

QUICK CO.,LTD.

(Stock Code : 4318 Tokyo Stock Exchange ,Prime Market)

Materials for New Investors

- 01** **Company Profile**
- 02** **Main Businesses**
(Personnel Placement Services and Recruiting Business)
- 03** **Shareholder Return**
- 04** **Social Contribution Activities**

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A background image of a bright blue sky with soft, white, fluffy clouds. The clouds are more concentrated at the bottom of the frame, creating a sense of depth and atmosphere.

Connect people and companies to create the future.

Professional in recruitment support.

Company Profile



Company name	QUICK CO., LTD. (Tokyo Stock Exchange Prime Market, Stock Code: 4318)
Location	[Osaka Head Office] Osaka Fukoku Seimei Bldg., 2-4, Komatsubaracho, Kita-ku, Osaka [Tokyo Head Office] ATT EAST, 2-11-7, Akasaka, Minato-ku, Tokyo
Capital	351.31 million yen (as of March 31, 2025)
Founded	September 19, 1980
Offices	Domestic: 4 offices Group companies: 12 domestic offices, 13 overseas offices
Affiliate	HR Vision Co., Ltd., Colorful Company, Inc. WORK PROJECT, Inc., Jump Co., Ltd. Quick Care Jobs Co., Ltd., Career System CO., LTD. [USA] QUICK USA, Inc. [UK] Centre People Appointments Ltd [Vietnam] QUICK VIETNAM CO., LTD. [Thailand] QHR Holdings Co., Ltd., QHR Recruitment Co., Ltd. [Netherlands] Centre People Appointments B.V. [Mexico] QUICK GLOBAL MEXICO, S.A. DE C.V.

Management Philosophy

Making everyone involved happy

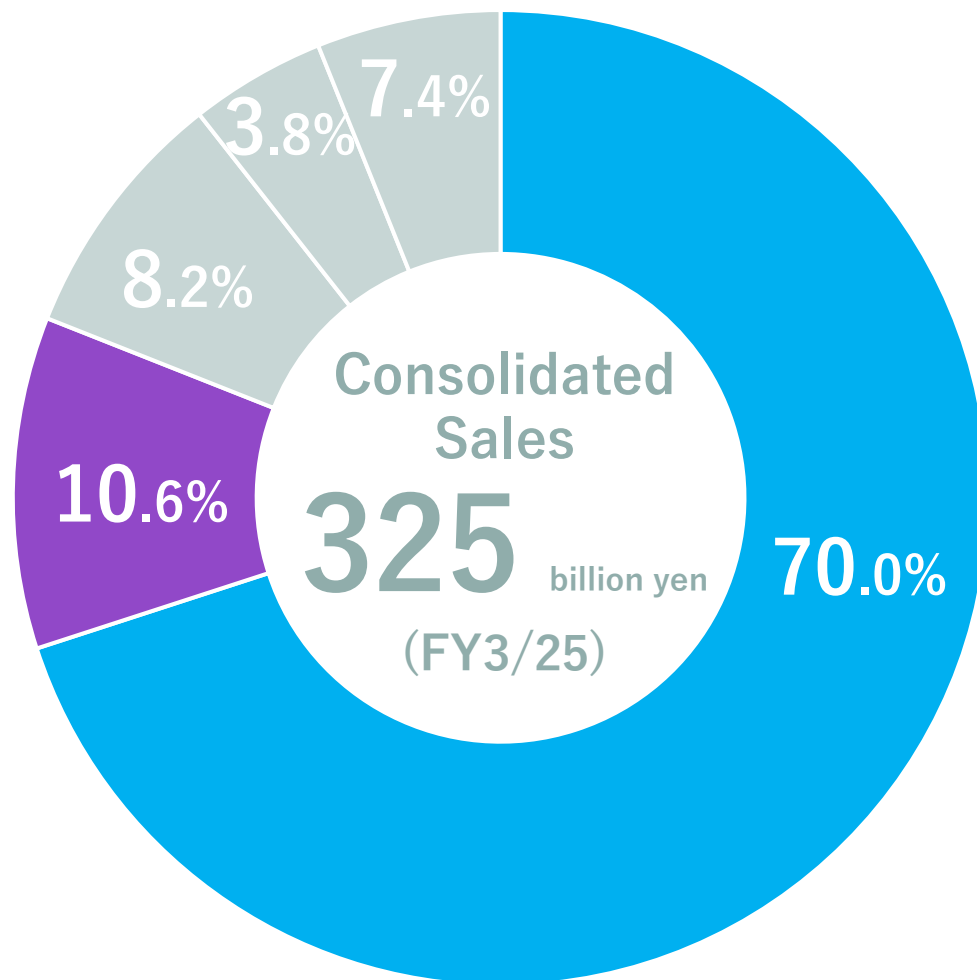
(Shareholders, our employees and their families, clients, job seekers, and readers of various media)

Business Philosophy

Contributing to society through human resources and information businesses

Composition Ratio of Business

~Develop businesses to solve labor shortages, centered on recruitment support~



Human Resources Services Business

- Mainly personnel placement with specific specialization (Construction, Automotive, Electromechanical, Nurses, etc.)
- Also operates temporary staffing for nurses and childcare workers, and nursery school operations



