



Nareru Group

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Q1 FY2024.10

Financial Results Briefing

Mar. 13, 2024



Nareru Group Inc



TSE Growth



9163



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Q1 FY2024.10

Financial Results

Earnings Summary for Q1 FY2024.10

- Revenue for the current quarter was +24.5% YoY, and profits at each stage increased significantly by more than 20% YoY.

Revenue

JPY4,987MM

(YoY +24.5%)

Operating Profit

JPY744MM

(YoY +31.2%)

Profit

Attributable to Owners of Parent

JPY516MM

(YoY +33.2%)

Earnings and Dividends Forecasts for FY2024.10

- No changes to originally announced earnings forecasts.
- The annual dividend for FY2024.10 is planned to be JPY110 per share (interim dividend JPY50, year-end dividend JPY60)

Revenue

JPY21,830MM

(YoY +21.3%)

Operating Profit

JPY2,770MM

(YoY +12.2%)

Profit

Attributable to Owners of Parent

JPY1,920MM

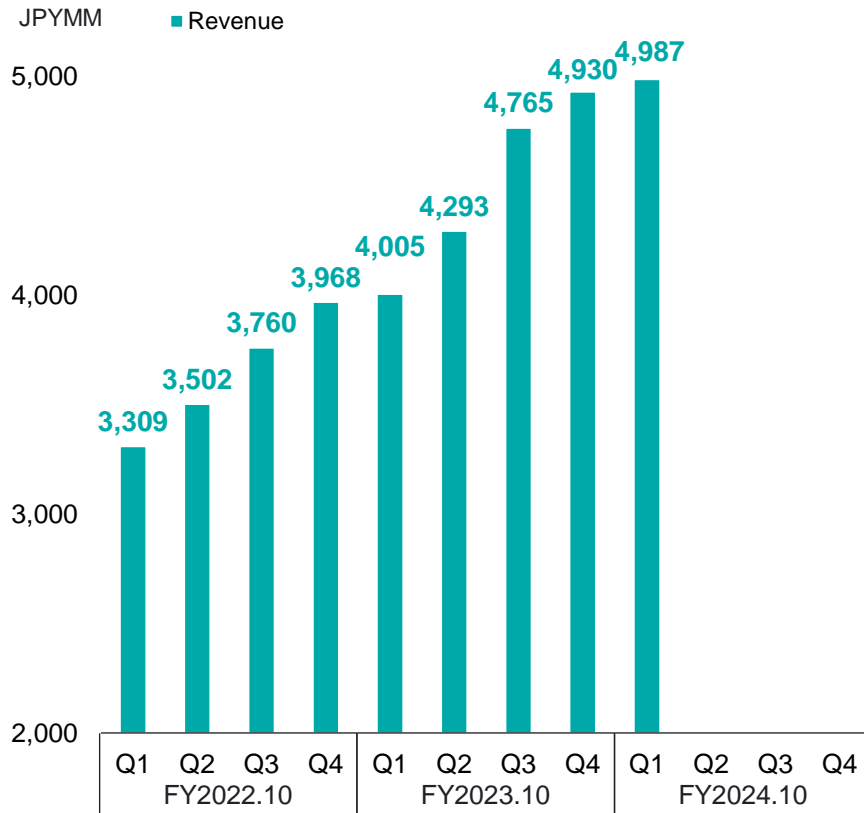
(YoY +10.3%)

- Revenue for the current Q was +24.5% YoY, and profits at each stage increased significantly by more than 20% YoY.
- Revenue progress rate is 49.1% compared to first half forecasts, indicating steady progress.

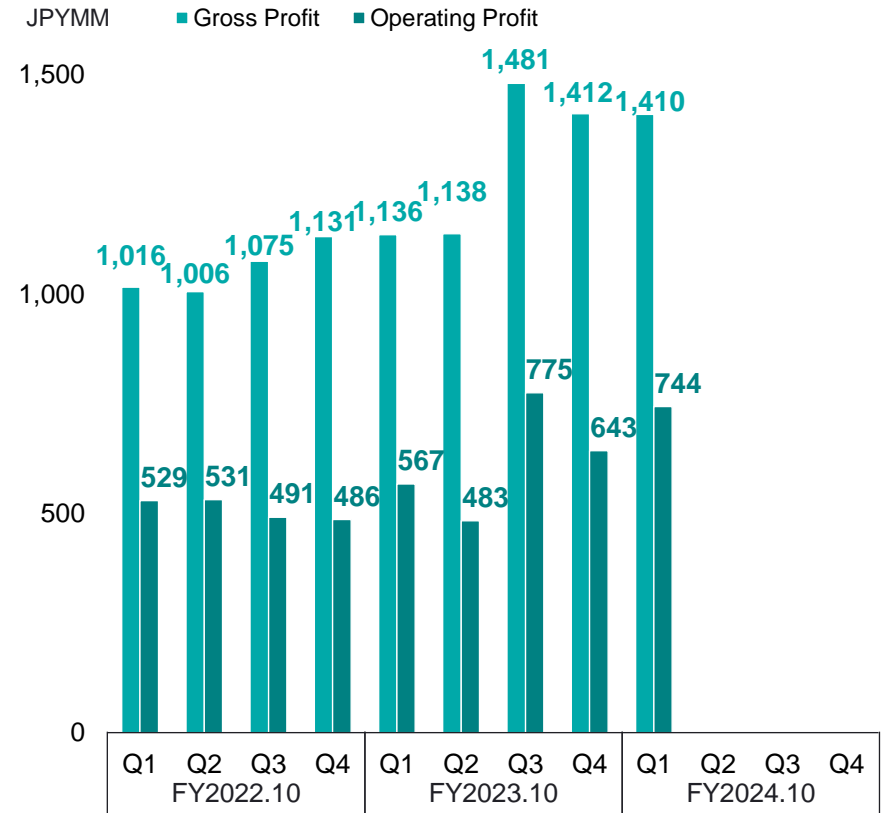
	Q1				H1 Forecasts		Full-year Forecasts	
	FY2023.10	FY2024.10	YoY		FY2024.10	Progress	FY2024.10	Progress
Millions of Yen								
Revenue	4,005	4,987	981	+24.5%	10,160	49.1%	21,830	22.8%
Gross Profit	1,136	1,410	273	+24.1%	2,570	54.9%	5,920	23.8%
Gross Profit Margin	28.4%	28.3%	-0.1pt		25.3%		27.2%	
Operating Profit	567	744	177	+31.2%	1,010	73.7%	2,770	26.9%
Operating Profit Margin	14.2%	14.9%	+0.7pt		9.9%		12.8%	
Profit before Tax	554	732	178	+32.2%	980	74.8%	2,730	26.8%
Profit Attributable to Owners of Parent	387	516	128	+33.2%	690	74.8%	1,920	26.9%

- Quarterly revenue increased only slightly QoQ due to the year-end and New Year holidays.
- Quarterly gross profit remained at the same level as the previous Q due to increased hiring costs, lower utilization rate, etc.
- Quarterly operating profit increased to JPY744MM (JPY+101MM QoQ) due to the elimination of temporary factors from the previous Q, such as performance bonuses.

Quarterly Revenue

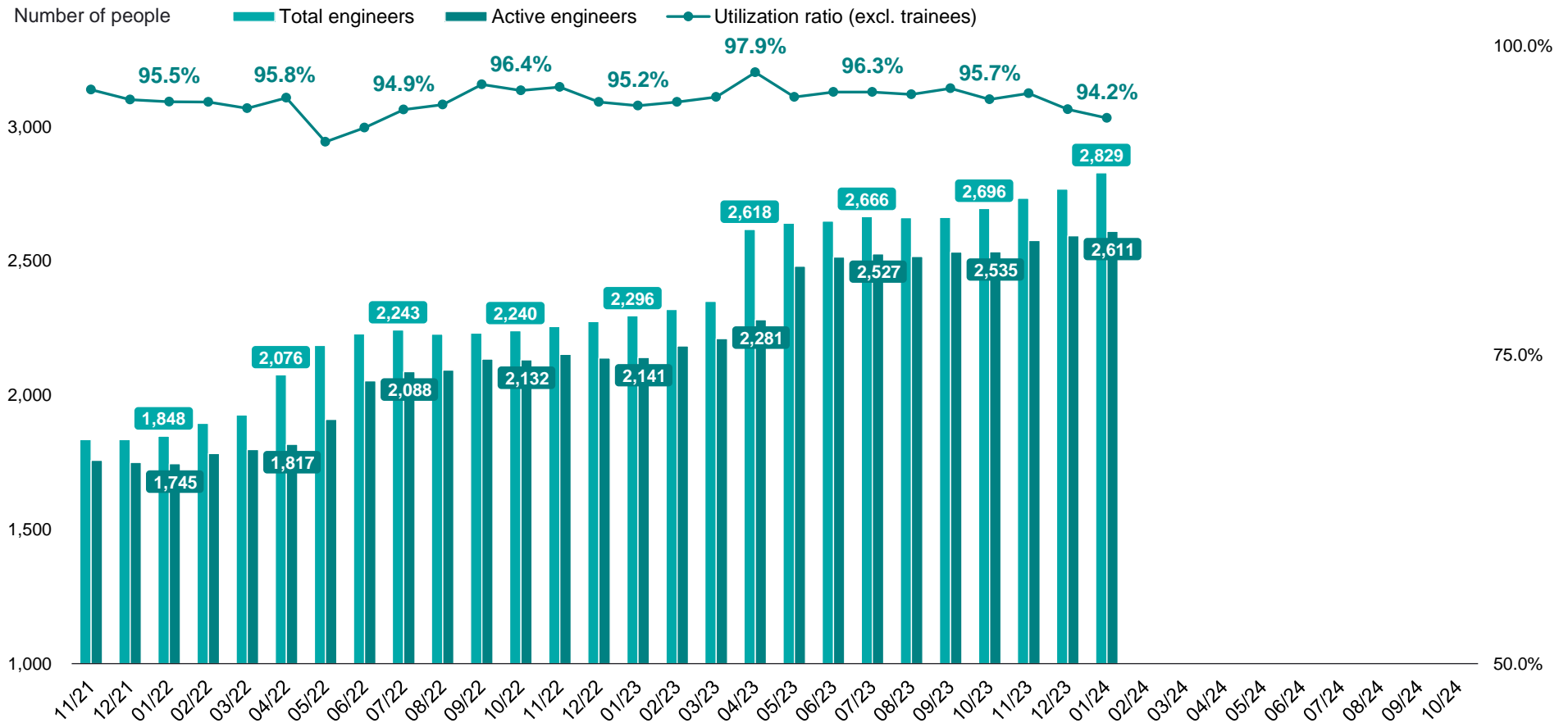


Quarterly GP/OP



- The number of engineers has increased by 133 since Oct. 2023 due to steady recruitment activities.
- Due to an increase in the number of unassigned standby engineers, the operating rate decreased to 94.2%.

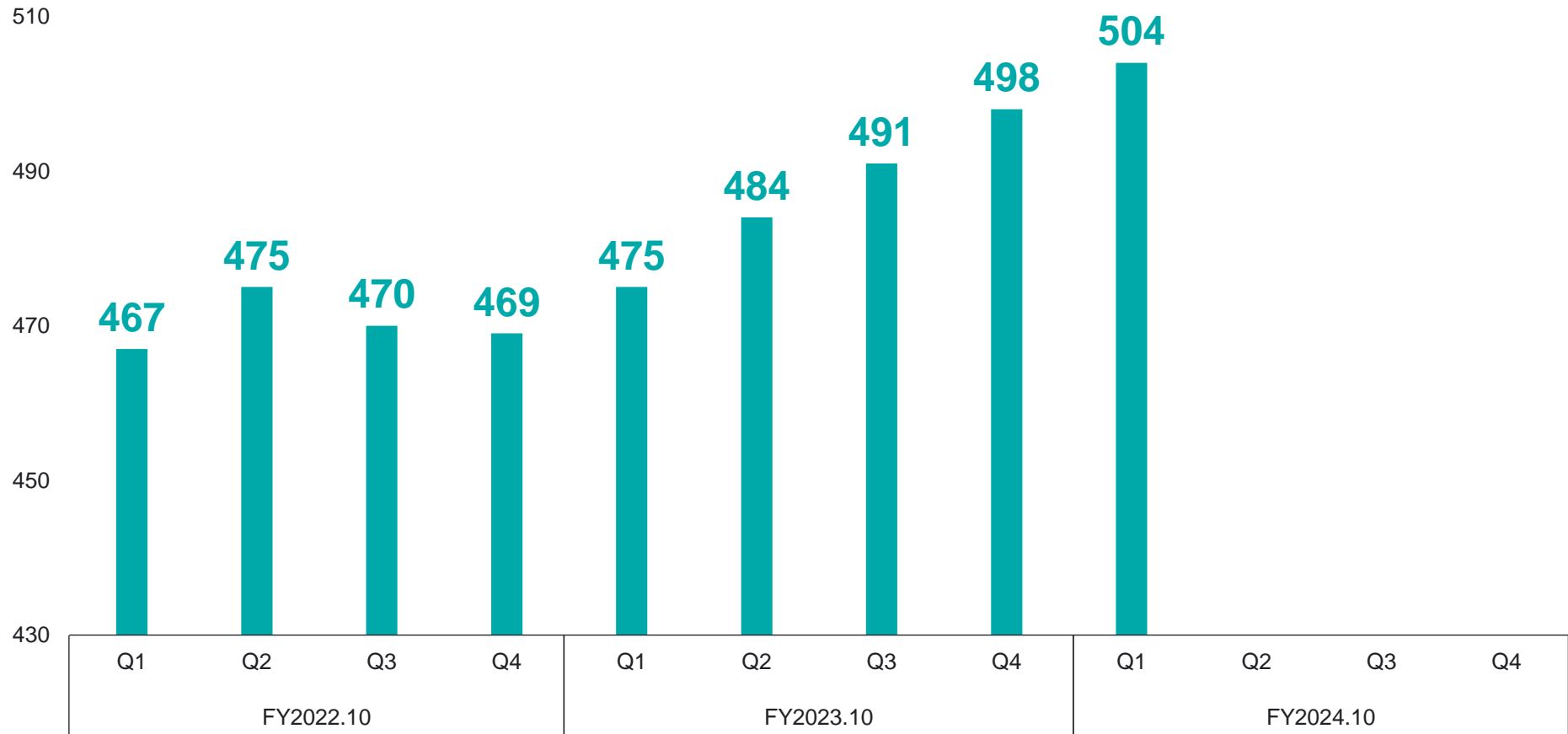
Trends in total engineers, active engineers and utilization ratio



- The contract unit price increased by JPY6,000 QoQ to JPY504,000 due to the shortage of human resources in the construction industry and our sales efforts including price increase negotiations.

