

Presentation Material for Investors

Results of Operations for the Fiscal Year
Ended March 31, 2022 (FY3/22)

May 10 , 2022



Stock code : 4318

Contents

- P.3 FY3/22 Consolidated Financial Highlights
- P.7 FY3/22 Consolidated Financial Results
- P.18 FY3/23 Consolidated Earnings Forecast
- P.28 Medium-term Management Plan
- P.31 Supplementary Materials

FY3/22 Consolidated Financial Highlights

The Accounting Standard for Revenue Recognition (ASBJ Statement No. 29, March 31, 2020) and other standards were adopted at the beginning of the fiscal year ending March 31, 2022, which apply retroactively to the values for the fiscal year ended March 31, 2021, in the following pages.

FY3/22 Consolidated Financial Highlights 1

Both sales and earnings rose to new record highs!

Net sales

23,590 million yen
 Up 21.8% YoY
 Up 0.9% vs. revised plan

Operating profit

3,345 million yen
 Up 79.3% YoY
 Up 2.7% vs. revised plan

Ordinary profit

3,423 million yen
 Up 61.3% YoY
 Up 3.7% vs. revised plan

Profit attributable to owners of parent

2,248 million yen
 Up 53.6% YoY
 Up 0.1% vs. revised plan

FY3/22 Consolidated Financial Highlights 2

POINT 1

Operating Environment

The environment for recruitment remains strong even during COVID-19 pandemic, with the exception of certain industries.

Demand for human resources in medical services, architecture, and IT remained strong, while hiring needs in the food and beverage, sales, and service industries continued to seesaw due to restrictions on activities in the pandemic.

POINT 2

Our Activities

We provided a diverse array of services that matched the human resources needs of companies.

- ◎ Improved personnel placement and temporary staffing in specific industries where the shortage of human resources is strongly felt and which are facing difficulty in recruitment.
- ◎ Maintained high productivity even amid the pandemic by developing a remote system at an early stage.
- ◎ Strengthened coordination between the group companies.
- ◎ Strengthened the operation base by such means as strengthening the recruitment of human resources and appropriately deploying human resources.

FY3/22 Consolidated Financial Highlights by Segment

The mainstay Human Resources Services Business drove performance!
Both sales and profit increased in all segments excluding Overseas Business!
Overseas Business increased sales and significantly reduced losses!

Human Resources Service Business	Net sales	16,174 million yen	Operating profit	3,020 million yen
Recruiting Business	Net sales	2,788 million yen	Operating profit	557 million yen
Information Publishing Business	Net sales	2,139 million yen	Operating profit	187 million yen
IT and Internet-Related Business	Net sales	1,548 million yen	Operating profit	488 million yen
Overseas Business	Net sales	939 million yen	Operating loss	(6) million yen



FY3/22 Consolidated Financial Results



Business Domains of the QUICK Group

QUICK Group

Contributing to society through human resources and information businesses.

Comprehensive Human Resources Service



Personnel Placement



Temporary staffing,
etc.



Recruiting Business



Overseas Business

Information Business



Information Publishing
Business



IT and Internet-
Related Business

FY3/22 Financial Results (YoY Change/Vs. Revised Plan)

YoY Change/Vs. Revised Plan (Percentages are rates of year-on-year increase or decrease and rates of increase or decrease in comparison to revised plans) (millions of yen)

	FY3/22 Results	FY3/21 Results			FY3/22 Revised Plan		
		Results	YoY Change [Amount]	YoY Change [%]	Revised Plan	Vs. Revised Plan [Amount]	Vs. Revised Plan [%]
Net sales	23,590	19,360	4,230	21.8%	23,390	200	0.9%
Operating profit	3,345	1,866	1,479	79.3%	3,257	88	2.7%
Ordinary profit	3,423	2,123	1,300	61.3%	3,300	123	3.7%
Profit attributable to owners of parent	2,248	1,463	784	53.6%	2,246	2	0.1%

