



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 2024年3月期 通期 (DataBook for FY3/2024)

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- ・ The figures for FY2025/3E 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.

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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	FY2025/3E	補足
連結売上収益 Consolidated sales revenue	百万円 Millions of yen	13,199	12,564	15,272	18,709	23,249	27,500	
対前年増減率 YoY	%	2.7%	-4.8%	21.6%	22.5%	24.3%	18.3%	
セグメント別売上収益 Sales revenue by segment								
Vertical HR	百万円 Millions of yen	4,530	4,800	6,010	7,181	9,580	11,100	
対前年増減率 YoY	%	14.3%	6.0%	25.2%	19.5%	33.4%	15.9%	
対売上比 % to sales revenue	%	34.3%	38.2%	39.4%	38.4%	41.2%	40.4%	
Living Tech	百万円 Millions of yen	2,520	3,391	4,051	4,819	5,155	6,000	
対前年増減率 YoY	%	8.6%	34.6%	19.5%	19.0%	7.0%	16.4%	
対売上比 % to sales revenue	%	19.1%	27.0%	26.5%	25.8%	22.2%	21.8%	
Life Service	百万円 Millions of yen	6,150	4,372	5,212	6,709	8,514	10,400	
対前年増減率 YoY	%	-6.4%	-28.9%	19.2%	28.7%	26.9%	22.2%	
対売上比 % to sales revenue	%	46.6%	34.8%	34.1%	35.9%	36.6%	37.8%	
積み上げ型収益 Recurring revenue	百万円 Millions of yen	8,518	8,415	9,415	10,981	13,000		
対前年増減率 YoY	%	29.7%	-1.2%	11.9%	16.6%	18.4%		
対売上比 % to sales revenue	%	64.5%	67.0%	61.6%	58.7%	55.9%		
EBITDA	百万円 Millions of yen	4,619	3,808	4,265	5,334	6,781		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%	13.6%	
対売上比 % to sales revenue	%	35.0%	30.3%	27.9%	28.5%	29.2%	28.0%	
営業利益(損失) Operating income (loss)	百万円 Millions of yen	3,806	-1,062	3,314	4,180	5,394	6,300	
対前年増減率 YoY	%	-6.6%	-	-	26.1%	29.0%	16.8%	
対売上比 % to sales revenue	%	28.8%	-8.5%	21.7%	22.3%	23.2%	22.9%	
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	6,300	
対前年増減率 YoY	%	-6.7%	-	-	26.9%	29.3%	16.0%	
対売上比 % to sales revenue	%	28.8%	-8.5%	21.7%	22.4%	23.4%	22.9%	
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	4,300	
対前年増減率 YoY	%	-5.1%	-	-	29.5%	29.7%	13.2%	
対売上比 % to sales revenue	%	20.2%	-15.6%	14.8%	15.7%	16.3%	15.6%	
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	41.90	
対前年増減率 YoY	%	-4.8%	-	-	33.1%	31.2%	14.7%	
資産合計 Total assets	百万円 Millions of yen	22,406	20,101	21,604	30,393	34,535		
負債合計 Total liability	百万円 Millions of yen	6,142	7,105	6,675	14,320	15,086		
資本合計 Total net assets	百万円 Millions of yen	16,264	12,997	14,929	16,073	19,449		
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		
有利子負債 Interest bearing debt	百万円 Millions of yen	1,053	2,769	2,132	5,229	3,554		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		
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		
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%		
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		
のれん金額 Goodwill	百万円 Millions of yen	9,428	6,655	6,934	9,911	10,001		
内訳 Breakdown								
リジョブ REJOB	百万円 Millions of yen	1,756	1,756	1,756	1,756	1,756		
タイズ Ties	百万円 Millions of yen	-	-	-	1,393	1,393		
ブレイン・ラボ(キャリアプラス) BrainLab (GAREER PLUS)	百万円 Millions of yen	988	988	988	988	988		
ブレイン・ラボ(マッチングッド) BrainLab (MatchinGood)	百万円 Millions of yen	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		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		フランチャイズ比較.netを中心とする比較メディア事業。 Comparrison media businesses (mainly Franchise Hikaku.net)
ティ・エス・ディ TSD	百万円 Millions of yen	-	-	-	668	668		
アップルワールド Apple World	百万円 Millions of yen	2,225	497	497	497	497		
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 capital ratio	倍 X	0.6	0.5	0.5	0.6	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		
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		
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		
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		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		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 yer	13.4	15.0	4	43.2	2.4	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 aliances
配当総額 Total dividends	百万円 Millions of yen	333	324	378	416	676	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	7.5
配当性向 Dividend payout ratio	%	12.5%	-	16.7%	14.4%	17.8%	DPS (1株当たり配当金) ÷ EPS (基本的1株当たり当期利益) DPS (Dividend Per Share) ÷ EPS (Earnings Per Share)
配当利回り Dividend yield	%	1.1%	0.7%	1.2%	0.8%	1.0%	DPS (1株当たり配当金) ÷ 株価 (各期末終値) DPS (Dividend Per Share) ÷ Stock Price (closing price of each period)
自己株式取得額 Total amount of share buybacks	百万円 Millions of yen	997	-	-	1,400	-	2,800
総還元性向 Total payout ratio	%	49.8%	-	16.7%	62.0%	17.8%	(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	各期末時点
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	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)
PER (株価収益率) Price-to-earnings ratio (P/E)	倍 X	11.0	-	14.4	17.3	17.0	株価 ÷ EPS (基本的1株当たり当期利益) Stock Price ÷ EPS (Earnings Per Share)
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%	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%	(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	825	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	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 sales 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	FY2023/3の数値に一部誤りがあったため修正済み。 Figures for FY2023/3 have been corrected due to some errors.
Living Tech	事業所/business office	19,228	22,576	25,129	26,457	28,647	
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%	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%	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 ÷ sales revenue
総資産回転率 Total assets turnover	回 turnover	0.62	0.59	0.73	0.72	0.72	売上収益 ÷ 総資産 (期首期末平均) Sales 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	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%	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%	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%	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%	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	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	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%	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	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	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	
自己株式数 Treasury stocks	株 stock	577,290	3,577,290	3,577,290	7,698,090	7,698,090	
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	

