 2025
Full-year

May 14, 2025

GEECHS Inc.

TSE Standard Market: 7060

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Financial Results Briefing

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Financial Highlights

Financial Highlights for FY2025/3

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Key Messages

FY25/3 Financial Highlights

- Full-year sales reached 25.1 billion yen,

  with operating profit up **445.4** % YoY to **495** million yen.

  (On an adjusted basis —excluding one-time costs related to the acquisition of Alive Inc. —

  operating profit totaled **543** million yen.)

FY26/3 Forecast

- We project sales of 26.6 billion yen (up 5.7% YoY), with operating profit expected to rise **41.3**% to **700** million yen, driven by improved profitability across all business segments.
- Considering the Q1 performance recovery trends of the IT human resources matching business overseas, our 1H forecast has been set conservatively.

FY26/3 Strategy

- We are strengthening our solution by combining IT freelancers with full-time DX and AI professionals and leveraging group synergies through offshore development.
- As part of our new growth initiatives, we are focusing on DX and AI talent development and expanding corporate DX consultation services. Internally, we are AI adoption to enhance productivity.
- Our target is to exceed **1** billion yen in operating profit by FY27/3—the first time since FY22/3.

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FY25/3 : Financial Highlights

Despite market headwinds in the IT human resources matching business overseas and increased M&A-related expenses following the acquisition of Alive Inc., group-wide performance was driven by the core IT human resources matching business Japan, resulting in a significant 445.4% YoY increase in operating profit.

(Millions of yen)	FY24/3 Full-year	FY25/3 Full-year	FY25/3 Q4	YoY Full-year
Sales	23,739	**25,162**	**6,457**	+6.0%
EBITDA	362	**625**	**185**	+72.8%
Operating Income	90	**495**	**147**	+445.4%
Ordinary Income	82	**494**	**146**	+499.6%
Net Income*	-1,473	**49**	**-211**	–

* Net income (loss) attributable to owners of the parent

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FY25/3 : Financial Highlights by Segment

Sales from the IT Human Resources Business Japan reached a record high of 15.3 billion yen for the full year, with segment profit meeting initial plans and contributing significantly to overall group performance. The IT human resources matching business overseas faced headwinds due to market conditions, resulting in negative segment profit as IT staffing service struggled. Seed Tech fell short of sales targets as offshore development lagged internal forecasts; however, the segment turned profitable. Group-wide expenses and adjustment costs increased in Q4 due to one-time expenses related to the acquisition of Alive Inc.

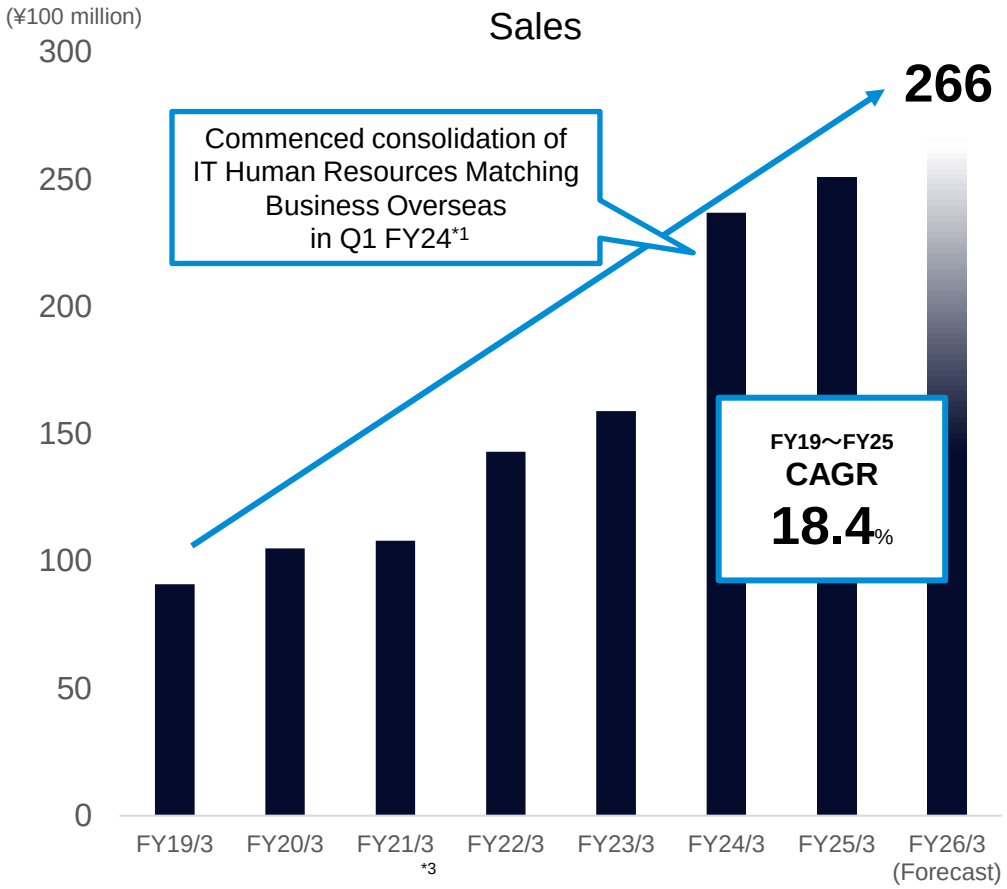
(Millions of yen)		FY24/3 Full-year	FY25/3 Full-year	FY25/3 Q4	YoY Full-year
IT Human resources Matching Business, Japan*1	Sales	14,089	**15,363**	**4,038**	+9.0%
	Income	1,143	**1,284**	**359**	+12.3%
IT Human Resources Matching Business, Overseas	Sales	7,162	**9,414**	**2,316**	+31.4%
	Income	-135	**-155**	**-41**	–
Seed Tech	Sales	281	**329**	**98**	+17.1%
	Income	-23	**5**	**12**	–
Other*2	Sales	128	**82**	**13**	-35.9%
	Income	4	**-18**	**-5**	–
Group-wide Expenses and Adjustment Costs		-542	**-619**	**-177**	–

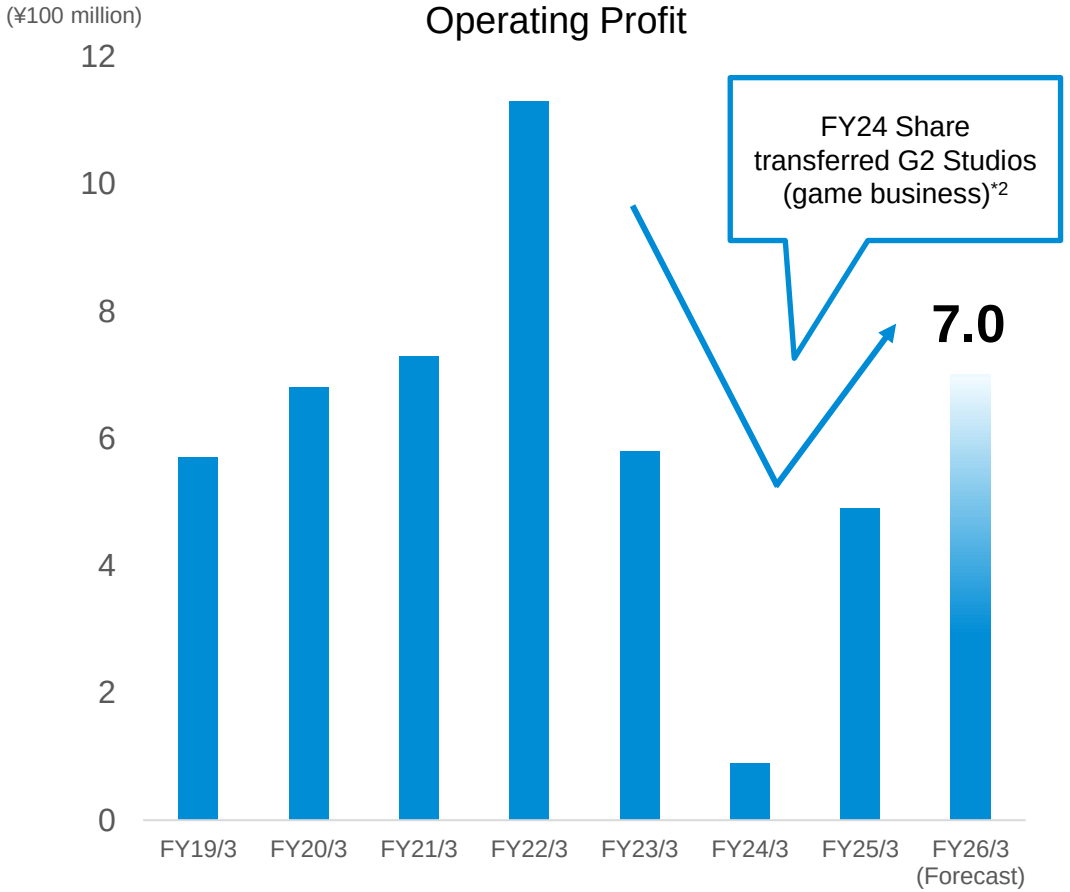
*1 Subsidiary Alive Inc., acquired through M&A, is included in this segment and consolidated from Q4 of FY25/3.
*2 The "Other" segment is partially transferred and withdrawn at the end of March 2025.

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Performance Trend since IPO (Sales, Operating Profit)

- Since our IPO in March 2019, we have delivered steady, upward growth, and remain focused on growing our core IT human resources matching business Japan.
- From Q1 of FY2024, the IT human resources matching business overseas was consolidated through M&A. Meanwhile, we executed a share transfer of G2 Studios, which had posted a significant loss by the end of March 2024. Through this restructuring of its business portfolio, the company achieved a V-shaped recovery in profitability in FY2025, led by the IT human resources matching business Japan.