FY3/22 Segment Results (YoY Change/Vs. Revised Plan)

YoY Change/Vs. Revised Plan (Percentages are rates of year-on-year increase or decrease and rates of increase or decrease in comparison to revised plans) (millions of yen)

		FY3/22 Results	FY3/21 Results			FY3/22 Revised Plan		
			Results	YoY Change [Amount]	YoY Change [%]	Revised Plan	Vs. Revised Plan [Amount]	Vs. Revised Plan [%]
Net sales	Human Resources Service Business	16,174	13,257	2,916	22.0%	16,244	(69)	(0.4%)
	Recruiting Business	2,788	2,192	596	27.2%	2,626	162	6.2%
	Information Publishing Business	2,139	1,876	263	14.0%	2,103	36	1.8%
	IT and Internet-Related Business	1,548	1,268	279	22.0%	1,471	77	5.3%
	Overseas Business	939	764	174	22.8%	945	(6)	(0.7%)
	Total	23,590	19,360	4,230	21.8%	23,390	200	0.9%
Operating profit	Human Resources Service Business	3,020	2,215	805	36.4%	3,170	(150)	(4.7%)
	Recruiting Business	557	188	368	195.5%	406	151	37.2%
	Information Publishing Business	187	89	97	108.9%	184	2	1.6%
	IT and Internet-Related Business	488	300	187	62.4%	414	74	17.9%
	Overseas Business	(6)	(108)	101	—	0	(7)	—
	Adjustment	(901)	(820)	(81)	—	(919)	18	—
	Total	3,345	1,866	1,479	79.3%	3,257	88	2.7%

FY3/22 Segment Results (Human Resources Service Business)

Human Resources Service Business

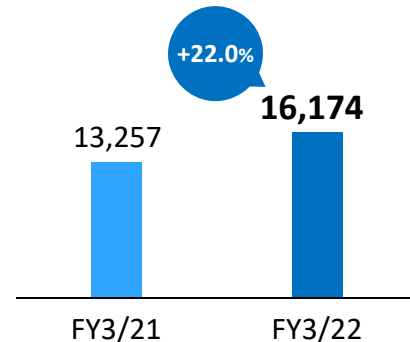
Net sales **16,174** million yen Operating profit **3,020** million yen

The personnel placement business in the specific domains (construction, pharmaceutical industry, nursing care) expanded significantly!

Both temporary staffing of nurses and childcare workers increased steadily!

Net sales

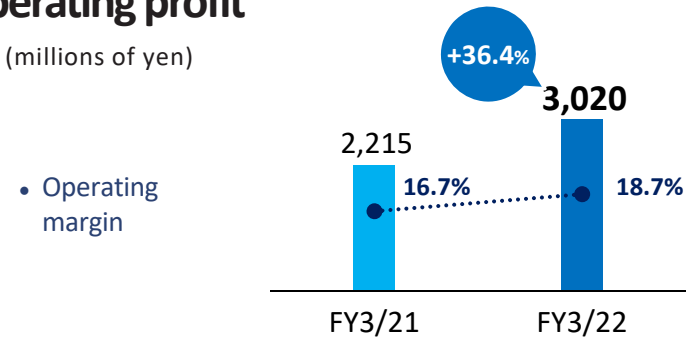
(millions of yen)



- Personnel placement 2,640 ↗
- Temporary staffing 215 ↗

Operating profit

(millions of yen)



- Higher sales resulted in an increase in profit.

FY3/22 Segment Results (Recruiting Business)

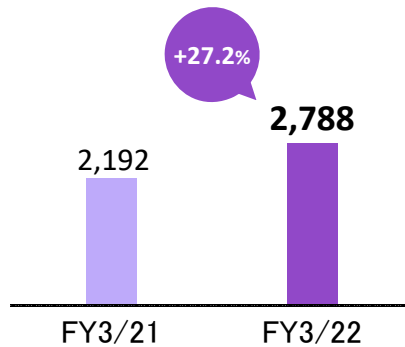
Recruiting Business

Net sales **2,788** million yen Operating profit **557** million yen

Handling volume of Indeed services expanded steadily!
 Recruitment advertising for the new graduate category/the mid-career hiring category and part-time staff was strong!

