Second Quarter of the Fiscal Year Ending September 30, 2026

Financial Results Briefing Materials

Plus Alpha Consulting Co., Ltd.

Tokyo Stock Exchange Prime | 4071

May 13, 2026

Contents

01 Overview of Financial Results for the Second Quarter of the Fiscal Year Ending September 30, 2026 P.3

02 Overview by Segment P.13

03 Earnings forecasts for the fiscal year ending September 30, 2026 P.24

04 Shareholder return policy P.28

05 Topics P.32

06 Medium-term Management Policy P.40

07 Reference materials P.49

- Company outline
- Business strengths
- HR Solutions business overview
- Marketing solutions business overview

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Executive Summary

Net sales increased by 14.2% and operating profit increased by 32.3%, with high growth continuing in the six months ended March 31, 2026 (2Q)
Profit margins rose while also sustaining increases in sales and profit, thereby realizing a more profitable business

Financial results for the three months ended March 31, 2026

Companywide

Net sales

9,341 million yen

(YoY change +14.2%)

Operating profit

3,692 million yen

(YoY change +32.2%)

- Continued stable increase in sales and also achieved a significant increase in profit
- Sales increased while costs were contained, significantly boosting profit margins and improving profitability

HR solutions

Net sales

7,498 million yen

(YoY change +20.4%)

Operating profit

3,776 million yen

(YoY change +38.4%)

- With increasing customers and rising ARPU, recurring revenue is growing, and the consulting sales we have focused have also increased significantly
- We are maintaining high profit margins while controlling marketing expenses
- We are currently promoting expanded sales to a broad range of customers through partner collaborations

Marketing Solutions

Net sales

1,843 million yen

(YoY change -5.5%)

Operating profit

722 million yen

(YoY change -17.8%)

- Visualization Engine cancellations remain high, and net sales have decreased due to a reduction in active users
- ARPU is gradually rising due to factors such as up selling to existing customers
- Profit declined as cost-cutting failed to offset the decrease in sales
- With the implementation of churn prevention measures and the launch of a new service (AI TalkTra), the number of active contracts is bottoming out

Earnings forecasts for the fiscal year ending September 30, 2026

Companywide

Net sales

19,500 million yen

(YoY change +14.1%)

Operating profit

7,500 million yen

(YoY change + 17.6 %)

- We plan sustained revenue and profit growth by continuing the strategy of focusing on enterprise customers
- Significant revenue growth in HR Solutions and cost control are expected to drive profit growth and increased margin

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01

Overview of Financial Results for the Second Quarter of the Fiscal Year Ending September 30, 2026

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Summary of the second of the Fiscal Year Ending September 30, 2026

- **Increased customer numbers and ARPU led to company-wide ARR exceeding 16 billion yen. ARR continues to expand, led by HR Solutions.**

Net sales

9,341 Million yen

YoY change **+14.2%**
(FY2025 2Q: 8,178 million yen)

Operating profit

3,695 Million yen

YoY change **+32.3%**
(FY2025 2Q: 2,792 million yen)

Operating profit margin

39.6%

YoY change **+5.4%**
(FY2025 2Q: 34.1%)

Number of users (end of 2Q)

2,995 cases

HR	MS
2,259 cases	736 cases

YoY change **+130 cases**

ARR (end of FY2026 2Q)

16,116 Million yen

HR	MS
12,544 Million yen	3,571 Million yen

YoY change **+12.9%**

ARPU (end of 2Q)

451 thousand yen

HR	MS
468 thousand yen	400 thousand yen

YoY change **+8.4%**

The number of customers, ARR, and ARPU are the total values for Visualization Engine, Customer Rings, Talent Palette, Yorisol, R-Shift, and R-Kintai.

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Companywide Results

In FY2026 2Q, net sales increased by 14.0%, operating profit increased by 20.8% and operating profit margin remained high at 41.2%.

(Million yen)	2Q			Six Months Ended March 31, 2026			FY2026 full year plan	Progress
	FY2025 results	FY2026 results	YoY change	FY2025 results	FY2026 results	YoY change		
Net sales	4,284	**4,902**	+14.4%	8,178	**9,341**	+14.2%	19,500	47.9%
Cost of sales	1,162	**1,384**	+19.1%	2,247	**2,729**	+21.4%	–	–
Gross profit	3,122	**3,518**	+12.7%	5,930	**6,612**	+11.5%	–	–
Selling, general and administrative expenses	1,451	**1,499**	+3.3%	3,138	**2,920**	△6.9%	–	–
Operating profit	1,671	**2,018**	+20.8%	2,792	**3,692**	+32.2%	7,500	49.2%
Operating profit margin	39.0%	**41.2%**	–	34.1%	**39.5%**	–	38.5%	–
Ordinary profit	1,616	**2,009**	+24.3%	2,735	**3,681**	+34.6%	7,500	49.1%
Profit	1,096	**1,370**	+25.0%	1,851	**2,518**	+36.0%	5,200	48.4%

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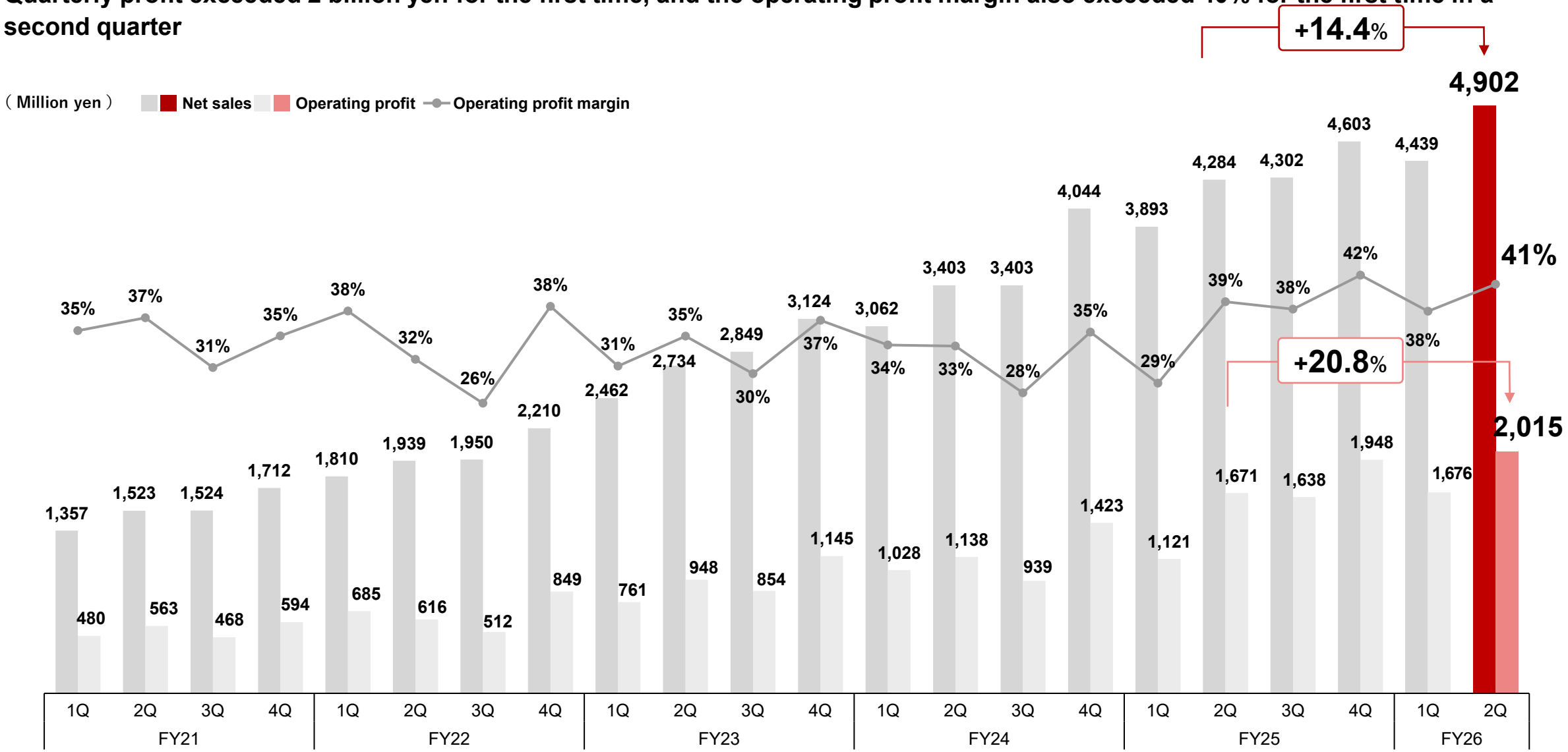
Quarterly Net Sales and Operating Profit

In FY2026 2Q, both net sales and operating profit reached new record levels for the second quarter

Quarterly profit exceeded 2 billion yen for the first time, and the operating profit margin also exceeded 40% for the first time in a second quarter



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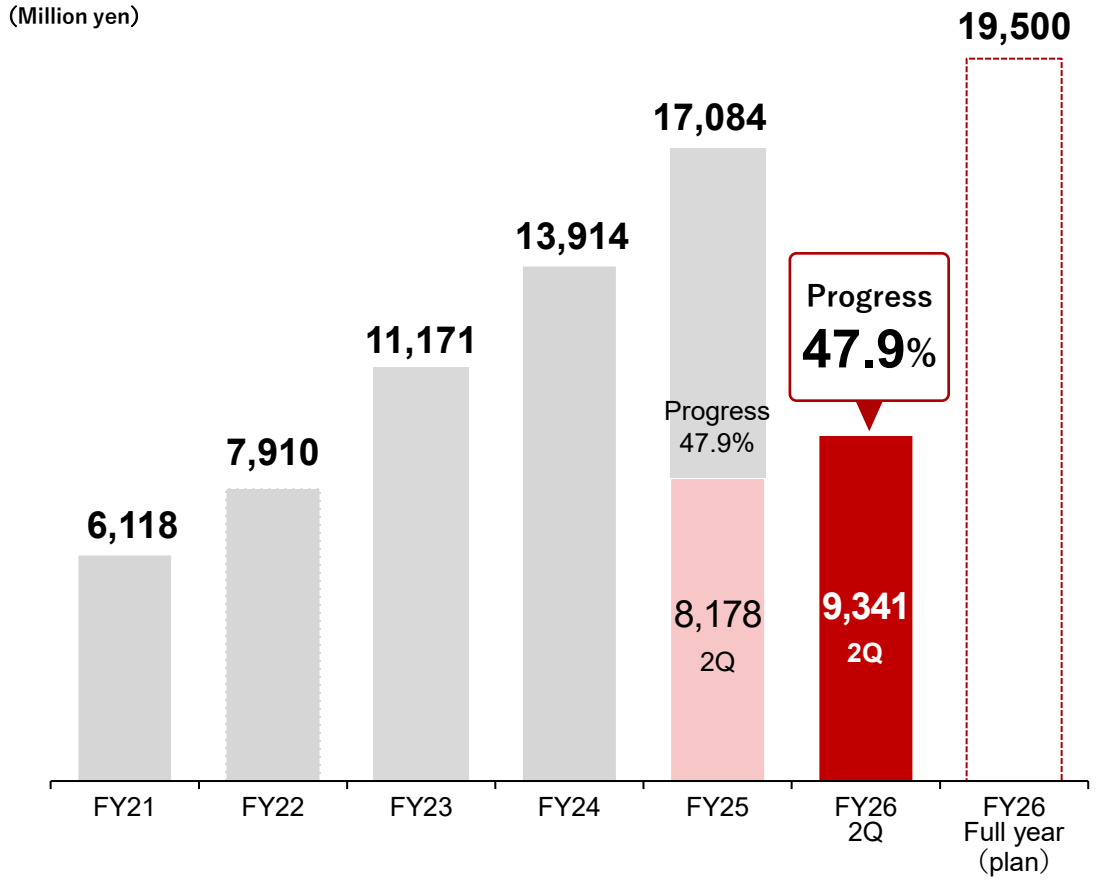
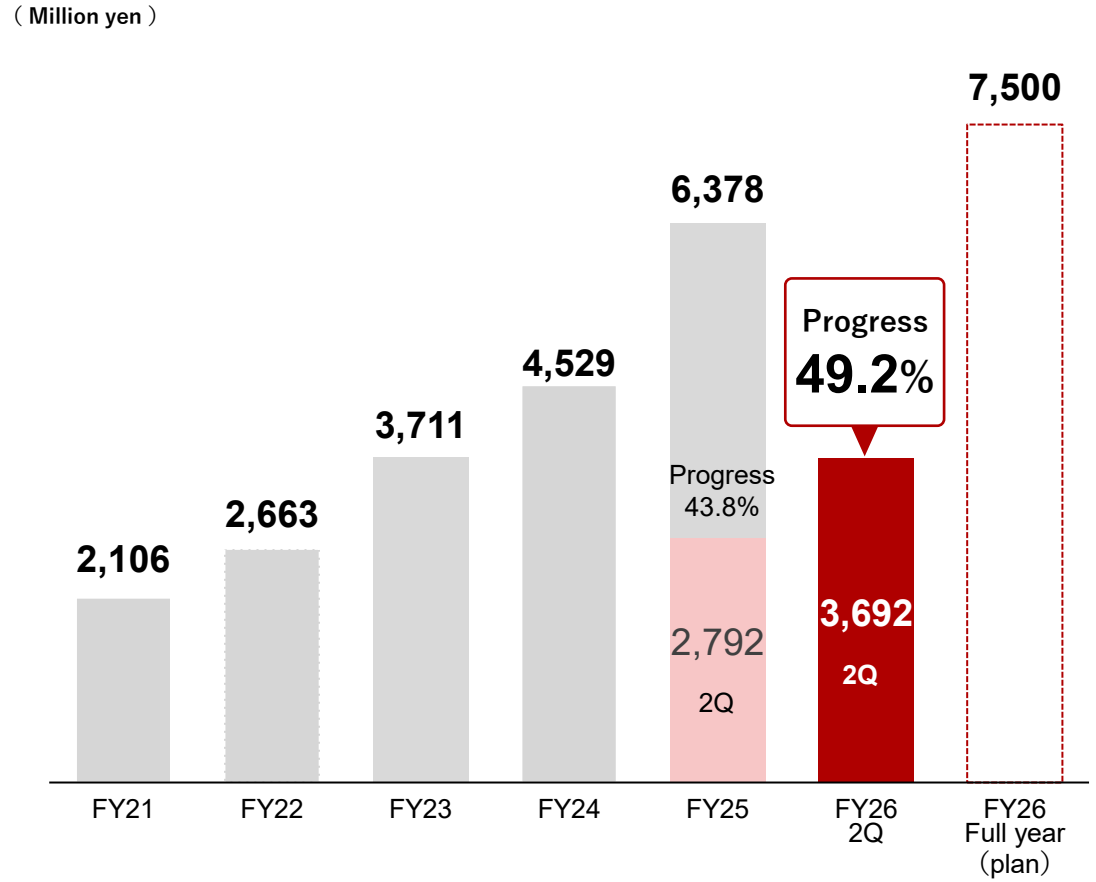
Full-Year Net Sales and Operating Profit

Progress against the annual plan for FY2026 2Q was on par with the previous year at 47.9% for net sales and higher than the previous year at 49.2% for operating profi

Net sales



Operating profit



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Financial Results by Segment

The increase in net sales in HR Solutions and rise in profitability contributed to the increase in operating profit

	(Million yen)	FY2025 2Q results	FY2026 1Q results	YoY change
HR solution	Net sales	6,228	**7,498**	+20.4%
	Operating profit	2,728	**3,779**	+38.4%
	Operating profit margin	43.8%	**50.4%**	–
Marketing solution	Net sales	1,949	**1,843**	▲5.5%
	Operating profit	881	**724**	▲17.8%
	Operating profit margin	45.2%	**39.3%**	–

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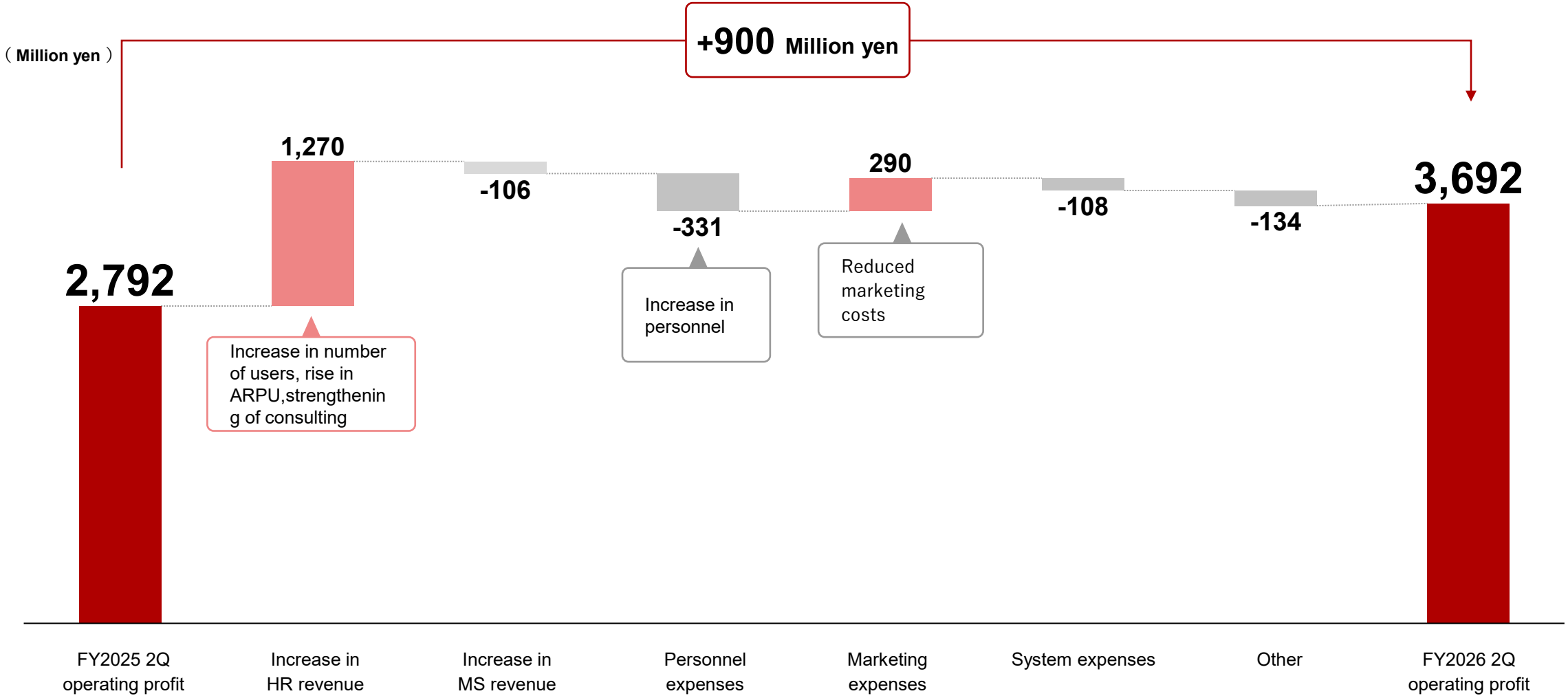
Factors Contributing to Changes in Operating Profit (2Q YoY Comparison)

Factors contributing to the increase in profit in FY2026 2Q are the increase in revenue in HR Solutions, in addition to marketing expenses associated with the strategic shift to enterprise business



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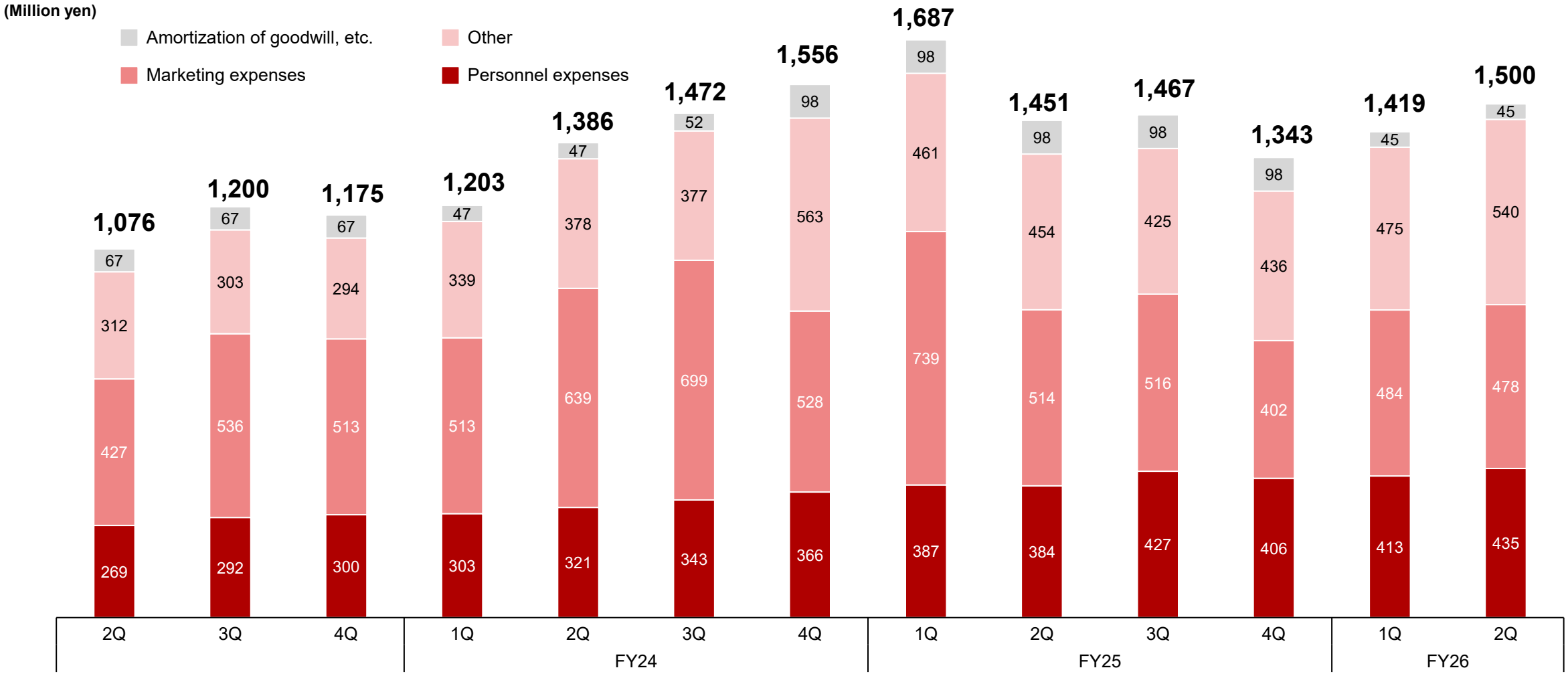
Trends in Selling, General and Administrative Expenses

Overall selling, general and administrative expenses are trending downward due to the review of marketing measures



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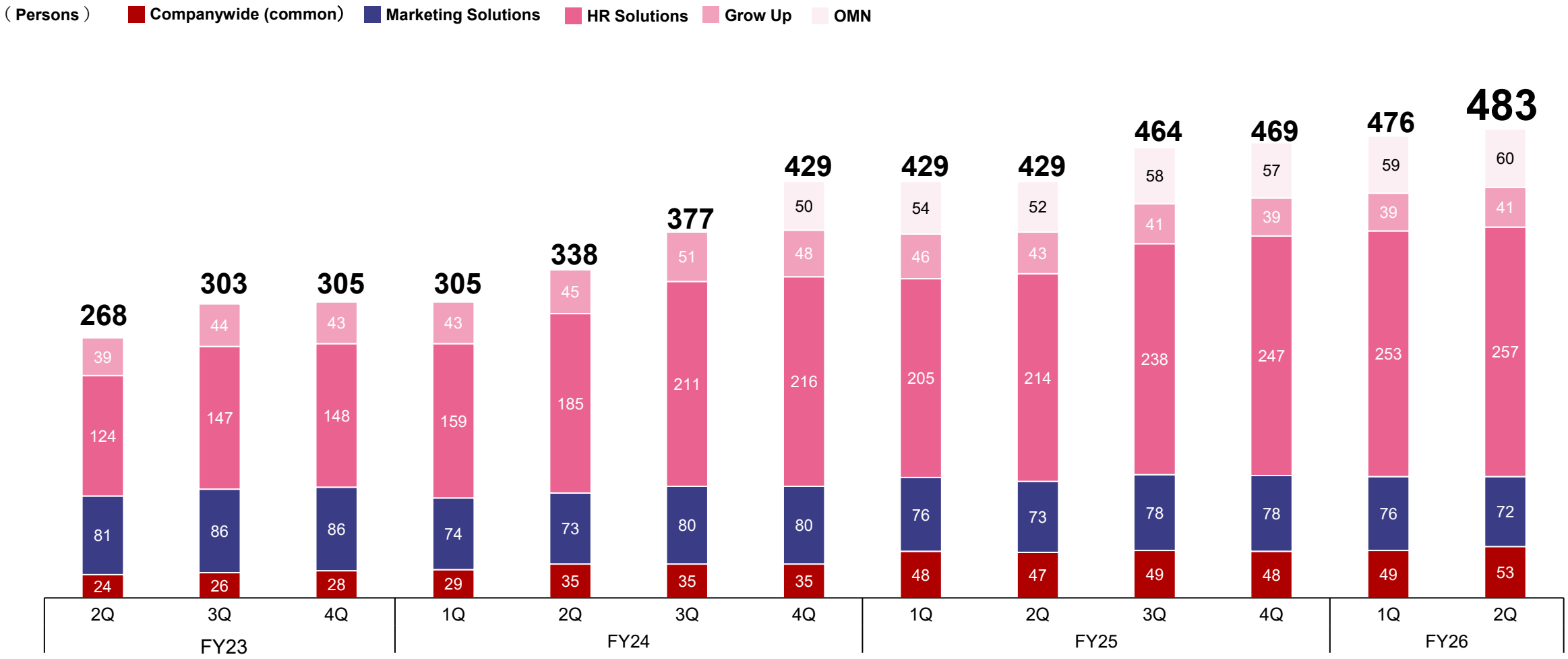
Trends in the number of employees

Recruitment of salespeople, engineers, and consultants is progressing smoothly according to plan



* The number of permanent employees as of the end of each quarter. Standalone figures shown for HR Solutions
* Attack and D4DR are included in HR Solutions.

