### Consolidated Financial Results for the Fiscal Year Ended June 30, 2024 [IFRS]

Company name: Scala, Inc.

Listing: Tokyo Stock Exchange
Stock code: 4845

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Scheduled date of Annual General Meeting of Shareholders: September 24, 2024
Scheduled date of filing of Annual Securities Report: September 24, 2024
Scheduled date of payment of dividend: September 25, 2024

Preparation of supplementary materials for financial results: Yes

Holding of financial results meeting: Yes (for institutional investors and analysts)

(All amounts are rounded down to the nearest million yen.)

### 1. Management Performance under IFRS and Non-GAAP Measures

Consolidated Results of Operations (July 1, 2023–June 30, 2024)

(Percentages represent year-on-year changes.)

|                                 |             |         |             |        |                   |        |             | • | _ 0, ,,             |          |
|---------------------------------|-------------|---------|-------------|--------|-------------------|--------|-------------|---|---------------------|----------|
|                                 | Reveni      | Revenue |             | profit | Profit before tax |        | Profit      |   | Profit attributable |          |
|                                 | Revent      | uc      | Operating   | prom   | 1 Tollt bele      | ne tux | 11011       |   | to owners of        | f parent |
| (IFRS)                          | Million yen | %       | Million yen | %      | Million yen       | %      | Million yen | % | Million yen         | %        |
| Fiscal year ended Jun. 30, 2024 | 10,714      | (9.5)   | (2,155)     | _      | (2,166)           | -      | (2,887)     | _ | (2,887)             | _        |
| Fiscal year ended Jun. 30, 2023 | 11,838      | _       | 397         | _      | 374               | _      | (213)       | _ | (218)               | _        |
| (Non-GAAP)                      |             |         |             |        |                   |        |             |   |                     |          |
| Fiscal year ended Jun. 30, 2024 | 10,714      | (9.5)   | (203)       | _      | (214)             | _      | (274)       | _ | (274)               | _        |
| Fiscal year ended Jun. 30, 2023 | 11,838      | _       | 359         | _      | 337               | _      | 205         | _ | 194                 | _        |

|                                 | IF                              | RS        | Non-GAAP       |                  |  |
|---------------------------------|---------------------------------|-----------|----------------|------------------|--|
|                                 | Basic earnings Diluted earnings |           | Basic earnings | Diluted earnings |  |
|                                 | per share                       | per share | per share      | per share        |  |
|                                 | Yen                             | Yen       | Yen            | Yen              |  |
| Fiscal year ended Jun. 30, 2024 | (166.53)                        | (166.53)  | (15.80)        | (15.80)          |  |
| Fiscal year ended Jun. 30, 2023 | (12.62)                         | (12.66)   | 11.23          | 11.19            |  |

Reference: Share of profit (loss) of investments accounted for using equity method (million yen)

Fiscal year ended Jun. 30, 2024: (14)

Fiscal year ended Jun. 30, 2023: (2)

Notes: 1. Revenue, operating profit, and profit before tax for the fiscal year ended June 30, 2023 were reclassified by deducting the amounts of those from discontinued operations from the amounts of those from continuing operations. Because of this, these year-on-year changes are not presented.

For details of the discontinued operations, please refer to "3. Consolidated Financial Statements and Notes, (5) Notes to Consolidated Financial Statements (Discontinued Operations)" on page 19 of Attachments.

- 2. In non-GAAP measures, for adjustment, gains/losses on securities related to investment business were deducted from the line items below operating profit, and profit from discontinued operations was deducted from the line items below profit.
- 3. In non-GAAP measures, in addition to the above Note 2, expenses related to impairment losses on goodwill and other items, cancellation penalty, and business structure improvement expenses of 2,069 million yen were deducted from the line items below operating profit for the fiscal year ended June 30, 2024, and reversal of deferred tax assets of 98 million yen were deducted from profit for the fiscal year ended June 30, 2024.
- 4. For details of the non-GAAP measures, please refer to "1. Overview of Results of Operations (1) Results of Operations "on page 2 of Attachments.

### 2. Consolidated Financial Position under IFRS

|                     | Total assets | Total equity | Equity attributable to owners of parent | Ratio of equity<br>attributable to<br>owners of parent to<br>total assets | Equity per share<br>attributable to<br>owners of parent |
|---------------------|--------------|--------------|---|---|---|
|                     | Million yen  | Million yen  | Million yen                             | %   | Yen   |
| As of Jun. 30, 2024 | 12,699       | 4,569        | 4,338                                   | 34.2  | 250.01  |
| As of Jun. 30, 2023 | 18,316       | 8,089        | 7,832                                   | 42.8  | 451.84  |

### 3. Consolidated Cash Flows under IFRS

|                                 | Cash flows from operating activities | Cash flows from investing activities | Cash flows from financing activities | Cash and cash<br>equivalents at end of<br>period |
|---------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--|
|                                 | Million yen                          | Million yen                          | Million yen                          | Million yen                                      |
| Fiscal year ended Jun. 30, 2024 | 251                                  | 161                                  | (1,348)                              | 6,817  |
| Fiscal year ended Jun. 30, 2023 | 601                                  | (214)                                | (2,250)                              | 7,740  |

### 4. Dividends

|  |        | Div    | idend per s | hare     |       | Total dividends | Dividend payout ratio (consolidated) |  |
|--|--------|--------|-------------|----------|-------|-----------------|--------------------------------------|--|
|  | 1Q-end | 2Q-end | 3Q-end      | Year-end | Total | Total dividends |                                      |  |
|  | Yen    | Yen    | Yen         | Yen      | Yen   | Million yen     | %                                    |  |
| Fiscal year ended Jun. 30, 2023              | _      | 18.50  | _           | 18.50    | 37.00 | 641             | _                                    |  |
| Fiscal year ended Jun. 30, 2024              | _      | 18.75  | _           | 18.75    | 37.50 | 650             | _                                    |  |
| Fiscal year ending Jun. 30, 2025 (forecasts) | _      | 8.00   | -           | 8.00     | 16.00 | 277             | _                                    |  |

Note: The source of funds for the dividend at the end of the fiscal year ended June 30, 2024 includes capital surplus. For details, please refer to "Breakdown of dividends with capital surplus as the source of funds for the dividend" below.

# 5. Consolidated Earnings Forecast for the Fiscal Year Ending June 30, 2025 under IFRS (July 1, 2024–June 30, 2025)

(Percentages represent year-on-year changes.)

|           | Revent      | ıe    | Operating   | profit | Profit befo | ore tax | Profit      | t | Profit attribu<br>owners of p |   | Basic<br>earnings per<br>share |
|-----------|-------------|-------|-------------|--------|-------------|---------|-------------|---|-------------------------------|---|--------------------------------|
|           | Million yen | %     | Million yen | %      | Million yen | %       | Million yen | % | Million yen                   | % | Yen                            |
| Full year | 10,100      | (5.7) | 550         | _      | 540         | -       | 380         | _ | 340                           |   | 19.61                          |

### \* Notes

(1) Significant changes in the scope of consolidation during the period: None

Newly added: – Excluded: –

(2) Changes in accounting policies and accounting estimates

Changes in accounting policies required by IFRS: None
 Changes in accounting policies other than 1) above: None
 Changes in accounting estimates: None

(3) Number of shares issued (common shares)

1) Number of shares issued as of the end of the period (including treasury shares)

As of Jun. 30, 2024: 17,753,459 shares As of Jun. 30, 2023: 17,734,259 shares

2) Number of treasury shares as of the end of the period

As of Jun. 30, 2024: 400,008 shares As of Jun. 30, 2023: 400,008 shares

3) Average number of shares outstanding during the period

Fiscal year ended Jun. 30, 2024: 17,341,863 shares Fiscal year ended Jun. 30, 2023: 17,323,523 shares

### Reference: Summary of Non-consolidated Financial Results

Non-consolidated Financial Results for the Fiscal Year Ended June 30, 2024 (July 1, 2023–June 30, 2024)

(1) Non-consolidated Results of Operations

(Percentages represent year-on-year changes.)

|                                 | Net sales   |      | Operating profit |   | Ordinary profit |   | Profit      |   |
|---------------------------------|-------------|------|------------------|---|-----------------|---|-------------|---|
|                                 | Million yen | %    | Million yen      | % | Million yen     | % | Million yen | % |
| Fiscal year ended Jun. 30, 2024 | 1,622       | 49.6 | 56               | _ | 83              | _ | (2,180)     | _ |
| Fiscal year ended Jun. 30, 2023 | 1,084       | 25.2 | (425)            | _ | (370)           | _ | (850)       | _ |

|                                 | Basic earnings per share | Diluted earnings per share |
|---------------------------------|--------------------------|----------------------------|
|                                 | Yen                      | Yen                        |
| Fiscal year ended Jun. 30, 2024 | (125.75)                 | -                          |
| Fiscal year ended Jun. 30, 2023 | (49.07)                  | _                          |

Note: Diluted earnings per share is not presented despite the existence of potential shares because net loss per share was reported.

