

# Fact Book

2025年2月期 第4四半期／FY'25/2 Q4

当社は、2018年2月期第3四半期から2020年2月期第1四半期までの期間、及び、2021年2月期第3四半期以降は連結決算を適用しています。  
本資料においては、2021年2月期第2四半期までは個別決算の数値、2021年2月期第3四半期以降は連結決算の数値を記載しています。  
なお、2021年2月期の通期は、連結決算の数値を記載しています。

The Company applies consolidated financial results for the period from the third quarter of the fiscal year ended February 2018 through the first quarter of the fiscal year ended February 2020, and from the third quarter of the fiscal year ended February 2021 onward. In this document, figures for the period up to the second quarter of the fiscal year ended February 28, 2021 are based on non-consolidated financial results, and figures for the third quarter of the fiscal year ended February 28, 2021 and thereafter are based on consolidated financial results. For the full year ended February 2021, figures based on consolidated financial results are shown.

本資料に含まれる数値、指標は、当社グループの経営成績及び財政状態に関して、適切な理解を促進することを目的として開示しており、  
全ての数値、指標が監査法人による監査又はレビューの対象ではない点にご留意ください。

Please be reminded that the all figures shown in this material are not the subject of auditor's audit or review as this material has been prepared for investors to understand our earning results and financial position.

ディップ株式会社（東証プライム 2379）

dip Corporation（Prime Market of the Tokyo Stock Exchange code 2379）

## 主要指標

自万門

| Balance sheet                                |               | 貸借対照表     |           |           |           |           | 2022年2月期  |        |        |        |    | 2023年2月期  |        |        |        |    | 2024年2月期  |        |        |        |    | 2025年2月期  |        |        |        |    |
|----------------------------------------------|---------------|-----------|-----------|-----------|-----------|-----------|-----------|--------|--------|--------|----|-----------|--------|--------|--------|----|-----------|--------|--------|--------|----|-----------|--------|--------|--------|----|
|                                              |               | (FY'17/2) | (FY'18/2) | (FY'19/2) | (FY'20/2) | (FY'21/2) | (FY'22/2) |        |        |        |    | (FY'23/2) |        |        |        |    | (FY'24/2) |        |        |        |    | (FY'25/2) |        |        |        |    |
|                                              |               |           |           |           |           |           | Q1        | Q2     | Q3     | Q4     | 通期 | Q1        | Q2     | Q3     | Q4     | 通期 | Q1        | Q2     | Q3     | Q4     | 通期 | Q1        | Q2     | Q3     | Q4     | 通期 |
| Assets                                       | 資産の部          |           |           |           |           |           |           |        |        |        |    |           |        |        |        |    |           |        |        |        |    |           |        |        |        |    |
| Total current assets                         | 流動資産合計        | 16,362    | 19,502    | 20,300    | 25,446    | 17,782    | 19,026    | 19,792 | 21,368 | 22,653 | -  | 22,690    | 24,902 | 26,420 | 28,816 | -  | 25,991    | 25,662 | 26,182 | 28,146 | -  | 26,968    | 24,569 | 23,902 | 26,264 | -  |
| Total fixed assets                           | 固定資産合計        | 4,777     | 8,473     | 13,403    | 15,667    | 18,087    | 18,240    | 19,581 | 19,685 | 19,800 | -  | 20,375    | 20,634 | 20,933 | 21,351 | -  | 20,820    | 21,988 | 22,885 | 22,625 | -  | 23,357    | 23,013 | 24,055 | 24,242 | -  |
| Total assets                                 | 資産合計          | 21,139    | 27,976    | 33,703    | 41,114    | 35,869    | 37,266    | 39,373 | 41,053 | 42,454 | -  | 43,065    | 45,536 | 47,353 | 50,167 | -  | 46,812    | 47,650 | 49,168 | 50,772 | -  | 50,326    | 47,582 | 47,908 | 50,506 | -  |
| Liabilities/Net assets                       | 負債/純資産の部      |           |           |           |           |           |           |        |        |        |    |           |        |        |        |    |           |        |        |        |    |           |        |        |        |    |
| Total current liabilities                    | 流動負債合計        | 5,524     | 6,333     | 6,920     | 8,565     | 3,576     | 5,248     | 5,249  | 7,697  | 8,032  | -  | 7,943     | 8,381  | 9,327  | 10,476 | -  | 8,076     | 7,366  | 8,969  | 9,239  | -  | 10,291    | 10,136 | 10,484 | 11,046 | -  |
| Total fixed liabilities                      | 固定負債合計        | 421       | 690       | 883       | 1,035     | 1,114     | 1,175     | 1,181  | 1,227  | 1,432  | -  | 1,496     | 1,424  | 1,474  | 1,449  | -  | 1,553     | 1,627  | 1,758  | 1,804  | -  | 2,361     | 2,491  | 2,769  | 3,223  | -  |
| Total liabilities                            | 負債合計          | 5,946     | 7,023     | 7,804     | 9,601     | 4,691     | 6,424     | 6,431  | 8,924  | 9,465  | -  | 9,440     | 9,804  | 10,801 | 11,924 | -  | 9,629     | 8,994  | 10,728 | 11,064 | -  | 12,652    | 12,628 | 13,254 | 14,270 | -  |
| Total stockholders' equity                   | 株主資本合計        | 14,720    | 20,320    | 25,056    | 30,585    | 30,302    | 29,957    | 32,318 | 31,564 | 32,405 | -  | 32,992    | 34,788 | 35,433 | 37,125 | -  | 36,131    | 37,251 | 37,539 | 38,821 | -  | 36,856    | 34,251 | 34,048 | 35,663 | -  |
| Total accumulated other comprehensive income | その他の包括利益累計額合計 | -         | ▲ 0       | ▲ 19      | ▲ 33      | ▲ 16      | ▲ 16      | ▲ 16   | 2      | 10     | -  | 458       | 536    | 517    | 497    | -  | 441       | 440    | 445    | 438    | -  | 375       | 287    | 247    | 173    | -  |
| Share acquisition rights                     | 新株予約権         | 472       | 632       | 851       | 946       | 892       | 884       | 624    | 546    | 557    | -  | 557       | 572    | 587    | 601    | -  | 593       | 536    | 435    | 432    | -  | 427       | 400    | 393    | 385    | -  |
| Non-controlling interests                    | 非支配株主持分       | -         | -         | -         | -         | 16        | 15        | 15     | 16     | 16     | -  | 15        | 14     | 15     | 17     | -  | 16        | 19     | 19     | 16     | -  | 14        | 14     | 14     | 13     | -  |
| Total net assets                             | 純資産合計         | 15,193    | 20,953    | 25,899    | 31,512    | 31,178    | 30,841    | 32,942 | 32,128 | 32,989 | -  | 33,624    | 35,911 | 36,552 | 38,243 | -  | 37,183    | 38,246 | 38,440 | 39,708 | -  | 37,674    | 34,954 | 34,703 | 36,235 | -  |
| Total liabilities and net assets             | 負債/純資産合計      | 21,139    | 27,976    | 33,703    | 41,114    | 35,869    | 37,266    | 39,373 | 41,053 | 42,454 | -  | 43,065    | 45,536 | 47,353 | 50,167 | -  | 46,812    | 47,650 | 49,168 | 50,772 | -  | 50,326    | 47,582 | 47,908 | 50,506 | -  |

| Others              | その他 | 2017年2月期<br>(FY'17/2) | 2018年2月期<br>(FY'18/2) | 2019年2月期<br>(FY'19/2) | 2020年2月期<br>(FY'20/2) | 2021年2月期<br>(FY'21/2) | 2022年2月期<br>(FY'22/2) |       |       |       |       | 2023年2月期<br>(FY'23/2) |       |       |        |        | 2024年2月期<br>(FY'24/2) |        |        |        |        | 2025年2月期<br>(FY'25/2) |       |       |       |       |   |
|---------------------|-----|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-------|-------|-------|-------|-----------------------|-------|-------|--------|--------|-----------------------|--------|--------|--------|--------|-----------------------|-------|-------|-------|-------|---|
|                     |     |                       |                       |                       |                       |                       | Q1                    | Q2    | Q3    | Q4    | 通期    | Q1                    | Q2    | Q3    | Q4     | 通期     | Q1                    | Q2     | Q3     | Q4     | 通期     | Q1                    | Q2    | Q3    | Q4    | 通期    |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
| Number of employees |     | 従業員数                  | 1,338                 | 1,476                 | 1,629                 | 1,873                 | 2,110                 | 2,134 | 2,088 | 2,005 | 1,969 | -                     | 2,316 | 2,276 | 2,254  | 2,316  | -                     | 2,906  | 2,848  | 2,780  | 2,699  | -                     | 2,895 | 2,755 | 2,649 | 2,530 | - |
| YOY growth rate     |     | <前年同期比増減率>            | +22.0%                | +10.3%                | +10.4%                | +15.0%                | +12.7%                | -3.1% | -3.8% | -5.9% | -6.7% | -                     | +8.5% | +9.0% | +12.4% | +17.6% | -                     | +25.5% | +25.1% | +23.3% | +16.5% | -                     | -0.4% | -3.3% | -4.7% | -6.3% | - |
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|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       |        |        |        |        |                       |       |       |       |       |   |
|                     |     |                       |                       |                       |                       |                       |                       |       |       |       |       |                       |       |       |        |        |                       | </     |        |        |        |                       |       |       |       |       |   |

