



会社名：株式会社じげん (Company name: ZIGExN Co., Ltd.)

証券コード：3679 (Securities code: 3679)

データブック 2025年3月期 第4四半期 (DataBook for Q4 of FY3/2025)

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Notes

- ・ This data book is not reviewed by the independent auditor.
- ・ Some of the figures in this data book is calculated using other rounded figures in the book, and the calculated figures do not necessarily match the figures completely in the other publicly available documents.
- ・ The figures for FY2026/3E are earnings forecasts.
- ・ Regarding the past figures, the Other items and Separate line items have not been reconciled for consistency with the items already disclosed in the statutory disclosure documents.

Exce形式のデータは、当社ホームページの「投資家情報トップ」の「データブック」よりダウンロード可能です。

URL: <https://zigexn.co.jp/ir/>

各種指標	Performance Indicators	単位	Unit	FY2020/3	FY2021/3	FY2022/3	FY2023/3	FY2024/3	FY2025/3	FY2026/3E	補足
連結売上収益	Consolidated revenue	百万円	Millions of yen	13,199	12,564	15,272	18,709	23,249	25,500	28,000	
対前年増減率	YoY	%		2.7%	-4.8%	21.6%	22.5%	24.3%	9.7%	9.8%	
セグメント別売上収益	Revenue by segment										
Vertical 増		百万円	Millions of yen	4,530	4,800	6,010	7,181	9,580	10,575	12,000	
対前年増減率	YoY	%		14.3%	6.0%	25.2%	19.5%	33.4%	10.4%	13.5%	
対売上比	% to revenue	%		34.3%	38.2%	39.4%	38.4%	41.2%	41.5%	42.9%	
Living Tech		百万円	Millions of yen	2,520	3,391	4,051	4,819	5,155	6,089	7,000	
対前年増減率	YoY	%		8.6%	34.6%	19.5%	19.0%	7.0%	18.1%	15.0%	
対売上比	% to revenue	%		19.1%	27.0%	26.5%	25.8%	22.2%	23.9%	25.0%	
Life Service		百万円	Millions of yen	6,150	4,372	5,212	6,709	8,514	8,786	9,000	
対前年増減率	YoY	%		-6.4%	-28.9%	19.2%	28.7%	26.9%	3.2%	2.4%	
対売上比	% to revenue	%		46.6%	34.8%	34.1%	35.9%	36.6%	34.5%	32.1%	
積み上げ型収益	Recurring revenue	百万円	Millions of yen	8,518	8,415	9,415	10,991	13,000	14,436		
対前年増減率	YoY	%		29.7%	-1.2%	11.9%	16.6%	18.4%	11.0%		
対売上比	% to revenue	%		64.5%	67.0%	61.6%	58.7%	55.9%	56.6%		
EBITDA		百万円	Millions of yen	4,619	3,808	4,265	5,334	6,781	7,084		営業利益（損失）+減価償却費及び償却費+減損損失+固定資産除却損及び評価損－負ののれん発生益 EBITDA=Operating Income (loss) + Depreciation and amortization + Impairment loss + Loss on retirement of non-current assets and on revaluation – Gain on bargain purchase
対前年増減率	YoY	%		2.4%	-17.6%	12.0%	25.1%	27.1%	4.5%	4.9%	
対売上比	% to revenue	%		35.0%	30.3%	27.9%	28.5%	29.2%	27.8%	26.5%	
営業利益(損失)	Operating income (loss)	百万円	Millions of yen	3,806	-1,062	3,314	4,190	5,394	5,657	5,880	
対前年増減率	YoY	%		-6.6%	-	26.1%	29.0%	29.0%	4.9%	3.9%	
対売上比	% to revenue	%		28.8%	-8.5%	21.7%	22.3%	23.2%	22.2%	21.0%	
税引前利益(損失)	Income (loss) before income tax	百万円	Millions of yen	3,800	-1,069	3,309	4,199	5,430	5,657	5,880	
対前年増減率	YoY	%		-6.7%	-	26.9%	29.3%	29.3%	4.2%	3.9%	
対売上比	% to revenue	%		28.8%	-8.5%	21.7%	22.4%	23.4%	22.2%	21.0%	
親会社の所有者に帰属する当期利益(損失)	Net income attributable to owners of the parent company	百万円	Millions of yen	2,669	-1,964	2,262	2,930	3,800	3,872	4,020	
対前年増減率	YoY	%		-5.1%	-	29.5%	29.7%	29.7%	1.9%	3.8%	
対売上比	% to revenue	%		20.2%	-15.6%	14.8%	15.7%	16.3%	15.2%	14.4%	
基本的1株当たり当期利益(損失) (円)	Earnings per share	円	Yen	24.02	-18.05	20.92	27.85	36.53	38.13	40.20	
対前年増減率	YoY	%		-4.8%	-	33.1%	31.2%	31.2%	4.4%	5.4%	
資産合計	Total assets	百万円	Millions of yen	22,406	20,101	21,604	30,393	34,535	37,573		
負債合計	Total liability	百万円	Millions of yen	6,142	7,105	6,675	14,320	15,086	17,622		
資本合計	Total equity	百万円	Millions of yen	16,264	12,997	14,929	16,073	19,449	19,951		
現金及び現金同等物	Cash and cash equivalents	百万円	Millions of yen	6,631	7,420	8,588	9,953	13,241	14,295		
有利子負債	Interest bearing debt	百万円	Millions of yen	1,053	2,769	2,132	5,229	3,554	3,274		長短借入金合計。リース負債を除く。 Total amount of long-term and short-term loans. Excludes lease liabilities.
ネットキャッシュ（ネットデット）	Net Cash (Net Debt)	百万円	Millions of yen	5,578	4,651	6,456	4,724	9,687	11,021		
親会社の所有者に帰属する持分	Total equity attributable to owners of the parent company	百万円	Millions of yen	16,261	12,988	14,929	16,073	19,449	19,980		
親会社所有者帰属持分比率（≒自己資本比率）	Ratio of equity attributable to owners of the parent company to total assets (≒equity ratio)	%		72.6%	64.6%	69.1%	52.9%	56.3%	53.2%		
1株当たり親会社所有者帰属持分	Equity attributable to owners of the parent company per share	円	Yen	146.33	120.12	138.07	154.55	187.01	198.95		
のれん金額	Goodwill	百万円	Millions of yen	9,428	6,655	6,934	9,911	10,001	10,872		
内訳	Breakdown										
リジョブ	REJOB	百万円	Millions of yen	1,756	1,756	1,756	1,756	1,756	1,756		
タイズ	Ties	百万円	Millions of yen	-	-	-	1,393	1,393	1,393		
ブレイン・ラボ（キャリアプラス）	BrainLab (CAREER PLUS)	百万円	Millions of yen	988	988	988	988	988	1,042		
ブレイン・ラボ（マッチンググッド）	BrainLab (MatchinGood)	百万円	Millions of yen	575	575	575	575	575	575		
ライフサポート	Life Support	百万円	Millions of yen	759	829	1,108	1,108	1,108	1,108		リショップナビを中心とするリフォーム事業。 Renovation businesses (mainly RESHOP-NAVI)
パートナーソリューション	Partner Solution	百万円	Millions of yen	-	749	749	749	782	1,011		フランチャイズ比較.netを中心とする比較メディア事業。 Comparison media businesses (mainly Franchise Hikaku.net)
ティ・エス・ディ	TSD	百万円	Millions of yen	-	-	-	668	668 NA			2024年10月付でアップルワールド (APW) と合併済。
アップルワールド	Apple World	百万円	Millions of yen	2,225	497	497	497		1,165		
三光アド	Sanko Ad	百万円	Millions of yen	2,012	432	432	432		432		
のれん対資本倍率	Goodwill to equity ratio	倍	x	0.6	0.5	0.5	0.6	0.5	0.5		