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Status of Balance Sheets

Cash and deposits increased due to steady profit generation.

(Million yen)		Dec. 31, 2025	Mar. 31, 2026	Compared to the previous quarter
Assets	Current assets	15,811	**17,999**	+2,188
	(Cash and deposits)	13,575	**15,459**	+1,884
	(Accounts receivable-trade)	1,824	**2,144**	+320
	Non-current assets	1,779	**1,814**	+35
	Total assets	17,590	**19,813**	+2,223
Liabilities	Current liabilities	2,692	**3,591**	+899
	Non-current liabilities	163	**134**	▲29
	Total liabilities	2,856	**3,726**	+870
Net assets		14,734	**16,087**	+1,353
Equity ratio		83.6%	**81.1%**	–

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02

Overview by Segment

－HR solutions－

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HR Solutions Financial Results Summary

- **In HR Solutions, net sales increased by 20.4% and operating profit increased significantly by 38.5%**
- **Operating profit margin rose by more than 6 points Y0Y to 50.4% due to the reduction in marketing costs**

Net sales*1

7,498 Million yen

YoY change **+20.4%**
(FY2025 2Q: 6,228 Million yen)

Operating profit*1

3,776 Million yen

YoY change **+38.4%**
(FY2025 2Q: 2,728 Million yen)

Operating profit margin

50.4%

YoY change **+6.6%**
(FY2025 2Q: 43.8%)

Number of users*2

2,259cases

YoY change **+233 cases**
(FY2025 2Q: 2,036 cases)

MRR*3

1,045Million yen

YoY change **+19.0%**
(FY2025 2Q: 878 Million yen)

Revenue churn rate*4

0.36%

YoY change **+0.01pt**
(FY2025 2Q: +0.37%)

ARPU*5

468 thousand yen

YoY change **+8.3%**
(FY2025 2Q: 432 thousand yen)

※1 Figures for the entire HR Solutions segment. *2-5 are the total figures for Talent Palette, Yorisor, R-Shift, and R-Kintai.
*2 Number of monthly billed contracts as of March 31, 2025 and March 31, 2026
*3 Monthly Recurring Revenue. Total of the monthly fee of contracted subscription users in March 2025 and in March 2026
*4 Ratio of reductions as a result of cancellations to total monthly billed amounts as of March 2025 and in March 2026 (average for the past 12 months)
*5 Average Revenue Per User. Calculated by dividing the average MRR for 2Q of FY2025 and 2Q of FY2026 by the average number of paid billing enterprise users of each month for the same period

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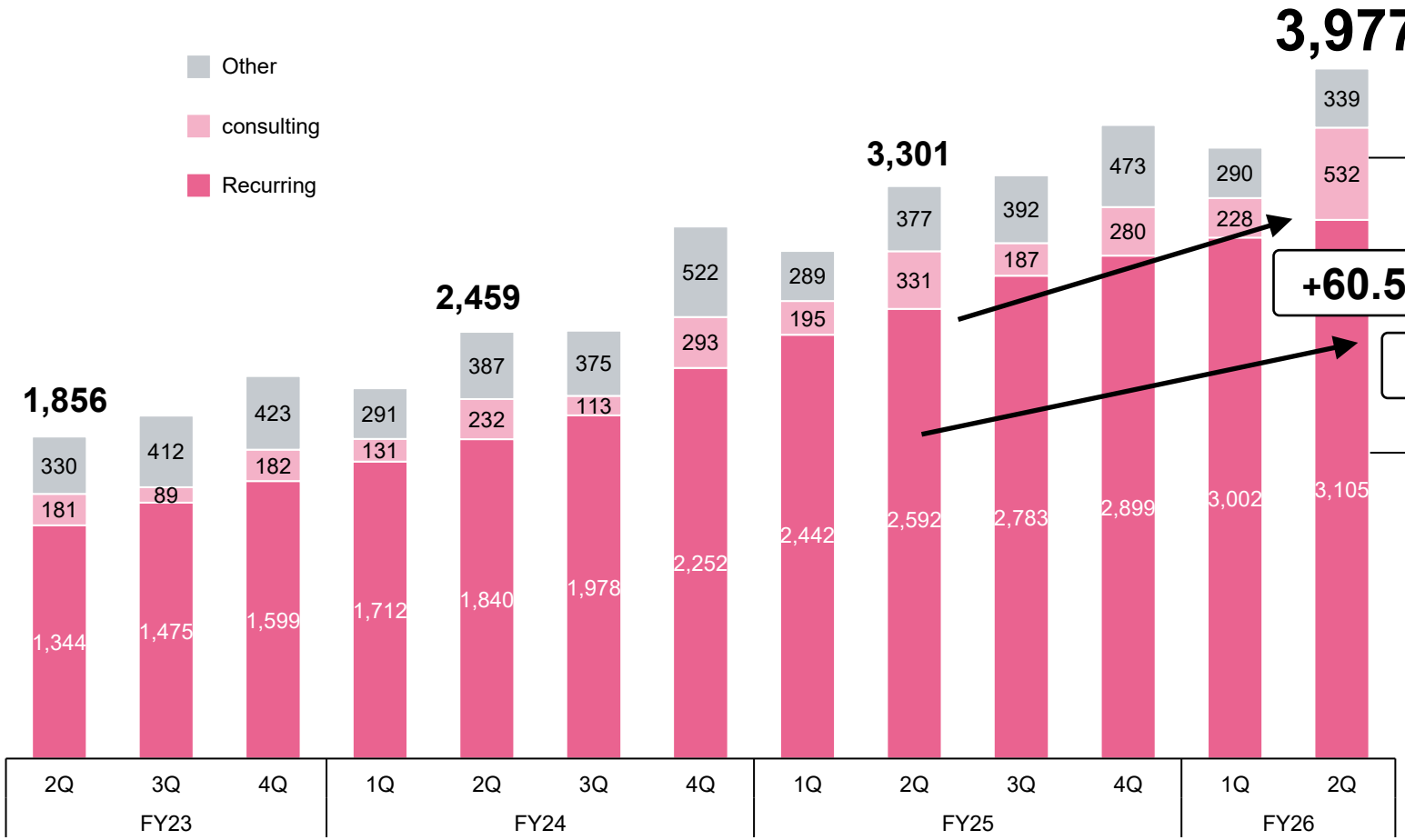
HR Solutions Net sales

Recurring revenue increased steadily due to the increase in the number of users and the rise in ARPU
Sales of the consulting business we have focused upon are increasing, and have steadily increased with a YoY change of 60.5%

（Million yen）



Consulting

- By expanding our consulting structure, we aim to increase sales through consulting projects for large corporations

Recurring

- Recurring revenue increased steadily due to the increase in the number of users and the rise in ARPU
- Upselling and cross-selling to existing customers also contributed due to focusing on large enterprises

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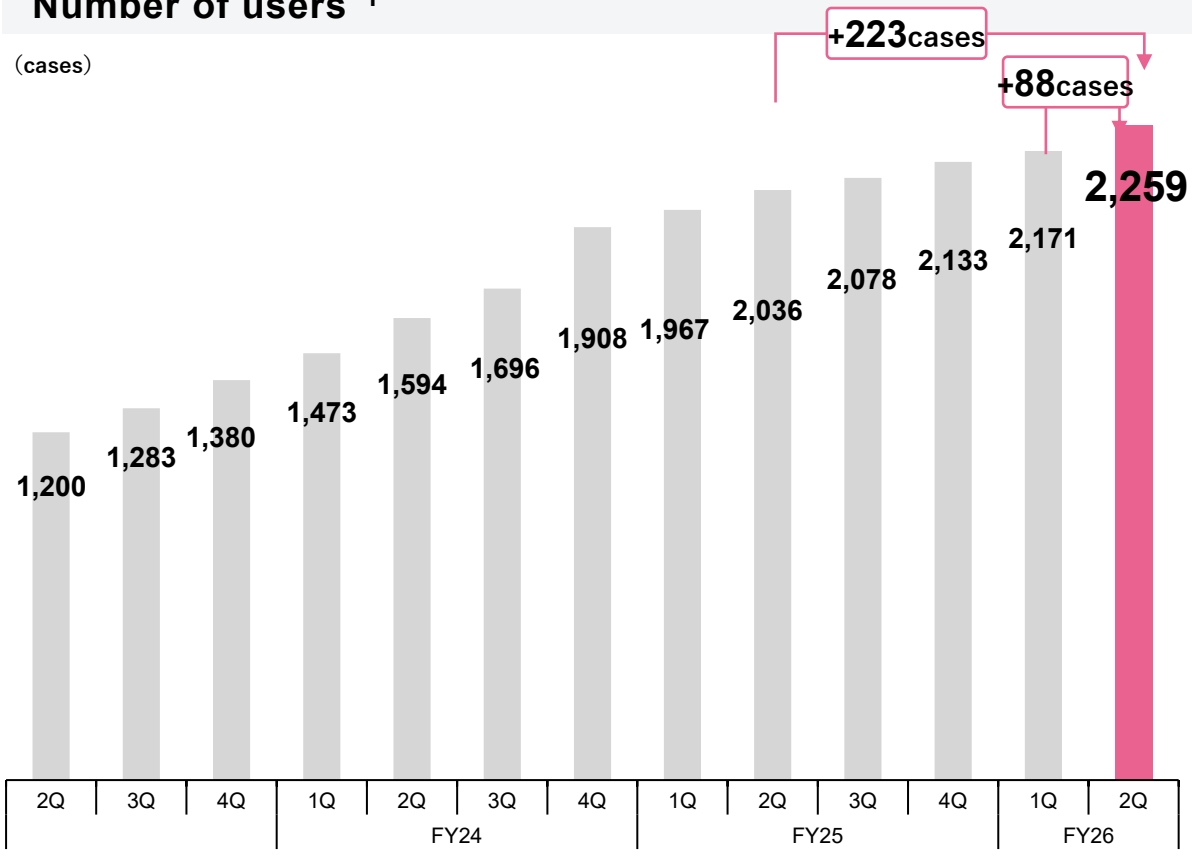
HR Solutions Number of Users, Revenue Churn Rate, ARPU

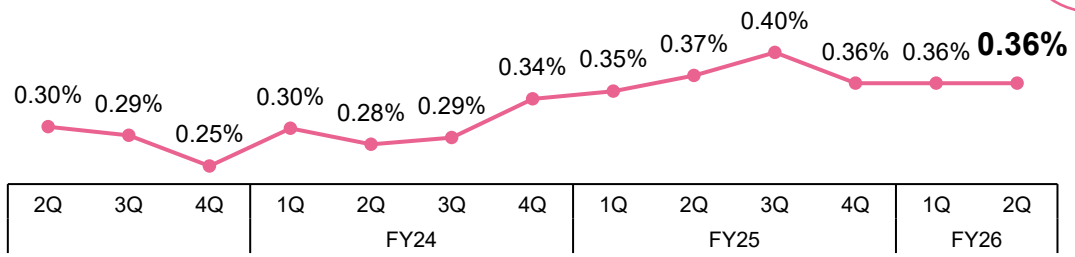
Talent Palette obtained new customers centered on enterprises. Partner sales are also off to a solid start
Talent Palette's average revenue per user is rising due to upgrades to higher-tier plans and increased adoption of paid options associated with the expansion of use among existing customers

Number of users *1



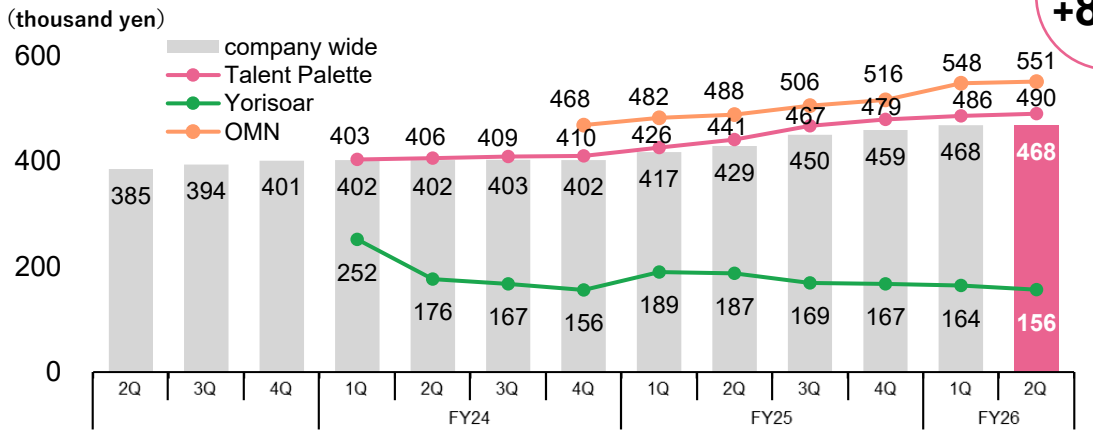
Revenue churn rate *2

YoY change **+0.01%**



Average revenue per user (ARPU) *3

YoY change **+8.3%**



*1 Number of monthly billed contracts (Talent Palette, Yorisoar, R-shift, R-kintai)
*2 Ratio of reductions as a result of cancellations to total monthly billed amounts (average of the past 12 months at the end of each quarter)
*3 Average Revenue Per User. Average monthly revenue per paid billing enterprise user. Calculated as dividing the average MRR for each quarter by the average number of paid billing enterprise users of each month for the same period.

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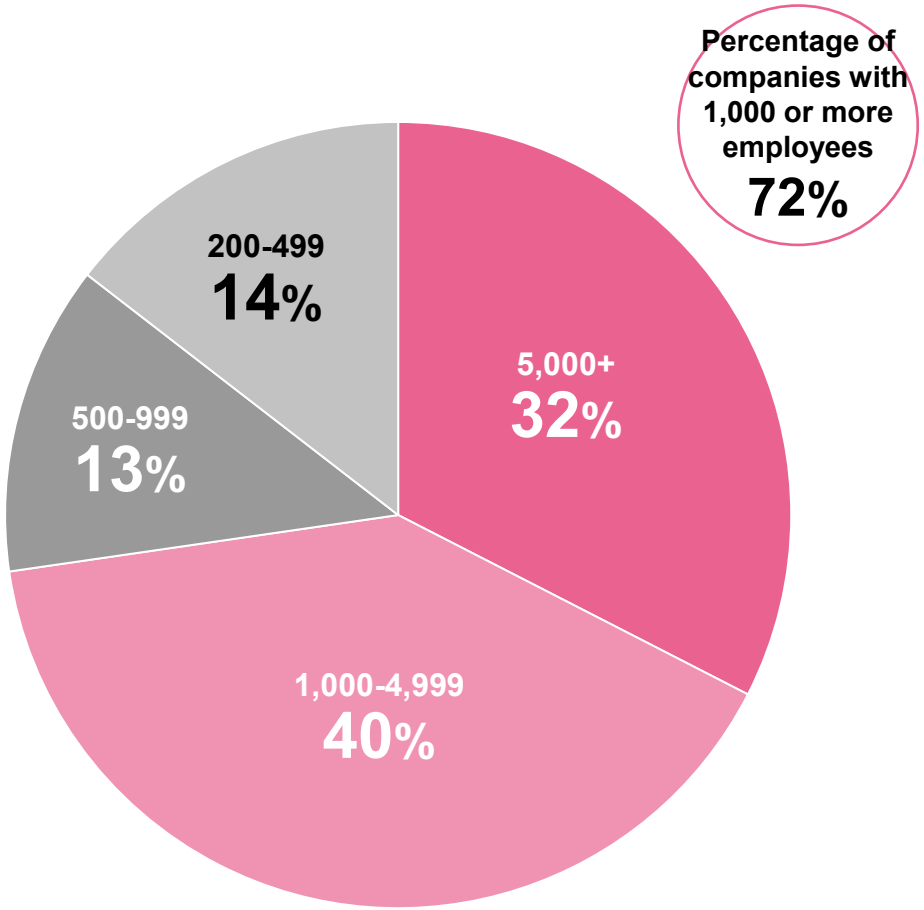
Reference

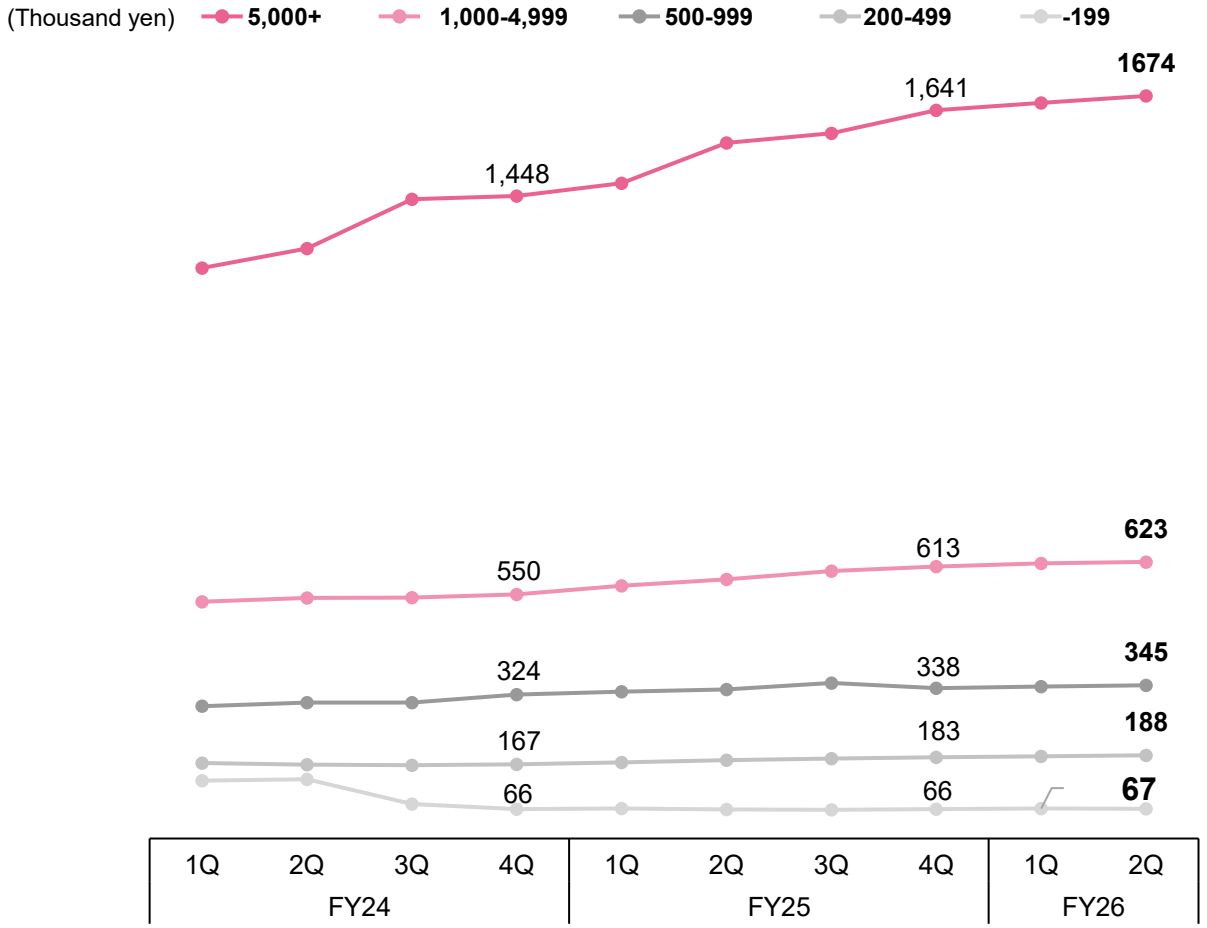
Talent Palette: Customer Composition by Size

- Enterprises account for over 70% of monthly usage fees (of which, major companies with over 5,000 employees account for over 30%)
- ARPU growth at major companies is driving expansion of sales. We aim to further increase ARPU, including consulting sales.

Recurring revenue by customer size (As of March 31, 2026)



ARPU by customer size



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Reference

Structure to Enhance Added Value for Enterprise Customers

- **The Consultant, Concierge, Support Desk, and Development teams respond promptly to requests from customers that have implemented Talent Palette**
- **By maximizing the value delivered to customers, we achieve increased ARPU + reduced revenue churn rate = maximized customer value (increased LTV).**

Approx. 40 people



Consulting

- Support for utilization of system design and skill information
- Configuration of system settings and implementation flow
- Operational design, etc.



Support desk

Customer inquiries and chat support

- Online configuration support
- Resolution of functional uncertainties during individual consultation sessions, etc.

Approx. 30 people

Customers

Companies implementing Talent Palette タレントパレット



Concierge

- Support for promoting the utilization of functions and settings
- Implementation of subcommittees for resolving issues
- Issue resolution in individual consultation meetings, etc.

Approx. 40 people



Development

- Enhancement of functionality and technological advancements that contribute to improved customer convenience
- Enhancement of functionality to swiftly incorporate customer requests
- Cutting-edge technologies devised by Plus Alpha Consulting (AI, voice analysis, etc.)