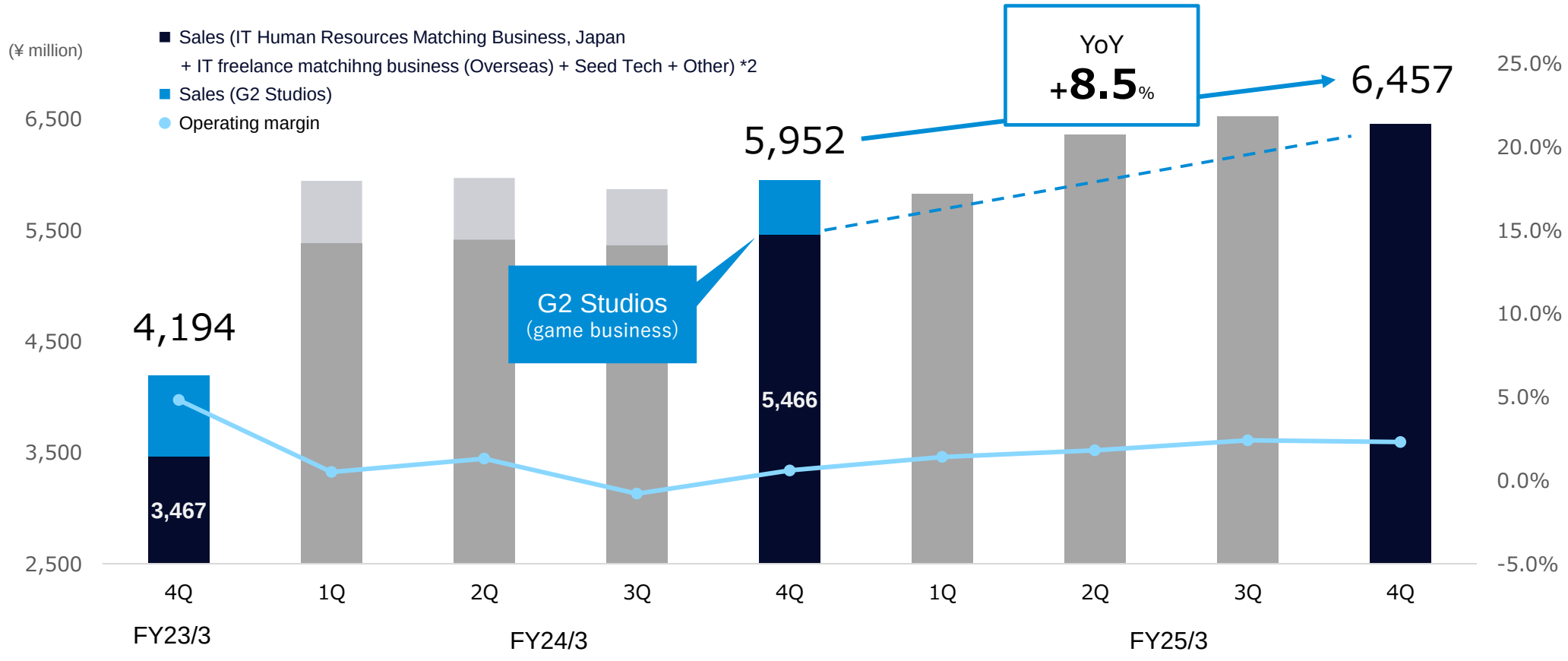


*1 Started consolidation of IT human resources matching business overseas from Q1 FY24/3.
*2 G2 Studio's shares were transferred in FY24/3 and excluded from consolidation from FY24/3.
*3 Since the revenue recognition standard was changed from FY22/3, sales figures for FY21/3 and before were prepared based on transaction volume.

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FY25/3 : Financial Highlights (Gross Sales, Operating Profit Margin)

- Excluding G2 Studios*1 (Game Segment), which was divested in the previous fiscal year, sales grew steadily, increasing by 18.1% YoY.
- Operating profit margin in Q4 improved 2.3%, up 1.7 points from 0.6% in the same period last year, indicating a steady recovery in profitability.

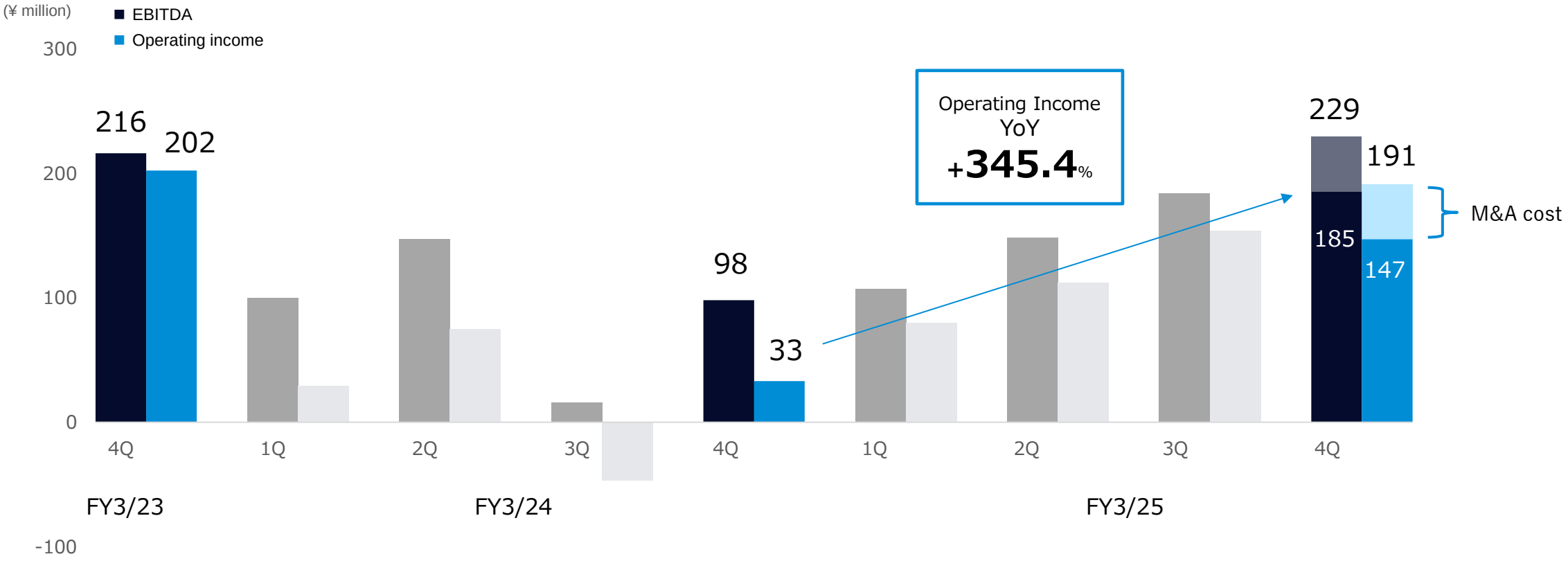


*1 Started consolidation of IT human resources matching business overseas from Q1 FY24/3.
*2 G2 Studio's shares were transferred in FY24/3 and excluded from consolidation from FY24/3.
*3 Since the revenue recognition standard was changed from FY22/3, sales figures for FY21/3 and before were prepared based on transaction volume.

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FY25/3 : Financial Highlights (EBITDA, Operating Profit)

- In Q4, EBITDA and operating profit declined slightly QoQ due to one-time M&A related expenses and underperformance by subsidiary companies. However, the business portfolio restructuring initiated in the previous fiscal year is progressing steadily. As a result, operating profit up 345.4% YoY to 147 million yen, with EBITDA reaching 185 million yen, reflecting a clear recovery trend. Excluding one-time M&A costs, adjusted operating profit was 191 million yen.



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Consolidated Balance Sheet & Cash Flow Statement

- Following the acquisition of Alive Inc., goodwill of 282 million yen and customer-related assets of 356 million yen were recorded on the balance sheet. Conversely, due to the impairment loss at Launch, customer-related assets decreased by 507 million yen. In investing cash flow, 408 million yen was used for the acquisition of Alive Inc.

Balance Sheet

(Millions of yen)

	FY24/3	FY25/3	Change
Current asset	6,301	6,452	150
Cash and deposits	3,749	3,606	-143
Accounts receivables and contract assets	2,319	2,730	411
Fixed assets	872	922	49
Tangible fixed assets	83	21	-61
Goodwill	-	282	282
Customer-related assets	507	356	-150
Investment securities	34	25	-8
Total assets	7,174	7,374	200
Liabilities	4,103	4,503	400
Accounts payables	1,149	1,247	98
Debt	1,504	1,997	492
Net assets	3,070	2,871	-199
Total liabilities and net assets	7,174	7,374	200

*Divide the increase or decrease amount calculated in units of yen by one million and truncate the decimal places beyond the first digit.

Cash Flow

(million yen)

	FY24/3	FY25/3	Change
Cash flows from operating activities	-3	46	50
Net income before tax adjustments	-1,467	-39	1,428
Depreciation expenses (including goodwill amortization)	237	120	-117
Impairment loss	1,556	540	-1,016
Increase/decrease in trade receivables and contract assets	-207	-317	-109
Increase/decrease in trade payables	49	83	33
Increase/decrease in contract liabilities	33	-6	-40
Income tax paid	-234	-458	-224
Cash flows from investing activities	317	-418	-736
Purchase of shares of subsidiaries	0	-408	-408
FCF	313	−372	−685
Cash flows from financing activities	-330	226	557
Proceeds from borrowings	0	596	596
Repayment of borrowings	-172	-188	-16
Dividends paid	-103	-103	0

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Results by Segment

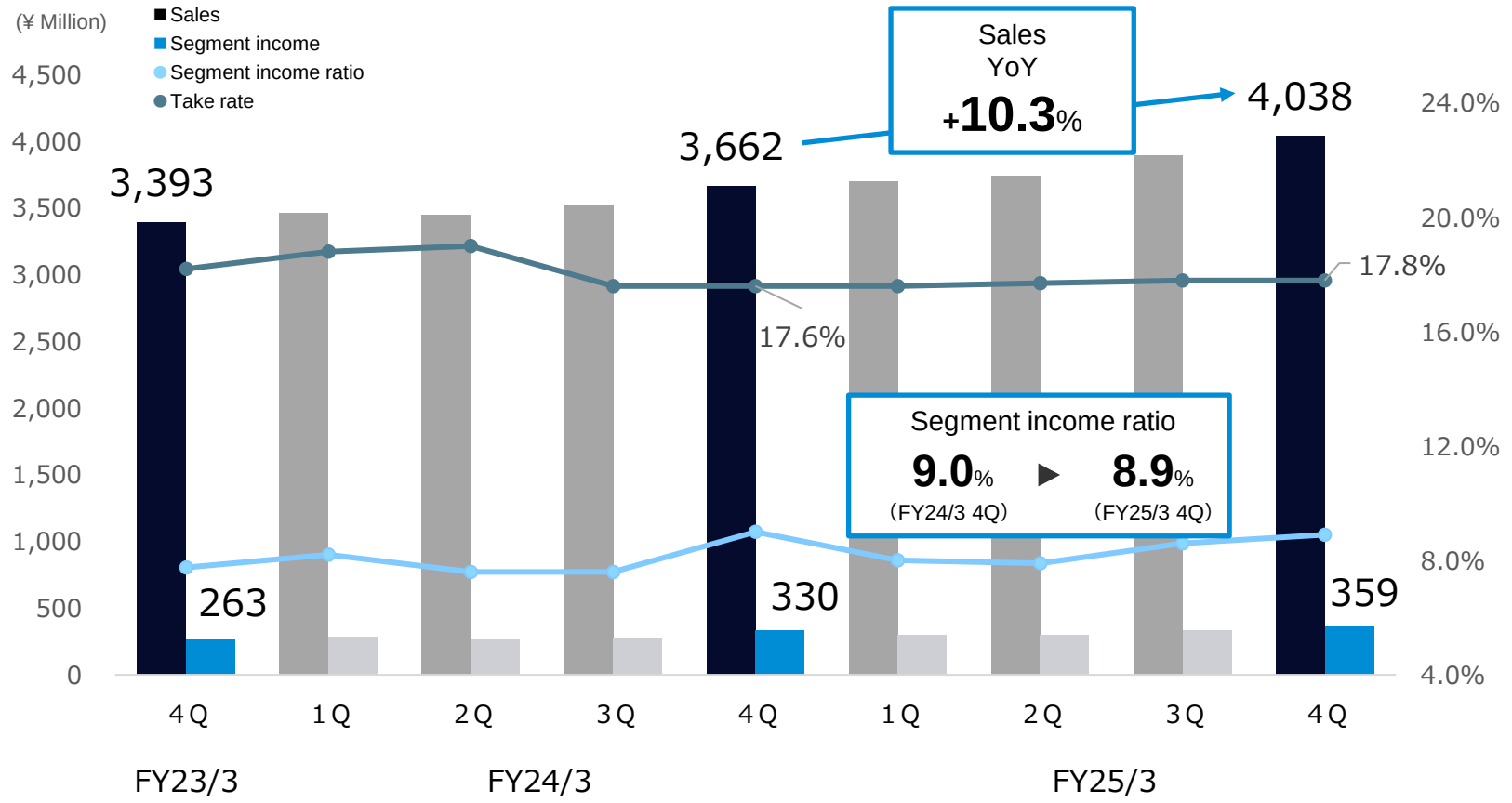
Financial Results
by Segment

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IT Human Resources Matching Business, Japan (Sales, Segment Income and Advertising Expense Ratio)

- Quarterly sales exceeded 4 billion yen for the first time, making a new record high. Consolidation of Alive Inc. began in February 2025.
- Segment profit margin remained stable YoY, supported by effective cost control.
- The take rate in the IT freelance segment remained steady at 17.8%, consistent with Q3.



