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November 10, 2023

Consolidated Financial Results for the Three Months Ended September 30, 2023 (Under IFRS)

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 Listing: Tokyo Stock Exchange
 Securities code: 2154
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 Scheduled date to file quarterly securities report: November 13, 2023
 Scheduled date to commence dividend payments: -
 Preparation of supplementary material on quarterly financial results: Yes
 Holding of quarterly financial results briefing: Yes (for institutional investors and analysts)

(Yen amounts are rounded down to millions, unless otherwise noted.)

1. Consolidated financial results for the three months ended September 30, 2023 (from July 1, 2023 to September 30, 2023)

(1) Consolidated operating results (cumulative)

(Percentages indicate year-on-year changes.)

	Revenue		Business profit		Operating profit		Profit before tax		Profit		Profit attributable to owners of parent	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Million yen	%
Three months ended												
September 30, 2023	43,996	12.8	3,260	7.9	3,316	-0.6	3,318	-0.1	2,289	7.3	2,276	7.2
September 30, 2022	38,993	6.7	3,021	44.7	3,337	27.8	3,320	30.0	2,133	35.5	2,122	37.1

	Total comprehensive income		Basic earnings per share	Diluted earnings per share
Three months ended	Millions of yen	%	Yen	Yen
September 30, 2023	2,264	4.2	26.30	26.23
September 30, 2022	2,171	75.5	24.02	23.93

Note: Business profit is the Company's own profit indicator which is "gross profit" minus "selling, general and administrative expenses" and which excludes the impact of extraordinary items (Employment adjustment subsidy, Impairment loss, etc.) recorded under "Other income" and "Other expenses."

(2) Consolidated financial position

	Total assets	Total equity	Equity attributable to owners of parent	Ratio of equity attributable to owners of parent to total assets
As of	Millions of yen	Millions of yen	Millions of yen	%
September 30, 2023	100,936	64,585	64,519	63.9
June 30, 2022	101,491	65,016	64,956	64.0

2. Cash dividends

	Annual dividends per share				
	First quarter-end	Second quarter-end	Third quarter-end	Fiscal year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended June 30, 2023	-	17.00	-	33.00	50.00
Fiscal year ending June 30, 2024	-				
Fiscal year ending June 30, 2024 (Forecast)		20.00	-	35.00	55.00

Note: Revisions to the forecast of cash dividends most recently announced: None

3. Forecast of consolidated business results for the fiscal year ending June 2024 (July 1, 2022 through June 30, 2023)

(% change from the previous corresponding period)

	Revenue		Business profit		Operating profit		Profit before tax		Profit attributable to owners of parent		Basic earnings per share
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen	%	Yen
Second Quarter (total)	86,500	7.7	7,100	2.1	7,100	△7.1	7,100	△6.7	4,900	△6.9	56.62
Full year	178,000	10.1	14,300	19.0	14,300	12.1	14,300	9.1	10,000	4.8	115.54

Note: 1. Revisions to the forecast of financial results most recently announced: None

2. Business profit is the Company's own profit indicator which is "gross profit" minus "selling, general and administrative expenses" and which excludes the impact of extraordinary items (Employment adjustment subsidy, Impairment loss, etc.) recorded under "Other income" and "Other expenses."

* **Notes**

- (1) Changes in significant subsidiaries during the period (changes in specified subsidiaries resulting in the change in scope of consolidation): None
- (2) Changes in accounting policies and changes in accounting estimates
- (i) Changes in accounting policies required by IFRS: None
 - (ii) Changes in accounting policies due to other reasons: None
 - (iii) Changes in accounting estimates: None

(3) Number of issued shares (ordinary shares)

(i) Total number of issued shares at the end of the period (including treasury shares)

As of September 30, 2023	91,578,498 shares
As of June 30, 2023	91,575,411 shares

(ii) Number of treasury shares at the end of the period

As of September 30, 2023	4,999,018 shares
As of June 30, 2023	5,024,481 shares

(iii) Average number of shares outstanding during the period (cumulative from the beginning of the fiscal year)

Three months ended September 30, 2023	86,561,524 shares
Three months ended September 30, 2022	88,380,444 shares

* Quarterly financial results reports are exempt from quarterly review conducted by certified public accountants or an audit corporation.

* Proper use of earnings forecasts, and other special matters

The forward-looking statements regarding future performance in this material are based on information currently available to the Company and certain assumptions that the Company deems to be reasonable at the time this report was prepared. Therefore, the Company does not make promises about the achievements. Actual results June differ significantly from the forecasts due to various factors.