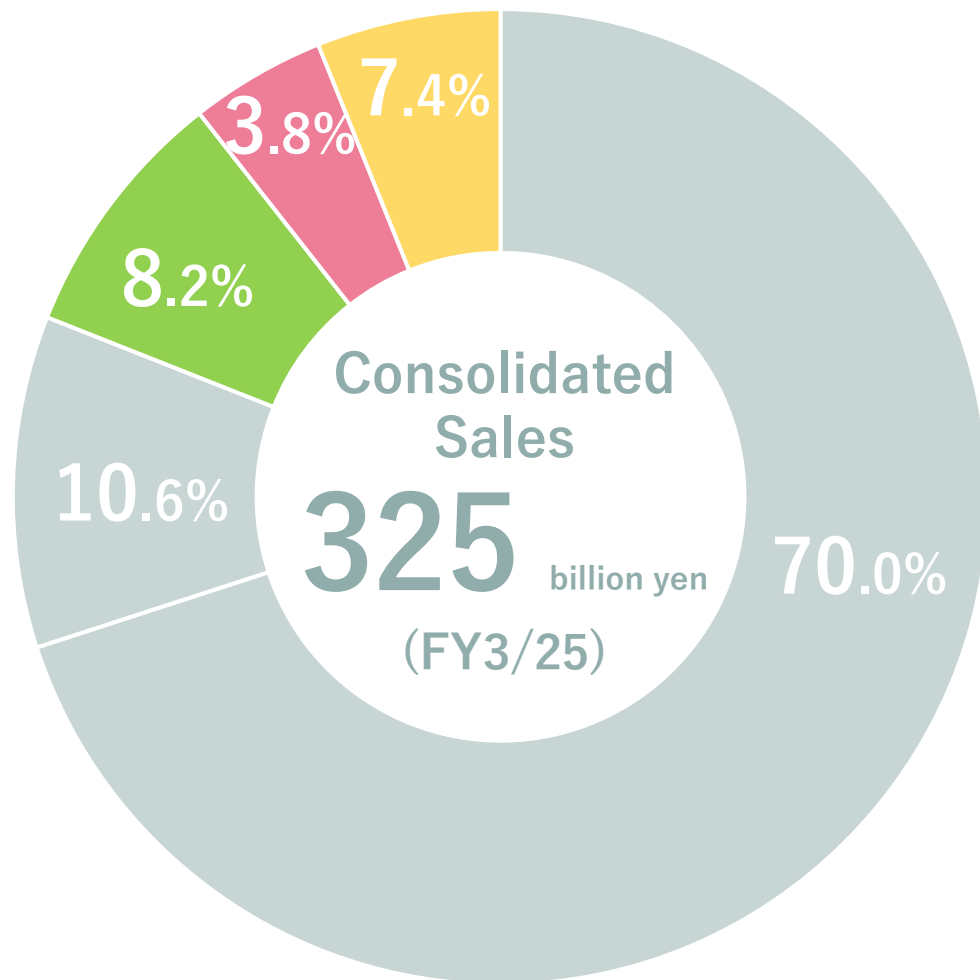
Recruiting Business

- Mainly through proxy sales of job offer advertisements such as Indeed
- Provide comprehensive support to various industries, mainly major companies
- Provide support in all recruitment methods, from hiring employees to part-time workers



Composition Ratio of Business

~Develop businesses to solve labor shortages, centered on recruitment support~



Local Information Service Business

- Publishing free home-delivery information magazines and operating a posting business
- Providing concierge services specializing in career change, building a house, and marriage



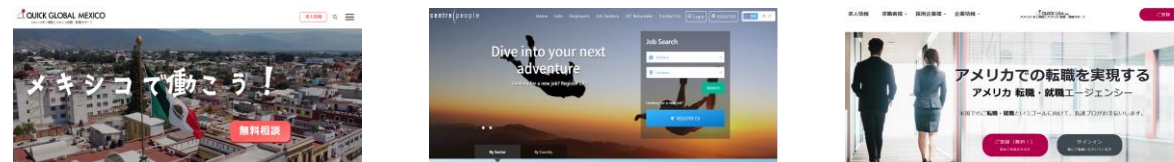
HR Platform Business

- Operates "Nihon no Jinjibu", one of the largest HR information sites in the country
- Hosting of the HR event "HR conference" with 40,000 participants per year



Overseas Business

- Mainly conducts business for Japanese companies in the local area
- Provision of personnel placement and temporary staffing



History of Quick Group ~Progress to date~



Developing services not only in Japan but also around the world by focusing on the domains of "human resources" and "information"

● **1980**

Established Quickplanning Co., Ltd.
Started job offer advertising agency business
as the first Kansai agency of Recruit Co., Ltd.

● **1990**

**Company name changed
to Quick Co., Ltd.**

● **1997**

**Started personnel
placement services**

● **1999**

**Established
QUIK USA, Inc.**

● **2000**

**Established
HR Vision Co., Ltd.**
Established HR information
website "Nihon no Jinjibu"
in 2004

● **2001**

**Listed on the JASDAQ Market
(Stock Code: 4318)**

● **2003**

**Acquired shares of
Colorful Company, Inc.**
Expansion into information publishing
business in the Hokuriku region

● **2009**

**Started personnel
placement for nurses**

● **2014**

**Change to the Second Section of
the Tokyo Stock Exchange
Designated as a First Section issue
on the Tokyo Stock Exchange**