Q4

		(YoY)
Sales	4,038	million yen (+10.3%)
Segment Income	359	million yen (+8.7%)
Advertising Expense Ratio	1.1	%

Full-year

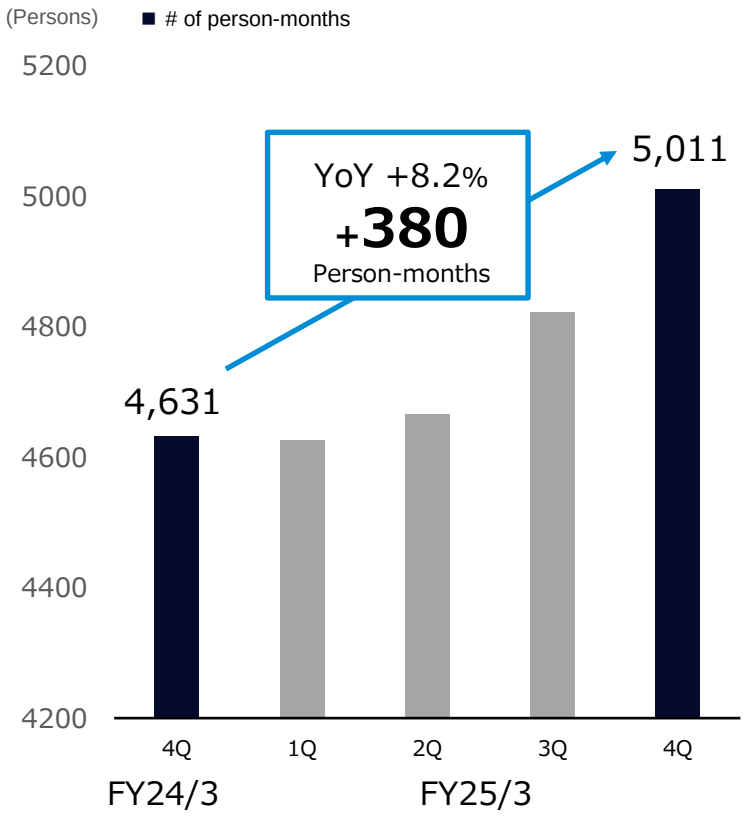
		(YoY)
Sales	15,363	million yen (+9.0%)
Segment Income	1,284	million yen (+12.3%)
Advertisig Expense Ratio	1.2	%

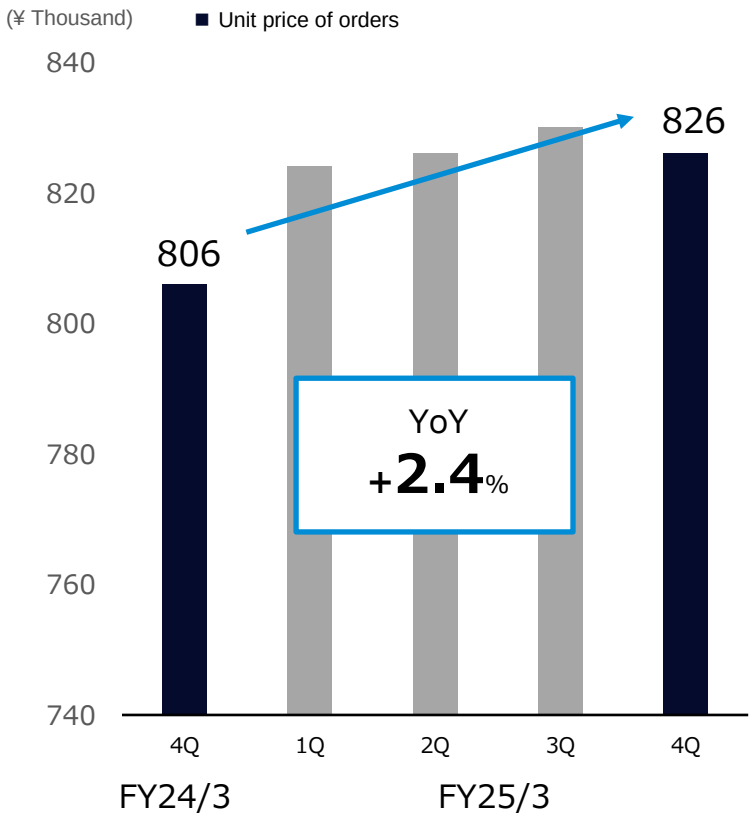
* Take rate is calculated by deducting the compensation paid to IT freelancers from the gross sales profit, and then dividing it by the total transaction volume.

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IT Human Resources Matching Business, Japan (Person-months, Unit Price of Orders)

- Total billable person-months reached a record-high of 5,011, reflecting steady growth.
- The average unit price of orders in Q4 was 826,000, (up 2.4% YoY), supported by solid demand and successful pricing negotiations in response to rising wages.
- The project-to-freelance ratio for IT freelancers remained high at 7.80x, compared to 8.60x in the same period last year.





Q4

		(YoY)
Number of person-months	5,011	(+8.2%)
Unit Price of Orders	826 thousand yen	(+2.4%)

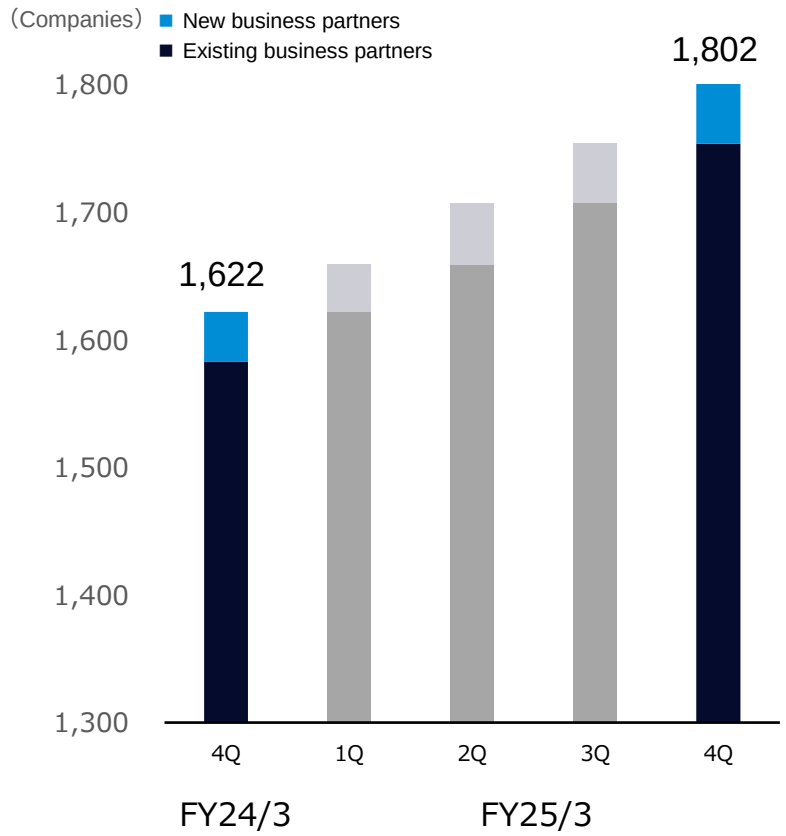
Full-year

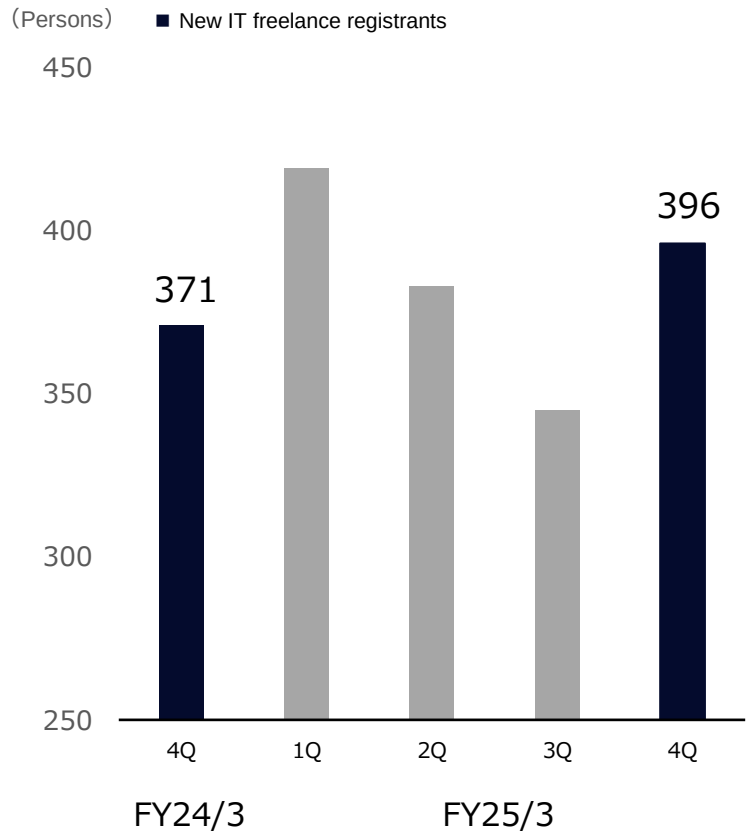
		(YoY)
Number of person-months	19,125	(+7.0%)
Unit Price of Orders	827 thousand yen	(+2.9%)

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IT Human Resources Matching Business, Japan (New Business Partners, New Registrants)

- The number of new business partners increased by 48, bringing the total to 1,802.
- In Q4, 396 new IT freelancers registered, supported by a referral campaign. Backed by continued growth in the IT freelance talent market, full-year registrations reached 1,543, up from 1,449 in the previous year.





Q4

Number of Business Partners **48**

Number of New Registrants **396**

Full-year

Number of Business Partners **180**

Number of New Registrants **1,543**

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IT Human Resources Matching Business, Japan (Profitability of IT freelancer)

- Full-year unit economics improved to 5.7, up 3.3 points YoY. This improvement was driven by enhanced CAC efficiency, continued engagement with IT freelancers, and stable ARPU—all contributing to higher overall LTV.