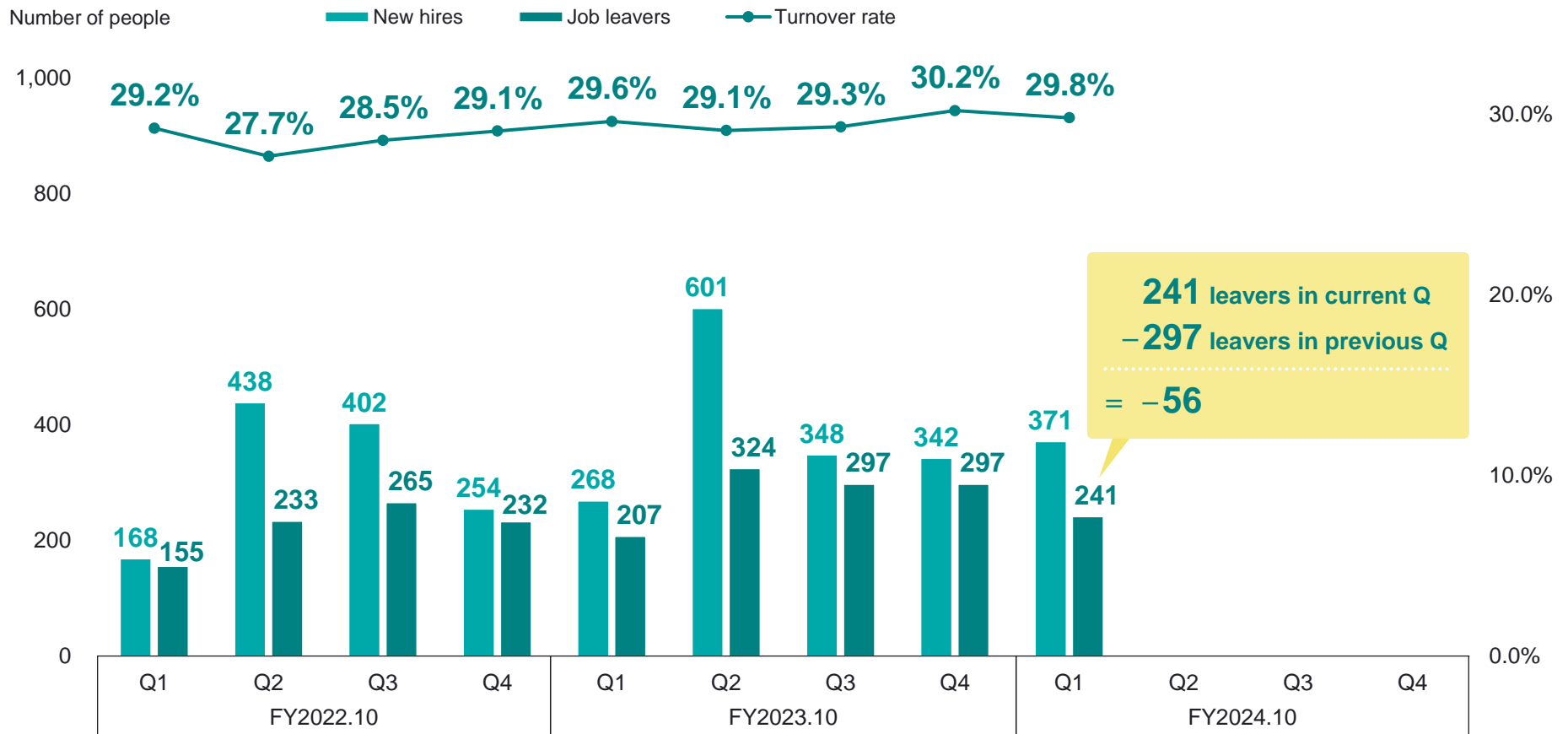
Trends in contract unit price

JPY thousands



- The number of new hires in the current Q increased steadily both YoY and QoQ.
- The turnover rate*¹ has fallen below 30% and has improved to 29.8%. The number of leavers also decreased by 56 QoQ.

Trends by Quarter



(*1) Turnover rate = Job leavers during past 12 months / (Total engineers at the end of the month 12 months prior + New hires during past 12 months)

- In the construction solutions business, revenue increased steadily by 23.9% YoY and operating income increased by 20.3% YoY.
- In the IT solutions business, revenue increased significantly by 29.5% YoY, and the operating profit margin also improved to 6.9% (+2.3 points YoY)

Millions of Yen	Q1 (3 months)			
	FY2023.10	FY2024.10	YoY	
Construction Solution	3,582	4,439	856	+23.9%
IT Solution	423	547	124	+29.5%
Total Revenue*1	4,005	4,987	981	+24.5%
Construction Solution	513	617	104	+20.3%
Profit Margin	14.3%	13.9%	-0.4pt	
IT Solution	19	37	18	+95.3%
Profit Margin	4.6%	6.9%	+2.3pt	
Adjustments	34	88	54	+156.6%
Total Operating Profit	567	744	177	+31.2%

(*1) Internal transactions eliminated

- RE and cash decreased compared to the end of FY2023.10 as the year-end dividend of the previous fiscal year was paid in the current quarter.
- For the current fiscal year, dividends will be split twice a year instead of once a year. Therefore, fluctuations in BS due to dividends are expected to be reduced.

Millions of Yen	As of Oct. 2023	As of Jan. 2024
Cash and Cash Equivalents	4,083	3,100
Trade Receivables	2,766	2,705
Other Current Assets	210	256
Total Current Assets	7,060	6,062
Property, Plant and Equipment	170	166
Right-of-use Assets	357	299
Goodwill	14,074	14,074
Deferred Tax Assets	492	357
Other Non-current Assets	348	345
Total Non-current Assets	15,444	15,243
Total Assets	22,505	21,306

Ratio of Total Equity Attributable to Owners of Parent to Total Assets	54.1%	56.3%
Net Debt ^{*1}	2,529	3,278
Ratio of Goodwill ^{*2}	1.16x	1.17x

Millions of Yen	As of Oct. 2023	As of Jan. 2024
Borrowings	2,714	2,714
Lease liabilities	201	190
Other Current Liabilities	3,371	2,560
Total Current Liabilities	6,287	5,464
Borrowings	3,571	3,392
Lease liabilities	125	81
Other Non-current Liabilities	343	362
Total Non-current Liabilities	4,040	3,837
Share Capital, Capital Surplus, etc.	8,857	8,908
Retained Earnings	3,319	3,096
Total Equity	12,177	12,004
Total Liabilities and Equity	22,505	21,306

(*1) Borrowings (current) + Lease liabilities (current) + Borrowings (noncurrent) + Lease liabilities (non-current) – Cash and cash equivalents

(*2) Goodwill / Total equity

- Operating CF and free CF were negative due to winter bonus payments.
- Due to the payment of dividends, the increase/decrease in cash and cash equivalents was JPY-982MM.

Millions of Yen	1Q FY2023.10	1Q FY2024.10	
Profit before Tax	554	732	
Depreciation	64	65	Incl. depreciation of right-of-use assets (IFRS)
Decrease (Increase) in Trade Receivables	78	61	
Increase (Decrease) in Accrued Expenses	(45)	(78)	
Interest Paid	(12)	(11)	Winter bonus payment
Income Taxes Paid	(418)	(492)	
Other	(185)	(346)	
Cash Flows from Operating Activities	35	(70)	
Purchase of Property, Plant and Equipment	(17)	(3)	
(Purchase) Collection of Other Financial Assets	125	-	Cancellation refund of officer life insurance for FY2023.10
Other	(1)	(5)	
Cash Flows from Investing Activities	106	(9)	
Free Cash Flows	142	(79)	
Repayments of Long-term Borrowings	(178)	(178)	Incl. office rent (IFRS)
Repayments of Lease Liabilities	(45)	(55)	
Proceeds from Issuance of Shares	-	97	Stock option exercise payment
Dividends Paid	-	(767)	
Other	(2)	1	
Cash Flows from Financing Activities	(226)	(903)	
Net Increase (Decrease) in Cash and Cash Equivalents	(84)	(982)	

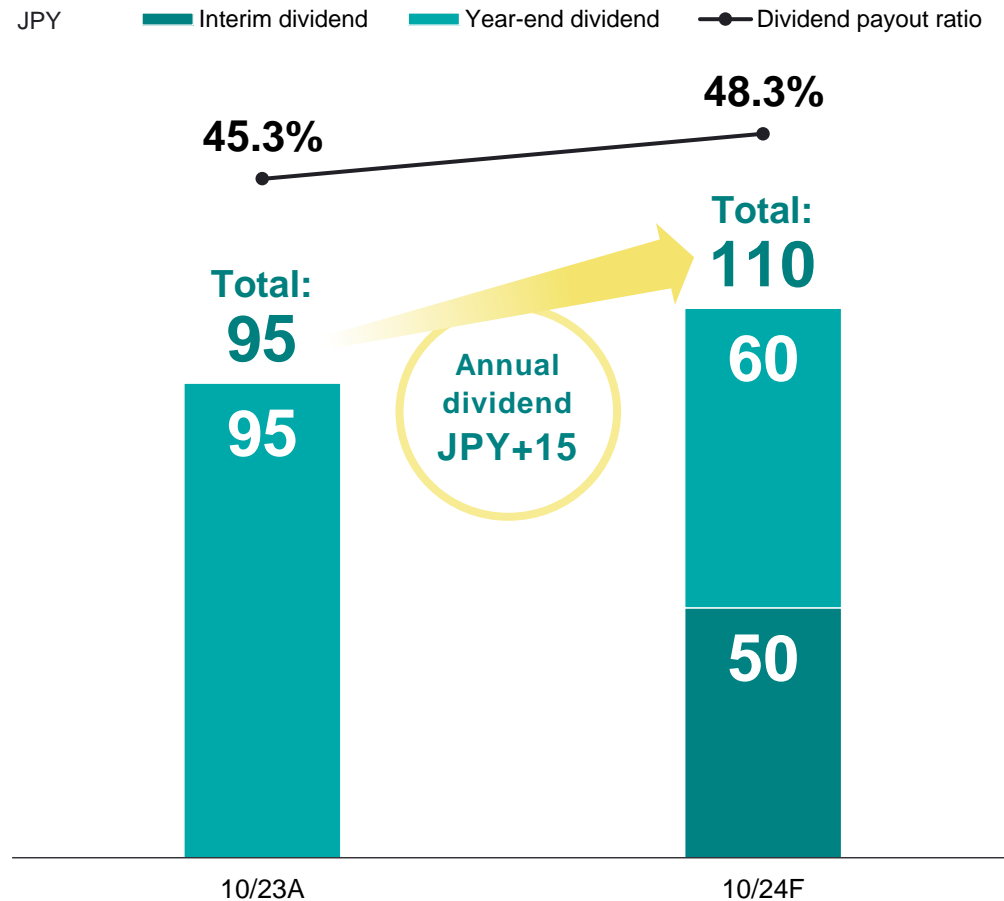
FY2024.10

Earnings Forecasts

- Although progress was good in Q1, we plan to improve the conditions for engineers and invest strategically in recruitment costs in Q2. Therefore, there are no changes to the H1 earnings forecasts.
- Since there are no major changes in the business strategy and business environment for H2 based on the H1 forecasts, the full-year forecasts will remain unchanged.

	First Half			Full Year		
	FY2023.10 Actual	FY2024.10 Forecast	YoY	FY2023.10 Actual	FY2024.10 Forecast	YoY
Millions of Yen						
Revenue	8,299	10,160	1,860 +22.4%	17,994	21,830	3,835 +21.3%
Gross Profit	2,274	2,570	295 +13.0%	5,169	5,920	750 +14.5%
Gross Profit Margin	27.4%	25.3%	(2.1pt)	28.7%	27.1%	(1.6pt)
Operating Profit	1,050	1,010	(40) (3.9%)	2,469	2,770	300 +12.2%
Operating Profit Margin	12.7%	9.9%	(2.8pt)	13.7%	12.7%	(1.0pt)
Profit before Tax	1,024	980	(44) (4.4%)	2,475	2,730	254 +10.3%
Profit Attributable to Owners of Parent	722	690	(32) (4.5%)	1,741	1,920	178 +10.3%
Basic Earnings per Share	JPY87.53	JPY81.89	JPY(5.64) (6.4%)	JPY209.88	JPY227.86	JPY17.98 +8.6%

- Annual dividend for FY2024.10 is planned to be JPY**110** per share, including an interim dividend of JPY**50** and a year-end dividend of JPY**60**. (JPY**+15** YoY)
- Dividend payout ratio based on basic earnings per share (on earnings forecasts basis) is 48.3%.



Appendix 1

Company Profile

Company Name Nareru Group Inc.

Head Office Address 3rd Floor, Kojimachi Mitsuba Building, 3-5 Nibancho, Chiyoda, Tokyo

Representative Ryo Kobayashi

Number of employees
As of the end of October, 2023
3,219 (Consolidated)

History

- November 2008** : Established World Corporation (For engineer dispatch business of construction industry)
- May 2019** : Established AP64 (now Nareru Group) (For pure investment purpose)
- November 2019** : Made World Corporation a subsidiary
- December 2020** : Made ATJC a subsidiary (For entering dispatch business of the IT industry)
- April 2021** : Acquired craftworker recruitment business
- April 2021** : Made the Japan Construction Contractors Association a subsidiary
- May 2021** : AP64 changes name to Nareru Group
- October 2021** : Established CONTRAFT (To provide information to Zenken as an individual brand)
- July 2023** : Listed on the Tokyo Stock Exchange Growth Market

(*1) Perform process control, safety control, quality control, and cost control at construction sites.
 (*2) Create, modify, and adjust drawings using CAD (Computer Aided Design) according to instructions from designers and drafters.
 (*3) Abbreviation for system engineering service. A form of consignment contract regarding the development, maintenance, and operation of software systems
 (*4) Calculated based on J-GAAP for the fiscal year ended October 2020 (LTM), and based on financial figures prepared based on IFRS for the fiscal years ended October 2021 and October 2022.



Established in May, 2019 • Holding company



Established in Nov. 2008
 Number of engineers: 2,601
 (as of the end of May, 2023)

- Dispatch of construction engineers^{*1}
- Dispatch of CAD operators^{*2}
- Preparation of construction drawings

Group overview



Established in Dec. 2007
 Number of engineers: 356
 (as of the end of May, 2023)

- Dispatch of IT engineers/SES^{*3}



Established in Oct. 2021

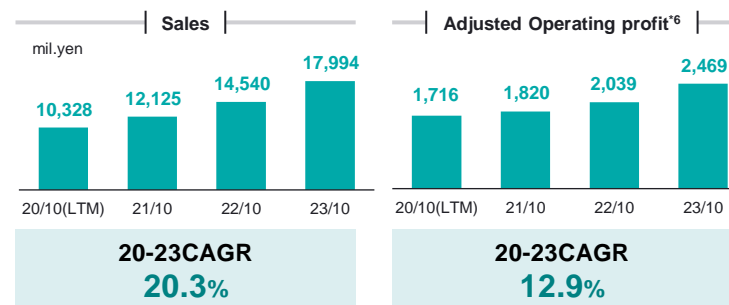
- Operation of a human resources platform for employment placement of craftsman



Established in Jul. 2013

- Employment placement services for craftsman

Performance^{*4,5}



(*5) After our company was established on May 27, 2019, we changed the fiscal year-end from the end of April to the end of October. As a result, the fiscal year ended October 2020 of our company is the six-month period from May 1, 2020 to October 31, 2020. "Fiscal Year Ended October 2020 (LTM)" is an unaudited figure calculated assuming the 12-month period from November 1, 2019 to October 31, 2020 as one consolidated fiscal year. Results differ from those for the six-month period ended October 2020.
 (*6) For the fiscal year ended October 31, 2020 (LTM), adjusted operating income is calculated by adding back goodwill amortization and temporary expenses to operating income for the same period. For the fiscal year ended October 2021, adjusted operating income is calculated by adding back temporary expenses to operating income for the same period. For the fiscal year ended October 2022, operating income for the same period (without adjustment for temporary expenses, etc.). See page 36 for details on adjusted operating income.

