

Human resources are
our greatest, most valuable
type of capital

HUMAN CAPITAL REPORT 2024

Link and Motivation Group

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



**Using Human Resources as
Our Greatest, Most
Valuable Type of Capital
to Create a More
Meaningful Society**



Link and Motivation links businesses and organizations

Link and Motivation Group Profile

Mission

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

Corporate Slogan

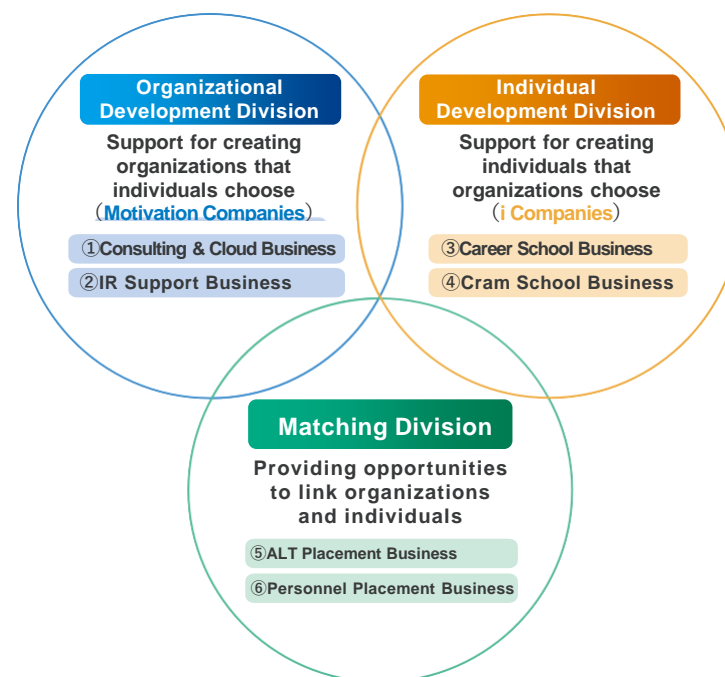
Individual Passion Inspires the World

Company Overview

As of December 31, 2024

Name : Link and Motivation Inc.
Representative : Ozasa Yoshihisa, Chairman and
Head office : Representative Director
 Kabukiza Tower 15F, 4-12-15 Ginza, Chuo-ku,
 Tokyo 104-0061, Japan
Established : April 7, 2000
Stock market listing : Prime Market, Tokyo Stock Exchange
 (Securities code: 2170)
Paid in capital : ¥1,380,610,000
Revenues : ¥37.4 billion (consolidated)
Operating income : ¥5.4 billion (consolidated)
Number of employees : 1,484 (consolidated)

Business Structure



Overview by Division

Year ended December 31, 2024	Revenues (billion yen)	Gross Profit (billion yen)	Number of Employees
Organizational Development Division	148	102	641
Individual Development Division	64	30	498
Matching Division	168	71	343

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The Link and Motivation Group's Human Capital Disclosure Framework

The Group provides comprehensive information through its corporate website and Human Capital Report.

Corporate Website	Presents details of the Group's human capital management
Objective	Since many stakeholders visit the corporate website, we use this easy-to-access platform to present fundamental information such as core Group-wide approaches and initiatives.
Content	<ul style="list-style-type: none"> • Overview of human capital investment • Approaches and specific measures for recruiting, training, systems and corporate culture • Data in conformance with ISO 30414



Human Capital Report	Presents organizational strategies linked to the Group's current priority business
Objective	Because we emphasize links between businesses and organizations, each year the report presents the information we want to communicate about the state of our organization and our initiatives as they relate to our current businesses.
Content	<ul style="list-style-type: none"> • The Group's approach to human capital investment and performance in the year under review • Our approach to human capital management and key measures in the Consulting & Cloud Business, our current priority business



Key Points of Human Capital Report 2024

Initiatives and data covering the entire Group have been moved to the corporate website, and **we focused on disclosing our approaches and initiatives in the Consulting & Cloud Business**, which is our growth driver, to give a better sense of the degree of linkage between our business and organization.