Income statement 損益計算書

| Million yen                                 | 百万円                   | 2014年2月期 (FY'14/2)    |                       |                       |                       |                        | 2015年2月期 (FY'15/2)     |                       |                      |                       |                       | 2016年2月期 (FY'16/2)    |                      |                      |                      |                      | 2017年2月期 (FY'17/2)   |                      |                      |                      |                      |
|---------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|------------------------|-----------------------|----------------------|-----------------------|-----------------------|-----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
|                                             |                       | Q1                    | Q2                    | Q3                    | Q4                    | 通期                     | Q1                     | Q2                    | Q3                   | Q4                    | 通期                    | Q1                    | Q2                   | Q3                   | Q4                   | 通期                   | Q1                   | Q2                   | Q3                   | Q4                   | 通期                   |
| Sales                                       | 売上高                   | 3,097                 | 2,823                 | 3,517                 | 3,611                 | 13,050                 | 4,519                  | 4,529                 | 5,311                | 5,170                 | 19,530                | 6,300                 | 6,072                | 7,282                | 7,143                | 26,798               | 8,188                | 7,749                | 8,778                | 8,462                | 33,178               |
|                                             | YOY increase/decrease | +933                  | +604                  | +1,028                | +1,341                | +3,908                 | +1,421                 | +1,705                | +1,793               | +1,558                | +6,480                | +1,780                | +1,542               | +1,970               | +1,973               | +7,267               | +1,888               | +1,677               | +1,495               | +1,318               | +6,380               |
|                                             | YOY growth rate       | <前年同期比増減率><br>+43.1%  | <前年同期比増減率><br>+27.2%  | <前年同期比増減率><br>+41.3%  | <前年同期比増減率><br>+59.1%  | <前年同期比増減率><br>+42.7%   | <前年同期比増減率><br>+45.9%   | <前年同期比増減率><br>+60.4%  | <前年同期比増減率><br>+51.0% | <前年同期比増減率><br>+43.2%  | <前年同期比増減率><br>+49.7%  | <前年同期比増減率><br>+39.4%  | <前年同期比増減率><br>+34.1% | <前年同期比増減率><br>+37.1% | <前年同期比増減率><br>+38.2% | <前年同期比増減率><br>+37.2% | <前年同期比増減率><br>+30.0% | <前年同期比増減率><br>+27.6% | <前年同期比増減率><br>+20.5% | <前年同期比増減率><br>+18.5% | <前年同期比増減率><br>+23.8% |
| Cost of sales                               | 売上原価                  | 382                   | 421                   | 402                   | 387                   | 1,593                  | 411                    | 433                   | 489                  | 518                   | 1,852                 | 529                   | 508                  | 578                  | 512                  | 2,128                | 561                  | 586                  | 587                  | 556                  | 2,292                |
|                                             | Percentage of sales   | 12.3%                 | 14.9%                 | 11.4%                 | 10.7%                 | 12.2%                  | 9.1%                   | 9.6%                  | 9.2%                 | 10.0%                 | 9.5%                  | 8.4%                  | 8.4%                 | 7.9%                 | 7.2%                 | 7.9%                 | 6.9%                 | 7.6%                 | 6.7%                 | 6.6%                 | 6.9%                 |
|                                             | YOY increase/decrease | +45                   | +94                   | +8                    | +38                   | +186                   | +28                    | +11                   | +87                  | +131                  | +259                  | +118                  | +75                  | +88                  | -6                   | +275                 | +31                  | +77                  | +9                   | +44                  | +163                 |
| Gross profit                                | 売上総利益                 | 2,715                 | 2,402                 | 3,115                 | 3,224                 | 11,457                 | 4,108                  | 4,096                 | 4,821                | 4,651                 | 17,677                | 5,770                 | 5,563                | 6,704                | 6,630                | 24,669               | 7,627                | 7,163                | 8,190                | 7,905                | 30,886               |
|                                             | Percentage of sales   | 87.7%                 | 85.1%                 | 88.6%                 | 89.3%                 | 87.8%                  | 90.9%                  | 90.4%                 | 90.8%                | 90.0%                 | 90.5%                 | 91.6%                 | 91.6%                | 92.1%                | 92.8%                | 92.1%                | 93.1%                | 92.4%                | 93.3%                | 93.4%                | 93.1%                |
|                                             | YOY increase/decrease | +888                  | +509                  | +1,020                | +1,303                | +3,721                 | +1,393                 | +1,693                | +1,706               | +1,427                | +6,220                | +1,662                | +1,467               | +1,882               | +1,979               | +6,991               | +1,856               | +1,599               | +1,486               | +1,274               | +6,216               |
| SG&A                                        | 販売費一般管理費              | 2,633                 | 2,174                 | 2,343                 | 2,591                 | 9,742                  | 3,213                  | 3,219                 | 3,422                | 3,015                 | 12,871                | 3,968                 | 4,442                | 4,641                | 4,454                | 17,507               | 5,419                | 5,070                | 5,762                | 5,514                | 21,766               |
|                                             | Percentage of sales   | 85.0%                 | 77.0%                 | 66.6%                 | 71.8%                 | 74.7%                  | 71.1%                  | 71.1%                 | 64.4%                | 58.3%                 | 65.9%                 | 63.0%                 | 73.2%                | 63.7%                | 62.4%                | 65.3%                | 66.2%                | 65.4%                | 65.6%                | 65.2%                | 65.6%                |
|                                             | YOY increase/decrease | +594                  | +337                  | +467                  | +857                  | +2,255                 | +579                   | +1,045                | +1,079               | +423                  | +3,128                | +755                  | +1,222               | +1,218               | +1,438               | +4,636               | +1,450               | +627                 | +1,121               | +1,059               | +4,259               |
| Personnel costs related expenses            | 人件費                   | 1,213                 | 1,218                 | 1,223                 | 1,284                 | 4,939                  | 1,389                  | 1,508                 | 1,575                | 1,599                 | 6,072                 | 1,768                 | 1,979                | 1,941                | 2,234                | 7,923                | 2,395                | 2,391                | 2,423                | 2,529                | 9,740                |
|                                             | Percentage of sales   | 39.2%                 | 43.1%                 | 34.8%                 | 35.6%                 | 37.9%                  | 30.7%                  | 33.3%                 | 29.7%                | 30.9%                 | 31.1%                 | 28.1%                 | 32.6%                | 26.7%                | 31.3%                | 29.6%                | 29.3%                | 30.9%                | 27.6%                | 29.9%                | 29.4%                |
|                                             | YOY increase/decrease | +118                  | +138                  | +140                  | +243                  | +641                   | +175                   | +289                  | +351                 | +315                  | +1,132                | +379                  | +471                 | +366                 | +634                 | +1,851               | +627                 | +411                 | +481                 | +295                 | +1,816               |
| Advertising and promotion expenses          | 広告宣伝費・販売促進費           | 1,014                 | 601                   | 736                   | 872                   | 3,225                  | 1,339                  | 1,354                 | 1,416                | 1,021                 | 5,132                 | 1,615                 | 1,955                | 2,187                | 1,731                | 7,489                | 2,290                | 1,991                | 2,692                | 2,287                | 9,262                |
|                                             | Percentage of sales   | 32.8%                 | 21.3%                 | 20.9%                 | 24.2%                 | 24.7%                  | 29.6%                  | 29.9%                 | 26.7%                | 19.8%                 | 26.3%                 | 25.6%                 | 32.2%                | 30.0%                | 24.2%                | 27.9%                | 28.0%                | 25.7%                | 30.7%                | 27.0%                | 27.9%                |
|                                             | YOY increase/decrease | +468                  | +205                  | +304                  | +537                  | +1,516                 | +324                   | +752                  | +680                 | +149                  | +1,906                | +275                  | +601                 | +771                 | +709                 | +2,356               | +674                 | +36                  | +504                 | +556                 | +1,773               |
| Land and office rental                      | 地代家賃                  | 117                   | 109                   | 110                   | 117                   | 455                    | 118                    | 111                   | 120                  | 122                   | 473                   | 140                   | 149                  | 149                  | 148                  | 588                  | 191                  | 192                  | 200                  | 248                  | 833                  |
|                                             | Percentage of sales   | 3.8%                  | 3.9%                  | 3.1%                  | 3.3%                  | 3.5%                   | 2.6%                   | 2.5%                  | 2.3%                 | 2.4%                  | 2.4%                  | 2.2%                  | 2.5%                 | 2.1%                 | 2.1%                 | 2.2%                 | 2.3%                 | 2.5%                 | 2.3%                 | 2.9%                 | 2.5%                 |
|                                             | YOY increase/decrease | -8                    | -11                   | -6                    | 0                     | -26                    | 0                      | +1                    | +10                  | +4                    | +17                   | 22                    | +37                  | +28                  | +26                  | +115                 | +50                  | +42                  | +51                  | +100                 | +244                 |
| Others                                      | その他                   | 287                   | 244                   | 271                   | 317                   | 1,121                  | 366                    | 245                   | 309                  | 271                   | 1,193                 | 444                   | 357                  | 362                  | 340                  | 1,505                | 541                  | 494                  | 446                  | 448                  | 1,930                |
|                                             | Percentage of sales   | 9.3%                  | 8.6%                  | 7.7%                  | 8.8%                  | 8.6%                   | 8.1%                   | 5.4%                  | 5.8%                 | 5.3%                  | 6.1%                  | 7.1%                  | 5.9%                 | 5.0%                 | 4.8%                 | 5.6%                 | 6.6%                 | 6.4%                 | 5.1%                 | 5.3%                 | 5.8%                 |
|                                             | YOY increase/decrease | +16                   | +4                    | +28                   | +75                   | +124                   | +78                    | +1                    | +38                  | -46                   | +71                   | +78                   | +112                 | +53                  | +68                  | +312                 | +97                  | +136                 | +83                  | +108                 | +425                 |
| Operating income                            | 営業利益                  | 81                    | 228                   | 772                   | 632                   | 1,714                  | 895                    | 876                   | 1,399                | 1,635                 | 4,806                 | 1,802                 | 1,121                | 2,062                | 2,176                | 7,162                | 2,208                | 2,093                | 2,427                | 2,390                | 9,119                |
|                                             | Percentage of sales   | 2.6%                  | 8.1%                  | 22.0%                 | 17.5%                 | 13.1%                  | 19.8%                  | 19.4%                 | 26.3%                | 31.6%                 | 24.6%                 | 28.6%                 | 18.5%                | 28.3%                | 30.5%                | 26.7%                | 27.0%                | 27.0%                | 27.7%                | 28.3%                | 27.5%                |
|                                             | YOY increase/decrease | +294                  | +172                  | +553                  | +446                  | +1,466                 | +813                   | +648                  | +626                 | +1,003                | +3,092                | +906                  | +244                 | +663                 | +540                 | +2,355               | +405                 | +971                 | +365                 | +214                 | +1,957               |
| Ordinary income                             | 経常利益                  | 72                    | 221                   | 775                   | 633                   | 1,702                  | 894                    | 878                   | 1,406                | 1,637                 | 4,817                 | 1,801                 | 1,125                | 2,065                | 2,177                | 7,170                | 2,208                | 2,095                | 2,442                | 2,394                | 9,141                |
|                                             | Percentage of sales   | 2.3%                  | 7.8%                  | 22.0%                 | 17.5%                 | 13.0%                  | 19.8%                  | 19.4%                 | 26.5%                | 31.7%                 | 24.7%                 | 28.6%                 | 18.5%                | 28.4%                | 30.5%                | 26.8%                | 27.0%                | 27.0%                | 27.8%                | 28.3%                | 27.6%                |
|                                             | YOY increase/decrease | +282                  | +174                  | +566                  | +445                  | +1,469                 | +822                   | +656                  | +631                 | +1,003                | +3,114                | +906                  | +247                 | +658                 | +540                 | +2,353               | +407                 | +969                 | +377                 | +217                 | +1,971               |
| Net income before income taxes              | 税金等調整前当期純利益           | 72                    | 221                   | 775                   | 615                   | 1,684                  | 893                    | 878                   | 1,406                | 1,637                 | 4,816                 | 1,801                 | 1,125                | 2,065                | 2,177                | 7,170                | 2,208                | 2,095                | 2,441                | 2,394                | 9,140                |
|                                             | Percentage of sales   | 2.3%                  | 7.8%                  | 22.0%                 | 17.0%                 | 12.9%                  | 19.8%                  | 19.4%                 | 26.5%                | 31.7%                 | 24.7%                 | 28.6%                 | 18.5%                | 28.4%                | 30.5%                | 26.8%                | 27.0%                | 27.0%                | 27.8%                | 28.3%                | 27.6%                |
|                                             | YOY increase/decrease | +282                  | +175                  | +615                  | +427                  | +1,500                 | +821                   | +656                  | +631                 | +1,021                | +3,131                | +907                  | +247                 | +658                 | +540                 | +2,354               | +407                 | +969                 | +376                 | +217                 | +1,970               |
| Net income attributable to owners of parent | 親会社株主に帰属する当期純利益       | 11                    | 102                   | 418                   | 407                   | 940                    | 478                    | 475                   | 834                  | 1,068                 | 1,068                 | 1,025                 | 799                  | 1,299                | 1,550                | 4,675                | 1,456                | 1,355                | 1,589                | 1,765                | 6,167                |
|                                             | Percentage of sales   | 0.4%                  | 3.6%                  | 11.9%                 | 11.3%                 | 7.2%                   | 10.6%                  | 10.5%                 | 15.7%                | 20.7%                 | 20.7%                 | 16.3%                 | 13.2%                | 17.8%                | 21.7%                | 17.4%                | 17.8%                | 17.5%                | 18.1%                | 20.9%                | 18.6%                |
|                                             | YOY increase/decrease | +143                  | +85                   | +344                  | +306                  | +878                   | +466                   | +372                  | +416                 | +660                  | +660                  | +546                  | +324                 | +465                 | +482                 | +1,818               | +431                 | +555                 | +290                 | +215                 | +1,492               |
|                                             |                       |                       |                       |                       |                       |                        |                        |                       |                      |                       |                       |                       |                      |                      |                      |                      |                      |                      |                      |                      |                      |
|                                             | YOY growth rate       | <前年同期比増減率><br>-109.1% | <前年同期比増減率><br>+477.4% | <前年同期比増減率><br>+466.1% | <前年同期比増減率><br>+301.6% | <前年同期比増減率><br>+1424.8% | <前年同期比増減率><br>+3892.6% | <前年同期比増減率><br>+362.2% | <前年同期比増減率><br>+99.6% | <前年同期比増減率><br>+162.0% | <前年同期比増減率><br>+162.0% | <前年同期比増減率><br>+114.2% | <前年同期比増減率><br>+68.3% | <前年同期比増減率><br>+55.7% | <前年同期比増減率><br>+45.1% | <前年同期比増減率><br>+63.7% | <前年同期比増減率><br>+42.1% | <前年同期比増減率><br>+69.5% | <前年同期比増減率><br>+22.3% | <前年同期比増減率><br>+13.9% | <前年同期比増減率><br>+31.9% |