営業活動によるキャッシュ・フロー Cash flow from operating activities	百万円 Millions of yen	2,144	2,567	3,847	5,706	6,841	7,331	
投資活動によるキャッシュ・フロー Cash flow from investing activities	百万円 Millions of yen	-1,642	-1,746	-1,283	-4,601	-961	-2,449	
財務活動によるキャッシュ・フロー Cash flow from financing activities	百万円 Millions of yen	-1,160	-29	-1,391	267	-2,591	-3,838	
FCF (フリーキャッシュフロー) Free cash flow (excluding M&A investments)	百万円 Millions of yen	1,649	1,987	2,964	4,697	6,010	5,910	営業活動によるキャッシュ・フロー+投資活動によるキャッシュ・フロー (M&A投資除く) Cash flow from operating activities + Cash flow from investing activities (excluding M&A)
1株当たりFCF (フリーキャッシュフロー) Free cash flow per share	円 Yen	14.84	18.38	27.41	45.16	57.79	58.84	FCF (フリーキャッシュフロー) ÷ 発行済株式数 (自己株式控除後) FCF (Free Cash Flow) ÷ Outstanding stocks (excluding treasury stocks)
戦略投資額 Strategic investment	億円 Hundred Million ye	13.4	15.0	4	43.2	2.4	20	戦略投資額 (M&Aや提携等への拠出額) Total amount of investments such as M&As and alliances
配当総額 Total dividends	百万円 Millions of yen	333	324	378	416	676	1,054	DPS (1株当たり配当金) × 発行済株式数 (自己株式控除後) DPS (Dividend Per Share) × Outstanding stocks (excluding treasury stocks)
DPS (1株当たり配当額) Dividends per share	円 Yen	3.0	3.0	3.5	4.0	6.5	10.5	11.0
配当性向 Dividend payout ratio	%	12.5%	-	16.7%	14.4%	17.8%	27.5%	
配当利回り Dividend yield	%	1.1%	0.7%	1.2%	0.8%	1.0%	2.4%	
自己株式取得額 Total amount of share buybacks	百万円 Millions of yen	997	-	-	1,400	-	2,800	700
総還元性向 Total payout ratio	%	49.8%	-	16.7%	62.0%	17.8%	99.5%	(配当総額+自己株式取得額) ÷ 当期利益 (Total amount of dividend and share buybacks) ÷ net income
株価 (Stock Price)	円 Yen	264	432	301	482	622	434	各期末時点 親会社の所有者に帰属する当期利益 (損失) ÷ 期中平均普通株式数 (自己株式控除後) Net income (loss) attributable to owners of the parent company ÷ Average number of outstanding stocks (excluding treasury stocks)
EPS (基本的1株当たり当期利益) Earning per share	円 Yen	24.02	-18.05	20.92	27.85	36.53	38.13	株価 ÷ EPS (基本的1株当たり当期利益) Stock Price ÷ EPS (Earnings Per Share)
PER (株価収益率) Price-to-earnings ratio (P/E)	倍 X	11.0	-	14.4	17.3	17.0	11.4	
M&Aリターン Return on M&A								
年間リターン Annual Return on M&A	%	34.8%	24.8%	28.3%	28.6%	32.4%	0	単年度EBITDA ÷ M&A拠出額 Annual EBITDA ÷ M&A investment
累計リターン Accumulated Return on M&A	%	128.5%	137.6%	166.0%	189.2%	172.3%	2	(取得以降) 累計EBITDA ÷ M&A拠出額 Accumulated EBITDA (after acquisition) ÷ M&A investment
従業員数 Number of employees	名/person	465	594	576	802	837	898	正社員・契約社員を含み、人材派遣事業の派遣社員を除く。 Includes regular employees and contract employees and excludes temporary employees in the Temporary Staffing Business.
法人顧客数 Number of coporate clients (companies) 社/company		18,720	18,968	20,491	21,589	22,273	23,177	直近1年間で売上収益が発生したアクティブ顧客数 Number of active corporate clients (companies) that contributed to the revenue in the last twelve months (LTM)
掲載事業所数 Number of business offices posting ads on the platform								
Vertical HR	事業所/business office	57,764	59,006	65,305	76,136	83,084	88,172	