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1. Qualitative Information on Quarterly Financial Results for the Period under Review

(1) Summary of Operating Results

Revenue for the first three months of the consolidated fiscal year under review increased 12.8% year on year, to 43,996 million yen. This increase in revenue is largely attributable to growth in the number of employees in the Machinery, Electronics and IT Software Segment and the Construction Segment and high utilization rates overall. On the profit front, gross profit and the ratio of selling, general and administrative expenses to revenue remained constant. However, net income decreased slightly due to higher recruitment costs, a one-off cost resulting from the satisfaction of conditions for exercising share acquisition rights, and the absence of employment adjustment subsidies. As a result, business profit was 3,260 million yen (up 7.9% year on year), operating profit was 3,316 million yen (down 0.6% year on year), and profit attributable to owners of parent was 2,276 million yen (up 7.2% year on year).

*Business profit is the Company's own profit indicator which is "gross profit" minus "selling, general and administrative expenses" and which excludes the impact of extraordinary items (Employment adjustment subsidy, Impairment loss, etc.) recorded under "Other income" and "Other expenses."

A summary of the results of each segment is as follows. The revenue of each segment is revenue from sales to external customers.

From the beginning of the first quarter of this fiscal year, in order to further strengthen management by management, segment profit was adjusted from conventional operating income to equity method investment gains and losses.

[Machinery, Electronics and IT Software Segment] (Temporary staffing, contracting and consigning business for the development, design, operation and maintenance sectors of the IT software, machinery and electronics domain)

During the first three months of the consolidated fiscal year under review, the number of employees grew steadily and the utilization rate was also stable, at around 93% to 94%, due to aggressive investment in recruitment from the previous consolidated fiscal year. Looking at profit, gross profit margin remained unchanged chiefly due to an improvement in hourly rates through a shift towards mid-career professionals. However, profitability declined because of a one-off cost caused by the satisfaction of conditions for exercising share acquisition rights related to this segment and the absence of employment adjustment subsidies the Company received in the previous fiscal year.

As a result, revenue increased 12.9% year on year to 21,461 million yen and segment profit decreased 12.6% year on year, to 1,774 million yen, in the first three months under review.

[Construction Segment] (Temporary staffing business supplying construction managers and CAD operators to the construction industry)

During the first three months of the consolidated fiscal year under review, the number of employees increased thanks to measures to step up recruitment and retain employees initiated in the previous consolidated fiscal year. Contract hourly rates increased, reflecting human resources supply and demand. Profit increased, but profitability declined slightly, reflecting a reduction in selling, general and administrative expense, including recruitment costs, a slightly lower utilization rate, and the absence of employment adjustment subsidies.

As a result, revenue and segment profit increased 10.3% and 5.1% year on year, to 10,524 million yen and 1,673 million yen, respectively, in the first three months under review.

[Manufacturing Segment] (Contracting, consigning and temporary staffing business for the manufacturing processes, etc. of clients)

During the first three months of the consolidated fiscal year under review, revenue rose slightly due to an increase in the number of employees and an improvement of billing hourly rates. On the profit front, the gross profit margin decreased mainly due to the decline in working hours. Selling, general and administrative expenses rose due to expenses for organizational expansion to achieve growth in the medium-term, despite decreased recruitment costs.

As a result, revenue increased 2.3% year on year to 2,667 million yen and segment profit decreased 82.3% year on year, to 25 million yen, in the first three months under review.

[Overseas Segment] (Temporary staffing and contracting for engineering and manufacturing sectors and human resource services, such as paid job introduction, outside of Japan)

During the first three months of the consolidated fiscal year under review, inflation passed its peak in the UK, but the rate of economic growth remained low. Revenue remained roughly flat in pound sterling terms due to the Company's emphasis on profitability in operations to secure orders, but in yen terms, revenue rose, reflecting exchange rates. A temporary strong performance in the highly profitable job introduction business ended, but profitability fell only slightly due to the policy to emphasize profitability.

As a result, revenue and segment profit increased 19.0% and 6.0% year on year, to 8,988 million yen and 217 million yen, respectively, in the first three months under review.

[Others]

As domains not included in the reportable segments, SAMURAI, Inc., 及び株式会社 SAMURAI Career が provides an online programming learning service and job introduction service, whilst Open Up With Inc., a special subsidiary of the Group, employs persons with disabilities to provide various types of services within the Group.