Income statement 損益計算書

| Million yen                                 |                       | 百万円        |       | 2018年2月期 (FY'18/2) |        |        |        |        | 2019年2月期 (FY'19/2) |        |        |        |        | 2020年2月期 (FY'20/2) |        |        |        |        | 2021年2月期 (FY'21/2) |         |         |        |         |
|---------------------------------------------|-----------------------|------------|-------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|---------|---------|--------|---------|
|                                             |                       | Q1         | Q2    | Q3                 | Q4     | 通期     | Q1     | Q2     | Q3                 | Q4     | 通期     | Q1     | Q2     | Q3                 | Q4     | 通期     | Q1     | Q2     | Q3                 | Q4      | 通期      |        |         |
| Sales                                       | 売上高                   | 9,815      | 8,961 | 9,981              | 9,301  | 38,060 | 10,810 | 9,882  | 11,072             | 10,401 | 42,167 | 12,011 | 10,813 | 11,925             | 11,664 | 46,415 | 9,168  | 6,906  | 8,459              | 7,960   | 32,494  |        |         |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +1,626             | +1,212 | +1,203 | +839   | +4,881 | +995               | +920   | +1,091 | +1,099 | +4,106 | +1,200             | +930   | +853   | +1,263 | +4,248 | -2,842             | -3,907  | -3,466  | -3,704 | -13,921 |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +19.9%             | +15.6% | +13.7% | +9.9%  | +14.7% | +10.1%             | +10.3% | +10.9% | +11.8% | +10.8% | +11.1%             | +9.4%  | +7.7%  | +12.1% | +10.1% | -23.7%             | -36.1%  | -29.1%  | -31.8% | -30.0%  |
| Cost of sales                               | 売上原価                  | 567        | 516   | 541                | 553    | 2,178  | 657    | 635    | 683                | 721    | 2,699  | 746    | 737    | 759                | 793    | 3,036  | 801    | 756    | 835                | 909     | 3,303   |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 5.8%               | 5.8%   | 5.4%   | 5.9%   | 5.7%   | 6.1%               | 6.4%   | 6.2%   | 6.9%   | 6.4%   | 6.2%               | 6.8%   | 6.4%   | 6.8%   | 6.5%   | 8.7%               | 11.0%   | 9.9%    | 11.4%  | 10.2%   |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +5                 | -69    | -46    | -3     | -113   | +90                | +119   | +142   | +168   | +521   | +88                | +101   | +75    | +71    | +337   | +55                | +19     | +76     | +116   | +267    |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +1.1%              | -11.9% | -7.9%  | -0.7%  | -5.0%  | +16.0%             | +23.2% | +26.3% | +30.4% | +23.9% | +13.5%             | +15.9% | +11.0% | +9.9%  | +12.5% | +7.4%              | +2.7%   | 54.2%   | +67.6% | +56.9%  |
| Gross profit                                | 売上総利益                 | 9,247      | 8,445 | 9,440              | 8,748  | 35,882 | 10,152 | 9,246  | 10,388             | 9,679  | 39,467 | 11,264 | 10,076 | 11,166             | 10,870 | 43,378 | 8,366  | 6,149  | 7,623              | 7,051   | 29,191  |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 94.2%              | 94.2%  | 94.6%  | 94.1%  | 94.3%  | 93.9%              | 93.6%  | 93.8%  | 93.1%  | 93.6%  | 93.8%              | 93.2%  | 93.6%  | 93.2%  | 93.5%  | 91.3%              | 89.0%   | 90.1%   | 88.6%  | 89.8%   |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +1,620             | +1,282 | +1,249 | +843   | +4,995 | +904               | +801   | +948   | +931   | +3,585 | +1,112             | +829   | +777   | +1,191 | +3,911 | -2,898             | -3,927  | -3,543  | -3,819 | -14,187 |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +21.2%             | +17.9% | +15.3% | +10.7% | +16.2% | +9.8%              | +9.5%  | +10.0% | +10.6% | +10.0% | +11.0%             | +9.0%  | +7.5%  | +12.3% | +9.9%  | -25.7%             | -39.0%  | -3.7%   | -4.9%  | -4.0%   |
| SG&A                                        | 販売費一般管理費              | 6,662      | 5,961 | 6,362              | 6,069  | 25,055 | 6,962  | 6,218  | 6,728              | 6,730  | 26,639 | 7,507  | 6,602  | 7,222              | 7,689  | 29,022 | 5,563  | 5,210  | 5,410              | 5,677   | 21,878  |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 67.9%              | 66.5%  | 63.7%  | 65.2%  | 65.8%  | 64.4%              | 62.9%  | 60.8%  | 64.7%  | 63.2%  | 62.5%              | 61.1%  | 60.6%  | 65.9%  | 62.5%  | 60.7%              | 75.5%   | 64.0%   | 71.3%  | 67.3%   |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +1,243             | +891   | +600   | +554   | +3,289 | +299               | +257   | +365   | +660   | +1,583 | +545               | +384   | +493   | +959   | +2,383 | -1,944             | -1,391  | -1,812  | -2,012 | -7,144  |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +22.9%             | +17.6% | +10.4% | +10.1% | +15.1% | +4.5%              | +4.3%  | +5.7%  | +10.9% | +6.3%  | +7.8%              | +6.2%  | +7.3%  | +14.3% | +8.9%  | -25.9%             | -21.9%  | 5.6%    | +8.2%  | +7.7%   |
| Personnel costs related expenses            | 人件費                   | 2,680      | 2,532 | 2,506              | 2,828  | 10,547 | 2,825  | 2,759  | 2,785              | 3,081  | 11,452 | 3,143  | 3,009  | 3,015              | 3,498  | 12,667 | 3,111  | 3,271  | 3,212              | 3,260   | 12,856  |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 27.3%              | 28.3%  | 25.1%  | 30.4%  | 27.7%  | 26.1%              | 27.9%  | 25.2%  | 29.6%  | 27.2%  | 26.2%              | 27.8%  | 25.3%  | 30.0%  | 33.9%  | 47.4%              | 38.0%   | 41.0%   | 39.6%  |         |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +284               | +141   | +83    | +298   | +807   | +145               | +227   | +278   | +253   | +904   | +318               | +249   | +230   | +416   | +1,215 | -31                | +261    | +197    | -238   | +189    |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +11.9%             | +5.9%  | +3.4%  | +11.8% | +8.3%  | +5.4%              | +9.0%  | +11.1% | +9.0%  | +8.6%  | +11.3%             | +9.1%  | +8.3%  | +13.5% | +10.6% | -1.0%              | +8.7%   | 50.2%   | +36.7% | +45.1%  |
| Advertising and promotion expenses          | 広告宣伝費・販売促進費           | 2,968      | 2,639 | 3,071              | 2,424  | 11,104 | 3,094  | 2,600  | 3,035              | 2,796  | 11,526 | 3,213  | 2,626  | 3,097              | 2,918  | 11,855 | 1,421  | 956    | 1,164              | 1,438   | 4,981   |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 30.2%              | 29.5%  | 30.8%  | 26.1%  | 29.2%  | 28.6%              | 26.3%  | 27.4%  | 26.9%  | 27.3%  | 26.8%              | 24.3%  | 26.0%  | 25.0%  | 25.5%  | 15.5%              | 13.8%   | 13.8%   | 18.1%  | 15.3%   |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +678               | +647   | +378   | +136   | +1,841 | +125               | -39    | -35    | +371   | +422   | +119               | +26    | +61    | +122   | +328   | -1,791             | -1,670  | -1,933  | -1,480 | -6,874  |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +29.6%             | +32.5% | +14.1% | +6.0%  | +19.9% | +4.2%              | -1.5%  | -1.2%  | +15.3% | +3.8%  | +3.9%              | +1.0%  | +2.0%  | +4.4%  | +2.9%  | -55.8%             | -63.6%  | -46.9%  | -27.6% | -40.0%  |
| Land and office rental                      | 地代家賃                  | 265        | 256   | 254                | 255    | 1,032  | 271    | 264    | 261                | 262    | 1,059  | 265    | 264    | 264                | 280    | 1,075  | 292    | 290    | 288                | 288     | 1,159   |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 2.7%               | 2.9%   | 2.6%   | 2.7%   | 2.7%   | 2.5%               | 2.7%   | 2.4%   | 2.5%   | 2.5%   | 2.2%               | 2.4%   | 2.2%   | 2.4%   | 2.3%   | 3.2%               | 4.2%    | 3.4%    | 3.6%   | 3.6%    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +73                | +64    | +54    | +7     | +199   | +5                 | +7     | +6     | +7     | +26    | -5                 | -      | +3     | +17    | +15    | +26                | +25     | +24     | +8     | +84     |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +38.4%             | +33.6% | +27.0% | +2.9%  | +24.0% | +2.2%              | +2.9%  | +2.5%  | +2.8%  | +2.6%  | -2.1%              | +0.2%  | +1.3%  | +6.7%  | +1.5%  | +9.9%              | +9.7%   | 54.5%   | +50.0% | +56.5%  |
| Others                                      | その他                   | 748        | 532   | 529                | 560    | 2,370  | 771    | 594    | 645                | 589    | 2,601  | 884    | 702    | 844                | 992    | 3,424  | 737    | 693    | 744                | 689     | 2,881   |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 7.6%               | 5.9%   | 5.3%   | 6.0%   | 6.2%   | 7.1%               | 6.0%   | 5.8%   | 5.7%   | 6.2%   | 7.4%               | 6.5%   | 7.1%   | 8.5%   | 7.4%   | 8.0%               | 10.0%   | 8.8%    | 8.7%   | 8.9%    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +206               | +37    | +83    | +112   | +440   | +23                | +62    | +115   | +28    | +230   | +113               | +107   | +198   | +403   | +822   | -146               | -9      | -100    | -303   | -543    |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +38.2%             | +7.6%  | +18.8% | +25.0% | +22.8% | +3.1%              | +11.8% | +21.8% | +5.1%  | +9.7%  | +14.7%             | +18.0% | +30.8% | +68.4% | +31.6% | -16.6%             | -1.3%   | 23.9%   | +2.4%  | +20.3%  |
| Operating income                            | 営業利益                  | 2,585      | 2,484 | 3,077              | 2,679  | 10,826 | 3,190  | 3,028  | 3,660              | 2,949  | 12,828 | 3,757  | 3,473  | 3,944              | 3,181  | 14,356 | 2,803  | 938    | 2,213              | 1,373   | 7,312   |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 26.3%              | 27.7%  | 30.8%  | 28.8%  | 28.4%  | 29.5%              | 30.6%  | 33.1%  | 28.4%  | 30.4%  | 31.3%              | 32.1%  | 33.1%  | 27.3%  | 30.9%  | 30.6%              | 13.6%   | 26.2%   | 17.3%  | 22.5%   |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +377               | +391   | +649   | +288   | +1,706 | +605               | +543   | +583   | +270   | +2,001 | +566               | +445   | +283   | +231   | +1,528 | -954               | -2,535  | -1,731  | -1,808 | -7,044  |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +17.1%             | +18.7% | +26.7% | +12.1% | +18.7% | +23.4%             | +21.9% | +19.0% | +10.1% | +18.5% | +17.8%             | +14.7% | +7.8%  | +7.9%  | +11.9% | -25.4%             | -73.0%  | -20.8%  | -36.6% | -27.2%  |
| Ordinary income                             | 経常利益                  | 2,588      | 2,486 | 3,093              | 2,679  | 10,847 | 3,194  | 3,028  | 3,682              | 2,954  | 12,859 | 3,774  | 3,481  | 3,951              | 3,185  | 14,393 | 2,811  | 937    | 1,733              | 1,296   | 6,501   |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 26.4%              | 27.7%  | 31.0%  | 28.8%  | 28.5%  | 29.5%              | 30.6%  | 33.3%  | 28.4%  | 30.5%  | 31.4%              | 32.2%  | 33.1%  | 27.3%  | 31.0%  | 30.7%              | 13.6%   | 20.5%   | 16.3%  | 20.0%   |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +379               | +390   | +650   | +284   | +1,705 | +605               | +541   | +588   | +274   | +2,011 | +580               | +453   | +269   | +231   | +1,534 | -963               | -2,543  | -2,218  | -1,889 | -7,892  |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +17.2%             | +18.6% | +26.6% | +11.9% | +18.7% | +23.4%             | +21.8% | +19.0% | +10.3% | +18.5% | +18.2%             | +15.0% | +7.3%  | +7.8%  | +11.9% | -25.5%             | -73.1%  | -38.1%  | -40.3% | -35.5%  |
| Net income before income taxes              | 税金等調整前当期純利益           | 2,588      | 2,489 | 3,114              | 2,689  | 10,882 | 3,200  | 3,041  | 3,630              | 2,956  | 12,828 | 3,782  | 3,350  | 3,954              | 3,194  | 14,281 | 2,817  | 1,126  | -3,272             | 706     | 1,139   |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 26.4%              | 27.8%  | 31.2%  | 28.9%  | 28.6%  | 29.6%              | 30.8%  | 32.8%  | 28.4%  | 30.4%  | 31.5%              | 31.0%  | 33.2%  | 27.4%  | 30.8%  | 30.7%              | 16.3%   | -38.7%  | 8.9%   | 3.5%    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +379               | +393   | +672   | +295   | +1,741 | +611               | +552   | +515   | +266   | +1,946 | +582               | +308   | +323   | +238   | +1,453 | -965               | -2,224  | -7,226  | -2,488 | -13,142 |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +17.2%             | +18.8% | +27.6% | +12.3% | +19.1% | +23.6%             | +22.2% | +16.6% | +9.9%  | +17.9% | +18.2%             | +10.2% | +8.9%  | +8.0%  | +11.3% | -25.5%             | -66.4%  | -216.6% | -67.5% | -88.6%  |
| Net income attributable to owners of parent | 親会社株主に帰属する当期純利益       | 1,810      | 1,691 | 2,192              | 1,885  | 7,580  | 2,192  | 2,094  | 2,494              | 2,331  | 9,112  | 2,599  | 2,328  | 2,713              | 2,370  | 10,012 | 1,930  | 829    | -2,424             | 509     | 607     |        |         |
|                                             | Percentage of sales   | <売上高比率>    |       | 18.4%              | 18.9%  | 22.0%  | 20.3%  | 19.9%  | 20.3%              | 21.2%  | 22.5%  | 22.4%  | 21.6%  | 21.6%              | 21.5%  | 22.8%  | 20.3%  | 21.6%  | 21.1%              | 12.0%   | -28.7%  | 6.4%   | 1.9%    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       | +353               | +336   | +602   | +119   | +1,412 | +382               | +402   | +301   | +445   | +1,532 | +406               | +234   | +219   | +39    | +900   | -669               | -1,498  | -5,137  | -1,861 | -9,405  |
|                                             | YOY growth rate       | <前年同期比増減率> |       | +24.3%             | +24.8% | +37.9% | +6.8%  | +22.9% | +21.1%             | +23.8% | +13.8% | +20.2% | +18.6% | +11.2%             | +8.8%  | +1.7%  | +9.9%  | -25.8% | -64.4%             | -225.9% | -68.5%  | -91.2% |         |

Income statement 損益計算書

| Million yen                                 |                       | 百万円        |       | 2022年2月期 (FY'22/2) |        |        |        |        | 2023年2月期 (FY'23/2) |        |        |        |        | 2024年2月期 (FY'24/2) |        |        |        |        | 2025年2月期 (FY'25/2) |        |        |    |    |
|---------------------------------------------|-----------------------|------------|-------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|----|----|
|                                             |                       |            |       | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4 | 通期 |
| Sales                                       | 売上高                   | 9,226      | 8,387 | 10,448             | 11,451 | 39,515 | 12,342 | 11,476 | 12,899             | 12,637 | 49,355 | 14,027 | 12,518 | 13,709             | 13,526 | 53,782 | 15,279 | 13,145 | 14,227             | 13,733 | 56,386 |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY growth rate       | <前年同期比増減率> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Cost of sales                               | 売上原価                  | 1,060      | 1,092 | 1,176              | 1,216  | 4,545  | 1,341  | 1,252  | 1,331              | 1,348  | 5,273  | 1,450  | 1,422  | 1,467              | 1,484  | 5,824  | 1,532  | 1,552  | 1,272              | 1,523  | 5,881  |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Gross profit                                | 売上総利益                 | 8,166      | 7,295 | 9,272              | 10,235 | 34,969 | 11,001 | 10,224 | 11,567             | 11,288 | 44,082 | 12,577 | 11,096 | 12,242             | 12,041 | 47,957 | 13,746 | 11,593 | 12,954             | 12,210 | 50,504 |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| SG&A                                        | 販売費一般管理費              | 6,310      | 6,111 | 8,455              | 8,490  | 29,367 | 7,843  | 7,599  | 7,859              | 9,242  | 32,544 | 9,234  | 8,206  | 8,655              | 9,098  | 35,195 | 9,722  | 8,100  | 9,589              | 9,686  | 37,098 |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Personnel costs related expenses            | 人件費                   | 3,405      | 3,323 | 3,654              | 3,676  | 14,059 | 3,955  | 3,937  | 3,942              | 4,717  | 16,552 | 5,032  | 4,879  | 4,745              | 4,698  | 19,356 | 5,444  | 4,463  | 4,729              | 4,975  | 19,613 |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Advertising and promotion expenses          | 広告宣伝費・販売促進費           | 1,871      | 1,810 | 3,804              | 3,733  | 11,218 | 2,669  | 2,521  | 2,683              | 3,304  | 11,177 | 2,717  | 1,931  | 2,505              | 2,843  | 9,997  | 2,610  | 2,113  | 3,278              | 3,195  | 11,198 |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Land and office rental                      | 地代家賃                  | 286        | 286   | 285                | 277    | 1,137  | 255    | 254    | 256                | 264    | 1,030  | 277    | 285    | 281                | 282    | 1,126  | 363    | 353    | 352                | 372    | 1,442  |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Others                                      | その他                   | 746        | 691   | 710                | 803    | 2,951  | 963    | 885    | 977                | 956    | 3,782  | 1,207  | 1,109  | 1,123              | 1,274  | 4,715  | 1,303  | 1,169  | 1,229              | 1,141  | 4,844  |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Operating income                            | 営業利益                  | 1,856      | 1,184 | 817                | 1,744  | 5,602  | 3,158  | 2,625  | 3,708              | 2,046  | 11,538 | 3,342  | 2,889  | 3,586              | 2,943  | 12,761 | 4,023  | 3,492  | 3,365              | 2,523  | 13,405 |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Ordinary income                             | 経常利益                  | 1,784      | 1,115 | 759                | 1,661  | 5,320  | 3,090  | 2,473  | 3,717              | 2,317  | 11,599 | 3,276  | 2,865  | 3,567              | 2,908  | 12,618 | 3,997  | 3,422  | 3,363              | 2,473  | 13,257 |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Net income before income taxes              | 税金等調整前当期純利益           | 1,787      | 1,304 | 770                | 1,133  | 4,996  | 2,928  | 2,497  | 3,717              | 2,031  | 11,174 | 3,247  | 2,830  | 3,560              | 2,347  | 11,984 | 4,085  | 3,277  | 3,367              | 2,318  | 13,048 |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
| Net income attributable to owners of parent | 親会社株主に帰属する当期純利益       | 1,204      | 948   | 515                | 819    | 3,487  | 2,006  | 1,685  | 2,561              | 1,681  | 7,935  | 2,153  | 2,213  | 2,463              | 2,220  | 9,050  | 2,804  | 2,242  | 2,314              | 1,589  | 8,951  |    |    |
|                                             | Percentage of sales   | <売上高比率>    |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |
|                                             | YOY increase/decrease | <前年同期比増減額> |       |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |        |        |                    |        |        |    |    |