Living Tech	事業所/business office	19,228	22,576	25,129	26,457	28,647	37,270	
ROE (親会社所有者帰属持分当期利益率) Return on equity	%	17.8%	-13.4%	16.2%	18.9%	21.4%	19.6%	売上高当期利益率 × 総資産回転率 × 財務レバレッジ Ratio of net income * Total assets turnover * financial leverage
売上高当期利益率 Net income margin (loss)	%	20.2%	-15.6%	14.8%	15.7%	16.3%	15.2%	親会社の所有者に帰属する当期利益 ÷ 売上収益 Net income (loss) attributable to owners of the parent company ÷ revenue
総資産回転率 Total assets turnover	回 turnover	0.62	0.59	0.73	0.72	0.72	0.71	売上収益 ÷ 総資産 (期首期末平均) revenue ÷ Total assets (average at the beginning and end of the period)
財務レバレッジ Financial leverage	倍 X	1.4	1.5	1.5	1.7	1.8	1.8	総資産 (期首期末平均) ÷ 親会社の所有者の所有者に帰属する持分 (期首期末平均) Total assets (average at the beginning and end of the period) ÷ Total equity attributable to owners of the parent company (average at the beginning and end of the period)
ROA (総資産利益率) Return on assets	%	12.6%	-9.2%	10.8%	11.3%	11.7%	10.7%	売上高当期利益率 × 総資産回転率 Ratio of net income (loss) * Total assets turnover
WACC (加重平均資本コスト) Weighted average cost of capital	%	9.6%	9.5%	10.3%	8.7%	9.1%	5.9%	税引後有利子負債コスト × D ÷ (D+E) + 株主資本コスト × E ÷ (D+E) D: 有利子負債合計, E: 株式時価総額 Cost of debt after tax * D/(D+E) + Cost of Equity * E/(D+E) D: Book value of debt, E: Market value of equity
株主資本コスト (CoE) Cost of equity	%	9.6%	9.5%	10.3%	10.2%	9.5%	9.5%	リスクフリーレート + β (エクイティリスクプレミアム) + サイズリスクプレミアム Risk free rate + β * (Equity risk premium) + Size risk premium
ROIC (投下資本利益率) Return on invested capital	%	16.2%	-4.5%	14.0%	15.1%	16.9%	17.0%	NOPAT ÷ 投下資本 (期首期末平均) NOPAT ÷ Invested capital (average at the beginning and end of the period)
NOPAT (税引後営業利益) Net operating profit after tax	百万円 Millions of yen	2,641	-737	2,299	2,900	3,742	3,925	営業利益 × (1 - 実効税率) ※実効税率は30.62%として算出 Operating income * (1 - tax rate) notes: it is calculated based on the tax rate of 30.62%
投下資本 Invested capital	百万円 Millions of yen	17,314	15,757	17,061	21,302	23,003	23,254	有利子負債+親会社の所有者に帰属する持分 Interest bearing debt + Total equity attributable to owners of the parent company
EVAスプレッド EVA spread	%	6.6%	-13.9%	3.7%	6.4%	7.8%	11.0%	ROIC (投下資本利益率) - WACC (加重平均資本コスト) ROIC (Return on invested capital) - WACC (Weighted average cost of capital)
DEレシオ Debt equity ratio	倍 X	0.06	0.21	0.14	0.33	0.18	0.16	有利子負債 ÷ 親会社の所有者に帰属する持分 Interest bearing debt ÷ Total equity attributable to owners of the parent company
ネットDEレシオ Net debt equity ratio	倍 X	0.34	0.36	0.43	0.29	0.50	0.55	ネットキャッシュ (ネットデット) ÷ 親会社の所有者に帰属する持分 Net cash (net debt) ÷ Total equity attributable to owners of the parent company
発行済株式数 Total number of outstanding stocks	株 stock	111,700,000	111,700,000	111,700,000	111,700,000	111,700,000	111,700,000	
自己株式数 Treasury stocks	株 stock	577,290	3,577,290	3,577,290	7,698,090	7,698,090	11,273,155	
発行済株式数 (自己株式控除後) Total number of outstanding shares (excluding treasury stocks)	株 stock	111,122,710	108,122,710	108,122,710	104,001,910	104,001,910	100,426,845	