Holding Company

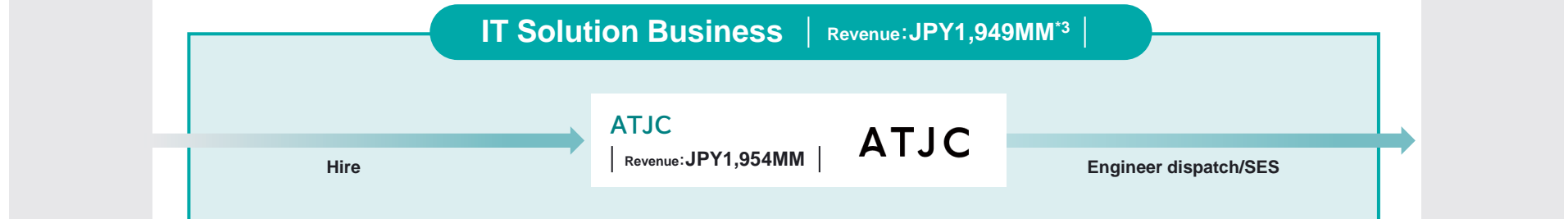
Nareru Group Inc.



Construction Solution Business | Revenue: JPY16,044MM



IT Solution Business | Revenue: JPY1,949MM*3



(*1) Although World Corporation is the only member of Zenken and it owns 100% of the voting rights of the corporation, it is considered an unconsolidated subsidiary because it is financially immaterial.

(*2) Revenue figures are for FY2023.10.

(*3) The revenue of the IT solutions business is external sales after eliminating internal transactions, so it does not match the amount of revenue of ATJC.

Mission

To solve the increasingly severe shortage of skilled professionals*1 and make Japan an **“advanced problem-solving nation”**

Vision

By combining the two technologies of IT and human resource development, we will provide and realize **“business transformation to increase productivity”** and **“development and stable supply of professional human resources”** to compensate for the decline in professional human resources.

Challenges facing the construction industry

Chronic shortage of engineers



- Market is growing
- Number of workers is decreasing

Aging of engineers



- Number of young job seekers is decreasing
- Slow in implementing new technologies

Delay in IT and DX adoption



- Hand written, manual input
- Lack of knowledge on how to use ICT tools

Supply human resources

Business efficiency support

Nareru’s raison d’etre

Provide engineering personnel



Train young engineers



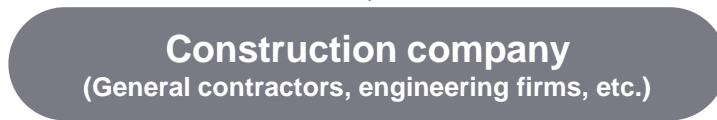
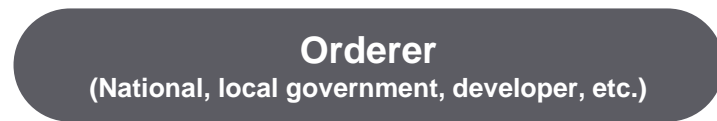
Help increase business efficiency using construction ICT



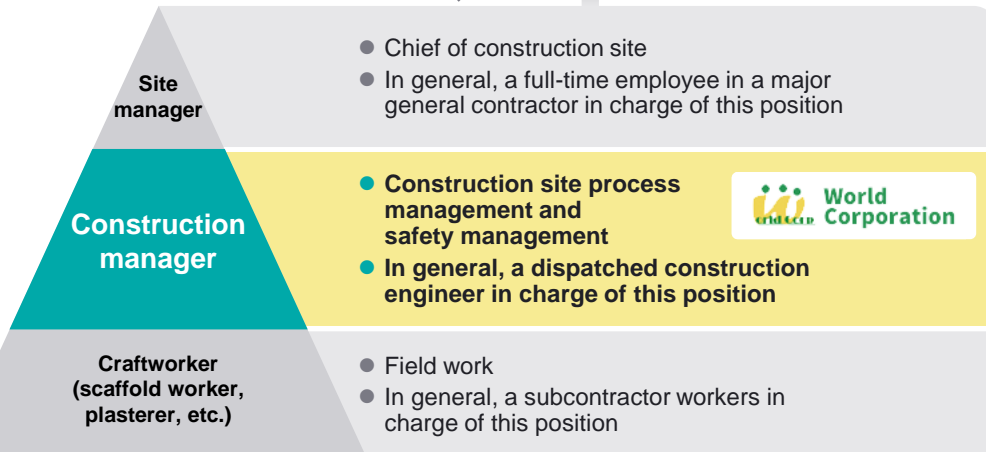
(*1) We define skilled professionals as "human resources who have skills in a specific industrial field and are engaged in specialized work."

- We mainly dispatch construction managers called site supervisors. They play an important role in connecting the client, the construction company, and the on-site workers, the craftsmen.

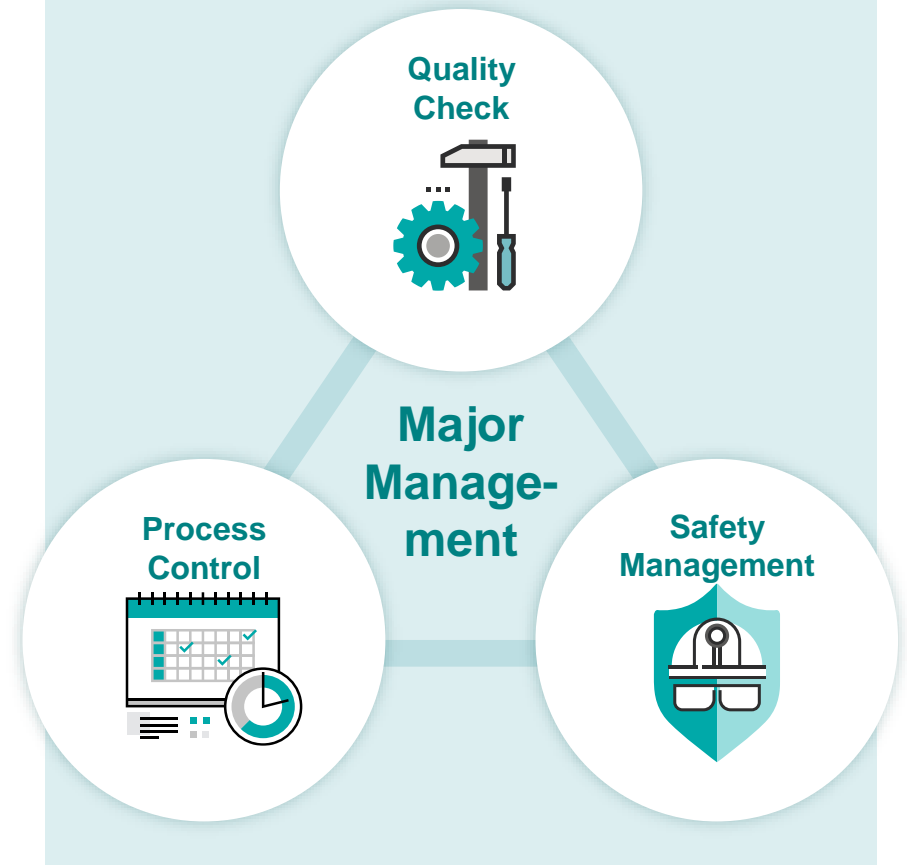
Business model



- Drawing order
- Dispatch request
- Drawing delivery
- Dispatching engineers



Job Description of Construction Manager



- Dispatching engineers to various areas of the construction industry
- Supplying human resources for the increasing number of civil engineering and construction investments in Japan

Main target



Architecture

Projects such as office buildings, high-rise condominiums, commercial facilities, SCs, factories, medical and welfare facilities, earthquake-resistant construction, etc.



Civil engineering

Urban development such as road construction, river construction, sewerage construction, bridges, dams, tunnels, railway construction, etc.



Air conditioning hygiene

Air conditioning and hygiene in high-rise buildings, condominiums, factories, etc. to provide the function as a circulatory system for buildings



Electrical equipment

Electrical installation work for high-rise condominiums, commercial facilities, shopping centers, factories, medical and welfare facilities, etc.

Examples of Dispatching Sites



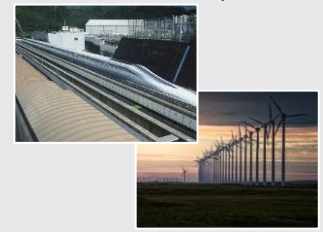
TSMC's Kumamoto Plant



Tokyo Olympics



Urban Development



Maglev and Wind-power generation

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 (2) ©Nararu 2023(CCBY-SA) https://www.nararu.com/wireless/road/2610724
 (3) ©Nararu 2023(CCBY-SA) https://www.nararu.com/wireless/road/2610724
 (4) ©Nararu 2014(CCBY-SA) https://www.nararu.com/wireless/road/2610724



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1

High growth potential of the market for dispatching construction engineers due to labor shortage

Ratio of job openings to job seekers in the construction industry*1

*Architectural, civil, and surveying engineers (part-time and regular positions) in 2022

5.51x

Demand for dispatching construction engineers*2

* in 2022

c. 63,000 people shortage

2

Industry's top class*3 growth rates and profitability backed by our inexperienced worker recruitment strategy

Sales growth rate

*CAGR for years ended Oct. 2021-Oct. 2023

21.8%

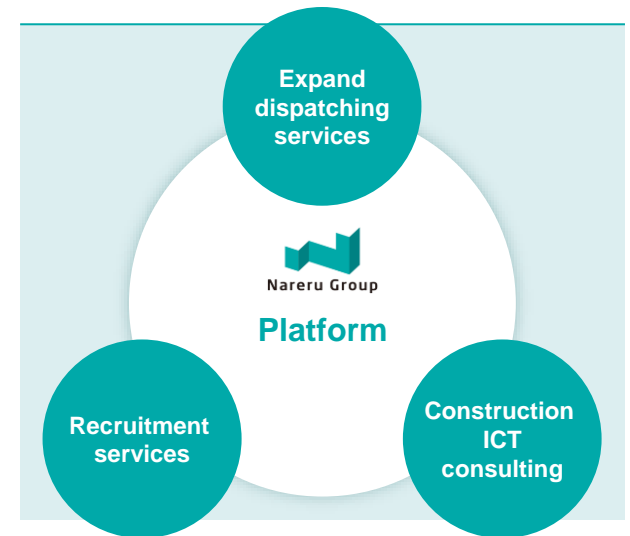
Operating margin

*Year ended October 2023

13.7%

3

High growth potential as a construction human resources platform company



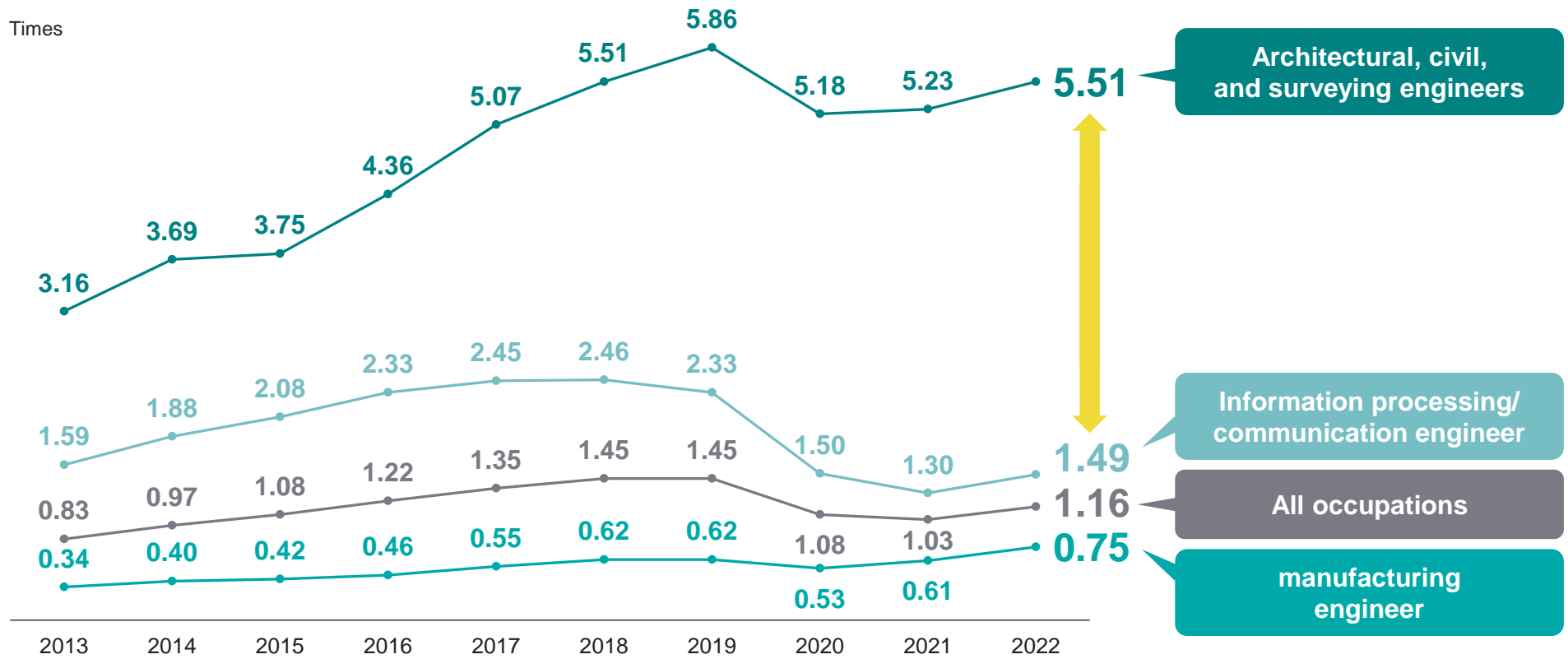
(*1) Ministry of Health, Labor and Welfare "General Employment Placement Status (Employment Security Services Statistics)".

(*2) Created by Nareru Group based on Human Touch Research Institute "2030 forecast for construction engineers", 2023

(*3) Compared with sales growth rates and operation margins of the "Engineer Dispatch Companies". "Engineer Dispatch Companies" mean, amongst 17 companies listed on "the Sales Ranking of engineer Dispatching Industry" by gyokai-search.com, the following companies that meet the conditions of (i) a listed company, (ii) the annual sales of 10 billion yen or more and (iii) sales from the engineers dispatching business account for the majority of its total sales: TechnoPro Holdings, WDB Group, Meitec, Altech Corporation, Open Up Group (former BeNext-Yumeshin), Forum Engineering, and Copro Holdings. See page 15 for comparison of sales growth rate (CAGR in last 3 years) and operating profit margin (most recent fiscal year)

- The labor shortage in the construction industry is becoming more serious than in other industries.