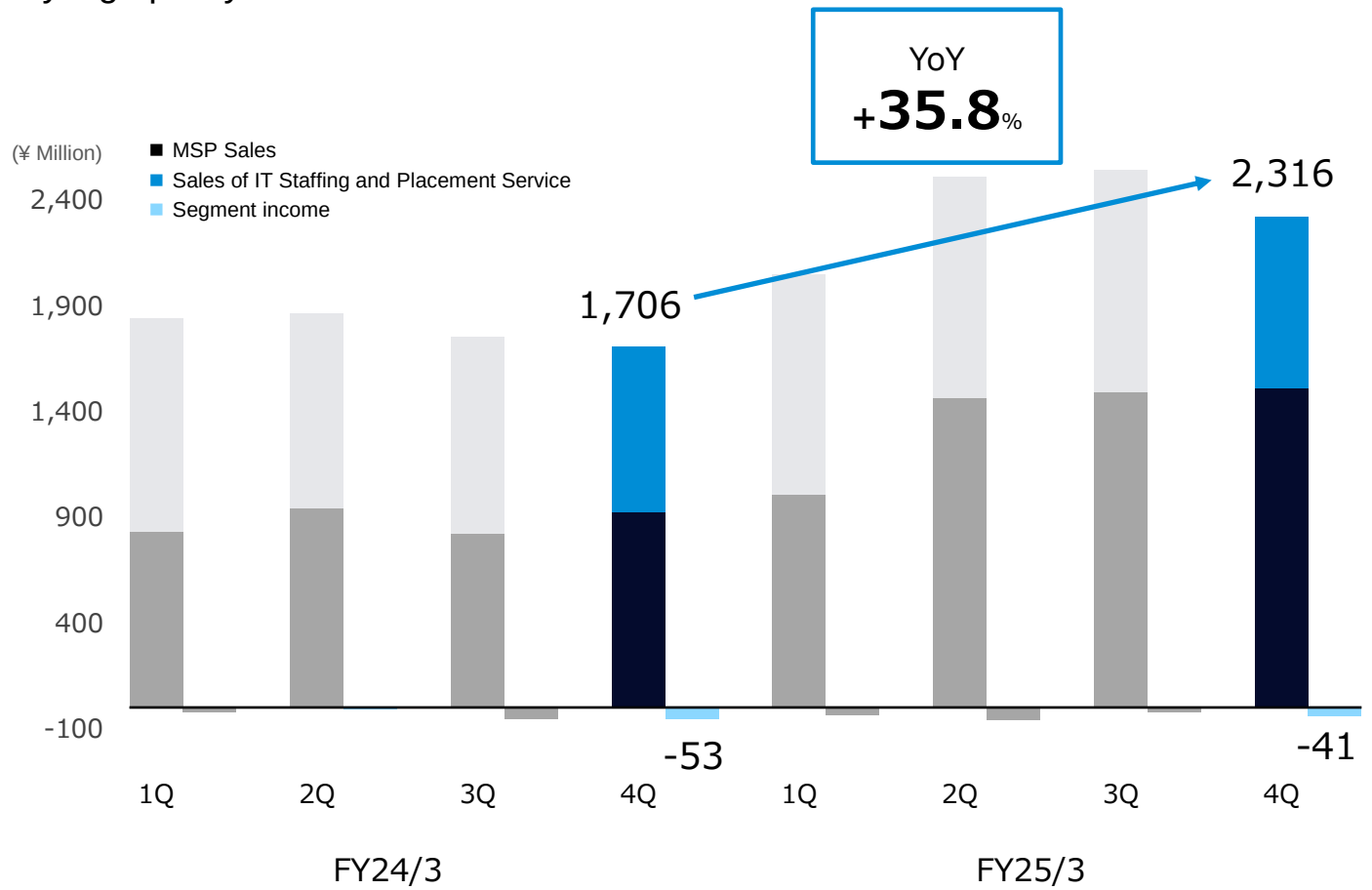
KPI	Definition	FY24/3 Full-year	FY25/3 Full-year
Unit Economics	Return on IT freelancer acquisition cost (= LTV / CAC)	2.4	**5.7**
LTV (thousand yen)	Average gross profit generated by one IT freelancer during their engagement (= ARPU x Average engagement duration)	2,510	**2,683**
ARPU (thousand yen)	Average monthly unit price (gross profit) per IT freelancer	141	**142**
Average engagement duration (months)	Average duration of engagement for an IT freelancer*1	17.8	**18.9**
CAC (thousand yen)	Average acquisition cost per IT freelancer	1,036	**473**

*1 Average total engagement duration including project changes

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IT Human Resources Matching Business, Overseas (Sales, EBITDA and Segment Income)

- The IT human resources matching business overseas recorded a negative operating profit in Q4, impacted by reduced employment demand in as corporate investment was restrained under persistently high policy interest rates in Australia.



Q4		(YoY)
Sales	2,316	million yen (+35.8%)
Segment Income	- 41	million yen (-)

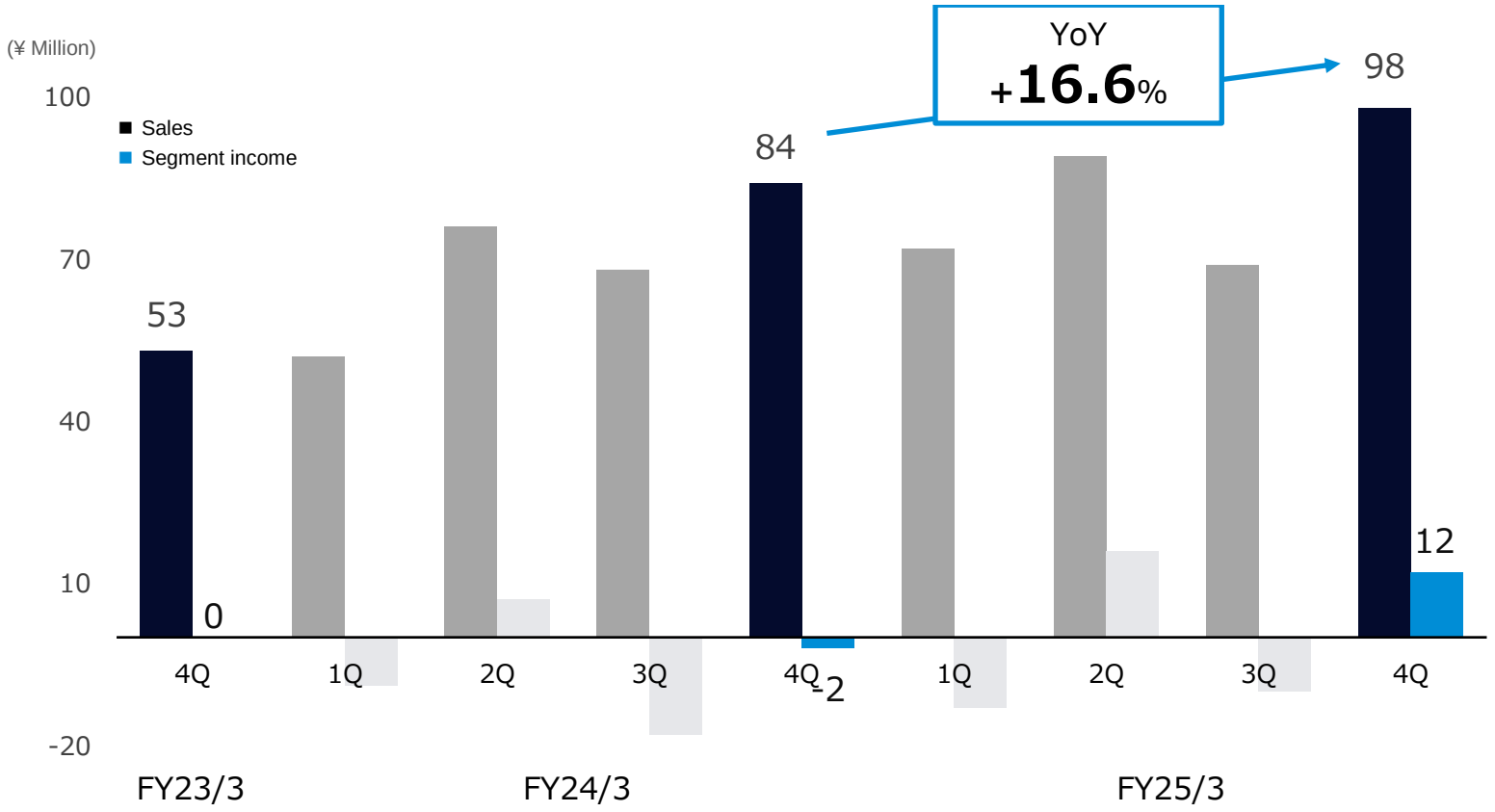
Full-year		(YoY)
Sales	9,414	million yen (+31.4%)
Segment Income	- 155	million yen (-)

* The consolidation accounting period for Launch is from October to December. Performance is converted into JPY at the average rate of JPY 100.23 to AUD 1.
The assumed initial exchange rate is JPY 99 to AUD 1.

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Seed Tech Business (Sales, Segment Income)

- Despite the impact of delays in the start of new offshore development projects, the IT talent development business—including IT study-abroad programs and "Sodatech"—performed steadily, supported by growing demand for reskilling. As a result, the segment achieved profitability.



Q4

		(YoY)
Sales	98	million yen (+16.6%)
Segment Income	12	million yen (-)