Net sales

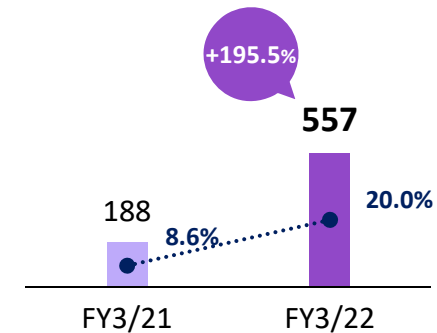
(millions of yen)



- Recruiting advertising / Event 252 ↗
- Indeed 262 ↗

Operating profit

(millions of yen)



- Operating margin

Profit increased thanks to sales increase resulting from the recovery in hiring needs.

FY3/22 Segment Results (Information Publishing Business)

Information Publishing Business

Net sales **2,139** million yen Operating profit **187** million yen

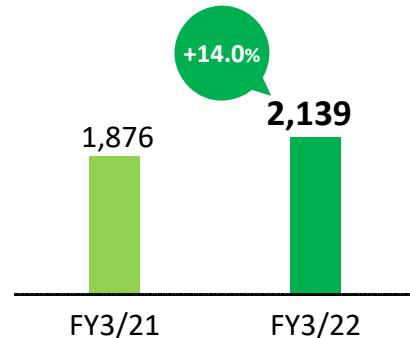
All segments of concierge services* and posting steadily increased!

(* Face-to-face personnel placement service specialized in life events (job change, marriage, building a house, etc.)

Mainstay lifestyle information magazines remained favorable even during the COVID-19 pandemic.

Net sales

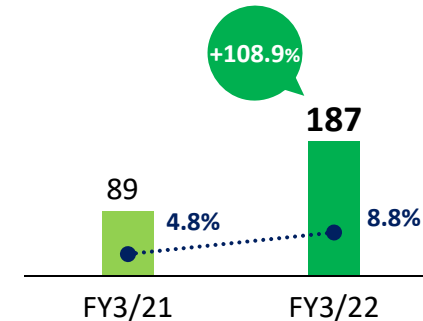
(millions of yen)



- Lifestyle information magazines 36 ➔
- Indeed 21 ➔
- Cococolor(Concierge service) 94 ➔
- Posting service 48 ➔

Operating profit

(millions of yen)



• Operating margin

Profit increased thanks to the improved results of high-margin concierge services.

FY3/22 Segment Results (IT and Internet-Related Business)

IT and Internet-Related Business

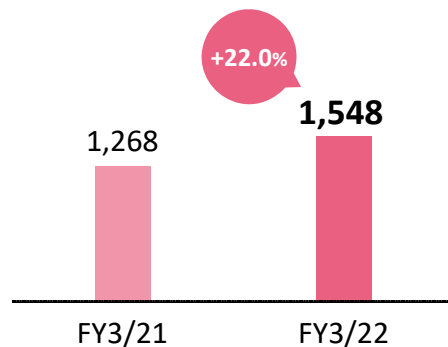
Net sales **1,548** million yen Operating profit **488** million yen

Nihon no Jinjibu related services steadily increased and led the financial performance!

The development business, including system development, proved strong!

