Summary of Financial Results for the Fiscal Year Ended July 31, 2025 (Japanese GAAP, Consolidated)

September 12, 2025

Name of company:	INTLOOP Inc.	Stock exchange listing:	Tokyo Stock Exchange
Securities code:	9556	Company website:	https://www.intloop.com/
Representative:	Hirofumi Hayashi, Representative Director		
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Scheduled date for next ordinary general meeting of shareholders: October 29, 2025
Scheduled date to commence dividend payment: -
Scheduled date to file annual securities report: October 27, 2025
Preparation of supplementary documents for the financial results: Yes
Holding of financial results briefing: Yes (for institutional investors and analysts)

(Yen amounts are rounded down to the nearest million yen)

1. Consolidated Financial Results for the Fiscal Year Ended July 31, 2025 (Period of August 1, 2024 to July 31, 2025)

(1) Consolidated Operating Results

(Percentage figures indicate year-on-year changes)

	Net Sales		Operating Profit		Ordinary Profit		Profit Attributable to Owners of Parent	
	¥ million	%	¥ million	%	¥ million	%	¥ million	%
Fiscal year ended July 31, 2025	33,551	23.9	2,186	45.1	2,217	44.4	1,367	51.6
Fiscal year ended July 31, 2024	27,077	–	1,506	–	1,535	–	902	–

(Note) Comprehensive income Fiscal year ended July 31, 2025: ¥ 1,516 million (60.6%)
Fiscal year ended July 31, 2024: ¥ 943 million (-%)

	Basic Earnings Per Share	Diluted Earnings Per Share	Return on Equity	Return on Assets	Operating Profit/ Net Sales
	¥	¥	%	%	%
Fiscal year ended July 31, 2025	146.49	142.16	25.0	17.2	6.5
Fiscal year ended July 31, 2024	97.18	94.97	18.9	12.6	5.6

(Reference) Equity gains (losses) of affiliated companies
Fiscal year ended July 31, 2025: - million yen Fiscal year ended July 31, 2024: - million yen

(Note) Since INTLOOP Inc. (the "Company") has not prepared consolidated financial statements for the fiscal year ended July 31, 2023, year-on-year percentage changes for the fiscal year ended July 31, 2024 are not stated. Also, return on equity and return on assets for the fiscal year ended July 31, 2024 are calculated based on the total shareholders' equity and total assets at the end of the fiscal year, respectively.
The Company conducted a one-to-two stock split of its common shares as of September 1, 2025. Accordingly, basic earnings per share and diluted earnings per share are calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio	Net assets per share
	¥ million	¥ million	%	¥
As of July 31, 2025	13,631	6,602	45.2	657.75
As of July 31, 2024	12,139	5,076	39.4	513.75

(Reference) Equity capital As of July 31, 2025 ¥6,159 million As of July 31, 2024 ¥4,783 million

(Note) The Company conducted a one-to-two stock split of its common shares as of September 1, 2025. Accordingly, net assets per share are calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

(3) Consolidated Cash Flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at end of period
	¥ million	¥ million	¥ million	¥ million
Fiscal year ended July 31, 2025	1,739	(2,250)	(1,126)	4,071
Fiscal year ended July 31, 2024	1,227	(806)	1,261	5,708

2. Dividends

	Annual Dividends					Total Dividends	Payout Ratio (Consolidated)	Dividends/Net Assets (Consolidated)
	End of Q1	End of Q2	End of Q3	Year End	Total			
	¥	¥	¥	¥	¥	¥ million	%	%
Fiscal year ended July 31, 2024	–	0.00	–	0.00	0.00	–	–	–
Fiscal year ending July 31, 2025	–	0.00	–	0.00	0.00	–	–	–
Fiscal year ending July 31, 2026 (forecast)	–	0.00	–	0.00	0.00		–	

3. Consolidated Earnings Forecast for the Fiscal Year Ending July 31, 2026 (August 1, 2025 to July 31, 2026)

(Percentage figures indicate year-on-year changes)

	Net Sales		Operating Profit		Ordinary Profit		Profit Attributable to Owners of Parent		Basic Earnings Per Share
	¥ million	%	¥ million	%	¥ million	%	¥ million	%	¥
Full-year	43,800	30.5	3,100	41.8	3,200	44.3	2,100	53.5	224.27