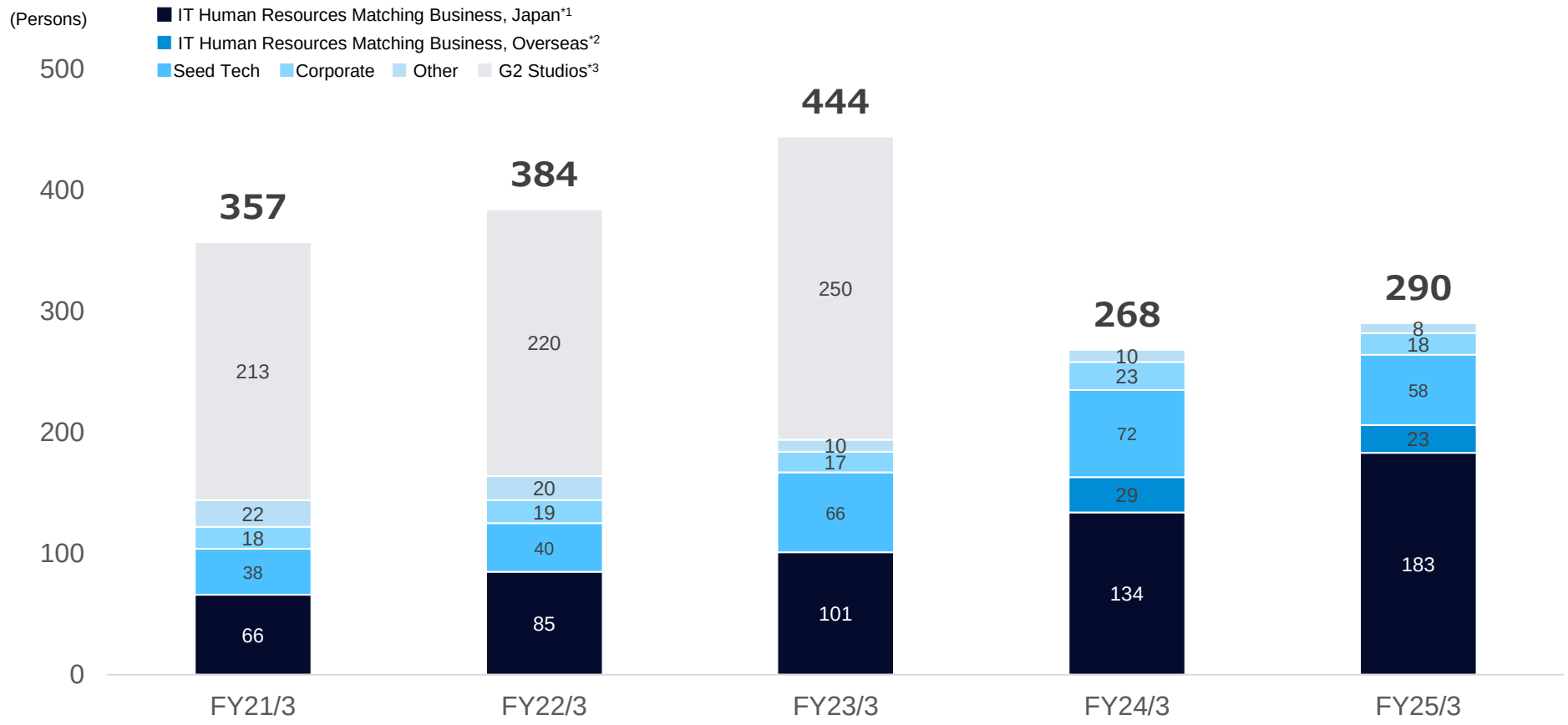
Full-year

		(YoY)
Sales	329	million yen (+17.1%)
Segment Income	5	million yen (-)

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Changes in the Number of Employees

- The acquisition of Alive Inc. added 37 employees to the IT human resources matching business Japan bringing the Group's total headcount to 290 as of the end of FY25/3.
- In FY26/3, we will continue hiring while also enhancing productivity through the strategic use of AI—one of our key group initiatives.

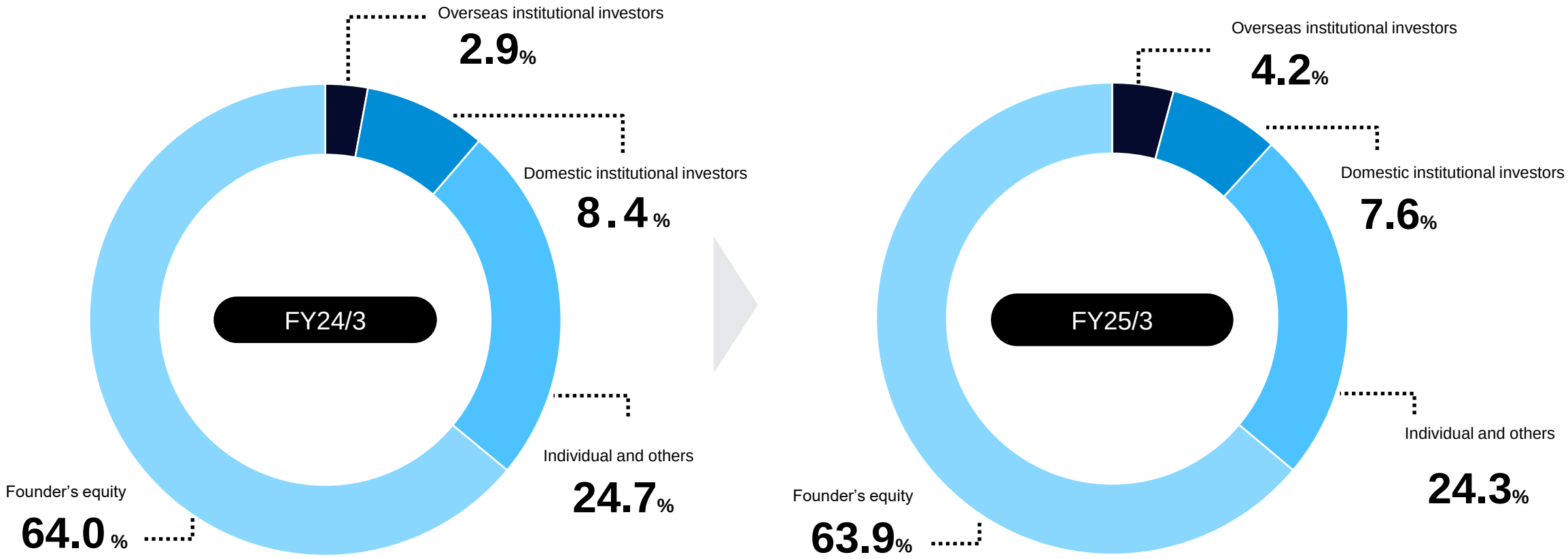


*1 Consolidation of Alive Inc. began in FY25/3 following its acquisition..
*2 Consolidation of IT human resources matching business overseas, began in FY24/3.
*3 G2 Studios was excluded from consolidation in FY24/3 following the sales of its shares.

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Shareholder Composition

- We have initiated simultaneous English disclosures as part of our IR activities. As a result, the ratio of overseas institutional investors increased from 2.9% to 4.2%.



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Forecast for FY2026/3

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Forecast for FY2026/3

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FY26/3 : Forecast

- Group sales is projected at 26.6 billion yen (up 5.7% YoY), with operating income expected to reach 700 million yen (up 41.3% YoY) through improved profitability across all segments.
- The 1H forecast has been set conservatively, factoring in Q1 results and the recovery trend of the IT human resources matching business overseas.
- We aim to exceed 1 billion yen in operating profit by FY27/3, marking the first time since FY22/3.

(Millions of yen)	FY25/3 Full-year	FY26/3 1H	FY26/3 2H	FY26/3 **Full-year**	Change Full-year	YoY
Sales	25,162	12,200	14,400	**26,600**	1,437	+5.7%
EBITDA	625	330	450	**780**	154	+24.6%
Operating Income	495	300	400	**700**	204	+41.3%
Ordinary Income	494	280	380	**660**	165	+33.5%
Net Income*	49	170	230	**400**	350	+703.3%

* Net income attributable to owners of the parent

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FY26/3 : Forecast by Segment

- With the integration of Alive Inc. into the Group, the IT human resources matching business Japan is pursuing sustainable growth through the organic expansion of both the existing freelance segment and Alive, while leveraging synergies between the two. The IT human resources matching business overseas aims for full-year profitability by focusing on hiring highly skilled consultants and implementing cost reductions. Seed Tech will continue to invest in new business in addition to driving growth in its existing businesses.

(Millions of yen)		FY25/3	**FY26/3**	Change	YoY
IT Human Resources Matching Business, Japan	Sales	15,363	**17,500**	2,136	+13.9%
	Income	1,284	**1,400**	115	+9.0%
IT Human Resources Matching Business, Overseas*	Sale	9,414	**8,700**	-714	-7.6%
	(AUD million)	*94*	***96***	*1*	–
	Income	-155	**-30**	125	–
	(AUD million)	*-1.5*	***-0.3***	*1. 2*	–
Seed Tech	Sales	329	**400**	70	+21.4%
	Income	5	**10**	4	+75.4%
Group–wide Expenses and Adjustment Costs		-619	**-680**	-60	–

* Exchange rate: FY3/25 actuals at AUD 1 = JPY 100.23; FY3/26 forecast at AUD 1 = JPY 90.00

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Dividend Policy

- The Company continue to provide stable shareholder returns while also investing in growth to enhance long-term corporate value. For FY2026/3, we plan to double its annual dividend to 20 yen per share, an increase of 10 yen YoY, resulting in a dividend payout ratio of 51.7%.

Dividend Trend

	FY25/3		**FY26/3**	
Dividend	10	Yen	**20**	**Yen**
Total Dividends	103	Million yen	**206**	**Million yen**
Payout Ratio	207.4	%	**51.7**	**%**

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Market Environment and Strategy for FY2026/3

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Market Environment
and Strategy for FY2026/3

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Market Environment

- While the IT/DX market continues to grow steadily, a shortage of skilled IT professionals remains a critical social issue.
- With the rapid surge in AI-related job postings, demand is rising not only for general IT talent but also for highly skilled professionals capable of leveraging AI technologies.

Domestic IT Investment (Japan)
FY2028 Outlook

JPY **26.44** trillion*1

Domestic DX-related Market
FY2030 Outlook

JPY **8.35** trillion*2

Domestic AI System Market
FY2027 Outlook

JPY **1.10** trillion*3

Digital Talent Service Market
(Total of 4 Markets)
FY2025 Outlook

JPY **1.57** trillion *4

IT Freelance Agent Market
2028 Outlook

JPY **430** billion*5

Social Issue

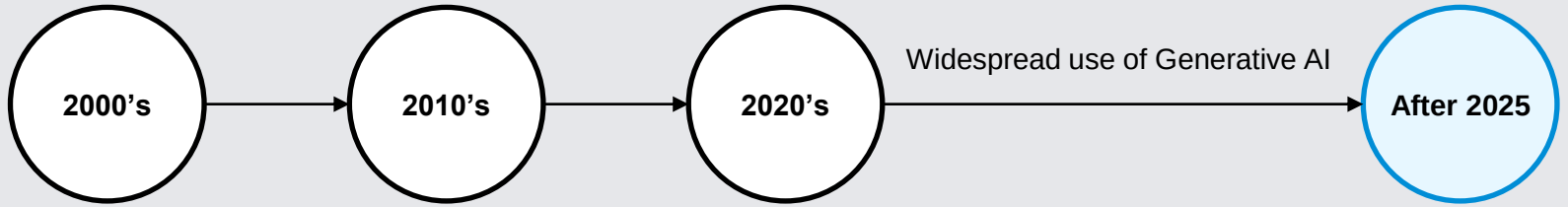
1. Shortage of up to **790,000** IT engineers by 2030.*6
2. The number of AI-related job posting has increased **4.7** times compared to 2017*7, with growth also seen in roles outside of IT, such as sales, planning, and corporate departments. Moving forward, the value of talent capable of using AI is expected to rise further, leading to intensified competition for talent.

*1: Fuji Chimera Research Institute, IT Investment/Digital Solution Market by Industry 2024 Edition
*2: Fuji Chimera Research Institute, Future Outlook of the Digital Transformation Market 2024: Market & Corporate Editions
*3: Ministry of Internal Affairs and Communications, White Paper on Information and Communications in Japan 2023
*4: Yano Research Institute, Human Resources Business Market: Digital Talent Edition 2025 (Dec. 2024). FY2025 forecast includes total for four markets: IT staffing, IT recruitment, direct recruiting, and freelance matching.
*5: INSTANTROOM, White Paper on IT Freelancers and Freelancer Agents Market 2025
*6: Ministry of Economy, Trade and Industry, Survey Report on Supply and Demand of IT Human Resources
*7: Recruit, AI-related job postings increased approx. 4.7x since FY2017; growth seen not only in engineering but also in sales, planning, and administrative roles

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IT Human Resources Required in the Age of Generative AI

■ The role of IT personnel will change with the evolution of generative AI, but demand will rather grow.