Approx. 60 people

Effects of maximizing value provided to customers

- Increase in ARPU (Promotion of upselling, etc.)
- Reduction of revenue churn rate
- Improvement of LTV

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Reference

Why Talent Palette Will Not Be Replaced by Generative AI

- **Talent Palette has established itself as being difficult to replace through its ability to handle complex individual requirements, security support, and proprietary data accumulation demanded by enterprises.**
- **The value proposition is enhanced through services that combine SaaS, consulting, and generative AI.**

Areas easy to replace with AI

- Routine automation: chatbots, FAQs, email creation, etc.
- Content creation: General document creation, meeting summarization, image creation
- Simple data aggregation: Numerical aggregation and visualization

VS

Areas difficult to replace with AI (Talent Palette)

- Complex Requirements for Individual Companies:
  Company-specific processing for personnel systems and other areas
- Advanced security:
  Confidential information, access control
- Accumulation and Utilization of Proprietary Data:
  Various personnel and organizational time-series data

▽ Providing a general-purpose HR services utilizing AI

Common weaknesses of AI-powered services

- Responding to complex operational requirements of individual companies
- Risk of hallucination
- Concerns about information leakage

▷

Strengths of Talent Palette

- Functions covering complex operations and security requirements
- Providing consulting services to support the implementation of various personnel initiatives
- Promoting scientific personnel management to enable the accumulation and utilization of vast amounts of data

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02

Overview by Segment

– Marketing solutions –

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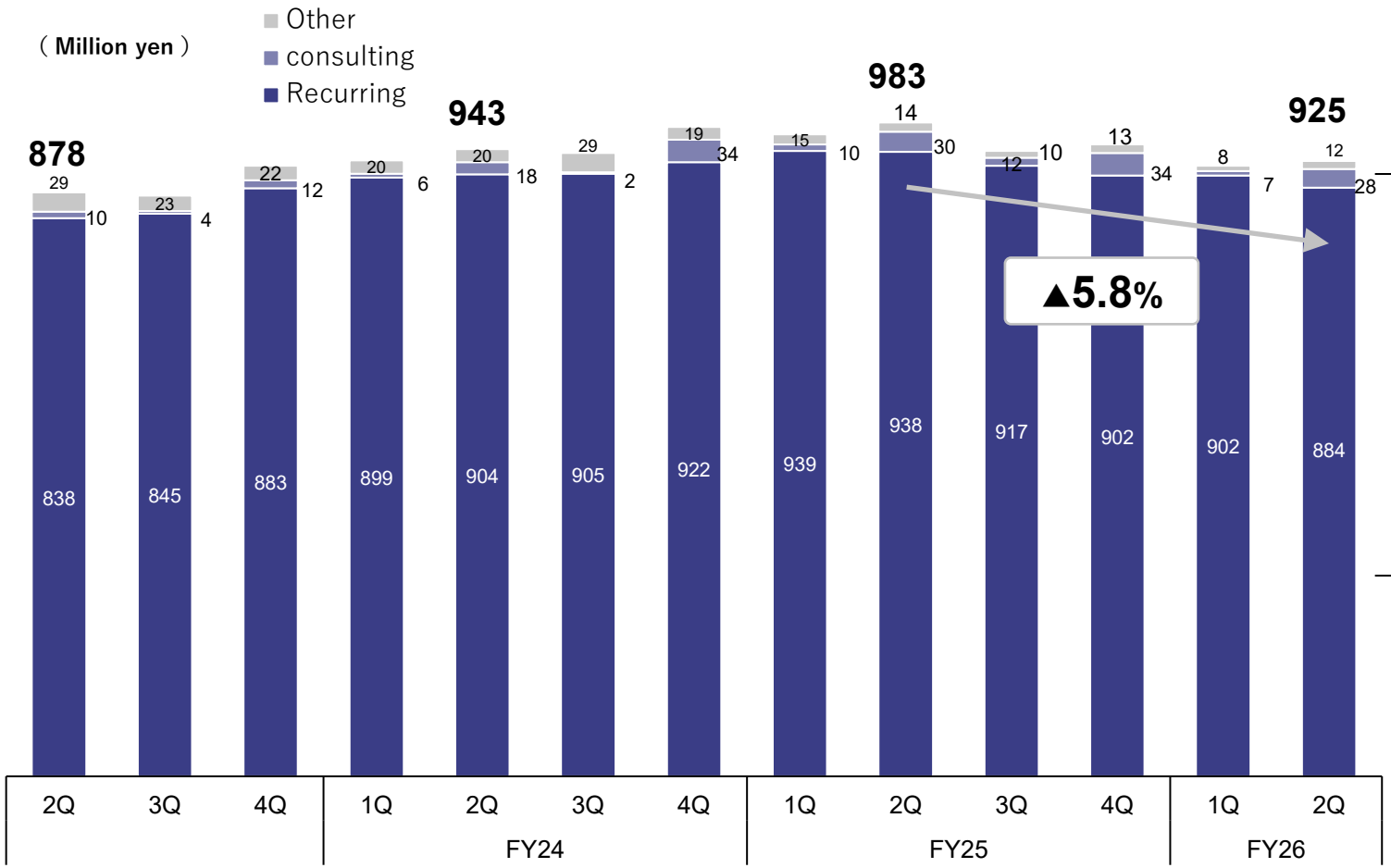
Marketing Solutions Net Sales

Recurring revenue decreased year on year due to an increase in the number of customers of Visualization Engine



Consulting

- Support for implementation tailored to customers' issues
- Big data analytics support
- Support for the utilization of generative AI

Recurring

- Recurring revenue decreased year on year due to the impact of the declining number of users

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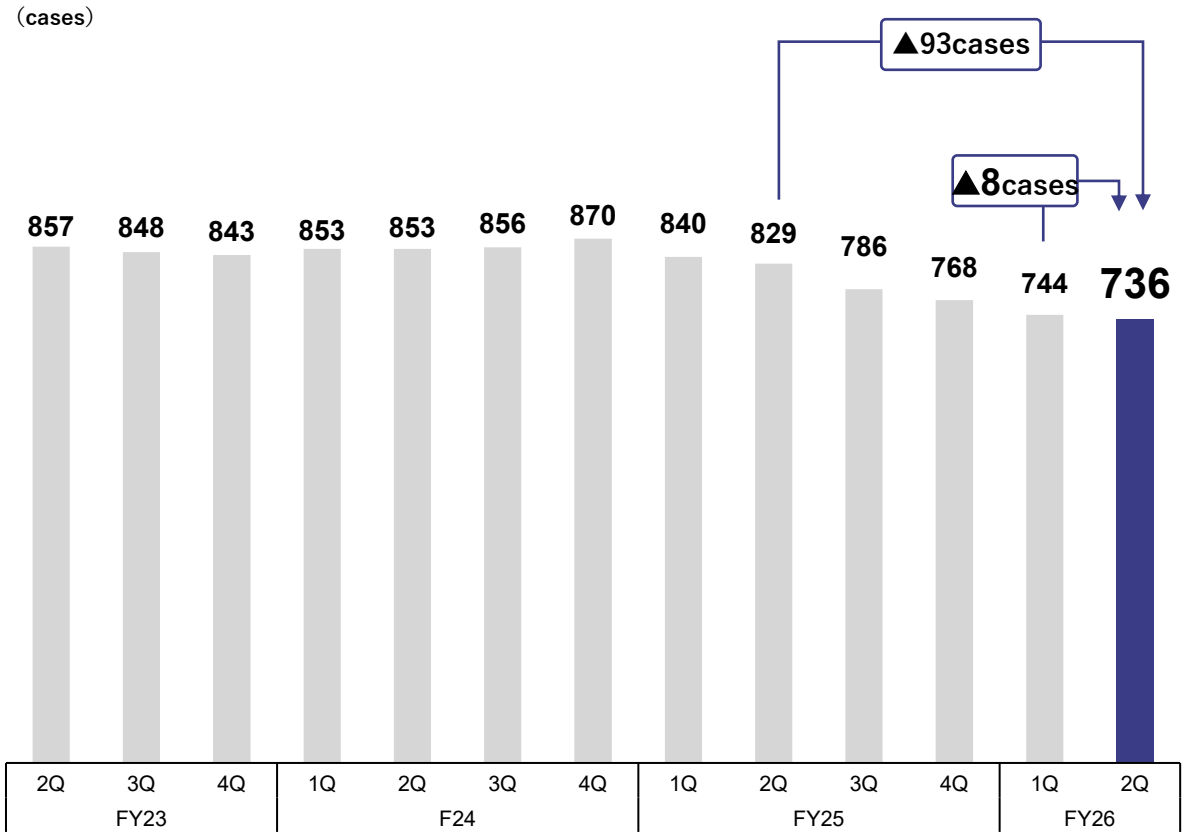
Marketing Solutions Number of Users, Revenue Churn Rate, ARPU
(Non-consolidated basis)

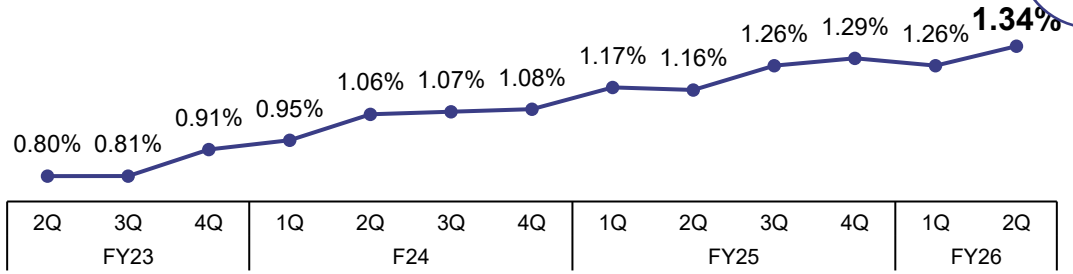
- While Visualization Engine cancellations remain high and the number of customers continues to trend downward, the decline is bottoming out with new Services such as AI TalkTra
- ARPU is gradually rising due to factors such as up selling to existing customers

Number of users*1



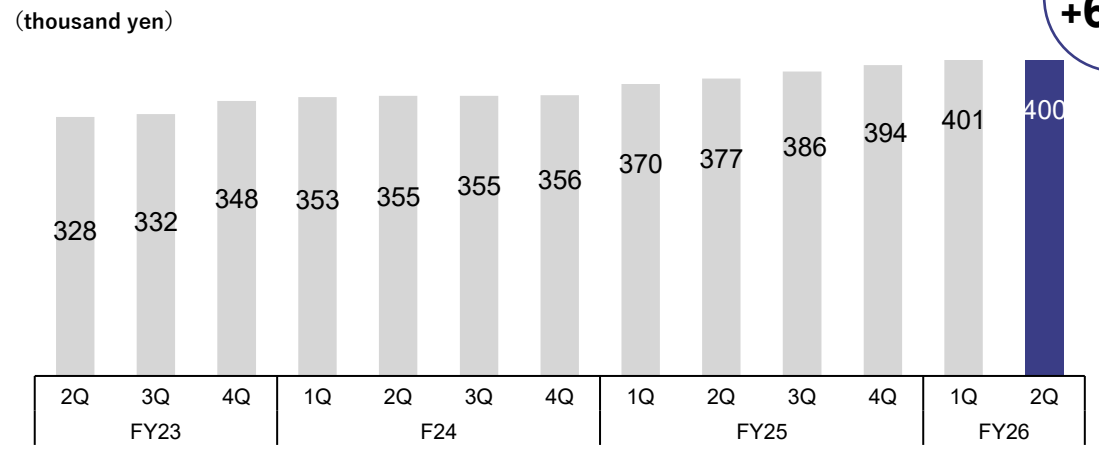
Revenue churn rate*2

YoY change +0.18%



Average revenue per user (ARPU)*3

YoY change +6.3%



*1 Number of monthly billed contracts (Visualization Engine, Customer Rings)
*2 Ratio of reductions as a result of cancellations to total monthly billed amounts (average of the past 12 months at the end of each quarter)
*3 Average Revenue Per User. Average monthly revenue per paid billing enterprise user. Calculated as dividing the average MRR for each quarter by the average number of paid billing enterprise users of each month for the same period.

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03

Earnings forecasts for the fiscal year ending September 30, 2026

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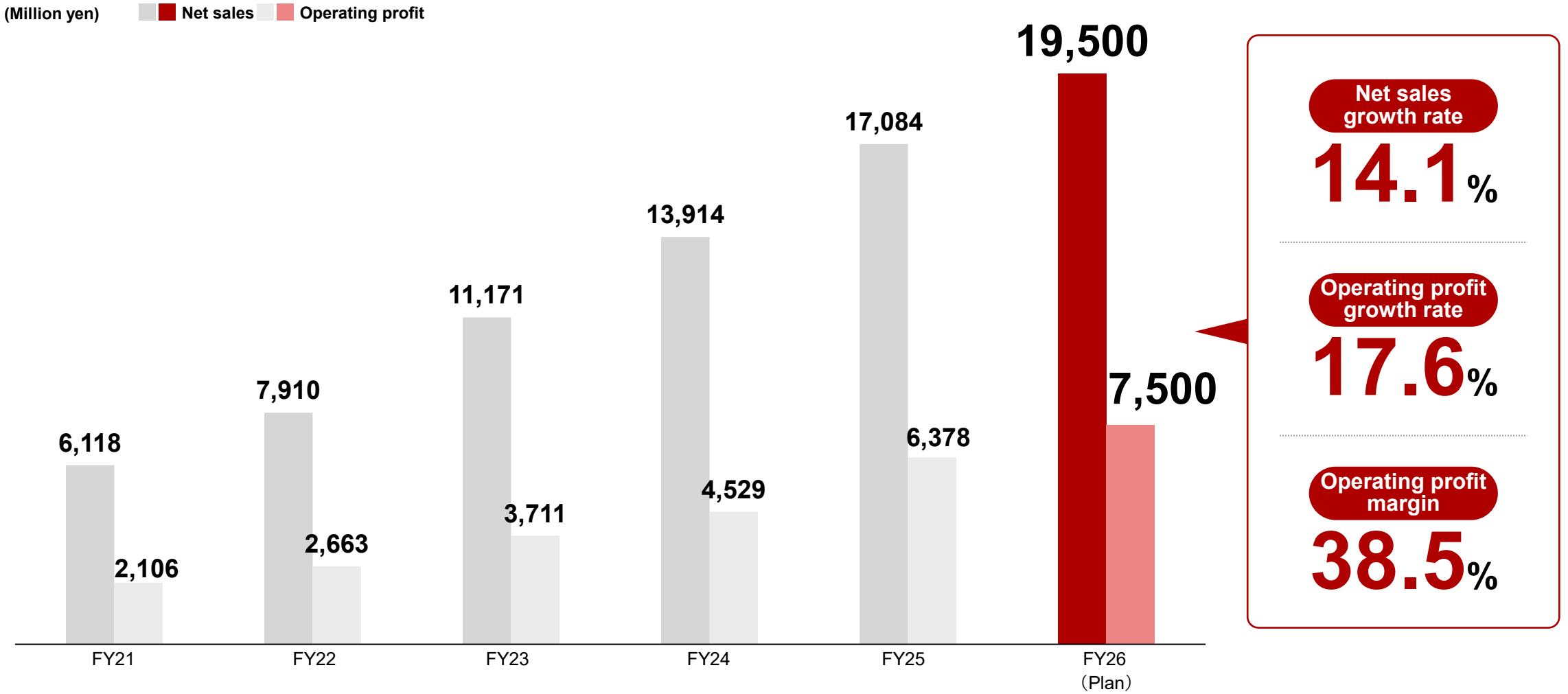
Earnings Forecasts for the Fiscal Year Ending September 30, 2026

- **Sustained revenue and profit growth is planned due to continuing the strategy of focusing on enterprise customers to increase sales and curb costs**



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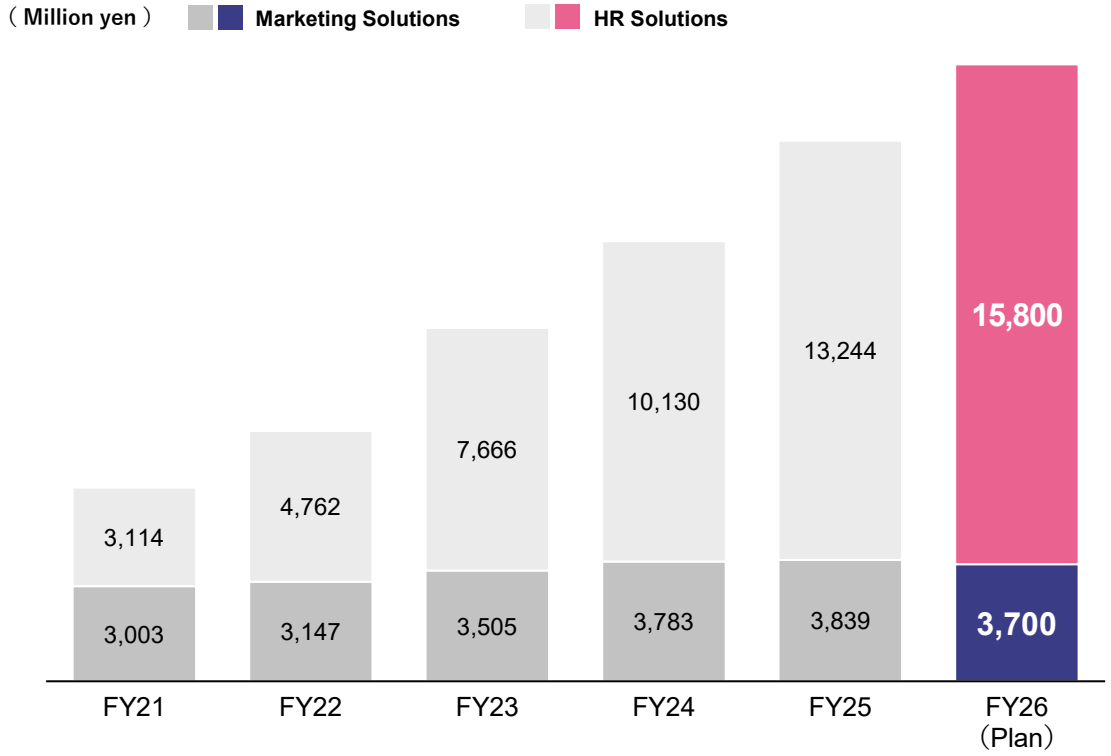
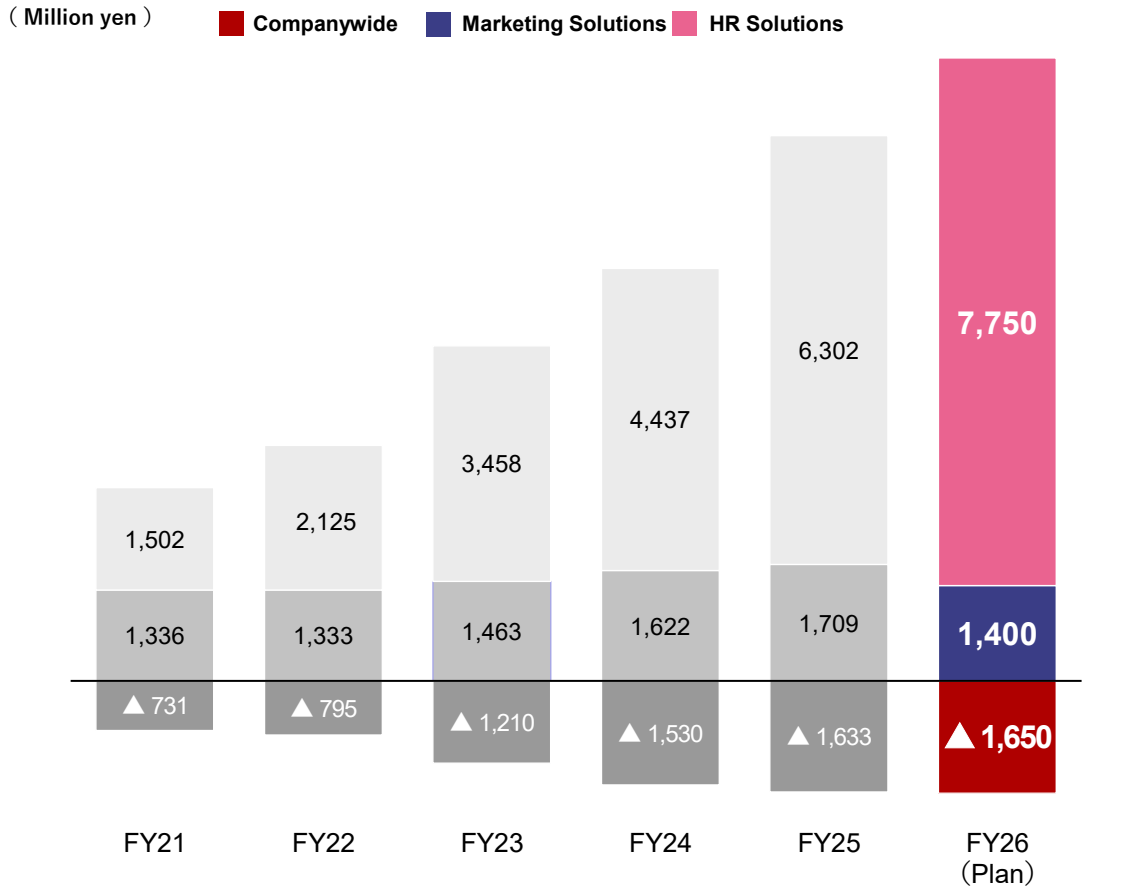
Earnings Forecasts by Segment for the Fiscal Year Ending September 30, 2026

Companywide growth in revenues and profits is expected to be driven by further improvement in profitability in HR Solutions

Net sales*1



Operating profit*2



*1 Figures for fiscal year September 2023 and earlier have been retroactively calculated based on the new segment classifications introduced in fiscal year September 2024 and later.
*2 Company-wide figures include amortization of goodwill, etc.

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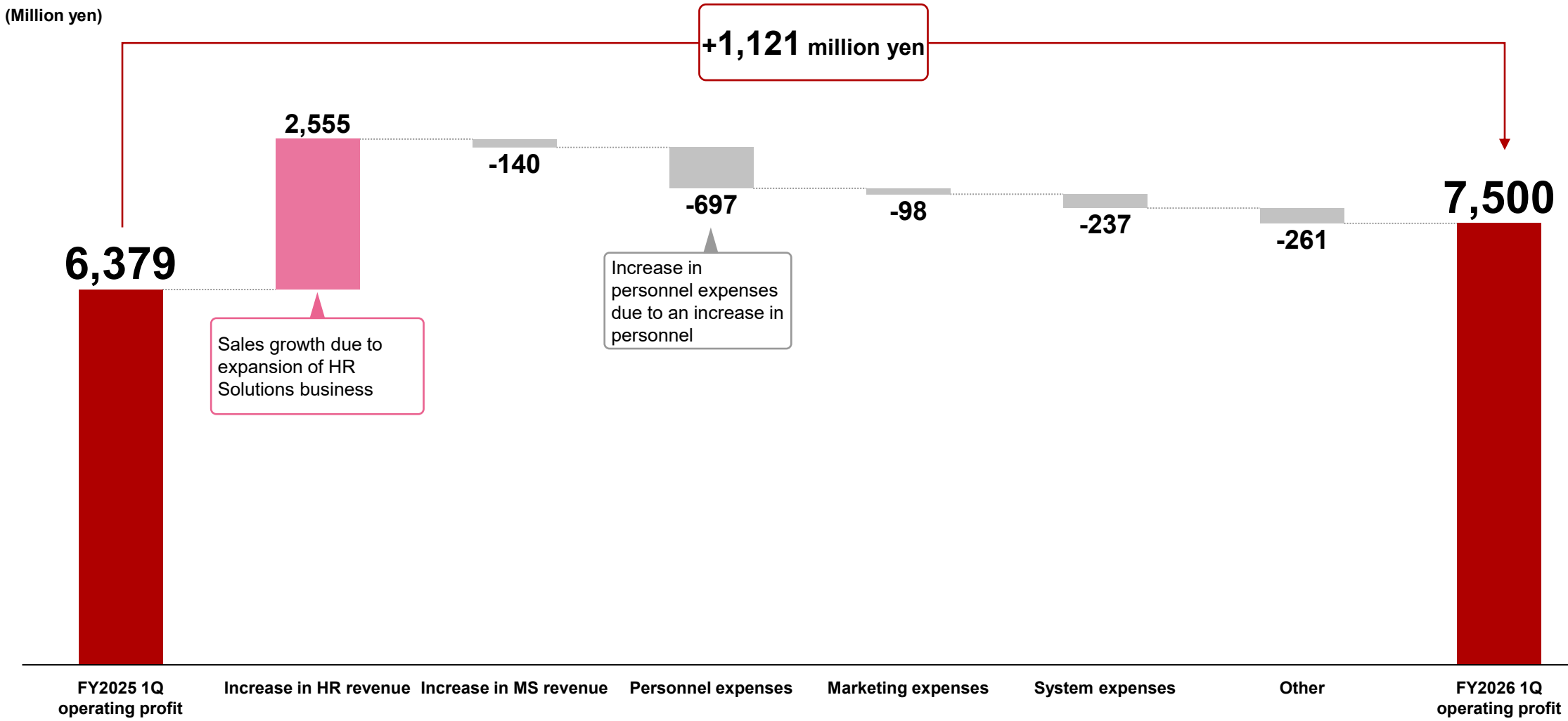
Factors Contributing to Changes in Operating Profit for the Fiscal Year Ending September 30, 2026

The increase in HR revenue absorbed increases in costs such as personnel expenses and system expenses, contributing to an increase in profit



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04

Shareholder return policy

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Change in Dividend Policy

- **To further enhance capital efficiency and achieve stable shareholder returns that are less susceptible to fluctuations in profit levels, we have changed our dividend policy**
- **It will apply from the fiscal year ending September 30, 2026**

Dividend Policy

Before change	The Company considers the return of profits to shareholders to be an important management issue and has established a basic policy of continuing to pay stable dividends while securing the internal reserves necessary for future business development and strengthening management structure, with a target payout ratio of 30%.
After change	The Company considers the return of profits to shareholders to be an important management issue and has established a basic policy of continuing to pay stable dividends while securing the internal reserves necessary for future business development and strengthening management structure, and applies the higher of a 40% payout ratio or an 8% DOE (dividend on equity) as the standard for dividends.