Notes

(1) Significant changes in the scope of consolidation during the period: Yes

Newly included:	2 companies	(Company names)	KOZOCOM, Inc. KOZOCOM VIETNAM Co., Ltd.
Excluded:	- company(ies)	(Company name(s))	-

(2) Changes in accounting policies, changes in accounting estimates, and restatements

(a) Changes in accounting policies resulting from revisions to accounting standards, etc.:	Yes
(b) Changes in accounting policies other than those in (a) above:	None
(c) Changes in accounting estimates:	None
(d) Restatements:	None

(4) Number of shares outstanding (Common shares)

(a) Number of shares outstanding at the end of period (including treasury shares)	As of July 31, 2025	9,363,940 Shares	As of July 31, 2024	9,310,420 Shares
(b) Number of treasury shares at the end of period	As of July 31, 2025	134 Shares	As of July 31, 2024	134 Shares
(c) Average number of shares during the period	Fiscal year ended July 31, 2025	9,336,542 Shares	Fiscal year ended July 31, 2024	9,281,875 Shares

(Note) The Company conducted a one-to-two stock split of its common shares as of September 1, 2025. Accordingly, the numbers of shares are calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

(Reference) Overview of Non-consolidated Financial Results

Non-Consolidated Financial Results for the Fiscal Year Ended July 31, 2025
(Period of August 1, 2024 to July 31, 2025)

(1) Non-Consolidated Operating Results

(Percentage figures indicate year-on-year changes)

	Net Sales		Operating Profit		Ordinary Profit		Profit	
	¥ million	%	¥ million	%	¥ million	%	¥ million	%
Fiscal year ended July 31, 2025	25,524	19.1	1,719	32.2	1,744	31.1	1,211	34.6
Fiscal year ended July 31, 2024	21,423	20.2	1,300	17.7	1,330	20.2	900	13.3

	Basic Earnings Per Share	Diluted Earnings Per Share
	¥	¥
Fiscal year ended July 31, 2025	129.74	128.49
Fiscal year ended July 31, 2024	96.99	95.55

(Note) The Company conducted a one-to-two stock split of its common shares as of September 1, 2025. Accordingly, basic earnings per share and diluted earnings per share are calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

(2) Non-Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio	Net assets per share
	¥ million	¥ million	%	¥
As of July 31, 2025	10,792	6,000	55.6	640.84
As of July 31, 2024	8,837	4,781	54.1	513.55

(Reference) Equity capital As of July 31, 2025 ¥6,000 million As of July 31, 2024 ¥4,781 million

(Note) The Company conducted a one-to-two stock split of its common shares as of September 1, 2025. Accordingly, net assets per share are calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

* This summary of financial results is not subject to review procedures by a public accountant or audit firm.

* Explanation regarding appropriate use of earnings forecasts and other special notes:

(Notes on forward-looking statements)
The earnings forecast and other forward-looking statements contained in this document are based on information currently available and certain assumptions that are deemed reasonable by the Company, and are not intended to be guarantees of achieving the results by the Company. Actual results may differ materially due to various factors. For the conditions forming the assumptions underlying the earnings forecasts and cautionary statements regarding the use of earnings forecasts, please see “1. Overview of Operating Results, Etc. (4) Future Outlook” on page 3.

(How to obtain details of financial results briefing session)
The Company will hold a financial results briefing session for institutional investors and analysts on September 12, 2025 (Friday). The financial results briefing material will be promptly posted on the Company’s website.

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1. Overview of Operating Results, Etc.

(1) Operating Results

During the fiscal year ended July 31, 2025, the Japanese economy showed a moderate pickup, with capital investment by companies and consumer spending remaining solid. In particular, private sector companies, driven by persistent labor shortages, maintain a strong willingness to make investments in DX for productivity enhancement and in structural projects aimed at strengthening supply chains. As a result, capital investment has remained on an expansionary trend.

Therefore, it is expected that this domestic demand will bolster the economic climate and help the Japanese economy avoid a recession. However, factors like the full-on impact of U.S. tariffs and foreign exchange fluctuations may affect the economy.