IT Personnel to date: **Execution-Oriented**

Traditionally, technical skills related to system development, operation, and maintenance—such as those required of system engineers, programmers, and network engineers—have been in high demand.



Infrastructure Engineer/ In-house SE

Web Engineer/ Smartphone App Developer

Cloud/ Full Stack/ Agile

IT Talent for the future: **Value Creation**

- Proficient in advanced technologies: AI, cloud computing, big data analytics, IoT
- Able to solve social challenges and generate new value



AI Engineer / Data Scientist / Product-Oriented

Geechs' View **As IT talent evolves, their work remains indispensable.**

While productivity gains from generative AI are highly anticipated, Japan continues to face a serious social challenge with an IT talent shortage that is projected to reach up to 790,000.
Going forward, IT professionals will be increasingly expected to solve complex problems using generative AI and to continuously learn and apply emerging technologies.

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Group-wide Strategy for FY26/3

Continuing to evolve with “DX and AI” as the drivers,
we aim to be at the forefront as *the company that solves the IT talent shortage*.

IT Talent

- We are committed to enhancing the value of our IT freelancers by supporting advanced skill development, including the promotion of AI utilization.
- By offering unique career paths—such as transitioning from freelance to full-time employment—we aim to build a sustainable, cyclical model for IT talent.

Client

- We flexibly combine IT freelancers, full-time engineers, and offshore development to meet the diverse needs of client companies.
- In addition, we plan to expand our service offerings by strengthening regional offices, providing training for DX and AI talent, and offering consulting services through talent supply.

In-house

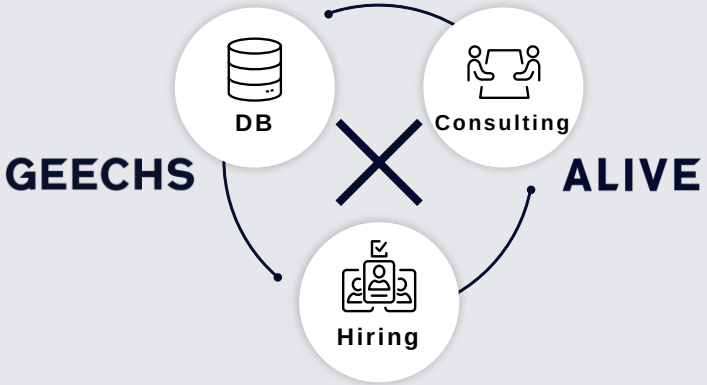
- We are actively promoting thorough AI education and utilization across the group.
- Beyond investing in AI for internal systems, our employees are encouraged to take the lead in becoming AI-proficient professionals, driving operational efficiency and quality improvements. We aim to evolve as a partner that supports both client companies and the future of IT talent.

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IT Human Resources Matching Business, Japan

- Evolving into an IT human resources service leveraging both IT freelancers and full-time employees.
- Building on previously implemented operational efficiency measures, we are actively promoting the use of generative AI both internally and externally.

- **Hybrid team proposals combining IT freelancers and full-time engineers**
- **Enhanced hiring and development of full-time engineers through maximum utilization of internal group resources**
- **Gradual increase plan in the number of operational person-months in regional areas**
- **Strengthening organizational capabilities by promoting the use of generative AI and leveraging in-house expertise**
- **Talent value enhancement measures through free provision of “Sodatech” to IT freelancers**



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IT Human Resources Matching Business, Japan

Results of efficiency gains from DX

Approximately 1.25X

Increase / person

Results of internal operational efficiency and productivity improvements (By FY25/3)

- Our DX initiatives to improve operational efficiency have resulted in a reduction of up to 40 labor hours per person.
- We are also advancing the organization, automation, and strategic use of client and talent data accumulated since the company's founding.

DX Phase 1

Reduction of hours for information input and improvement of data accumulation rate

Time for information and management

44.5% reduction

- Redesigned management system to stream operations
- Minimizing input effort by leveraging in-house expertise and focusing only on essential information

Information transmission cost

44.8% reduction

- Integrated internal communication tools with the customer management system to enable bidirectional data input,
- Eliminating duplication in internal coordination and record*keeping efforts.

DX Phase 2

Automation/efficiency through data utilization

Matching and Proposals time

93.3% reduction

- Automated matching logic and progress management based on accumulated project and talent registration data
- enabling streamlined proposal preparation and improved operational efficiency.

Database screening time

50.9% reduction

- Establishment of a mechanism for automatic internal coordination of customer web actions
- Improve efficiency of next action execution through automatic detection of latent needs

DX Phase 3

Personalization

Time spent preparing for meetings and reports

11.6% reduction

- Automatic tabulation and visualization of individual employee status
- Establishment of performance progress management tools that enable a more intuitive recognition of the factors necessary for the formation of each individual's results.

Time spent on to-do management

68.4% reduction

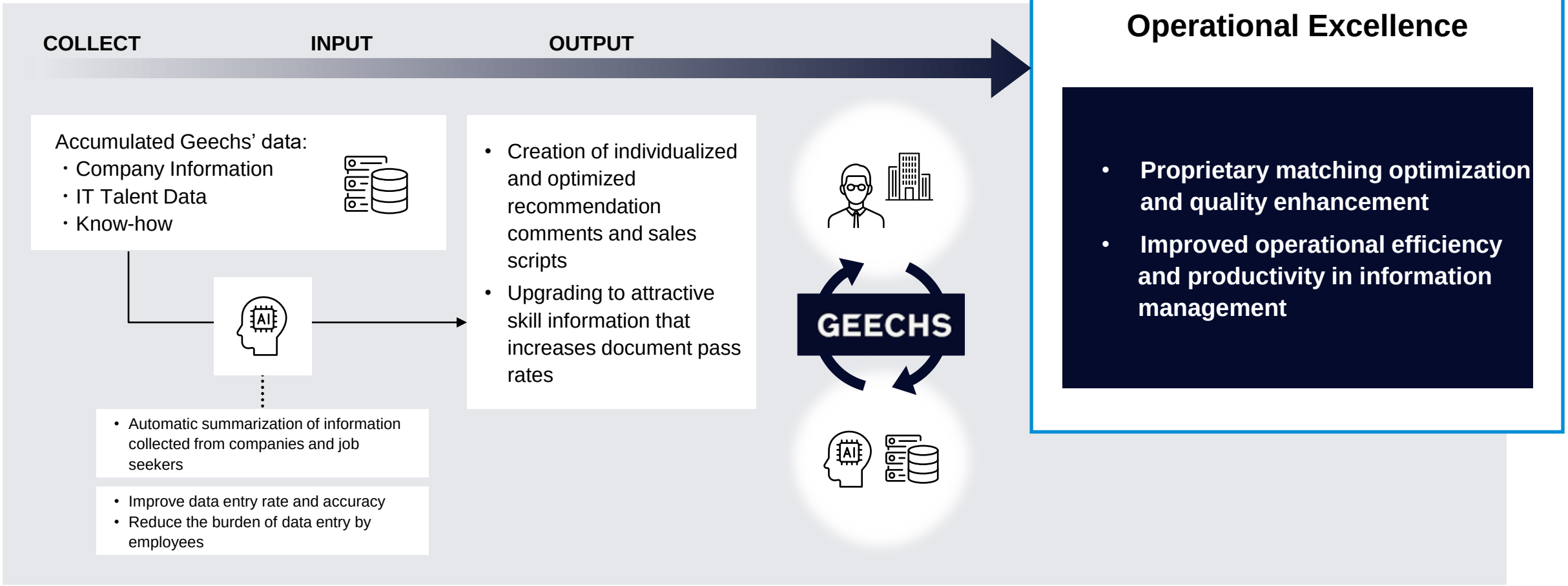
- Automatic recommendation of optimal actions for each customer
- Automatic generation of personalized to-dos for each employee
- Management environment for actions to be taken.

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IT Human Resources Matching Business, Japan

Aiming to improve productivity through Generative AI × proprietary Know-how

- By combining the accumulated data owned by Geechs, a pioneer in the IT talent market, with the use of Generative AI, we aim to establish operational excellence that cannot be followed by other companies.



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Seed Tech

- The newly launched DX and AI consulting business is positioned as a business model development phase in this fiscal year, with plans to grow it into one of our next core businesses.
- By integrating this with our digital talent development initiatives and offshore development capabilities, we aim to maximize value through mutual synergies.

NEW

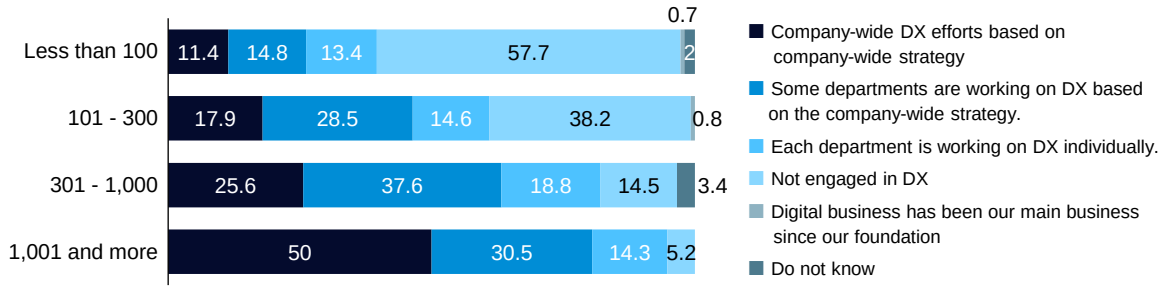
DX and AI Consulting

- Seed Tech's digital talent development platform, Sodatech—a key strength of the company—is being enhanced with an expanded DX and AI training curriculum, with a focus on supporting small and medium-sized enterprises (SMEs).
- Over the medium to long term, Seed Tech aims to position the digital talent it cultivates as a core asset, leveraging it to serve as a consulting partner for DX initiatives in the information systems department of SMEs.
- Building on its existing capabilities in talent development and system development, the company will establish an organically integrated framework with consulting services to drive comprehensive value creation.

Status of DX initiatives by SMEs

- While SMEs with fewer than 100 employees account for approximately 40% of all companies in Japan, around 60% of them have yet to begin serious DX initiatives*1.
- Japan is projected to face a labor shortage of approximately 11 million people by 2040*2 due to the declining working age population, pushing companies to improve productivity.
- Even among SMEs that have started DX efforts, most initiatives remain basic, such as adopting email and other simple digital tools.