Balance sheet

Million yen

Assets

貸借対照表

百万円

資産の部

|                                       |               | 2014年2月期 (FY'13/2) |              |              |              | 2015年2月期 (FY'15/2) |              |              |               | 2016年2月期 (FY'16/2) |               |               |               | 2017年2月期 (FY'17/2) |               |               |               |
|---------------------------------------|---------------|--------------------|--------------|--------------|--------------|--------------------|--------------|--------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|
|                                       |               | Q1                 | Q2           | Q3           | Q4           | Q1                 | Q2           | Q3           | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            |
| <b>Current assets</b>                 | <b>流動資産</b>   |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Cash and deposits                     | 現金及び預金        | 2,464              | 2,134        | 2,486        | 2,969        | 3,159              | 3,613        | 3,977        | 4,641         | 5,343              | 5,458         | 5,413         | 7,219         | 7,364              | 9,359         | 9,488         | 11,317        |
| Notes and accounts receivable - trade | 受取手形及び売掛金     | 1,190              | 1,294        | 1,628        | 1,736        | 1,977              | 2,261        | 2,712        | 3,132         | 3,110              | 2,921         | 3,695         | 4,204         | 3,556              | 3,544         | 4,108         | 4,439         |
| Supplies                              | 貯蔵品           | 35                 | 31           | 30           | 31           | 14                 | 24           | 16           | 13            | 9                  | 22            | 15            | 12            | 10                 | 6             | 5             | 4             |
| Other                                 | その他           | 411                | 314          | 389          | 438          | 462                | 527          | 557          | 605           | 619                | 671           | 663           | 719           | 662                | 673           | 591           | 719           |
| Allowance for doubtful accounts       | 貸倒引当金         | ▲ 101              | ▲ 103        | ▲ 104        | ▲ 100        | ▲ 108              | ▲ 114        | ▲ 133        | ▲ 127         | ▲ 134              | ▲ 129         | ▲ 140         | ▲ 142         | ▲ 142              | ▲ 132         | ▲ 122         | ▲ 117         |
| <b>Total current assets</b>           | <b>流動資産合計</b> | <b>3,999</b>       | <b>3,670</b> | <b>4,429</b> | <b>5,074</b> | <b>5,504</b>       | <b>6,311</b> | <b>7,129</b> | <b>8,264</b>  | <b>8,947</b>       | <b>8,943</b>  | <b>9,646</b>  | <b>12,012</b> | <b>11,450</b>      | <b>13,450</b> | <b>14,070</b> | <b>16,362</b> |
| <b>Non-current assets</b>             | <b>固定資産</b>   |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Property, plant and equipment         | 有形固定資産        | 334                | 364          | 360          | 342          | 389                | 399          | 427          | 400           | 505                | 570           | 575           | 553           | 977                | 936           | 913           | 1,051         |
| Intangible assets                     | 無形固定資産        |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Software                              | ソフトウェア        | 1,582              | 1,481        | 1,556        | 1,617        | 1,602              | 1,693        | 1,765        | 1,783         | 1,745              | 1,737         | 1,994         | 2,038         | 2,040              | 2,158         | 2,035         | 2,254         |
| Other                                 | その他           | 82                 | 242          | 202          | 158          | 183                | 148          | 76           | 50            | 100                | 291           | 38            | 48            | 115                | 153           | 451           | 428           |
| Total intangible assets               | 無形固定資産合計      | 1,665              | 1,724        | 1,758        | 1,776        | 1,785              | 1,841        | 1,842        | 1,834         | 1,845              | 2,029         | 2,032         | 2,087         | 2,156              | 2,311         | 2,487         | 2,682         |
| Investments and other assets          | 投資その他の資産      |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Investment securities                 | 投資有価証券        | -                  | -            | -            | -            | -                  | -            | -            | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| Other                                 | その他           | 398                | 422          | 439          | 519          | 447                | 472          | 464          | 530           | 571                | 570           | 563           | 684           | 700                | 687           | 980           | 1,057         |
| Allowance for doubtful accounts       | 貸倒引当金         | ▲ 6                | ▲ 7          | ▲ 7          | ▲ 8          | ▲ 8                | ▲ 8          | ▲ 8          | ▲ 8           | ▲ 13               | ▲ 13          | ▲ 14          | ▲ 11          | ▲ 15               | ▲ 13          | ▲ 13          | ▲ 14          |
| Total investments and other assets    | 投資その他の資産合計    | 391                | 415          | 432          | 510          | 438                | 464          | 455          | 522           | 558                | 556           | 549           | 672           | 685                | 674           | 966           | 1,043         |
| <b>Total non-current assets</b>       | <b>固定資産合計</b> | <b>2,391</b>       | <b>2,504</b> | <b>2,551</b> | <b>2,629</b> | <b>2,613</b>       | <b>2,705</b> | <b>2,725</b> | <b>2,757</b>  | <b>2,909</b>       | <b>3,156</b>  | <b>3,157</b>  | <b>3,313</b>  | <b>3,818</b>       | <b>3,921</b>  | <b>4,367</b>  | <b>4,777</b>  |
| <b>Deferred assets</b>                | <b>繰延資産</b>   |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| R&D expense                           | 開発費           | 63                 | 44           | 25           | 6            | -                  | -            | -            | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| <b>Total deferred assets</b>          | <b>繰延資産合計</b> | <b>63</b>          | <b>44</b>    | <b>25</b>    | <b>6</b>     | <b>-</b>           | <b>-</b>     | <b>-</b>     | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      |
| <b>Total assets</b>                   | <b>資産合計</b>   | <b>6,454</b>       | <b>6,218</b> | <b>7,005</b> | <b>7,710</b> | <b>8,118</b>       | <b>9,017</b> | <b>9,854</b> | <b>11,021</b> | <b>11,857</b>      | <b>12,099</b> | <b>12,803</b> | <b>15,326</b> | <b>15,268</b>      | <b>17,372</b> | <b>18,438</b> | <b>21,139</b> |

Liabilities/Net assets

負債/純資産の部

|                                                       |                      | 2014年2月期 (FY'13/2) |              |              |              | 2015年2月期 (FY'15/2) |              |              |               | 2016年2月期 (FY'16/2) |               |               |               | 2017年2月期 (FY'17/2) |               |               |               |
|-------------------------------------------------------|----------------------|--------------------|--------------|--------------|--------------|--------------------|--------------|--------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|
|                                                       |                      | Q1                 | Q2           | Q3           | Q4           | Q1                 | Q2           | Q3           | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            |
| <b>Current liabilities</b>                            | <b>流動負債</b>          |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Accounts payable - trade                              | 買掛金                  | 119                | 138          | 136          | 132          | 142                | 151          | 183          | 191           | 199                | 190           | 219           | 193           | 220                | 199           | 197           | 198           |
| Short-term borrowings                                 | 短期借入金                | 1,000              | 1,000        | 1,000        | 800          | 700                | 600          | 600          | -             | 1,000              | -             | -             | -             | -                  | -             | -             | -             |
| Current portion of long-term borrowings               | 1年内返済予定の長期借入金        | 272                | 205          | 30           | -            | -                  | -            | -            | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| Income taxes payable                                  | 未払法人税等               | 85                 | 204          | 528          | 815          | 453                | 896          | 1,103        | 1,780         | 764                | 1,119         | 889           | 1,592         | 662                | 1,496         | 986           | 1,792         |
| Provision for bonuses                                 | 賞与引当金                | -                  | -            | -            | -            | -                  | -            | -            | -             | -                  | -             | -             | -             | 81                 | 168           | 86            | 170           |
| Other                                                 | その他                  | 1,431              | 969          | 1,147        | 1,427        | 2,041              | 2,104        | 2,140        | 2,153         | 2,478              | 2,491         | 2,531         | 2,767         | 2,968              | 2,579         | 3,438         | 3,364         |
| <b>Total current liabilities</b>                      | <b>流動負債合計</b>        | <b>2,907</b>       | <b>2,516</b> | <b>2,841</b> | <b>3,174</b> | <b>3,336</b>       | <b>3,751</b> | <b>4,026</b> | <b>4,124</b>  | <b>4,441</b>       | <b>3,800</b>  | <b>3,639</b>  | <b>4,552</b>  | <b>3,931</b>       | <b>4,442</b>  | <b>4,707</b>  | <b>5,524</b>  |
| <b>Non-current liabilities</b>                        | <b>固定負債</b>          |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Long-term borrowings                                  | 長期借入金                | -                  | -            | -            | -            | -                  | -            | -            | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| Provision for share-based remuneration                | 株式給付引当金              | -                  | -            | -            | -            | 55                 | 61           | 67           | 73            | 73                 | 73            | 74            | 73            | 74                 | 74            | 75            | 75            |
| Provision for share-based remuneration for directors  | 役員株式給付引当金            | -                  | -            | -            | -            | -                  | -            | -            | -             | -                  | -             | -             | -             | -                  | 2             | 9             | 31            |
| Asset retirement obligations                          | 資産除去債務               | 97                 | 132          | 132          | 133          | 152                | 152          | 165          | 165           | 192                | 228           | 231           | 231           | 213                | 215           | 196           | 196           |
| Other                                                 | その他                  | 65                 | 76           | 119          | 86           | 43                 | 38           | 32           | 13            | 63                 | 70            | 86            | 83            | 121                | 109           | 133           | 118           |
| <b>Total non-current liabilities</b>                  | <b>固定負債合計</b>        | <b>162</b>         | <b>209</b>   | <b>252</b>   | <b>219</b>   | <b>250</b>         | <b>252</b>   | <b>265</b>   | <b>253</b>    | <b>329</b>         | <b>373</b>    | <b>392</b>    | <b>388</b>    | <b>408</b>         | <b>401</b>    | <b>414</b>    | <b>421</b>    |
| <b>Total liabilities</b>                              | <b>負債合計</b>          | <b>3,069</b>       | <b>2,725</b> | <b>3,094</b> | <b>3,393</b> | <b>3,587</b>       | <b>4,003</b> | <b>4,291</b> | <b>4,378</b>  | <b>4,771</b>       | <b>4,174</b>  | <b>4,031</b>  | <b>4,941</b>  | <b>4,339</b>       | <b>4,843</b>  | <b>5,121</b>  | <b>5,946</b>  |
| <b>Shareholders' equity</b>                           | <b>株主資本</b>          |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Share capital                                         | 資本金                  | 1,082              | 1,085        | 1,085        | 1,085        | 1,085              | 1,085        | 1,085        | 1,085         | 1,085              | 1,085         | 1,085         | 1,085         | 1,085              | 1,085         | 1,085         | 1,085         |
| Capital surplus                                       | 資本剰余金                | 1,132              | 1,135        | 1,135        | 1,135        | 1,135              | 1,135        | 1,135        | 1,135         | 1,135              | 1,135         | 1,135         | 1,135         | 1,135              | 1,591         | 1,615         | 1,634         |
| Retained earnings                                     | 利益剰余金                | 1,665              | 1,768        | 2,186        | 2,590        | 2,805              | 3,281        | 3,817        | 4,886         | 5,315              | 6,115         | 6,899         | 8,449         | 8,932              | 10,288        | 10,957        | 12,722        |
| Treasury shares                                       | 自己株式                 | ▲ 495              | ▲ 495        | ▲ 495        | ▲ 495        | ▲ 495              | ▲ 495        | ▲ 495        | ▲ 495         | ▲ 495              | ▲ 495         | ▲ 496         | ▲ 496         | ▲ 496              | ▲ 724         | ▲ 722         | ▲ 721         |
| <b>Total shareholders' equity</b>                     | <b>株主資本合計</b>        | <b>3,385</b>       | <b>3,493</b> | <b>3,911</b> | <b>4,316</b> | <b>4,531</b>       | <b>5,006</b> | <b>5,543</b> | <b>6,611</b>  | <b>7,040</b>       | <b>7,840</b>  | <b>8,623</b>  | <b>10,174</b> | <b>10,657</b>      | <b>12,240</b> | <b>12,934</b> | <b>14,720</b> |
| <b>Accumulated other comprehensive income</b>         | <b>その他の包括利益累計額</b>   |                    |              |              |              |                    |              |              |               |                    |               |               |               |                    |               |               |               |
| Valuation difference on available-for-sale securities | その他有価証券評価差額金         | -                  | -            | -            | -            | -                  | -            | -            | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| <b>Total accumulated other comprehensive income</b>   | <b>その他の包括利益累計額合計</b> | <b>-</b>           | <b>-</b>     | <b>-</b>     | <b>-</b>     | <b>-</b>           | <b>-</b>     | <b>-</b>     | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      |
| <b>Share acquisition rights</b>                       | <b>新株予約権</b>         | <b>-</b>           | <b>-</b>     | <b>-</b>     | <b>-</b>     | <b>-</b>           | <b>6</b>     | <b>19</b>    | <b>32</b>     | <b>44</b>          | <b>85</b>     | <b>147</b>    | <b>210</b>    | <b>272</b>         | <b>288</b>    | <b>382</b>    | <b>472</b>    |
| <b>Non-controlling interests</b>                      | <b>非支配株主持分</b>       | <b>-</b>           | <b>-</b>     | <b>-</b>     | <b>-</b>     | <b>-</b>           | <b>-</b>     | <b>-</b>     | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      |
| <b>Total net assets</b>                               | <b>純資産合計</b>         | <b>3,385</b>       | <b>3,493</b> | <b>3,911</b> | <b>4,316</b> | <b>4,531</b>       | <b>5,013</b> | <b>5,562</b> | <b>6,643</b>  | <b>7,085</b>       | <b>7,925</b>  | <b>8,771</b>  | <b>10,384</b> | <b>10,929</b>      | <b>12,529</b> | <b>13,317</b> | <b>15,193</b> |
| <b>Total liabilities and net assets</b>               | <b>負債/純資産合計</b>      | <b>6,454</b>       | <b>6,218</b> | <b>7,005</b> | <b>7,710</b> | <b>8,118</b>       | <b>9,017</b> | <b>9,854</b> | <b>11,021</b> | <b>11,857</b>      | <b>12,099</b> | <b>12,803</b> | <b>15,326</b> | <b>15,268</b>      | <b>17,372</b> | <b>18,438</b> | <b>21,139</b> |