[IFRS] 連結財政状態計算書 Consolidated Statement of Financial Position

単位: 百万円 Unit: yen in millions

	FY2022/3				FY2023/3				FY2024/3				FY2025/3				FY2022/3	FY2023/3	FY2024/3	FY2025/3
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q				
資産 Assets																				
流動資産 Current assets																				
現金及び現金同等物 Cash and cash equivalents	7,910	8,650	8,630	8,588	8,186	8,155	7,815	9,953	9,776	10,579	8,934	13,241	13,930	13,057	11,820	14,295	8,588	9,953	13,241	14,295
営業債権及びその他の債権 Trade and other receivables	1,833	1,901	1,694	1,950	2,011	2,363	2,401	3,378	3,223	3,640	3,210	4,341	4,511	4,811	4,735	5,029	1,950	3,378	4,341	5,029
その他の金融資産 Other current assets	1	0	10	11	243	125	82	44	11	12	26	23	20	61	3	2	11	44	23	2
その他の流動資産 Other financial assets	476	231	285	349	711	737	729	933	1,239	1,205	1,206	1,273	1,062	628	667	625	349	933	1,273	625
流動資産合計 Total current assets	10,219	10,783	10,619	10,897	11,152	11,380	11,026	14,308	14,248	15,436	13,376	18,879	19,523	18,557	17,224	19,952	10,897	14,308	18,879	19,952
非流動資産 Non-current assets																				
有形固定資産 Tangible fixed assets	93	98	92	86	88	89	115	142	142	159	154	154	222	237	236	233	86	142	154	233
使用権資産 Right-of-use assets	823	745	677	787	730	641	573	1,408	1,310	1,216	1,142	1,009	1,243	1,372	1,262	1,423	787	1,408	1,009	1,423
のれん Goodwill	6,655	6,655	6,655	6,934	7,107	7,556	9,227	9,911	9,911	9,911	9,955	10,001	10,001	10,693	10,898	10,872	6,934	9,911	10,001	10,872
無形資産 Intangible assets	1,334	1,447	1,530	1,600	1,713	1,836	2,004	2,419	2,434	2,456	2,466	2,441	2,498	2,610	2,779	2,893	1,600	2,419	2,441	2,893
その他の金融資産 Other financial assets	439	444	443	455	433	442	716	897	893	1,006	961	939	977	1,179	1,212	1,225	455	897	939	1,225
繰延税金資産 Deferred tax assets	807	817	785	843	960	980	1,019	1,307	1,366	1,310	1,217	1,108	1,034	1,069	833	973	843	1,307	1,108	973
その他の非流動資産 Other non-current assets	1	1	1	3	3	5	4	3	6	10	10	3	7	4	3	2	3	3	3	2
非流動資産合計 Total non-current assets	10,152	10,207	10,183	10,707	11,034	11,548	13,657	16,086	16,062	16,068	15,905	15,656	15,983	17,165	17,222	17,621	10,707	16,086	15,656	17,621
資産合計 Total Assets	20,371	20,989	20,802	21,604	22,186	22,928	24,683	30,393	30,310	31,504	29,281	34,535	35,506	35,722	34,447	37,573	21,604	30,393	34,535	37,573
負債及び資本 Total liabilities and equity																				
負債 Liabilities																				
流動負債 Current liabilities																				
借入金-短期 Short-term loans	637	637	637	637	2,040	2,057	2,632	3,051	2,296	2,140	2,071	2,255	2,689	2,889	2,897	2,657	637	3,051	2,255	2,657
営業債務及びその他の債務 Trade and other payables	873	937	854	898	1,166	1,507	1,248	1,872	1,932	2,336	2,345	3,065	3,461	3,608	3,230	3,831	898	1,872	3,065	3,831
その他の金融負債 Other financial liabilities	1,396	1,399	1,261	1,338	1,489	1,579	1,447	3,099	3,332	3,439	1,252	4,593	5,007	5,375	4,808	5,791	1,338	3,099	4,593	5,791
未払法人所得税等 Income taxes payable	338	599	373	449	399	697	543	817	419	699	383	729	400	794	274	906	449	817	729	906
引当金 Allowance	126	121	116	129	118	103	120	126	122	106	110	103	84	75	64	78	129	126	103	78
リース負債 Lease liabilities	408	416	436	382	345	304	264	464	471	466	472	450	481	575	552	542	382	464	450	542
その他の流動負債 Other current liabilities	694	698	742	795	965	1,119	1,318	1,608	1,737	1,837	1,763	1,893	1,682	1,512	1,489	1,621	795	1,608	1,893	1,621
流動負債合計 Total current liabilities	4,473	4,807	4,419	4,627	6,522	7,366	7,572	11,037	10,309	11,023	8,396	13,087	13,803	14,827	13,314	15,426	4,627	11,037	13,087	15,426
非流動負債 Non-current liabilities																				
借入金-長期 Long-term loans	1,972	1,813	1,654	1,495	448	415	1,461	2,178	2,486	2,118	1,663	1,299	1,802	1,329	849	617	1,495	2,178	1,299	617
引当金 Allowance	157	156	156	149	154	156	164	184	184	180	165	163	193	202	202	197	149	184	163	197
リース負債 Lease liabilities	401	312	227	383	361	310	274	900	801	712	631	519	704	747	668	845	383	900	519	845
その他の非流動負債 Other non-current liabilities	36	39	33	20	19	22	24	20	21	20	21	18	19	25	26	30	20	20	18	30
その他の金融負債 Other financial liabilities	0	0	0	0	0	0	0	0	0	0	0	0	0	506	506	507	0	0	0	507
繰延税金負債 Deferred tax liabilities	11	3	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
非流動負債合計 Non-current liabilities	2,578	2,324	2,071	2,047	983	903	1,922	3,283	3,493	3,031	2,479	1,999	2,718	2,808	2,251	2,195	2,047	3,283	1,999	2,195
負債合計 Total Liabilities	7,051	7,130	6,490	6,675	7,504	8,269	9,494	14,320	13,801	14,054	10,875	15,086	16,521	17,635	15,565	17,622	6,675	14,320	15,086	17,622
資本 equity																				
資本金 Common stock	2,552	2,552	2,552	2,552	2,552	125	125	125	125	125	125	125	125	125	125	125	2,552	125	125	125
資本剰余金 Capital surplus	2,540	2,542	2,542	2,542	2,542	4,969	4,969	4,969	4,969	4,969	4,969	4,969	4,957	4,532	4,532	4,532	2,542	4,969	4,969	4,532
利益剰余金 Retained earnings	9,614	10,155	10,607	11,224	11,540	12,216	12,884	13,776	14,207	15,154	16,135	17,159	17,464	18,369	19,283	20,355	11,224	13,776	17,159	20,355
自己株式 Treasury shares	(1,399)	(1,399)	(1,399)	(1,399)	(1,967)	(2,673)	(2,801)	(2,801)	(2,801)	(2,801)	(2,801)	(2,801)	(3,551)	(4,892)	(5,033)	(5,033)	(1,399)	(2,801)	(2,801)	(5,033)
その他の資本の構成要素 Other components of equity	4	9	10	10	14	22	12	4	9	3	(22)	(4)	(11)	(15)	(12)	0	10	4	(4)	0
親会社の所有者に帰属する持分合計 Total equity attributable to owners of the parent company	13,311	13,859	14,312	14,929	14,682	14,659	15,189	16,073	16,509	17,450	18,406	19,449	18,985	18,120	18,896	19,980	14,929	16,073	19,449	19,980
非支配持分 Non-controlling interests	10	0	0	0	0	0	0	0	0	0	0	0	0	(33)	(14)	(29)	0	0	0	(29)
資本合計 Total equity	13,320	13,859	14,312	14,929	14,682	14,659	15,189	16,073	16,509	17,450	18,406	19,449	18,985	18,087	18,881	19,951	14,929	16,073	19,449	19,951
負債及び資本合計 Total Liabilities and Equity	20,371	20,989	20,802	21,604	22,186	22,928	24,683	30,393	30,310	31,504	29,281	34,535	35,506	35,722	34,447	37,573	21,604	30,393	34,535	37,573