DX initiatives (by employee size)*1



※1 Information technology Promotion Agency, Japan (IPA) "DX White Paper 2023"
※2 Recruit Works Institute, "Future Forecast 2040: A Society Constrained by Labor Supply"

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IT Human Resources Matching Business, Overseas

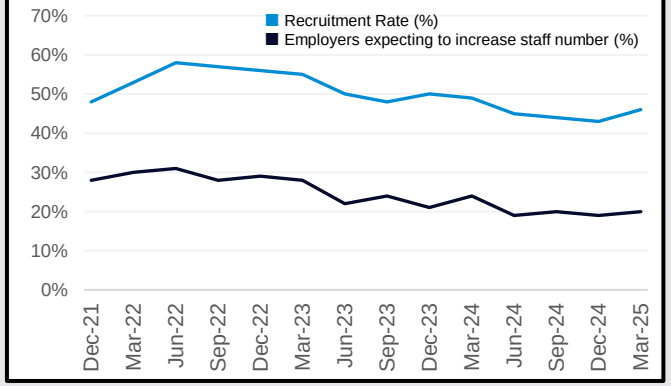
- Starting from FY2025/3, we began implementing several initiatives to improve performance, positioning FY26/3 as a foundation-building phase for return to profitability.
- To reinforce our revenue base, we are transitioning from an overdependence on MSP to strengthening IT staffing services.

Factors behind weak performance

- Although the revenue from MSP increased, the overall profit margin decreased, impacting the growth in earnings.
- The IT staffing and placement service struggled due to the downturn in the Australian labor market.

Market Condition

Ongoing monetary tightening aimed at curbing inflation has slowed economic growth, which in turn has had a significant impact on the labor market.



Initiatives for the FY2025/3

1 CEO Transition and Leadership Restructuring

New CEO brings deep industry expertise and business development strength.

2 Shifting from MSP to IT staffing

We are shifting from a strategy focused on large MSP contracts to strengthening our IT staffing business, which provides more stable revenue streams.

To support this transformation, we have initiated targeted hiring of experienced consultants with expertise in the IT staffing industry.

3 Cost Review

Considering market fluctuations and business performance, the company reduced personnel, primarily focusing on underperforming individuals, as well as relocate offices and implement a thorough review of various costs.

* Based on the Jobs and Skills Australia 'Recruitment Experiences and Outlook Survey (REOS)', prepared by the Company.

Policy for FY26/3

- **Rebuilding and Reinforcing Organizational Structure**
  We continuously enhancing our organizational structure to support long-term growth.
- **Expanding SME Client Base**
  We are strengthening our revenue base in the IT staffing business by focusing on high-margin projects, particularly those from SME clients.
- **Focus on Government Projects**
  With signs of recovery in demand for public sector projects, we are proactively recruiting consultants with expertise in government-related business.
- **Proposals to Local Japanese Clients**
  We have begun leveraging group synergies by offering offshore development solutions to local Japanese companies through enhanced relationship building.

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Appendix

5

Appendix

GEECHS

About GEECHS

Solving the Shortage of IT Human Resources in Japan

IT Resource Crisis Is Our Business

Make the biggest impression in the 21st century

GEECHS **supports the work styles of IT freelancers,**

sharing their skills and experiences with companies that face a shortage of IT human resources.

GEECHS also continues to provide **globally-oriented businesses** by utilizing **foreign IT professionals** overseas**,**

develops digital human resources from scratch for both corporation and individuals,

creating digital human resources from within organizations through **reskilling.**

We face the challenges of IT, DX and AI utilization by Japanese companies and

contributes greatly to the future of Japanese society.

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Group Corporate Profile

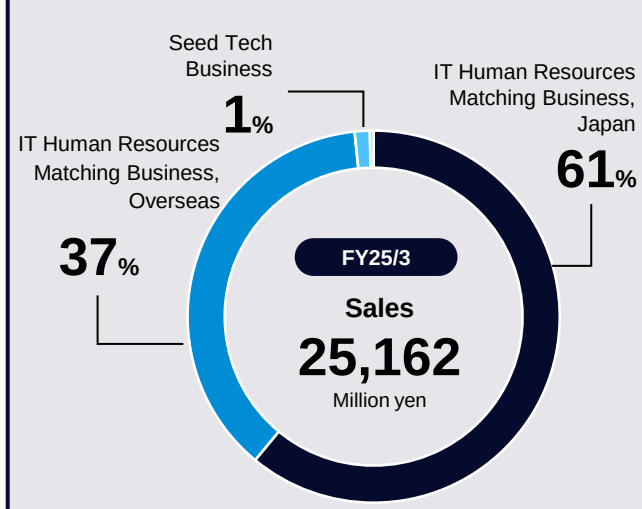
Company name	GEECHS Inc. (TSE Standard Market: 7060)
President and CEO	Naruhito Sonehara
Established	August 23, 2007
Head office	Shibuya Scramble Square, 2-24-12 Shibuya, Shibuya-ku, Tokyo, JAPAN
Capital	1,112 million yen (as of March 31, 2025)
Business description	IT Human Resources Matching Business, Japan IT Human Resources Matching Business, Overseas Seed Tech Business
Sales volume	JPY 25,162 million (FY2025/3)
Employees	290 (as of March 31, 2025)
Offices	Tokyo Head Office, Hokkaido Branch, Osaka Branch, Hiroshima Branch, Fukuoka Branch, Nagoya Satellite Office Australia, Philippines

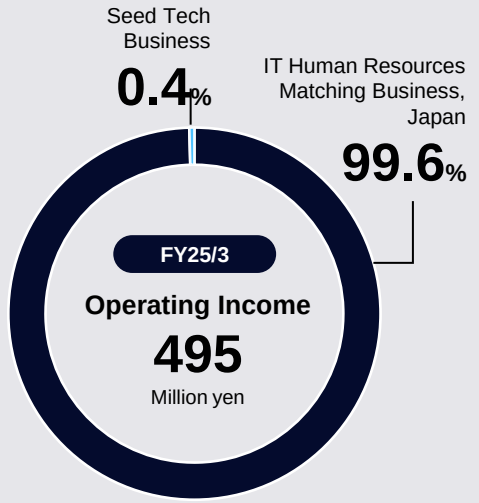
Our Group

GEECHS
IT Human Resources Matching Business, Japan

- **launch** — IT Human Resources Matching Business, Overseas
- **seedtech** — Seed Tech Business
- **ALIVE** — IT Human Resources Matching Business, Japan

Segmentation





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GEECHS Social Impact Flow

Input

Financial Capital
- Growth investment backed by strong CAGR in business performance

Human Capital
- Cross-border management skills
- Female/foreign ratio

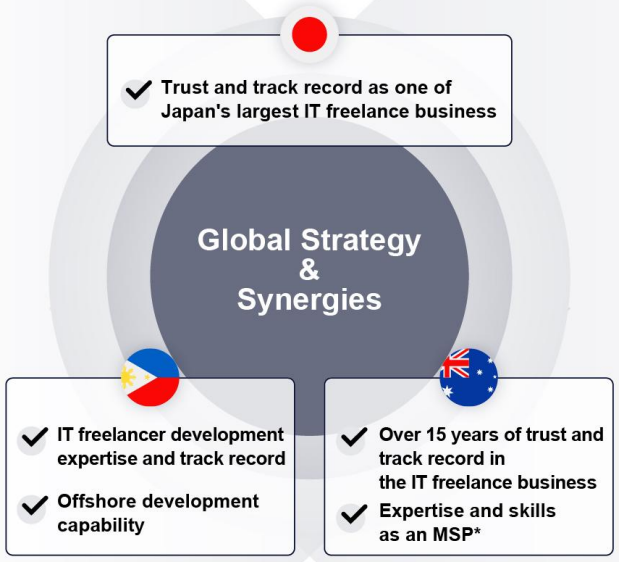
Intellectual Capital
- Technology investment
- Patents and licenses
- Accumulation of skill and expertise

Natural Capital
- Offshore development office
- In-house base system

Social and Relationship Capital
- IT freelancer
- Relations with client companies
- External partners

Group Synergies Through Business Activities

Evolution of the IT freelance sharing business through the integration of know-how and resources between countries



*Owning a proprietary Vendor Management System as a Managed Service Provider (MSP)

MATERIALITY 04	Strengthening corporate governance
MATERIALITY 05	Formation and expansion of partnerships
MATERIALITY 06	Addressing Climate Change

Output

Creating a new "normal" way of working

MATERIALITY 01
Sharing and streamlining of technology resources

Domestic market: GEECHS
Overseas market: launch

MATERIALITY 02
Growth and reskilling of DX/IT freelancers

Domestic market: ソダテク
Overseas market: Seed Tech School

MATERIALITY 03
Developing an environment where freelancers can work with peace of mind

フリノベ Freelance x Innovation

Outcome

Make the biggest impression in the 21st century

- Bringing growth to the IT industry in Japan and overseas
- Improving economies in developing countries and local areas by creating jobs
- Contributing to social development through growth and creation of IT freelancers
- Expanding industry and employment opportunities through cross-border collaboration

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IT Human Resources Matching Business, Japan

geechs job

(Freelance)

IT freelancers' registrations
23,000

Client Companies
3,720



ROOT
In-house system

Transition from freelance to employee

Hybrid team proposal including freelancers

ALIVE

(Full-time)

“Full-time x Long-term”

IT Staffing Company



Strength

- Matching capabilities based on proprietary data and know-how accumulated since the company's founding.
- Commitment to accurately understanding the needs of clients at the level of their HR staff.
- Ability to support and mentor engineers, providing guidance throughout their careers.

Strength

- Stable, long-term assignments with enterprise clients.
- Professional personnel aligned with supporting the client’s growth strategy.
- Hybrid team proposals tailored to client needs, with a focus on full-time employees