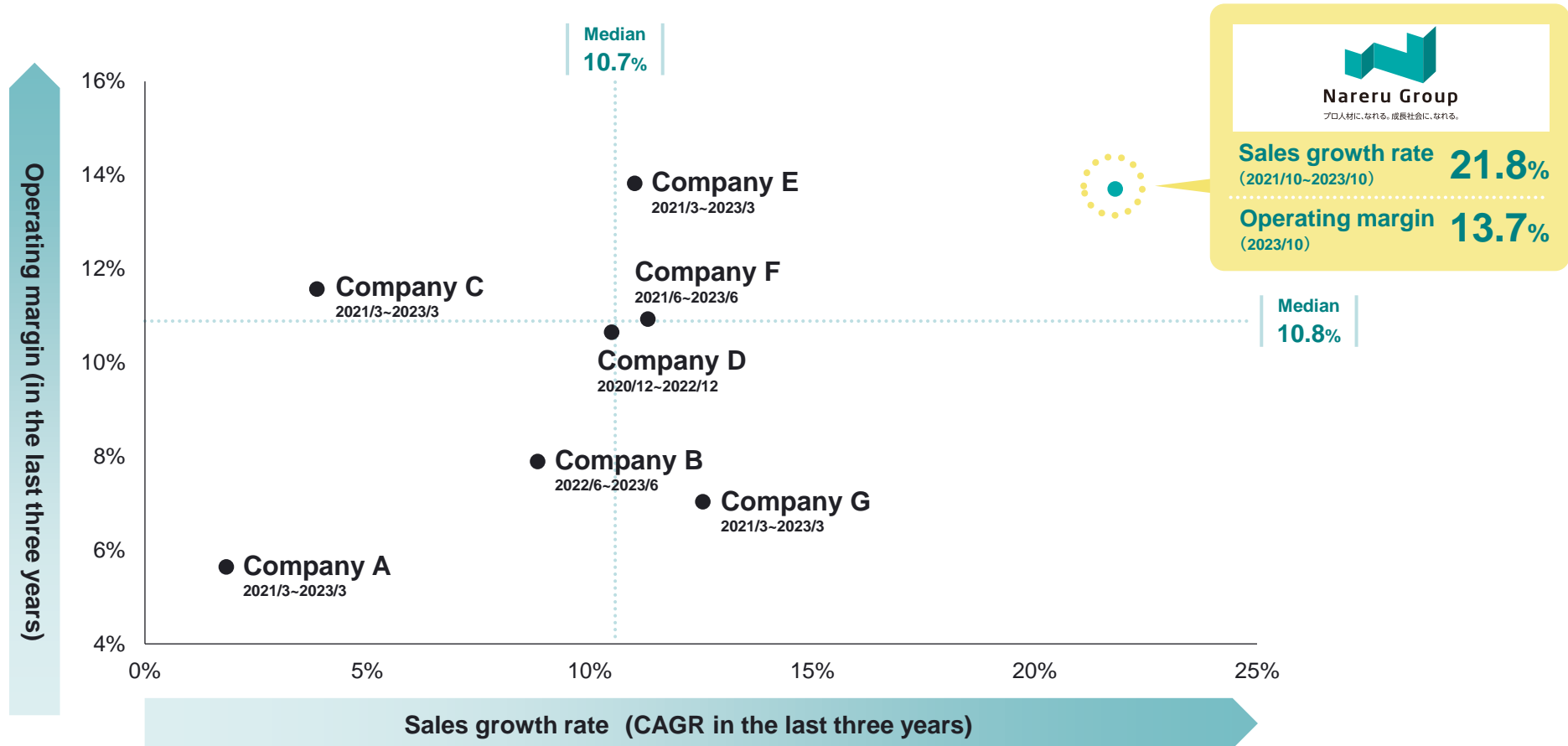
Ratio of job openings to job seekers In the construction industry



Source: Created by Nareru Group based on Ministry of Health, Labor and Welfare "General Employment Placement Status (Employment Security Service Statistics)" Part-time and regular positions

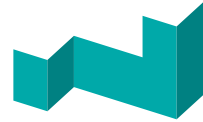
- Nareru Group boasts high growth potential and profitability as an engineer dispatch companies*1

Sales Growth Rate and Operating Profit Margin of Engineer Dispatch Companies



(Source) Created by Nareru Group based on the securities reports of each company

(*1) Compared with sales growth rates and operation margins of the "Engineer Dispatch Companies". "Engineer Dispatch Companies" mean, amongst 17 companies listed on "the Sales Ranking of engineer Dispatching Industry" by gyokai-search.com, the following companies that meet the conditions of (i) a listed company, (ii) the annual sales of 10 billion yen or more and (iii) sales from the engineers dispatching business account for the majority of its total sales



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1

Recruitment

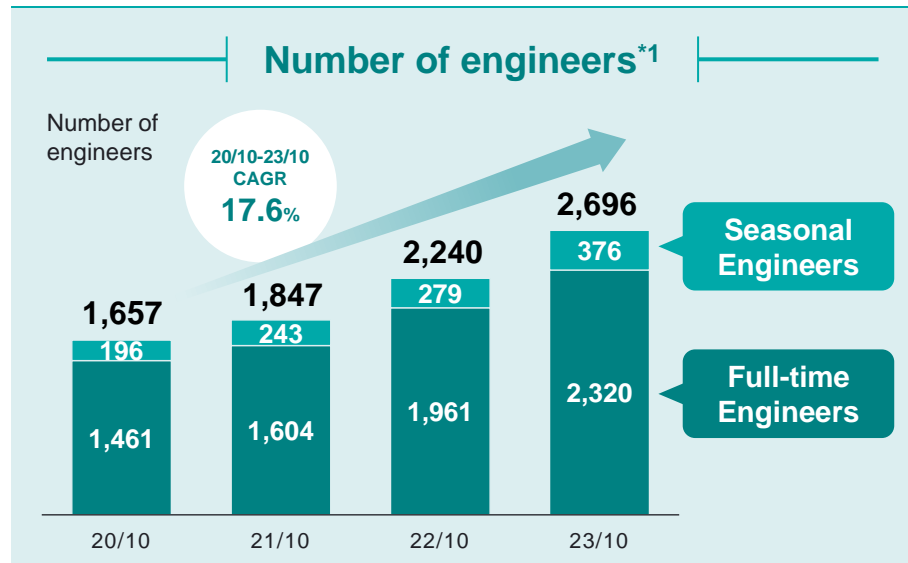
Increase the number of engineers through inexperienced worker recruitment strategy



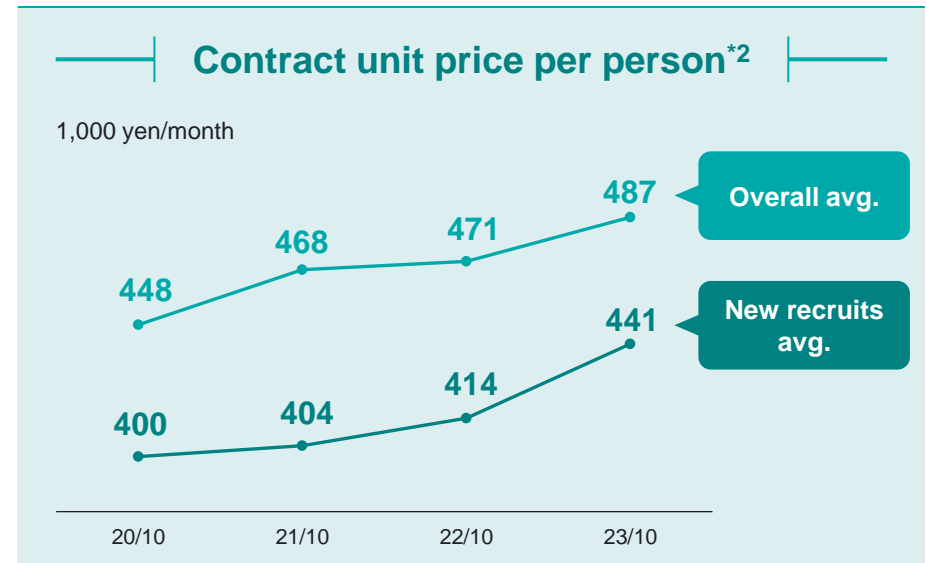
2

Room for improvement in Unit Price

Realized continuous improvement of contract unit price by continuing to supply young engineers who are in high demand



(*1) Number of engineers who were enrolled for one day or more from the beginning of the month to the end of the month
 Figures are non-consolidated figures for World Corporation



(*2) Figures are non-consolidated figures for World Corporation
 The contract unit price per person is the average value of each contract unit price (excluding overtime pay) for all dispatched employees, including experienced and inexperienced employees.

- Specialization in hiring inexperienced people contributes to high growth potential and profitability.

		 プロ人材になれる。成長社会になれる。	 World Corporation	
		Hiring Inexperienced Worker Model		Hiring Experienced Worker Model
Recruitment	Growth Supply Capacity	Extremely high <ul style="list-style-type: none"> Number of active job seekers in all industries: 1.92 million^{*1} 		Lower than hiring inexperienced worker model <ul style="list-style-type: none"> Number of active job seekers in the construction industry: 10 thousand^{*1}
	Moat Recruitment know-how	Difficult <ul style="list-style-type: none"> Dispel the “3K” image of the construction industry and promote the appeal of other companies. Difficult procedure from application to joining Compared to experienced people, recruitment costs can be reduced 		Easy <ul style="list-style-type: none"> Projects are recruited for each site. The process from application to joining the company is easy Recruitment costs are very high due to a shortage of talent across the industry
Education	Growth Room for improvement in Unit Price	Extremely high <ul style="list-style-type: none"> There is a lot of room for technological growth, and the contract unit price tends to increase. Young employees have low base salaries. 		Limited <ul style="list-style-type: none"> High contract unit price, but limited future growth potential The aging of the population is accelerating, and basic salaries are high
	Moat Improve Recruitment/training system	Difficult <ul style="list-style-type: none"> About 100 people are hired every month. Requires time and cost to develop recruitment and education systems 		Easy <ul style="list-style-type: none"> Work experience allows immediate dispatch without advanced training

(*) An image diagram showing Nareru Group's analysis of the generally assumed trends for each category when the hiring policy for dispatched workers is broadly divided into the inexperienced type and the experienced type

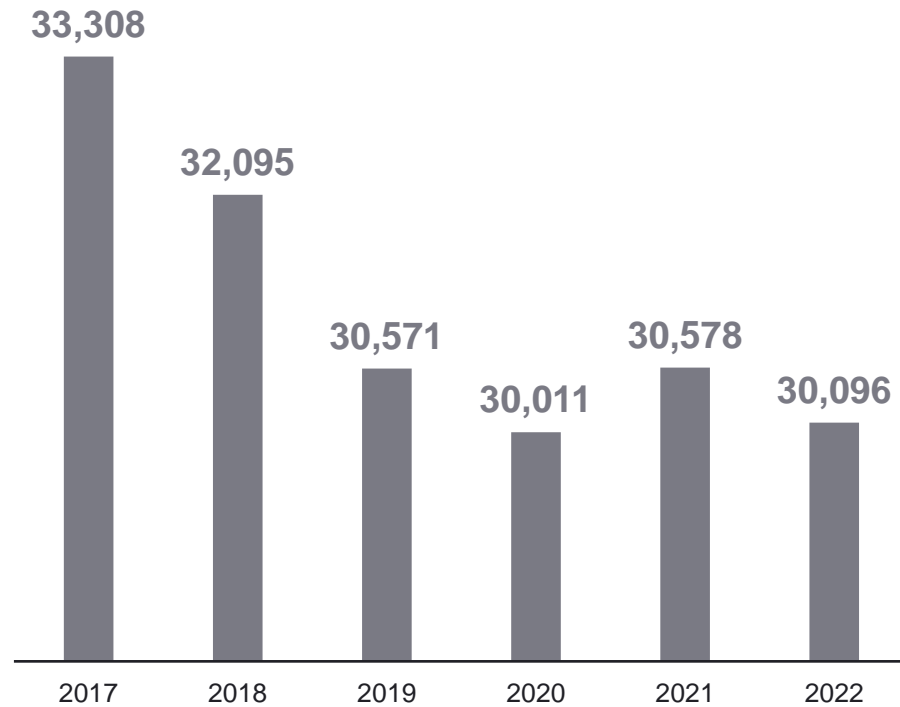
(*1) Number of active job seekers: Ministry of Health, Labor and Welfare “General Employment Placement Status (Employment Security Service Statistics)” figures are the number of part-time and regular positions in 2022. As to the construction industry, architectural, civil, and surveying engineer positions

- Secure human resources stably even in the midst of intensifying recruitment competition