Net sales

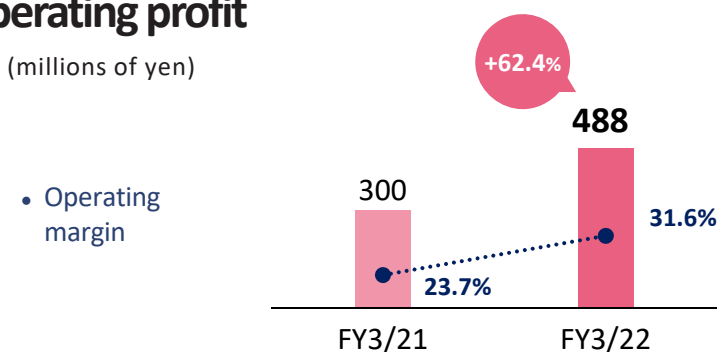
(millions of yen)



<input type="checkbox"/> Nihon no Jinjibu	314	↗
<input type="checkbox"/> System Development Business	34	↗

Operating profit

(millions of yen)



- Profit increased thanks to sales growth in HR Conference (online).
- Profit increased thanks to sales growth on the Nihon no Jinjibu website.

FY3/22 Segment Results (Overseas Business 1)

Overseas Business

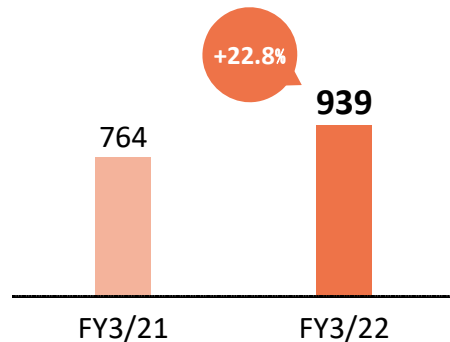
Net sales
939 million yen

Operating loss
(6) million yen

Personnel placement in the U.S.A., Asia, and the U.K. increased even during the COVID-19 pandemic! Personnel and labor consulting in Shanghai also increased steadily and profits improved significantly.

Net sales

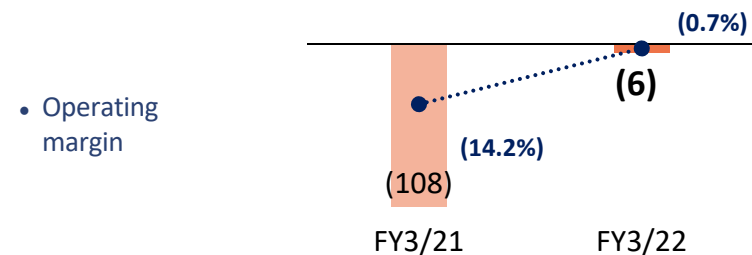
(millions of yen)



□ USA	75	↗	□ SHANGHAI	24	↗
□ UK	68	↗	□ VIETNAM	2	↗
(International career change support 4 ↗)			□ THAILAND	12	↗
□ MEXICO	(11)	↘	□ JAPAN	6	↗