● **2017**

**Acquired Centre People
Appointments Ltd (UK)**

● **2022**

**Transition to the
Tokyo Stock Exchange
Prime Market**

1980

1990

2000

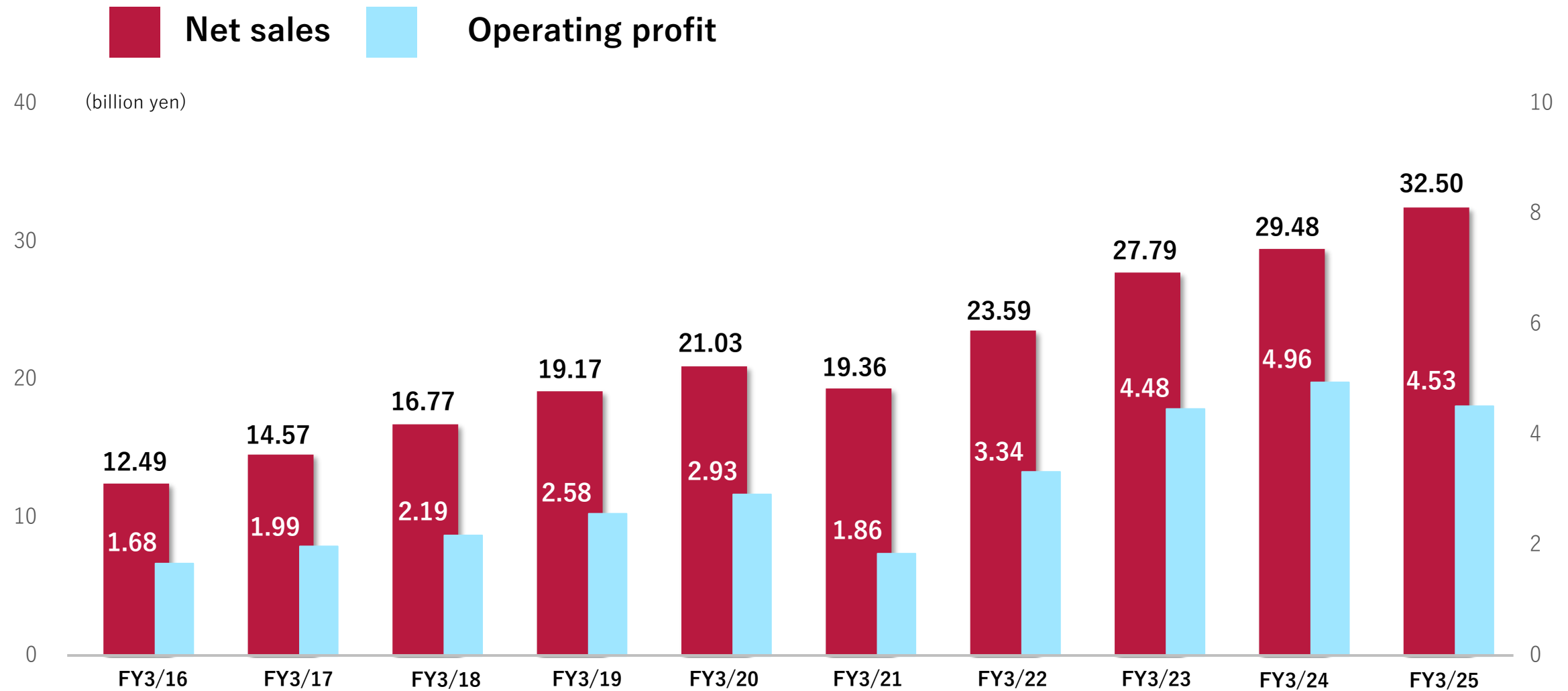
2010

2020

Present

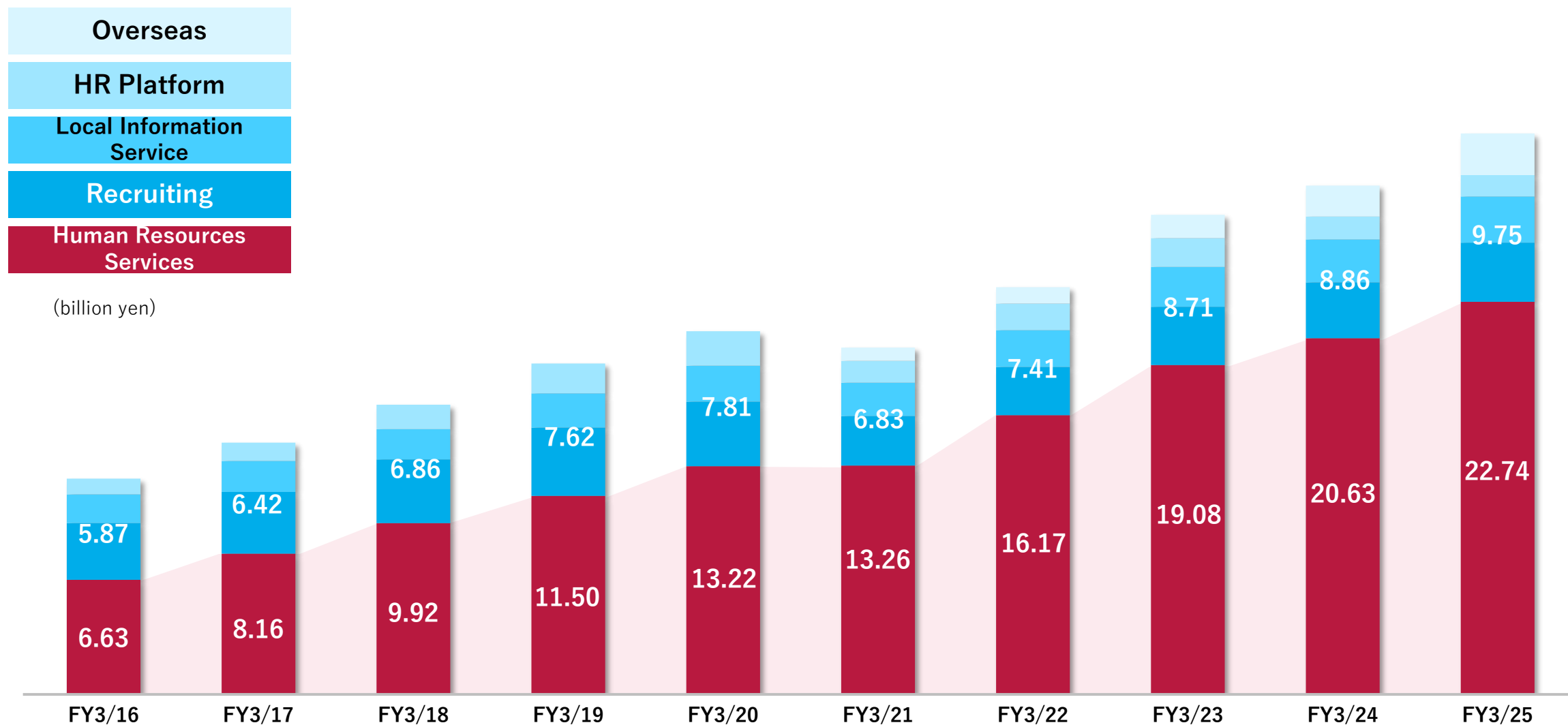
Business Performance

~Achieve steady business growth against the backdrop of increasingly serious labor shortages~



Changes in Composition of Net Sales

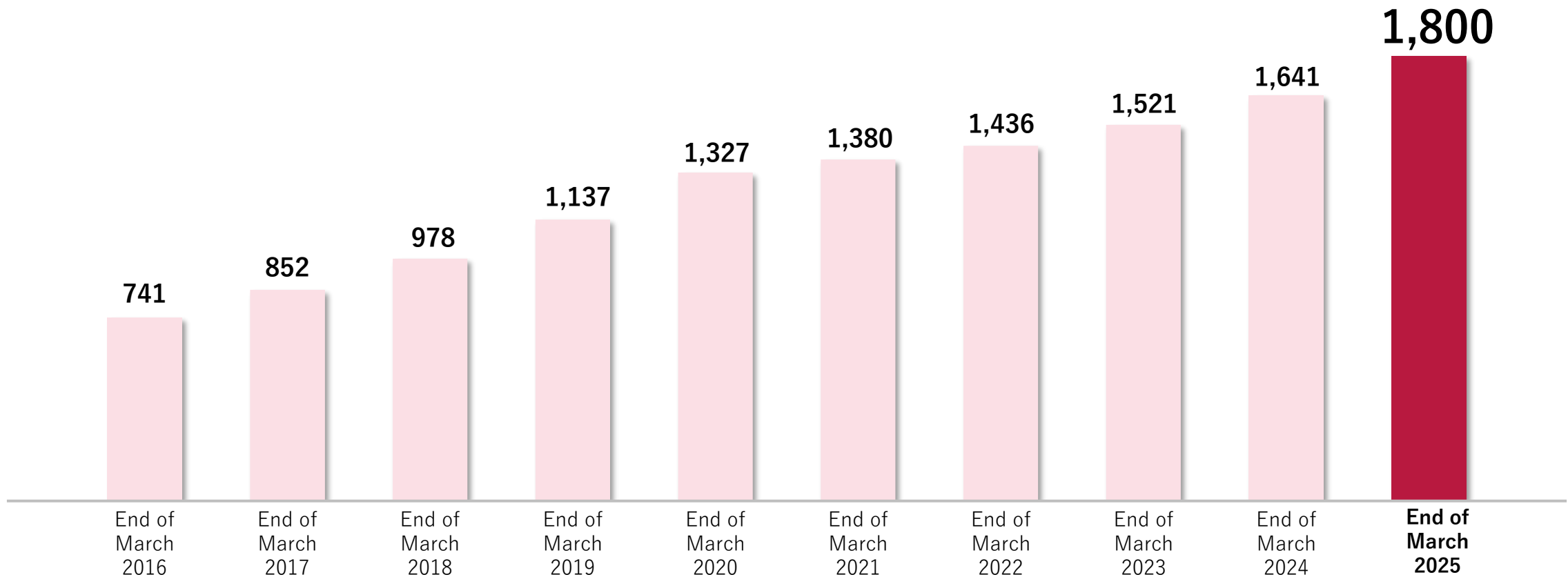
~Growth in Human Resources Services Business due to expansion of the personnel placement market~



*The HR Platform business and the Overseas business were aggregated as Other business until the fiscal year ended March 31, 2020.
Beginning with the fiscal year ended March 31, 2021, each of these segments began to be counted as a separate segment.