During the first three months of the consolidated fiscal year under review, revenue from the online programming learning service increased. However, the Company made upfront investments to expand the scope of the job introduction service from the graduates of the school to new job seekers, which led to a decrease in profit.

As a result, in the first three months of the consolidated fiscal year under review, revenue, including internal transactions increased 32.7% year on year, to 594 million yen and segment profit decreased 43.8% year on year, to 19 million yen.

(2) Summary of Financial Position

(Assets)

Assets totaled 100,936 million yen at the end of the first three months under review after a decrease of 555 million yen (0.5%) from the end of the previous fiscal year. This change mainly reflected decreases of 1,377 million yen in cash and cash equivalents chiefly due to dividends paid and income taxes paid, 294 million yen in deferred tax assets and 237 million yen in right-of-use assets, partly offset by increases of 973 million yen in trade and other receivables due to an increase in revenue and 407 million yen in other current assets.

(Liabilities)

Liabilities at the end of the first three months under review totaled 36,351 million yen, an decrease of 124 million yen (0.3%) from the end of the previous fiscal year. This change was mainly attributable to decrease in income tax payable of 1,389 million yen, a decrease in trade and other liabilities of 482 million yen, a decrease in non-current liabilities and other financial liabilities of 126 million yen, a decrease in current liabilities of 83 million yen, a decrease in non-current liabilities of 20 million yen, an increase in other current liabilities of 1,361 million yen, and an increase in other financial liabilities of 708 million yen.

(Equity)

Equity at the end of the first three months under review totaled 64,585 million yen, a decrease of 430 million yen (0.7%) from the end of the previous fiscal year. This change was largely attributable to the recording of profit attributable to owners of parent of 2,276 million yen and a decrease of 489 million yen in retained earnings due to dividends paid of 2,864 million yen.

(3) Summary of Cash Flows

At the end of the first three months under review, cash and cash equivalents (“Cash”) decreased 1,377 million yen from the end of the previous fiscal year to 14,700 million yen. The primary factors are as follows.

(Cash flows from operating activities)

Net cash provided by operating activities was 2,546 million yen (compared with net cash provided of 2,270 million yen in the same period of the previous year). This was primarily because an inflow of 3,318 million yen due to the recording of profit before income taxes and other inflows from operating activities of 750 million yen exceeded outflows, a increase in accrued personnel expenses of 708 million yen and 505 million yen in depreciation and amortization, which exceeded the increase in corporate income tax payments of 2,164 million yen and an increase in trade and other receivables of 756 million yen.

(Cash flow from investing activities)

Net cash provided by investment activities was 96 million yen (compared with net cash provided of 92 million yen in the same period of the previous year). The major outflows of cash were the purchase of property, plant and equipment of 126 million yen and proceeds from the sale of investment securities of 204 million yen.

(Cash flow from financing activities)

Net cash used in financing activities was 4,015 million yen (compared with net cash used of 2,092 million yen in the same period of the previous year). This is primarily attributable to dividends paid of 2,862 million yen and repayments of lease liabilities of 1,047 million yen.

(4) Summary of Information on Future Forecasts, including the Forecast of Consolidated Results

The Company has made no change to the consolidated business forecasts announced on August 10, 2023.

2. Condensed Quarterly Consolidated Financial Statements and Notes on Important Matters

Condensed Quarterly Consolidated Statement of Financial Position

(Millions of yen)

	Previous fiscal year (June 30, 2023)	Current First Quarter (September 30, 2023)
Assets		
Current assets		
Cash and cash equivalents	16,077	14,700
Trade and other receivables	22,354	23,327
Other financial assets	1,218	1,363
Other current assets	3,688	4,096
Total current assets	43,338	43,488
Non-current assets		
Property, plant and equipment	1,687	1,746
Right-of-use assets	2,857	2,619
Goodwill	45,253	45,253
Intangible assets	1,418	1,370
Investments accounted for using equity method	752	785
Other financial assets	2,606	2,391
Deferred tax assets	2,986	2,691
Other non-current assets	589	589
Total non-current assets	58,152	57,448
Total assets	101,491	100,936

(Millions of yen)