Number of job seekers looking for architectural, civil, and surveying engineer

The number of new job seekers for construction engineers is on a downward trend

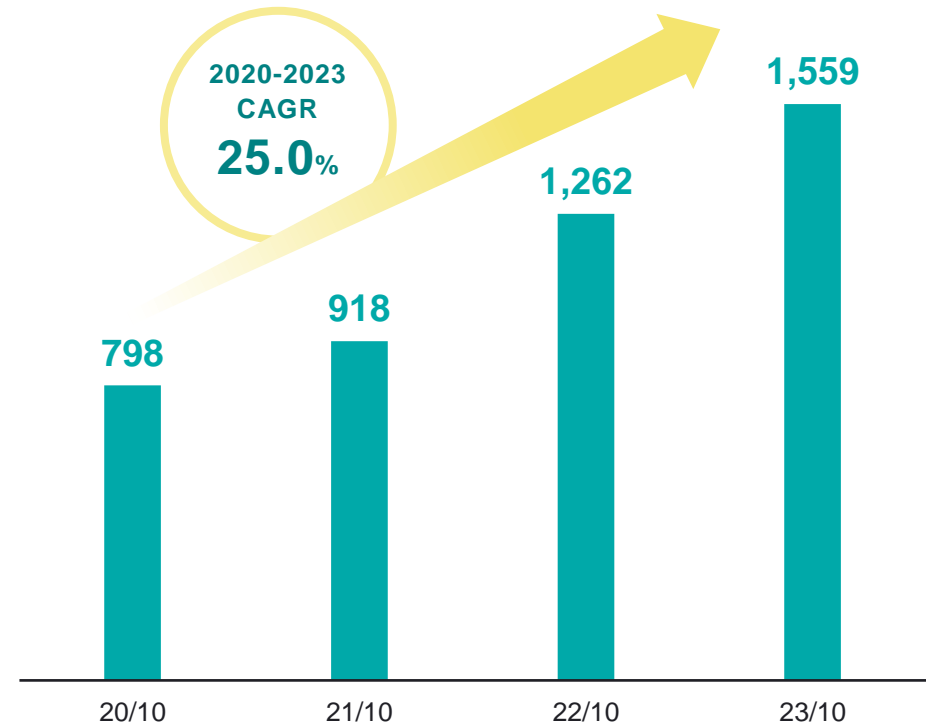
Number of people



Number of recruits by World Corporation*1

Increasing trend due to efficient recruitment system

Number of people



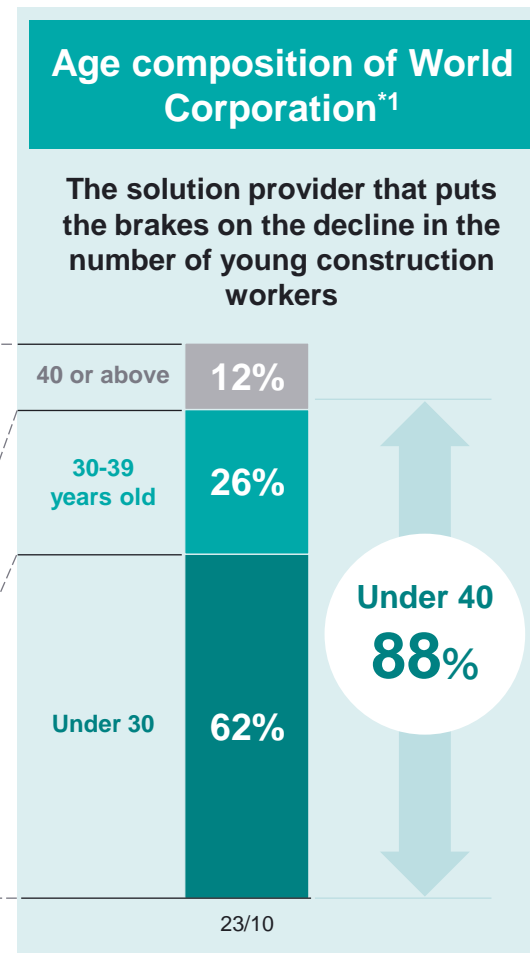
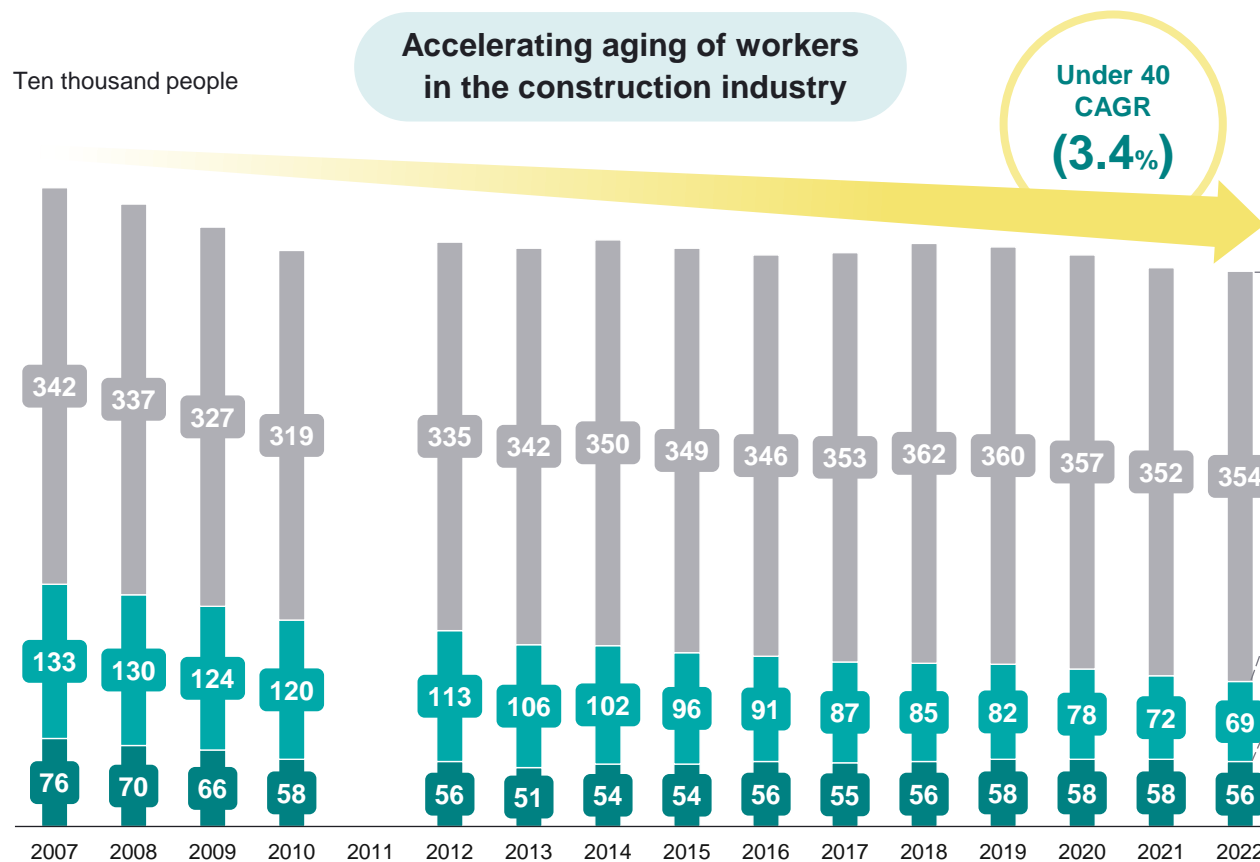
Source: Number of new job seekers: Ministry of Health, Labor and Welfare "General Employment Placement Status (Employment Security Service Statistics)"
Annual total of job seekers looking for part-time or regular positions

(*1) Figures are non-consolidated figures for World Corporation

2 Age Composition Centered On Young Engineers

- It is possible to provide a stable supply of young human resources, which is particularly lacking in the construction industry, and has high price bargaining power

Number of construction workers by age group



(Source) Created by Nareru Group based on Ministry of Internal Affairs and Communications "Labor Force Survey" (2011 was not published due to the impact of the Great East Japan Earthquake)

(*1) Figures are non-consolidated figures for World Corporation, as of the end of Oct. 2023, and engineers under dispatch contract

- By establishing a training method for young engineers, the number of active engineers having two years or more of experience has increased, and the contract unit price has steadily increased over the last three years

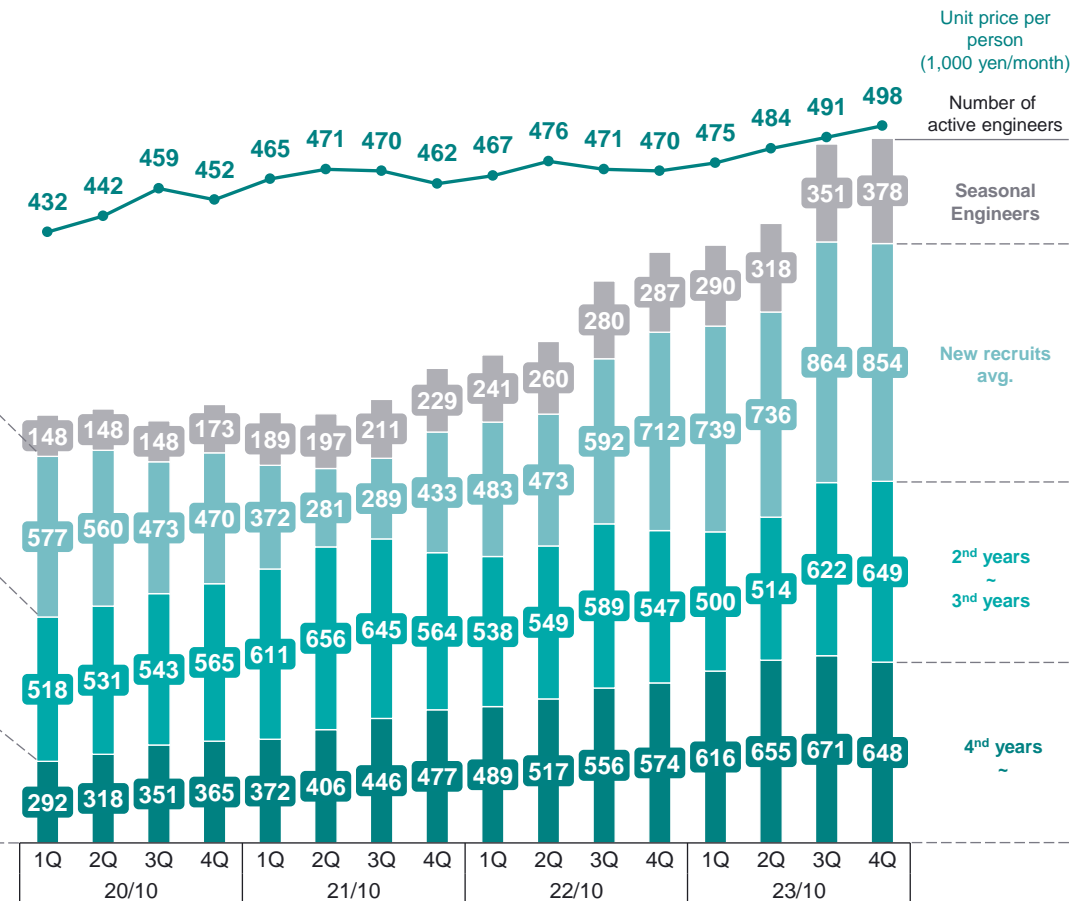
Career plan example for engineers

The number of employees with a year or more on the job is also increasing.

Higher unit prices per person

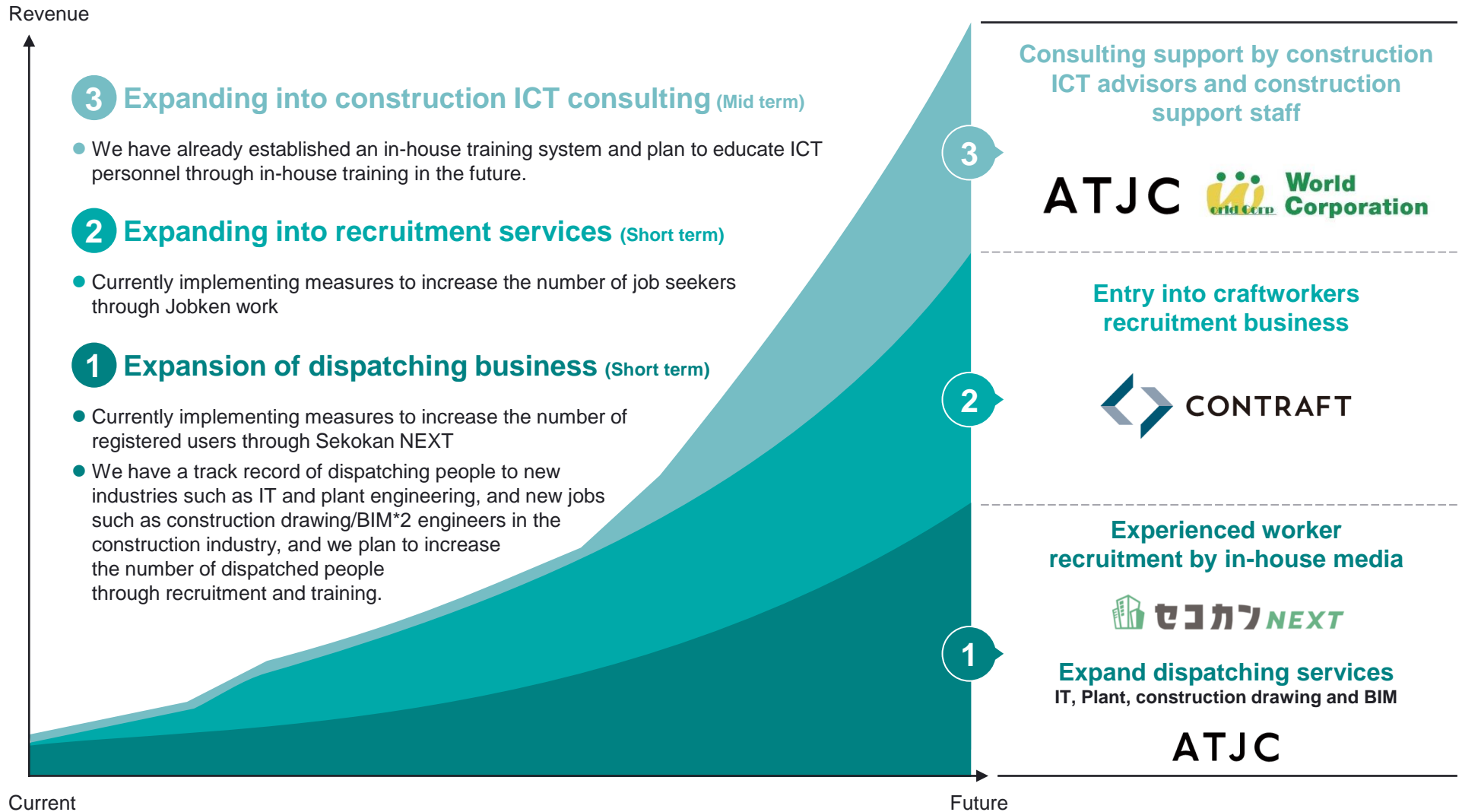
Skill phases	Unit prices
Basic specialized skills training Inexperienced workers Training for those with no experience, covering basic construction industry knowledge and technical terms as well as basic skills for working people	
Basic specialized skills training 2nd to 3rd years Gain basic knowledge about the next project based on the experience of working on the first project	
Practical specialized skills training 4th year and later Work on more complex projects Aim at acquiring qualifications such as first-class architect and operation and management engineer	

Unit prices per person & Active engineers by length of service*1



(*1) Figures are non-consolidated figures for World Corporation

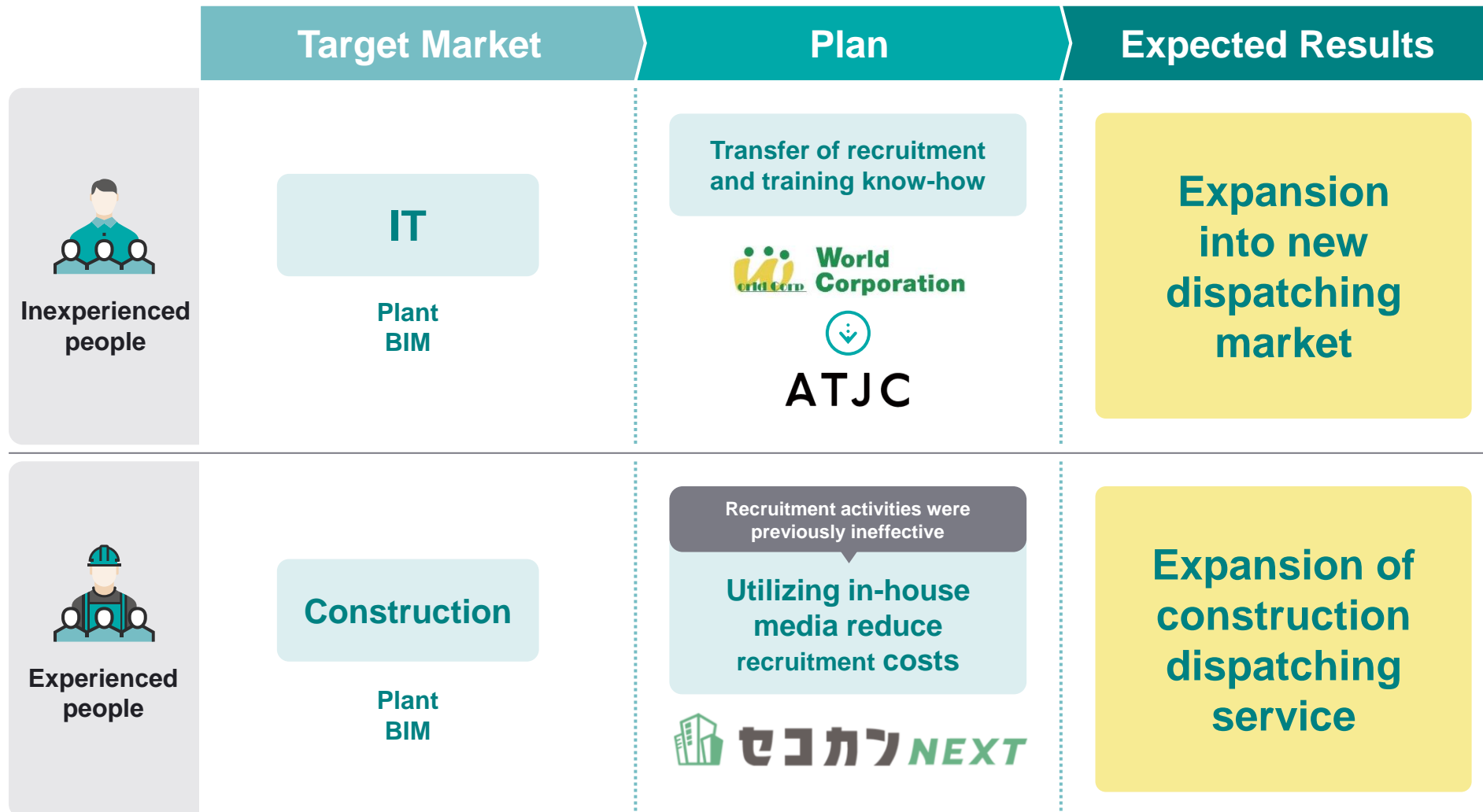
unit price per person is the quarterly average contract unit price (excluding overtime pay) for all dispatched engineers, active engineers are quarterly average



(*1) Image diagram created by Nareru Group

(*2) BIM(Building Information Modeling): A tool that enables the construction process from design to construction to maintenance management using 3D digital models created on computers in the architectural field.