[IFRS] 連結損益計算書 Consolidated Statement of Income

単位: 百万円 Unit: yen in millions	FY2022/3				FY2023/3				FY2024/3				FY2025/3				FY2022/3	FY2023/3	FY2024/3	FY2025/3
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q				
売上収益 Revenue	3,823	3,770	3,632	4,047	4,105	4,319	4,695	5,590	5,460	5,744	5,717	6,329	6,173	6,098	6,265	6,913	15,272	18,709	23,249	25,450
YoY growth (%)	36.2%	36.2%	11.2%	8.7%	7.4%	14.5%	29.3%	38.1%	33.0%	33.0%	21.8%	13.2%	13.1%	6.2%	9.6%	9.2%	21.6%	22.5%	24.3%	9.5%
Vertical HR	1,640	1,499	1,433	1,438	1,572	1,510	1,894	2,205	2,358	2,299	2,285	2,637	2,658	2,555	2,491	2,871	6,010	7,181	9,579	10,575
YoY growth (%)	68.9%	54.7%	-0.3%	1.1%	-4.1%	0.8%	32.1%	53.4%	50.0%	52.2%	20.6%	19.6%	12.7%	11.1%	9.0%	8.9%	25.2%	19.5%	33.4%	10.4%
掲載課金 Monthly fee model	650	699	728	750	730	794	836	878	874	934	984	1,003	984	1,031	1,034	1,041	2,827	3,238	3,794	4,089
成果課金 Pay-for-performance (=hire) model	693	513	421	419	568	460	781	1,036	1,189	1,086	1,024	1,362	1,400	1,254	1,182	1,550	2,046	2,846	4,661	5,386
その他 Others	297	287	284	268	274	256	277	292	296	279	277	272	274	270	275	280	1,137	1,098	1,124	1,099
Living Tech	934	993	937	1,187	1,001	1,139	1,191	1,487	1,161	1,246	1,281	1,467	1,318	1,339	1,583	1,849	4,051	4,819	5,155	6,089
YoY growth (%)	19.7%	27.3%	16.2%	15.8%	7.2%	14.6%	27.2%	25.3%	15.9%	9.4%	7.5%	-1.3%	13.5%	7.5%	23.6%	26.0%	19.4%	19.0%	7.0%	18.1%
住まい Real estate	540	609	566	719	520	622	723	936	660	737	792	897	771	796	940	1,116	2,435	2,801	3,086	3,624
リフォーム Renovation	287	292	269	314	337	430	377	400	383	415	382	395	370	326	275	326	1,162	1,544	1,576	1,297
エネルギー Energy	107	92	101	154	145	87	91	151	117	94	107	175	176	144	139	178	454	474	493	637
その他 Others	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	74	229	229	0	0	0	532
Life Service	1,249	1,278	1,262	1,422	1,531	1,669	1,610	1,898	1,941	2,199	2,151	2,224	2,198	2,204	2,191	2,193	5,211	6,709	8,514	8,786
YoY growth (%)	18.4%	25.5%	23.4%	11.4%	22.6%	30.6%	27.6%	33.5%	26.8%	31.7%	33.6%	17.2%	13.2%	0.3%	1.9%	-1.4%	19.2%	28.7%	26.9%	3.2%
売上原価 Cost of goods sold	(598)	(625)	(617)	(653)	(686)	(703)	(842)	(928)	(928)	(1,000)	(972)	(1,026)	(1,053)	(1,124)	(1,171)	(1,196)	(2,493)	(3,158)	(3,926)	(4,545)
人件関連費(原価) Personnel-related Expenses	(443)	(458)	(441)	(455)	(454)	(482)	(620)	(671)	(652)	(672)	(619)	(671)	(663)	(684)	(626)	(701)	(1,798)	(2,227)	(2,614)	(2,673)
その他費用(原価) Others	(155)	(167)	(175)	(198)	(231)	(221)	(222)	(257)	(275)	(328)	(353)	(355)	(391)	(441)	(545)	(496)	(696)	(931)	(1,311)	(1,872)
売上総利益 Gross profit	3,224	3,145	3,016	3,394	3,419	3,616	3,853	4,662	4,532	4,744	4,744	5,303	5,120	4,974	5,094	5,717	12,779	15,550	19,323	20,905