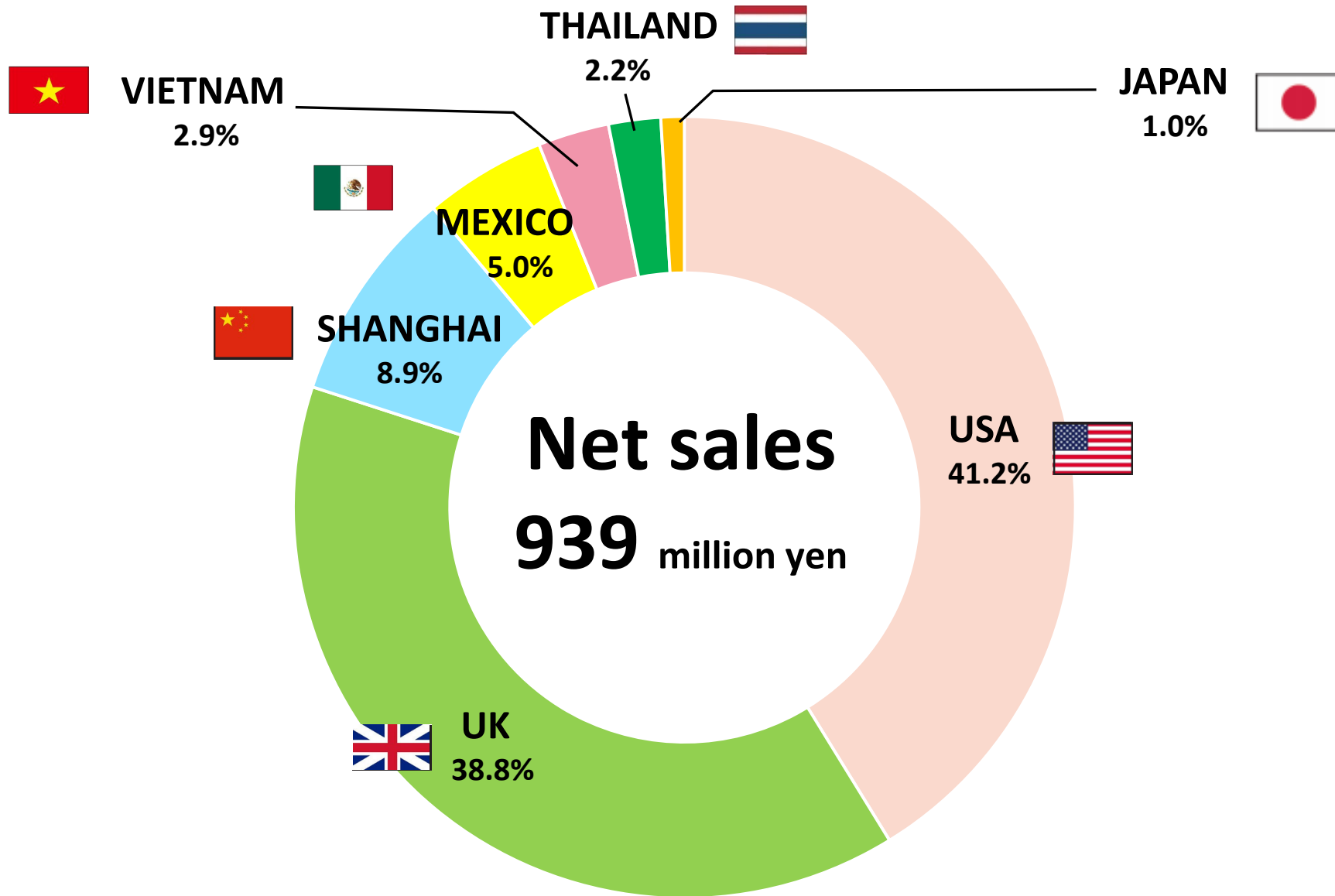
Operating profit

(millions of yen)



□ Losses were reduced given the recovery of sales.

FY3/22 Segment Results (Overseas Business 2)