- Expect an increase in the number of engineers by hiring inexperienced and experienced people



(*) Image diagram created by Nareru Group

- ATJC, an IT engineer dispatch company with major IT companies as clients, joined the group in December 2020. Active investment will support the growth of the Nareru Group

IT Solution Business :ATJC

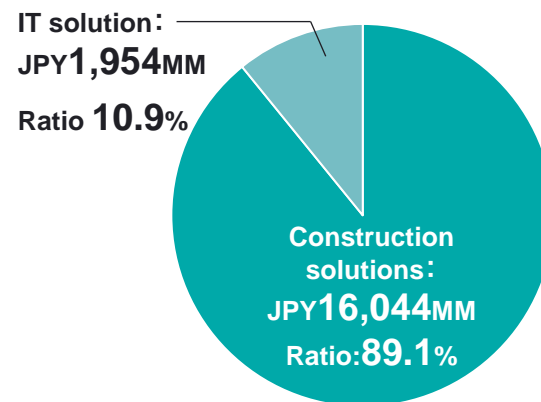
ATJC

Developing engineer outsourcing business for various system development projects such as financial, public, and communication

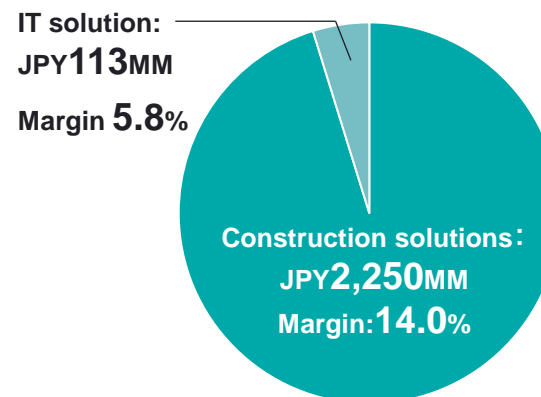
Background of participation in the group

- 2007 ○ **Established**
Growth slows down due to difficulties in recruiting IT engineers
- 2020 ○ **Participated in Nareru Group (stock transfer by founder), expecting growth through partnership with recruitment know-how**

Company-wide sales ratio (before adjustment)*1

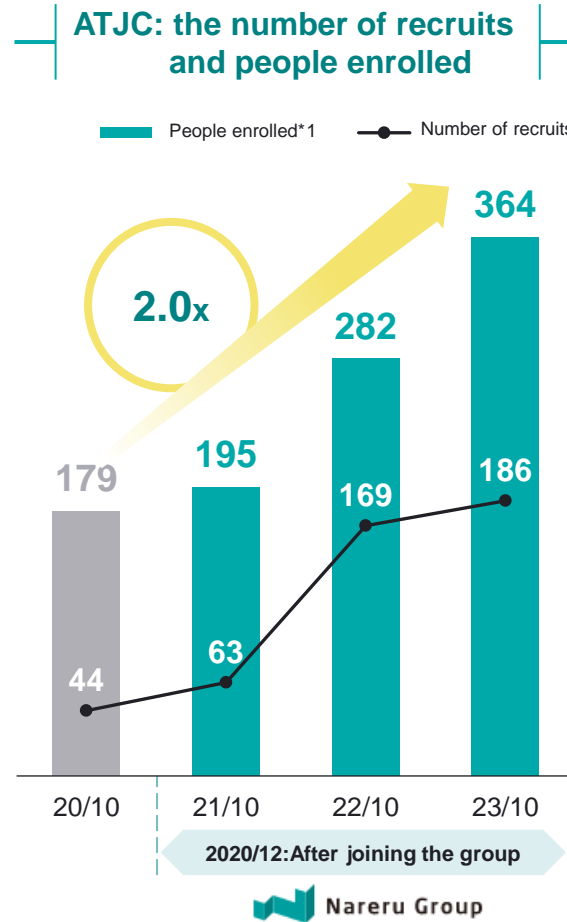
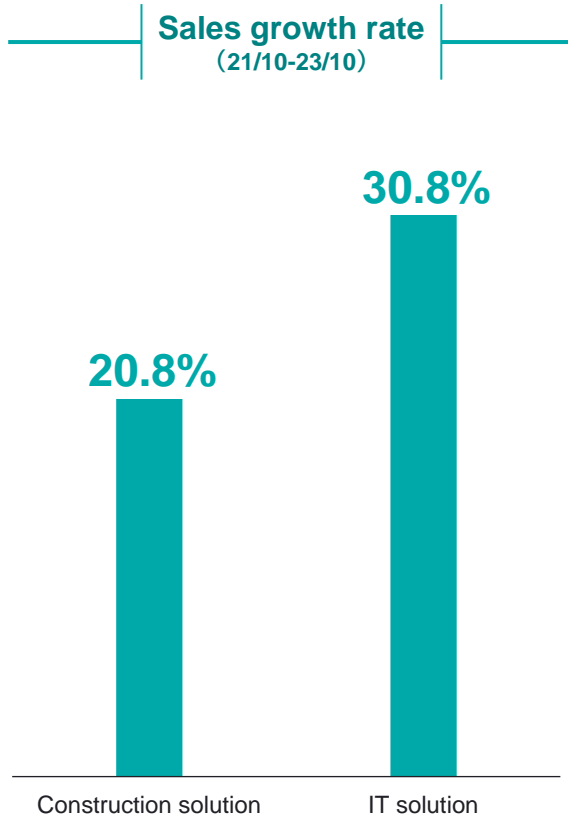


Segment profit*1

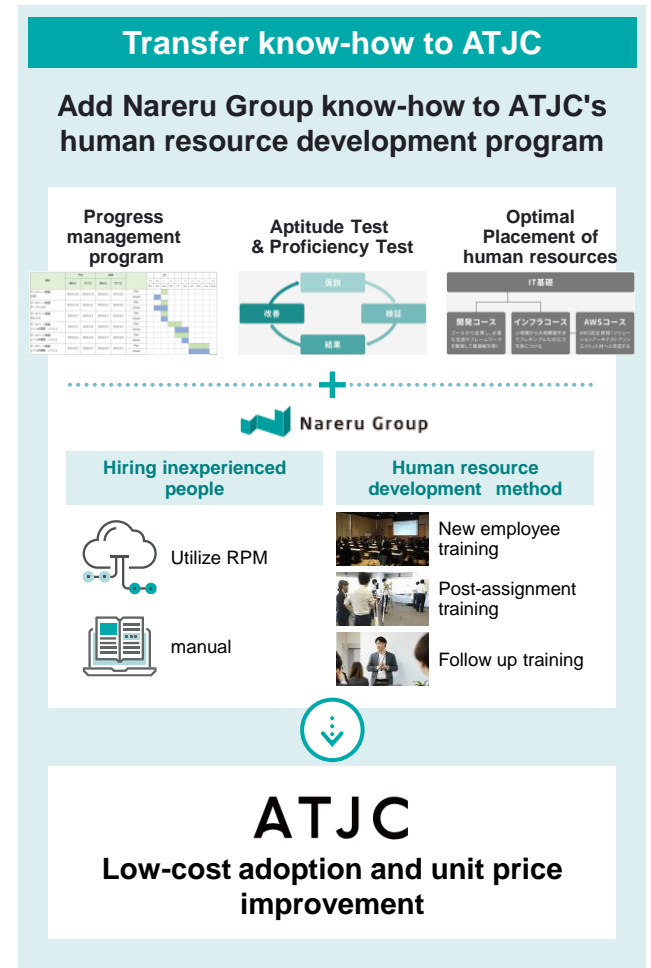


(*1) 2023/10

- Growth exceeding that of construction solutions due to upfront investment in adoption
- Aiming for low-cost hiring and higher unit prices by utilizing know-how in hiring and training inexperienced people



(*1) Number of engineers who have been enrolled for at least 1 day in October each year



- By utilizing in-house media, low-cost hiring of experienced worker recruitment and higher unit prices are expected

Strengths of SEKOKAN Next



Focus on Experienced workers

Low Cost hiring by in-house media

Dispatching experienced workers at a High unit Price

施工管理の転職 セコカンNEXTでは以下の3つを約束します！

- 施工管理経験者なら平均月収60万円、最低月収40万円をお約束！**
これまでの経験を生かして転職アップの方は多数！施工管理職として一定の経験があれば最低月収40万円を約束しています。アランクのある方、キャリアアップ、転職アップしたい方には特に強くお伝えいたします。
- 自宅から通勤1時間半以内の現場紹介をお約束！**
実業と通ずる時間を確保したい、プライベートを両立させたいという方のために実業現場から通勤圏内の現場紹介を心がけています。アランク1.5以上の方に特に強くお伝えいたします。希望の現場の中からご要望にお応えさせていただきます。
- 施工管理の仕事と現場を知り尽くしたプロフェッショナルが必ずマッチングする現場をご紹介します！**
施工管理職として経験のあるアドバイザーの紹介はもちろん、現場を知り尽くした営業スタッフがアランク1.5以上の現場紹介し、お任せさせていただきます。現場も実業現場が、ご希望に合った現場です。

取引実績多数！大手発注元から地場工務店まで大小さまざまな案件を紹介！

スーパーゼネコン、ゼネコン、パナソニック、建設会社、工務店、エン지니어リング会社まで、取引実績多数！お任せの現場が豊富です。また、実業現場を扱うプロジェクトも豊富にございます。施工管理職の他にも設計やCADオペレーター等の職種もご紹介します。

主要取引先一覧	
東武建設株式会社	住友建設株式会社
大塚建設株式会社	東海建設株式会社
東海建設株式会社	東海建設株式会社
東海建設株式会社	東海建設株式会社
東海建設株式会社	東海建設株式会社
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東海建設株式会社	東海建設株式会社
東海建設株式会社	東海建設株式会社

毎日求人情報更新！全国約30,000件以上の現場をご紹介します！

セコカンNEXTも運営するワークフォードーションは全国から9,000件以上の現場情報がある。最新の求人情報をご提供します。リアルタイムに最新の求人情報を掲載しており、転職希望者が多くいます。

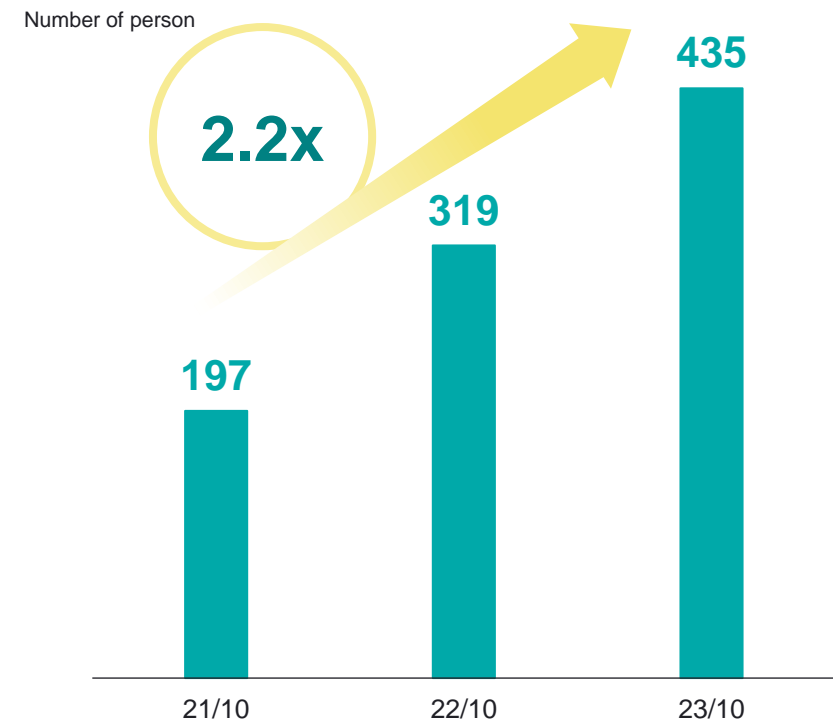
施工管理の仕事と現場を知り尽くしたアドバイザーがご希望の案件を紹介！

施工管理職として経験豊富なアドバイザーが多数勤務しております。豊富な経験を活かしてアドバイザーが、あなたに最適な現場の候補の中からご希望の現場をご紹介します。ご希望の現場を詳しくお話しさせていただきます。これまでの経験を生かして、現場を知り尽くしたアドバイザーが、ご希望の現場をご紹介します。

(Sample webpages)

Number of SEKOKAN Next registrants*1

The number of registrants is growing steadily, In-house media is expected to strengthen the ability to recruit experienced engineers

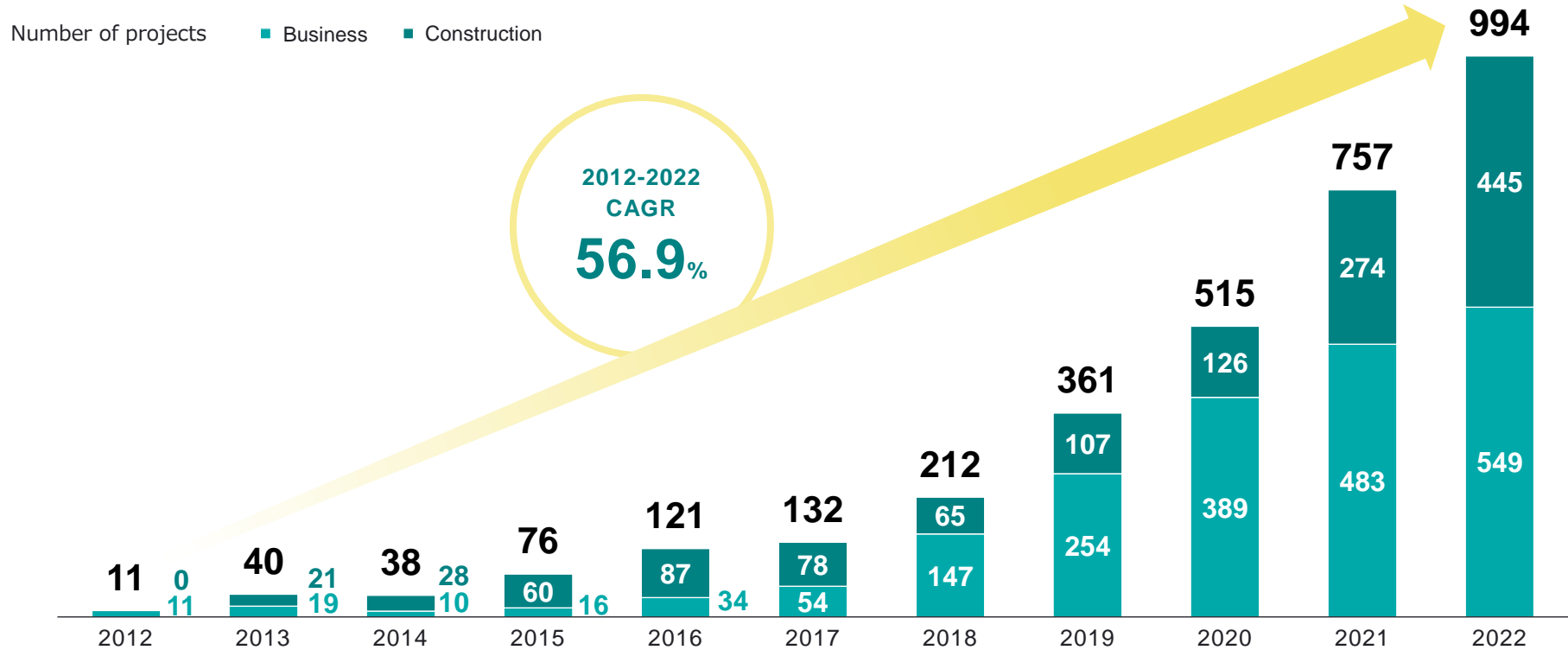


(*1) The calculation period is from November 2020 to October 2021 for fiscal period ended October 2021 and from November 2021 to October 2022 for Fiscal period ended October 2022.

