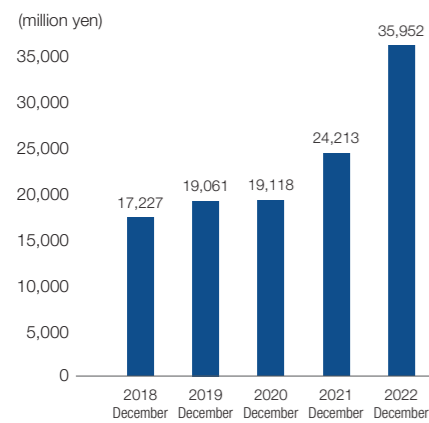


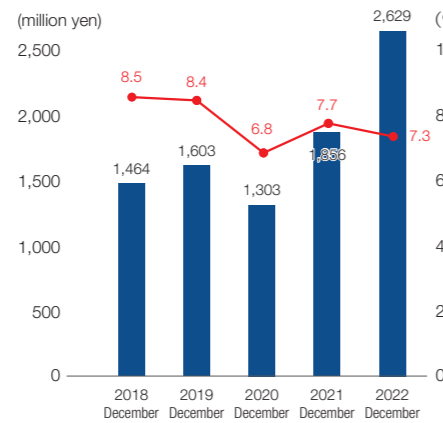
Our Data Financial & Non-financial Data (Summary)

Financial highlights

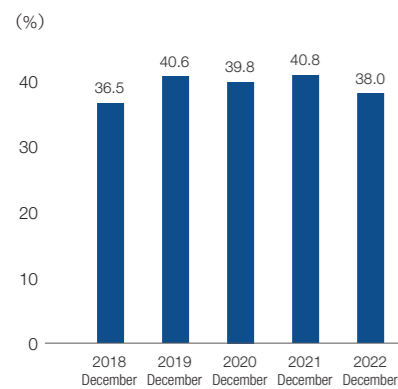
Net sales



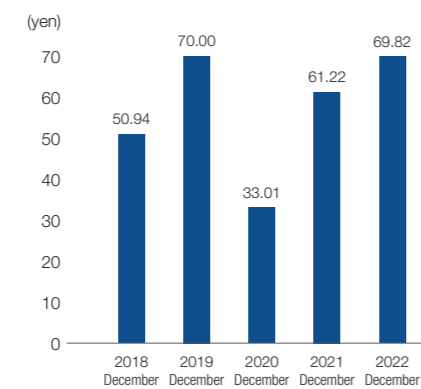
Operating profit / Ratio of operating profit



Equity ratio



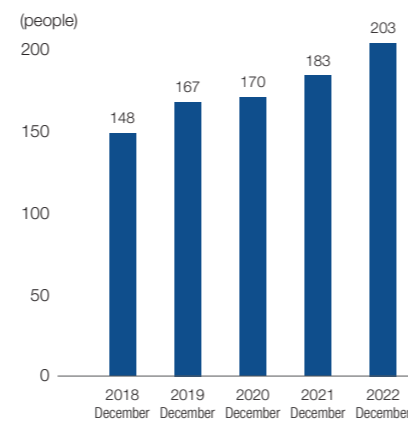
Earnings per share (EPS)



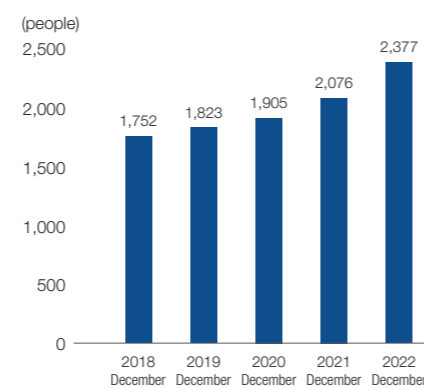
On September 1, 2021, the Company conducted a 2-for-1 stock split of its common stock. Pre-2020 amounts and percentages have been replaced by amounts and percentages that take into account this split.

Non-financial highlights

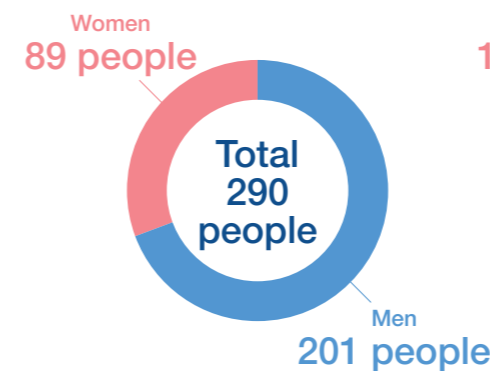
Shifts in number of consultants



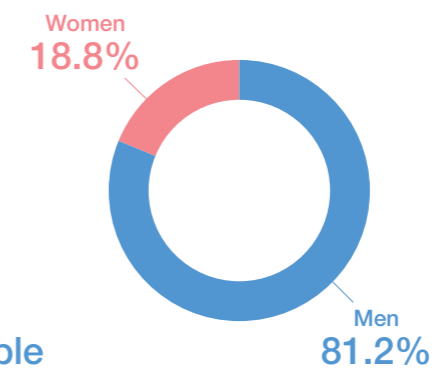
Number of clients



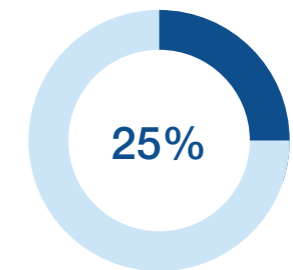
Number of employees (by gender)