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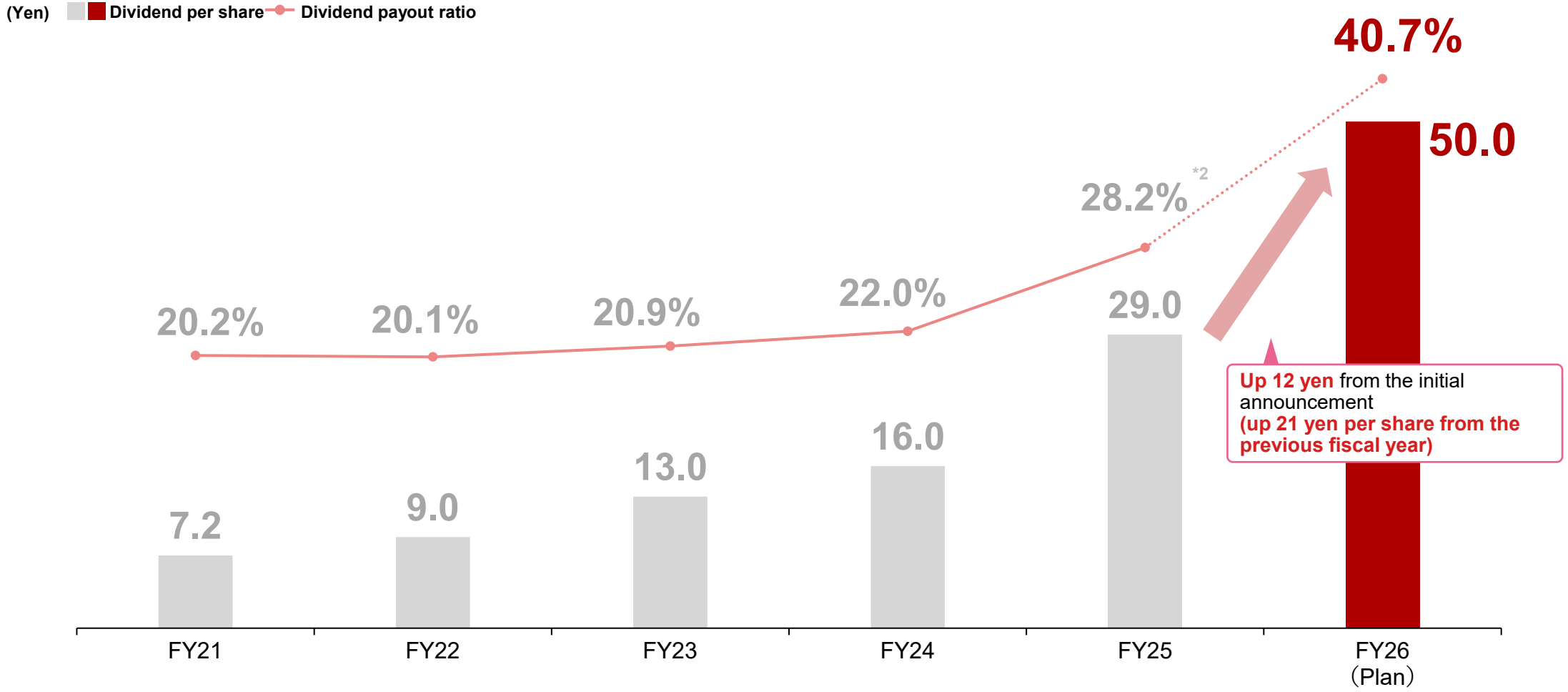
Year-End Dividend Forecast for the Year Ending September 30, 2026

- **Following the change in dividend policy, the year-end dividend for the fiscal year ending September 30, 2026 will be determined by applying the higher of a 40% payout ratio(*1) or 8% DOE (dividend on equity).**
- **As a result of the change in dividend policy, the dividend per share will be 50.0 yen, up 12 yen from the 38 yen announced at the beginning of the fiscal year (and up 21 yen from the previous fiscal year)**



*1 The dividend payout ratio is calculated by the number of shares issued at the end of the year x dividend per share / profit
*2 The dividend payout ratio for FY2025 is calculated by excluding the impact of extraordinary losses due to impairment

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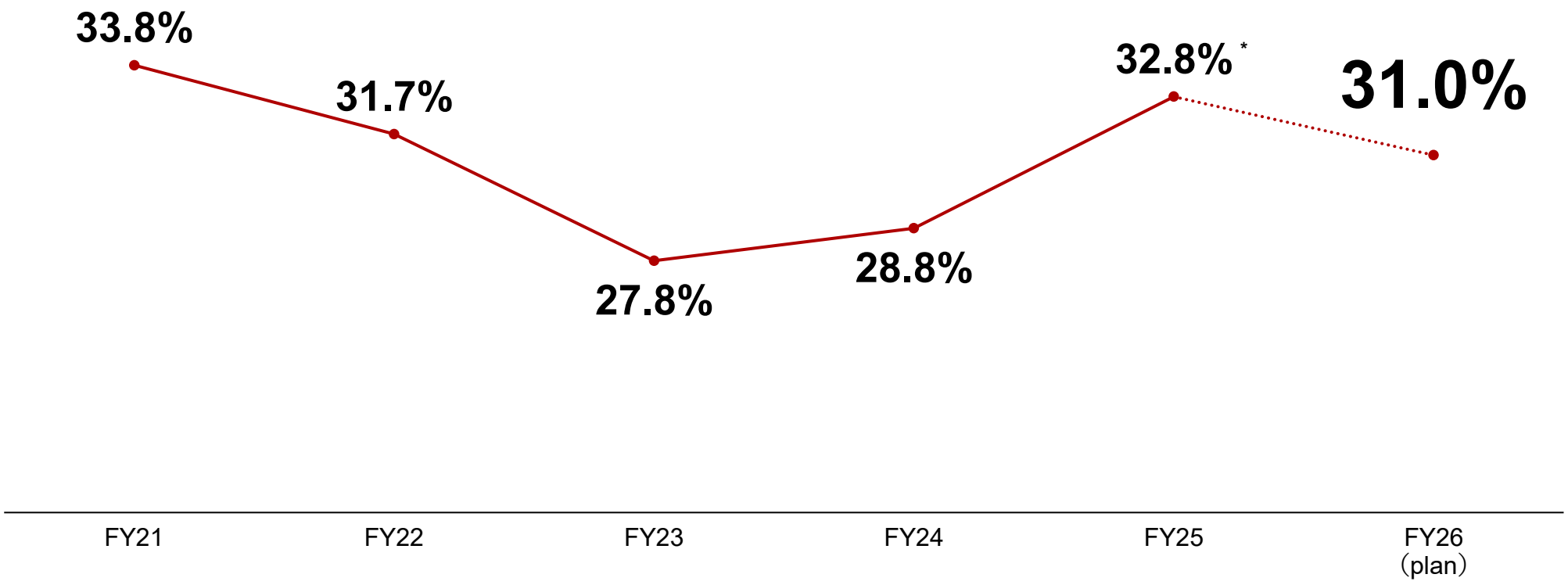
Measures Aimed at Achieving Management Conscious of Cost of Capital and Stock Price

- The Company's ROE has consistently remained well above the average for companies listed on the Tokyo Stock Exchange Prime Market
- Aiming for management that further enhances capital efficiency, the Company targets an ROE of 30% or higher

ROE



* ROE for FY2025 is calculated by excluding the impact of extraordinary losses due to impairment

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05

Topics

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Latest Topics

1. Talent Palette to Add AI Agent Functionality
2. Full-Scale Expansion of the HR Consulting Business
3. Progress of the Collaboration with RAKUS Co., Ltd. on “Raku Raku Jinji Roumu”
4. Talent Palette Begins Integration with “NewsPicks”
5. Launch of “AI Customer Harassment Guard,” a Service That Detects Customer Harassment Risks in Real Time
6. “CX Innovation Award” to Be Held to Recognize Companies Utilizing Visualization Engine
7. Selected as a Constituent of the “JPX Startup Acceleration 100 Index”

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1 Talent Palette to Add AI Agent Functionality

- **In response to conversational instructions, the AI agent selects and executes the optimal functions, supporting the process up to automation**
- **This lowers the barrier to use not only for HR departments but also for management and frontline employees, enabling them to utilize advanced analysis functions**

Accelerating Decision-Making with Accumulated Data × AI Agents

1 Simplifies analysis and operations through interactive dialogue

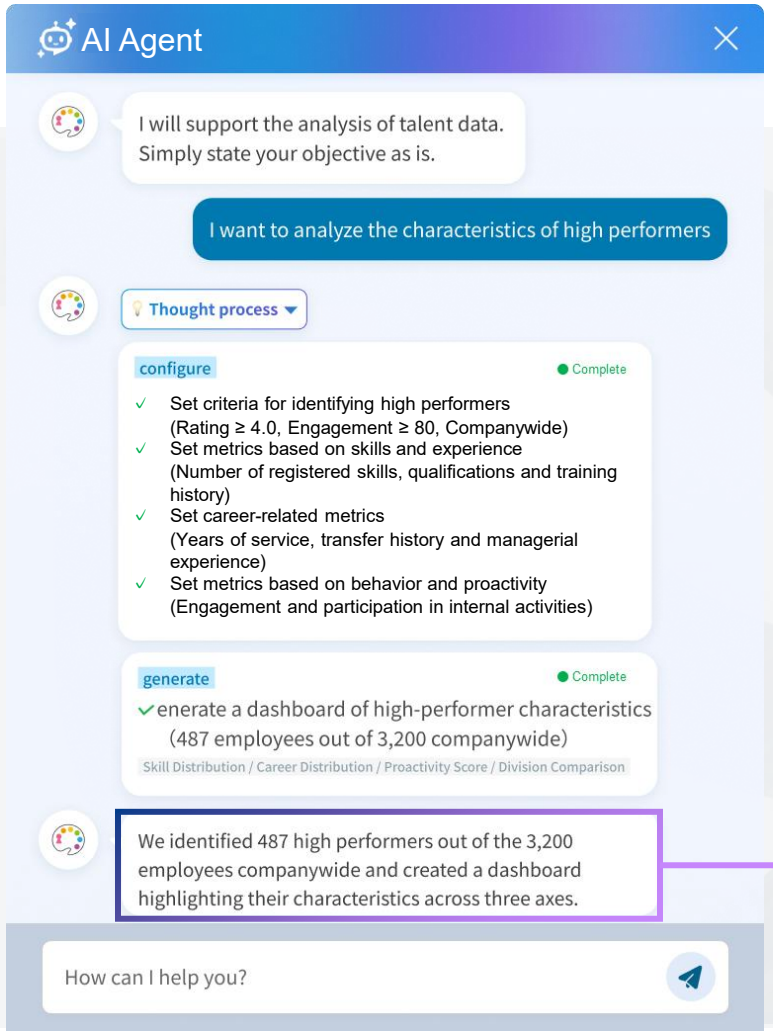
Enables analysis and data extraction through a conversational interface. Frees users from complex operations and creates an environment where talent data can be leveraged

2 Automates tasks and reduces operational workload

Streamlines HR operations by automating report generation and preparatory tasks. Creates an environment where people can focus on decision-making

3 AI also supports advanced analysis functions

Utilize versatile analysis features without hesitation.
Achieve an operational model that can be effectively used on the front lines and instill data utilization throughout the organization





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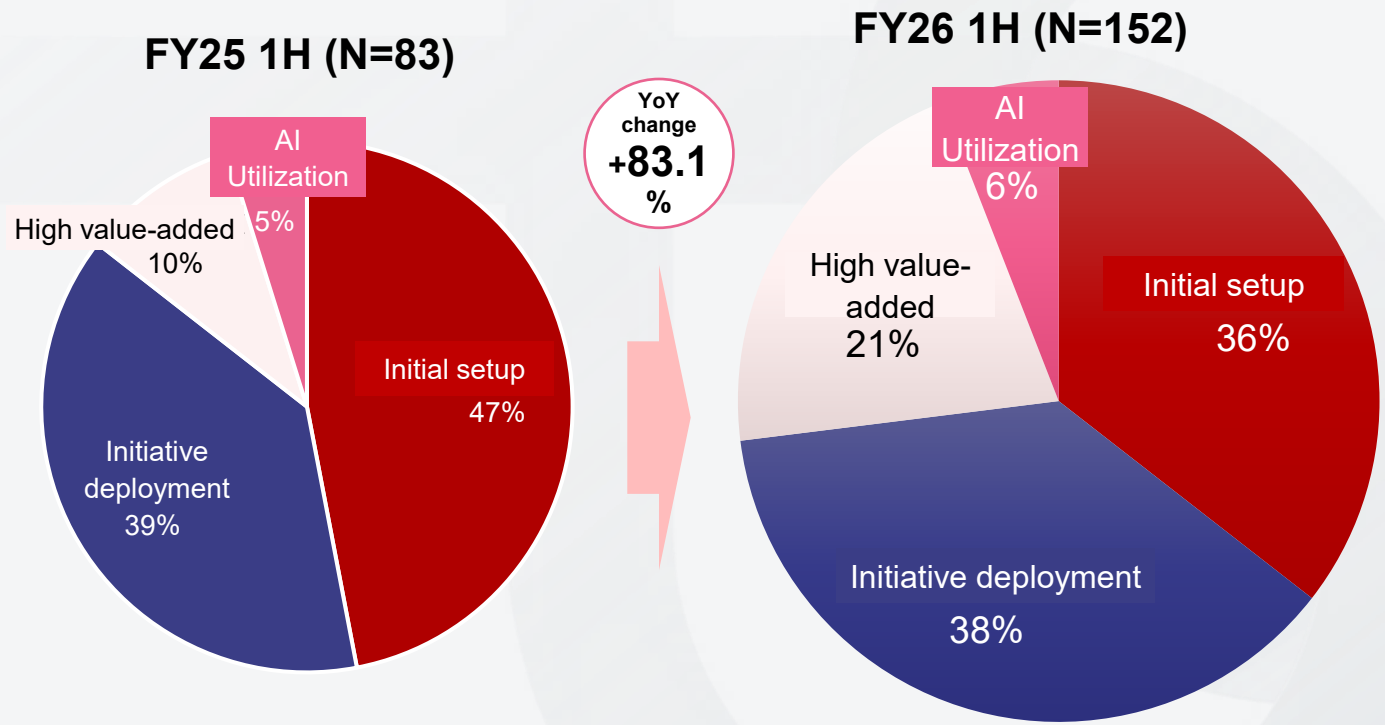
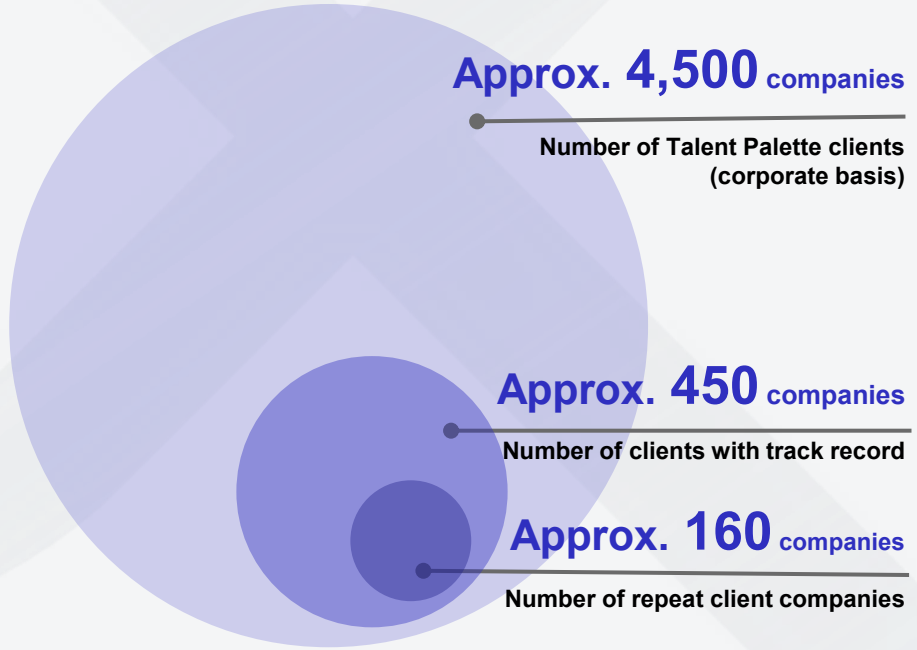
2 Full-Scale Expansion of the HR Consulting Business

- A consulting team strengthened through a focus on enterprise clients proactively makes proposals and drives projects forward
- The number of projects has increased by more than 80%, with high-value-added themes such as succession planning, skill definition, and AI utilization expanding
- Consulting has a high rate of repeat business, and as there is significant room to expand the business relative to the number of client companies, we will further strengthen our organizational structure and proposal capabilities

Changes in the Number of Consulting Projects and Themes



Room for Growth in the Consulting Business



Category	Overview	Example Themes
Initiative deployment	Support for existing customers in expanding their use of system features	Support, etc. for setting up evaluation and skills functions, as well as deploying recruitment and training management
High value-added	Support for resolving HR operational challenges beyond system utilization	Succession planning, defining talent requirements/position requirements/skills, 360-degree evaluation system design, engagement surveys, etc.

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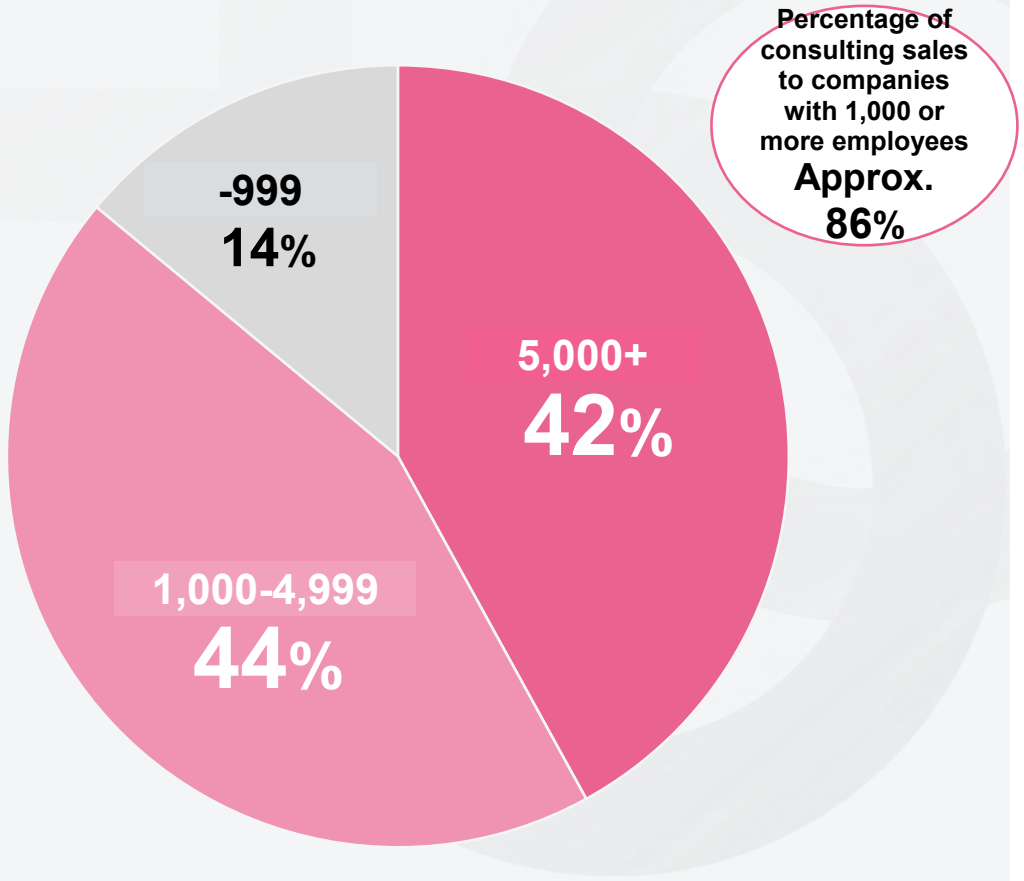
Strengthening Consulting Services

- Enterprises account for over 80% of revenue
- Supporting the integration of management strategy and personnel strategy, the cornerstones of human capital management, from system design to implementation

FY2026 2Q consulting revenue breakdown by customer size



Examples of consulting themes

Customer industries	Number of employees	Theme
Machinery	Approx. 5,000	Support for engagement surveys and improvement measures (Including the construction of organization-specific dashboards for conducting timeline analysis)
Cosmetics	Approx. 3,500	
Regional bank	Approx. 3,000	
Petroleum and coal products	Approx. 14,000	Support for reforming evaluation processes using generative AI (Goal-setting feedback, evaluator training, etc.)
Transportation machinery and equipment	Approx. 13,000	
Service	Approx. 12,000	
Nonferrous metals	Approx. 10,000	AI-powered automatic generation of job descriptions, position visualization
Machinery	Approx. 78,000	Talent discovery support using generative AI and skills
Other products	Approx. 52,000	Support for assessing held skills using generative AI
Information services	Approx. 2,500	Support for the execution and operation of succession planning, from identifying candidate groups to developing training plans
Machinery	Approx. 8,000	Building a foundation for groupwide autonomous career development
Financial services	Approx. 1,000	360-degree evaluation system design

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3 Progress of Collaboration with RAKUS

- **OEM provision of Talent Palette to launch Raku Raku Jinji Roumu, a new Service that streamlines HR and labor operations, with service provision scheduled to begin in April 2026**
- **Several companies have already signed contracts, and the launch is off to a smooth start. Further promoting the DX of companies' overall back-office operations, including integration with Raku Raku Kintai provided by RAKUS**

楽楽人事労務

Target companies	Companies with 300 or fewer employees
Service launch date	April 1, 2026
Fees	Initial fee: 100,000 yen (excluding tax) Monthly fee: from 30,000 yen (excluding tax) *Monthly fees vary depending on the number of users and selected options.
Service overview	A cloud-based HR and labor management system that centralizes information management and various procedures related to HR and labor management, including employee roster management, onboarding and offboarding procedures, personal information changes, year-end tax adjustments, and personnel evaluation.

Key Features

Personnel management	Standard feature	Employee roster management, qualification management, personnel announcements, and organizational changes
Labor management	Standard feature	Employment contracts, onboarding procedures, personal information change notifications, My Number management, year-end tax adjustments, e-Gov electronic applications
	Optional features	Health management and safety confirmation
Personnel evaluation	Optional features	Personnel evaluation management and target management
Workflow	Optional features	Qualification acquisition application / transfer application
Analysis	Standard feature	Personnel data analysis
	Optional features	Dashboard
Security	Standard feature	SAML authentication
	Optional features	IP address restrictions
Interoperability with other systems	Standard feature	Raku Raku Kintai integration and API integration

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4 Talent Palette Begins Partnership with “NewsPicks”

- **Talent Palette is partnering with “NewsPicks,” one of Japan’s largest social economic media platforms**
- **By analyzing article viewing history and topics of interest, the platform visualizes “which latest themes employees are interested in” and enables sharing within the organization**
- **By leveraging data, we support employees’ self-directed career development, including the planning of talent development initiatives based on individual interests and aspirations**

Talent Palette Begins Collaboration with “NewsPicks”

Provides an intelligence platform to accelerate “self-directed career development”

NEWS PICKS × Talent Palette タレントパレット



Understand employees’ interests based on their viewing history of summary articles

Supporting employees’ self-directed career development based on accumulated data on their interests

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5 Launch of “AI Customer Harassment Guard,” a Service That Detects Customer Harassment Risks in Real Time

- **Detects customer harassment during in-person customer service in real time, ensuring employee safety and enabling the early de-escalation of issues**
- **This initiative also helps prevent “he-said, she-said” disputes in the field through evidence preservation and contributes to reducing workload by automating reporting tasks**

Using AI to visualize the “hidden risks” of in-person customer service

Real-time transcription and risk detection to protect employees

Launch of “AI Customer Harassment Guard”

Ahead of the enforcement of Tokyo’s Customer Harassment Prevention Ordinance, the initiative aims to address workplace isolation and support organization-wide countermeasures

AI Customer Harassment Guard



プラスアルファ・コンサルティング

Effect

・Improving psychological safety
Immediate notifications are sent to administrators when anomalies are detected, helping prevent isolation on the front lines and contributing to lower turnover rates

・Reporting and evidence preservation
Avoids disputes by saving conversation text logs and reduces the time required to prepare reports

・Standardizing service quality
By utilizing custom unacceptable word settings and other features, the system detects both customer harassment and inappropriate responses from employees, and uses this for training purposes

Real-time transcription of audio



Audio is captured on PC or smartphone during customer interactions and instantly converted to text

AI performs analysis of skills, emotions, and context



AI automatically scores customer harassment risk

Ensuring employee safety



Notifications to headquarters enable managers to respond to emergencies and save logs

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6 “CX Innovation Award” to Be Held to Recognize Companies Utilizing Visualization Engine

Recognizing user companies that are undertaking particularly advanced initiatives through the day-to-day use of customer data with the Visualization Engine



VoC Social Category
(Advancing the analysis of Voice of the Customer (VoC) posted on social media and other platforms)

Suntory Holdings Limited

- Achieved the automation of classification tasks using AI by leveraging insights from VoC analysis to improve prompt accuracy.
- Established a system that enables advanced analysis independent of individual analysts’ experience levels, streamlining classification while building a framework that allows a focus on deeper “hypothesis testing” and “multifaceted analysis.”

SEGA Corporation

- Quickly generated reports on user reactions to game releases and updates. By streamlining data aggregation tasks with AI, the company established a framework that allows employees to focus on high-value-added work such as analysis and decision-making.
- As a result, internal reports recorded an exceptionally high monthly open rate of over 95%. Made a significant contribution to fostering the use of Voice of the Customer within the company.

Platform Division (Building a platform to aggregate VoC (Voice of the Customer) and VoE (Voice of the Employee) and share them across the organization)

JCB Co., Ltd.

- By expanding data sources and establishing mechanisms for visualizing and sharing Voice of the Customer, which had previously been used only on a limited basis, the company broadened the range of departments utilizing it and steadily delivered results, such as refining initiatives based on objective data, thereby promoting the development of a culture of utilizing Voice of the Customer across the organization.

Bandai Co., Ltd.

The company built a platform capable of forecasting fluctuations in inquiries for more than 10,000 products and identifying the details of defects. By coordinating quickly and reliably with relevant departments on the next actions required, the company drove improvement actions, such as reducing the number of inquiries.

Benesse Corporation

The company built a system that leverages dashboard functionality to share and analyze Voice of the Customer across departments. It promoted the evolution into a “self-driven organization,” in which the information utilization departments themselves identify issues and formulate solutions based on data, and established a customer value creation platform that uses Voice of the Customer as a common basis for decision-making across organizational boundaries.

Mizuho Bank, Ltd.

- By creating an environment where employees can “share whenever they have an idea, without worrying about who might see it,” aggregated data and performed analysis not only on VoC but also on VoE, and resolve issues across organizational boundaries.
- Based on bank employees’ feedback, fed back to frontline teams how improvements had been made, helping foster a positive culture in which “our voices can change the organization.”

Generative AI Division (Leveraging generative AI capabilities to deliver results such as improved response quality and higher conversion rates)

Osaka Gas Marketing Co., Ltd.

Using generative AI, the company achieved detailed automatic classification and summarization of 300,000 monthly inquiries by product and service, including the extraction of “complaints/praise.” Reduced manual inspection workload and achieved significant efficiency gains. Driving a transformation that shifts the workload saved toward high-value-added tasks, such as “utilizing VoC (Voice of the Customer) to support management.”

Herb Kenko Honpo Co., Ltd.

- By implementing voice transcription and automatic identification of “reasons for rejection,” the company eliminated the need for manual Excel aggregation and achieved significant efficiency gains. Transitioned to a framework that allows focus on aggregating judgment data and providing feedback to operators.

LY Corporation

- The company built a system that automatically detects “customer anger” and “response quality” from inquiry data. By automating the evaluation of all cases, its ensures operational efficiency and quality. The company instilled a customer service evaluation mindset throughout the company and support the maximization of customer satisfaction through both systems and operations.