粗利率 Gross profit margin (%)	84.3%	83.4%	83.0%	83.9%	83.3%	83.7%	82.1%	83.4%	83.0%	82.6%	83.0%	83.8%	82.9%	81.6%	81.3%	82.7%	83.7%	83.1%	83.1%	82.1%
販売費及び一般管理費 SG&A	(2,308)	(2,395)	(2,372)	(2,458)	(2,456)	(2,687)	(2,895)	(3,243)	(3,336)	(3,436)	(3,403)	(3,750)	(3,691)	(3,624)	(3,805)	(4,128)	(9,533)	(11,282)	(13,925)	(15,248)
人件関連費(販管) Personnel-related Expenses	(838)	(803)	(819)	(838)	(889)	(973)	(1,114)	(1,232)	(1,314)	(1,334)	(1,405)	(1,458)	(1,492)	(1,439)	(1,563)	(1,626)	(3,298)	(4,208)	(5,511)	(6,121)
広告宣伝費+販売促進費 Ads + Promotion Expenses	(1,024)	(1,160)	(1,100)	(1,150)	(1,125)	(1,244)	(1,237)	(1,406)	(1,366)	(1,459)	(1,348)	(1,525)	(1,477)	(1,476)	(1,447)	(1,711)	(4,434)	(5,013)	(5,699)	(6,111)
その他 Others	(446)	(432)	(453)	(470)	(441)	(469)	(544)	(605)	(656)	(643)	(650)	(767)	(722)	(709)	(795)	(790)	(1,801)	(2,061)	(2,716)	(3,016)
その他の収益 Other revenue	15	20	14	25	10	10	11	23	14	15	9	29	27	5	30	8	74	54	67	69
その他の費用 Other expense	0	0	(1)	(4)	(1)	(5)	(8)	(129)	(7)	(12)	(4)	(47)	(5)	(16)	10	(57)	(5)	(143)	(70)	(69)
営業利益 Operating income (loss)	931	769	656	958	972	934	961	1,313	1,203	1,311	1,347	1,534	1,452	1,338	1,328	1,539	3,314	4,180	5,394	5,657
営業利益率 Operating income margin (%)	24.4%	20.4%	18.1%	23.7%	23.7%	21.6%	20.5%	23.5%	22.0%	22.8%	23.6%	24.2%	23.5%	21.9%	21.2%	22.3%	21.7%	22.3%	23.2%	22.2%
金融収益 Financial revenue	0	0	0	0	0	0	0	31	11	14	(24)	53	0	1	7	25	1	32	53	33
金融費用 Financial expense	(2)	(2)	(2)	(1)	(2)	(2)	(13)	6	(4)	(3)	(7)	1	(8)	(23)	12	(13)	(6)	(10)	(13)	(33)
持分法による投資損益 (△は損失) Share of profit of investments accounted for using the equ	0	0	0	0	0	0	0	(3)	(3)	(1)	0	(1)	(1)	0	0	0	0	(3)	(4)	0
税引前当期利益 (loss) before income taxes	929	768	655	957	971	933	948	1,348	1,207	1,321	1,316	1,587	1,444	1,316	1,346	1,551	3,309	4,199	5,430	5,657
利益率 Margin (%)	24.3%	20.4%	18.0%	23.6%	23.6%	21.6%	20.2%	24.1%	22.1%	23.0%	23.0%	25.1%	23.4%	21.6%	21.5%	22.4%	21.7%	22.4%	23.4%	22.2%
法人所得税費用 Income tax expenses	(271)	(225)	(203)	(345)	(276)	(256)	(280)	(456)	(359)	(374)	(334)	(563)	(462)	(410)	(427)	(493)	(1,043)	(1,269)	(1,631)	(1,792)
当期利益 Net income (loss)	659	543	452	612	694	676	667	892	847	947	981	1,024	981	906	920	1,058	2,266	2,930	3,800	3,865
利益率 Margin (%)	17.2%	14.4%	12.4%	15.1%	16.9%	15.7%	14.2%	16.0%	15.5%	16.5%	17.2%	16.2%	15.9%	14.9%	14.7%	15.3%	14.8%	15.7%	16.3%	15.2%
当期利益の帰属 Net income (loss) attributable to:																				
親会社の所有者 Owners of the parent company	657	541	452	612	694	676	667	892	847	947	981	1,024	981	904	914	1,073	2,262	2,930	3,800	3,872
非支配持分 Non-controlling interests	2	2	0	0	0	0	0	0	0	0	0	0	0	2	6	(15)	4	0	0	(7)