### (2) Non-consolidated Financial Position

|                     | Total assets | Net assets  | Equity ratio | Net assets per share |
|---------------------|--------------|-------------|--------------|----------------------|
|                     | Million yen  | Million yen | %            | Yen                  |
| As of Jun. 30, 2024 | 9,043        | 2,926       | 32.3         | 168.56               |
| As of Jun. 30, 2023 | 12,187       | 5,720       | 46.9         | 329.91               |

Reference: Equity (Shareholders' equity + Valuation and translation adjustments) (million yen)

As of Jun. 30, 2024: 2,925

As of Jun. 30, 2023: 5,718

### Reason for difference from previous year's non-consolidated financial results

For the non-consolidated financial results, there was an increase in revenue and profit due to the receipt of dividends and collection of corporate expenses of subsidiaries and associates.

In addition, there was a decrease in profit as a result of recording loss on valuation of shares of subsidiaries and associates, cancellation penalty, business structure improvement expenses, etc. as extraordinary losses and a reversal of deferred tax assets. These factors explain the difference between the financial results for the fiscal year ended June 30, 2023 and those for the fiscal year ended June 30, 2024.

- The current consolidated financial results are not subject to the audit by certified public accountants or auditing firms.
- Explanation of appropriate use of earnings forecasts, and other special items

Cautionary statement with respect to forecasts

Forecasts of future performance in these materials are based on assumptions judged to be valid and information available to Scala's management at the time these materials were prepared, but are not promises by Scala regarding future performance. Actual results may differ significantly from these forecasts for a number of reasons.

Please refer to "1. Overview of Results of Operations, (4) Outlook" on page 7 of Attachments for forecast assumptions and notes of caution for usage.

How to view supplementary materials for financial results

Supplementary materials for the financial results will be disclosed today (August 14, 2024) and available on the Scala's website.

Breakdown of dividends with capital surplus as the source of funds for the dividend

The following is a breakdown of dividends for the fiscal year ended June 30, 2024, with capital surplus as the source of funds for the dividend.

| Record date               | Year-end        | Total           |
|---------------------------|-----------------|-----------------|
| Dividend per share        | 18.75 yen       | 18.75 yen       |
| Total amount of dividends | 325 million yen | 325 million yen |

Note: Net asset decrease ratio 0.094

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### 1. Overview of Results of Operations

Scala, Inc. ("Scala" or the "Company") and its group companies (collectively the "Group") have adopted International Financial Reporting Standards (IFRS).

In addition to IFRS, the Group has adopted financial measures that can express its operating performance more accurately (the "non-GAAP measures"), and accordingly has disclosed its consolidated results of operations by applying both IFRS and the non-GAAP measures.

The Company classified Connect Agency, Inc. and J-Phoenix Research Inc. as discontinued operations in the fourth quarter of the fiscal year ended June 30, 2023, and has completed the transfer of all shares of these companies.

The Company also classified FourHands, Inc. in the third quarter of the fiscal year ended June 30, 2024 (the "current fiscal year") and readytowork Co., Ltd., Sports Stories, Inc., and Broncos 20 Co., Ltd. in the fourth quarter of the current fiscal year as discontinued operations, and has completed the transfer of all shares of these companies, which were consolidated subsidiaries, in the current fiscal year.

Accordingly, revenue, operating profit, and profit before tax for the fiscal year ended June 30, 2023 were reclassified by deducting the amounts of those from discontinued operations from the amounts of those from continuing operations.

In relation to segments, the Company changed the reportable segment name of the HR & Education Business to the HR Business due to the transition of the education business to discontinued operations in the fourth quarter of the fiscal year ended June 2024. It also changed the reportable segment name of the Financial Related Business to the Financial Business although there has been no change in the business activities of this segment.

### (1) Results of Operations

### 1) Results of operations under IFRS

In the current fiscal year, the Japanese economy continued to show a gradual recovery as economic activities returned toward normal and employment conditions improved. However, the economic outlook remains uncertain due to soaring resource prices caused by geopolitical risks, price hikes driven by the depreciation of the yen, and other factors.

Under these circumstances, we focus on the growth not only of the Group, but also of our co-creation partners, local communities, and countries by utilizing cutting-edge digital transformation (DX) technologies to reduce costs and streamline operations to create new work styles. Along with that, we acknowledge that initiatives to promote personal growth of people who are involved in resolving social problems are attracting a lot of attention.

In such business environment, with the aim of creating the world where valuable things come springing up, which is the Vision laid out in our Medium Term Business Plan 2024–2026 announced in August 2023, the Group has been working to achieve the objectives stated in the Plan. In addition, the Group has been undertaking business restructuring through the selection and concentration of business along with cost reduction toward the fiscal year ending June 30, 2025 and beyond in order to significantly improve its profitability, especially in the DX business, which is our critical foundation.

As a result, the Group reported revenue of 10,714 million yen (down 9.5% year on year) for the current fiscal year. This decrease was due mainly to a temporary decrease in development projects and impacts caused by the end of the Go To Travel Campaign and the government's nationwide travel discount program in the DX Business, although the EC Business continued steady growth.

On the profitability front, the Group reported operating loss of 2,155 million yen (compared with operating profit of 397 million yen for the previous fiscal year). This result can be explained mainly by a decrease in revenue in the DX Business, as well as cancellation fees for office downsizing in connection with business restructuring and impairment losses on property, plant and equipment, intangible assets, and goodwill.

Loss before tax amounted to 2,166 million yen (compared with profit before tax of 374 million yen for the previous fiscal year). As a result of recording income tax expense of 194 million yen and loss from discontinued operations of 516 million yen, loss amounted to 2,877 million yen (compared with loss of 213 million yen for the previous

fiscal year), and loss attributable to owners of parent amounted to 2,887 million yen (compared with loss attributable to owners of parent of 218 million yen for the previous fiscal year).

### 2) Results of operations under non-GAAP measures

The non-GAAP measures are calculated by deducting non-recurring items and other adjustments, which are prescribed by the Group, from IFRS-based financial figures.

We believe that disclosure of the non-GAAP measures makes it easier for our stakeholders to make both cross-sectional and time-series comparisons and can also provide useful information that helps them to understand the Group's underlying operating performance and its outlook.

Non-recurring items refer to one-off profits or losses that we believe should be excluded based on certain criteria for the purpose of preparing the earnings forecast.

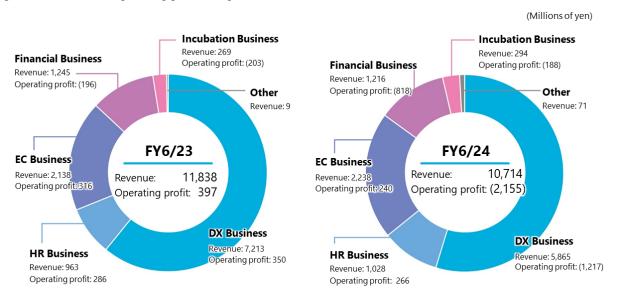
While the Group discloses the non-GAAP measures in reference to the rules set out by the U.S. Securities and Exchange Commission, this does not mean the Group fully complies with these rules.