7 Selected as a Constituent of the “JPX Startup Acceleration 100 Index”

Selected as a constituent of the “JPX Startup Acceleration 100 Index,” a new stock index comprising 100 of Japan’s leading high-growth startups

“JPX Startup Acceleration 100 Index (JPX Startup 100)”

A stock index comprising 100 of Japan’s leading high-growth startups

JPX Startup 100

- Eligible constituents include stocks listed on the TSE Growth Market, as well as stocks for a certain period after a market transfer
- Selected based on growth indicators of a sales growth rate (20% or more year on year) and market capitalization growth rate (doubling compared with one year or six months earlier)

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06

Medium-term Management Policy

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Medium-Term Management Policy

Simultaneously promote the creation of new businesses and the enhancement of profitability in order to achieve further profit expansion

Quantitative targets

Achievement of operating profit of 10 billion yen

(FY2028)

1 Enterprise focus

- Strengthening differentiation through high-value-added services
- Business evolution through the integration of SaaS and consulting
- Market-leading information dissemination and deepening customer networks



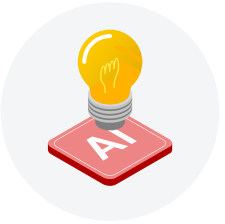
2 Driving partner strategy

- Promoting collaboration with partners specializing in the HR field
- Launching new revenue drivers leveraging partners' strengths



3 Business development utilizing new technologies

- Accelerated development of innovative growth services through rapid creation of new services and ventures leveraging generative AI
- External partners through M&A and capital alliances



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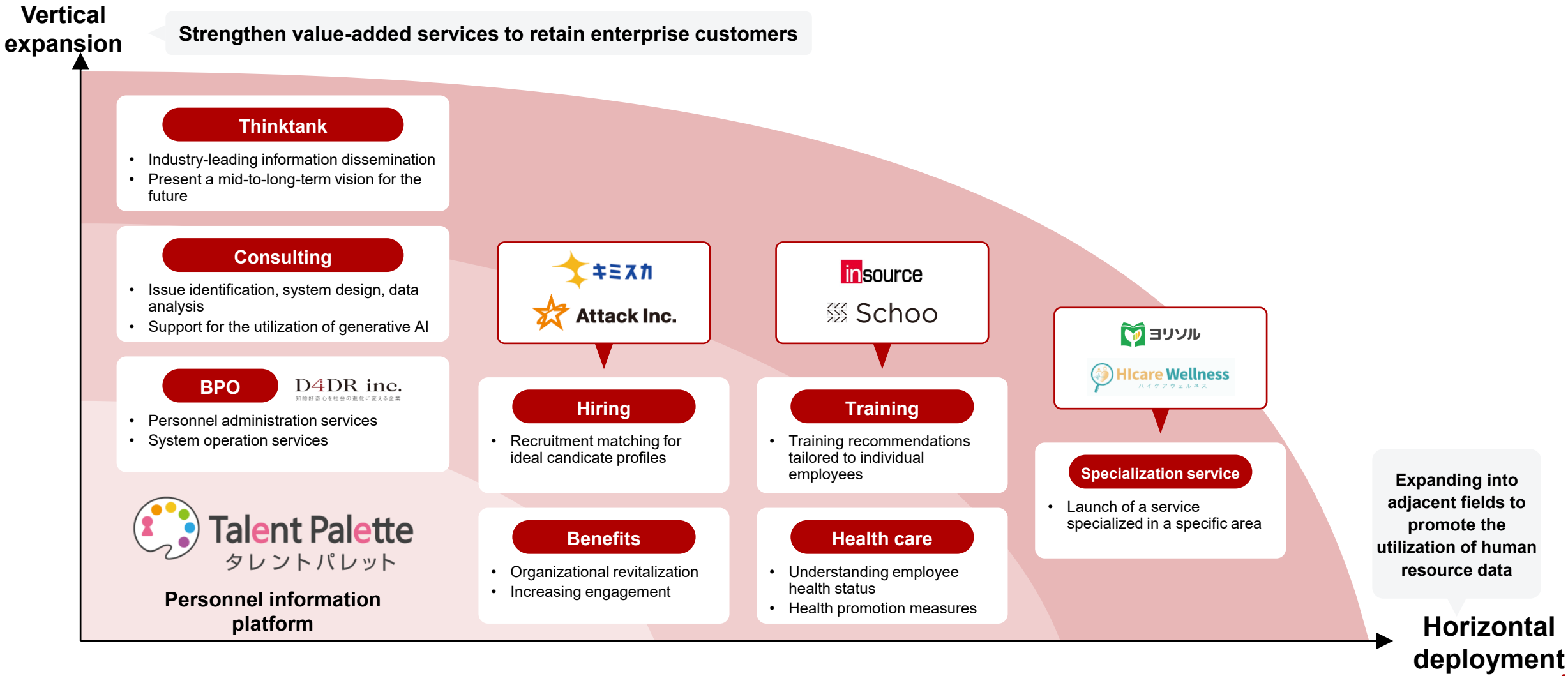
Growth Strategy

- **Aim for comprehensive business growth by combining horizontal expansion to promote data utilization with vertical expansion to lock in customers**
- **Also utilize external resources, such as partnerships with partner companies and capital alliances**



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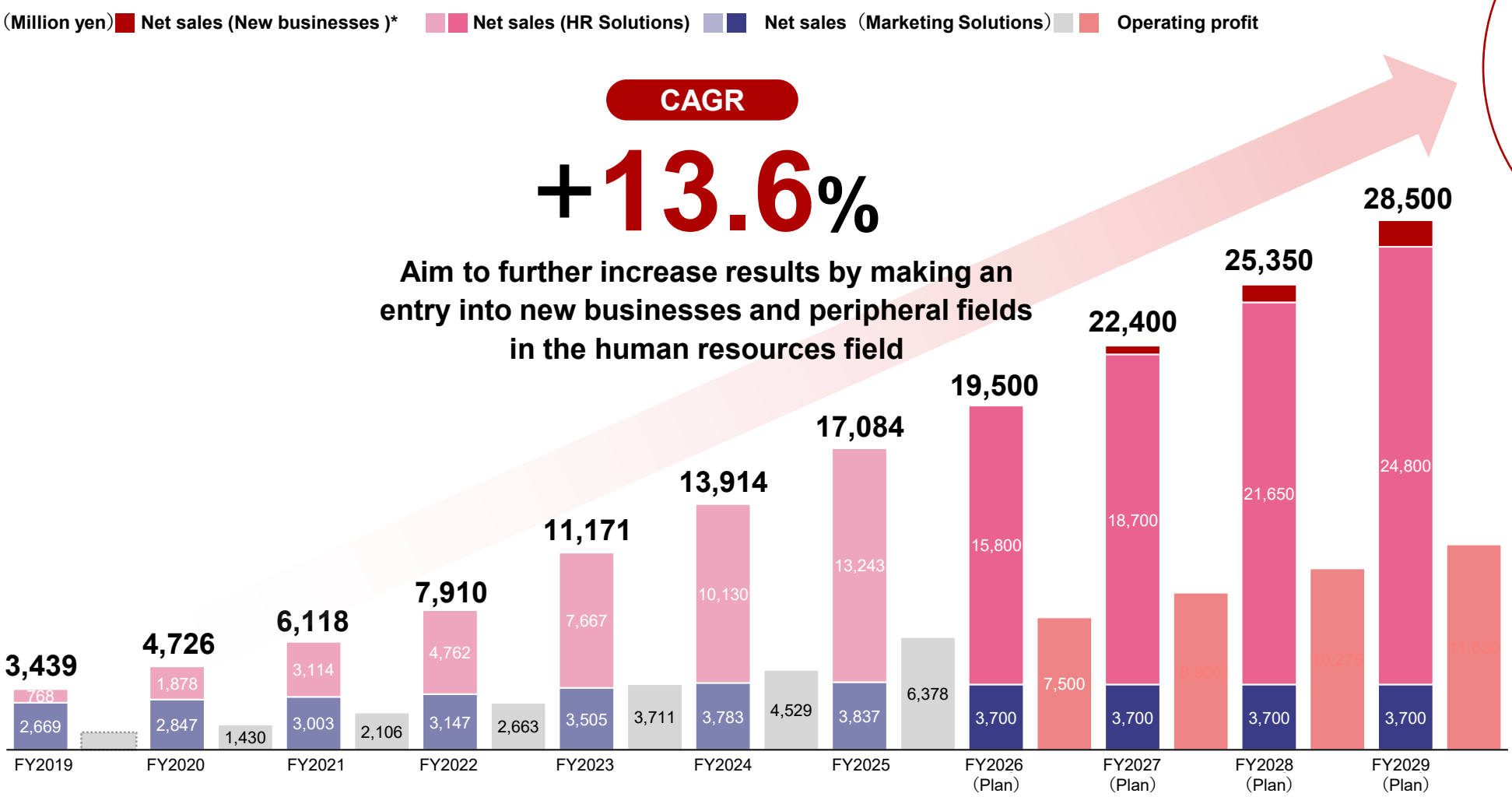
Medium-Term Growth Image

- In addition to continued expansion of HR Solutions, expected to develop HR-related areas and new businesses
- In the medium term, aim for sales of 30 billion yen and operating profit of 10 billion yen or more

Net sales
30 billion yen

Operating profit
Over **10** billion yen



* Specific details including future M&A are to be determined.

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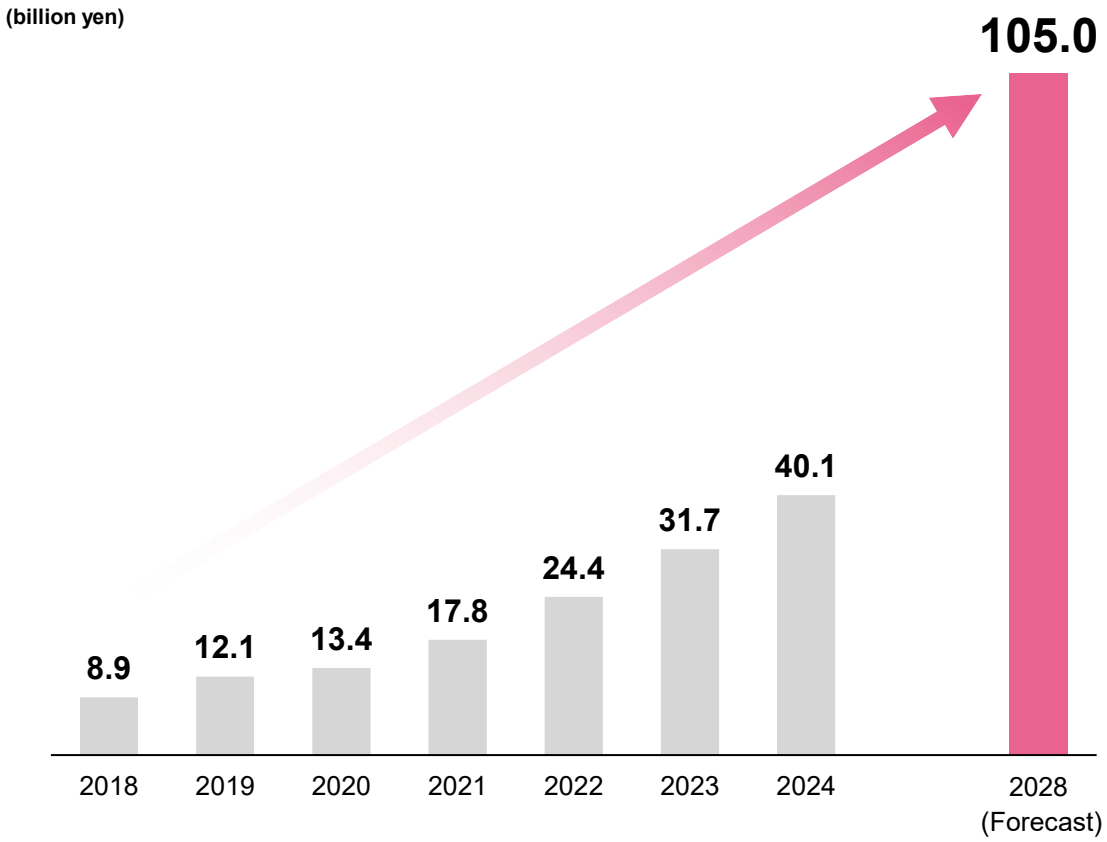
Reference

HR Solutions Market Data

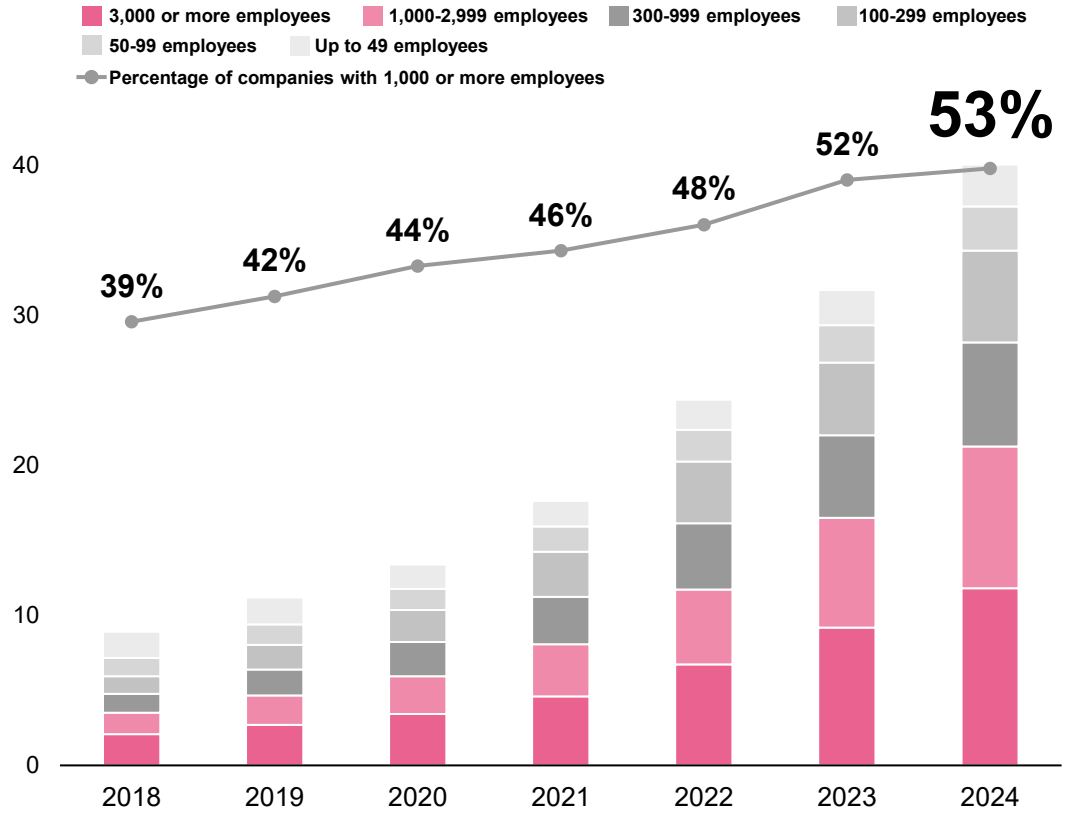
Personnel and assignment cloud market size (overall)

The market size is projected to exceed 100 billion yen by FY2028



Personnel and assignment cloud market size (by number of employees)

The majority of the market consists of companies with 1,000 or more employees, and the proportion of these is on an upward trend



*Source: Prepared by Plus Alpha Consulting based on “HRTech Cloud Market Facts and Outlook”

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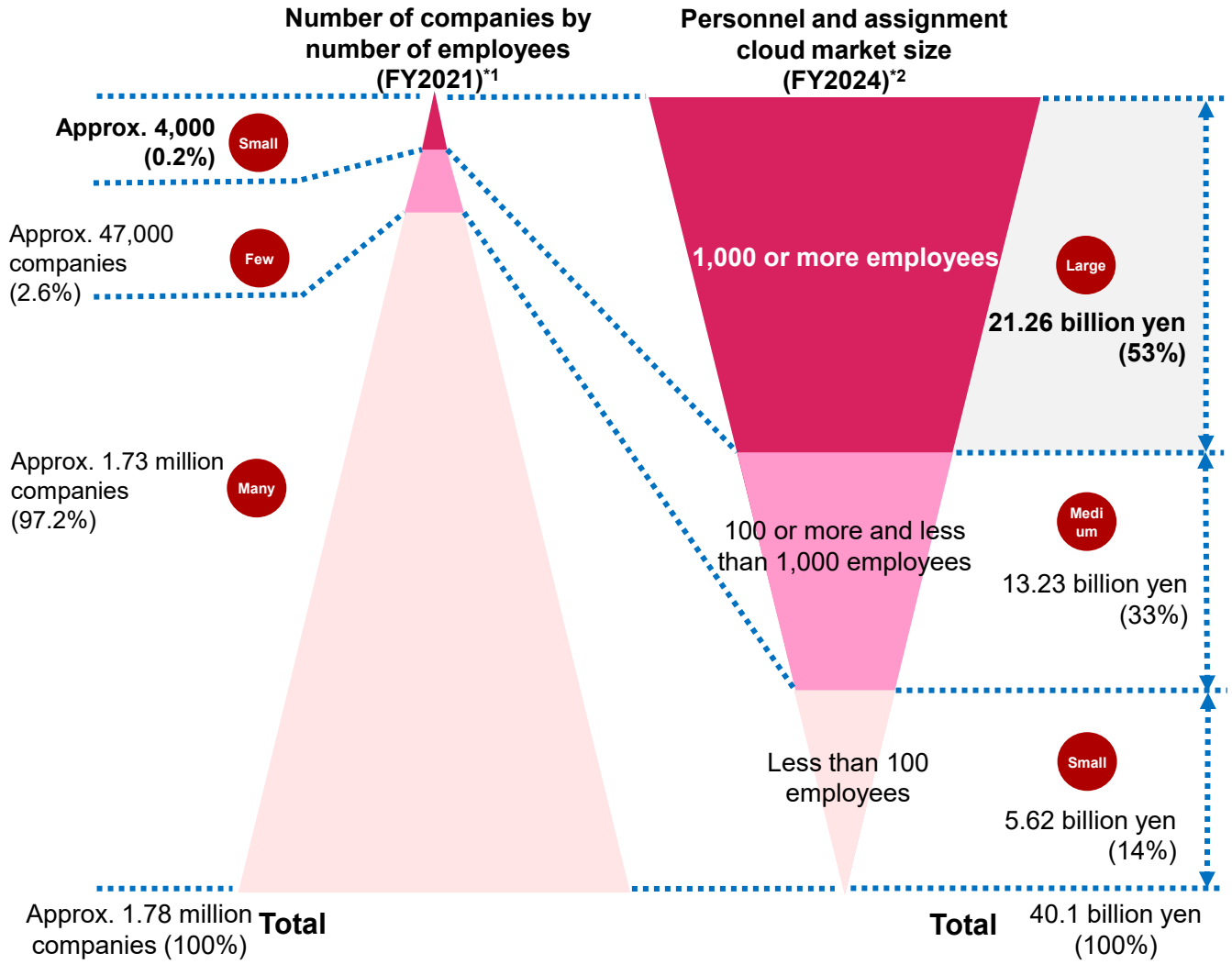
HR Solutions Market Data

Market structure of the personnel and assignment cloud market



Characteristics of the enterprise market (companies with 1,000 or more employees)

- Enterprises account for over 50% of the market share, with a large market size and high growth potential
- Easy to leverage the strengths of Talent Palette, our products hold the top market share.
- Higher revenue per project and greater profitability

Leveraging our strengths, we will further focus on and deepen our presence in profitable growth markets

*1 Source: Prepared by Plus Alpha Consulting based on “Economic Census”
*2 Source: Prepared by Plus Alpha Consulting based on “HRTech Cloud Market Facts and Outlook”

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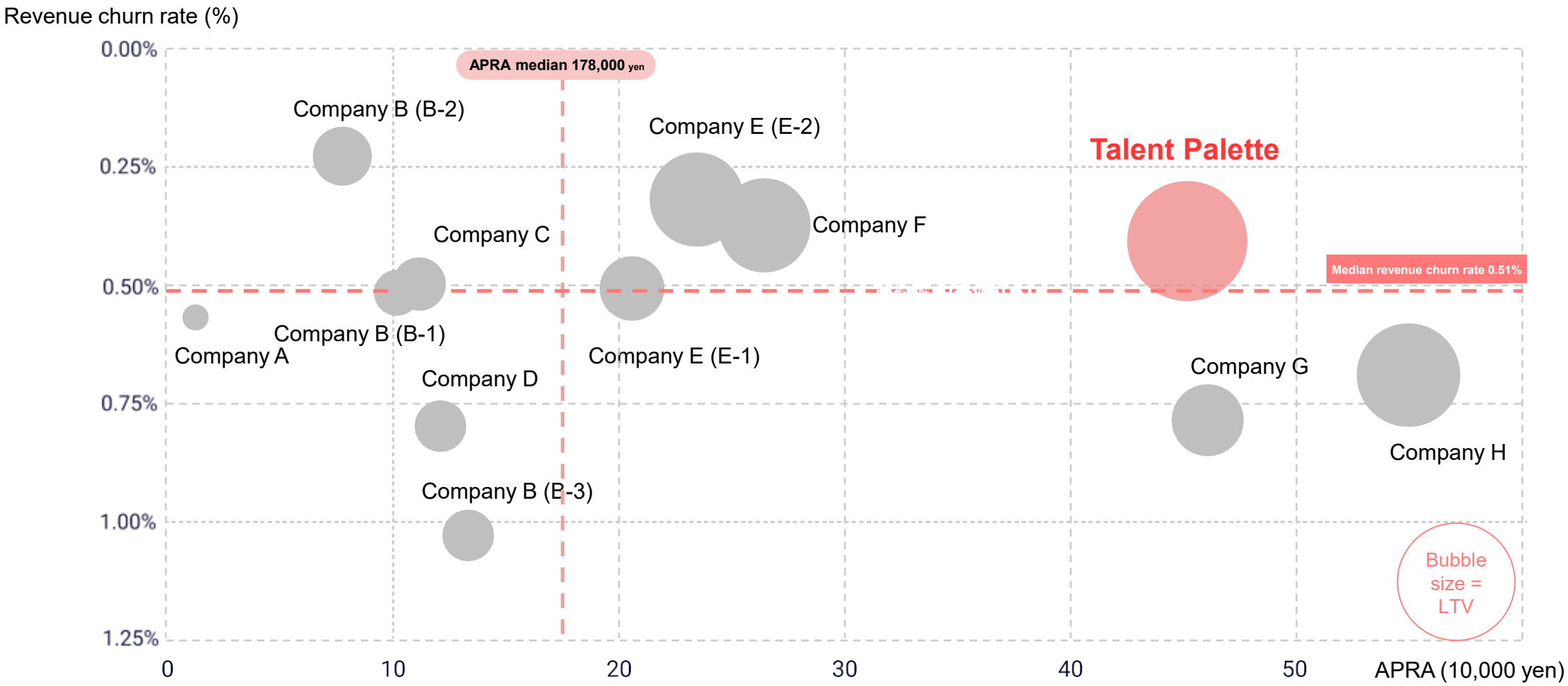
LTV of Talent Palette

SaaS LTV Analysis



* Source: Prepared by Plus Alpha Consulting based on “SaaS industry Report 2025” by SMARTCAMP Co., Ltd.

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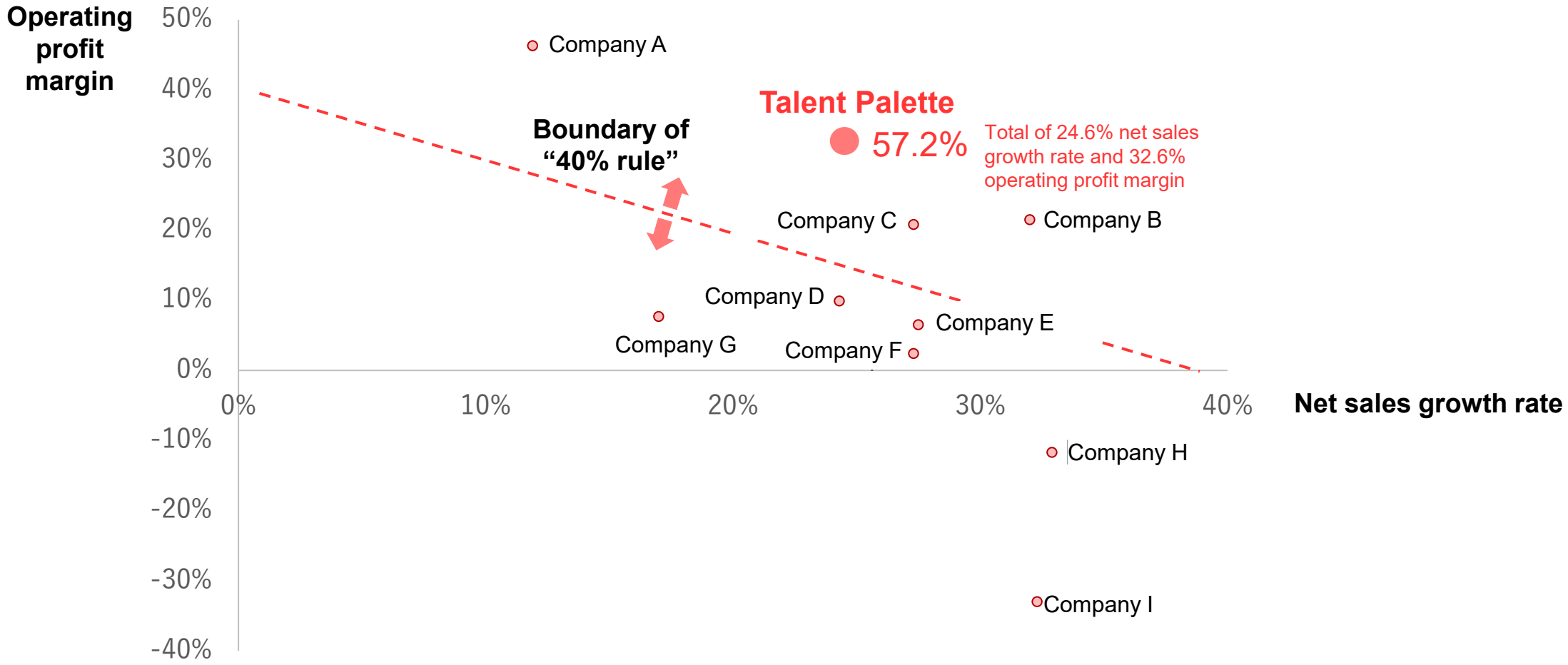
Growth Potential and Profitability of Talent Palette

Comparison of net sales growth rate and operating profit margin



*1 Source: Graph prepared by Plus Alpha Consulting based on figures (net sales growth rate, operating profit margin) for each company listed in the "SaaS Industry Report 2025" (companies with net sales of 10 billion yen or more were selected)

*2 The "40% Rule" is a concept that considers a SaaS company to be healthy if its annual sales growth rate plus operating profit margin exceeds 40%.