[IFRS] 連結キャッシュ・フロー計算書 Consolidated Statement of Cash Flow

単位: 百万円 Unit: million yen

	FY2022/3				FY2023/3				FY2024/3				FY2025/3				FY2022/3	FY2023/3	FY2024/3	FY2025/3
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q				
営業活動によるキャッシュ・フロー Cash flows from operating activities																				
税引前当期利益 Income (loss) before income taxes	929	768	655	957	971	933	948	1,348	1,207	1,321	1,316	1,587	1,444	1,316	1,346	1,551	3,309	4,199	5,430	5,657
減価償却費及び償却費 Depreciation and amortization	220	231	242	237	232	242	252	299	302	317	324	332	334	340	346	375	930	1,025	1,274	1,395
負ののれん発生益 Gain on bargain purchase	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
減損損失 Impairment loss	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
金融収益及び金融費用 Financial revenue and expenses	2	1	1	1	1	1	12	(37)	(7)	(11)	31	(54)	7	22	(18)	(11)	6	(22)	(40)	0
株式報酬費用 Stock compensation expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
その他の収益 Other revenue	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
その他の費用 Other expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
営業債権及びその他の債権の減少額 (増加) Decrease (increase) in trade and other receivables	178	(100)	200	(245)	2	(177)	169	(561)	155	(392)	424	(1,119)	(3)	(425)	81	(276)	32	(567)	(931)	(623)
前渡金の増減額 (増加) Decrease (increase) in advance payments to suppliers	0	0	0	0	0	0	0	(559)	143	(51)	129	(118)	178	96	49	10	0	(559)	103	333
営業債務及びその他の債務の増加額 (減少) Increase (decrease) in trade and other payables	28	67	(83)	44	244	309	(318)	309	55	408	9	717	389	71	(402)	602	56	543	1,190	660
前受金の増減額 (減少) Increase (decrease) in advances received	0	0	0	0	0	0	0	208	92	92	(152)	(65)	(156)	(69)	(41)	8	0	208	(32)	(257)
預り金の増減額 (減少) Increase (decrease) in deposits	0	0	0	0	0	0	0	1,720	230	92	(2,195)	3,332	393	365	(566)	985	0	1,720	1,458	1,177
預り保証金の増減額 Increase (decrease) in guarantee deposits	18	15	9	9	12	15	(2)	(13)	2	15	12	(29)	0	0	0	0	51	11	0	0
販売促進引当金の増減額 Increase (decrease) in sales promotion expenses	0	0	0	5	0	0	0	3	0	0	0	0	0	0	0	0	5	3	0	0
未払消費税等の増減額 Increase (decrease) in accrued consumption taxes	212	3	34	0	(39)	(32)	(34)	55	(14)	(34)	56	14	(39)	(95)	16	(2)	250	(50)	22	(120)
その他 Others	61	21	(196)	144	(83)	(30)	(160)	299	0	21	(57)	264	(60)	13	(29)	171	31	26	229	96
小計 Subtotal	1,648	1,006	862	1,153	1,340	1,261	866	3,070	2,166	1,777	(103)	4,863	2,487	1,635	783	3,414	4,670	6,536	8,704	8,319
利息及び配当金を受取額 Interest and dividend received	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	5	1	1	1	6
利息の支払額 Interest paid	(2)	(2)	(2)	(1)	(2)	(2)	(3)	(4)	(4)	(3)	(3)	(3)	(5)	(8)	(5)	(5)	(6)	(10)	(13)	(23)
法人所得税等の支払額 Income taxes paid	(380)	5	(400)	(299)	(429)	(1)	(461)	(37)	(1,220)	(1)	(619)	(12)	(702)	4	(642)	(3)	(1,073)	(927)	(1,851)	(1,344)
法人所得税等の還付額 Income taxes return	1	258	0	(2)	2	105	(1)	0	0	0	0	0	3	357	0	13	256	106	0	374
営業活動によるキャッシュ・フロー Cash flows from operating activities	1,268	1,267	461	851	911	1,364	402	3,030	943	1,773	(724)	4,849	1,783	1,989	135	3,423	3,847	5,706	6,841	7,331
投資活動によるキャッシュ・フロー Cash flows from investing activities																				
定期預金の払い戻しによる収入 Proceeds from withdrawal of time deposits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
有形固定資産の取得による支出 Purchase of tangible fixes assets	(3)	(17)	(8)	(8)	(11)	(13)	(9)	(55)	(11)	(33)	(8)	(24)	(83)	(31)	(21)	(25)	(36)	(88)	(76)	(160)
有形固定資産の売却による収入 Proceeds from sales of tangible fixed assets	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
無形資産の取得による支出 Purchase of intangible assets	(187)	(225)	(202)	(204)	(230)	(247)	(232)	(226)	(181)	(196)	(203)	(210)	(236)	(294)	(299)	(318)	(817)	(935)	(790)	(1,147)
投資有価証券の取得による支出 Purchase of investment securities	0	0	0	0	0	0	0	0	0	0	0	0	(169)	0	0	0	0	0	0	(169)
投資有価証券の売却による収入 Proceeds from the sale of investment securities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
敷金・保証金の差入れによる支出 Payment due to leasehold and guarantee deposits	0	0	0	(23)	0	0	0	(15)	0	0	0	0	0	0	0	0	(23)	(15)	0	0