For adjustment, gains/losses on securities related to investment business were deducted from the operating profit and the items below it, and profit from discontinued operations was deducted from profit and items below it.

For the current fiscal year, in addition to the deduction above, 2,069 million yen mainly for impairment losses on goodwill and other items, cancellation penalty fees, and business restructuring expenses and 98 million yen for the posting of reversal of deferred tax assets were deducted to derive the non-GAAP measures.

The operating segment performance is as follows.

Segment revenue and operating profit are presented in accordance with IFRS.



### (i) DX Business

In this Business, Scala Communications, Inc. experienced a decrease in revenue and profit from the previous fiscal year. This was attributable to changes in the situation in some industries with large transaction amounts and to a reduction in the scale of projects for certain customers.

EGG CO., LTD. saw sales and profits decrease year on year mainly due to the termination of the Go To Travel Campaign and the government's nationwide travel discount program and to delay in progress from the initial plan. However, deliveries of projects supported by the Digital Garden City National Fund have so far been on track, and new projects have been won at a stable pace. We will keep focusing on horizontal business expansion into other municipal projects, such as the launch of an online service for health and long-term care prevention using a municipality's official LINE.

As a result of the above, although the DX Business as a whole has been expediting promotion of existing services and introduction of new services, some of the companies posted revenue in this business, resulting in declines in

both revenue and profit.

149 million yen was posted for business restructuring expenses to enhance productivity by streamlining operation. Furthermore, 945 million yen for impairment losses on goodwill and fixed assets was posted as temporary loss due to the impact of delay in progress of profitability enhancement from the initial plan.

(Millions of yen, unless otherwise stated)

|                     |   | FY6/23   | FY6/24  | Year-on-year change |            |  |
|---------------------|---|----------|---------|---------------------|------------|--|
|                     |   | Γ 1 0/23 | Γ10/24  | Amount              | %          |  |
| F                   | Revenue                                 | 7,213    | 5,865   | (1,347)             | Down 18.7% |  |
| Segment profit      | Before allocation of corporate expenses | 1,007    | (564)   | (1,572)             | l          |  |
| (IFRS)              | After allocation of corporate expenses  | 350      | (1,217) | (1,567)             | l          |  |
| Segment profit      | Before allocation of corporate expenses | 1,007    | 529     | (477)               | Down 47.4% |  |
| (non-GAAP measures) | After allocation of corporate expenses  | 350      | (122)   | (472)               | _          |  |

Note: For the current fiscal year, impairment losses on goodwill and fixed assets, and business restructuring expenses were deducted to derive the non-GAAP measures.

### (ii) HR Business

In the recruitment support services business, willingness to recruit new graduates continues to be high for the spring of 2025. The need for services to provide opportunities to match companies with outstanding students, particularly, recruiting support services specializing in student athletes and female students, remains high.

Meanwhile, we have launched new businesses in the domain of mid-career job change support and career education business for students. We are aiming to expand these businesses as early as possible by leveraging our assets built through existing businesses.

While revenue increased from the previous fiscal year because both worker placement and recruitment events continued to grow, profits decreased due to the impact of the upfront investment in building the organization for launching new businesses.

(Millions of yen, unless otherwise stated)

|                          |   | EV.6/22 | EV.6/24 | Year-on-y | ear change |
|--------------------------|---|---------|---------|-----------|------------|
|                          |   | FY6/23  | FY6/24  | Amount    | %          |
| Revenue                  |   | 963     | 1,028   | 65        | Up 6.8%    |
| Segment profit (IFRS and | Before allocation of corporate expenses | 324     | 304     | (19)      | Down 6.1%  |
| non-GAAP<br>measures)    | After allocation of corporate expenses  | 286     | 266     | (19)      | Down 6.9%  |

### (iii) EC Business

In the EC Business, we continue to pursue comfortable UI/UX through SEO, data feed advertising and other digital marketing. This effort brought an increase in revenue from the previous fiscal year. Additionally, in part of the shipping operations at logistics bases, we have begun to introduce an AI-based image recognition solution, on which we have continued research and development for a long time. Going forward, we will pursue further productivity enhancement as we are planning to apply this solution to appraisal of items to purchase.

Profit decreased from the previous fiscal year due to the following: the impact of calming down of the growth of some titles that performed briskly and grew rapidly; continuous renovation and improvement of systems; and active attitude toward possible introduction of new technologies.

(Millions of yen, unless otherwise stated)

|                |                      | FY6/23   | FY6/24   | Year-on-year change |              |
|----------------|----------------------|----------|----------|---------------------|--------------|
|                |                      | Γ 1 0/23 | Г 1 0/24 | Amount              | %            |
| Revenue        |                      | 2,138    | 2,238    | 100                 | Up 4.7%      |
| Segment profit | Before allocation of | 379      | 303      | (76)                | Down 20.1%   |
| (IFRS and      | corporate expenses   | 317      | 303      | (70)                | DOWII 20.170 |
| non-GAAP       | After allocation of  | 316      | 240      | (76)                | Down 24.1%   |
| measures)      | corporate expenses   | 310      | 240      | (70)                | DOWII 24.170 |

### (iv) Financial Business

In the Financial Business, the number of contracts held reached the highest one as a result of sale promotion activities focused on highly profitable new products. However, revenue and profit were down from the previous fiscal year due to upfront investments for developing new products and to an increase in expenses for strengthening marketing efforts, including website and landing page redesigns.

613 million yen for impairment losses on goodwill and fixed assets was posted as temporary loss due to the impact of delay in progress of profitability enhancement from the initial plan.

(Millions of yen, unless otherwise stated)

|  |   | FY6/23   | FY6/24  | Year-on-year change |           |
|--|---|----------|---------|---------------------|-----------|
|  |   | F 1 0/23 | F 10/24 | Amount              | %         |
| Revenue                                  |   | 1,245    | 1,216   | (28)                | Down 2.3% |
| Segment profit corporate (IFRS) After    | Before allocation of corporate expenses | (160)    | (782)   | (621)               | _         |
|  | After allocation of corporate expenses  | (196)    | (818)   | (621)               | -         |
| Segment profit<br>(non-GAAP<br>measures) | Before allocation of corporate expenses | (160)    | (169)   | (8)                 | _         |
|  | After allocation of corporate expenses  | (196)    | (205)   | (8)                 | _         |

Note: For the current fiscal year, impairment losses on goodwill and fixed assets were deducted to derive the non-GAAP measures.

#### (v) Incubation Business

SOCIALX, INC. supports the creation of new businesses for addressing social problems in public-private cocreation through a variety of Gyaku Propo services. As an entity selected to corporate with the Tokyo Metropolitan Government for its Startup Support and Development Project by Diverse Entities (TOKYO SUTEAM), SOCIALX, INC. has been operating the Public-Private Co-creation Acceleration Program (SOCIALX Acceleration) to create and support startups that resolve social issues with both financial return and social impact. In SOCIALX Acceleration, companies selected for the first stage moved on to demonstration experiments with municipalities, and finalists to challenge the second stage have been determined. In addition, the Okinawa General Bureau and Cabinet Office and the Gunma Prefectural Government have started similar programs, which are attracting interest from financial institutions and other organizations. In this context, the company has been moving forward with similar initiatives. For example, it started study on impact fund creation with the QR Investment, Ltd., a subsidiary of Hokkoku Financial Holdings, Inc. for investment business, and concluded the "Agreement on Cooperation for Regional Revitalization" with YMFG ZONE PLANNING CO., LTD., a fully-owned subsidiary of Yamaguchi Financial Group, Inc.

Gyaku Propo has been used by a wide range of companies from startups to large companies, including Hakuhodo Inc., Mellow Inc., BABYJOB Inc., ENELL. INC, and Concur Japan, Ltd., and was featured by the media, such as a TV program. Furthermore, the public-private co-creation human resources development program developed in August 2023 has since been expanded to cover 400 people in 40 companies, 85 municipalities, and 3 national government agencies, and was incorporated into the Tokyo Metropolitan Government's Open Innovation Platform, a project to promote collaboration. Still other organizations have determined to introduce this program. We are continuing new challenges to establish co-creation economy attracting the Government and other organizations. Such challenges include accepting staff seconded from Toyota City of Aichi Prefecture and dispatching a director

as a corporate collaboration promotion advisor to Minato Ward of Tokyo.