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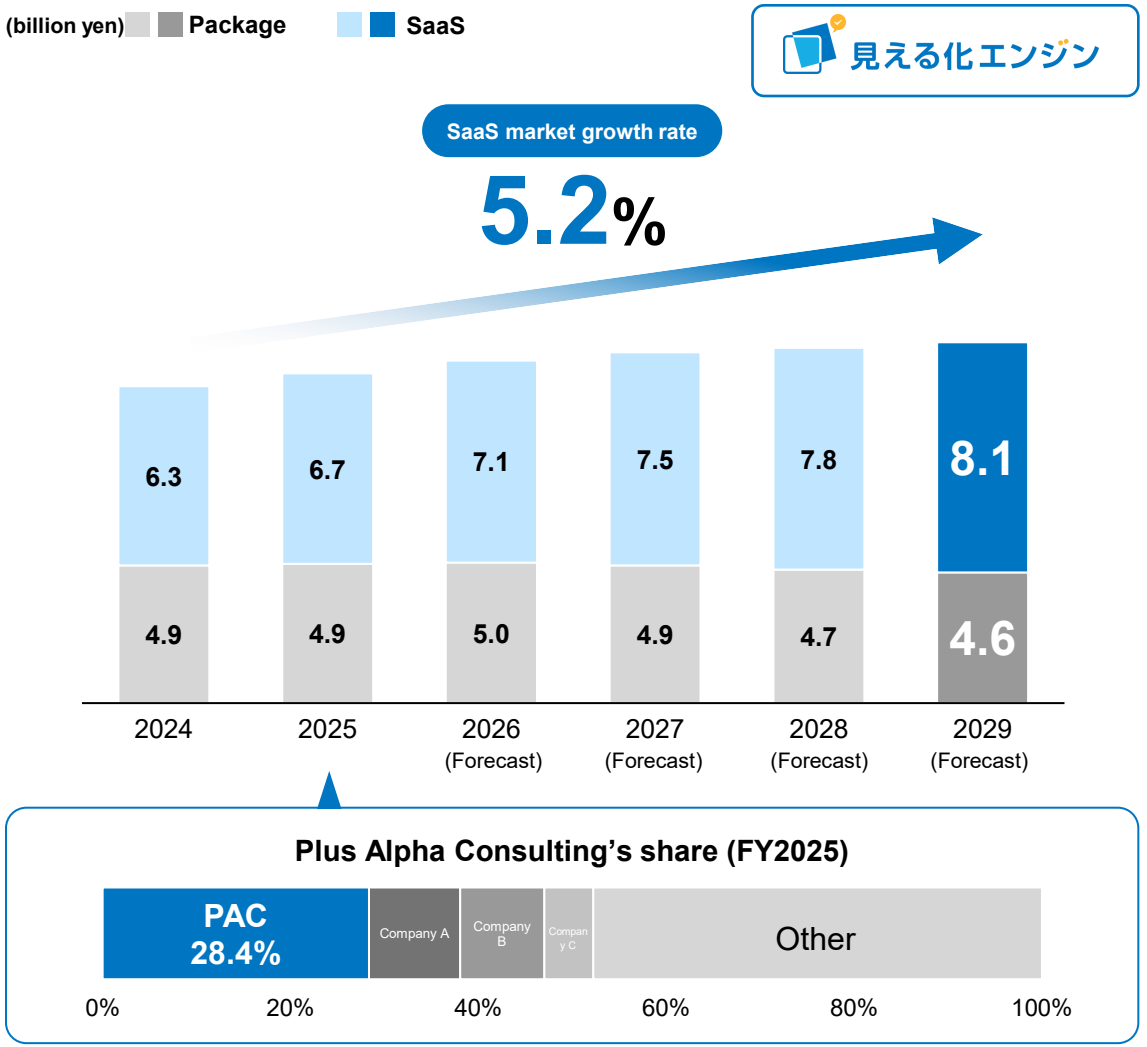
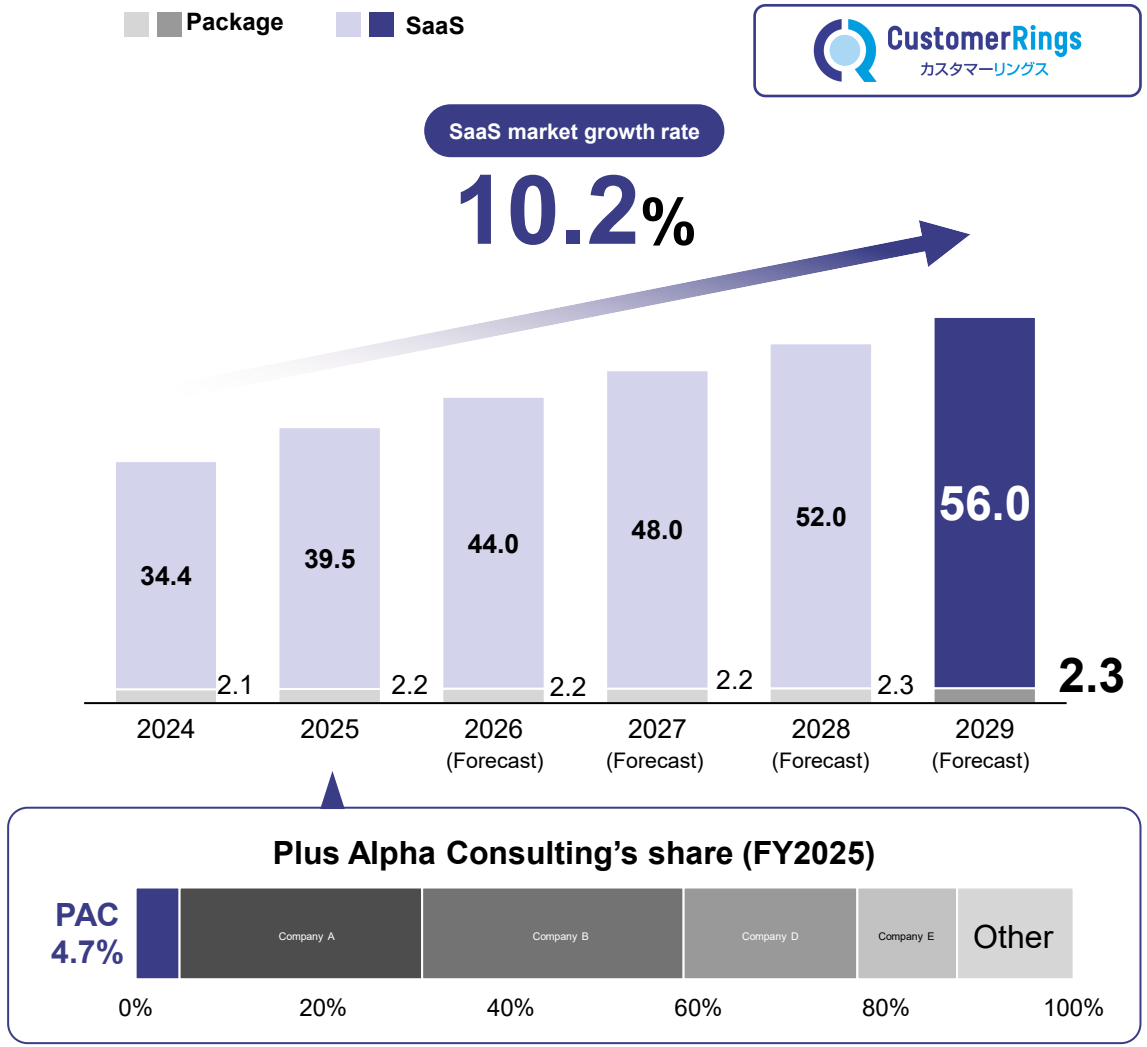
Marketing Solutions Market Data

Text mining market size



CX/marketing suite market size



*Source: Prepared by Plus Alpha Consulting based on "Software Business New Market 2025 Edition"

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07

Reference materials

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Company outline

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Company outline

Company name	Plus Alpha Consulting Co., Ltd. (Tokyo Stock Exchange Prime: 4071)
Representative	Katsuya Mimuro, Representative Director and President
Location	Main office：25F Shiodome Sumitomo Building, 1-9-2 Higashi Shimbashi, Minato-ku, Tokyo Osaka Branch：13F Osaka Nakanoshima Building, 2-2-2 Nakanoshima, Kita-ku, Osaka-shi, Osaka Fukuoka Branch：4F Grand Cabin Tenjin-minami, 3-3-33 Yakuin, Chuo-ku, Fukuoka-shi, Fukuoka
Consolidated subsidiary	Grow Up Co., Ltd. / Attack Inc. / D4DR inc. / OM Network
Established	December 25, 2006
Capital	561,397 thousand yen (as of March 31, 2026)
Business content	Providing cloud services for data analysis platforms
Number of employees	483 consolidated (as of March 31, 2026)
URL	https://www.pa-consul.co.jp/

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MISSION・VISION

MISSION

Creat PLUS ALPHA value for our customers'businesses.

By "visualizing" the enormous amount of information filling the world—texts, numerical values, images, sounds, etc.—and providing "realizations" that are helpful to our customers' businesses, we will create"＋α" (PLUS ALPHA) value for our customers.

VISION

Continuing evolving as a company of visualization platforms.

Continuing evolving as a company of visualization platforms.
Information volume and digitalization have continued to increase exponentially in an array of fields.
We will propose solutions that will help improve creativity and productivity, with the aim of continual evolution as a company.
Our visualization platforms will revolutionize various industry mechanisms by working closely with our customers, employees, and partners.

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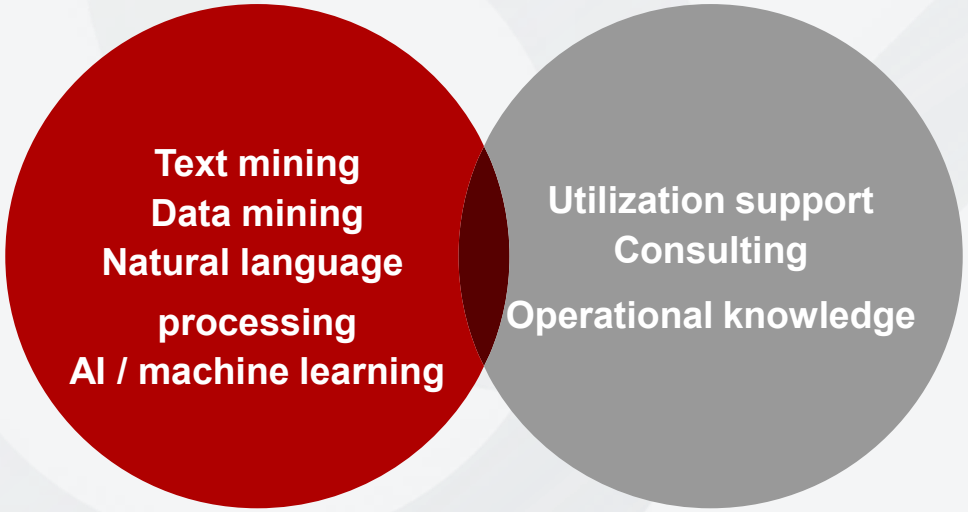
Business Concept

Support data utilization across various industries by visualizing and platformizing big data

Explosive growth of information volume driven by digitalization across all scenarios
= Creation of big data

- Customer information
  Customer feedback
- SNS
  X (formerly Twitter)
- Product information
  Purchase history
- EC access logs
  IoT / life logs
- Business daily reports
  Intellectual properties /papers
- Personnel / labor information
  Interview records

Visualizing vast amounts of information through technology and providing it as a platform
Providing support up to data utilization through consulting



Serving various sectors

HR Solutions

- Talent Palette タレントパレット
- ヨリソル
- キミスカ
- HIcare Wellness ハイケアウェルネス

Marketing Solutions

- CustomerRings カスタマーリングス
- 見える化エンジン

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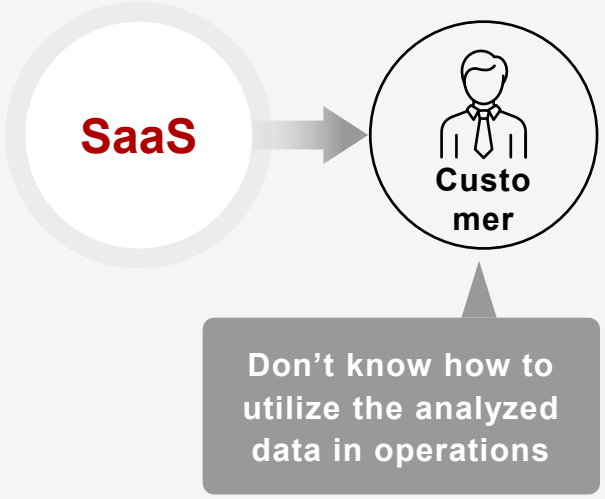
Business Model

Maximize results and deliver optimal solutions tailored to each customer by combining the strengths of SaaS and consulting

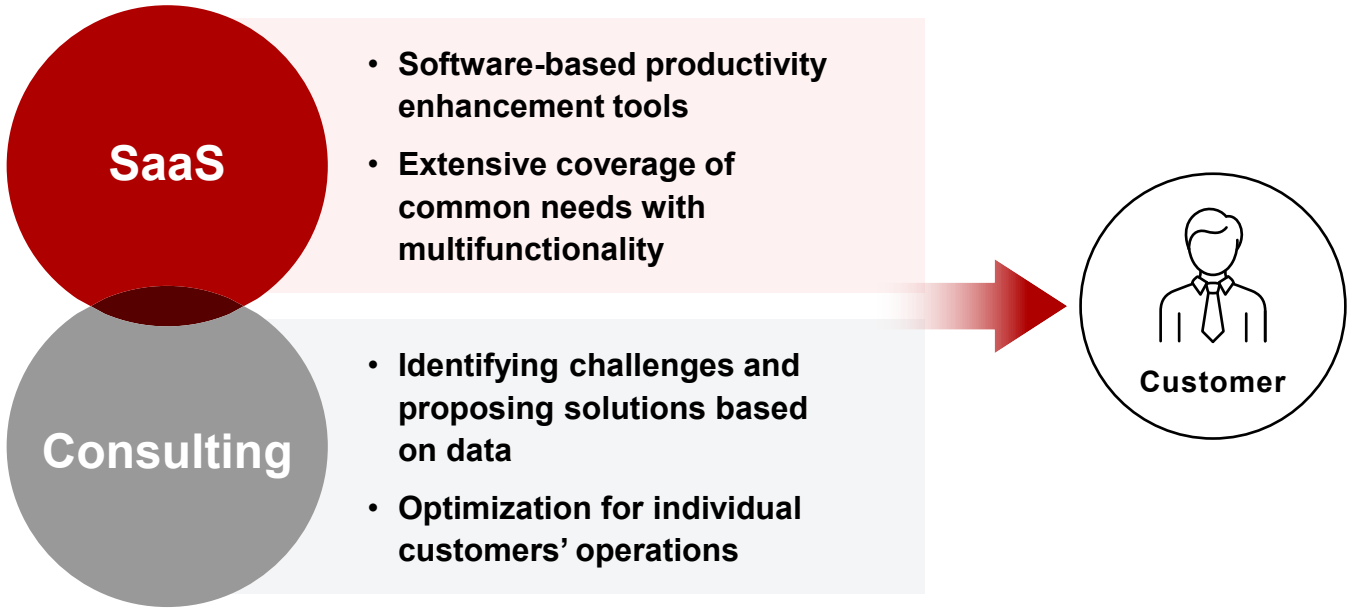
When only providing SaaS

Providing only tools means customers cannot fully leverage the data or handle the output, resulting in insufficient outcomes



Plus Alpha Consulting’s business model

In addition to providing SaaS, offer consulting services to help master them and maximize results



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Main Services

Developing SaaS solutions based on expertise in data analysis and utilization, and expanding into multiple domains including the HR/personnel area and the marketing area.

HR Solutions

Expanding business into the areas of HR/personnel and education based on expertise on data utilization cultivated in the area of marketing

Main target areas and services

HR/personnel area

Talent Palette タレントパレット

- Analysis of employee information for HR measures such as personnel development and optimal placement
- Monthly subscription according to the number of employees

Education area

ヨリソル

- Visualization by central management of information on teachers, students and parents, and promotion of educational data use and utilization
- Monthly subscription according to the number of students and teachers

Marketing Solutions

Developing business in the areas of marketing and CRM with advanced technological capabilities to visualize big data in a way that is useful in practice

Main target areas and services

Marketing area

見える化エンジン

- Text mining analysis for the use of customer feedback data from call logs, X (formerly Twitter), etc.
- Monthly subscription according to the amount of analyzed data

CRM area

CustomerRings カスタマーリングス

- Customer analysis using purchase histories, web access logs, etc., and automation of marketing initiatives
- Monthly subscription according to the number of customers/
- e-mails delivered

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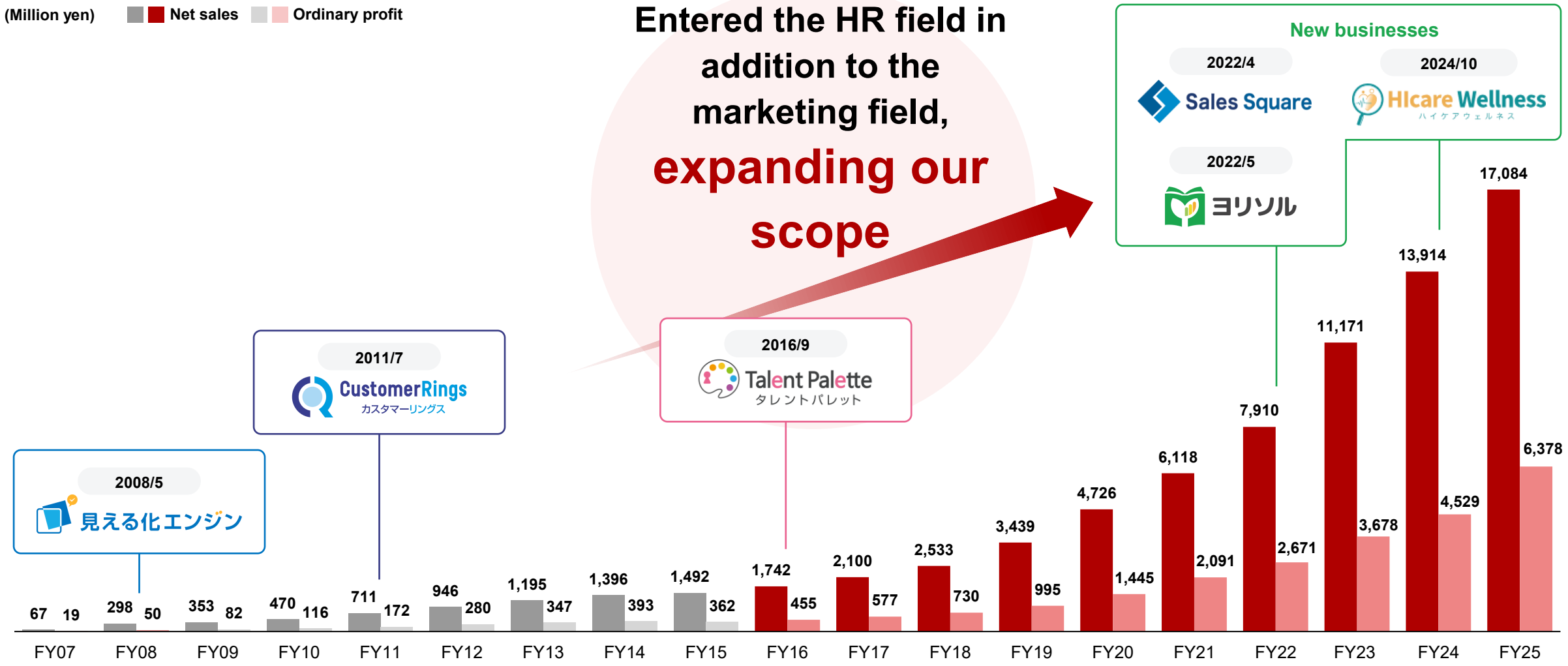
Growth Through Introduction of New Services

- Since the Company was founded, expanded content of business by introducing business-specialized products in intervals of several years
- Leveraging expertise cultivated in the marketing field, we expanded our business into the personnel and HR field starting in 2016, and have launched numerous new businesses in recent years



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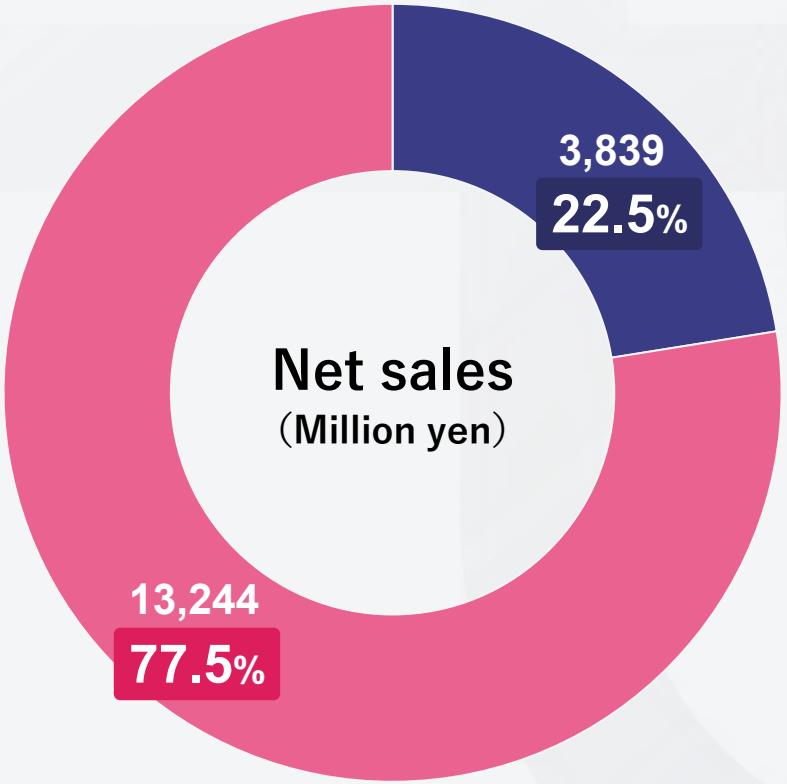
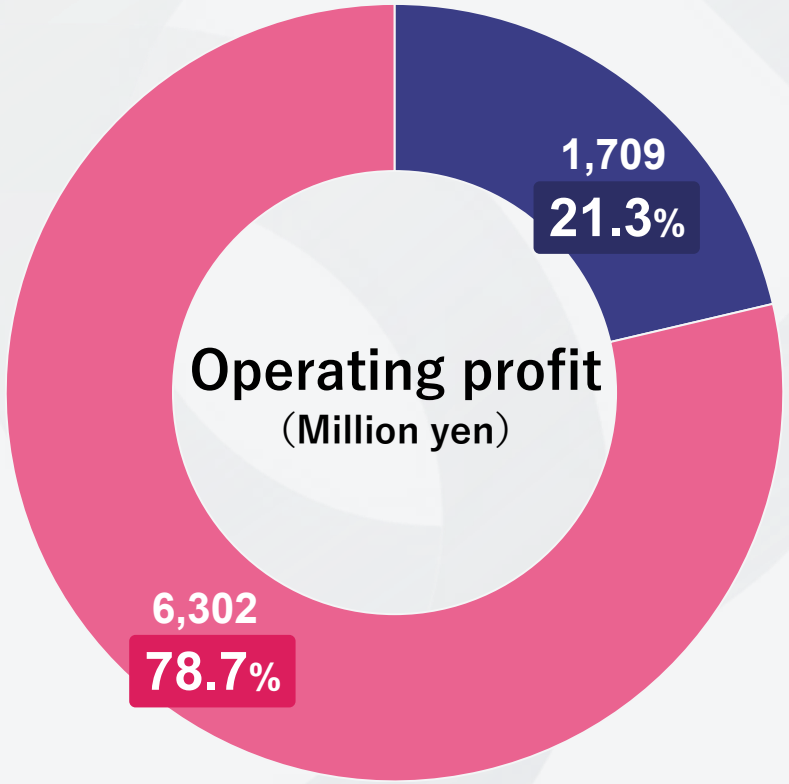
Business Composition