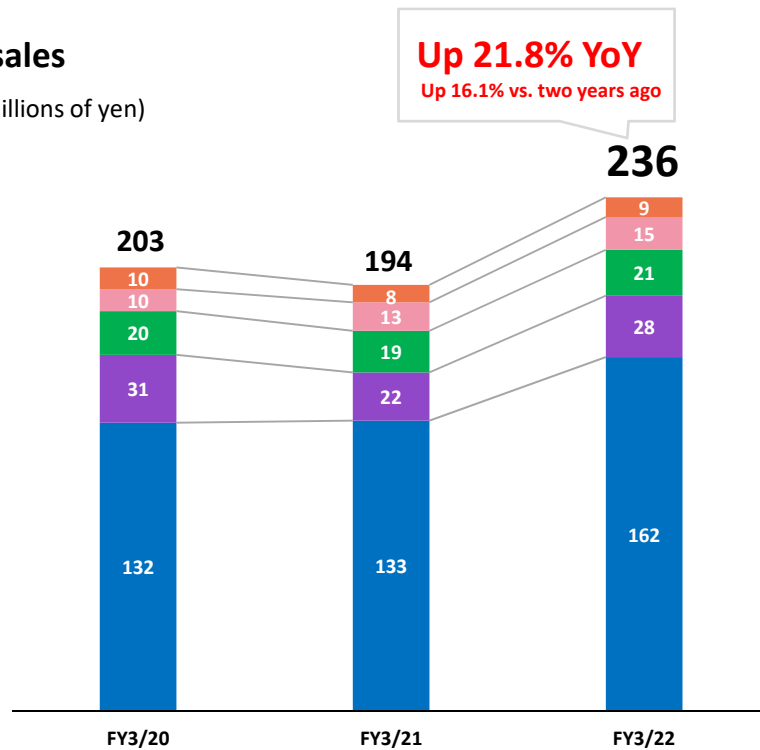


Trends in Results by Segment

Although the impact of the COVID-19 pandemic caused a temporary decline in financial results for FY2021, those for FY2022 recovered to exceed pre-COVID-19 levels.

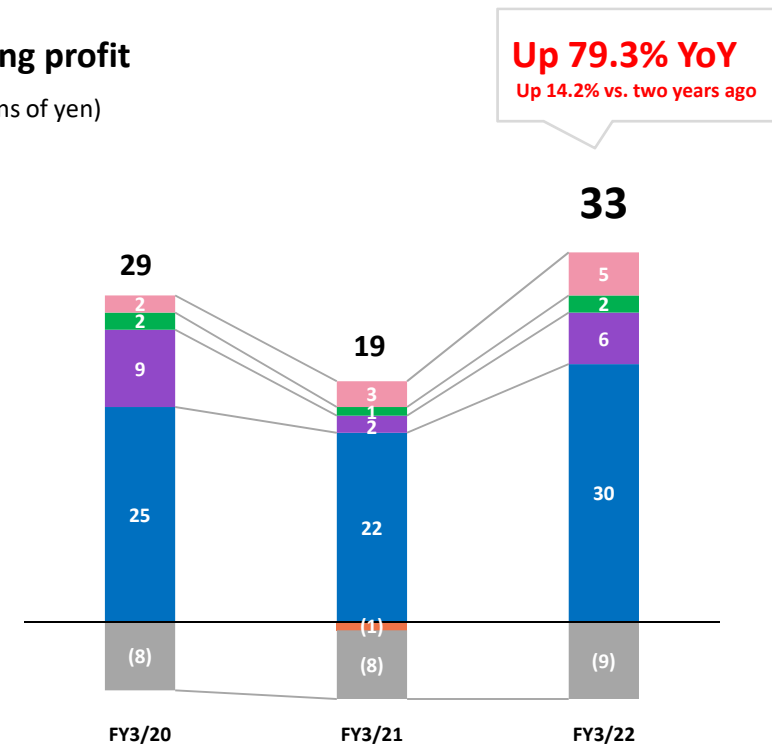
Net sales

(100 millions of yen)



Operating profit

(100 millions of yen)



■ Human Resources Service Business ■ Recruiting Business ■ Information Publishing Business ■ IT and Internet-Related Business ■ Overseas Business ■ Adjustment

Note 1: The accounting standards, etc. adopted in the fiscal year ending March 31, 2022, apply retroactively to the results for the first half of the fiscal year ended March 31, 2020. (estimated by Quick Co., Ltd.)

Note 2: Adjustments include elimination of intersegment transactions and corporate expenses not allocated to each reportable segment.

Corporate expenses mainly consist of expenses related to the Company's administrative divisions such as the general affairs and accounting divisions that do not belong to any reportable segment.



FY3/23 Consolidated Earnings Forecast



FY3/23 Consolidated Earnings Forecast

FY3/23 Earnings/dividends forecasts (YoY Change)

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/22 Full-year results	FY3/23		
		Full-year forecast	YoY Change [Amount]	YoY Change [%]
Net sales	23,590	25,600	2,009	8.5%
Gross profit	15,074	16,300	1,225	8.1%
Selling, general and administrative expenses	11,728	12,621	892	7.6%
Operating profit	3,345	3,679	333	10.0%
Ordinary profit	3,423	3,700	276	8.1%
Profit attributable to owners of parent	2,248	2,465	216	9.6%
Dividend per share (yen)	48	53	5	—