In addition, the Company also provides M&A execution support service as collaborative M&A advisory to listed companies mainly in the information and communication industries by combining the experience in business development and M&A and the Group's DX expertise that have been accumulated so far. We have found potential sellers with a high response rate by using our experience to directly approach to seller candidates.

Consequently, revenue is gradually expanding by making active efforts for new businesses; however, profit decreased due to the incurrence of upfront expenses for developing M&A-related services.

61 million yen for an impairment loss on fixed assets was posted as temporary loss as a result of revision to future profitability in some of the businesses.

(Millions of yen, unless otherwise stated)

|   |   | FY6/23 | EV4/24 | Year-on-y | ear change |
|---|---|--------|--------|-----------|------------|
|   |   | Γ10/23 | FY6/24 | Amount    | %          |
| Revenue   |   | 269    | 294    | 25        | Up 9.4%    |
| Segment profit (IFRS)  Before allocation of corporate expenses After allocation of corporate expenses | (197)                                   | (182)  | 15     | _         |            |
|   |   | (203)  | (188)  | 15        | _          |
| (non-GAAP measures)   | Before allocation of corporate expenses | (235)  | (190)  | 44        | _          |
|   | After allocation of corporate expenses  | (241)  | (196)  | 44        |            |

Note: For the current fiscal year, impairment losses on goodwill and fixed assets, and business restructuring expenses were deducted to derive the non-GAAP measures.

### (2) Financial Position

#### Assets

Total assets amounted to 12,699 million yen at the end of the current fiscal year, a decrease of 5,616 million yen over the end of the previous fiscal year. This was mainly attributable to decreases of 923 million yen in cash and cash equivalents, 1,456 million yen in right-of-use assets, 1,012 million yen in goodwill, 1,049 million yen in intangible assets, and 325 million yen in deferred tax assets.

### Liabilities

Liabilities totaled 8,130 million yen, a decrease of 2,096 million yen over the end of the previous fiscal year. This was mainly attributable to decreases of 342 million yen in bonds and borrowings (non-current), 255 million yen in deferred tax liabilities, 272 million yen in lease liabilities, and 1,223 million yen in lease liabilities (non-current).

### Equity

Equity totaled 4,569 million yen, a decrease of 3,519 million yen over the end of the previous fiscal year. This was mainly due to the recording of loss attributable to owners of parent of 2,887 million yen and a decrease of 645 million yen in retained earnings due to the payment of dividends.

### (3) Cash Flows

Cash and cash equivalents as of the end of the current fiscal year amounted to 6,817 million yen, a net decrease of 923 million yen over the end of the previous fiscal year.

Cash flows and the main reasons for changes are as described below.

### Cash flows from operating activities

Net cash provided by operating activities totaled 251 million yen (a 349 million yen decrease in net cash provided over the previous fiscal year). This was mainly due to the recording of loss before tax of 2,166 million yen, loss before tax from discontinued operations of 489 million yen (compared with profit before tax of 374 million yen and loss before tax from discontinued operations of 522 million yen in the previous fiscal year), impairment losses

of 1,961 million yen (a 1,561 million yen increase in net cash provided over the previous fiscal year), depreciation and amortization of 711 million yen (a 80 million yen decrease in net cash provided over the previous fiscal year), and income taxes refund of 31 million yen (compared with income taxes paid of 324 million yen in the previous fiscal year).

### Cash flows from investing activities

Net cash provided by investing activities totaled 161 million yen (a 214 million yen in net cash used over the previous fiscal year). This was mainly due to proceeds from sale of securities related to investment business of 255 million yen (a 97 million yen increase in net cash provided over the previous fiscal year), proceeds from refund of leasehold and guarantee deposits of 48 million yen (a 47 million yen increase in net cash provided over the previous fiscal year), purchase of intangible assets of 70 million yen (a 32 million yen decrease in net cash used over the previous fiscal year), and purchase of investment securities of 33 million yen (a 59 million yen decrease in net cash used over the previous fiscal year).

### Cash flows from financing activities

Net cash used in financing activities totaled 1,348 million yen (a 902 million yen decrease in net cash used over the previous fiscal year). This was mainly due to net cash used of 28 million yen resulting from repayments of borrowings, etc. (a 888 million yen decrease in net cash used over the previous fiscal year, which was the sum of net increase (decrease) in short-term borrowings, proceeds from long-term borrowing, and repayments of long-term borrowings), repayments of lease liabilities of 493 million yen (a 58 million yen decrease in net cash used over the previous fiscal year), and dividends paid of 647 million yen (a 15 million yen increase in net cash used over the previous fiscal year).

### Reference: Cash flow indicators

|   | FY6/20 | FY6/21 | FY6/22 | FY6/23 | FY6/24 |
|---|--------|--------|--------|--------|--------|
| Ratio of equity attributable to owners of parent to total assets (%)              | 29.7   | 50.0   | 41.7   | 42.8   | 34.2   |
| Market value ratio of equity attributable to owners of parent to total assets (%) | 47.9   | 65.4   | 60.5   | 70.8   | 94.4   |
| Interest-bearing debt to cash flow ratio (years)                                  | 10.2   | 11.9   | 4.5    | 13.1   | 24.6   |
| Interest coverage ratio (times)   | 41.0   | 15.2   | 59.7   | 16.3   | 6.8    |

Ratio of equity attributable to owners of parent to total assets: Equity attributable to owners of parent / Total assets Market value ratio of equity attributable to owners of parent to total assets: Market capitalization / Total assets Interest-bearing debt to cash flow ratio: Interest-bearing debt / Cash flows

Interest coverage ratio: Cash flows / Interest payments

Notes: 1. All indices are calculated based on consolidated figures.

- 2. Market capitalization is calculated based on the number of outstanding shares excluding treasury shares.
- 3. Cash flows are based on "Net cash provided by (used in) operating activities."
- 4. Interest-bearing debt includes all debt on the consolidated statement of financial position that incur interest.

### (4) Outlook

In light of the change of the Representative Executive Officer and recent performance trends, the Group has decided to review and withdraw the Medium Term Business Plan. We will promote selection and concentration based on the premise of contributing to customers and the realization of a sustainable society by thoroughly implementing a customer-centric approach and providing ESG management services, leveraging our business portfolio, which is centered on IT and human resources, the Group's mainstay businesses.

For more information, please refer to "Notice of Withdrawal of Mid-term Management Plan" (Japanese version only) and "Result of Operations for Fiscal Year Ended June 30, 2024," announced on August 14, 2024.

### (5) Basic Policy for Profit Distribution and Dividend Plans for the Current and Next Fiscal Years

Scala regards the distribution of profits to shareholders as an important management policy and makes it a basic policy to pay dividends in a stable manner.

Scala has consistently paid interim and year-end dividends. The decision-making bodies for distributions of retained earnings are the general meeting of shareholders for year-end dividends and the Board of Directors for interim dividends.

For the current fiscal year, Scala plans to pay an annual dividend of 37.5 yen per share, consisting of a year-end dividend of 18.75 yen per share, which will require approval at the Annual General Meeting of Shareholders scheduled on September 24, 2024, in addition to an interim dividend of 18.75 yen per share, which has already been paid.

For the next fiscal year, in consideration of the appropriate level of internal reserves for sustainable growth, we plan to set the amount of total return to 50% of profit before tax, excluding extraordinary factors such as gains on sales of subsidiaries and other securities, for the interim and year-end dividends for the fiscal year ending June 30, 2025 at 8 yen each, or 16 yen per year.

### 2. Basic Approach to the Selection of Accounting Standards

The Group has adopted IFRS since the fiscal year ended June 30, 2016, for the purpose of enhancing international comparability and the usefulness of financial information in capital markets.