For the FY2025, the HR Solutions business accounted for 77.5% of sales and 78.7%* of profits, significantly driving growth





HR Solutions

Talent Palette タレントパレット

ヨリソル

HIcare Wellness ハイケアウェルネス

キミスカ

TARGET

D4DR inc. 知的好奇心を社会の進化に変える企業

ICMN

Marketing Solutions

CustomerRings カスタマーリングス

見える化エンジン

※Amount of operating profit of the segment in 2Q of FY2025 (before elimination of shared expenses, before amortization of goodwill, etc., excluding one-time expenses associated with M&A)

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Competitive Advantages

01

High technical expertise in data visualization



Possesses extensive technology and expertise in visualizing big data in a way that is useful for customers' practical operations

02

Organizational capabilities supporting the rapid evolution of services



Established a system where sales, development, and consulting work together to enhance added value

03

Leveraging insights through consulting



Implement the needs identified through consulting into the generic features of SaaS

04

New business development capabilities based on SaaS business infrastructure



Horizontal expansion of existing SaaS business infrastructure to launch revenue-generating ventures in a short period

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Competitive Advantage (1)
High Technical Expertise in Data Visualization

Not only analyzing big data, but also visualizing it in formats such as maps and outputting it transforms it into “data for practical use”

Example1

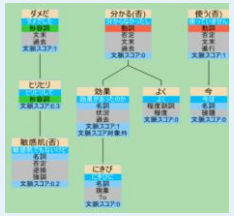
Syntax analysis, word maps

Analyze Japanese text to create maps for subjects/ predicates and positive/negative sentiment to see customer feedback at a glance

Output examples

見える化エンジン

Syntax analysis



Word maps



Example 2

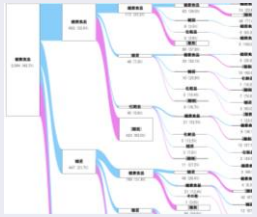
Purchasing pattern analysis

Analyze product purchasing data, etc., to visualize purchasing patterns and ascertain how customers become loyal customers

Output examples

CustomerRings
カスタマーリングス

Purchasing pattern analysis



Example 3

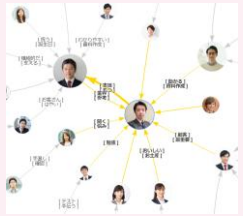
Network diagram

Through collaborative data between employees such as Thanks Points, ascertain volume and quality of communication between employees and departments

Output examples

Talent Palette
タレントパレット

Network diagram



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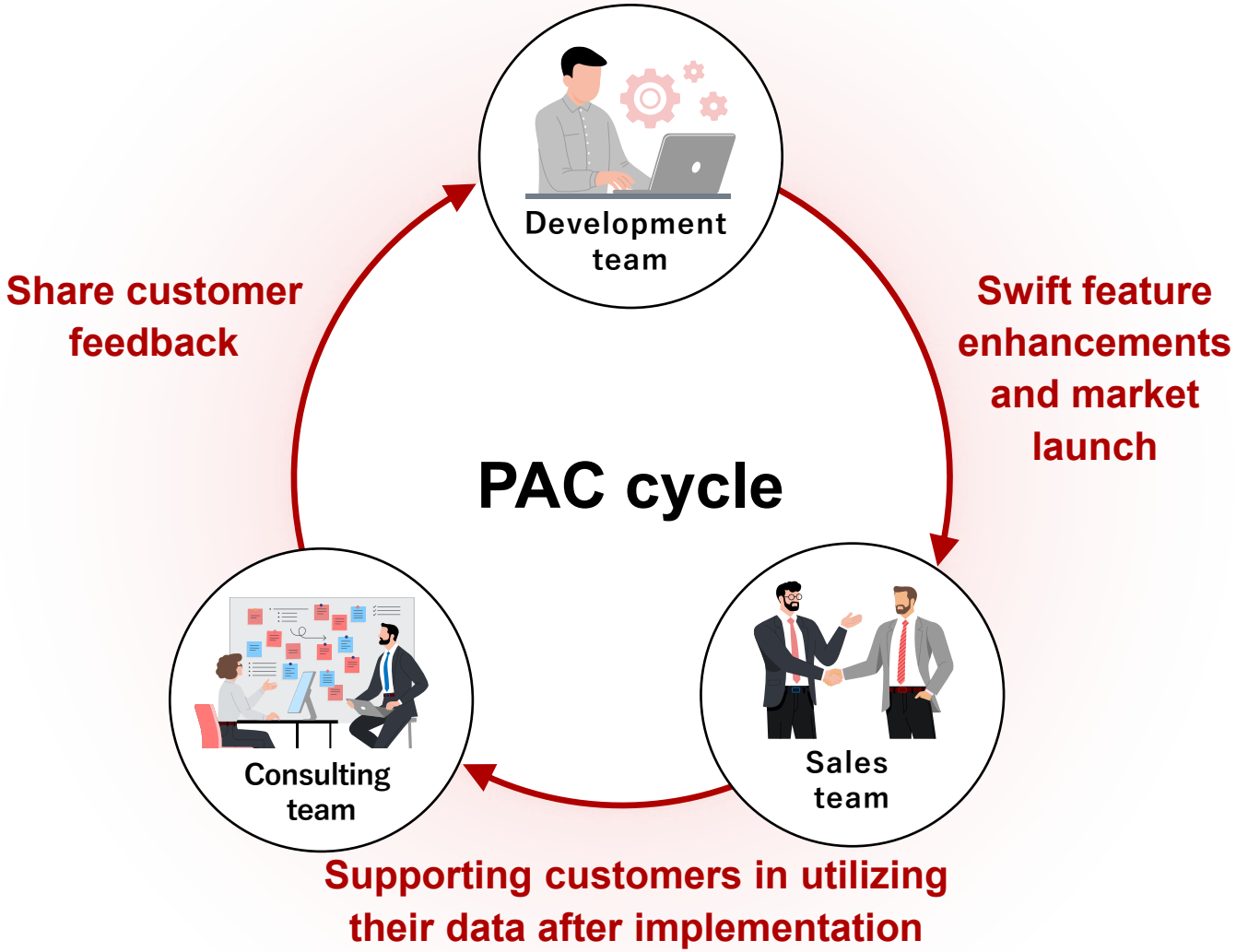
Competitive Advantage (2)
Organizational Capabilities Supporting the Rapid Evolution of Services

Establish the “PAC cycle” to identify needs through consulting with leading companies and rapidly implement them as generic functions



Realizing the rapid evolution of services

Differentiation
by rapid functional evolution

ARPU improvement
by creating high added value

Cancellation prevention / LTV improvement
through a concerted effort by the entire team

Partner relationships
on equal footing with clients

Early market launch
of new functions and businesses

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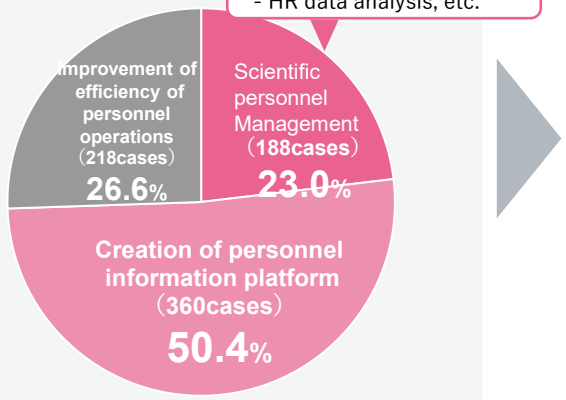
Competitive Advantage (3) Leveraging Insights Through Consulting

Based on consulting achievements with various leading companies, we have incorporated over 7,200 features as standard over approximately nine years, realizing high-value-added services

Approximately 70% of the approx. 400 annual consulting projects and approx. 500 themes are projects for the creation of a personnel information platform or scientific personnel management

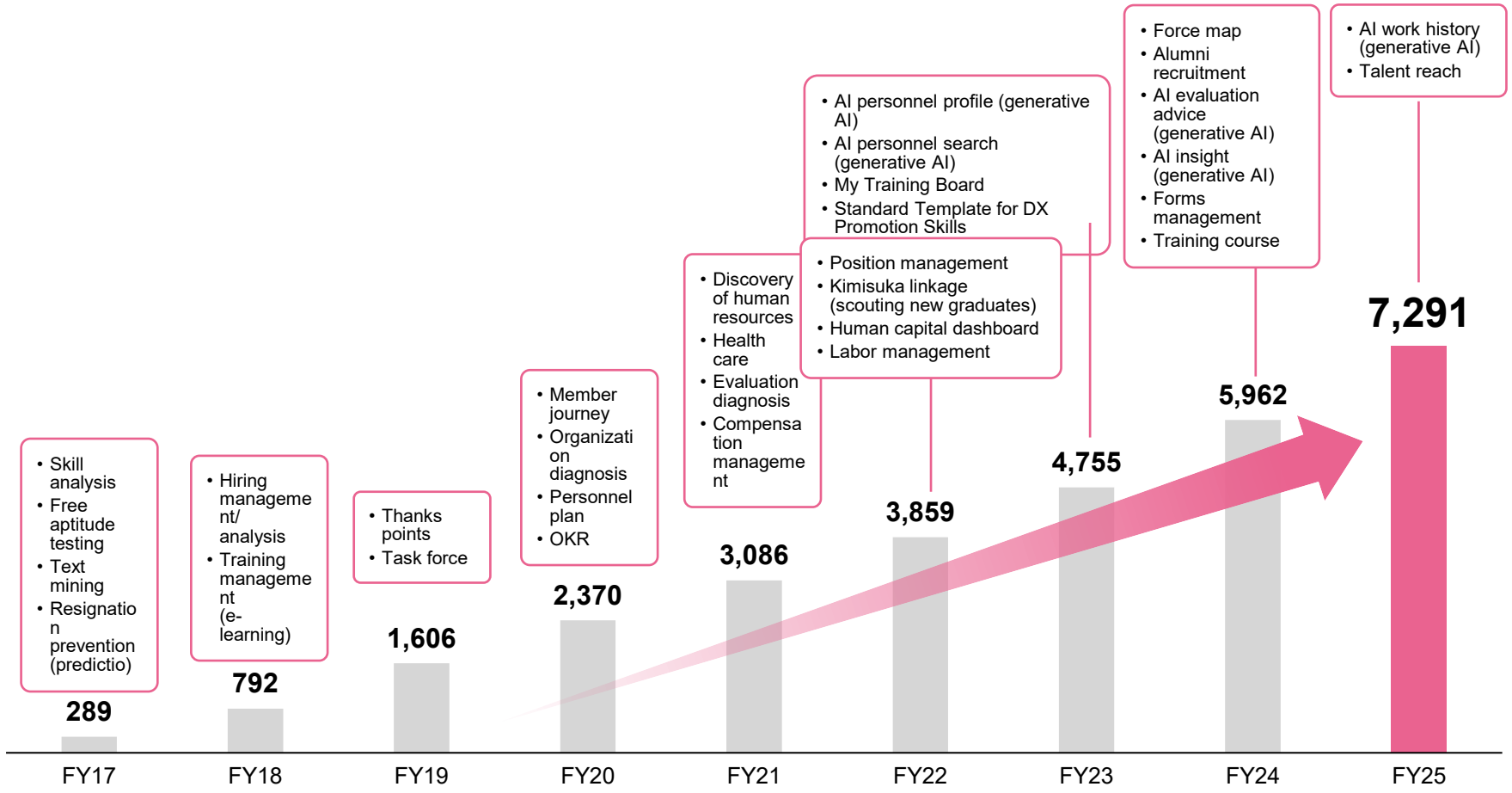
Talent Palette
タレントパレット

- Human resource development (skill analysis)
- Optimal assignment, consideration of transfers
- Succession planning
- HR data analysis, etc.



- Consolidation of human resource information
- Personnel portfolio analysis
- Creation of HR dashboard
- Engagement survey
- Creation of group portal, etc.

Talent Palette Version Upgrade Feature Count (Cumulative) and Major New Features



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Competitive Advantages (4)
New Business Development Capabilities Based on SaaS Business Infrastructure

- Based on over a decade of SaaS business expertise, rapidly building new businesses with minimal investment through horizontal deployment of technology
- Simultaneously advancing existing high-profit, stable businesses and new high-growth businesses to continuously achieve high profit margins and high growth rates

High-growth business

Realized quick launch of business and achieve early profitability

Talent Palette
タレントパレット

New businesses

Launched businesses in short period

ヨリソル
Sales Square
セールス スクエア
HIcare Wellness
ハイケアウェルネス

Accumulating know-how from existing businesses

Highly profitable business

見える化エンジン

Stable growth business

CustomerRings
カスタマーリングス

Apply know-how to develop new businesses

Technology to visualize big data	Establishment of rapid evolution cycle organizations	Text mining Language processing technologies	
Marketing methods	Back-office frameworks	Customer success	Sharing of mass data system foundations

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HR Initiatives Supporting PAC's Organizational Strength

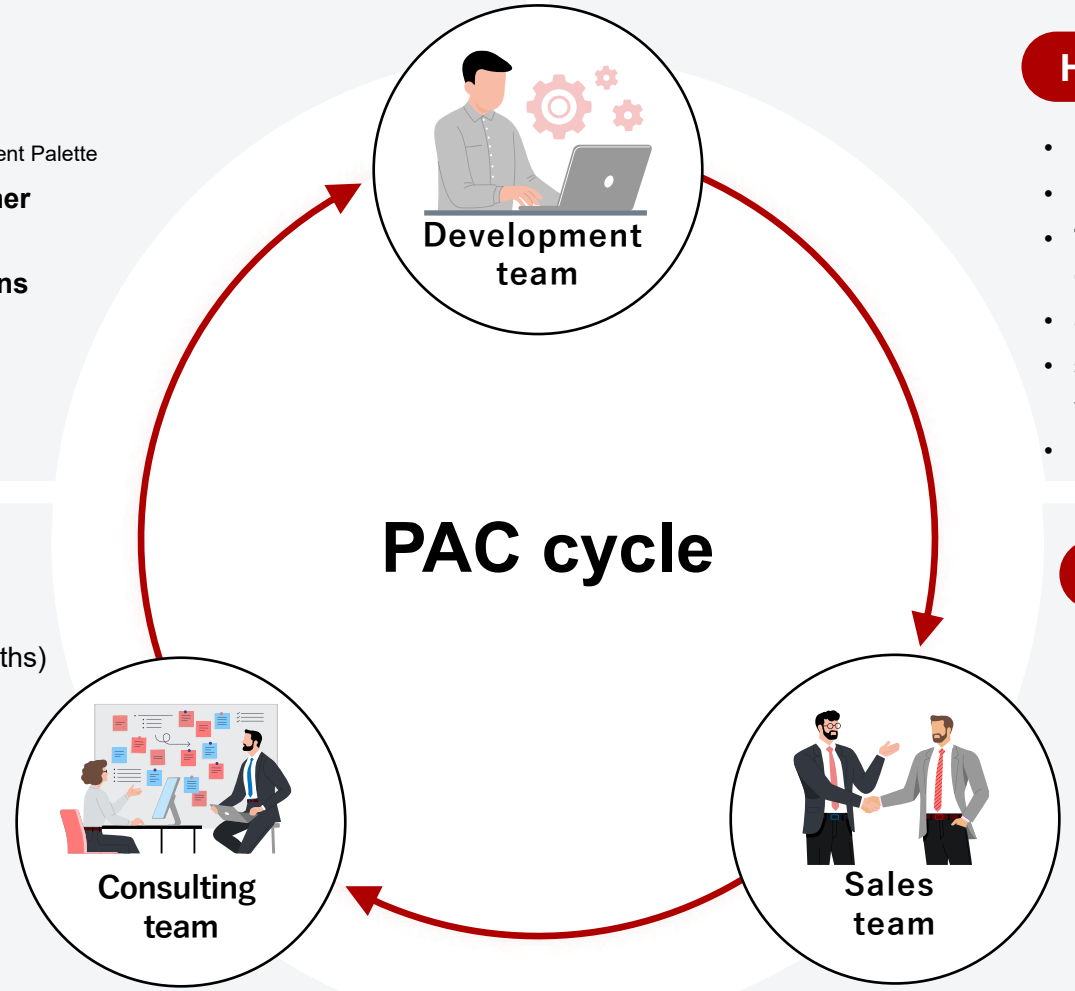
Strengthen human capital through HR initiatives to maintain and enhance organizational capabilities

Communication measures

- **Thanks Points system** ※Standard function of Talent Palette
- **Cultivation of culture for sending each other messages of thanks**
- **A committee active outside main operations across divisions**
  17 teams are currently active
- **Employee travel**
  Original travel planned by employees

Penetration of strategy

- **Strategy meetings**(held once every six months)
  A total of six days by business, all employees can participate
- **Overall meeting (held monthly)**
  Sharing of company measures and department measures
- **"Penguin Contest" for new businesses**
  50 people participated in FY2025



Human resource development

- **Business instruction system for new employees**
- **Rotation system for understanding of other teams**
- **Training system implemented by occupation across departments**
- **Support system for book purchases and**
- **self-improvement Implementation of online education**
  *Utilization of Talent Palette
- **"Training for Learning Culture" for new employees**

Workplace environment

- **Flexible work styles with flex time system**
- **Refresh holiday system enabling long holidays to be taken**
- **Measures for promoting employee communication**(active support of activities outside operations such as sports activities)
- **Improvement of refresh spaces**
  (provision of light meals, etc.)

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HR Solutions business overview

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HR Solutions Business Overview

A platform that enables HR digital transformation and scientific personnel management strategy through the analysis and utilization of HR data

Talent Palette
タレントパレット

Applying unique analytical capabilities incorporating marketing thinking to the HR field to realize scientific personnel strategy

Employee visualization function for optimal staffing and talent promotion

Recruitment functions such as streamlining hiring processes, preventing mismatches, and predicting employee performance

Learning promotion features such as employee performance analysis and e-learning

Learning promotion features such as analysis and prediction of employee turnover and motivation measurement

Text mining to facilitate incorporating employee feedback into management decisions

Intuitively visualizing the state of personnel and organization



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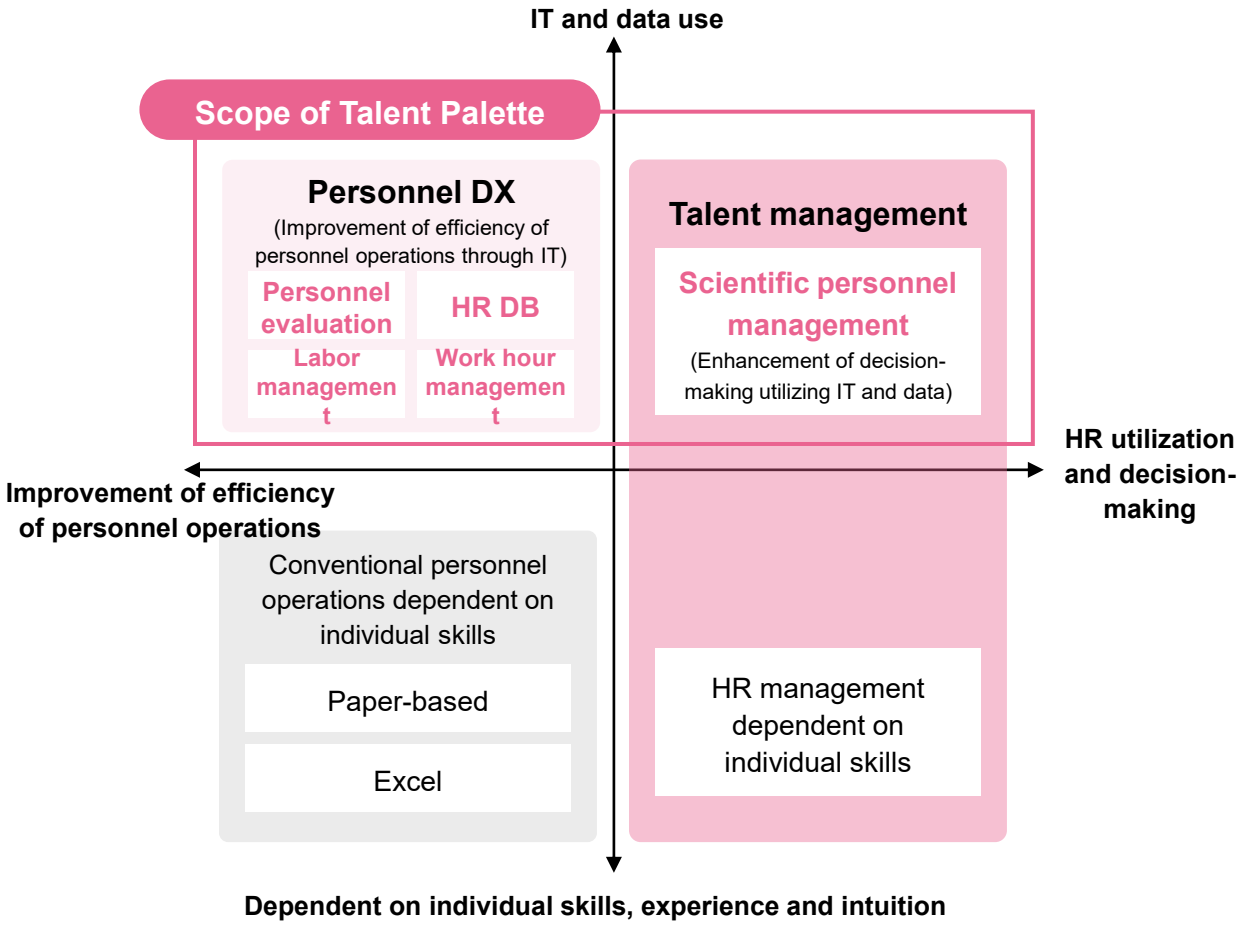
Characteristics of Talent Palette (1)
Applying Marketing Methods to the HR Sector

By applying our marketing methods to the HR sector for the first time in the industry, we not only increase efficiency in HR operations but also support the decision-making process

Application of marketing methods

Marketing strategy	HR / personnel strategy
Visualizing customers	Visualizing employees
Ascertain customer needs	Ascertain employee needs Self-reporting, ES surveys
Develop loyal customers	Develop employee skills Succession planning
Prevent customer defection	Prevent employee resignations Motivation management
Capture new customers	Employee hiring activities

Scope of support for Talent Palette in personnel operations



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Characteristics of Talent Palette (2) All-In-One Service Provision

- From personnel DX to scientific personnel management, we provide all-in-one services tailored to the scale of our client companies
- We provide added value for enterprises by realizing data-driven scientific personnel management
- We support small and medium-sized enterprises in streamlining operations through tool integration and IT-driven personnel DX

Visualizing employees

Support for personnel decision-making

Scientific personnel management

Enhancement of decision-making utilizing IT and data

Hiring management
Similarity analysis of current employees and candidates, improvement of matching precision

Training management
Recommendation of optimal training according to skill status

Target management
MBO, OKR, evaluator diagnosis, organization mission analysis

Skill management
Skill improvement analysis, personnel portfolio management

Transfer simulation
Optimal assignment and organizational reform based on analysis of condition of organization after transfer

Position management
HR requirement management, analysis of matching conditions, succession

Personnel DX

Improvement of personnel operations using IT

Internal job posting

Pulse surveys

Prevention and analysis of rejection of informal offers

TPI aptitude testing

Safety confirmation
Swift and smooth implementation of safety confirmation in the event of a disaster

Stress checks
Support for stress checks that are mandated to be conducted once per year

Labor management
Various procedures when joining and leaving the company, My Number management and year-end adjustment

Health management
Central management of data on employee health status, lifestyle habit checks and health diagnosis

Personnel FAQ
Creation of knowledge on systems and procedures in the Personnel and General Affairs Division

Organization diagnosis
Recommendation of improvement measures by identifying organizational characteristics and issues based on surveys

Surveys
Visualization of employees' opinions through free question setting and text mining

Direct recruiting
Enabling direct scouting of students matching the company

Thanks points
Increasing engagement through employees expressing gratitude to each other

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Characteristics of Talent Palette (3) Highly Regarded by Enterprises

- **Number of corporate customers broke the 4,500 mark. The percentage of implementation in large enterprises with 1,000 or more employees (on a contract basis) is approximately 40%**
- **They highly value the granular features and advanced consulting services for enterprises**

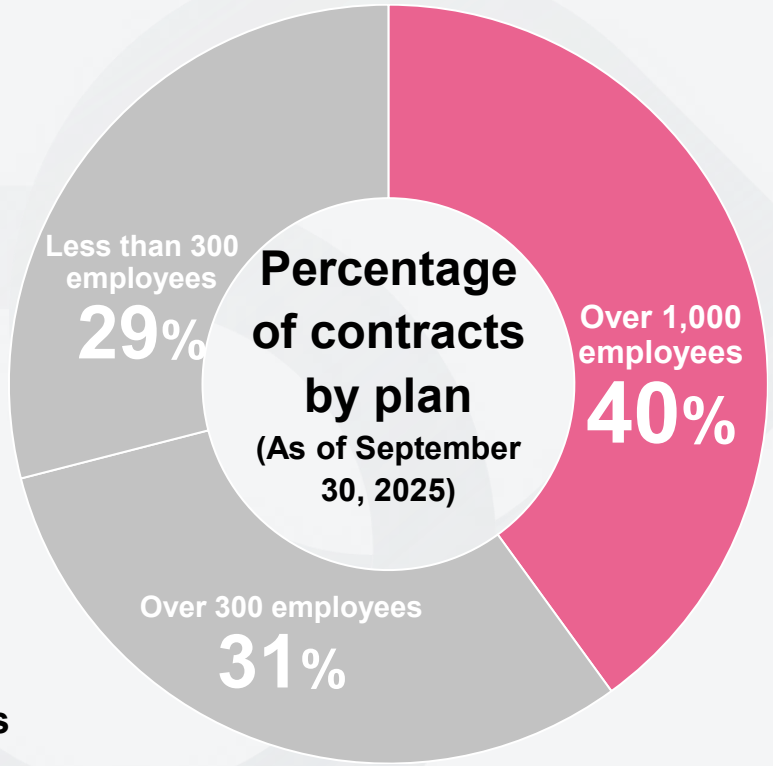
HR management market

No. 1 share ※1

Number of implementing companies

Approx. 4,800 companies

Number of contracts: 2,126 companies
As of March 31, 2026



Features highly appreciated by large enterprises

- **Extensive analysis functions** specializing in diverse HR measures
- **Detailed configuration** adapted to complex personnel management procedures
- **An infrastructure that can withstand simultaneous access** by tens of thousands of employees
- **Speedy development** and frequent **updates** of required functions
- Functions enabling flexible **data links** with customers' core systems and **provision of technical support**
- Advanced **consulting** and **comprehensive concierge services**
- **Enhancement of utilization of HR big data** by incorporating generative AI

*ITR: "ITR Market View: Human Resource Management Market 2025" Human Resource Market: Share of Sales by Vendor (FY2023-FY2024 Forecast)

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Companies Implementing of Talent Palette

Growing into a talent management system chosen by many leading companies and enterprises

Manufacturers (lifestyle, parts, chemicals, pharmaceuticals, construction, other)



Finance (banking, life and non-life insurance, credit cards, leasing)



Public infrastructure (power, gas, etc.), communications, transportation, local government, other



Distribution, retail, restaurants, real estate, services, medical, nursing, welfare, education



IT, system development, call centers, entertainment



Staffing, advertising, mass media, specialized services



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Future Evolution of Talent Palette

By leveraging generative AI in the personnel area, we will further promote data utilization and evolve “scientific personnel management” into a more accessible concept

Various personnel data

Personnel data

Personnel information and evaluations, transfer history, attendance records, recruitment information, etc.