Changes in the Number of Consolidated Employees

~Increase in number of employees as business grows~



Evaluation of Our Company

~Highly regarded by external parties and employee~



Selected as a constituent stock of the "JPX-Nikkei Mid and Small Cap Index" for the third consecutive year



JPX-NIKKEI Mid Small

2022 – 2024年度選定

What is the "JPX-Nikkei Mid and Small Cap Index"?

A stock price index consisting of small - and medium-sized shares that meets investment criteria such as efficient use of capital and investor-conscious management, with the concept of being a "highly attractive company for investors." The calculation is conducted jointly by JPX Research Institute, Ltd. and Nihon Keizai Shimbun, Inc.

Also highly rated in OpenWork's rankings

*From OpenWork, an information platform for career change and job hunting (as of February 2025)



◆Ranking of Companies with High Job Satisfaction 2025

20th (20,484 target companies)

◆Overall ranking of the human resources services industry

1st (5,687 target companies)

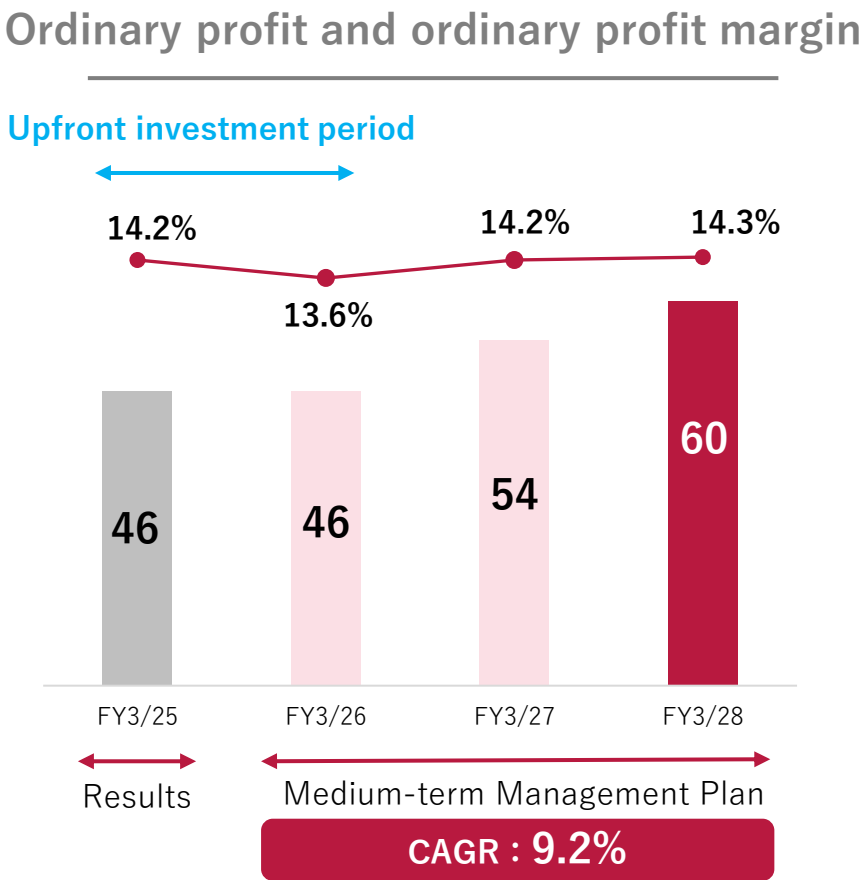
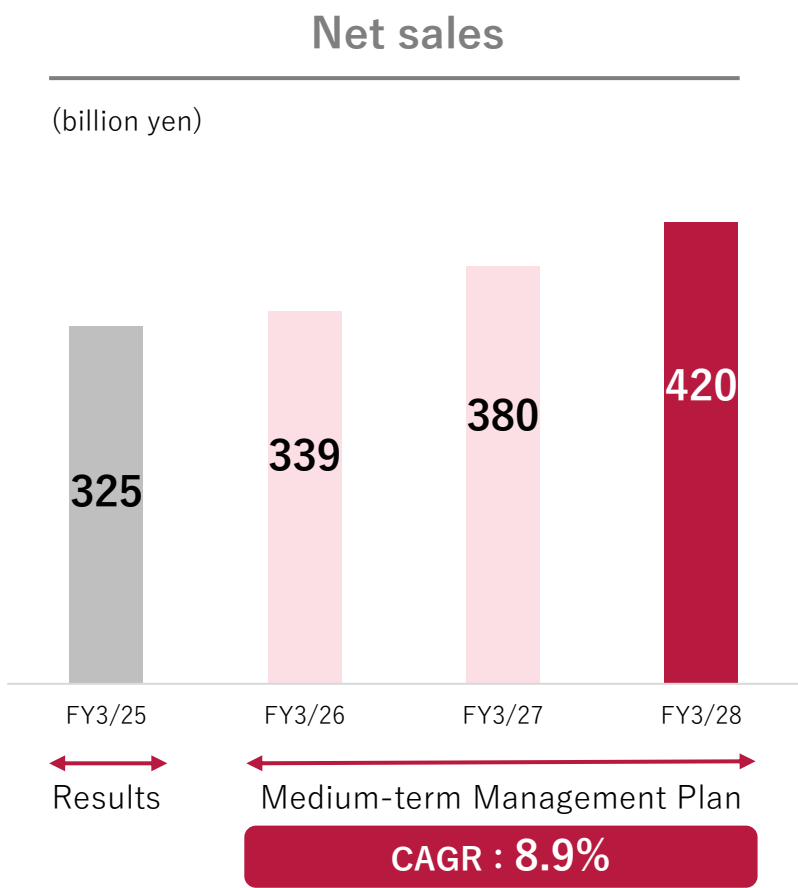
We have a culture that actively supports the promotion and challenges of young employees, and we have introduced hybrid work, flextime, and side job systems to support flexible working styles.