	Previous fiscal year (June 30, 2023)	Current First Quarter (September 30, 2023)
Liabilities and equities		
Liabilities		
Current liabilities		
Trade and other payables	2,448	1,966
Bonds and borrowings	1,415	1,331
Income taxes payable	2,282	893
Other financial liabilities	4,877	5,585
Provisions	18	1
Other current liabilities	20,554	21,915
Total current liabilities	31,596	31,694
Non-current liabilities		
Bonds and borrowings	120	99
Other financial liabilities	2,708	2,581
Deferred tax liabilities	1	1
Provisions	475	478
Other non-current liabilities	1,573	1,495
Total non-current liabilities	4,878	4,656
Total liabilities	36,475	36,351
Equity		
Share capital	4,695	4,697
Capital surplus	82,570	82,574
Retained earnings	-13,967	-14,457
Treasury shares	-8,269	-8,233
Other components of equity	-72	-62
Total equity attributable to owners of parent	64,956	64,519
Non-controlling interests	59	66
Total equity	65,016	64,585
Total liabilities and equity	101,491	100,936

(2) Condensed Quarterly Consolidated Statements of Profit or Loss and Comprehensive Income
(Condensed quarterly consolidated statement of profit or loss)

(Millions of yen)

	Previous First Quarter (July 1, 2022 - September 30, 2022)	Current First Quarter (July 1, 2023 - September 30, 2023)
Revenue	38,993	43,996
Cost of sales	29,750	33,829
Gross profit	9,243	10,167
Selling, general and administrative expense	6,221	6,906
Other revenue	336	65
Other expense	19	10
Operating profit	3,337	3,316
Share of profit of entities accounted for using equity method	32	36
Financial revenue	12	14
Financial expenses	62	49
Profit before tax	3,320	3,318
Income tax expense	1,187	1,028
Profit	2,133	2,289
Profit attributable to		
Owners of parent	2,122	2,276
Non-controlling interests	10	13
Profit	2,133	2,289
Profit per share		
Basic profit per share (Yen)	24.02	26.30
Diluted profit per share (Yen)	23.93	26.23

(Condensed quarterly consolidated statement of comprehensive income)

(Millions of yen)

	Previous First Quarter (July 1, 2022 - September 30, 2022)	Current First Quarter (July 1, 2023 - September 30, 2023)
Profit	2,133	2,289
Other comprehensive income		
Balances related to items that will not be reclassified to profit or loss		
Financial assets at fair value through other comprehensive income	20	-18
Remeasurements of defined benefit plans	0	1
Total items that will not be reclassified to profit or loss	20	-17
Items that may be reclassified to profit or loss		
Exchange differences on translation of foreign operations	-3	-3
Share of other comprehensive income of investments accounted for using equity method	21	-4
Total items that may be reclassified to profit or loss	17	-7
Total other comprehensive income, net of tax	38	-25
Comprehensive income	2,171	2,264
Comprehensive income attributable to		
Owners of parent	2,162	2,251
Non-controlling interests	8	12
Comprehensive income	2,171	2,264

(3) Condensed quarterly statement of changes in equity

Previous First Quarter (July 1, 2022-September 30, 2022)

(Millions of yen)

	Equity attributable to owners of parent					
	Share capital	Capital surplus	Retained earnings	Treasury shares	Other components of equity	
					Share acquisition rights	Exchange differences on translation of foreign operations
Balance as of July 1, 2022	4,561	82,394	-19,933	-4,306	213	596
Profit			2,122			
Other comprehensive income						19
Total comprehensive income	-	-	2,122	-	-	19
Issuance of new shares	2	2			-0	
Dividends of surplus			-2,481			
Purchase of treasury shares		-		-9		
Disposal of treasury shares		0		0		
Change in scope of consolidation			-			
Share-based payment transactions		22			28	
Forfeiture of share acquisition		0			-0	
Others		-	2			
Total transactions with owners	2	25	-2,478	-9	26	-
Total changes	2	25	-355	-9	26	19
Balance as of September 30, 2022	4,563	82,420	-20,289	-4,316	240	615