# 3. Consolidated Financial Statements and Notes

# (1) Consolidated Statement of Financial Position

|   |                                 | (Thousands of yen               |
|---|---------------------------------|---------------------------------|
|   | FY6/23<br>(As of Jun. 30, 2023) | FY6/24<br>(As of Jun. 30, 2024) |
| Assets  | (As 01 Juli. 50, 2025)          | (AS 01 Juli. 30, 2024)          |
| Current assets  |                                 |                                 |
| Cash and cash equivalents                                 | 7,740,400                       | 6,817,385                       |
| Trade and other receivables                               | 1,384,649                       | 1,323,993                       |
| Inventories   | 322,902                         | 366,600                         |
| Reinsurance assets  | 528,151                         | 521,946                         |
| Income taxes receivable                                   | 135,447                         | 6,699                           |
| Other current assets                                      | 101,370                         | 69,477                          |
| Assets held for sale                                      | 67,827                          | -                               |
| Total current assets                                      | 10,280,749                      | 9,106,102                       |
| Non-current assets  | 10,200,747                      | 7,100,102                       |
|   | 541 742                         | 201 522                         |
| Property, plant and equipment                             | 541,743                         | 301,522                         |
| Right-of-use assets Goodwill                              | 1,844,243                       | 387,914                         |
|   | 1,990,895                       | 978,216                         |
| Intangible assets   | 1,164,502                       | 115,050                         |
| Other financial assets                                    | 1,448,298                       | 1,171,979                       |
| Securities related to investment business                 | 346,864                         | 269,291                         |
| Deferred tax assets                                       | 691,195                         | 365,458                         |
| Other non-current assets                                  | 8,025                           | 4,429                           |
| Total non-current assets                                  | 8,035,767                       | 3,593,863                       |
| Total assets  | 18,316,517                      | 12,699,966                      |
| Liabilities and equity                                    |                                 |                                 |
| Liabilities   |                                 |                                 |
| Current liabilities                                       |                                 |                                 |
| Trade and other payables                                  | 813,638                         | 784,511                         |
| Bonds and borrowings                                      | 3,215,156                       | 3,344,922                       |
| Lease liabilities   | 565,165                         | 292,242                         |
| Income taxes payable                                      | 83,186                          | 98,173                          |
| Insurance contract liabilities                            | 592,749                         | 628,803                         |
| Other current liabilities                                 | 420,680                         | 363,788                         |
| Liabilities directly associated with assets held for sale | 14,589                          | _                               |
| Total current liabilities                                 | 5,705,166                       | 5,512,441                       |
| Non-current liabilities                                   |                                 |                                 |
| Bonds and borrowings                                      | 2,787,649                       | 2,445,350                       |
| Lease liabilities   | 1,326,734                       | 103,601                         |
| Deferred tax liabilities                                  | 255,533                         | _                               |
| Other non-current liabilities                             | 151,973                         | 69,068                          |
| Total non-current liabilities                             | 4,521,891                       | 2,618,021                       |
| Total liabilities   | 10,227,058                      | 8,130,462                       |
| Equity —  | , ,                             | , ,                             |
| Equity attributable to owners of parent                   |                                 |                                 |
| Share capital   | 1,787,880                       | 1,792,766                       |
| Capital surplus   | 986,384                         | 991,270                         |
| Retained earnings   | 5,162,735                       | 1,628,971                       |
| Treasury shares   | (299,966)                       | (299,966)                       |
| Other components of equity                                | 195,234                         | 225,454                         |
|   |                                 |                                 |
| Total equity attributable to owners of parent             | 7,832,267                       | 4,338,496                       |
| Non-controlling interests                                 | 257,191                         | 231,007                         |
| Total equity  | 8,089,459                       | 4,569,504                       |
| Total liabilities and equity                              | 18,316,517                      | 12,699,966                      |

# (2) Consolidated Statements of Income and Comprehensive Income Consolidated Statement of Income

|  |  | (Thousands of yen)                     |
|--|--|--|
|  | FY6/23<br>(Jul. 1, 2022–Jun. 30, 2023) | FY6/24<br>(Jul. 1, 2023–Jun. 30, 2024) |
| Continuing operations:   | (Jul. 1, 2022—Juli. 30, 2023)          | (Jul. 1, 2025–Juli. 30, 2024)          |
| Revenue  | 11,838,343                             | 10,714,549                             |
| Cost of sales  | (6,910,682)                            | (6,154,729)                            |
| Gross profit   | 4,927,660                              | 4,559,819                              |
| Selling, general and administrative expenses   | (4,586,905)                            | (4,742,790)                            |
| Other income   | 39,370                                 | 13,094                                 |
| Other expenses   | (20,345)                               | (2,102,326)                            |
| Operating profit (loss) before gains/losses on securities related to investment business | 359,780                                | (2,272,202)                            |
| Gains/losses on securities related to investment business                                | 37,439                                 | 117,181                                |
| Operating profit (loss)  | 397,219                                | (2,155,020)                            |
| Finance income   | 28,114                                 | 28,380                                 |
| Finance costs  | (50,493)                               | (40,030)                               |
| Profit (loss) before tax   | 374,840                                | (2,166,670)                            |
| Income tax expense   | (106,963)                              | (194,132)                              |
| Profit (loss) from continuing operations   | 267,876                                | (2,360,803)                            |
| Discontinued operations:   |  |  |
| Profit (loss) from discontinued operations   | (480,952)                              | (516,311)                              |
| Profit (loss)  | (213,075)                              | (2,877,114)                            |
| Profit (loss) attributable to:   |  |  |
| Owners of parent   | (218,577)                              | (2,887,886)                            |
| Non-controlling interests  | 5,501                                  | 10,771                                 |
| Profit (loss)  | (213,075)                              | (2,877,114)                            |
| Earnings per share attributable to owners of the parent company                          |  |  |
| Basic earnings (loss) per share (Yen)  |  |  |
| Continuing operations  | 14.40                                  | (137.46)                               |
| Discontinued operations  | (27.02)                                | (29.06)                                |
| Total -  | (12.62)                                | (166.53)                               |
| Diluted earnings (loss) per share (Yen)  |  |  |
| Continuing operations  | 14.35                                  | (137.46)                               |
| Discontinued operations  | (27.02)                                | (29.06)                                |
| Total  | (12.66)                                | (166.53)                               |

# **Consolidated Statement of Comprehensive Income**

| _   |                              | (Thousands of yen)           |
|---|------------------------------|------------------------------|
|   | FY6/23                       | FY6/24                       |
|   | (Jul. 1, 2022–Jun. 30, 2023) | (Jul. 1, 2023–Jun. 30, 2024) |
| Profit (loss)   | (213,075)                    | (2,877,114)                  |
| Other comprehensive income  |                              |                              |
| Items that will not be reclassified to profit or loss  Financial assets measured at fair value through other comprehensive income | 92,086                       | 21,997                       |
| Items that may be reclassified to profit or loss  |                              |                              |
| Exchange differences on translation of foreign operations   | 2,254                        | 8,356                        |
| Other comprehensive income  | 94,341                       | 30,354                       |
| Comprehensive income  | (118,733)                    | (2,846,760)                  |
| Comprehensive income attributable to:   |                              |                              |
| Owners of parent  | (124,235)                    | (2,857,532)                  |
| Non-controlling interests   | 5,501                        | 10,771                       |
| Comprehensive income  | (118,733)                    | (2,846,760)                  |

(251)

(31)

18,072

# (3) Consolidated Statement of Changes in Equity

FY6/23 (Jul. 1, 2022 - Jun. 30, 2023)