Under these circumstances, there are strong needs for solutions to corporate challenges and the creation of new value, leading to increasing inquiries for the INTLOOP Group's "professional human resources solutions & consulting" business. To meet these needs, the Company proactively invested in human resources during the fiscal year under review.

As a result of the above, the Group posted net sales of 33,551,838 thousand yen (up 23.9%), operating profit of 2,186,452 thousand yen (up 45.1%), ordinary profit of 2,217,488 thousand yen (up 44.4%), and profit attributable to owners of parent of 1,367,699 thousand yen (up 51.6%) for the fiscal year under review, all on a year-on-year basis.

Please note that segment results are omitted as the Group has a single operating segment engaged in the professional human resources solutions & consulting business.

(2) Financial Position

(Assets)

Total current assets recorded at the end of the fiscal year under review were 8,996,315 thousand yen, a decrease of 688,664 thousand yen from the end of the previous fiscal year. This was mainly due to a decrease of 1,637,292 thousand yen in cash and deposits, against an increase of 682,018 thousand yen in notes and accounts receivable - trade, and contract assets due to a rise in orders received.

Total non-current assets increased 2,180,553 thousand yen from the end of the previous fiscal year to 4,634,877 thousand yen. This mainly reflects an increase of 544,010 thousand yen in property, plant and equipment associated with the relocation of our head office, as well as increases of 672,980 thousand yen in intangible assets and 883,536 thousand yen in investment securities.

Accordingly, total assets recorded at the end of the fiscal year under review were 13,631,193 thousand yen, an increase of 1,491,889 thousand yen from the end of the previous fiscal year.

(Liabilities)

Total current liabilities recorded at the end of the fiscal year under review were 5,372,596 thousand yen, an increase of 103,568 thousand yen from the end of the previous fiscal year. This was mainly due to increases of 324,544 thousand yen in accounts payable – trade and 175,065 thousand yen in income taxes payable, against a decrease of 700,000 thousand yen in short-term borrowings.

Total current liabilities recorded at the end of the fiscal year under review were 1,655,686 thousand yen, a decrease of 137,737 thousand yen from the end of the previous fiscal year. This mainly reflects a decrease of 320,729 thousand yen in long-term borrowings, against an increase of 206,734 thousand yen in asset retirement obligations.

Accordingly, total liabilities at the end of the fiscal year under review were 7,028,283 thousand yen, a decrease of 34,169 thousand yen from the end of the previous fiscal year.

(Net assets)

Total net assets recorded at the end of the fiscal year under review were 6,602,909 thousand yen, an increase of 1,526,058 thousand yen from the end of the previous fiscal year. This was mainly due to an increase of 1,367,699 thousand yen in retained earnings as a result of the recording of profit attributable to owners of parent

(3) Cash Flows

Cash and cash equivalents ("net cash") at the end of the fiscal year under review were 4,071,681 thousand yen, a decrease of 1,637,292 thousand yen from the end of the previous fiscal year.

The status of respective cash flows in the fiscal year under review and their major contributing factors are as follows.

(Cash flows from operating activities)

Net cash provided by operating activities amounted to 1,739,731 thousand yen (compared with net cash provided of 1,227,703 thousand yen in the previous fiscal year).

The major factor of cash inflows was profit before income taxes of 2,186,594 thousand yen, and the major factors of cash outflows were increase in trade receivables of 556,360 thousand yen and income taxes paid of 534,339 thousand yen.

(Cash flows from investing activities)

Net cash used in investing activities amounted to was 2,250,330 thousand yen (compared with net cash used of 806,643 thousand yen in the previous fiscal year).

The major factors of cash outflows were purchase of investment securities of 871,519 thousand yen, purchase of shares of subsidiaries resulting in change in scope of consolidation of 562,434 thousand yen, purchase of property, plant and equipment of 478,240 thousand yen, and purchase of intangible assets of 382,530 thousand yen.

(Cash flows from financing activities)

Net cash used in financing activities amounted to 1,126,693 thousand yen (compared with net cash provided of 1,261,483 thousand yen in the previous fiscal year).

The major factors of cash outflows were repayments of short-term borrowings of 700,000 thousand yen and repayments of long-term borrowings of 410,312 thousand yen.

(4) Future Outlook

The Group's consolidated earnings forecast for the fiscal year ending July 31, 2026 is as follows.