Balance sheet

Million yen

Assets

貸借対照表

百万円

資産の部

|                                       |               | 2018年2月期 (FY'18/2) |               |               |               | 2019年2月期 (FY'19/2) |               |               |               | 2020年2月期 (FY'20/2) |               |               |               | 2021年2月期 (FY'21/2) |               |               |               |
|---------------------------------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|
|                                       |               | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            |
| <b>Current assets</b>                 | <b>流動資産</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Cash and deposits                     | 現金及び預金        | 11,559             | 13,179        | 11,607        | 14,440        | 12,532             | 12,571        | 12,285        | 14,741        | 11,893             | 15,310        | 15,686        | 19,241        | 9,314              | 8,882         | 7,914         | 12,462        |
| Notes and accounts receivable - trade | 受取手形及び売掛金     | 3,951              | 3,714         | 4,278         | 4,385         | 4,122              | 4,106         | 4,762         | 4,778         | 4,509              | 4,633         | 5,381         | 5,803         | 2,983              | 2,940         | 3,697         | 3,564         |
| Supplies                              | 貯蔵品           | 6                  | 4             | 4             | 4             | 3                  | 3             | 4             | 6             | 5                  | 6             | 4             | 4             | 5                  | 5             | 6             | 5             |
| Other                                 | その他           | 661                | 672           | 623           | 799           | 2,419              | 879           | 831           | 901           | 2,377              | 716           | 623           | 525           | 454                | 1,109         | 1,086         | 1,862         |
| Allowance for doubtful accounts       | 貸倒引当金         | ▲ 110              | ▲ 109         | ▲ 116         | ▲ 126         | ▲ 123              | ▲ 122         | ▲ 126         | ▲ 126         | ▲ 122              | ▲ 125         | ▲ 126         | ▲ 127         | ▲ 106              | ▲ 116         | ▲ 122         | ▲ 113         |
| <b>Total current assets</b>           | <b>流動資産合計</b> | <b>16,067</b>      | <b>17,460</b> | <b>16,396</b> | <b>19,502</b> | <b>18,953</b>      | <b>17,437</b> | <b>17,756</b> | <b>20,300</b> | <b>18,662</b>      | <b>20,540</b> | <b>21,568</b> | <b>25,446</b> | <b>12,650</b>      | <b>12,820</b> | <b>12,582</b> | <b>17,782</b> |
| <b>Non-current assets</b>             | <b>固定資産</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Property, plant and equipment         | 有形固定資産        | 1,781              | 1,796         | 1,745         | 1,687         | 1,984              | 1,921         | 1,851         | 1,791         | 1,803              | 1,778         | 1,796         | 1,878         | 1,861              | 1,808         | 1,755         | 1,698         |
| Intangible assets                     | 無形固定資産        |                    |               |               | 0             |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Software                              | ソフトウェア        | 2,129              | 3,187         | 3,204         | 3,662         | 3,470              | 3,992         | 3,999         | 4,454         | 4,121              | 4,369         | 4,193         | 5,241         | 4,904              | 5,522         | 5,191         | 6,155         |
| Other                                 | その他           | 819                | 83            | 283           | 28            | 388                | 120           | 297           | 5             | 472                | 479           | 895           | 2             | 649                | 389           | 1,149         | 676           |
| Total intangible assets               | 無形固定資産合計      | 2,948              | 3,270         | 3,487         | 3,690         | 3,859              | 4,113         | 4,297         | 4,459         | 4,594              | 4,849         | 5,088         | 5,244         | 5,554              | 5,911         | 6,341         | 6,831         |
| Investments and other assets          | 投資その他の資産      |                    |               |               | 0             |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Investment securities                 | 投資有価証券        | -                  | 30            | 1,896         | 1,908         | 1,908              | 3,846         | 4,927         | 5,631         | 6,333              | 5,957         | 6,080         | 6,311         | 13,307             | 12,303        | 9,532         | 5,663         |
| Other                                 | その他           | 1,099              | 1,082         | 1,099         | 1,201         | 1,494              | 1,463         | 1,491         | 1,542         | 1,957              | 2,037         | 1,947         | 2,247         | 2,874              | 5,335         | 5,559         | 3,905         |
| Allowance for doubtful accounts       | 貸倒引当金         | ▲ 15               | ▲ 14          | ▲ 13          | ▲ 14          | ▲ 14               | ▲ 11          | ▲ 21          | ▲ 20          | ▲ 24               | ▲ 28          | ▲ 17          | ▲ 13          | ▲ 15               | ▲ 14          | ▲ 13          | ▲ 11          |
| Total investments and other assets    | 投資その他の資産合計    | 1,083              | 1,099         | 2,981         | 3,095         | 3,388              | 5,298         | 6,397         | 7,152         | 8,265              | 7,966         | 8,010         | 8,545         | 16,166             | 17,624        | 15,078        | 9,557         |
| <b>Total non-current assets</b>       | <b>固定資産合計</b> | <b>5,814</b>       | <b>6,166</b>  | <b>8,215</b>  | <b>8,473</b>  | <b>9,232</b>       | <b>11,333</b> | <b>12,546</b> | <b>13,403</b> | <b>14,594</b>      | <b>14,896</b> | <b>15,667</b> | <b>23,581</b> | <b>25,345</b>      | <b>23,176</b> | <b>18,087</b> |               |
| <b>Deferred assets</b>                | <b>繰延資産</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| R&D expense                           | 開発費           | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| <b>Total deferred assets</b>          | <b>繰延資産合計</b> | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      |
| <b>Total assets</b>                   | <b>資産合計</b>   | <b>21,882</b>      | <b>23,627</b> | <b>24,611</b> | <b>27,976</b> | <b>28,185</b>      | <b>28,771</b> | <b>30,302</b> | <b>33,704</b> | <b>33,326</b>      | <b>35,135</b> | <b>36,464</b> | <b>41,114</b> | <b>36,232</b>      | <b>38,165</b> | <b>35,758</b> | <b>35,869</b> |

Liabilities/Net assets

負債/純資産の部

|                                                       |                      | 2018年2月期 (FY'18/2) |               |               |               | 2019年2月期 (FY'19/2) |               |               |               | 2020年2月期 (FY'20/2) |               |               |               | 2021年2月期 (FY'21/2) |                |               |               |
|-------------------------------------------------------|----------------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|----------------|---------------|---------------|
|                                                       |                      | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2             | Q3            | Q4            |
| <b>Current liabilities</b>                            | <b>流動負債</b>          |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |                |               |               |
| Accounts payable - trade                              | 買掛金                  | 179                | 133           | 155           | 168           | 186                | 184           | 196           | 227           | 226                | 223           | 204           | 254           | 204                | 176            | 214           | 283           |
| Short-term borrowings                                 | 短期借入金                | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -              | -             | -             |
| Current portion of long-term borrowings               | 1年内返済予定の長期借入金        | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -              | -             | -             |
| Income taxes payable                                  | 未払法人税等               | 784                | 1,690         | 1,036         | 2,151         | 1,096              | 2,019         | 1,321         | 2,166         | 1,138              | 2,298         | 1,523         | 2,648         | 771                | 1,045          | 750           | -             |
| Provision for bonuses                                 | 賞与引当金                | 92                 | 188           | 93            | 186           | 101                | 201           | 114           | 227           | 124                | 250           | 128           | 255           | 140                | 285            | 145           | 203           |
| Other                                                 | その他                  | 4,229              | 3,263         | 3,815         | 3,828         | 4,754              | 3,191         | 4,275         | 4,300         | 4,906              | 3,813         | 4,720         | 5,408         | 3,900              | 2,621          | 2,870         | 3,089         |
| <b>Total current liabilities</b>                      | <b>流動負債合計</b>        | <b>5,284</b>       | <b>5,274</b>  | <b>5,099</b>  | <b>6,333</b>  | <b>6,137</b>       | <b>5,595</b>  | <b>5,906</b>  | <b>6,920</b>  | <b>6,394</b>       | <b>6,584</b>  | <b>6,575</b>  | <b>8,565</b>  | <b>5,015</b>       | <b>4,127</b>   | <b>3,981</b>  | <b>3,576</b>  |
| <b>Non-current liabilities</b>                        | <b>固定負債</b>          |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |                |               |               |
| Long-term borrowings                                  | 長期借入金                | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -              | -             | -             |
| Provision for share-based remuneration                | 株式給付引当金              | 75                 | 75            | 73            | 73            | 73                 | 73            | 73            | 74            | 74                 | 75            | 76            | 76            | 76                 | 77             | 77            | 78            |
| Provision for share-based remuneration for directors  | 役員株式給付引当金            | 35                 | 40            | 44            | 65            | 74                 | 84            | 91            | 100           | 107                | 95            | 92            | 100           | 103                | 111            | 124           | 116           |
| Asset retirement obligations                          | 資産除去債務               | 397                | 397           | 382           | 371           | 452                | 453           | 445           | 448           | 461                | 460           | 461           | 511           | 523                | 524            | 524           | 480           |
| Other                                                 | その他                  | 153                | 149           | 184           | 179           | 229                | 223           | 265           | 259           | 309                | 304           | 352           | 347           | 399                | 395            | 442           | 438           |
| <b>Total non-current liabilities</b>                  | <b>固定負債合計</b>        | <b>662</b>         | <b>663</b>    | <b>685</b>    | <b>690</b>    | <b>830</b>         | <b>834</b>    | <b>876</b>    | <b>883</b>    | <b>954</b>         | <b>935</b>    | <b>982</b>    | <b>1,035</b>  | <b>1,103</b>       | <b>1,108</b>   | <b>1,168</b>  | <b>1,114</b>  |
| <b>Total liabilities</b>                              | <b>負債合計</b>          | <b>5,946</b>       | <b>5,937</b>  | <b>5,784</b>  | <b>7,023</b>  | <b>6,967</b>       | <b>6,430</b>  | <b>6,783</b>  | <b>7,804</b>  | <b>7,349</b>       | <b>7,519</b>  | <b>7,557</b>  | <b>9,601</b>  | <b>6,119</b>       | <b>5,236</b>   | <b>5,150</b>  | <b>4,691</b>  |
| <b>Shareholders' equity</b>                           | <b>株主資本</b>          |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |                |               |               |
| Share capital                                         | 資本金                  | 1,085              | 1,085         | 1,085         | 1,085         | 1,085              | 1,085         | 1,085         | 1,085         | 1,085              | 1,085         | 1,085         | 1,085         | 1,085              | 1,085          | 1,085         | 1,085         |
| Capital surplus                                       | 資本剰余金                | 1,636              | 1,640         | 1,646         | 1,888         | 1,890              | 1,954         | 1,956         | 1,958         | 1,960              | 1,963         | 1,969         | 2,194         | 2,194              | 3,194          | 3,212         | 3,234         |
| Retained earnings                                     | 利益剰余金                | 13,381             | 15,073        | 16,171        | 18,056        | 18,864             | 20,959        | 22,083        | 24,414        | 25,530             | 27,858        | 29,060        | 31,431        | 31,735             | 32,564         | 27,761        | 28,270        |
| Treasury shares                                       | 自己株式                 | ▲ 721              | ▲ 719         | ▲ 718         | ▲ 709         | ▲ 1,321            | ▲ 2,404       | ▲ 2,403       | ▲ 2,401       | ▲ 3,475            | ▲ 4,180       | ▲ 4,169       | ▲ 4,125       | ▲ 4,123            | ▲ 2,292        | ▲ 2,290       | ▲ 2,287       |
| <b>Total shareholders' equity</b>                     | <b>株主資本合計</b>        | <b>15,381</b>      | <b>17,078</b> | <b>18,183</b> | <b>20,320</b> | <b>20,519</b>      | <b>21,594</b> | <b>22,721</b> | <b>25,056</b> | <b>25,099</b>      | <b>26,727</b> | <b>27,945</b> | <b>30,585</b> | <b>30,890</b>      | <b>34,552</b>  | <b>29,767</b> | <b>30,302</b> |
| <b>Accumulated other comprehensive income</b>         | <b>その他の包括利益累計額</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |                |               |               |
| Valuation difference on available-for-sale securities | その他有価証券評価差額金         | -                  | ▲ 0           | 0             | ▲ 0           | ▲ 0                | ▲ 0           | ▲ 0           | ▲ 8           | ▲ 19               | ▲ 33          | ▲ 18          | ▲ 19          | ▲ 1,770            | ▲ 2,467        | ▲ 45          | ▲ 33          |
| <b>Total accumulated other comprehensive income</b>   | <b>その他の包括利益累計額合計</b> | <b>-</b>           | <b>▲ 0</b>    | <b>0</b>      | <b>▲ 0</b>    | <b>▲ 0</b>         | <b>▲ 0</b>    | <b>▲ 0</b>    | <b>▲ 8</b>    | <b>▲ 19</b>        | <b>▲ 33</b>   | <b>▲ 18</b>   | <b>▲ 19</b>   | <b>▲ 1,770</b>     | <b>▲ 2,467</b> | <b>▲ 45</b>   | <b>▲ 33</b>   |
| <b>Share acquisition rights</b>                       | <b>新株予約権</b>         | <b>554</b>         | <b>611</b>    | <b>642</b>    | <b>632</b>    | <b>698</b>         | <b>746</b>    | <b>798</b>    | <b>851</b>    | <b>897</b>         | <b>921</b>    | <b>980</b>    | <b>946</b>    | <b>992</b>         | <b>844</b>     | <b>874</b>    | <b>892</b>    |
| <b>Non-controlling interests</b>                      | <b>非支配株主持分</b>       | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>       | <b>11</b>     | <b>16</b>     |
| <b>Total net assets</b>                               | <b>純資産合計</b>         | <b>15,935</b>      | <b>17,689</b> | <b>18,826</b> | <b>20,953</b> | <b>21,217</b>      | <b>22,340</b> | <b>23,519</b> | <b>25,899</b> | <b>25,977</b>      | <b>27,615</b> | <b>28,907</b> | <b>31,512</b> | <b>30,113</b>      | <b>32,929</b>  | <b>30,608</b> | <b>31,178</b> |
| <b>Total liabilities and net assets</b>               | <b>負債/純資産合計</b>      | <b>21,882</b>      | <b>23,627</b> | <b>24,611</b> | <b>27,976</b> | <b>28,185</b>      | <b>28,771</b> | <b>30,302</b> | <b>33,704</b> | <b>33,326</b>      | <b>35,135</b> | <b>36,464</b> | <b>41,114</b> | <b>36,232</b>      | <b>38,165</b>  | <b>35,758</b> | <b>35,869</b> |