Personnel data

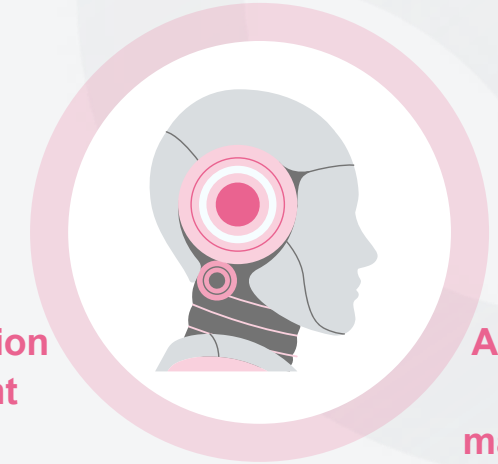
Aptitude tests, skill data, interview records, employee feedback, etc.

Non-personnel data

Performance data, financial accounting data, various management indicators, etc.

Utilization of generative AI

Consolidation into Talent Palette



Accelerating not only management, but also utilization

Expanding possibilities of personnel through AI

- **Automatic generation of personnel profiles**
- **AI search (discovery of human resources, reasons for recommendation)**
- **Optimal assignment simulation**
- **AI insights (issue analysis and improvement plan development)**
- **Performance evaluation and goal setting support, feedback coaching**
- **Recruitment matching and interviewer training support**
- **Career advisors**

+

Consulting on utilization of generative AI

Consultants with deep industry expertise support prompt tuning

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Expansion of Talent Palette Business

- By utilizing accumulated HR data, we have built highly accurate services surrounding personnel. Seeking to prevent churn, increase ARPU, and acquire customers in new markets
- Promoting the expansion of business not only using PAC's know-how, but also by utilizing partnerships and capital alliances with partner companies

Staffing / hiring	Training / development	Benefit programs / events	Health care	Labor management
Matching of HR similar to employees working actively at a company	Recommend appropriate training for employee evaluations, skills, and aptitudes	Propose measures including benefit programs to solve organizational issues	Offer health-promoting measures tailored to employee health checkups and working patterns	Improvement of efficiency of various application operations Becoming more advanced such as data collection and recommendations

Expanding business into new subscription models through the combination and optimization of diverse personnel information

Talent Palette
タレントパレット

Personnel information platform
(Evaluations, skills, aptitude, motivation, career, etc.)

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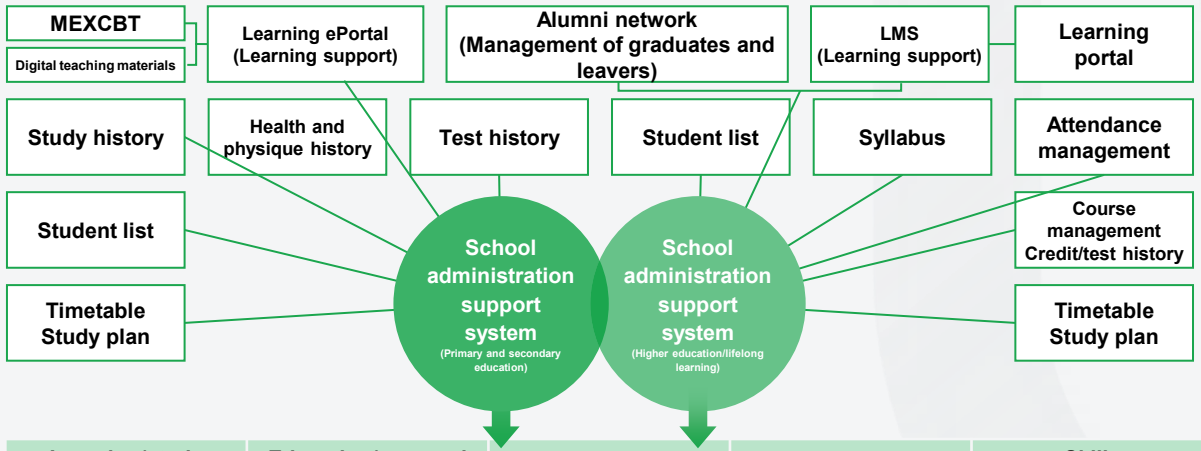
Service Overview of Yorisoar Service for Education Industry

Integrated school management system realizing educational DX and visualization of educational data

ヨリソル

Promoting the utilization of educational data in teaching and school administration, as well as providing operational support through generative AI functions



Learning/study portfolio	Education/personal dashboard	Applicant management	Data unification	Skills Competencies
Prevention of dropout Prevention of non-attendance	Pulse surveys	Aptitude tests	Contacting parents	Teaching staff management and evaluation
Generative AI	Payment management	Access management	Personality test (digram diagnosis)	App support

Centrally manage and visualize information on faculty, students, parents, and others



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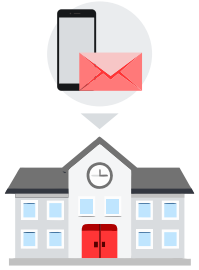
Service Overview of Yorisoar Service for Education Industry

Centralizing data from applicants to graduates. We achieve improvements in the quality of education by visualizing and utilizing individual learning as data

Applicant management



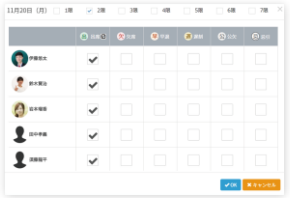
- Web application
- Application form creation
- Incoming payment management

Enrollment management



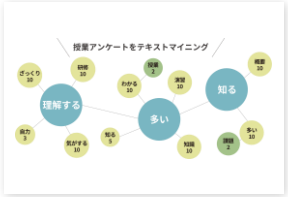
- Basic information management
- Attendance management
- Certificate issuance
- Learning portfolio

LMS



- Attendance and grade management
- Issue management
- Progress management
- Timetable management

Learner understanding



- Class surveys
- Aptitude test
- High performer analysis
- Detection of signs of dropout

Communication



- Parents and guardians page
- Bulletin board and chat
- Email and LINE distribution
- Safety confirmation

Teaching and other staff management



- Personnel appraisal
- Skill management
- Training management
- Transfer simulation

Graduate management



- Hiring forms management
- Employment and further education destination management
- Personal pages for graduates
- Donation history management



All learner information integrated into a single student ID

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Organizations Implementing Yorisoar Service for Education Industry

In addition to universities, vocational schools, junior and senior high schools, elementary schools, kindergartens, and other school institutions, it is being introduced in a wide range of advanced educational institutions, including cram schools, prep schools, and adult (recurrent) education

Secondary education (Junior high schools and high schools)

ドルトン東京学園 中等部・高等部

学校法人 岩田学園 岩田中学校・高等学校

Hakodate La Salle 函館ラ・サール学園

学校法人 開桜学院 日々輝学園高等学校 | 広域通信制 | 単位制 | 普通科 |

明光義塾高等学院

SEISA 星槎名古屋中学校 みんなで歩こう！みんなで笑おう！

Higher education (Universities)

帝塚山学院大学

学校法人 鶴鳴学園 長崎女子短期大学

ノートルダム清心女子大学 NOTRE DAME SEISHIN UNIVERSITY

大阪産業大学

いのち・こころ・環境の未来を創造する大学 人間環境大学 UNIVERSITY OF HUMAN ENVIRONMENTS

自主創造 日本大学

KANAGAWA DENTAL UNIVERSITY EST. 1910

Higher education (Vocational schools, Japanese language schools)

学校法人 鈴木学園

学校法人 河原学園

学校法人 岩崎学園

学校法人仙都学園 専門学校 東北動物看護学院

学校法人 今村学園 今村学園ライセンスアカデミー

学校法人 十全青翔学園 静岡医療科学専門大学校

日生日本語学園名古屋 NAGOYA NISSEI JAPANESE LANGUAGE SCHOOL

フォーラム情報アカデミー専門学校

明日香日本語学校 Asuka Japanese language school

独立行政法人 国立病院機構 金沢医療センター附属金沢看護学校 Kanazawa Medical Center Kanazawa School of Nursing

学校法人 静岡医療学園 静岡医療学園専門学校 厚生労働大臣指定 静岡県認可の専門学校

介護と保育の ooba 学校法人 大庭学園

Primary education (Elementary schools and kindergartens)

サムエル幼稚園

さやか星小学校 SAYAKABOSHI Elementary School

Cram schools and prep schools

駿台 SUNDAI

株式会社 類設計室

ディグラム・ラボ produced by Kihara Seitaro

類学舎

Local governments (boards of education), recurrent

Kyoto Prefecture Board of Education

Nara Prefecture Board of Education

Toyonaka City Board of Education

Takagi-mura Board of Education

Itabashi Ward

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Implementation of Yorisoar Service for Education Industry in Boards of Education

- **The introduction of the service is progressing within boards of education, enabling the realization of educational DX to achieve greater efficiency in school administration**
- **It can cater to a wide range of needs, including improving educational quality through visualization of student information such as early detection of student absenteeism**

Kyoto Prefecture Board of Education

Purpose of implementation	Administrative support and service management for teachers and other staff at Kyoto Prefectural schools
Number of personnel covered	Approx. 35,000
Number of schools covered	Approx. 50

Nara Prefecture Board of Education

Purpose of implementation	Personnel evaluation system for teaching and other staff members at Nara Prefectural schools
Number of personnel covered	Approx. 12,000 (teachers and other staff)
Number of schools covered	Approx. 100

Toyonaka City Board of Education(Osaka Prefecture)

Purpose of implementation	Education dashboard and detection of signs of dropout in Toyonaka municipal schools
Number of personnel covered	Approx. 35,000
Number of schools covered	Approx. 55

Takagi-mura Board of Education

Purpose of implementation	Education dashboard and detection of signs of dropout in Takagi Village, Nagano
Number of personnel covered	Approx. 15,000
Number of schools covered	Approx. 30

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New “HIcare Wellness” Service for the Medical and Nursing Care Sector

An industry-specific talent management system based on Talent Palette that centrally manages data for employees and patients/users in the nursing care and medical sector

HIcare Wellness
ハイケアウェルネス

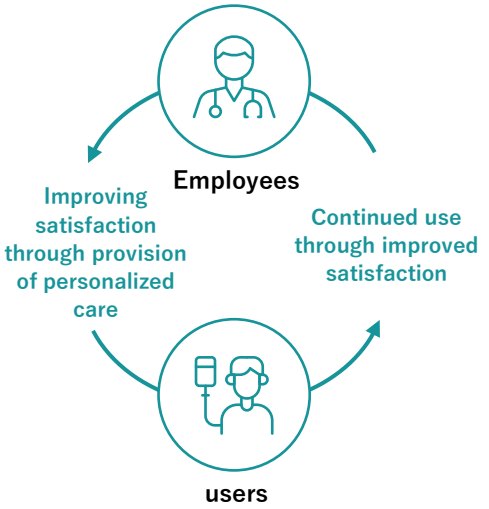
Realizing improvement of operational efficiency and quality of care through employee training, shift management, and increased motivation

Data input /import

Employee data

User data

Visualization of nursing care and healthcare sites through the utilization of data



Improving efficiency of operations and concentrating on the care that should be focused on

Realization of personalized nursing care and healthcare

Visualization of nursing care and healthcare sites through the utilization of data



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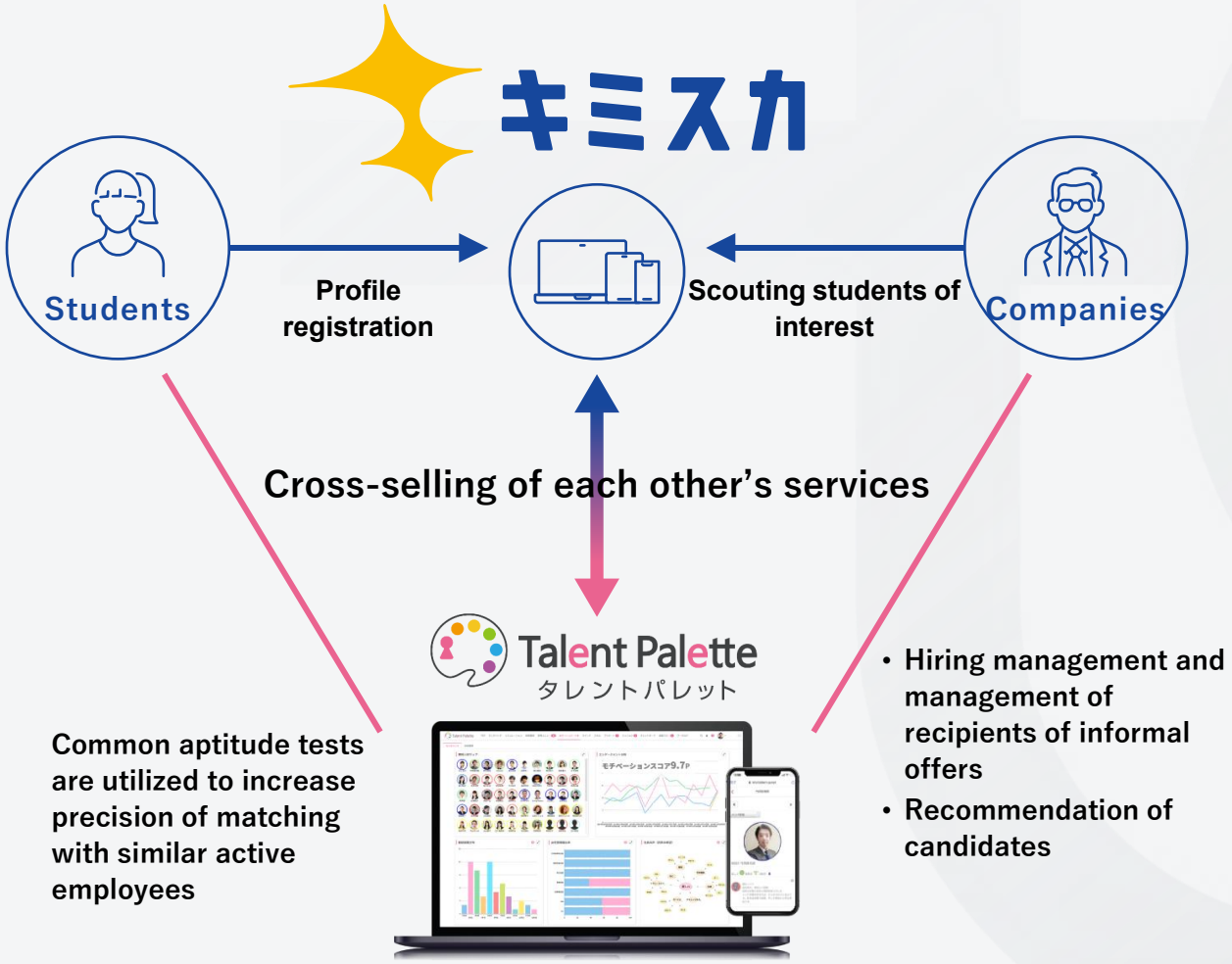
Kimisuka Service for Direct Recruiting of New Graduates

- The acquisition of Grow Up, which operates the Kimisuka service for direct recruiting of new graduates marked our entry into the new graduate recruitment business
- Through the integration of Kimisuka and Talent Palette, we enable the recruitment of new graduates suited to each company while also promoting cross-selling



Benefits of combining Kimisuka and Talent Palette

1 Increase of added value through the enhancement of hiring operations

Linking of hiring management and analysis functions of Talent Palette with Kimisuka. Recommendation of candidates that match job specs

2 Promotion of cross selling of each other's services

Expansion of sales through cross selling of each other's services utilizing each other's customer base

3 Sharing of knowhow on functional development and the hiring business

Functional development and sharing of knowhow for accelerating expansion in the hiring area through a high level of coordination of each other's services

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Platform Concept with Coverage Spanning from Students to Working Professionals

We aim to build a platform that enables the continuous accumulation and utilization of data from students through working professionals and into retirement

Applicants

Primary, junior high and high school students | graduate, and vocational school | Job-seeking students | Working adults | Retired persons

Accumulation and utilization of student data

ヨリソル



- Learning portfolio
- Class evaluation, aptitude test
- Track records of extracurricular activities
- Student questionnaires
- Desire industry and occupation
- Work styles and individual values

Linkage

Job matching for students

キミスカ



- Utilization of data from students and employees
- Improvement of matching precision
- Recruiting history, student career after hiring

Linkage

Accumulation and utilization of employee data

Talent Palette
タレントパレット



- Employee's skills and evaluations
- Career path, aptitude test
- Health care
- Characteristics of high-achieving employees
- Organization, company culture

Adult education (specializing in IT)

Support for recent graduates with work experience and mid-career hires

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Marketing Solutions business overview

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Characteristics of Visualization Engine

Instantly visualize customer feedback and purchase motivations. Platform for utilization of voices of customers with No. 1 share* used by over 1,800 companies

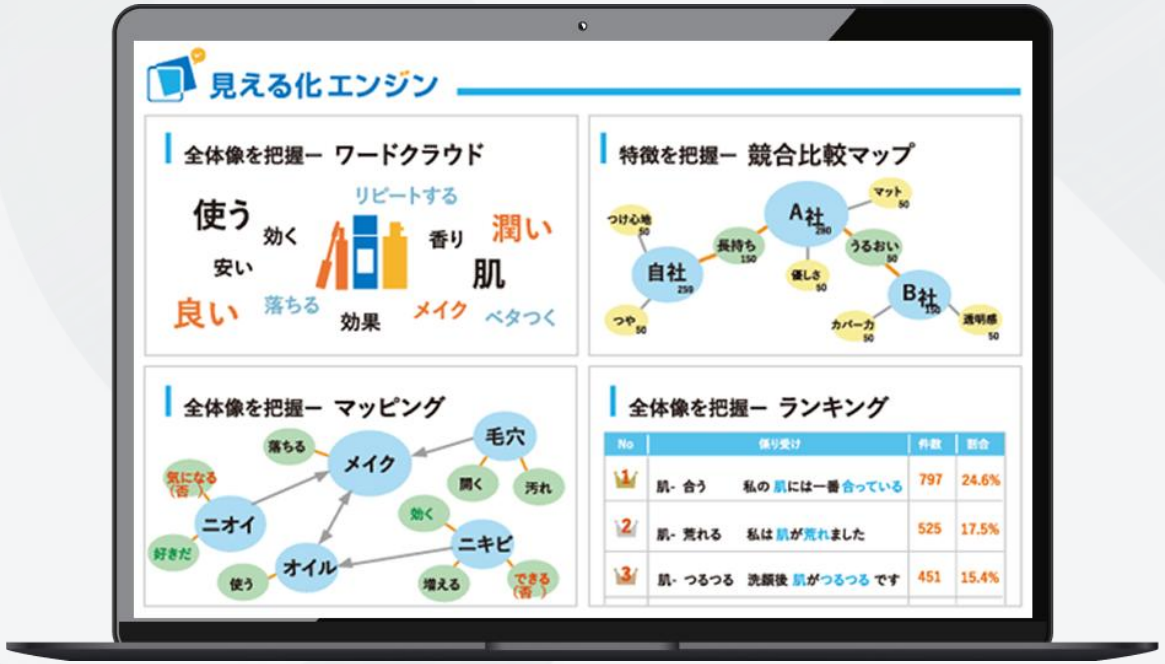
見える化エンジン

Japan's leading text mining technology combined with generative AI to visualize the voices and sentiments of customers and support CX improvement

Information gathering → Market analysis → Planning-Hypothesis testing → Effect verification

The latest UI/UX making it possible to intuitively overview and drill down into data	Proprietary natural language analysis technology supporting social media and posts by Gen Z
Analyzing diverse and vast customer feedback through text mining	Dashboard functionality provides one-stop support from analysis to systemization

Utilizing voices of customers in marketing through visualization via text mining



*Fuji Chimera Research Institute, Inc. "New Markets in the Software Business"

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Companies that have introduced visualization engine※1

Achieved No.1 share of implementation for 14 years

Manufacturing

SUNTORY　meiji　BANDAI　SEKISUI　Nestlé Good Food, Good Life　おいしさと健康 Glico

今日を愛する。LION　ちふれ　Panasonic　nippn　KAI

Finance / Bank

MIZUHO みずほ銀行　LIFENET INSURANCE COMPANY

Retail distribution business

AOKI　Belle Maison　TSUTAYA　まいばすけっと　CBON To create and produce the beauty

JTB 感動のそばに、いつも。　DUSKIN　ORBIS　一蘭　ah アカチャンホンポ

IT / Communication / EC

LINEヤフー

Infrastructure Communications finance

ANA　SKY

阪神高速道路株式会社　Daigas Group

Pharmaceutical

EARTH アース製薬　東邦薬品株式会社

Daiichi-Sankyo

Other Service

Lions

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Characteristics of Customer Rings

A CRM/MA tool that automates communication with customers by integrating and analyzing customer information and purchase histories based on big data

CustomerRings
カスタマーリングス

A customer feeling marketing platform that enables “tangible” customer insights through big data analysis

Data integration / linkage → Analysis → Use / action

An intuitive interface that does not hamper users’ thinking	Approach via optimal channels and timing, such as email, social media, and web customer service
Supporting 1-to-1 marketing strategies such as CRM analysis and enhancement of initiatives	CRM consultants provide accompanying support for strategy and analysis

Diverse analytical functions and rich outputs that provide tangible insights into each customer’s behavior and preferences



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Companies that have introduced Customer Rings

CustomerRings カスタマーリングス

Examples of implementation: Supporting digital marketing / CRM enhancement of more than 800 growing companies in total

Health foods

フジッコ / KAGOME / Eat Well, Live Well. Ajinomoto / 株式会社あじかん / ZENCARE / Real Style / ワダカルシウム製薬 / Otsuka / TeaLife / OM-X / Sixth sense Lab. / 株式会社九州自然館

Cosmetics/ salon

euglena / ファンファレ / THE BODY SHOP / エステティック MISS PARIS / NEAL'S YARD REMEDIES / DECENCIA / アンファー / Vitabrid C12 / FAITH Beauty / BOTANIST / MTG / VERNAL

Appare

OAL / RENEXY / REGAL CORPORATION / HRC / NEUVEA / JIONE / PUNYUS / It's a beautiful day. The SAZABY LEAGUE

Food

morinaga / JOYL Joy for Life / HORIGUCHI COFFEE / 湖 KOIKEYA

Travel and tourism

VALUE MANAGEMENT / びゅう

Insurance and finance

りそな銀行 RESONA / au 損保 / メディケア生命 住友生命グループ

Media and publishing

高知新聞社 / 徳島新聞社 / 西日本新聞

General mail order sales, other mail order sales

SARAYA / キャスティング / GREEN DOG / 蔦巻百貨店 / LESTAS

BtoB mail order sales

配管部品.com / Orie Printing Supplies / TAT

Member services

Hiroo Thoroughbred Club / CCC / JAL

HR/ career

資格キャリカレ / bstyle / KRASYS

Contact

ホテラル / TeAmo / Lcode

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