Consolidated earnings forecast for the fiscal year ending July 31, 2026 (from August 1, 2025 to July 31, 2026)

	Results for the fiscal year ended July 2025 (millions of yen)	Forecast for the fiscal year ending July 2026 (millions of yen)	Year-on-year change rate (%)
Net sales	33,551	43,800	Up 30.5%
Operating profit	2,186	3,100	Up 41.8%
Ordinary profit	2,217	3,200	Up 44.3%
Profit attributable to owners of parent	1,367	2,100	Up 53.5%

2. Basic Principle on the Choice of Accounting Standards

Since the Group does not engage in international business operations or fundraising, the consolidated financial statements are prepared in accordance with Japanese GAAP. At present, we do not plan to adopt IFRS (International Financial Reporting Standards). However, we will work to develop a system to appropriately respond to IFRS, while closely monitoring the future business development of the Group and future trends among Japanese companies regarding the adoption of IFRS.

3. Consolidated Financial Statements and Notes

(1) Consolidated Balance Sheet

(Thousands of yen)

	Previous fiscal year (As of July 31, 2024)	Current fiscal year (As of July 31, 2025)
Assets		
Current assets		
Cash and deposits	5,708,973	4,071,681
Notes and accounts receivable - trade, and contract assets	3,553,498	4,235,516
Merchandise and finished goods	729	85
Work in process	61,814	94,979
Raw materials and supplies	3,172	2,464
Prepaid expenses	221,027	342,526
Other	148,193	280,815
Allowance for doubtful accounts	(12,429)	(31,754)
Total current assets	9,684,979	8,996,315
Non-current assets		
Property, plant and equipment		
Buildings	214,759	699,348
Tools, furniture and fixtures	208,401	222,905
Leased assets	118,870	128,470
Other	52,610	139,451
Accumulated depreciation	(259,708)	(311,231)
Total property, plant and equipment	334,933	878,944
Intangible assets		
Goodwill	479,517	804,954
Software	11,154	11,003
Software in progress	18,447	366,143
Other	0	0
Total non-current assets	509,120	1,182,100
Investments and other assets		
Investment securities	620,303	1,503,839
Long-term loans receivable from subsidiaries and associates	100,000	150,000
Deferred tax assets	192,366	232,822
Leasehold and guarantee deposits	456,503	376,607
Other	241,096	310,562
Total investments and other assets	1,610,269	2,573,833
Total non-current assets	2,454,323	4,634,877
Total assets	12,139,303	13,631,193

(Thousands of yen)

	Previous fiscal year (As of July 31, 2024)	Current fiscal year (As of July 31, 2025)
Liabilities		
Current liabilities		
Accounts payable - trade	2,091,959	2,416,503
Short-term borrowings	1,200,000	500,000
Current portion of long-term borrowings	366,615	277,462
Accounts payable - other	274,995	376,488
Accrued expenses	497,387	642,543
Contract liabilities	22,330	116,594
Income taxes payable	197,807	372,873
Lease liabilities	25,561	27,110
Deposits received	95,865	165,290
Provision for bonuses	93,019	132,672
Other	403,488	345,058
Total current liabilities	5,269,028	5,372,596
Non-current liabilities		
Long-term borrowings	1,268,190	947,461
Provision for retirement benefits for directors (and other officers)	100,375	77,806
Retirement benefit liability	97,372	114,099
Lease liabilities	74,076	56,885
Asset retirement obligations	40,230	246,964
Other	213,180	212,470
Total non-current liabilities	1,793,424	1,655,686
Total liabilities	7,062,453	7,028,283
Net assets		
Shareholders' equity		
Share capital	55,689	60,634
Capital surplus	1,946,706	1,951,650
Retained earnings	2,781,055	4,148,755
Treasury shares	(323)	(323)
Total shareholders' equity	4,783,128	6,160,716
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	46	(1,690)
Total accumulated other comprehensive income	46	(1,690)
Share acquisition rights	138	70
Non-controlling interests	293,537	443,812
Total net assets	5,076,850	6,602,909
Total liabilities and net assets	12,139,303	13,631,193

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

Consolidated Statement of Income

(Thousands of yen)