FY3/23 Forecast by Segment

FY3/23 Forecast by Segment(YoY Change)

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

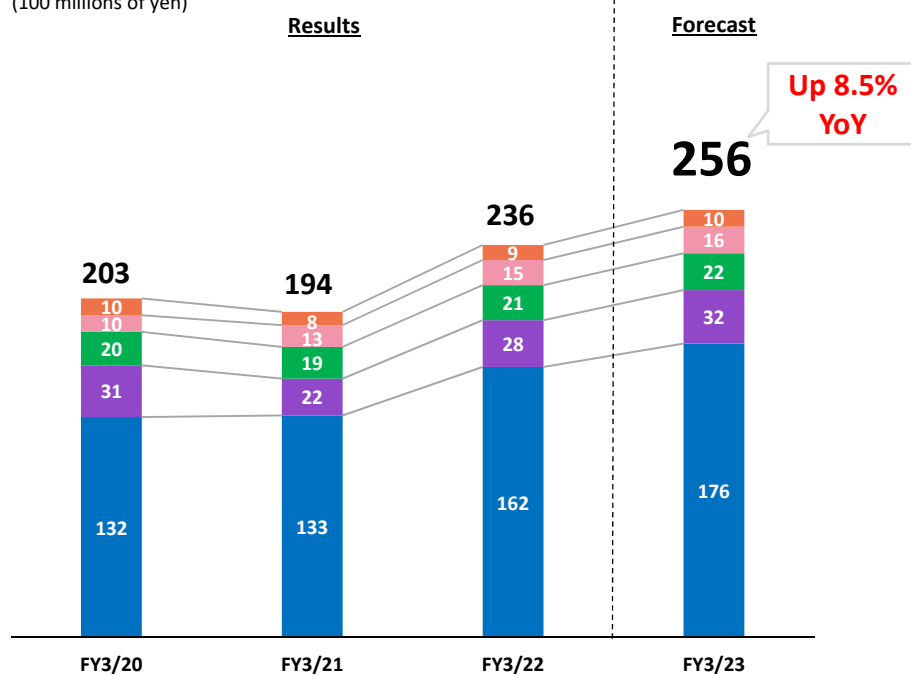
		FY3/22 Full-year results	FY3/23		
			Full-year forecast	YoY Change [Amount]	YoY Change [%]
Net sales	Human Resources Service Business	16,174	17,562	1,388	8.6%
	Recruiting Business	2,788	3,223	434	15.6%
	Information Publishing Business	2,139	2,188	48	2.3%
	IT and Internet-Related Business	1,548	1,611	63	4.1%
	Overseas Business	939	1,014	74	8.0%
	Total	23,590	25,600	2,009	8.5%
Operating profit	Human Resources Service Business	3,020	3,345	325	10.8%
	Recruiting Business	557	619	61	11.0%
	Information Publishing Business	187	215	28	15.0%
	IT and Internet-Related Business	488	431	(56)	(11.6%)
	Overseas Business	(6)	11	18	—
	Adjustment	(901)	(945)	(43)	—
	Total	3,345	3,679	333	10.0%

FY3/23 Forecast by Segment

We plan to improve our business performance chiefly in the mainstay Human Resources Services Business.