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

単位: 百万円 Unit: yen in millions

	FY2021/3				FY2022/3				FY2023/3				FY2024/3				FY2021/3	FY2022/3	FY2023/3	FY2024/3
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q				
売上収益 Revenue	2,807	2,768	3,267	3,723	3,823	3,770	3,632	4,047	4,105	4,319	4,695	5,590	5,460	5,744	5,717	6,329	12,564	15,272	18,709	23,249
YoY growth (%)	-19.6%	-11.8%	5.9%	6.7%	36.2%	36.2%	11.2%	8.7%	7.4%	14.5%	29.3%	38.1%	33.0%	33.0%	21.8%	13.2%	-4.8%	21.6%	22.5%	24.3%
Vertical HR	971	969	1,437	1,423	1,640	1,499	1,433	1,438	1,572	1,510	1,894	2,205	2,358	2,299	2,285	2,637	4,800	6,010	7,181	9,579
YoY growth (%)	NA	NA	NA	NA	68.9%	54.7%	-0.3%	1.1%	-4.1%	0.8%	32.1%	53.4%	50.0%	52.2%	20.6%	19.6%	NA	25.2%	19.5%	33.4%
掲載課金 Monthly fee model	NA	NA	623	631	650	699	728	750	730	794	836	878	874	934	984	1,003	NA	2,827	3,238	3,794
成果課金 Pay-for-performance (=hire) model	NA	NA	519	504	693	513	421	419	568	460	781	1,036	1,189	1,086	1,024	1,362	NA	2,046	2,846	4,661
その他 Others	NA	NA	295	288	297	287	284	268	274	256	277	292	296	279	277	272	NA	1,137	1,098	1,124
Living Tech	780	780	806	1,025	934	993	937	1,187	1,001	1,139	1,191	1,487	1,161	1,246	1,281	1,467	3,391	4,051	4,819	5,155
YoY growth (%)	NA	NA	NA	NA	19.7%	27.3%	16.2%	15.8%	7.2%	14.6%	27.2%	25.3%	15.9%	9.4%	7.5%	-1.3%	NA	19.4%	19.0%	7.0%
住まい Real estate	NA	NA	486	644	540	609	566	719	520	622	723	936	660	737	792	897	NA	2,435	2,801	3,086
リフォーム Renovation	NA	NA	247	274	287	292	269	314	337	430	377	400	383	415	382	395	NA	1,162	1,544	1,576
エネルギー Energy	NA	NA	73	107	107	92	101	154	145	87	91	151	117	94	107	175	NA	454	474	493
Life Service	1,055	1,018	1,023	1,276	1,249	1,278	1,262	1,422	1,531	1,669	1,610	1,898	1,941	2,199	2,151	2,224	4,372	5,211	6,709	8,514
YoY growth (%)	NA	NA	NA	NA	18.4%	25.5%	23.4%	11.4%	22.6%	30.6%	27.6%	33.5%	26.8%	31.7%	33.6%	17.2%	NA	19.2%	28.7%	26.9%
売上原価 Cost of goods sold	(468)	(454)	(573)	(586)	(598)	(625)	(617)	(653)	(686)	(703)	(842)	(928)	(928)	(1,000)	(972)	(1,026)	(2,081)	(2,493)	(3,158)	(3,926)
人件関連費(原価) Personnel-related Expenses	(334)	(279)	(449)	(442)	(443)	(458)	(441)	(455)	(454)	(482)	(620)	(671)	(652)	(672)	(619)	(671)	(1,503)	(1,798)	(2,227)	(2,614)
その他費用(原価) Others	(134)	(175)	(123)	(145)	(155)	(167)	(175)	(198)	(231)	(221)	(222)	(257)	(275)	(328)	(353)	(355)	(577)	(696)	(931)	(1,311)
売上総利益 Gross profit	2,339	2,314	2,694	3,137	3,224	3,145	3,016	3,394	3,419	3,616	3,853	4,662	4,532	4,744	4,744	5,303	10,484	12,779	15,550	19,323