	Previous fiscal year (August 1, 2023–July 31, 2024)	Current fiscal year (August 1, 2024–July 31, 2025)
Net sales	27,077,592	33,551,838
Cost of sales	20,416,597	24,367,538
Gross profit	6,660,994	9,184,300
Selling, general and administrative expenses	5,154,175	6,997,847
Operating profit	1,506,819	2,186,452
Non-operating income		
Interest income	112	3,075
Dividend income	8	14
Gain on investments in investment partnerships	7,510	–
Sponsorship money income	25,300	25,300
Subsidy income	10,326	21,265
Surrender value of insurance policies	6,171	8,022
Other	3,162	8,661
Total non-operating income	52,591	66,339
Non-operating expenses		
Interest expenses	21,957	28,777
Loss on investments in investment partnerships	–	5,281
Other	2,035	1,245
Total non-operating expenses	23,992	35,303
Ordinary profit	1,535,418	2,217,488
Extraordinary losses		
Loss on retirement of non-current assets	12,848	30,893
Loss on valuation of investment securities	66,169	–
Office relocation expenses	23,088	–
Total extraordinary losses	102,105	30,893
Profit before income taxes	1,433,312	2,186,594
Income taxes - current	484,965	708,185
Income taxes - deferred	6,565	(39,455)
Total income taxes	491,530	668,730
Profit	941,781	1,517,864
Profit attributable to non-controlling interests	39,772	150,164
Profit attributable to owners of parent	902,009	1,367,699

Consolidated Statement of Comprehensive Income

(Thousands of yen)

	Previous fiscal year (August 1, 2023–July 31, 2024)	Current fiscal year (August 1, 2024–July 31, 2025)
Profit	941,781	1,517,864
Other comprehensive income		
Valuation difference on available-for-sale securities	2,198	(1,626)
Total other comprehensive income	2,198	(1,626)
Comprehensive income	943,980	1,516,237
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	904,174	1,365,962
Comprehensive income attributable to non-controlling interests	39,805	150,275

(3) Consolidated Statement of Changes in Equity

Previous fiscal year (August 1, 2023 to July 31, 2024)

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	50,000	1,941,016	1,879,046	(179)	3,869,883
Changes of items during period					
Issuance of new shares - exercise of share acquisition rights	5,689	5,689			11,379
Profit attributable to owners of parent			902,009		902,009
Purchase of treasury shares				(143)	(143)
Net changes in items other than shareholders' equity					
Total changes during period	5,689	5,689	902,009	(143)	913,245
Balance at end of period	55,689	1,946,706	2,781,055	(323)	4,783,128

	Accumulated other comprehensive income		Share acquisition rights	Non-controlling interests	Total net assets
	Valuation difference on available-for-sale securities	Total accumulated other comprehensive income			
Balance at beginning of period	(2,151)	(2,151)	210	–	3,867,942
Changes of items during period					
Issuance of new shares - exercise of share acquisition rights					11,379
Profit attributable to owners of parent					902,009
Purchase of treasury shares					(143)
Net changes in items other than shareholders' equity	2,198	2,198	(72)	293,537	295,663
Total changes during period	2,198	2,198	(72)	293,537	1,208,908
Balance at end of period	46	46	138	293,537	5,076,850

Current fiscal year (August 1, 2024 to July 31, 2025)

(Thousands of yen)

	Shareholders' equity				
	Share capital	Capital surplus	Retained earnings	Treasury shares	Total shareholders' equity
Balance at beginning of period	55,689	1,946,706	2,781,055	(323)	4,783,128
Changes of items during period					
Issuance of new shares - exercise of share acquisition rights	4,944	4,944			9,888
Profit attributable to owners of parent			1,367,699		1,367,699
Purchase of treasury shares					–
Net changes in items other than shareholders' equity					
Total changes during period	4,944	4,944	1,367,699	–	1,377,588
Balance at end of period	60,634	1,951,650	4,148,755	(323)	6,160,716

	Accumulated other comprehensive income		Share acquisition rights	Non-controlling interests	Total net assets
	Valuation difference on available-for-sale securities	Total accumulated other comprehensive income			
Balance at beginning of period	46	46	138	293,537	5,076,850
Changes of items during period					
Issuance of new shares - exercise of share acquisition rights					9,888
Profit attributable to owners of parent					1,367,699
Purchase of treasury shares					–
Net changes in items other than shareholders' equity	(1,737)	(1,737)	(68)	150,275	148,470
Total changes during period	(1,737)	(1,737)	(68)	150,275	1,526,058
Balance at end of period	(1,690)	(1,690)	70	443,812	6,602,909