	Equity attributable to owners of parent					
	Other components of equity			Total	Non-controlling interests	Total
	Financial assets at fair value through other comprehensive income	Remeasurements of defined benefit plans	Total			
Balance as of July 1, 2022	-215	-	594	63,309	35	63,345
Profit				2,122	10	2,133
Other comprehensive income	20	0	40	40	-1	38
Total comprehensive income	20	0	40	2,162	8	2,171
Issuance of new shares			-0	4		4
Dividends of surplus			-	-2,481	-	-2,481
Purchase of treasury shares			-	-9		-9
Disposal of treasury shares			-	0		0
Change in scope of consolidation			-	-	0	0
Share-based payment transactions			28	50		50
Forfeiture of share acquisition			-0	-		-
Transfer of other components of capital to retained earnings	-2	-0	-2	-		-
Total transactions with owners	-2	-0	23	-2,436	0	-2,435
Total changes	17	-	63	-273	9	-263
Balance as of September 30, 2022	-197	-	657	63,035	45	63,081

	Equity attributable to owners of parent					
	Share capital	Capital surplus	Retained earnings	Treasury shares	Other components of equity	
					Share acquisition rights	Exchange differences on translation of foreign operations
Balance as of July 1, 2023	4,695	82,570	-13,967	-8,269	67	617
Profit			2,276			
Other comprehensive income						-6
Total comprehensive income	-	-	2,276	-	-	-6
Issuance of new shares	2	2			-0	
Dividends of surplus			-2,864			
Purchase of treasury shares		-0		-1		
Disposal of treasury shares		-		37		
Share-based payment transactions		1			134	
Forfeiture of share acquisition		0			-0	
Others		-	98			
Total transactions with owners	2	4	-2,765	35	133	-
Total changes	2	4	-489	35	133	-6
Balance as of September 30, 2023	4,697	82,574	-14,457	-8,233	200	610

	Equity attributable to owners of parent					
	Other components of equity			Total	Non-controlling interests	Total
	Financial assets at fair value through other comprehensive income	Remeasurements of defined benefit plans	Total			
Balance as of July 1, 2023	-756	-	-72	64,956	59	65,016
Profit				2,276	13	2,289
Other comprehensive income	-18	1	-24	-24	-0	-25
Total comprehensive income	-18	1	-24	2,251	12	2,264
Issuance of new shares			-0	3		3
Dividends of surplus			-	-2,864	-5	-2,870
Purchase of treasury shares			-	-1		-1
Disposal of treasury shares			-	37		37
Share-based payment transactions			134	136		136
Forfeiture of share acquisition			-0	-		-
Others	-97	-1	-98	-		-
Total transactions with owners	-97	-1	34	-2,689	-5	-2,695
Total changes	-116	-	9	-437	6	-430
Balance as of September 30, 2023	-873	-	-62	64,519	66	64,585

(4) Condensed Quarterly Consolidated Statement of Cash Flows

(Millions of yen)

	Previous First Quarter (July 1, 2022 - September 30, 2022)	Current First Quarter (July 1, 2023 - September 30, 2023)
Cash flows from operating activities		
Profit before tax	3,320	3,318
Depreciation and amortization expense	605	505
Impairment loss (or reversal)	4	2
Interest and dividend income	-12	-14
Interest expenses	26	43
Share of loss (profit) of entities accounted for using equity method	-32	-36
Loss on retirement of non-current assets	2	0
Decrease (increase) in trade and other receivables	-108	-756
Increase (decrease) in trade and other payables	-727	-582
Increase(decrease) in accrued personnel expenses	-486	708
Decrease (increase) in prepaid expenses	-31	112
Decrease (increase) in lease receivables	298	322
Increase (decrease) in accrued consumption taxes	695	363
Other	1,653	750
Subtotal	5,207	4,737
Interest and dividends received	12	16
Interest paid	-13	-42
Income taxes paid	-2,936	-2,164
Cash flows from operating activities	2,270	2,546
Cash flows from investing activities		
Purchase of property, plant and equipment	-81	-126
Purchase of intangible assets	-66	-36
Purchase of investment securities	-4	-0
Proceeds from sales of investment securities	15	204
Other	43	55
Cash flows from investing activities	-92	96
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	1,786	53
Repayments of long-term borrowings	-237	-30
Redemption of bonds	-103	-126
Repayments of lease obligations	-1,043	-1,047
Dividends paid	-2,490	-2,862
Amount of dividends paid to non-controlling interests	-	-5
Purchase of treasury shares	-9	-1
Other	5	3
Cash flows from financing activities	-2,092	-4,015
Effect of exchange rate change on cash and cash equivalents	-27	-5
Net increase (decrease) in cash and cash equivalents	57	-1,377
Cash and cash equivalents at beginning of period	12,404	16,077
Cash and cash equivalents at end of period	12,462	14,700

(5) Notes on Condensed Quarterly Consolidated Financial Statements

(Notes on the Premise of a Going Concern)

Not applicable.