粗利率 Gross profit margin (%)	83.3%	83.6%	82.5%	84.3%	84.3%	83.4%	83.0%	83.9%	83.3%	83.7%	82.1%	83.4%	83.0%	82.6%	83.0%	83.8%	83.4%	83.7%	83.1%	83.1%
販売費及び一般管理費 SG&A	(1,753)	(1,689)	(1,983)	(2,235)	(2,308)	(2,395)	(2,372)	(2,458)	(2,456)	(2,687)	(2,895)	(3,243)	(3,336)	(3,436)	(3,403)	(3,750)	(7,661)	(9,533)	(11,282)	(13,925)
人件関連費(販管) Personnel-related Expenses	(656)	(625)	(743)	(836)	(838)	(803)	(819)	(838)	(889)	(973)	(1,114)	(1,232)	(1,314)	(1,334)	(1,405)	(1,458)	(2,860)	(3,298)	(4,208)	(5,511)
広告宣伝費+販売促進費 Ads + Promotion Expenses	(700)	(652)	(755)	(948)	(1,024)	(1,160)	(1,100)	(1,150)	(1,125)	(1,244)	(1,237)	(1,406)	(1,366)	(1,459)	(1,348)	(1,525)	(3,054)	(4,434)	(5,013)	(5,699)
その他 Others	(397)	(412)	(486)	(452)	(446)	(432)	(453)	(470)	(441)	(469)	(544)	(605)	(656)	(643)	(650)	(767)	(1,747)	(1,801)	(2,061)	(2,716)
その他の収益 Other revenue	15	88	4	25	15	20	14	25	10	10	11	23	14	15	9	29	131	74	54	67
その他の費用 Other expense	(1)	(4,002)	(4)	(8)	0	0	(1)	(4)	(1)	(5)	(8)	(129)	(7)	(12)	(4)	(47)	(4,016)	(5)	(143)	(70)
営業利益 Operating income (loss)	599	(3,290)	711	918	931	769	656	958	972	934	961	1,313	1,203	1,311	1,347	1,534	(1,062)	3,314	4,180	5,394
営業利益率 Operating income margin (%)	21.3%	-118.9%	21.8%	24.7%	24.4%	20.4%	18.1%	23.7%	23.7%	21.6%	20.5%	23.5%	22.0%	22.8%	23.6%	24.2%	-8.5%	21.7%	22.3%	23.2%
金融収益 Financial revenue	0	0	0	0	0	0	0	0	0	0	0	31	11	14	(24)	53	0	1	32	53
金融費用 Financial expense	(1)	(2)	(2)	(2)	(2)	(2)	(2)	(1)	(2)	(2)	(13)	6	(4)	(3)	(7)	1	(7)	(6)	(10)	(13)
持分法による投資損益 (△は損失) Share of profit of investments accounted for using the equity	0	0	0	0	0	0	0	0	0	0	0	(3)	(3)	(1)	0	(1)	0	0	(3)	(4)
税引前当期利益 Income (loss) before income taxes	597	(3,291)	709	916	929	768	655	957	971	933	948	1,348	1,207	1,321	1,316	1,587	(1,069)	3,309	4,199	5,430
利益率 Margin (%)	21.3%	-118.9%	21.7%	24.6%	24.3%	20.4%	18.0%	23.6%	23.6%	21.6%	20.2%	24.1%	22.1%	23.0%	23.0%	25.1%	-8.5%	21.7%	22.4%	23.4%
法人所得税費用 Income tax expenses	(176)	(144)	(268)	(302)	(271)	(225)	(203)	(345)	(276)	(256)	(280)	(456)	(359)	(374)	(334)	(563)	(889)	(1,043)	(1,269)	(1,631)
当期利益 Net income (loss)	421	(3,435)	441	615	659	543	452	612	694	676	667	892	847	947	981	1,024	(1,958)	2,266	2,930	3,800
利益率 Margin (%)	15.0%	-124.1%	13.5%	16.5%	17.2%	14.4%	12.4%	15.1%	16.9%	15.7%	14.2%	16.0%	15.5%	16.5%	17.2%	16.2%	-15.6%	14.8%	15.7%	16.3%
当期利益の帰属 Net income (loss) attributable to:																				
親会社の所有者 Owners of the parent company	423	(3,437)	438	612	657	541	452	612	694	676	667	892	847	947	981	1,024	(1,964)	2,262	2,930	3,800
非支配持分 Non-controlling interests	(2)	1	4	3	2	2	0	0	0	0	0	0	0	0	0	0	6	4	0	0