敷金・保証金の回収による収入 Proceeds from leasehold and guarantee deposits	2	0	0	2	24	0	3	2	30	1	0	111	22	18	3	1	5	28	143	44
資産除去債務の履行による支出 Payment due to assets retirement obligations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
金銭の信託の取得による支出 Purchase of money held in trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
金銭の信託の払戻による収入 Proceeds from cancellation of money held in trust	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
持分法で会計処理されている投資の取得による支出 Acquisition of investments accounted for by the equity method	0	0	0	0	0	0	(54)	0	0	0	0	0	0	0	0	0	0	(54)	0	0
連結の範囲の変更を伴う子会株式の取得による収入 Proceeds from purchase of shares of subsidiaries resulting in change in scope of consolidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
連結の範囲の変更を伴う子会株式の取得による支出 Purchase of shares of subsidiaries resulting in change in scope of consolidation	0	0	0	0	(164)	(271)	(1,508)	(1,650)	0	0	0	(61)	0	(645)	(382)	0	0	(3,592)	(61)	(1,027)
事業譲受による支出 Payment for transfer of business	0	0	0	(400)	0	0	0	0	0	0	(20)	(50)	0	0	0	0	(400)	0	(70)	0
短期貸付金の純増減額 Net increase (decrease) in short-term loans receivable	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
その他 Others	(3)	(6)	(11)	9	(1)	5	29	23	15	(85)	(9)	(28)	(1)	(3)	13	1	(11)	56	(108)	9
投資活動によるキャッシュ・フロー Cash flows from investing activities	(191)	(248)	(221)	(623)	(383)	(527)	(1,771)	(1,921)	(147)	(313)	(239)	(262)	(466)	(955)	(686)	(341)	(1,283)	(4,601)	(961)	(2,449)
財務活動によるキャッシュ・フロー Cash flows from financing activities																				
リース負債の返済 Repayment of lease liabilities	(105)	(105)	(106)	(107)	(103)	(103)	(109)	(99)	(121)	(127)	(126)	(126)	(128)	(127)	(133)	(145)	(423)	(414)	(500)	(533)
短期借入金の純増額 (純減額) Net increase (decrease) in short-term borrowings	0	0	0	0	500	0	(1)	0	0	0	0	300	0	200	0	0	0	500	300	200
長期借入れによる収入 Proceeds from long-term borrowings	0	0	0	0	0	0	1,700	1,774	900	0	0	0	1,300	0	0	0	0	3,474	900	1,300
長期借入金の返済による支出 Repayment of long-term borrowings	(159)	(159)	(159)	(159)	(159)	(168)	(545)	(637)	(1,348)	(523)	(525)	(479)	(364)	(564)	(472)	(472)	(637)	(1,510)	(2,875)	(1,872)
新株予約権の行使による収入 Proceeds from exercise of share acquisition rights	0	0	0	0	0	0	0	0	0	0	0	0	223	0	0	0	0	0	0	223
新株予約権の行使による株式の発行による収入 Proceeds from issuance of shares by exercising stock acquisition rights	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
新株発行費用の支払額 Payment of new shares issue expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
新株予約権の発行による収入 Proceeds from issuance of stock acquisition rights	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
配当金の支払額 Dividends paid	(321)	(3)	0	0	(373)	(5)	0	0	(413)	(3)	0	0	(671)	(4)	0	0	(324)	(378)	(416)	(676)
自己株式取得による支出 Purchase of treasury stocks	0	0	0	0	(568)	(707)	(128)	0	0	0	0	0	(998)	(1,341)	(141)	0	0	(1,403)	0	(2,481)
自己株式取得のための預託金の増減額 (増加) Decrease (increase) in deposits for purchase of treasury shares	0	0	0	0	(232)	107	125	0	0	0	0	0	0	0	0	0	0	0	0	0
その他 Others	0	(7)	0	0	0	(1)	0	0	0	0	0	0	0	(58)	59	0	(7)	(1)	0	0
財務活動によるキャッシュ・フロー Cash flows from financing activities	(585)	(275)	(265)	(266)	(935)	(878)	1,042	1,038	(981)	(653)	(651)	(306)	(639)	(1,895)	(687)	(617)	(1,391)	267	(2,591)	(3,838)
現金及び現金同等物の為替変動による影響 Effects of exchange rate changes on cash and cash equivalents	(3)	(4)	5	(4)	5	9	(13)	(8)	8	(5)	(30)	27	11	(12)	0	10	(5)	(7)	0	10
現金及び現金同等物の増減額 Increase (decrease) in cash and cash equivalents	489	1,230	1,209	1,168	(402)	(433)	(773)	1,365	(177)	626	(1,019)	3,288	688	(184)	(1,422)	1,054	1,168	1,365	3,288	1,054
現金及び現金同等物の期首残高 Cash and cash equivalents at the beginning of the period	7,420	7,420	7,420	7,420	8,588	8,588	8,588	8,588	9,953	9,953	9,953	9,953	13,241	13,241	13,241	13,241	7,420	8,588	9,953	13,241
現金及び現金同等物の期末残高 Cash and cash equivalents at the end of the period	7,910	8,650	8,630	8,588	8,186	8,155	7,815	9,953	9,776	10,579	8,934	13,241	13,930	13,057	11,820	14,295	8,588	9,953	13,241	14,295