(Segment Information)

(1) Overview of reportable segments

The business segments of the Group are the units for which separate financial information can be obtained among the constituent units of the Group and for which the Board of Directors regularly carries out examinations to determine the allocation of management resources and assess the business performance.

The Group is expanding a full line-up of services including its staffing service and contracting business mainly for the technology and manufacturing fields in Japan and internationally, and the operating segments of the Group, without any integration, are its reportable segments.

Details of each segment are as follows.

Machinery, Electronics and IT Software Segment ... Development and design technician and other worker temporary staffing, contracting and consigning business

Construction Segment ... Construction manager engineer temporary staffing business and CAD operator temporary staffing business for customers in the construction industry

Manufacturing Segment ... Manufacturing site contracting, consigning and temporary staffing business for customers in the manufacturing industry

Overseas Segment ... Temporary staffing, contracting and placement business for the engineering and manufacturing sectors internationally

From the beginning of the first quarter of this fiscal year, in order to further strengthen management by management, segment profit was adjusted from conventional operating income to equity method investment gains and losses.

The segment information for the first three months of the previous fiscal year has been restated to the reportable segments for the first three months of the fiscal year under review.

(2) Information regarding reportable segments

Accounting policies for reportable segments are generally the same as those stated in “Accounting policies in preparing the condensed consolidated financial statements.”

Segment profit as reported in this section is based on operating profit. Also, inter-segment sales and transfers are valued at market prices.

First three months ended September 30, 2022 (July 1, 2022 - September 30, 2022)

(Unit: Million yen)

	Reportable Segments					Other (Note 1)	Total	Adjustment (Note 2)	Consolidated
	Machinery, Electronics and IT Software Segment	Construction Segment	Manufacturing Segment	Overseas Segment	Total				
Revenue									
Revenue from external customers	19,006	9,537	2,607	7,550	38,701	291	38,993	-	38,993
Intersegment revenue	12	0	1	31	45	156	201	-201	-
Total	19,019	9,537	2,608	7,581	38,747	447	39,195	-201	38,993
Segment profit (Note 3 and 4)	2,030	1,591	145	205	3,973	34	4,007	-638	3,369
Finance income									12
Finance costs									62
Profit before tax									3,320

(Note) 1. “Other” is a segment which is not included in the reportable segment and it includes the business of promoting employment of persons with disabilities and the online programming learning service business.

2. The adjustment of -638 million yen for segment profit includes corporate expenses that are not allocated to any reportable segments of 682 million yen and an inter-segment elimination of -44 million yen. Corporate expenses are primarily the Company's operating expenses that are not attributable to specific reportable segments.

3. The total amount of segment profit is in line with the amount obtained by adjusting the equity method investment gain or loss to the operating income in the condensed quarterly consolidated statements of income.

4. Equity-method investment gains and losses included in segment income were recorded in overseas domains of 32 million yen.

Three months ended September 30, 2023 (July 1, 2023 - September 30, 2023)

(Unit: Million yen)

	Reportable Segments					Other (Note 1)	Total	Adjustment (Note 2)	Consolidated
	Machinery, Electronics and IT Software Segment	Construction Segment	Manufacturing Segment	Overseas Segment	Total				
Revenue									
Revenue from external customers	21,461	10,524	2,667	8,988	43,641	355	43,996	-	43,996
Intersegment revenue	11	-	1	45	58	239	297	-297	-
Total	21,473	10,524	2,668	9,034	43,700	594	44,294	-297	43,996
Segment profit (Note 3 and 4)	1,774	1,673	25	217	3,691	19	3,710	-357	3,352
Finance income									14
Finance costs									49
Profit before tax									3,318

(Note) 1. "Other" is a segment which is not included in the reportable segment and it includes the business of promoting employment of persons with disabilities and the online programming learning service and recruitment service business.

2. The adjustment of -357 million yen for segment profit includes corporate expenses that are not allocated to any reportable segments of 860 million yen and an inter-segment elimination of -502 million yen. Corporate expenses are primarily the Company's operating expenses that are not attributable to specific reportable segments.
3. The total amount of segment profit is in line with the amount obtained by adjusting the equity method investment gain or loss to the operating income in the condensed quarterly consolidated statements of income.
4. Equity-method investment gains and losses, which are included in segment income, were recorded in overseas domains of 36 million yen.