Medium-term Management Plan (FY3/26-FY3/28)

~Investment-driven plan~



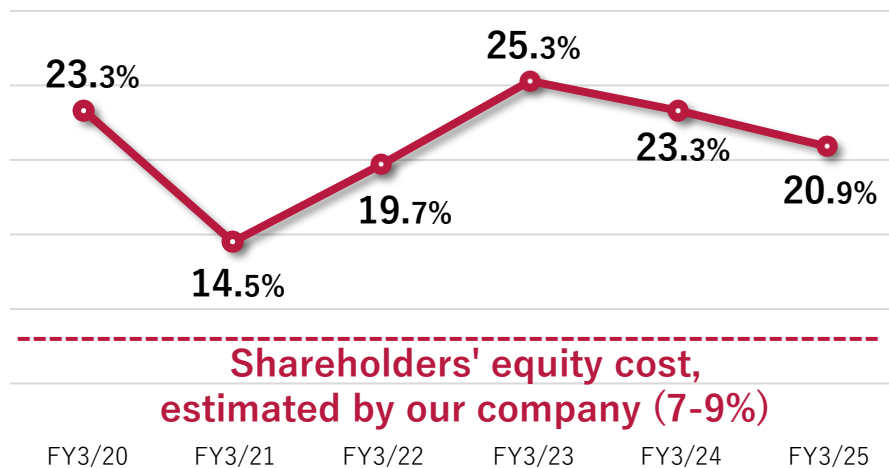
- In the first fiscal year, growth will temporarily slow down due to the implementation of upfront investments such as strengthening promotions in our core Human Resources Services Business and the risk of a reduction in hiring in the domestic manufacturing industry due to U.S. trade policies.
- Plan to steadily achieve record-high profits from the second year onward



Actions to Implement Management that is Conscious of Capital Cost and Stock Price

Return on capital

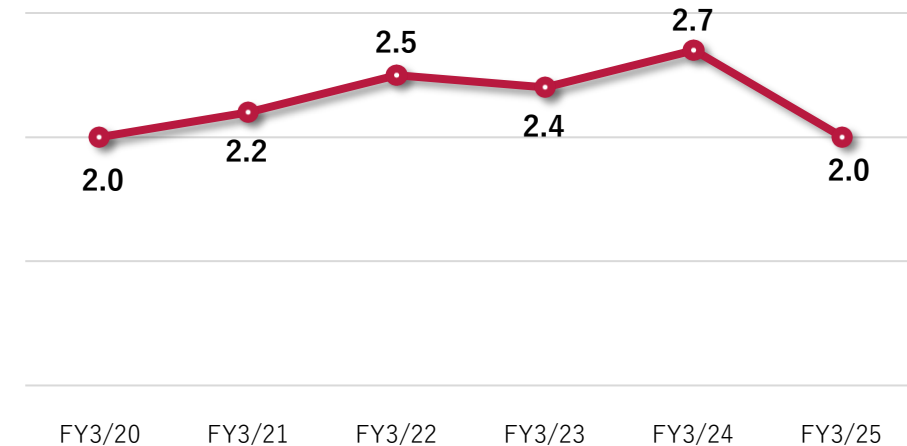
Trends in ROE



- ✓ The shareholders' equity cost is estimated to be around 7-9%. Our Company's ROE is 20.9%, which is well above that.
- ✓ Policy of striving to maintain or improve ROE at the current level

Corporate value

Trends in PBR

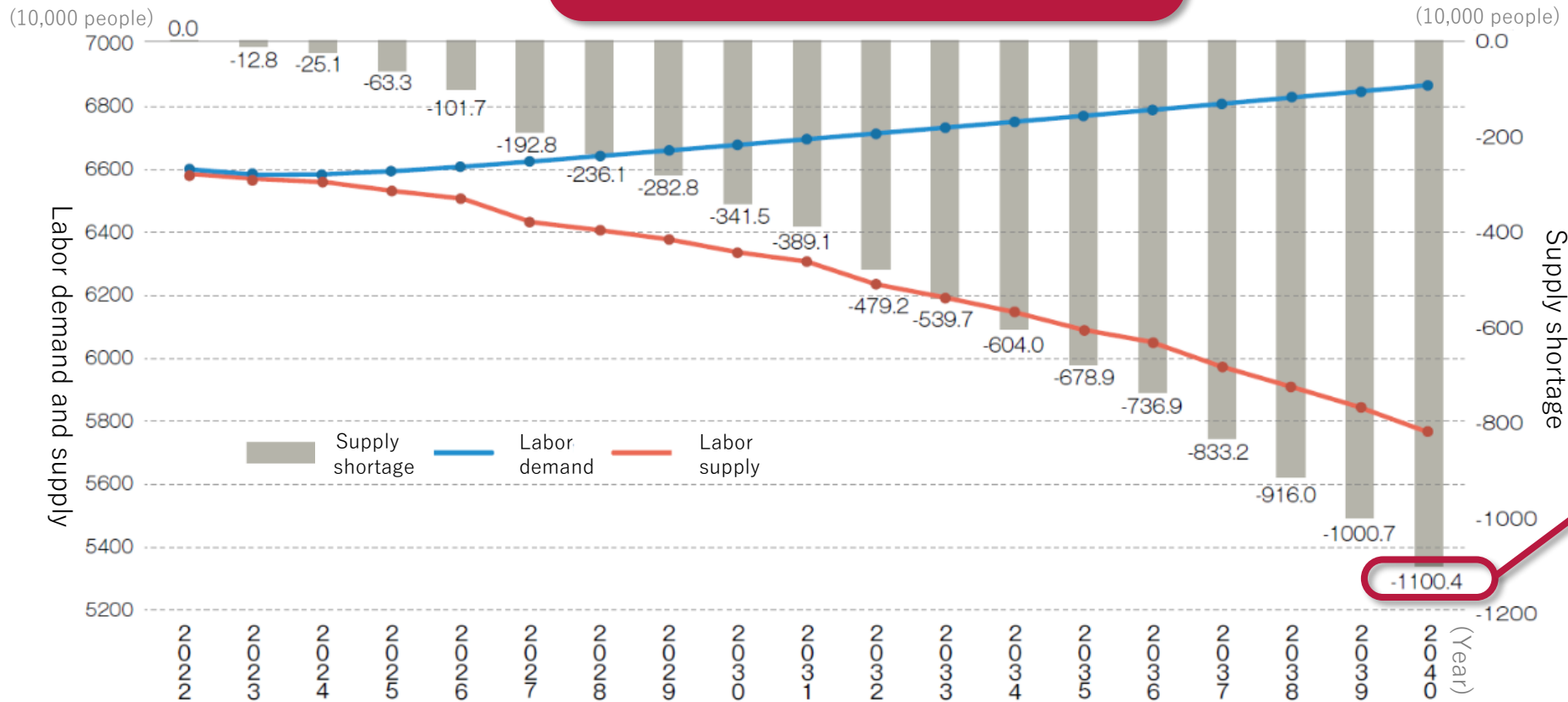


- ✓ Although our Company's stock has been at a standstill due to off-floor distribution of shares in February 2025 and a decline in ROE, we recognize that there is still room for further growth.
- ✓ While making more aggressive investments for growth, we will strengthen disclosure to investors and enhance our reputation in the market.

