

# Financial & Non-Financial Data

(Fiscal year)

Financial Data		Unit	2020	2021	2022	2023	2024
Operating Results	Net Sales	(million yen)	328,358	334,788	377,300	433,848	427,669
	Gross Profit	(million yen)	125,223	130,798	142,483	159,824	170,671
	Selling, General and Administrative Expenses	(million yen)	120,911	122,624	131,862	143,009	159,421
	Operating Profit	(million yen)	4,311	8,173	10,620	16,814	11,250
	Ordinary Profit	(million yen)	4,795	9,662	11,926	18,749	12,224
	Profit Attributable to Owners of the Parent	(million yen)	▲752	5,985	5,681	10,902	4,537
Financial Position	Total Assets	(million yen)	169,738	174,375	201,804	231,125	252,807
	Cash and Deposits	(million yen)	51,865	45,604	44,286	54,977	60,090
	Current Assets	(million yen)	113,687	117,970	131,311	154,308	165,072
	Non-Current Assets	(million yen)	56,050	56,405	70,492	76,817	87,735
	Current Liabilities	(million yen)	41,038	36,057	49,225	47,487	46,603
	Non-Current Liabilities	(million yen)	55,717	61,124	75,366	96,287	115,734
	Shareholders' Equity	(million yen)	72,388	76,887	76,962	87,254	90,467
	Stock Acquisition Rights	(million yen)	410	361	316	180	160
	Non-Controlling Interests	(million yen)	0	0	0	38	65
	Amount of Net Assets	(million yen)	72,982	77,193	77,212	87,349	90,469
	Interest-bearing debt (including lease obligations)	(million yen)	52,135	59,068	80,211	92,188	105,874
	Interest-bearing debt (excluding lease obligations)	(million yen)	50,956	57,943	67,950	75,062	82,325
	Net interest-bearing debt (including lease obligations)	(million yen)	269	13,463	35,924	37,210	45,783
Net interest-bearing debt (excluding lease obligations)	(million yen)	▲909	12,338	23,663	20,084	22,234	
Cash Flow	Cash Flows from Operating Activities	(million yen)	12,428	▲5,731	4,283	9,296	8,012
	Cash Flows from Investing Activities	(million yen)	▲8,225	▲6,694	▲9,589	▲10,401	▲12,494
	Cash Flows from Financing Activities	(million yen)	14,683	5,595	3,938	12,396	10,778
	Cash and Cash Equivalents at End of Period	(million yen)	54,576	47,851	46,564	58,556	64,760
Key Indicators	Gross Profit Margin	(%)	38.1	39.1	37.8	36.8	39.9
	Operating Profit Margin	(%)	1.3	2.4	2.8	3.9	2.6
	Net Profit Margin	(%)	▲0.2	1.8	1.5	2.5	1.1
	Return on Assets (ROA)	(%)	▲0.4	3.4	2.8	4.7	1.8
	Return on Equity (ROE)	(%)	▲1.0	7.8	7.4	12.5	5.0
	Total Asset Turnover Ratio	(number of times per year)	1.9	1.9	1.8	1.8	1.6
	Current Ratio	(%)	277.0	327.2	266.8	324.9	354.2
	Equity Ratio	(%)	42.8	44.1	38.1	37.7	35.7
Debt-to-Equity Ratio (DER)	(Times)	0.70	0.75	0.88	0.86	0.91	
Per Share Information	Profit	(JPY)	-	141.15	135.93	275.31	114.27
	Dividend	(JPY)	34	24	24	29	34
	Net Assets	(JPY)	1,711.37	1,811.83	1,946.46	2,194.58	2,272.11
	Dividend Payout Ratio	(%)	-	17.00	17.66	10.53	29.76
Stock Information	Number of Shares Issued	(Shares)	42,405,952	42,405,952	39,505,152	39,702,552	39,718,052
	Price Earnings Ratio (PER)	(Times)	-	8.87	11.79	7.00	15.88
	Price Book-value Ratio (PBR)	(Times)	0.69	0.69	0.82	0.88	0.80
Stock Information	Stock Price (End of Term)	(JPY)	1,188	1,252	1,602	1,927	1,814