Balance sheet

Million yen

Assets

貸借対照表

百万円

資産の部

|                                       |               | 2022年2月期 (FY'22/2) |               |               |               | 2023年2月期 (FY'23/2) |               |               |               | 2024年2月期 (FY'24/2) |               |               |               | 2025年2月期 (FY'25/2) |               |               |               |
|---------------------------------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|
|                                       |               | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            |
| <b>Current assets</b>                 | <b>流動資産</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Cash and deposits                     | 現金及び預金        | 14,172             | 14,816        | 15,237        | 16,569        | 16,459             | 18,589        | 18,942        | 21,974        | 18,752             | 19,265        | 18,155        | 19,116        | 19,193             | 16,588        | 15,508        | 18,156        |
| Notes and accounts receivable - trade | 受取手形及び売掛金     | 3,223              | 3,480         | 4,704         | 4,885         | 5,109              | 5,042         | 5,920         | 5,499         | 5,161              | 5,058         | 5,598         | 5,785         | 5,413              | 5,379         | 5,749         | 5,562         |
| Supplies                              | 貯蔵品           | 6                  | 6             | 23            | 14            | 8                  | 7             | 5             | 8             | 8                  | 8             | 9             | 19            | 8                  | 17            | 12            | 12            |
| Other                                 | その他           | 1,727              | 1,592         | 1,518         | 1,299         | 1,232              | 1,383         | 1,685         | 1,464         | 2,199              | 1,466         | 2,548         | 3,396         | 2,540              | 2,741         | 2,776         | 2,670         |
| Allowance for doubtful accounts       | 貸倒引当金         | ▲ 103              | ▲ 104         | ▲ 114         | ▲ 114         | ▲ 119              | ▲ 121         | ▲ 133         | ▲ 129         | ▲ 130              | ▲ 137         | ▲ 128         | ▲ 171         | ▲ 187              | ▲ 157         | ▲ 143         | ▲ 136         |
| <b>Total current assets</b>           | <b>流動資産合計</b> | <b>19,026</b>      | <b>19,792</b> | <b>21,368</b> | <b>22,653</b> | <b>22,690</b>      | <b>24,902</b> | <b>26,420</b> | <b>28,816</b> | <b>25,991</b>      | <b>25,662</b> | <b>26,182</b> | <b>28,146</b> | <b>26,968</b>      | <b>24,569</b> | <b>23,902</b> | <b>26,264</b> |
| <b>Non-current assets</b>             | <b>固定資産</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Property, plant and equipment         | 有形固定資産        | 1,641              | 2,051         | 1,997         | 1,964         | 1,907              | 1,864         | 1,839         | 1,882         | 1,999              | 2,147         | 2,090         | 2,044         | 2,487              | 2,494         | 2,654         | 2,667         |
| Intangible assets                     | 無形固定資産        |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Software                              | ソフトウェア        | 6,460              | 6,805         | 6,382         | 7,690         | 7,031              | 7,428         | 6,997         | 8,456         | 7,973              | 7,982         | 7,496         | 8,920         | 8,611              | 8,749         | 9,342         | 10,528        |
| Other                                 | その他           | 633                | 495           | 1,199         | 47            | 751                | 627           | 1,315         | 73            | 705                | 866           | 1,717         | 706           | 1,425              | 1,708         | 1,887         | 667           |
| Total intangible assets               | 無形固定資産合計      | 7,094              | 7,300         | 7,581         | 7,738         | 7,783              | 8,056         | 8,312         | 8,529         | 8,679              | 8,848         | 9,214         | 9,627         | 10,036             | 10,458        | 11,229        | 11,195        |
| Investments and other assets          | 投資その他の資産      |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Investment securities                 | 投資有価証券        | 5,688              | 5,839         | 5,847         | 5,891         | 6,520              | 6,695         | 6,929         | 7,099         | 6,081              | 6,344         | 6,369         | 5,754         | 5,753              | 5,397         | 5,337         | 5,110         |
| Other                                 | その他           | 3,827              | 4,401         | 4,271         | 4,218         | 4,175              | 4,030         | 3,865         | 3,853         | 4,086              | 4,675         | 5,356         | 5,247         | 5,119              | 4,699         | 4,879         | 5,313         |
| Allowance for doubtful accounts       | 貸倒引当金         | ▲ 11               | ▲ 12          | ▲ 12          | ▲ 12          | ▲ 11               | ▲ 13          | ▲ 13          | ▲ 14          | ▲ 24               | ▲ 27          | ▲ 45          | ▲ 48          | ▲ 39               | ▲ 35          | ▲ 46          | ▲ 44          |
| Total investments and other assets    | 投資その他の資産合計    | 9,504              | 10,229        | 10,106        | 10,098        | 10,684             | 10,712        | 10,781        | 10,939        | 10,142             | 10,992        | 11,680        | 10,953        | 10,834             | 10,060        | 10,171        | 10,379        |
| <b>Total non-current assets</b>       | <b>固定資産合計</b> | <b>18,240</b>      | <b>19,581</b> | <b>19,685</b> | <b>19,800</b> | <b>20,375</b>      | <b>20,634</b> | <b>20,933</b> | <b>21,351</b> | <b>20,820</b>      | <b>21,988</b> | <b>22,985</b> | <b>22,625</b> | <b>23,357</b>      | <b>23,013</b> | <b>24,055</b> | <b>24,242</b> |
| <b>Deferred assets</b>                | <b>繰延資産</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| R&D expense                           | 開発費           | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| <b>Total deferred assets</b>          | <b>繰延資産合計</b> | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>           | <b>-</b>      | <b>-</b>      | <b>-</b>      |
| <b>Total assets</b>                   | <b>資産合計</b>   | <b>37,266</b>      | <b>39,373</b> | <b>41,053</b> | <b>42,454</b> | <b>43,065</b>      | <b>45,536</b> | <b>47,353</b> | <b>50,167</b> | <b>46,812</b>      | <b>47,650</b> | <b>49,168</b> | <b>50,772</b> | <b>50,326</b>      | <b>47,582</b> | <b>47,958</b> | <b>50,506</b> |

Liabilities/Net assets

負債/純資産の部

|                                                       |                      | 2022年2月期 (FY'22/2) |               |               |               | 2023年2月期 (FY'23/2) |               |               |               | 2024年2月期 (FY'24/2) |               |               |               | 2025年2月期 (FY'25/2) |               |               |               |
|-------------------------------------------------------|----------------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|
|                                                       |                      | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            | Q1                 | Q2            | Q3            | Q4            |
| <b>Current liabilities</b>                            | <b>流動負債</b>          |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Accounts payable - trade                              | 買掛金                  | 307                | 320           | 378           | 398           | 421                | 397           | 428           | 438           | 452                | 418           | 421           | 454           | 435                | 439           | 428           | 427           |
| Short-term borrowings                                 | 短期借入金                | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| Current portion of long-term borrowings               | 1年内返済予定の長期借入金        | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| Income taxes payable                                  | 未払法人税等               | 740                | 1,247         | 1,428         | 2,127         | 1,417              | 2,092         | 2,279         | 2,891         | 1,113              | 2,066         | 1,375         | 1,420         | 1,701              | 2,791         | 2,431         | 3,302         |
| Provision for bonuses                                 | 賞与引当金                | 146                | 286           | 281           | 551           | 305                | 613           | 313           | 633           | 384                | 844           | 394           | 733           | 615                | 771           | 379           | 1,092         |
| Other                                                 | その他                  | 4,053              | 3,395         | 5,608         | 4,954         | 5,798              | 5,077         | 6,306         | 6,513         | 6,125              | 4,436         | 6,778         | 6,631         | 7,539              | 6,134         | 7,245         | 6,224         |
| <b>Total current liabilities</b>                      | <b>流動負債合計</b>        | <b>5,248</b>       | <b>5,249</b>  | <b>7,697</b>  | <b>8,032</b>  | <b>7,943</b>       | <b>8,181</b>  | <b>9,327</b>  | <b>10,476</b> | <b>8,076</b>       | <b>7,766</b>  | <b>8,969</b>  | <b>9,239</b>  | <b>10,291</b>      | <b>10,136</b> | <b>10,484</b> | <b>11,046</b> |
| <b>Non-current liabilities</b>                        | <b>固定負債</b>          |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Long-term borrowings                                  | 長期借入金                | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             | -                  | -             | -             | -             |
| Provision for share-based remuneration                | 株式給付引当金              | 79                 | 79            | 77            | 78            | 77                 | 79            | 80            | 81            | 81                 | 93            | 202           | 289           | 390                | 483           | 571           | 651           |
| Provision for share-based remuneration for directors  | 役員株式給付引当金            | 127                | 136           | 130           | 152           | 161                | 141           | 147           | 154           | 162                | 115           | 122           | 128           | 137                | 145           | 155           | 163           |
| Asset retirement obligations                          | 資産除去債務               | 480                | 481           | 481           | 482           | 482                | 471           | 472           | 463           | 512                | 667           | 614           | 615           | 876                | 883           | 936           | 797           |
| Other                                                 | その他                  | 488                | 484           | 537           | 719           | 775                | 750           | 774           | 749           | 796                | 761           | 818           | 791           | 957                | 979           | 1,106         | 1,611         |
| <b>Total non-current liabilities</b>                  | <b>固定負債合計</b>        | <b>1,175</b>       | <b>1,181</b>  | <b>1,227</b>  | <b>1,432</b>  | <b>1,496</b>       | <b>1,443</b>  | <b>1,474</b>  | <b>1,448</b>  | <b>1,553</b>       | <b>1,637</b>  | <b>1,758</b>  | <b>1,824</b>  | <b>2,361</b>       | <b>2,491</b>  | <b>2,769</b>  | <b>3,223</b>  |
| <b>Total liabilities</b>                              | <b>負債合計</b>          | <b>6,424</b>       | <b>6,431</b>  | <b>8,924</b>  | <b>9,465</b>  | <b>9,440</b>       | <b>9,624</b>  | <b>10,801</b> | <b>11,924</b> | <b>9,629</b>       | <b>9,404</b>  | <b>10,728</b> | <b>11,064</b> | <b>12,652</b>      | <b>12,628</b> | <b>13,254</b> | <b>14,270</b> |
| <b>Shareholders' equity</b>                           | <b>株主資本</b>          |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Share capital                                         | 資本金                  | 1,085              | 1,085         | 1,085         | 1,085         | 1,085              | 1,085         | 1,085         | 1,085         | 1,085              | 1,085         | 1,085         | 1,085         | 1,085              | 1,085         | 1,085         | 1,085         |
| Capital surplus                                       | 資本剰余金                | 3,321              | 4,399         | 4,633         | 4,650         | 4,701              | 5,103         | 5,134         | 5,142         | 5,181              | 7,381         | 7,439         | 7,440         | 7,440              | 7,476         | 7,479         | 7,479         |
| Retained earnings                                     | 利益剰余金                | 27,821             | 28,957        | 27,922        | 28,742        | 28,866             | 30,552        | 31,158        | 32,840        | 32,812             | 35,025        | 35,193        | 37,413        | 37,480             | 39,722        | 39,477        | 41,067        |
| Treasury shares                                       | 自己株式                 | ▲ 2,270            | ▲ 2,123       | ▲ 2,076       | ▲ 2,072       | ▲ 2,060            | ▲ 1,952       | ▲ 1,944       | ▲ 1,942       | ▲ 2,947            | ▲ 6,241       | ▲ 6,177       | ▲ 7,117       | ▲ 9,149            | ▲ 14,032      | ▲ 13,993      | ▲ 13,968      |
| <b>Total shareholders' equity</b>                     | <b>株主資本合計</b>        | <b>29,957</b>      | <b>32,318</b> | <b>31,564</b> | <b>32,405</b> | <b>32,592</b>      | <b>34,788</b> | <b>35,433</b> | <b>37,125</b> | <b>36,131</b>      | <b>37,251</b> | <b>37,539</b> | <b>38,821</b> | <b>36,856</b>      | <b>34,251</b> | <b>34,048</b> | <b>35,663</b> |
| <b>Accumulated other comprehensive income</b>         | <b>その他の包括利益累計額</b>   |                    |               |               |               |                    |               |               |               |                    |               |               |               |                    |               |               |               |
| Valuation difference on available-for-sale securities | その他有価証券評価差額金         | ▲ 16               | ▲ 16          | 2             | 10            | 458                | 536           | 517           | 497           | 441                | 440           | 445           | 438           | 375                | 287           | 247           | 173           |
| <b>Total accumulated other comprehensive income</b>   | <b>その他の包括利益累計額合計</b> | <b>▲ 16</b>        | <b>▲ 16</b>   | <b>2</b>      | <b>10</b>     | <b>458</b>         | <b>536</b>    | <b>517</b>    | <b>497</b>    | <b>441</b>         | <b>440</b>    | <b>445</b>    | <b>438</b>    | <b>375</b>         | <b>287</b>    | <b>247</b>    | <b>173</b>    |
| <b>Share acquisition rights</b>                       | <b>新株予約権</b>         | <b>884</b>         | <b>624</b>    | <b>546</b>    | <b>557</b>    | <b>557</b>         | <b>572</b>    | <b>587</b>    | <b>601</b>    | <b>593</b>         | <b>536</b>    | <b>435</b>    | <b>432</b>    | <b>427</b>         | <b>400</b>    | <b>393</b>    | <b>385</b>    |
| <b>Non-controlling interests</b>                      | <b>非支配株主持分</b>       | <b>15</b>          | <b>15</b>     | <b>16</b>     | <b>16</b>     | <b>15</b>          | <b>14</b>     | <b>14</b>     | <b>17</b>     | <b>16</b>          | <b>19</b>     | <b>19</b>     | <b>16</b>     | <b>14</b>          | <b>14</b>     | <b>14</b>     | <b>13</b>     |
| <b>Total net assets</b>                               | <b>純資産合計</b>         | <b>30,841</b>      | <b>32,942</b> | <b>32,128</b> | <b>32,989</b> | <b>33,624</b>      | <b>35,911</b> | <b>36,552</b> | <b>38,242</b> | <b>37,183</b>      | <b>38,246</b> | <b>38,440</b> | <b>39,708</b> | <b>37,674</b>      | <b>34,954</b> | <b>34,703</b> | <b>36,235</b> |
| <b>Total liabilities and net assets</b>               | <b>負債/純資産合計</b>      | <b>37,266</b>      | <b>39,373</b> | <b>41,053</b> | <b>42,454</b> | <b>43,065</b>      | <b>45,536</b> | <b>47,353</b> | <b>50,167</b> | <b>46,812</b>      | <b>47,650</b> | <b>49,168</b> | <b>50,772</b> | <b>50,326</b>      | <b>47,582</b> | <b>47,958</b> | <b>50,506</b> |