Market Environment

~Markets with medium- to long-term growth potential~

Labor Supply and Demand Simulation



Labor shortage of 11 million in 2040

- As the labor market tightens and companies' recruitment needs continue to grow, the role of the human resources business will become increasingly important.

Source: Recruit Works Institute, Future Predictions 2040 in Japan (issued March 28, 2023).

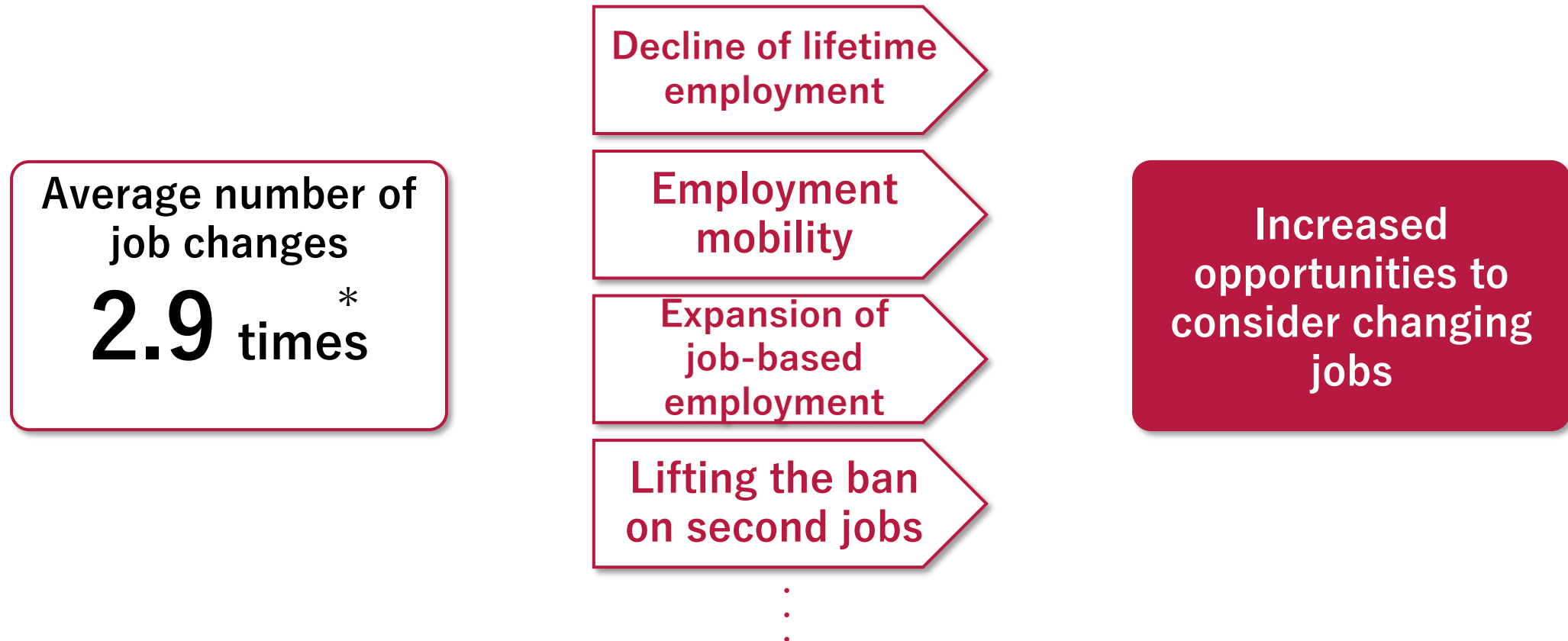
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Market Environment for Personnel Placement Services



The average number of job changes per employee is expected to increase further in the future, and the growth opportunities for personnel placement services (career change support services) are expected to increase.

* Average number of job changes per person in the Ministry of Health, Labour and Welfare's Survey of Job Changers in 2020 <https://www.mhlw.go.jp/toukei/list/6-18c-r02.html>

Characteristics of Personnel Placement Services

~Develop domains specialized for specific industries and occupations~

- ✓ Focus on domains where hiring needs are solid and not affected by economic conditions
Expanding business by sharing expertise in domain-specific business operations

Examples of business domains



Human resources for construction industry

Active job openings-to-applicants ratio as of Mar. 2025 **5.82 times**



IT human resources

Active job openings-to-applicants ratio as of Mar. 2025 **1.61 times**



Nurses

Active job openings-to-applicants ratio as of Mar. 2025 **2.16 times**

* Source: Ministry of Health, Labour and Welfare Employment Referrals for General Workers, Active job Opening-Applicants Ratios for job Categories (including part-time).

Characteristics of Personnel Placement Services

~Operation of a dedicated website that attracts job seekers~



Operate specialized websites in each domain

We have the industry's highest number of registered job seekers and job offers in each domain.



Kensetsu and Setsubi Kyujin database

The site for career change in the construction, equipment, and plant industries



Answers

Pharmaceutical industry recruitment site



MR BiZ

MR job search site



Sekokan Plus

Information site for construction management



Automotive Jobs

Automotive industry career site



Kango-roo!

Nursing jobs and career change information site



Seibishi JOBS

Job search and recruiting site specializing in auto mechanics

Characteristics of Personnel Placement Services

~Pursuing high-quality service through an integrated system~

- ✓ An integrated system in which consultants are in charge of both job seekers and companies
- ✓ 80% of contracts are secured through collaboration between consultants. We also have strengths as an organization.