Non-Financial Data		Unit	2020	2021	2022	2023	2024
<b>Environment</b>							
Total GHG Emissions (Market-Based)		(t-CO2e)	-	73,508	976,168	1,029,184	3,662,488
Total GHG Emissions (Location-Based)		(t-CO2e)	72,100	70,797	974,841	1,029,360	3,656,566
Scope 1 *1		(t-CO2e)	1,917	1,712	1,543	1,465	1,772
Scope 2 (Market-Based)		(t-CO2e)	-	71,796	64,601	63,743	74,636
Scope 2 (Location-Based)		(t-CO2e)	70,183	69,085	63,274	63,919	68,715
Scope 3		(t-CO2e)	-	-	910,024	963,976	3,586,079
<b>Human Capital</b>							
Number of Employees		Consolidated (persons)	5,304	5,459	5,602	5,912	6,512
Number of Female Managers		Consolidated (persons)	-	-	12	18	28
Rate of Female Managers		Consolidated (%)	-	-	5.2	7.30	10.98
Number of New Hires		Total (persons)	403	378	291	433	473
		New Graduates (persons)	175	254	150	66	105
		Career Hires (persons)	-	-	17	21	21
Employment Rate of Persons with Disabilities*2		Affiliated Companies Total (%)	3.98	3.39	3.49	2.60	2.57
Number of Employees Taking Childcare Leave		Consolidated (persons)	-	-	80	91	110
Average Age		(y/o)	40.15	41.06	42.02	42.4	42.51
Average Length of Service		(years)	11.43	11.90	13.05	13.78	13.34
Average Monthly Overtime Hours		(hours/month)	-	-	-	13.51	12.50
<b>Governance</b>							
Number of Directors		Total (persons)	7	7	7	8	12
		Outside Directors (persons)	2	2	2	2	5
		Independent Directors (persons)	2	2	2	2	5
Total Number of Female Directors		Total (persons)	1	1	1	1	2
		Outside Directors (persons)	1	1	1	1	2
		Independent Directors (persons)	1	1	1	1	2
Number of Board Meetings		(times)	12	12	12	12	12
Number of Sustainability Committee Meetings		(times)	-	-	-	-	3
Number of Audit Committee Meetings		(times)	13	14	13	13	4
Number of Audit and Supervisory Committee Meetings		(times)	-	-	-	-	10
Number of Nominating or Remuneration Committee Meetings		(times)	-	-	-	-	1

\*1 GHG emissions for Scope 1 through 3 are calculated in accordance with the "Supply Chain Emissions Calculation Guidelines" established by the Ministry of the Environment. Please refer to [our corporate site](#) for details such as the scope of calculation.

\*2 The employment rate of persons with disabilities is as of June 1st of each fiscal year.

# External Recognition & Stock Information

## CDP



The CDP is a non-profit organization that runs a system for disclosing environmental information. It surveys and analyzes the environmental efforts of corporations and other organizations around the world and discloses the results of those assessments. In FY2024, the Geo Group achieved a "B" score in the field of Climate Change, with the CDP noting that "The Geo Group recognizes its environmental risks and impacts and takes action."

## KENKO Investment for Health Outstanding Organization



In recognition of our proactive efforts to promote the health of our employees, the GEO Group was certified under the "KENKO Investment for Health Outstanding Organization Recognition Program 2025 (Major Corporation Category)" sponsored by the Ministry of Economy, Trade and Industry (METI) and the Japan Health Council.

## Aichi Women's Brilliance Company



The GEO Group has been certified as a company that is engaged in initiatives such as the promotion of a healthy work-life balance and the creation of an environment where employees are able to raise children or provide nursing care while continuing to work, in addition to the top management's declared intention to promote women's active participation, expand the scope of employment, expand the job opportunity, develop training, and promote management positions.

## PRIDE Index



In 2024, the GEO Group has been certified as a "Silver" company that is promoting initiatives to realize a workplace where LGBTQ+ people can work with pride in an evaluation index of initiatives in support of LGBTQ+ and other sexual minorities, formulated by the general incorporated association work with Pride.

## White Company Certification



White Company certification is the only certification system in Japan that comprehensively evaluates the "whitening" of companies and is conducted by JWS Japan White Spread, certifying the GEO Group as "Gold" in 2024.

## D&I AWARD



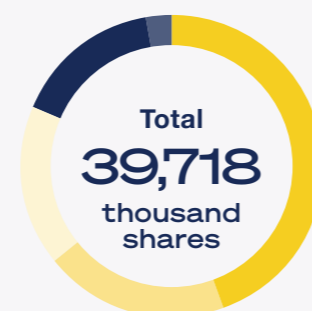
D&I AWARD is a certification system that evaluates the diversity and inclusion of companies, certifying based on scores from proprietary evaluation indicators. The GEO Group has been certified a "Best Workplace" as a company that not only fosters a D&I corporate culture, but where each and every employee also actively promotes D&I in 2024.