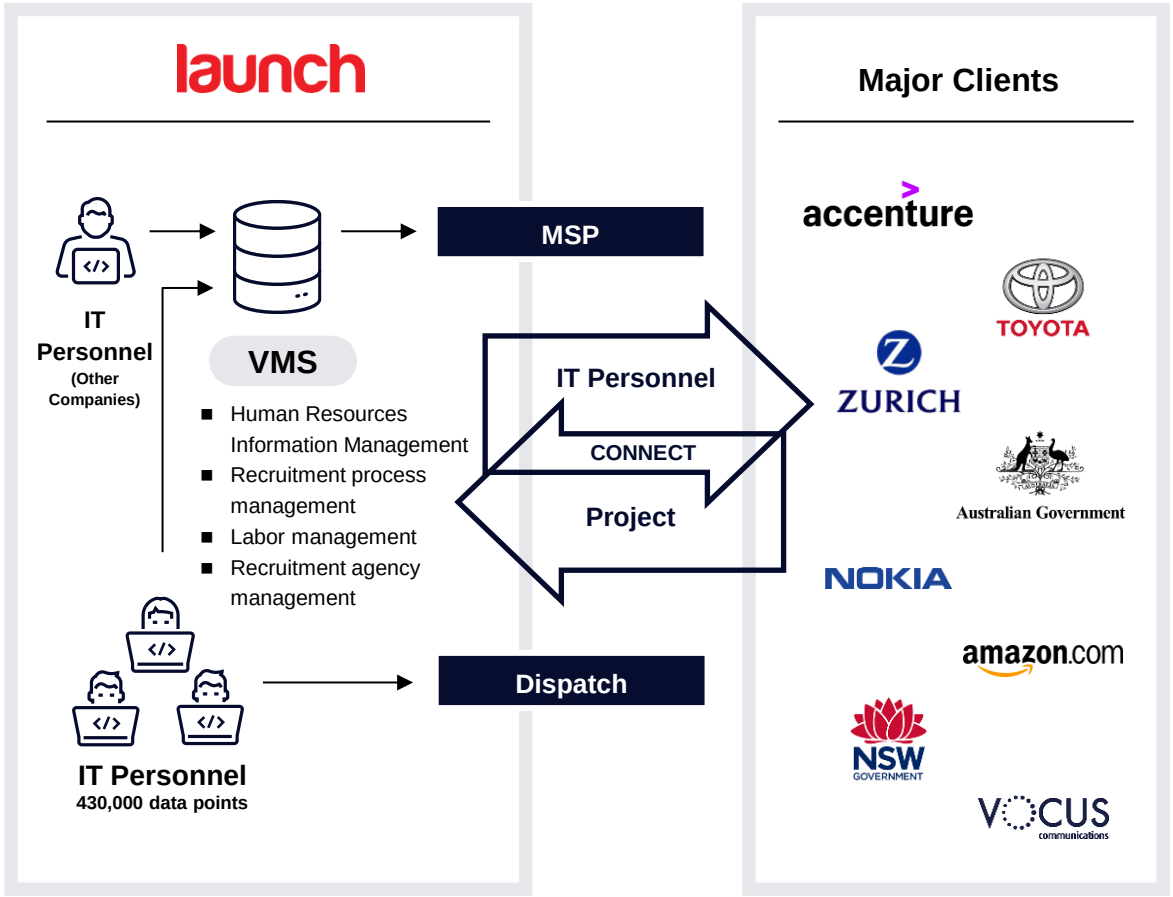
1. **Proven Track as IT Freelance Agent**
   With years of experience as a leading IT freelance agency, we maintain strong relationships with top-tier enterprise clients. Over 23,000 selected, high skilled IT freelancers are registered.

2. **Hybrid Solutions Combining Full-Time Employees and IT Freelancers**
   We provide ongoing, hands-on support to enterprise clients to solve their challenges through long-term engagement. Our flexible hybrid teams, combining full-time engineers and freelancers, enable agile solutions.

3. **Support Beyond Employment Type**
   We provide seamless transitions from freelance to full-time employment, establishing a sustainable talent circulation model tailored to each IT professional’s career stage.

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IT Human Resources Matching Business, Overseas (Launch Group)



1. Australian IT Staffing Service Pioneer

Established in 2006, trusted IT human resources service provider with a proven track record. Over 50% of our clients have maintained continuous business relationships with us for more than 5 years.

2. A Rich and Highly Specialized IT Talent Database

With a database of over 430,000 IT professionals, we manage more than 7,500 person-months of IT talent annually. Out talent pool spans a wide range of IT fields, including infrastructure & cloud, software development, and security.

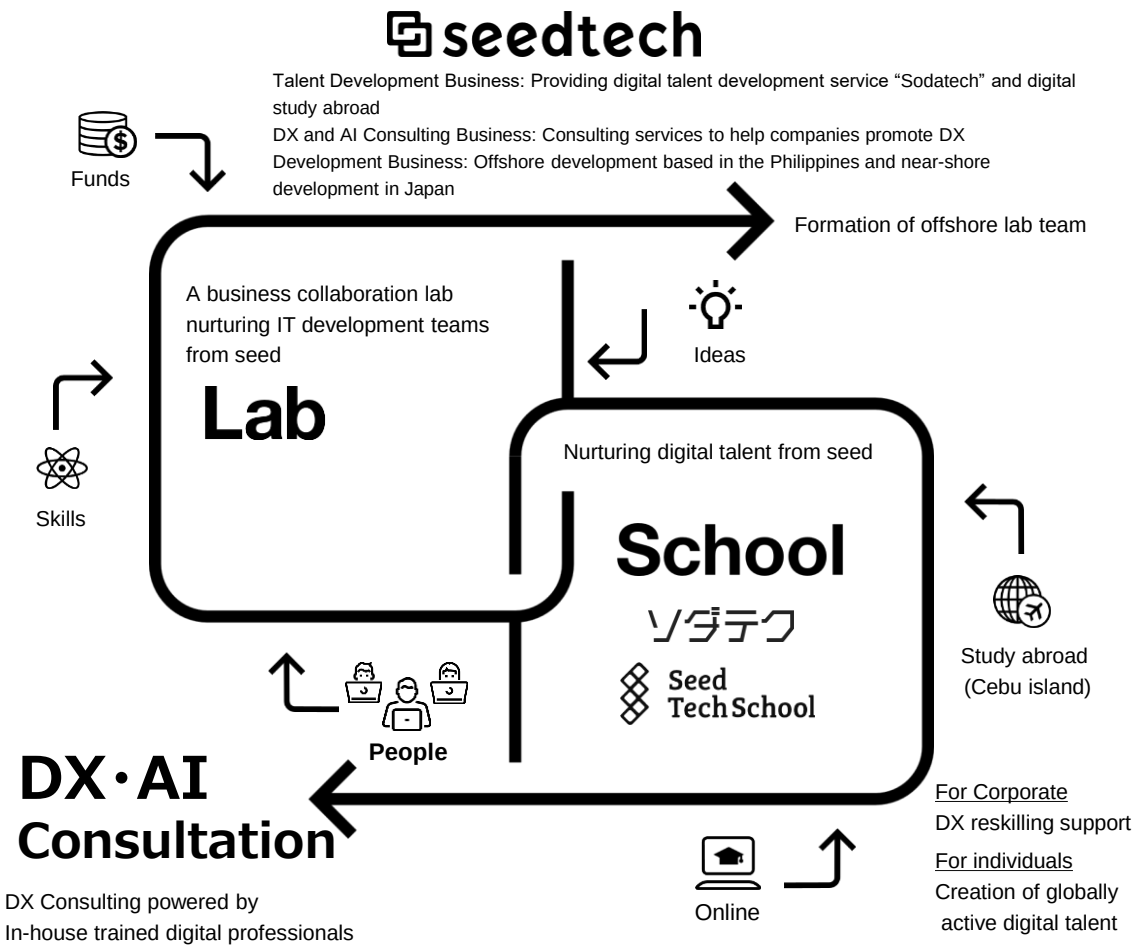
3. Expansion of IT staffing, recruitment, and MSP Services.

In addition to IT staffing and recruitment, we offer comprehensive support throughout the entire talent acquisition process through MSP services, establishing long-term contractual relationships and building a strong client base. Through our proprietary VMS, we address the challenges of managing casual employment and onsite talent, ensuring stable and efficient service delivery.

* MSP : Managed Services Providers
* VMS: Vendor Management System
A comprehensive talent management solution that handles the entire process from marketing to contract for client talent acquisition

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Seed Tech



1. Nurturig Digital Talent from the “Seed”

［Sodatech: IT, DX, and AI talent development service］

A SaaS-based talent development platform offering over 500 training videos for both corporate and individual users. Sodatech supports a wide range of learners—from non-IT professionals and beginners to developing digital talent capable of thriving in real-world settings.

［Digital Study Abroad］

An intensive, short-term, bootcamp-style program conducted overseas, combining English language learning with training in programming and digital skills. The program provides end-to-end support—from training through career transitions and side jobs—nurturing globally competitive digital talent.

2. DX and AI Consulting Service

Our consulting teams, composed of digitally skilled professionals trained in-house, work closely with clients to address their business challenges. By delivering end-to-end solutions—from upstream strategy and DX implementation to system development and talent training—we aim to maximize client value through fully integrated support.

3. Co-Creation Lab with Global Development Team

We provide high-performing development teams composed of engineers in both Japan and overseas. From recruitment and training to team management, we offer comprehensive support to build long-term, success teams that drive business growth.

Taking the world forward with the power of technology

Nurturing IT development team and digital talent from seed by focusing on development and education.

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Performance Highlights

Fiscal Year-End		FY22/3	FY23/3	FY24/3	FY25/3	FY26/3 Forecast
Sales	(Thousand yen)	14,340,774	15,997,838	23,739,835	25,162,448	26,600,000
EBITDA	(Thousand yen)	1,226,900	651,393	362,120	625,903	780,000
Operating income	(Thousand yen)	1,133,696	589,410	90,859	495,539	700,000
Ordinary income	(Thousand yen)	1,135,706	567,920	82,483	494,535	660,000
Profit attributable to owners of parent	(Thousand yen)	705,194	244,215	-1,473,379	49,795	400,000
Comprehensive income	(Thousand yen)	703,843	239,739	-1,516,051	-104,464	–
Capital	(Thousand yen)	1,101,531	1,109,972	1,112,183	1,112,363	–
Net assets	(Thousand yen)	4,470,860	4,687,486	3,070,641	2,871,147	–
Total assets	(Thousand yen)	5,874,294	8,999,379	7,174,136	7,374,904	–
Net asset per share	(Yen)	422.26	441.05	272.09	267.71	–
Net income per share	(Yen)	67.18	23.20	-142.75	4.82	38.72
Capital adequacy ratio	(%)	75.7	47.7	39.2	37.5	–
Return on equity	(%)	17.0	5.6	-41.5	1.8	–
Cash flow from operating activities	(Thousand yen)	369,207	688,038	-3,827	46,813	–
Cash flow from investing activities	(Thousand yen)	-68,653	-1,560,893	317,149	-418,942	–
Cash flow from financing activities	(Thousand yen)	-91,339	1,274,450	-330,211	226,952	–
Cash and cash equivalents at end of period	(Thousand yen)	3,357,198	3,755,033	3,749,726	3,606,612	–
Employees	(Persons)	384	444	268	290	–

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Supplemental Data (IT Human Resources Matching Business, Japan)

Fiscal Year-End	FY2024/3					FY2025/3				
	Q1	Q2	Q3	Q4	Full-year	Q1	Q2	Q3	Q4	Full-year
Sales (Thousand yen)	3,460,652	3,447,026	3,519,688	3,662,106	14,089,473	3,694,229	3,740,740	3,889,417	4,038,811	15,363,198
Advertising expense (Thousand yen)	106,986	108,202	63,917	50,774	329,879	46,684	42,458	49,159	43,376	181,679
Advertising expense ratio (%)	3.1%	3.1%	1.8%	1.4%	2.3%	1.3%	1.1%	1.3%	1.1%	1.2%
Operating income (Thousand yen)	282,780	263,527	267,060	330,370	1,143,739	295,536	296,183	333,104	359,266	1,284,091
Operating income ratio (%)	8.2%	7.6%	7.6%	9.0%	8.1%	8.0%	7.9%	8.6%	8.9%	8.4%
Person-months (Thousand yen)	4,405	4,382	4,459	4,631	17,877	4,626	4,666	4,822	5,011	19,125
Unit price of orders (Thousand yen)	799	803	808	806	804	824	826	830	826	827
New business partners (Companies)	53	42	44	39	178	37	48	47	48	180
IT Freelance Only										
Take rate (%)	18.8%	19.0%	17.6%	17.6%	18.0%	17.6%	17.7%	17.8%	17.8%	17.7%
Newly registered IT freelancers (Persons)	366	382	330	371	1,449	419	383	345	396	1,543

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The information contained in this presentation is based on a number of assumptions.
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