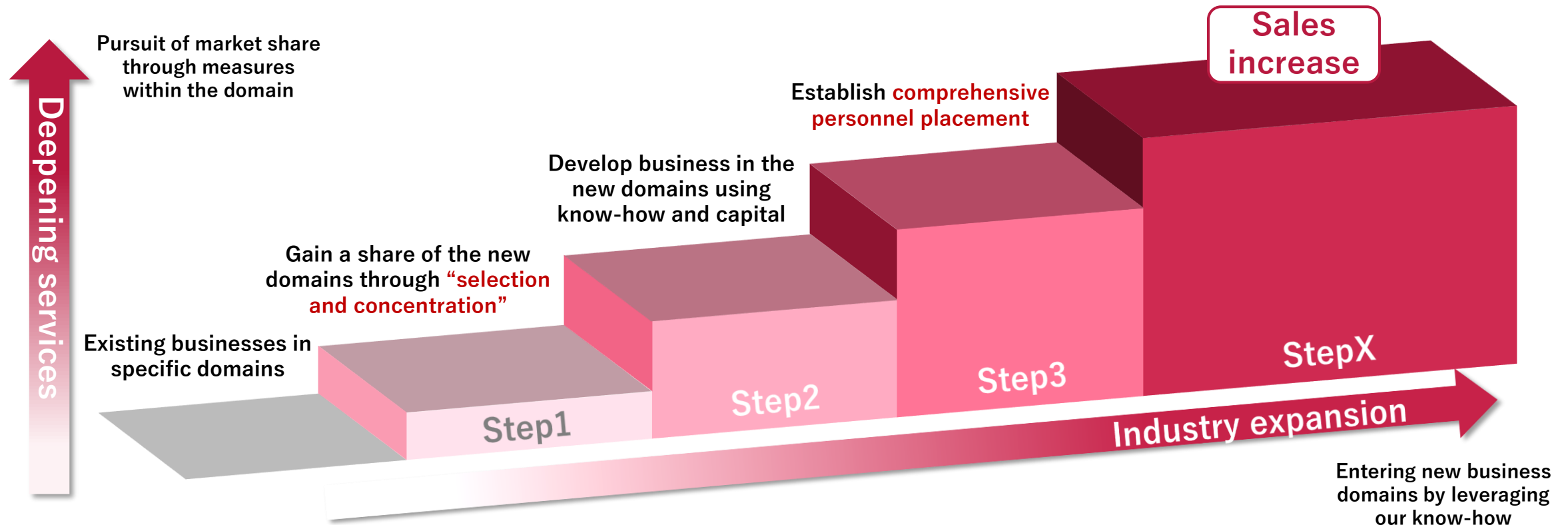


- An integrated system requires a certain amount of time to train consultants, but it can provide high-quality services to job seekers and companies, which cannot be achieved with the division of labor system (industry standard) in which consultants are divided into job seeker and company staff.

Personnel Placement Services Strategies

~Horizontal deployment of know-how and expansion of business domains~

- ✓ Strengthen investment in specific growth domains and pursue top market share
- ✓ Expand business domains by laterally deploying know-how and aim for a comprehensive personnel placement



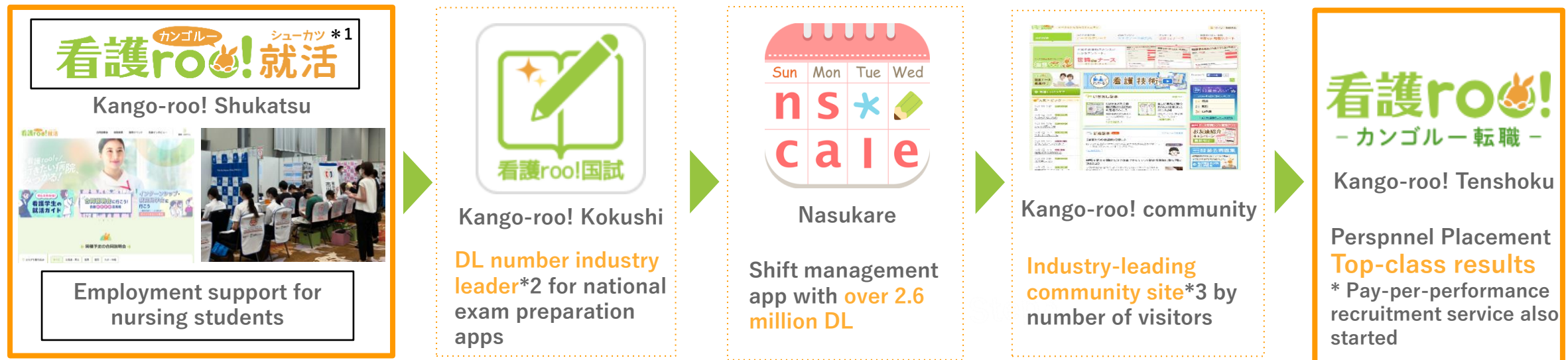
Personnel Placement Services (Nursing) Strategies



- ✓ By having people use the Kango-roo! service from the time they are looking for a job, we will promote recognition of the Kango-roo! brand from an early stage and help acquire registrants when they change jobs.
- ✓ We will continue to promote "Kango-roo! Tenshoku" through TV commercials, video advertisements, social media advertisements, and other means to strengthen the brand.

Nursing students

Nurses



- * 1 "Kango-roo! Shukatsu" is a service that was launched as a rebranding of Career-tasu's nursing business (employment support business for nursing students), which was acquired from Career-tasu in May 2024.
- * 2 The number of DL of iOS is not disclosed, so the survey is based on the number of DL of Android. More than 50,000 out of 60,000 applicants for the National Nursing Examination used the service (2025 results).
- * 3 Based on a survey by SimilarWeb

Market Environment for the Recruiting Business

Diversification of
recruitment methods

Referral and Alumni
Recruitment

Direct recruiting

Aggregation-type
recruiting services

⋮

To be the company of choice

Wage increases

Enhancing engagement

Health and productivity
management

⋮

Changes in the market and individual mindset have dramatically changed the recruitment process of companies.



Increase in opportunities for proposals to recruiters by recruitment support partners who are familiar with market trends and recruitment know-how

Characteristics of Recruiting Business

~Recruitment support centered on Indeed~



- ✓ Ability to sell job offer advertisements by proxy that best match the client's industry and job type
The main transaction is Indeed, which has been growing rapidly in recent years.
- ✓ Among the Platinum Partners, the highest rank in the Indeed Certified Partner Program, our company has achieved top-class results.

Indeed ... Aggregation-type recruiting services with pay-per-click model

Pay-per-click model



This model differs from the conventional **pay-per-post model**, which incurs an upfront fee as an advertising fee. Under this model, employers are **charged when an ad on a job listing is clicked** to view details of the job.

Aggregation-type recruiting services

Recruitment website of companies
Various recruitment media
Personnel placement companies and temporary staffing companies
Post jobs directly to Indeed



Japan's largest job search engine with over 23.9 million unique visitors per month *1



Job seekers will be able to search for jobs comprehensively.

* 1: SimilarWeb, July 2024 total visits

Recruiting Business Strategies

~Client-agent~



- ✓ As a Client-agent, we will strengthen total proposals to realize clients' recruitment success by utilizing our proprietary methods.
- ✓ We will also launch new services that will contribute to solving the problem of Japan's working population decline, such as support for foreign recruitment in Japan.