Exercise of share

acquisition rights Forfeiture of share

acquisition rights Loss of control of subsidiaries

Changes in ownership

(Thousands of yen)

|  | Share capital | Capital surplus | Retained earnings | Treasury<br>shares | Other<br>components of<br>equity | Total equity attributable to owners of parent |
|--|---------------|-----------------|-------------------|--------------------|----------------------------------|---|
| Balance as of Jul. 1, 2022                 | 1,778,718     | 965,568         | 6,016,133         | (174,187)          | 101,175                          | 8,687,408                                     |
| Profit (loss)                              | _             | _               | (218,577)         | _                  | _                                | (218,577)                                     |
| Other comprehensive income                 |               | -               | -                 | _                  | 94,341                           | 94,341  |
| Total comprehensive income                 | _             | _               | (218,577)         | _                  | 94,341                           | (124,235)                                     |
| Share-based payment transactions           | _             | 6,776           | _                 | _                  | _                                | 6,776   |
| Dividends                                  | _             | _               | (634,821)         | _                  | _                                | (634,821)                                     |
| Dividends to non-<br>controlling interests | _             | _               | _                 | _                  | _                                | _   |
| Purchase of treasury shares                | -             | _               | _                 | (125,779)          | _                                | (125,779)                                     |

Equity attributable to owners of parent

| Changes in ownership interest in subsidiaries | _                         | 4,847        | _         | _         | _       | 4,847     |
|---|---------------------------|--------------|-----------|-----------|---------|-----------|
| Total transactions with owners                | 9,161                     | 20,815       | (634,821) | (125,779) | (282)   | (730,905) |
| Balance as of Jun. 30, 2023                   | 1,787,880                 | 986,384      | 5,162,735 | (299,966) | 195,234 | 7,832,267 |
|   | Non-controlling interests | Total equity |           |           |         |           |
| Balance as of Jul. 1, 2022                    | 318,844                   | 9,006,252    |           |           |         |           |
| Profit (loss)                                 | 5,501                     | (213,075)    |           |           |         |           |
|   |                           |              |           |           |         |           |

9,161

31

|   | interests | 1 ,       |
|---|-----------|-----------|
| Balance as of Jul. 1, 2022                    | 318,844   | 9,006,252 |
| Profit (loss)                                 | 5,501     | (213,075) |
| Other comprehensive income                    | _         | 94,341    |
| Total comprehensive income                    | 5,501     | (118,733) |
| Share-based payment transactions              | _         | 6,776     |
| Dividends                                     | _         | (634,821) |
| Dividends to non-<br>controlling interests    | (16,164)  | (16,164)  |
| Purchase of treasury shares                   | _         | (125,779) |
| Exercise of share acquisition rights          | -         | 18,072    |
| Forfeiture of share acquisition rights        | _         | _         |
| Loss of control of subsidiaries               | (59,741)  | (59,741)  |
| Changes in ownership interest in subsidiaries | 8,750     | 13,598    |
| Total transactions with owners                | (67,154)  | (798,059) |
| Balance as of Jun. 30, 2023                   | 257,191   | 8,089,459 |
| =   | •         |           |

9,161

(Thousands of yen)

|  |               |                 |                   | 1                  |                            |  |
|--|---------------|-----------------|-------------------|--------------------|----------------------------|--|
|  | Share capital | Capital surplus | Retained earnings | Treasury<br>shares | Other components of equity | Total equity<br>attributable to<br>owners of<br>parent |
| Balance as of Jul. 1, 2023                                   | 1,787,880     | 986,384         | 5,162,735         | (299,966)          | 195,234                    | 7,832,267  |
| Profit (loss)  | _             | _               | (2,887,886)       | _                  | _                          | (2,887,886)  |
| Other comprehensive income                                   |               | _               | _                 | _                  | 30,354                     | 30,354   |
| Total comprehensive income                                   |               | _               | (2,887,886)       | _                  | 30,354                     | (2,857,532)  |
| Dividends  | _             | _               | (645,877)         | _                  | _                          | (645,877)  |
| Exercise of share acquisition rights                         | 4,886         | 4,886           | _                 | _                  | (134)                      | 9,638  |
| Establishment of subsidiaries with non-controlling interests | _             | _               | _                 | _                  | _                          | _  |
| Loss of control of subsidiaries                              |               | _               | _                 | _                  | _                          |  |
| Balance as of Jun. 30, 2024                                  | 1,792,766     | 991,270         | 1,628,971         | (299,966)          | 225,454                    | 4,338,496  |

|  | Non-controlling interests | Total equity |
|--|---------------------------|--------------|
| Balance as of Jul. 1, 2023                                   | 257,191                   | 8,089,459    |
| Profit (loss)  | 10,771                    | (2,877,114)  |
| Other comprehensive income                                   |                           | 30,354       |
| Total comprehensive income                                   | 10,771                    | (2,846,760)  |
| Dividends  | _                         | (645,877)    |
| Exercise of share acquisition rights                         | _                         | 9,638        |
| Establishment of subsidiaries with non-controlling interests | 1,500                     | 1,500        |
| Loss of control of subsidiaries                              | (38,455)                  | (38,455)     |
| Balance as of Jun. 30, 2024                                  | 231,007                   | 4,569,504    |

# (4) Consolidated Statement of Cash Flows

|  |  | (Thousands of yen)                     |
|--|--|--|
|  | FY6/23<br>(Jul. 1, 2022–Jun. 30, 2023) | FY6/24<br>(Jul. 1, 2023–Jun. 30, 2024) |
| Cash flows from operating activities   | (Jul. 1, 2022 Juli. 30, 2023)          | (Jul. 1, 2023 Juli. 30, 2024)          |
| Profit (loss) before tax   | 374,840                                | (2,166,670)                            |
| Profit (loss) before tax from discontinued operations  | (522,128)                              | (489,254)                              |
| Depreciation and amortization  | 792,043                                | 711,131                                |
| Impairment losses  | 399,602                                | 1,961,516                              |
| Loss (gain) on sale and retirement of non-current assets   | 21,671                                 | 5,644                                  |
| Loss (gain) on securities related to investment business   | (37,439)                               | (107,947)                              |
| Finance income   | (27,275)                               | (28,300)                               |
| Finance costs  | 46,123                                 | 41,615                                 |
| Decrease (increase) in trade and other receivables   | 86,294                                 | 228,623                                |
| Increase (decrease) in trade and other payables  | (95,203)                               | 132,245                                |
| Decrease (increase) in inventories   | (31,787)                               | (41,062)                               |
| Decrease (increase) in reinsurance assets  | (164,725)                              | 6,205                                  |
| Increase (decrease) in insurance contract liabilities  | (51,630)                               | 36,053                                 |
| Other  | 145,205                                | (60,704)                               |
| Subtotal   | 935,592                                | 229,094                                |
| Interest and dividends received  | 27,250                                 | 27,742                                 |
| Interest paid  | (36,816)                               | (36,839)                               |
| Income taxes refund (paid)   | (324,669)                              | 31,772                                 |
| Net cash provided by (used in) operating activities  | 601,357                                | 251,769                                |
| Cash flows from investing activities   |  |  |
| Purchase of property, plant and equipment  | (106,413)                              | (29,373)                               |
| Purchase of intangible assets  | (102,288)                              | (70,057)                               |
| Purchase of investment securities  | (92,638)                               | (33,321)                               |
| Proceeds from sale of investment securities  | 157,500                                | 255,085                                |
| Payments of leasehold and guarantee deposits   | (13,566)                               | (13,383)                               |
| Proceeds from refund of leasehold and guarantee deposits   | 1,703                                  | 48,779                                 |
| Payments for sale of shares of subsidiaries resulting in change in scope of consolidation  | (9,398)                                | -                                      |
| Proceeds from sale of shares of subsidiaries resulting in change in scope of consolidation  Purchase of investments accounted for using equity | _                                      | 3,388                                  |
| method   | (42,807)                               | -                                      |
| Other  | (6,956)                                | 866                                    |
| Net cash provided by (used in) investing activities  | (214,867)                              | 161,983                                |

(Thousands of yen) FY6/23 FY6/24 (Jul. 1, 2022-Jun. 30, 2023) (Jul. 1, 2023–Jun. 30, 2024) Cash flows from financing activities Net increase (decrease) in short-term borrowings (200,000)143,332 Proceeds from long-term borrowings 1,250,000 1,645,000 Repayments of long-term borrowings (1,816,680)(1,966,721)Redemption of bonds (40,000)(190,000)Repayments of lease liabilities (551,929)(493,212)Proceeds from exercise of share acquisition rights 18,072 11,138 Purchase of treasury shares (125,779)Dividends paid (631,811)(647,638)Dividends paid to non-controlling interests (16,164)Purchase of shares of subsidiaries not resulting in (2,002)change in scope of consolidation Proceeds from sale of shares of subsidiaries not 15,600 resulting in change in scope of consolidation (114)Net cash provided by (used in) financing activities (2,250,735)(1,348,174)Effect of exchange rate changes on cash and cash (3,946)(5,389)equivalents (1,869,634)Net increase (decrease) in cash and cash equivalents (938, 367) Cash and cash equivalents at beginning of period 9,625,387 7,740,400 Net increase (decrease) in cash and cash equivalents 15,352 (15,352)resulting from transfer to assets held for sale 7,740,400 6,817,385 Cash and cash equivalents at end of period

Note: Cash flows from continuing operations and cash flows from discontinued operations are included in the above table. Cash flows from discontinued operations are described in Notes to Consolidated Financial Statements (Discontinued Operations).