- Demand for BIM specialists is expected to increase as the MLIT promotes BIM/CIM*1

Number of business and construction projects using BIM/CIM

Number of projects using BIM/CIM is dramatically increasing, demand for BIM specialists is expected to further increase as the use of BIM/CIM becomes a general requirement in public works projects in 2023*2.



(Source) Created by Nareru Group based on the 8th BIM/CIM Promotion Committee of the MLIT(Ministry of Land, Infrastructure, Transport and Tourism) (August 30, 2022)

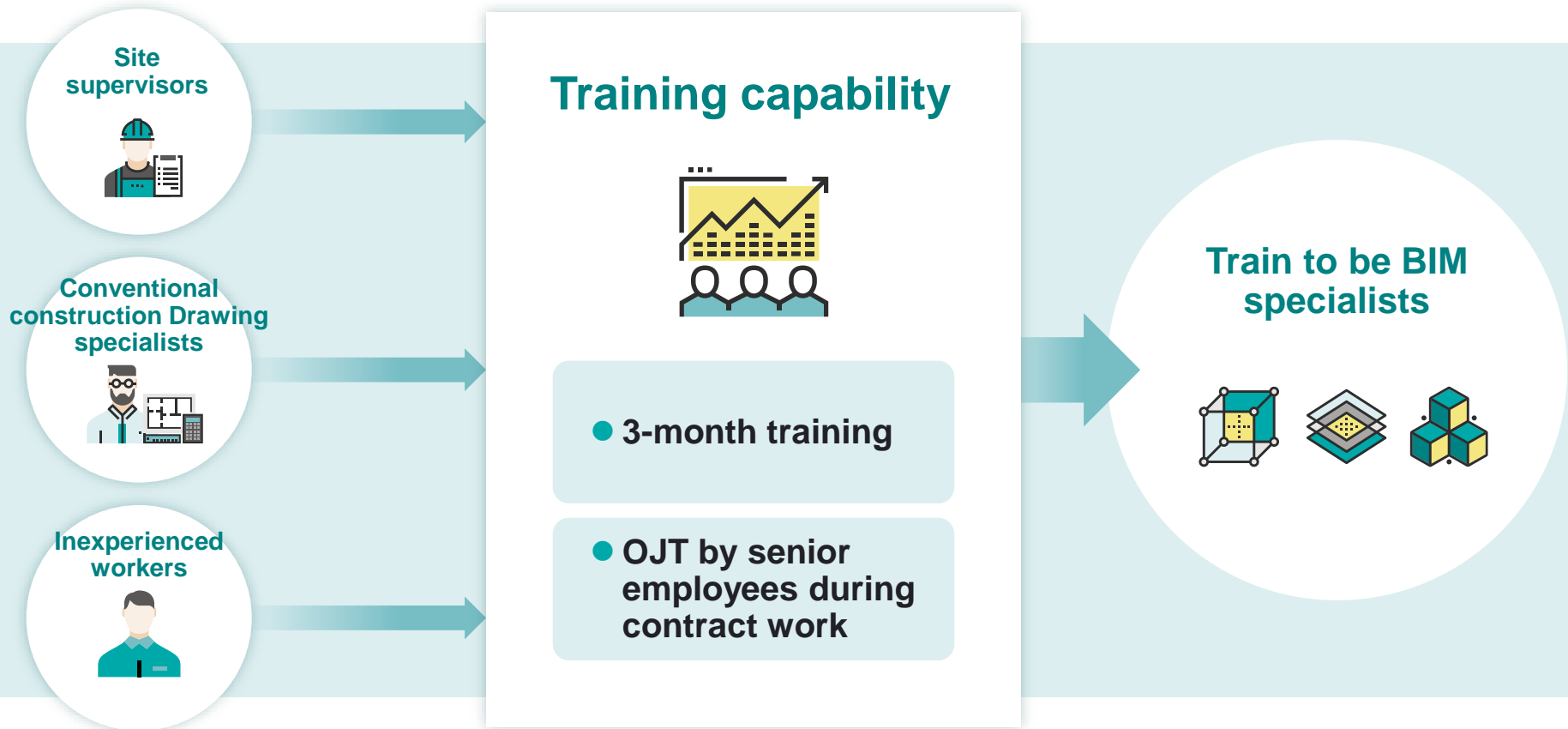
(*1) BIM/CIM: A tool that enables everything from design to construction and maintenance in the construction process using 3D digital models created on a computer.

BIM (Building Information Modeling) is in the field of architecture, and CIM (Construction Information Modeling) is in the field of civil engineering.

(*2) Use of BIM/CIM becomes a general requirement in public works projects in 2023: In April 2020, the Ministry of Land, Infrastructure, Transport and Tourism decided to "apply BIM/CIM in principle to all public projects except for small-scale projects by 2023."

- Focusing on BIM specialist training with an established training system

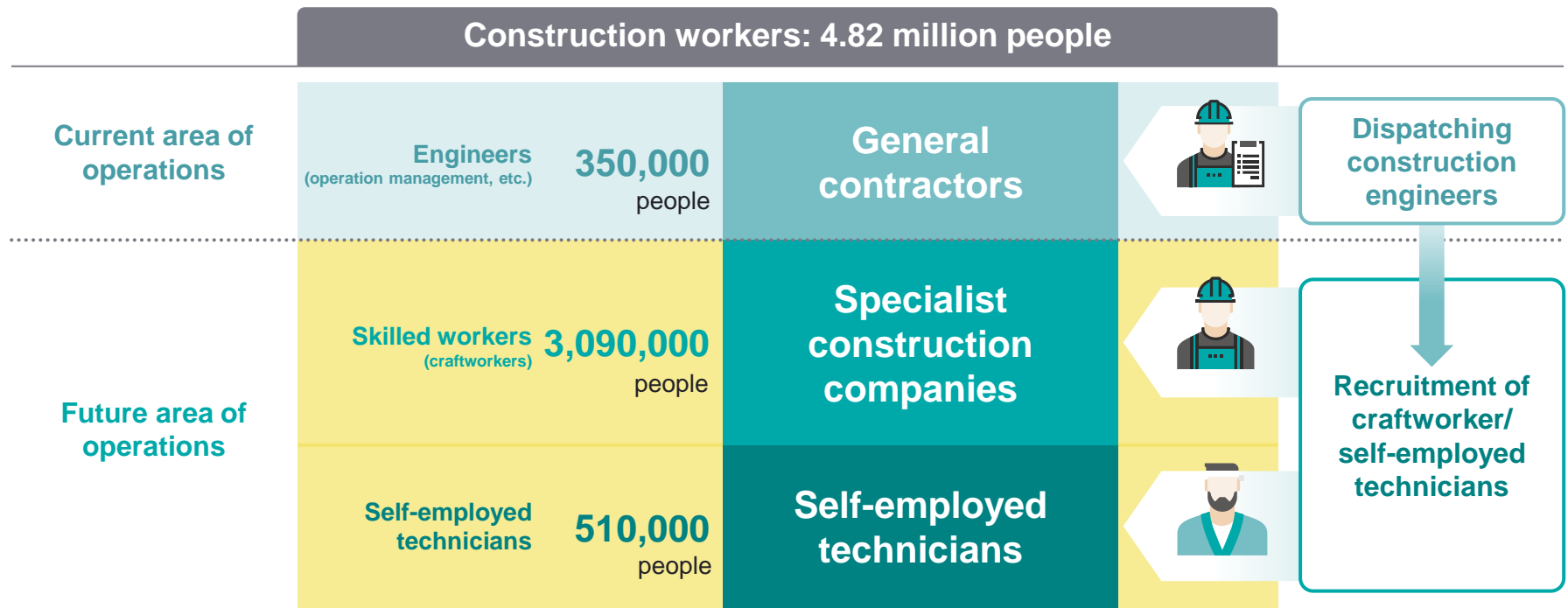
Nareru's BIM specialist training process



- Aiming to expand the scope of construction human resources services by expanding into the recruitment services

Size of construction job market

Aiming to be the one and only company that can provide services to all companies suffering from labor shortage in the construction industry through expansion into the recruitment business

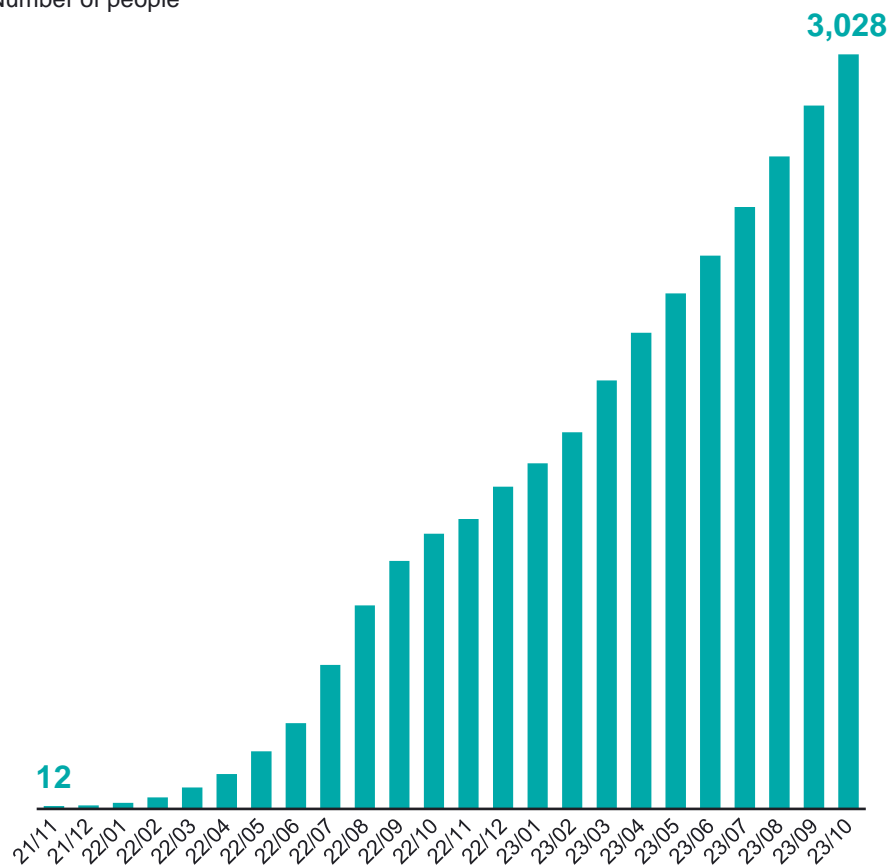


Source: Created by Nareru Group based on Ministry of Land, Infrastructure, Transport and Tourism, "Recent Situation of the Construction Industry" (June 15, 2022) and Ministry of Land, Infrastructure, Transport and Tourism, "The First Study Group on the Problem of One Master Masters in the Construction Industry" (June 25, 2020) Engineers, skilled workers: Calculated by the Ministry of Land, Infrastructure, Transport and Tourism based on the Ministry of Internal Affairs and Communications "Labor Force Survey" (2021 average, June 15, 2022) Self-employed technicians: Estimated number of people in the Ministry of Land, Infrastructure, Transport and Tourism based on the Ministry of Internal Affairs and Communications labor force survey (2019 average, June 25, 2020)

- Since the establishment of CONTRAFT, the number of job seekers and membership on the platform has increased steadily.

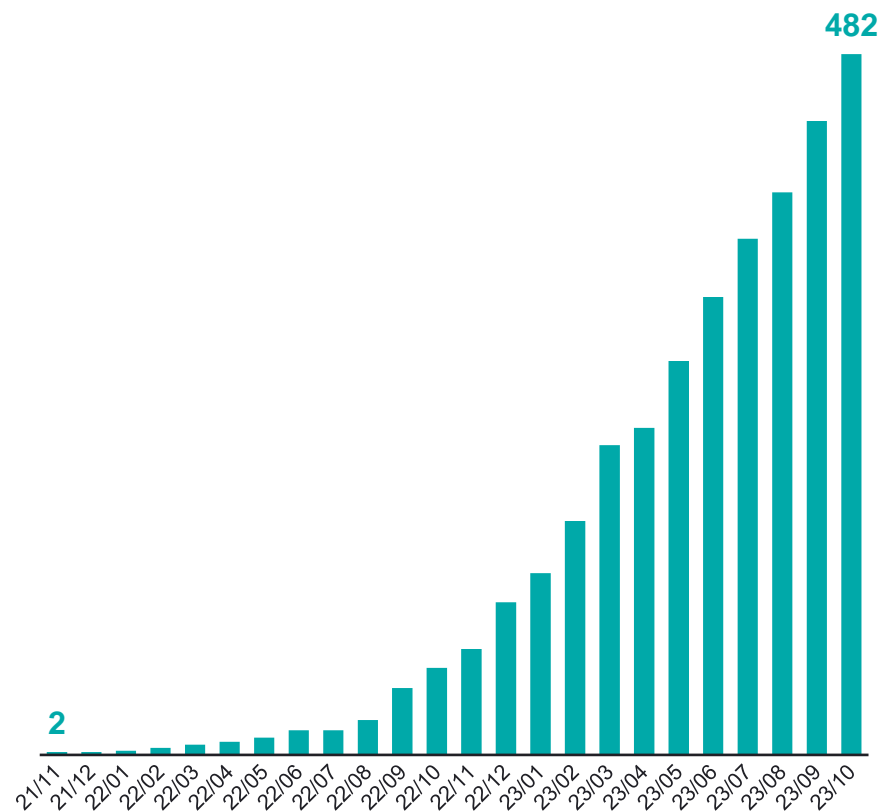
Monthly cumulative number of job seekers on platform