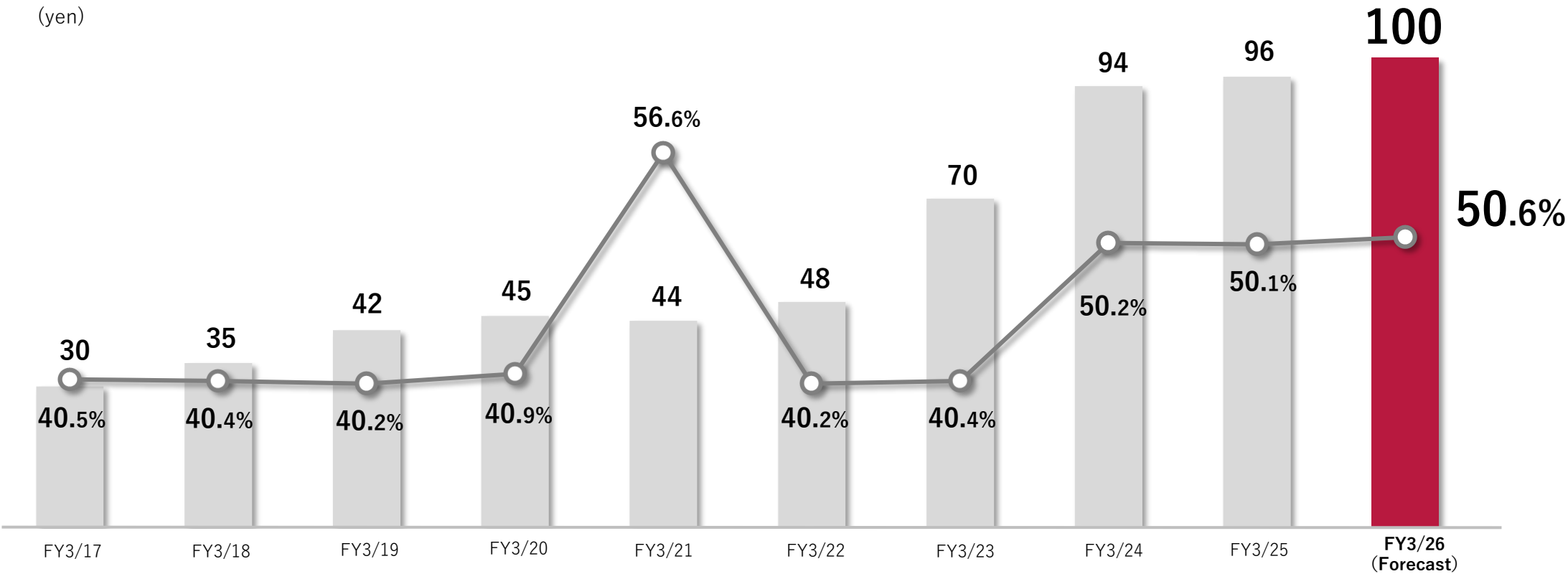
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Dividend



- Target dividend payout ratio is 50% of the current period profit attributable to owners of parent

* In the fiscal year ended March 31, 2024, we raised the target dividend payout ratio from the previous 40% to 50%.



*Dividend per share for FY3/21 includes commemorative dividend of ¥12 for 40th anniversary from the founding.

Shareholder Special Benefit Plan

- We offer various benefits according to the number of shares held and the period of continuous holding so that more shareholders can hold our shares for the long term.

Number of shares held (Shares)	Shareholders with a continuous holding period of less than three years	Shareholders with a continuous holding period of three years or more (notes 1 and 2)
More than 100 and less than 500	QUO card worth 500 yen	QUO card worth 1,000 yen
More than 500 and less than 1,000	QUO card worth 1,000 yen	QUO card worth 2,000 yen
More than 1,000 and less than 5,000	QUO card worth 2,000 yen	QUO card worth 4,000 yen or a Hokkaido specialty food product worth 4,000 yen (note 3)
5,000 or more	<ul style="list-style-type: none"> • QUO card worth 2,000 yen • Craftworks or Local products in various places of Japan we chose 	<ul style="list-style-type: none"> • QUO card worth 4,000 yen or a Hokkaido specialty food product worth 4,000 yen (note 3) • Craftworks or Local products in various places of Japan we chose

【QUO card】



Note 1: A shareholder with a continuous holding period of three years or more (long-term holding shareholder) is a shareholder whose number of shares held of 100 shares or more is listed or recorded in the shareholder register on March 31 and September 30 every year, retroactively from March 31 (judgment date), for seven consecutive times or more under the same shareholder number.

Note 2: For shareholders with a continuous holding period of three years or more (long-term holding shareholders), the long-term holding preferential treatment system will be applied according to the number of shares listed or recorded in the shareholder registry on the date of determination, regardless of the number of shares listed or recorded in the shareholder registry prior to the date of determination (provided that the shareholder holds 100 shares or more).

Note 3: Shareholders can apply for one of the five Hokkaido specialty products selected by Quick that is equivalent to 4,000 yen. Shareholders who do not wish to purchase Hokkaido specialty products may apply for a QUO Card worth 4000 yen instead of Hokkaido specialty products. A catalogue of Hokkaido's special products and application postcards will be sent out after the Ordinary General Meeting of Shareholders scheduled for late June. If no application is received by the application deadline, we will send the QUO Card worth 4,000 yen.

Note 4: Shareholder special benefit items other than 3) are scheduled to be shipped after the Ordinary General Meeting of Shareholders scheduled for late June.

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Social Contribution Activities

Activities

01

Protection of World Cultural Heritage

Forty years of cooperation in the protection and preservation of the landscape, structures and culture of the Gokayama Gassho-Zukuri Village (World Heritage Site).

Activities

02

Support for NPO Kansai-wo-Genkinisurukai

Supporting the learning of aspiring business executives and the development of young entrepreneurs, which has been ongoing since 2000

Activities

03

Scholarships for Cambridge Graduate students

Scholarship for the development of Japanese studies at the University of Cambridge Graduate School of Japanese Studies in 2019

Protection and Preservation of Gokayama Gassho-Zukuri Village (World Cultural Heritage)

- Cooperation for the protection and preservation of landscapes, structures and culture for 40 years
QUICK Group Tairamura Training Center - Ainokura (former Tairamura), Nanto City, Toyama



Support for NPO Kansai-wo-Genkinisurukai

- Supporting the learning of aspiring business executives and the development of young entrepreneurs, which has been ongoing since 2000
 - 25 companies from this group have been listed on the stock exchange (as of May 9, 2025).



Scholarships for Cambridge Graduate Students

- Scholarship for the development of Japanese studies at the University of Cambridge Graduate School of Japanese Studies in 2019





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Note 1 : Forecasts of results of operations in this presentation are based on information that was available when this presentation was prepared. These forecasts are vulnerable to uncertainties involving the economy, competition, the success or failure of new services, and other factors. Consequently, actual performance may differ significantly from the forecasts in this presentation.

Note 2 : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.