(4) Consolidated Statement of Cash Flows

(Thousands of yen)

	Previous fiscal year (August 1, 2023–July 31, 2024)	Current fiscal year (August 1, 2024–July 31, 2025)
Cash flows from operating activities		
Profit before income taxes	1,433,312	2,186,594
Depreciation	52,570	163,346
Amortization of goodwill	38,879	51,839
Increase (decrease) in allowance for doubtful accounts	(43)	18,588
Interest and dividend income	(121)	(3,089)
Interest expenses	21,957	28,777
Loss (gain) on investments in investment partnerships	(7,510)	5,281
Loss on retirement of property	12,848	30,893
Loss (gain) on valuation of investment securities	66,169	–
Decrease (increase) in trade receivables	(396,231)	(556,360)
Decrease (increase) in inventories	27,362	(23,944)
Decrease (increase) in prepaid expenses	(79,371)	(120,326)
Increase (decrease) in trade payables	263,530	324,461
Increase (decrease) in accounts payable - other	60,030	95,219
Increase (decrease) in accrued expenses	174,068	139,446
Increase (decrease) in provision for bonuses	(64,544)	39,652
Increase (decrease) in provision for directors' retirement benefits	12,075	(22,569)
Increase (decrease) in liabilities related to retirement benefits	5,591	16,727
Other, net	127,972	(74,799)
Subtotal	1,748,544	2,299,758
Interest and dividends received	121	3,089
Interest paid	(21,957)	(28,777)
Income taxes paid	(499,005)	(534,339)
Net cash provided by (used in) operating activities	1,227,703	1,739,731
Cash flows from investing activities		
Purchase of property, plant and equipment	(200,178)	(478,240)
Purchase of intangible assets	(18,447)	(382,530)
Purchase of investment securities	(399,192)	(871,519)
Loan advances	(100,000)	(50,000)
Proceeds from collection of loans receivable	65,039	–
Proceeds from distributions from investment partnerships	4,851	5,222
Payments of leasehold and guarantee deposits	(263,999)	(4,448)
Proceeds from refund of leasehold and guarantee deposits	56,993	103,125
Purchase of shares of subsidiaries resulting in change in scope of consolidation	–	(562,434)
Proceeds from purchase of shares of subsidiaries resulting in change in scope of consolidation	92,117	–
Purchase of shares of unconsolidated subsidiaries	(49,000)	–
Purchase of insurance funds	(21,733)	(18,739)
Proceeds from cancellation of insurance funds	27,006	9,233
Other	(100)	–
Net cash provided by (used in) investing activities	(806,643)	(2,250,330)

(Thousands of yen)

	Previous fiscal year (August 1, 2023–July 31, 2024)	Current fiscal year (August 1, 2024–July 31, 2025)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	300,000	(700,000)
Proceeds from long-term borrowings	1,240,000	–
Repayments of long-term borrowings	(358,607)	(410,312)
Proceeds from sale and leaseback transactions	81,721	–
Repayments of lease liabilities	(12,794)	(26,202)
Proceeds from exercise of employee share options	11,307	9,820
Purchase of treasury shares	(143)	–
Net cash provided by (used in) financing activities	1,261,483	(1,126,693)
Effect of exchange rate change on cash and cash equivalents	–	–
Net increase (decrease) in cash and cash equivalents	1,682,543	(1,637,292)
Cash and cash equivalents at beginning of period	4,026,429	5,708,973
Cash and cash equivalents at end of period	5,708,973	4,071,681

(5) Notes to Consolidated Financial Statements

(Notes on Going Concern Assumption)

Not applicable.

(Changes in Accounting Policies)

(Adoption of Accounting Standard for Current Income Taxes)

The Company has adopted the Accounting Standard for Current Income Taxes (ASBJ Statement No. 27 (revised October 28, 2022); hereinafter, the "2022 Revised Accounting Standard") and others since the beginning of the fiscal year ended July 31, 2025.