Number of people



Monthly cumulative number of registered member companies

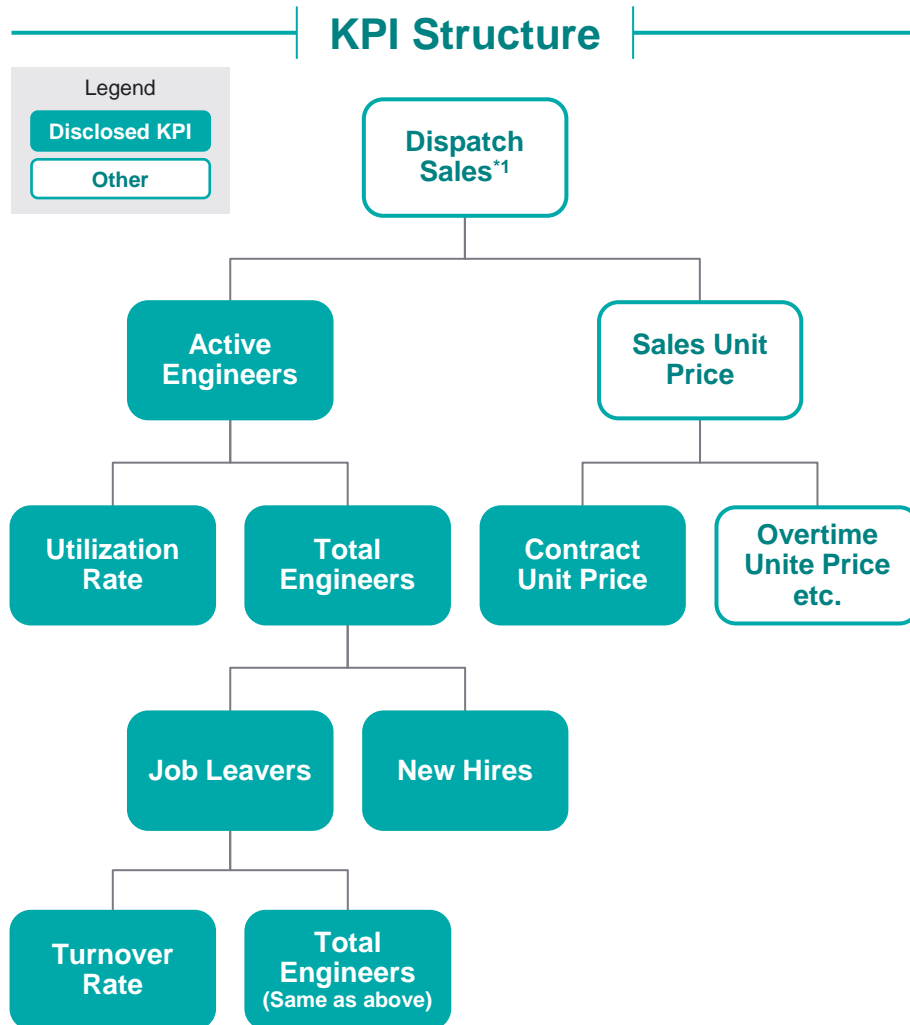
Number of membership(companies)



Appendix 2

Other KPIs

- The Group discloses the following major KPIs related to dispatch sales.

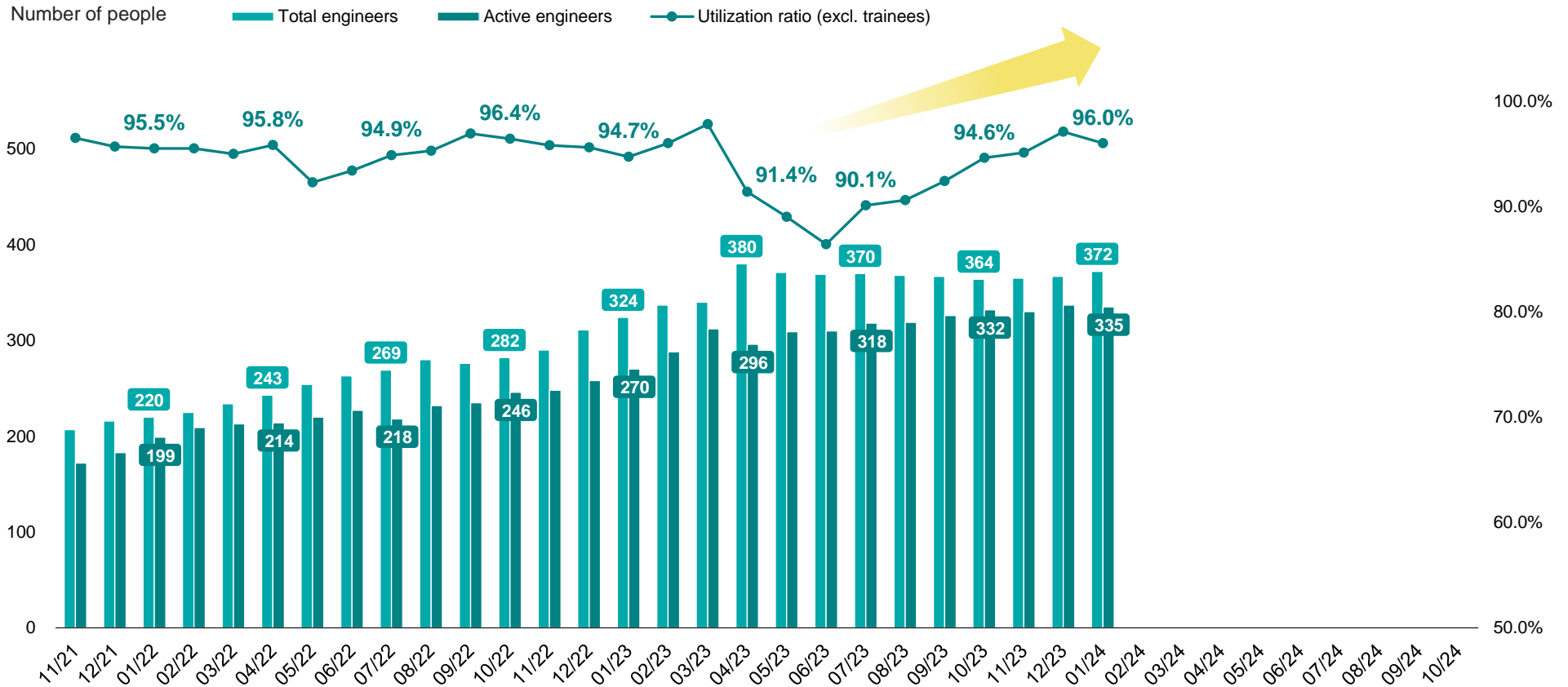


Definition of KPI	
Active Engineers	Engineers who were dispatched for at least one day during the month
Total Engineers	Engineers who were employed for at least one day during the month (Engineers at the beginning of the month + Engineers hired in the month)
Utilization Rate	Active Engineers / Total Engineers
New Hires	Engineers who joined the company during the period
Job Leavers	Engineers who left the company during the target period
Turnover Rate	Job leavers during past 12 months / (Total engineers at the end of the month 12 months prior + New hires during past 12 months)
Sales Unit Price	Sales per active engineer
Contract Unit Price	Average of contract unit prices (excluding overtime charges) for all engineers
Overtime Unite Price etc.	Amount per active engineers of total of (i) Additional amount such as overtime charges and (ii) unavailability reduction

*1 At ATJC, sales based on the SES contract is included.

- The number of total and active engineers increased slightly compared to the previous quarter.
- Utilization rate was 96.0%, with an improving trend from Q3 FY2023.10.

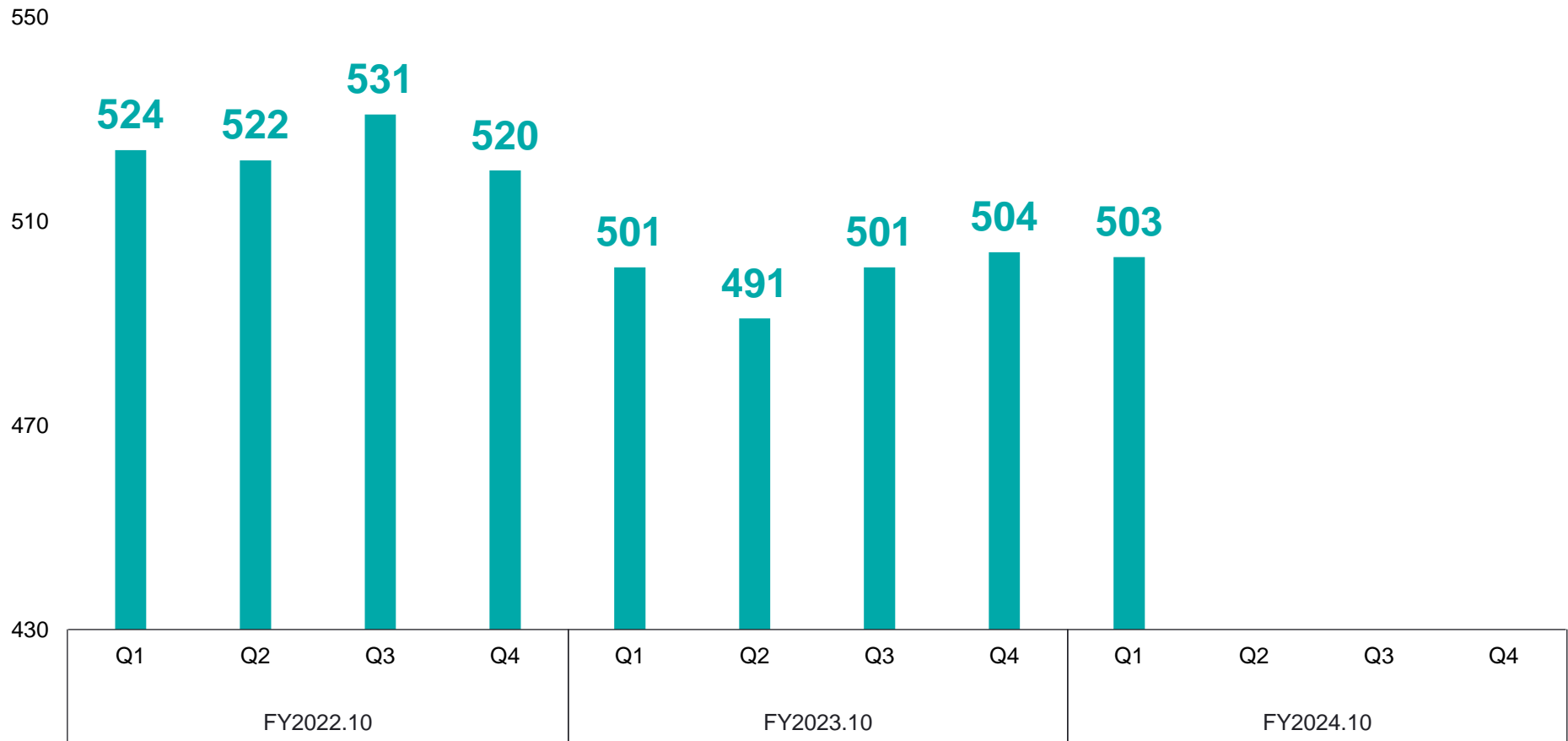
Trends in total engineers, active engineers and utilization ratio



- The contract unit price remained stable at almost the same amount as the previous quarter.

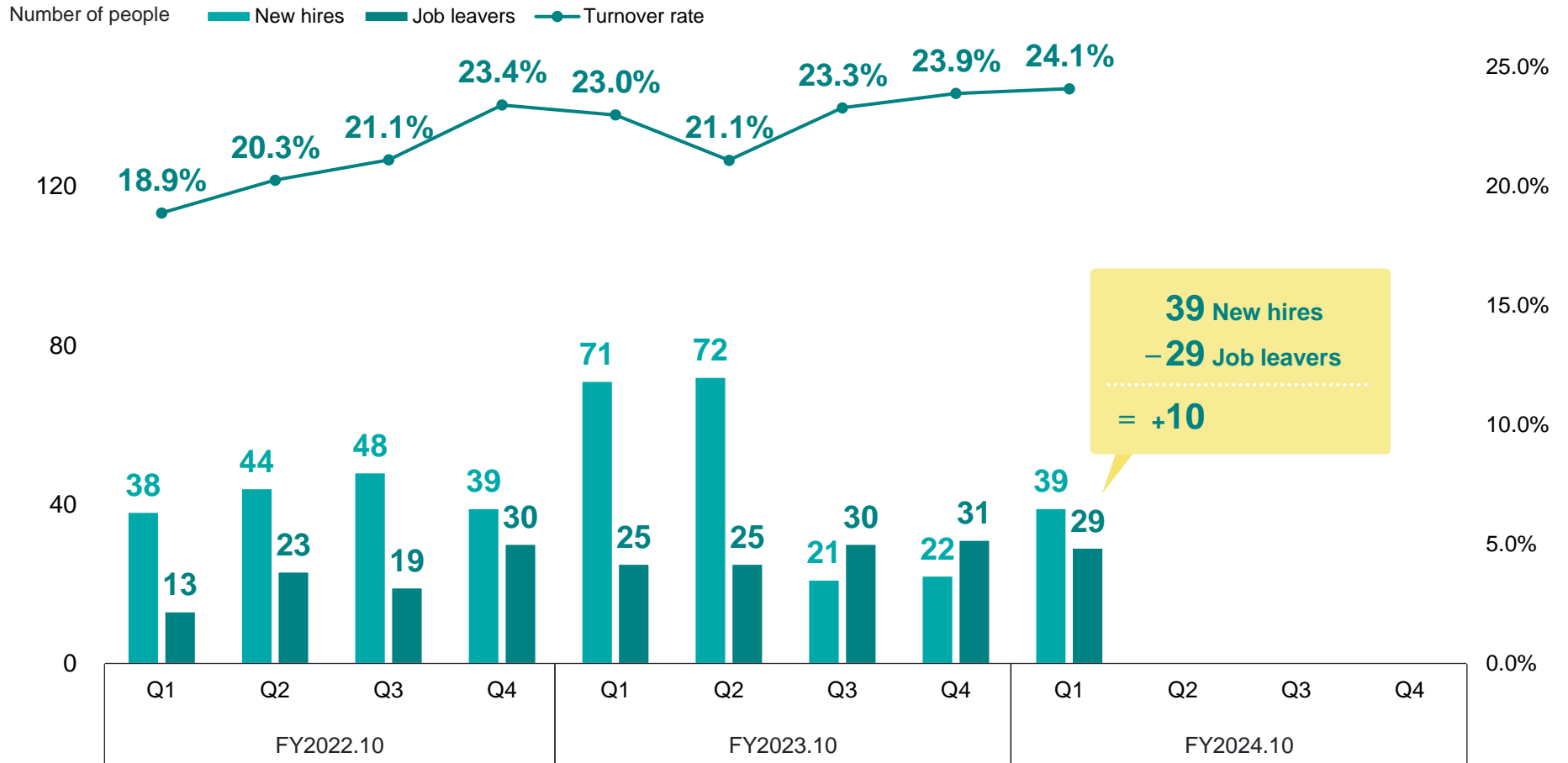
Trends in contract unit price

JPY thousands



- In this quarter, the number of new hires exceeded the number of job leavers, resulting in a net increase of 10 engineers.

Trends by Quarter



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The information on future business results are forward-looking statements. Forward-looking statements include but not limited to expressions such as "believe", "expect", "plan", "strategic", "anticipate", "predict" and "possibility", as well as other similar expressions to explain future business activities, achievements, events and future conditions. Forward-looking statements are predictions about the future that reflect management's judgment based on currently available information. As such, these forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from those expressed in or suggested by the forward-looking statements.

