

Integrated Report

IR BOOK 2024

Link and Motivation Group

<https://www.lmi.ne.jp/english/>



Creating a More
Meaningful Society

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Overview of the Link and Motivation Group's Information Disclosure

The Link and Motivation Group ("LMG") communicates with its stakeholders using diverse tools to disseminate information from a variety of perspectives.

Form of disclosure	Details	Disclosure	Frequency	Business status	Organizational status	Growth strategy	Risk	Sustainability
Securities Report (Japanese only)	Comprehensive disclosure of information fulfilling statutory documentary disclosure requirements	Statutory disclosure	Yearly	●	●	●	●	●
Corporate Governance Report (Japanese only)	Disclosure of corporate governance measures	Statutory disclosure	Yearly				●	●
IR BOOK	Disclosure focused on growth strategy	Voluntary disclosure	Yearly	●		●		
Human Capital Report	Disclosure of approach to human capital management	Voluntary disclosure	Yearly		●			●
Shareholder Report (Japanese only)	Clear presentation of strategies and performance	Voluntary disclosure	Yearly	●	●	●		
Financial Statements	Concise disclosure of performance by quarter	Statutory disclosure	Quarterly	●				
Financial Results Briefing Presentation Materials	Detailed disclosure of performance by quarter	Voluntary disclosure	Quarterly	●	●	●		
Corporate Website	Detailed information presented by category	Voluntary disclosure	As necessary	●	●		●	●

Key Points of IR Book 2024

IR Book 2024 discloses information about the Link and Motivation Group's business performance and details of its various businesses in a format designed to ensure even new shareholders are better able to understand the Group. In this year's edition, we present our future growth strategy for the Consulting & Cloud Business—one of our core growth drivers—organized by key themes, and disclose our initiatives for each theme.

Mission

Through Motivation Engineering, we provide opportunities to transform organizations and individuals and create a more meaningful society.

**Consolidated
Financial Results**

2024

Revenues **¥37.45** billion Operating income **¥5.48** billion

Revenues: **¥14.8** billion
Gross profit: **¥10.2** billion
Employees: **641**

**Organizational
Development Division**

Support for creating
organizations that
individuals choose
(**Motivation Companies**)

- ① Consulting & Cloud Business
- ② IR Support Business

**Individual
Development Division**

Support for creating
individuals that
organizations choose
(**i-Companies**)

- ③ Career School Business
- ④ Cram School Business

**Motivation
Engineering****Matching Division**

Providing opportunities
to link organizations and
individuals

- ⑤ ALT Placement Business
- ⑥ Personnel Placement Business

Revenues: **¥6.4** billion
Gross profit: **¥3.0** billion
Employees: **498**

Revenues: **¥16.8** billion
Gross profit: **¥7.1** billion
Employees: **343**