Cash flow statement

| Cash flow statement                                                  |     | キャッシュフロー計算書           |                       |                       |                       |                       |                       |                       |                       |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |      |
|----------------------------------------------------------------------|-----|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--------|--------|--------|--------|-----------------------|--------|--------|--------|--------|-----------------------|--------|--------|--------|--------|-----------------------|--------|--------|--------|--------|------|
| Million yen                                                          | 百万円 | 2014年2月期<br>(FY'14/2) | 2015年2月期<br>(FY'15/2) | 2016年2月期<br>(FY'16/2) | 2017年2月期<br>(FY'17/2) | 2018年2月期<br>(FY'18/2) | 2019年2月期<br>(FY'19/2) | 2020年2月期<br>(FY'20/2) | 2021年2月期<br>(FY'21/2) | 2022年2月期<br>(FY'22/2) |        |        |        |        | 2023年2月期<br>(FY'23/2) |        |        |        |        | 2024年2月期<br>(FY'24/2) |        |        |        |        | 2025年2月期<br>(FY'25/2) |        |        |        |        |      |
|                                                                      |     | 17期4Q                 | 18期4Q                 | 19期4Q                 | 20期4Q                 | 21期4Q                 | 22期4Q                 | 23期4Q                 | 24期4Q                 | Q1                    | Q2     | Q3     | Q4     | 通期     | Q1                    | Q2     | Q3     | Q4     | 通期     | Q1                    | Q2     | Q3     | Q4     | 通期     | Q1                    | Q2     | Q3     | Q4     | 通期     |      |
| Cash flows from operating activities                                 |     | 営業活動によるキャッシュ・フロー      |                       |                       |                       |                       |                       |                       |                       |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |      |
| Net income before income taxes                                       |     | 1,684                 | 4,816                 | 7,170                 | 9,140                 | 10,882                | 12,828                | 14,281                | 1,139                 | 1,787                 | 1,304  | 770    | 1,133  | 4,996  | 2,928                 | 2,497  | 3,717  | 2,031  | 11,174 | 3,247                 | 2,830  | 3,560  | 2,347  | 11,984 | 4,085                 | 3,277  | 3,367  | 2,318  | 13,048 |      |
| Depreciation                                                         |     | 660                   | 740                   | 835                   | 960                   | 1,164                 | 1,496                 | 1,693                 | 1,999                 | 589                   | 595    | 631    | 635    | 2,452  | 705                   | 672    | 677    | 675    | 2,731  | 765                   | 769    | 753    | 778    | 3,066  | 847                   | 851    | 931    | 947    | 3,577  |      |
| Share-based payment expenses                                         |     | -                     | 32                    | 178                   | 343                   | 273                   | 251                   | 224                   | 497                   | 170                   | 184    | 216    | 211    | 783    | 211                   | 214    | 250    | 240    | 916    | 146                   | 121    | 135    | 133    | 536    | 132                   | 128    | 123    | 120    | 503    |      |
| Share of loss (profit) of entities accounted for using equity method |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | 741                   | 49                    | 38     | 18     | 17     | 124    | 17                    | 124    | 0      | ▲523   | ▲380   | 5                     | ▲15    | 0      | 0      | ▲9     | 0                     | 2      | 1      | ▲5     | 0      |      |
| Interest and dividend income                                         |     | ▲0                    | ▲0                    | ▲0                    | ▲0                    | ▲0                    | ▲2                    | ▲3                    | ▲3                    | ▲0                    | ▲2     | ▲0     | ▲0     | ▲5     | ▲0                    | ▲0     | ▲0     | ▲3     | ▲0     | ▲1                    | ▲1     | ▲1     | ▲1     | ▲4     | ▲1                    | ▲1     | ▲1     | ▲6     | ▲11    |      |
| Loss (gain) on change in equity                                      |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | ▲159                  | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | ▲6     | ▲6     | -      | -                     | -      | -      | -      | -      |      |
| Gain on reversal of share acquisition rights                         |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | ▲43                   | ▲203                  | ▲3     | ▲188   | ▲11    | ▲0     | ▲203                  | ▲2     | -      | ▲0     | ▲3     | ▲0                    | ▲7     | ▲73    | ▲2     | ▲84    | ▲11                   | ▲11    | ▲4     | ▲7     | ▲34    |      |
| Loss (gain) on valuation of investment securities                    |     | -                     | -                     | -                     | -                     | -                     | 58                    | 2                     | -                     | -                     | -      | -      | -      | -      | -                     | -      | -      | 253    | 253    | 91                    | -      | 80     | 570    | 742    | 51                    | 154    | -      | -      | 205    |      |
| Loss (gain) on sales of investment securities                        |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | 5,724                 | -                     | -      | -      | -      | -      | -                     | ▲24    | -      | -      | ▲24    | ▲60                   | -      | -      | -      | ▲60    | ▲54                   | 2      | -      | ▲170   | ▲223   |      |
| Loss on sales of shares of subsidiaries and associates               |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | 152                   | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      |      |
| Decrease (increase) in trade receivables                             |     | ▲657                  | ▲1,395                | ▲1,075                | ▲237                  | 53                    | ▲398                  | ▲1,018                | 2,241                 | 341                   | ▲257   | ▲1,224 | ▲180   | ▲1,320 | ▲111                  | 64     | ▲877   | 420    | ▲503   | 636                   | ▲209   | ▲557   | ▲190   | ▲320   | 380                   | 38     | ▲380   | 188    | 226    |      |
| Increase (decrease) in trade payables                                |     | 10                    | 59                    | 2                     | 4                     | ▲30                   | 58                    | 27                    | 28                    | 24                    | 13     | 58     | 19     | 115    | 23                    | ▲23    | 30     | 10     | 39     | 14                    | ▲33    | 2      | 33     | 16     | ▲19                   | 4      | ▲11    | ▲0     | ▲27    |      |
| Increase (decrease) in contract liabilities                          |     | 28                    | 33                    | 26                    | 111                   | 15                    | 0                     | 36                    | ▲32                   | 106                   | ▲61    | 89     | 59     | 194    | 279                   | ▲93    | ▲46    | 55     | 195    | 162                   | ▲49    | ▲5     | 156    | 263    | 76                    | ▲37    | ▲165   | 83     | ▲43    |      |
| Increase (decrease) in accounts payable - other                      |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | ▲1,703                | 336    | ▲69    | 1,596  | ▲375   | 1,487                 | ▲358   | 14     | 198    | 651    | 506                   | ▲1,465 | ▲377   | 1,278  | 683    | 119                   | ▲430   | ▲526   | 184    | 408    | ▲364 |
| Increase (decrease) in Allowance for Contractual Loss                |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -      | -      | 221    | 221    | ▲13                   | ▲16    | ▲13    | ▲13    | ▲56    | ▲20                   | ▲20    | ▲20    | ▲20    | ▲82    | ▲20                   | ▲20    | ▲20    | ▲20    | ▲82    |      |
| Increase (decrease) in allowance for doubtful accounts               |     | 11                    | 26                    | 17                    | ▲21                   | 8                     | 6                     | ▲6                    | ▲16                   | ▲8                    | 0      | 11     | ▲0     | 2      | 4                     | 3      | 11     | 2      | 17     | 11                    | 10     | 8      | 46     | 76     | 6                     | ▲33    | ▲3     | ▲38    | ▲38    |      |
| Increase (decrease) in provision for bonuses                         |     | -                     | -                     | -                     | 170                   | 15                    | 41                    | 27                    | ▲52                   | ▲56                   | 139    | ▲4     | 269    | 347    | ▲246                  | 308    | ▲300   | 320    | 81     | ▲249                  | 460    | ▲449   | 338    | 99     | ▲117                  | 155    | ▲391   | 712    | 359    |      |
| Decrease (increase) in other assets                                  |     | ▲94                   | 0                     | ▲58                   | ▲3                    | ▲9                    | ▲61                   | ▲149                  | ▲118                  | 177                   | ▲204   | 118    | 206    | 296    | 25                    | 44     | ▲211   | 324    | 183    | ▲986                  | 927    | ▲1,810 | ▲692   | ▲2,562 | 1,115                 | 149    | 18     | ▲223   | 1,060  |      |
| Increase (decrease) in other liabilities                             |     | 803                   | 688                   | 514                   | 495                   | 470                   | 422                   | 1,041                 | ▲794                  | 656                   | ▲508   | 315    | ▲242   | 220    | 918                   | ▲638   | 992    | ▲474   | 797    | 459                   | ▲882   | 986    | ▲957   | ▲393   | 1,138                 | ▲607   | 983    | ▲915   | 599    |      |
| Other, net                                                           |     | 166                   | 69                    | 73                    | ▲32                   | 127                   | 12                    | 77                    | 41                    | 32                    | ▲3     | ▲23    | 339    | 346    | 188                   | 7      | 12     | 120    | 329    | 16                    | 74     | 160    | 82     | 334    | 31                    | 210    | ▲51    | 417    | 608    |      |
| Subtotal                                                             |     | 2,614                 | 5,068                 | 7,685                 | 10,933                | 12,971                | 14,715                | 16,344                | 9,330                 | 4,203                 | 981    | 2,561  | 2,314  | 10,060 | 4,568                 | 3,154  | 4,441  | 4,089  | 16,254 | 2,772                 | 3,592  | 4,050  | 3,299  | 13,716 | 7,210                 | 3,736  | 4,579  | 3,838  | 19,365 |      |
| Interest and dividends received                                      |     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 1      | 0      | 0      | 2      | 0                     | 0      | 0      | 0      | 0      | 502                   | 1      | 5      | 0      | 508    | 5                     | 1      | 6      | 3      | 17     |      |
| Income taxes paid                                                    |     | ▲95                   | ▲1,187                | ▲2,693                | ▲2,828                | ▲3,227                | ▲3,706                | ▲3,971                | ▲3,430                | ▲17                   | ▲0     | ▲176   | ▲0     | ▲194   | ▲1,975                | ▲4     | ▲1,076 | ▲0     | ▲3,056 | ▲2,806                | ▲0     | ▲1,891 | 0      | ▲4,698 | ▲1,274                | ▲6     | ▲1,583 | ▲63    | ▲2,928 |      |
| Other                                                                |     | ▲14                   | ▲4                    | ▲1                    | 0                     | 0                     | 0                     | 17                    | 5                     | 4                     | 607    | 1      | 0      | 613    | 4                     | 0      | 0      | 0      | 4      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      |      |
| Net cash provided by (used in) operating activities                  |     | 2,504                 | 3,877                 | 4,991                 | 8,105                 | 9,743                 | 11,008                | 12,391                | 5,905                 | 4,190                 | 1,590  | 2,386  | 2,314  | 10,482 | 2,598                 | 3,151  | 3,364  | 4,089  | 13,203 | 468                   | 3,593  | 2,164  | 3,300  | 9,526  | 5,941                 | 3,731  | 3,002  | 3,778  | 16,453 |      |
| Cash flows from investing activities                                 |     | 投資活動によるキャッシュ・フロー      |                       |                       |                       |                       |                       |                       |                       |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |      |
| Decrease (increase) in time deposits                                 |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | ▲2,000                | -      | ▲1,000 | -      | ▲3,000 | -                     | -      | -      | -      | -      |      |
| Purchase of property, plant and equipment                            |     | ▲69                   | ▲120                  | ▲206                  | ▲669                  | ▲832                  | ▲341                  | ▲200                  | ▲155                  | ▲7                    | ▲469   | ▲3     | ▲15    | ▲496   | ▲15                   | ▲4     | ▲34    | ▲44    | ▲98    | ▲79                   | ▲157   | ▲5     | ▲30    | ▲273   | ▲13                   | ▲226   | ▲77    | ▲132   | ▲450   |      |
| Purchase of intangible assets                                        |     | ▲685                  | ▲690                  | ▲936                  | ▲1,253                | ▲1,878                | ▲1,959                | ▲2,245                | ▲3,213                | ▲883                  | ▲721   | ▲671   | ▲1,031 | ▲3,307 | ▲881                  | ▲890   | ▲841   | ▲918   | ▲3,532 | ▲860                  | ▲886   | ▲1,001 | ▲1,101 | ▲3,849 | ▲1,140                | ▲1,152 | ▲1,475 | ▲1,225 | ▲4,994 |      |
| Purchase of investment securities                                    |     | -                     | -                     | -                     | -                     | ▲1,555                | ▲3,762                | ▲671                  | ▲9,869                | ▲50                   | -      | -      | ▲50    | ▲100   | -                     | ▲200   | ▲262   | -      | ▲462   | -                     | ▲250   | ▲98    | -      | ▲348   | ▲191                  | -      | -      | -      | ▲191   |      |
| Proceeds from sales of investment securities                         |     | -                     | -                     | -                     | -                     | -                     | 24                    | -                     | 3,593                 | -                     | -      | -      | -      | -      | -                     | 36     | -      | -      | 36     | 399                   | -      | -      | -      | 399    | 104                   | 70     | -      | 284    | 460    |      |
| Purchase of shares of subsidiaries and associates                    |     | -                     | -                     | -                     | -                     | -                     | ▲380                  | -                     | -                     | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      |      |
| Proceeds from sales of shares of subsidiaries and associates         |     | -                     | -                     | -                     | -                     | -                     | 200                   | -                     | -                     | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      |      |
| Payments for investments in capital of subsidiaries and associates   |     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      | -                     | -      | -      | -      | -      |      |
| Payments of leasehold and guarantee deposits                         |     | ▲89                   | ▲100                  | ▲172                  | ▲386                  | ▲89                   | ▲42                   | ▲82                   | ▲4                    | ▲0                    | ▲0     | -      | -      | ▲0     | ▲0                    | ▲0     | ▲0     | ▲98    | ▲99    | ▲55                   | ▲0     | -      | ▲300   | ▲356   | ▲0                    | ▲2     | ▲225   | ▲52    | ▲280   |      |
| Proceeds from refund of leasehold and guarantee deposits             |     | 85                    | 67                    | 12                    | 9                     | 33                    | 60                    | 18                    | 5                     | -                     | 1      | 0      | 57     | 59     | 76                    | 0      | 0      | 0      | 76     | 4                     | 11     | 9      | 0      | 25     | 0                     | 10     | 58     | 18     | 88     |      |
| Payments for asset retirement obligations                            |     | ▲26                   | ▲2                    | -                     | ▲6                    | ▲17                   | ▲29                   | ▲14                   | -                     | -                     | -      | -      | ▲4     | ▲4     | ▲31                   | -      | -      | -      | ▲31    | ▲7                    | ▲9     | ▲52    | -      | ▲70    | ▲3                    | ▲8     | -      | ▲19    | ▲31    |      |
| Other                                                                |     | -                     | ▲500                  | 500                   | -                     | ▲350                  | ▲300                  | -                     | -                     | -                     | -      | -      | -      | -      | -                     | -      | ▲9     | -      | ▲9     | -                     | -      | 75     | 32     | 107    | 75                    | -      | 75     | -      | 150    |      |
| Net cash provided by (used in) investing activities                  |     | ▲785                  | ▲1,347                | ▲802                  | ▲2,307                | ▲4,689                | ▲6,351                | ▲3,375                | ▲9,643                | ▲941                  | ▲1,189 | ▲675   | ▲1,044 | ▲3,850 | ▲853                  | ▲1,058 | ▲1,147 | ▲1,062 | ▲4,121 | ▲2,600                | ▲1,292 | ▲2,072 | ▲1,399 | ▲7,364 | ▲1,170                | ▲1,308 | ▲1,645 | ▲1,125 | ▲5,249 |      |
| Cash flows from financing activities                                 |     | 財務活動によるキャッシュ・フロー      |                       |                       |                       |                       |                       |                       |                       |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |      |
| Purchase of treasury shares                                          |     | 0                     | -                     | ▲1                    | ▲250                  | -                     | ▲1,708                | ▲1,805                | ▲0                    | ▲0                    | ▲89    | ▲0     | -      | ▲90    | ▲0                    | -      | -      | -      | ▲0     | ▲1,013                | ▲4,496 | -      | ▲950   | ▲6,459 | ▲2,049                | ▲5,000 | -      | -      | ▲7,049 |      |
| Proceeds from sales of treasury shares                               |     | -                     | -                     | -                     | 250                   | 129                   | 80                    | 83                    | 88                    | 20                    | 139    | 50     | 69     | 279    | 35                    | 64     | 51     | 14     | 165    | 50                    | 2,596  | 24     | 12     | 2,683  | 23                    | 46     | 41     | 27     | 139    |      |
| Proceeds from exercise of employee share options                     |     | 7                     | -                     | -                     | 191                   | 182                   | 22                    | 199                   | 12                    | 72                    | 220    | 194    | 13     | 501    | 42                    | -      | 25     | 6      | 74     | 31                    | 129    | 72     | 1      | 234    | -                     | 43     | 4      | 0      | 49     |      |
| Dividends paid                                                       |     | ▲90                   | ▲558                  | ▲1,108                | ▲1,891                | ▲2,243                | ▲2,751                | ▲2,992                | ▲3,163                | ▲1,627                | ▲23    | ▲1,532 | ▲16    | ▲3,199 | ▲1,928                | ▲22    | ▲1,937 | ▲15    | ▲3,903 | ▲2,156                | ▲21    | ▲2,273 | ▲20    | ▲4,471 | ▲2,696                | ▲38    | ▲2,536 | ▲20    | ▲5,291 |      |
| Other payments                                                       |     | ▲646                  | ▲800                  | -                     | -                     | -                     | -                     | ▲0                    | 22                    | ▲4                    | ▲4     | ▲4     | ▲4     | ▲16    | ▲5                    | ▲4     | ▲4     | ▲4     | ▲17    | ▲4                    | 0      | ▲2     | ▲2     | ▲8     | ▲8                    | ▲3     | -      | -      | ▲11    |      |
| Net cash provided by (used in) financing activities                  |     | ▲729                  | ▲1,358                | ▲1,109                | ▲1,700                | ▲1,931                | ▲4,356                | ▲                     |                       |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |                       |        |        |        |        |      |