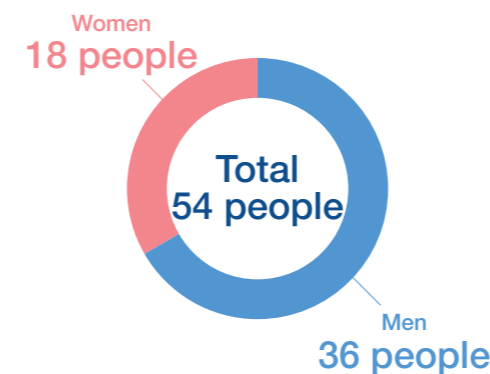
Percentage of managers (by gender)



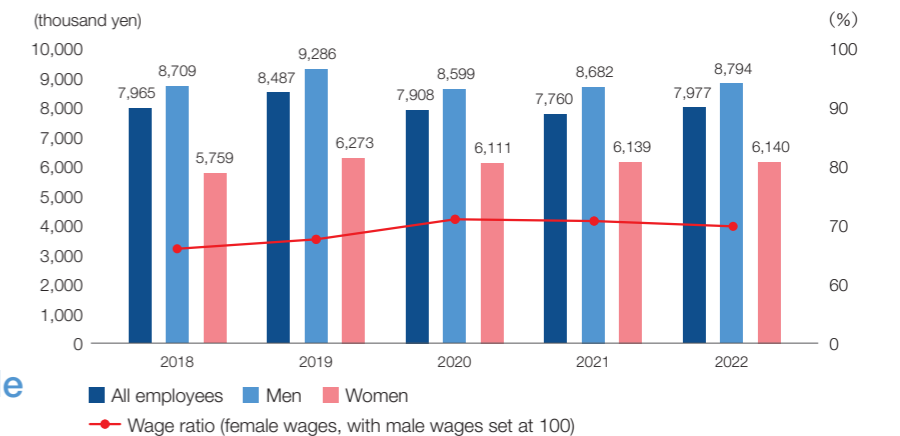
Proportion of male employees taking childcare leave



Number of new recruits (new graduates and mid-career) in FY2022



Average salary (full-time employees only, excluding directors, contract employees, and employees on leave)



Financial indicators

	Units	December 2010	December 2011	December 2012	December 2013	December 2014	December 2015	December 2016	December 2017	December 2018	December 2019	December 2020	December 2021	December 2022
Financial data														
Net sales	Million yen	5,227	7,627	5,839	6,369	9,305	14,275	14,420	14,562	17,227	19,061	19,118	24,213	35,952
Operating profit	Million yen	200	186	98	160	445	485	751	1,094	1,464	1,603	1,303	1,856	2,629
Ordinary profit	Million yen	160	166	91	142	467	471	628	943	1,358	1,503	1,195	1,796	2,499
Net income attributable to parent company shareholders	Million yen	82	218	92	201	362	518	587	768	1,162	1,676	800	1,481	1,694
Total assets	Million yen	4,498	3,698	4,769	4,698	5,930	7,220	9,258	12,587	12,353	15,492	16,001	17,426	21,757
Net assets	Million yen	1,222	1,224	1,941	2,151	2,447	2,909	3,329	3,624	4,518	6,390	6,566	7,128	8,320
Cash flow from operating activities	Million yen	1,890	579	227	368	197	801	1,177	-1,277	272	2,300	1,942	2,389	2,219
Cash flow from investment activities	Million yen	282	122	-1,203	1,886	43	-162	-1,061	-840	332	723	-753	-631	-1,256
Cash flow from financial activities	Million yen	-1,745	-602	247	-425	253	370	1,116	2,174	-1,787	1,215	-215	-374	882
EPS (earnings per share)	yen	3.90	10.32	4.36	9.26	15.49	22.11	24.88	33.37	50.94	70.00	33.01	61.22	69.82
BPS (book value per share)	yen	57.83	57.92	59.74	91.59	103.63	122.72	139.86	158.41	197.59	259.48	262.39	294.61	340.13
Dividend per share	yen	2.50	3.25	3.75	5.00	7.50	9.00	11.50	15.00	19.50	25.00	26.50	28.00	35.00
ROA (return on assets)	%	2.9	4.1	2.2	3.0	8.8	7.2	7.6	8.6	10.9	10.8	7.6	10.7	12.8
ROE (return on equity)	%	6.8	17.8	7.4	11.8	15.9	19.5	18.9	22.2	28.6	31.1	12.7	22.0	22.0
ROIC (return on invested capital)	%	2.2	6.9	3.4	4.4	10.1	11.4	11.9	11.5	13.4	13.0	8.0	10.0	12.2
Equity ratio	%	27.2	33.1	26.5	45.7	40.9	40.0	35.8	28.7	36.5	40.6	39.8	40.8	38.0

*The Company conducted a 100-for-1 stock split of its common stock on January 1, 2014, and a 2-for-1 stock split of its common stock on September 1, 2021. Pre-2020 amounts and percentages have been replaced by amounts and percentages that take into account this split.