Revisions to the classification of income taxes (taxation on other comprehensive income) are in accordance with the transitional treatment stipulated in the proviso of Paragraph 20-3 of the 2022 Revised Accounting Standard and in the proviso of Paragraph 65-2 (2) of the Guidance on Accounting Standard for Tax Effect Accounting (ASBJ Guidance No. 28 (revised October 28, 2022)). This change in accounting policy has no impact on consolidated financial statements.

(Notes to Segment Information, Etc.)

This information is omitted as the Company has a single operating segment engaged in the professional human resources solutions & consulting business.

(Per Share Information)

	Previous fiscal year (August 1, 2023–July 31, 2024)	Current fiscal year (August 1, 2024–July 31, 2025)
Net assets per share	513.75 yen	657.75 yen
Basic earnings per share	97.18 yen	146.49 yen
Diluted earnings per share	94.97 yen	142.16 yen

(Notes) 1. The Company conducted a one-to-two stock split of its common shares as of September 1, 2025. Accordingly, net assets per share, basic earnings per share and diluted earnings per share are calculated on the assumption that the stock split was conducted at the beginning of the previous fiscal year.

2. The basis of calculation of basic earnings per share and diluted earnings per share is as follows.

(Thousands of yen)

	Previous fiscal year (August 1, 2023–July 31, 2024)	Current fiscal year (August 1, 2024–July 31, 2025)
Basic earnings per share		
Profit attributable to owners of parent	902,009	1,367,699
Amount not attributable to common shareholders	–	–
Profit attributable to owners of parent for common shares	902,009	1,367,699
Average number of common shares during period	9,281,875 shares	9,336,542 shares
Diluted earnings per share		
Adjustments to profit attributable to owners of parent	-7,280	-27,489
Increase in the number of common shares	139,032 shares	91,096 shares
(Of which, share acquisition rights)	(139,032 shares)	(91,096 shares)
Description of dilutive shares not included in the calculation of diluted earnings per share due to the absence of dilutive effects	-	-

(Significant Subsequent Events)

The Company resolved at its Board of Directors' meeting held on August, 14, 2025, to conduct a stock split and partial amendment to its Articles of Incorporation in connection with the stock split.

(1) Purpose of the Stock Split

With the stock split, the Company aims to improve the liquidity of its shares and expand its investor base by reducing the stock price per investment unit.

(2) Overview of the Stock Split

1) Method of the split

With August 31, 2025 as the record date, the Company conducts a one-to-two stock split for each share of common stock owned by shareholders listed or recorded in the register of shareholders as of the end of that date.

2) Number of shares increased by the split

Total number of issued shares before the stock split:	4,681,970 shares
Number of shares to be increased by the stock split:	4,681,970 shares
Total number of issued shares after the stock split:	9,363,940 shares
Total number of shares authorized to be issued after the stock split:	32,000,000 shares

(Note) The total numbers of issued shares indicated above are stated based on the data as of July 31, 2025. The numbers may increase, however, depending on the exercise of share acquisition rights in the period until the record date of the stock split and other factors.

3) Schedule for the split

Date of public notice of the record date:	August 14, 2025
Record date:	August 31, 2025
Effective date:	September 1, 2025

4) Impact on per-share information

Per share information on the assumption that the stock split was conducted at the beginning of the previous fiscal year is presented in the notes to "3. Consolidated Financial Statements and Notes, (5) Notes to Consolidated Financial Statements (Per Share Information)."

5) Change in the amount of share capital

There are no change in the amount of share capital in connection with this stock split.

(3) Partial Amendment to the Articles of Incorporation in Connection with the Stock Split

1) Reasons for the amendment

In connection with the above-mentioned stock split, the Company shall amend Article 6 of its Articles of Incorporation to change the total number of shares authorized to be issued, based on the Board of Directors' resolution pursuant to Article 184, Paragraph 2 of the Companies Act.

2) Details of the amendment (underlined portions indicate the change)

Before amendment	After amendment
(Total number of shares authorized to be issued) Article 6 The total number of shares authorized to be issued by the Company shall be <u>16,000,000 shares</u>.	(Total number of shares authorized to be issued) Article 6 The total number of shares authorized to be issued by the Company shall be <u>32,000,000 shares</u>.

3) Schedule

Effective date: September 1, 2025