人材サービス事業・DX事業 業績推移  
Operating Results in Personnel Recruiting Services Business and DX Business

| (百万円)<br>Yen in Million                |                                                   | 2020年2月期 (FY'20/2) |        |        |        |        | 2021年2月期 (FY'21/2) |        |        |        |        | 2022年2月期 (FY'22/2) |        |        |        |        | 2023年2月期 (FY'23/2) |        |        |        |        | 2024年2月期 (FY'24/2) |        |        |        |        | 2025年2月期 (FY'25/2) |        |        |        |        |
|----------------------------------------|---------------------------------------------------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|
|                                        |                                                   | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     |
| 人材サービス事業                               | 売上高<br>Sales                                      | 11,332             | 10,238 | 11,156 | 10,907 | 43,633 | 8,654              | 6,340  | 7,652  | 7,219  | 29,865 | 8,251              | 7,297  | 9,008  | 9,891  | 34,448 | 11,246             | 10,317 | 11,664 | 11,348 | 44,577 | 12,614             | 11,062 | 12,190 | 11,934 | 47,801 | 13,572             | 11,513 | 12,529 | 12,047 | 49,662 |
| Personnel Recruiting Services Business | <前年同期比増減率><br>YOY growth rate                     | -                  | -      | -      | -      | -      | -23.6%             | -38.1% | -31.4% | -33.8% | -31.6% | -4.6%              | +15.1% | +17.7% | +37.0% | +15.3% | +36.3%             | +41.4% | +29.5% | +14.7% | +29.4% | +12.2%             | +7.2%  | +4.5%  | +5.2%  | +7.2%  | +7.6%              | +4.1%  | +2.8%  | +0.9%  | +3.9%  |
| Media Service                          | 売上高<br>Sales                                      | 10,703             | 9,897  | 10,834 | 10,638 | 42,071 | 8,055              | 5,977  | 7,371  | 6,936  | 28,339 | 7,588              | 6,954  | 8,681  | 9,609  | 32,833 | 10,594             | 9,881  | 11,206 | 10,935 | 42,618 | 11,913             | 10,635 | 11,731 | 11,467 | 45,748 | 12,772             | 11,021 | 12,077 | 11,567 | 47,438 |
|                                        | <前年同期比増減率><br>YOY growth rate                     | -                  | -      | -      | -      | -      | -24.7%             | -39.6% | -32.0% | -34.8% | -32.6% | -5.8%              | +16.4% | +17.8% | +38.5% | +15.9% | +39.6%             | +42.1% | +29.1% | +13.8% | +29.8% | +12.5%             | +7.6%  | +4.7%  | +4.9%  | +7.3%  | +7.2%              | +3.6%  | +2.9%  | +0.9%  | +3.7%  |
|                                        | 契約社数 (ユニークカウント)<br>Number of subscriber companies | 13,847             | 13,254 | 14,012 | 14,287 | 13,850 | 10,751             | 9,861  | 11,987 | 11,655 | 11,064 | 12,770             | 11,329 | 13,155 | 13,493 | 12,687 | 14,484             | 14,063 | 14,874 | 14,904 | 14,581 | 15,965             | 14,809 | 15,995 | 16,114 | 15,721 | 17,278             | 15,399 | 16,062 | 15,695 | 16,109 |
|                                        | <前年同期比増減率><br>YOY growth rate                     | -                  | -      | -      | -      | -      | -22.4%             | -25.6% | -14.5% | -18.4% | -20.1% | +18.8%             | +14.9% | +9.7%  | +15.8% | +14.7% | +13.4%             | +24.1% | +13.1% | +10.5% | +14.9% | +10.2%             | +5.3%  | +7.5%  | +8.1%  | +7.8%  | +8.2%              | +4.0%  | +0.4%  | -2.6%  | +2.5%  |
| エージェント (人材紹介) サービス                     | 売上高<br>Sales                                      | 628                | 340    | 322    | 269    | 1,561  | 598                | 362    | 281    | 283    | 1,526  | 663                | 342    | 327    | 282    | 1,615  | 644                | 408    | 430    | 388    | 1,871  | 689                | 406    | 443    | 441    | 1,980  | 774                | 477    | 433    | 435    | 2,120  |
| Permanent Placement Service            | <前年同期比増減率><br>YOY growth rate                     | -                  | -      | -      | -      | -      | -4.8%              | +6.5%  | -12.7% | +5.2%  | -2.2%  | +10.9%             | -5.5%  | +16.4% | -0.4%  | +5.8%  | -2.9%              | +19.3% | +31.5% | +37.6% | +15.9% | +7.0%              | -0.5%  | +3.0%  | +13.7% | +5.8%  | +12.3%             | +17.5% | -2.3%  | -1.4%  | +7.1%  |

注：2022年2月期以前の実績は収益認識基準を適用した数値（試算値）を記載しております。  
Note: Figures for periods prior to the fiscal year ended February 28, 2022 are estimates based on the revenue recognition standard.

|             |                                                   | 2020年2月期 (FY'20/2) |    |    |    |    | 2021年2月期 (FY'21/2) |       |       |       |          | 2022年2月期 (FY'22/2) |         |         |         |         | 2023年2月期 (FY'23/2) |        |        |        |        | 2024年2月期 (FY'24/2) |        |        |        |        | 2025年2月期 (FY'25/2) |        |        |        |        |
|-------------|---------------------------------------------------|--------------------|----|----|----|----|--------------------|-------|-------|-------|----------|--------------------|---------|---------|---------|---------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|--------------------|--------|--------|--------|--------|
|             |                                                   | Q1                 | Q2 | Q3 | Q4 | 通期 | Q1                 | Q2    | Q3    | Q4    | 通期       | Q1                 | Q2      | Q3      | Q4      | 通期      | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     | Q1                 | Q2     | Q3     | Q4     | 通期     |
| DX事業        | 売上高<br>Sales                                      | -                  | -  | -  | -  | 45 | 60                 | 140   | 277   | 345   | 823      | 501                | 584     | 788     | 953     | 2,828   | 1,096              | 1,159  | 1,234  | 1,288  | 4,778  | 1,413              | 1,456  | 1,519  | 1,591  | 5,981  | 1,707              | 1,632  | 1,698  | 1,686  | 6,723  |
| DX Business | <前年同期比増減率><br>YOY growth rate                     | -                  | -  | -  | -  | -  | -                  | -     | -     | -     | +1728.9% | +735.0%            | +317.1% | +184.5% | +176.2% | +243.6% | +118.5%            | +98.2% | +56.5% | +35.2% | +69.0% | +28.9%             | +25.6% | +23.1% | +23.5% | +25.2% | +20.8%             | +12.1% | +11.8% | +6.0%  | +12.4% |
|             | 契約社数 (ユニークカウント)<br>Number of subscriber companies | -                  | -  | -  | -  | -  | 1,356              | 2,040 | 3,452 | 4,129 | 2,744    | 5,134              | 6,110   | 7,847   | 8,969   | 7,015   | 9,774              | 10,248 | 10,814 | 11,162 | 10,500 | 12,125             | 12,381 | 13,019 | 13,536 | 12,765 | 14,037             | 13,356 | 14,027 | 13,528 | 13,737 |
|             | <前年同期比増減率><br>YOY growth rate                     | -                  | -  | -  | -  | -  | -                  | -     | -     | -     | -        | +278.6%            | +199.5% | +127.3% | +117.2% | +155.7% | +90.4%             | +67.7% | +37.8% | +24.5% | +49.7% | +24.1%             | +20.8% | +20.4% | +21.3% | +21.6% | +15.8%             | +7.9%  | +7.7%  | -0.1%  | +7.6%  |