### (5) Notes to Consolidated Financial Statements

### **Going Concern Assumption**

Not applicable.

### **Notes to Consolidated Financial Statements**

#### 1. Reporting Entity

Scala, Inc. is a corporation located in Japan.

The registered address of its head office is disclosed on its corporate website (https://scalagrp.jp/en/). Scala's consolidated financial statements for the twelve months ended June 30, 2024 encompass Scala and the Group's interests in Scala's subsidiaries.

The Group aims to develop a "platform for human growth focusing on providing growth opportunities" and works on the operations of DX Business, HR Business, EC Business, Financial Business, and Incubation Business, mainly focusing on services supporting communication between companies and people. For more information, please refer to "Segment Information, (1) Overview of reportable segments."

### 2. Basis of Preparation

### (1) Compliance with IFRS

The Group's consolidated financial statements have been prepared in accordance with IFRS pursuant to the provisions of Article 93 of the Ordinance on Terminology, Forms, and Preparation Methods of Consolidated Financial Statements (Ordinance of the Ministry of Finance No. 28 of 1976) because the Group qualifies as a "specified company complying with designated international accounting standards" as stipulated in Article 1-2 of the said Ordinance.

### (2) Basis of measurement

The Group's consolidated financial statements are prepared on a cost basis, except specific financial instruments and other items that are measured at fair value.

### (3) Functional currency and presentation currency

The Group's consolidated financial statements are presented in Japanese yen, which is Scala's functional currency, and figures are rounded down to the nearest thousand yen.

### 3. Material Accounting Policy Information

The material accounting policies applied for the consolidated financial statements for the current fiscal year remain the same as significant accounting policies applied for the consolidated financial statements for the previous fiscal year. The adoption of this standard has no material impact on the consolidated financial statements.

| Standard | Title        | Summary of the new establishment or revisions of the Standard  |
|----------|--------------|--|
| IAS 12   | Income Taxes | Clarification of accounting for deferred taxes on assets and liabilities arising from a single transaction |

### 4. Significant Accounting Estimates and Judgments Involving Estimates

The preparation of the consolidated financial statements with IFRS requires the management to make certain judgments, estimates, and assumptions that affect the application of accounting policies and the amounts of assets, liabilities, revenues, and expenses. Actual results, however, could differ from these estimates.

These estimates and underlying assumptions are consistently reviewed. The effect of changes in accounting estimates is recognized in the reporting period in which the changes are made and in any future reporting periods affected.

The management has made estimates and judgments concerning the following matters that have a material impact on the amounts reported in the consolidated financial statements:

- Valuation of property, plant and equipment, goodwill, and intangible assets
- Lease term of right-of-use assets, and
- Recoverability of deferred tax assets.

### **Segment Information**

### (1) Overview of reportable segments

The Group's reportable segments are components of the Group for which financial information disaggregated by similarity of nature of services is available and are regularly reviewed to make decisions about allocations of corporate resources and assess their performance.

The businesses operated by Connect Agency, Inc., readytowork Co., Ltd. (DX business), Scala Works, Inc., FourHands, Inc., Sports Stories, Inc., Broncos 20 Co., Ltd. (former Human Resources and Education business), and J-Phoenix Research Inc. (Incubation business) have been classified as discontinued operations and excluded from the segment information of the DX business, HR business and Incubation business for the previous and current fiscal years, respectively.

- The DX Business promotes digital transformation (DX) through IT, AI, and IoT and proactively facilitates cooperation with different industries and partners who have expertise in relevant technology, with the primary objective of establishing new businesses and services, redefining existing businesses, and speeding up regrowth to promote DX inside and outside Japan. This business also provides SaaS/ASP services using IT (Web, phone, fax, SMS related technologies)/AI/IoT technologies to meet customer needs flexibly and quickly.
- The HR Business offers recruiting support for new graduates and mid-career employees focusing on physical education students.
- The EC Business operates Yuyu-Tei, a reuse EC site for buying and selling trading cards games (TCG) for battle-type games, which also contains game walkthrough pages.
- The Financial Business operates pet insurance "Insurance for Dogs and Cats" that covers medical expenses incurred on treatment of sick or injured pets, such as visit, stay, or surgery at an animal hospital. Medical expenses for pets are to be covered up to the amount limit or within a certain range.
- The Incubation Business engages in M&A and alliance with other companies. It also provides support for new business development working with private companies in coordination with governments and municipalities across the nation, and offers regional revitalization services through projects such as those for promoting relocations to rural areas. In addition, it makes business investments on its own or through investment partnerships, while continuing value increase and engagement activities on such investment.

### (2) Changes in reportable segments

With the announcement of the Medium-term Business Plan on August 14, 2023, the Company has included the former "Customer Support Business" in the "DX Business" segment effective from the first quarter of the current fiscal year, taking into account the similarity of nature of services. In addition, to reflect the operating performance of each reportable segment more appropriately, the method of presentation has been changed: revenue and expenses in the back-office section of the filing company, which were previously allocated to the Incubation & Investment Business, are presented as adjustments.

Accordingly, the reportable segments have been reorganized from the six segments of IT/AI/IoT/DX Business, Customer Support Business, HR & Education Business, EC Business, Insurance Business, and Incubation & Investment Business to the five segments of DX Business, HR & Education Business, EC Business, Financial Related Business, and Incubation Business to better represent the business activities.

In the fourth quarter of the current fiscal year, the name of the reporting segment was changed from the HR & Education Business to the HR Business due to the transition of the education business to discontinued operations. The Financial Related Business has also been renamed the Financial Business, though there is no change in the business activities.

Segment information for the previous fiscal year is presented based on the revised segmentation.

### (3) Information related to revenue, profit or loss, and other items for each reportable segment

FY6/23 (Jul. 1, 2022-Jun. 30, 2023) (Thousands of yen) Amounts shown Reportable segment on consolidated Adjustments statement of Financial Incubation (Note 1) DX Business HR Business EC Business Subtotal income Business Business (Note 2) Revenue Sales to external 7,213,208 963,062 2,138,189 1,245,036 269,098 11,828,595 9,747 11,838,343 customers Inter-segment sales and 54,751 900 21,141 76,793 (76,793)transfers 963,962 290,240 11,905,388 Total 7,267,960 2,138,189 1,245,036 (67,045)11,838,343 Segment profit 350,032 286,672 316,232 (196,626)(203,642)552,669 (155,449)397,219 (loss) 28,114 Finance income Finance costs (50,493)Profit (loss) 374,840 before tax

- Notes: 1. The (155,449) thousand yen adjustment to segment profit includes the elimination of inter-segment transactions and the corporate expenses that are not allocated to each reportable segment.
  - 2. Segment profit (loss) is adjusted to be consistent with operating profit presented in the consolidated statement of income.
  - 3. Corporate expenses are allocated to each reportable segment based on a rational basis.
  - 4. Transfer prices between operating segments are on an arm's length basis in a manner similar to transactions with third parties.