## Stock Information (As of March 31, 2025)

Securities code	2681
Round-lot	100 shares
Stock Listing	Tokyo Stock Exchange Prime Market
Common stock authorized	200,000,000 shares
Number of shares issued	39,718,052 shares
Number of shareholders	32,435
Capital	9.263 billion yen

## Shareholder Composition (As of March 31, 2025)

### Type of security ownership



- Other Japanese companies: 17,669 thousand shares (44.49%)
- Japanese individuals and other investors: 7,841 thousand shares (19.74%)
- Japanese financial institutions: 6,858 thousand shares (17.27%)
- Foreign investors: 6,259 thousand shares (15.76%)
- Japanese securities companies: 1,092 thousand shares (2.75%)

### Share Distribution by Size



- Less than 5 share unit: 30,575 people (94.27%)
- Over 10 share unit: 857 people (2.64%)
- Over 5 share unit: 849 people (2.62%)
- Over 100 share unit: 98 people (0.30%)
- Over 1,000 share unit: 29 people (0.09%)
- Over 500 share unit: 18 people (0.06%)
- Over 5,000 share unit: 8 people (0.02%)

# Corporate Profile

## Company Information

(As of March 31, 2025)

Corporate Name	GEO HOLDINGS CORPORATION
Establishment	January 1989
Head Office	OMC Building, 8-8 Fujimi-cho, Naka-ku, Nagoya-shi, Aichi-ken 460-0014 Japan
Capital	9.263 billion yen
Stock Exchange Market	Tokyo Stock Exchange Prime Market
Business Summary	Corporate planning and strategic management of the GEO Group companies and management oversight of subsidiaries
Number of Employees	6,512 (consolidated)
Stores	2,186 (Group-wide)
Net Sales (consolidated)	427.6 billion yen (FY ended March 31,2025)

## Board Members

(As of June 26, 2025)

Directors		Operating Officers	
Representative Director President Operating Officer / CEO	Yuzo Endo	Senior Operating Officers	Ryutaro Ito Tsunaki Ichinohe
Executive Director Senior Managing Operating Officers	Koji Kubo Yukimasa Murakami	Operating Officers	Ken Ueda Naoyuki Hayafune
Executive Director Managing Operating Officers	Noriyuki Imai Hirofumi Morita		Kiyohiko Koga Yoshiaki Kajita
Outside Directors	Tsunehisa Ogino Kana Yasuda Yoko Horie		Hideyuki Kawakami Hidetoshi Kobayashi Yohei Hashigaya

## Director, Audit and Supervisory Committee

Directors, Full-Time Audit and Supervisory Committee Members	Kazuo Sasano Yasushi Yoshikawa
Outside Directors, Audit and Supervisory Committee Members	Futoshi Komiyama Hiroyuki Ota Shinya Hattori

## Group Subsidiaries and Affiliates

(As of July 1, 2025)

Name	Principle Business Activities
GEO CORPORATION	Store management support and wholesale business
GEO STORE CORPORATION	Operation of Comprehensive Media Stores “GEO Store”
2ND STREET CORPORATION	Operation of Comprehensive Reuse Stores “2nd STREET”
GEO CLEAR CORPORATION	Operation of Off Price Stores “Luck Rack”
OKURA HOLDINGS CORPORATION	Management of the OKURA Group, specializing in the buying and selling of luxury watches and other goods
Japan Auction Association Inc.	Auction management of watches, jewelry and bags
Rock Co., Ltd.	Purchase and sale of used farm equipment, antiques and art works
World Mobile Corporation	Buying and sales of mobile devices
GEO CONNECT Co., Ltd.	Building business infrastructure
GEO AMUSEMENT Co., Ltd.	Operation of amusement businesses such as “Warehouse” and “Capsule Rakkyoku”
Gramolux Inc.	Wholesale of rental music packages
Pflug co., Ltd.	Production and wholesale of video software
Chelsea International Co., Ltd.	Import, export, wholesale and sales of clothing, clothing accessories, etc.
GEO NETWORKS CORPORATION	Development and operation of web sites and software
viviON, Inc.	Planning, production, operation and marketing of web services and contents
EISYS, Inc.	Operation of EC, online gaming, and digital content distribution service
forcs, Inc.	Production and distribution of digital publications
DigiCon Corp.	Planning and design of web marketing strategies
GEO BUSINESS SUPPORT CORPORATION (Special subsidiary company)	Providing services related to store management
Aozora Small amount Short-term Insurance Co., Ltd.	Development and sales of insurance products, such as payment terminal compensation insurance and insurance for dental clinics
2nd STREET USA, Inc.	Operation of stores purchasing and selling second-hand clothing and accessories
2nd STREET TRADING MALAYSIA Sdn. Bhd.	Operation of stores purchasing and selling second-hand clothing and accessories, and wholesale
2nd STREET TAIWAN Co., Ltd.	Operation of stores purchasing and selling second-hand clothing and accessories
2nd STREET (THAILAND) Company Limited	Operation of stores purchasing and selling second-hand clothing and accessories
2nd STREET SINGAPORE Pte. Ltd.	Operation of stores purchasing and selling second-hand clothing and accessories
2nd STREET HONGKONG, Limited	Operation of stores purchasing and selling second-hand clothing and accessories
GEO System Solutions Vietnam Co., Ltd.	Software development and management consulting services