FY6/24 (Jul. 1, 2023–Jun. 30, 2024) (Thousands of yen)

|   |             |             | Reportabl      | e segment             |                        |             |            | Amounts shown on consolidated |
|---|-------------|-------------|----------------|-----------------------|------------------------|-------------|------------|-------------------------------|
|   | DX Business | HR Business | EC<br>Business | Financial<br>Business | Incubation<br>Business | Subtotal    | Admstments | statement of income (Note 2)  |
| Revenue                                 |             |             |                |                       |                        |             |            |                               |
| Sales to<br>external<br>customers       | 5,865,868   | 1,028,301   | 2,238,629      | 1,216,357             | 294,351                | 10,643,509  | 71,040     | 10,714,549                    |
| Inter-segment<br>sales and<br>transfers | 25,464      | _           | -              | -                     | 42,951                 | 68,416      | (68,416)   | -                             |
| Total                                   | 5,891,333   | 1,028,301   | 2,238,629      | 1,216,357             | 337,303                | 10,711,925  | 2,623      | 10,714,549                    |
| Segment profit (loss)                   | (1,217,194) | 266,812     | 240,123        | (818,615)             | (188,273)              | (1,717,148) | (437,872)  | (2,155,020)                   |
| Finance income                          | -           | _           | -              | -                     | -                      | _           | _          | 28,380                        |
| Finance costs                           | _           | _           | _              | _                     | _                      | _           | _          | (40,030)                      |
| Profit (loss)<br>before tax             | _           | _           | -              | -                     | -                      | _           | _          | (2,166,670)                   |
| Other items Impairment losses           | 945,109     | _           | _              | 613,235               | 61,353                 | 1,619,697   | 57,180     | 1,676,878                     |

Notes: 1. The (437,872) thousand yen adjustment to segment profit includes the elimination of inter-segment transactions and the corporate expenses that are not allocated to each reportable segment.

- 2. Segment profit (loss) is adjusted to be consistent with operating profit presented in the consolidated statement of income.
- 3. Corporate expenses are allocated to each reportable segment based on a rational basis.
- 4. Transfer prices between operating segments are on an arm's length basis in a manner similar to transactions with third parties.

### **Discontinued Operations**

### (1) Overview of discontinued operations

The Company classified Connect Agency, Inc. and J-Phoenix Research Inc. as discontinued operations in the fourth quarter of the fiscal year ended June 30, 2023, and has completed the transfer of all shares of those companies.

The Company also classified FourHands, Inc. in the third quarter of the current fiscal year and readytowork Co., Ltd., Sports Stories, Inc., and Broncos 20 Co., Ltd. in the fourth quarter of the current fiscal year as discontinued operations, and has completed the transfer of all shares of these companies, which were consolidated subsidiaries, in the current fiscal year.

Capital gains/losses from the transfer of the shares were recorded in loss from discontinued operations.

### (2) Overview of share transfer

### 1. FourHands, Inc.

| Name of the segment in which the above company was included | HR Business   |
|---|---|
| Number of shares held before transfer                       | 100 shares (Percentage of voting rights held: 100.0%) |
| Number of shares transferred                                | 100 shares  |
| Number of shares held after transfer                        | 0 shares (Percentage of voting rights held: 0%)       |

### 2. readytowork Co., Ltd.

| Name of the segment in which the above company was included | DX Business  |
|---|--|
| Number of shares held before transfer                       | 12,500 shares (Percentage of voting rights held: 100.0%) |
| Number of shares transferred                                | 12,500 shares  |
| Number of shares held after transfer                        | 0 shares (Percentage of voting rights held: 0%)          |

### 3. Sports Stories, Inc.

| Name of the segment in which the above company was included | HR Business  |
|---|--|
| Number of shares held before transfer                       | 400 shares (Percentage of voting rights held: 80.0%) |
| Number of shares transferred                                | 400 shares   |
| Number of shares held after transfer                        | 0 shares (Percentage of voting rights held: 0%)      |

### 4. Broncos 20 Co., Ltd.

| Name of the segment in which the above company was included | HR Business   |
|---|---|
|   | 1,140,750 shares (Percentage of voting rights held: 87.75%) |
| Number of shares transferred                                | 1,001,000 shares  |
| Number of shares held after transfer                        | 0 shares (Percentage of voting rights held: 0%)             |

Note: The number and percentage of shares of Broncos 20, Co. Ltd. that Sports Stories, Inc. held prior to the transfer are shown; however, the number of shares is zero following the transfer as a result of the sale of Sports Stories, Inc.

### (3) Discontinued operations performance

|   |                              | (Thousands of yen)           |
|---|------------------------------|------------------------------|
|   | FY6/23                       | FY6/24                       |
|   | (Jul. 1, 2022–Jun. 30, 2023) | (Jul. 1, 2023–Jun. 30, 2024) |
| Profit or loss from discontinued operations           |                              |                              |
| Revenue   | 1,072,847                    | 620,438                      |
| Expenses  | (1,594,975)                  | (1,109,693)                  |
| Profit (loss) before tax from discontinued operations | (522,128)                    | (489,254)                    |
| Income tax expense                                    | 41,175                       | (27,057)                     |
| Profit (loss) from discontinued operations            | (480,952)                    | (516,311)                    |

Notes: 1. Expenses in FY6/23 include an impairment loss on goodwill and property, plant and equipment of 399,602 thousand yen.

2. Expenses in FY6/24 include an impairment loss on goodwill and intangible assets of 284,637 thousand yen.

### (4) Cash flows from discontinued operations

|   |                              | (Thousands of yen)           |
|---|------------------------------|------------------------------|
|   | FY6/23                       | FY6/24                       |
|   | (Jul. 1, 2022–Jun. 30, 2023) | (Jul. 1, 2023–Jun. 30, 2024) |
| Cash flows from discontinued operations |                              |                              |
| Cash flows from operating activities    | (53,444)                     | (102,993)                    |
| Cash flows from investing activities    | (34,575)                     | 40,717                       |
| Cash flows from financing activities    |                              | (579)                        |
| Total                                   | (88,019)                     | (62,885)                     |

Note: Cash flows from investing activities in FY6/24 include proceeds from sale of shares of subsidiaries resulting in change in scope of consolidation of 3,388 thousand yen.

### **Per-share Information**

Basic earnings per share and diluted earnings per share are as follows.

|   | FY6/23                       | FY6/24                       |
|---|------------------------------|------------------------------|
|   | (Jul. 1, 2022–Jun. 30, 2023) | (Jul. 1, 2023–Jun. 30, 2024) |
| Profit (loss) attributable to owners of parent  |                              |                              |
| (thousands of yen)  |                              |                              |
| Continuing operations   | 249,427                      | (2,383,894)                  |
| Discontinued operations   | (468,005)                    | (503,991)                    |
| Profit (loss) used to calculate diluted earnings per share (thousands of yen)                                   |                              |                              |
| Continuing operations   | 249,427                      | (2,383,894)                  |
| Discontinued operations   | (468,005)                    | (503,991)                    |
| Average number of common shares outstanding during the period (shares)  Increase in the number of common shares | 17,323,523                   | 17,341,863                   |
| Share acquisition rights (shares)   | 56,450                       | 47,831                       |
| Average number of diluted common shares outstanding during the period (shares)                                  | 17,379,973                   | 17,389,694                   |
| Basic earnings (loss) per share (yen)   |                              |                              |
| Continuing operations   | 14.40                        | (137.46)                     |
| Discontinued operations   | (27.02)                      | (29.06)                      |
| Diluted earnings (loss) per share (yen)   |                              |                              |
| Continuing operations   | 14.35                        | (137.46)                     |
| Discontinued operations   | (27.02)                      | (29.06)                      |
|   |                              |                              |

Note: In FY6/24, there were no potential shares with dilutive effect because the exercise of share acquisition rights and other events decreased loss per share.

### **Material Subsequent Events**

Not applicable.

This financial report is solely a translation of "Kessan Tanshin" (in Japanese, including attachments), which has been prepared in accordance with International Financial Reporting Standards (IFRS), for the convenience of readers who prefer an English translation.