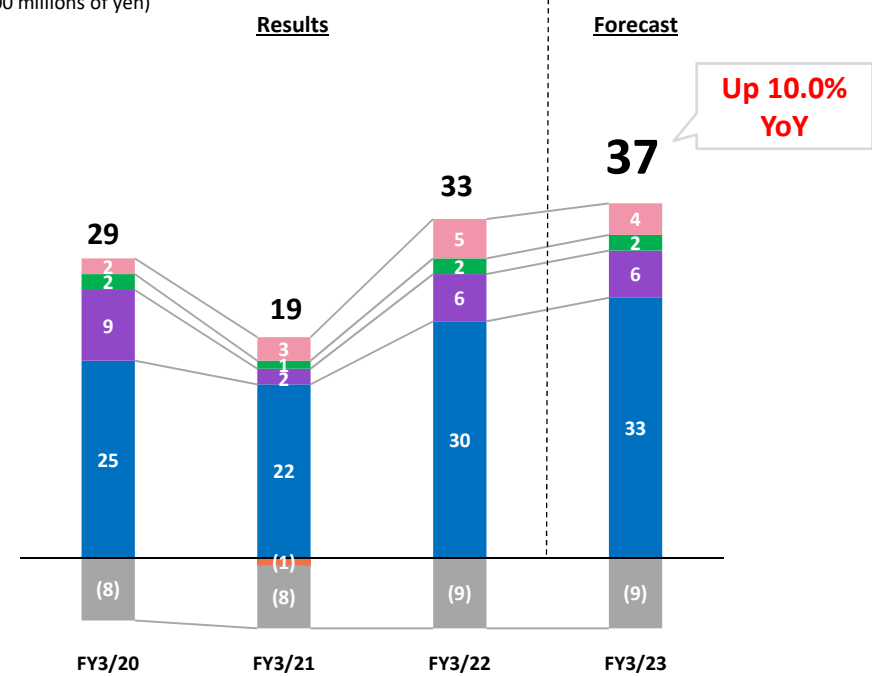
Net sales

(100 millions of yen)



Operating profit

(100 millions of yen)



■ Human Resources Service Business ■ Recruiting Business ■ Information Publishing Business ■ IT and Internet-Related Business ■ Overseas Business ■ Adjustment

Note 1: The accounting standards, etc. adopted in the fiscal year ending March 31, 2022, apply retroactively to the results for the first half of the fiscal year ended March 31, 2020. (estimated by Quick Co., Ltd.)

Note 2: Adjustments include elimination of intersegment transactions and corporate expenses not allocated to each reportable segment.

Corporate expenses mainly consist of expenses related to the Company's administrative divisions such as the general affairs and accounting divisions that do not belong to any reportable segment.

FY3/23 Business Segment Forecasts (Human Resources Service Business)

Human Resources Service Business

Net sales **17,562** million yen Operating profit **3,345** million yen

To expand the existing domains, develop the functions of websites operated by the Company and enhance content such as books and seminars.
Recruitment and training of consultants. Entry into new markets.

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/22 Full-year results	FY3/23 Full-year forecast	YoY Change [Amount]	YoY Change [%]
Net sales	16,174	17,562	1,388	8.6%
Operating profit	3,020	3,345	325	10.8%

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- Personnel Placement 1,195
- Nursery school operations (48)
- Temporary staffing 251

FY3/23 Business Segment Forecasts (Recruiting Business)

Recruiting Business

Net sales **3,223** million yen
 Operating profit **619** million yen

Boost sales of Indeed by developing customers and improving sales activities.
 Strengthen consulting to improve the hiring capabilities of large and midsize companies.

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/22 Full-year results	FY3/23 Full-year forecast	YoY Change [Amount]	YoY Change [%]
Net sales	2,788	3,223	434	15.6%
Operating profit	557	619	61	11.0%

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

Recruiting advertising sales 236 
 Indeed 357 

FY3/23 Business Segment Forecasts (Information Publishing Business)

Information Publishing Business

Net sales **2,188** million yen
 Operating profit **215** million yen

Reinforce the career change and housing domains of concierge services*.

(* Face-to-face personnel placement service specialized in life events (job change, marriage, building a house, etc.)

Propose collaboration between paper media and web-related services. Strengthen Indeed.

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/22 Full-year results	FY3/23 Full-year forecast	YoY Change [Amount]	YoY Change [%]
Net sales	2,139	2,188	48	2.3%
Operating profit	187	215	28	15.0%

Factors for
increase/decrease
in full-year forecast

YoY Change (millions of yen)

- Lifestyle information magazines (4)
- cococolor(Concierge service) 54
- Indeed 16
- posting (11)

FY3/23 Business Segment Forecasts (IT and Internet-Related Business)

IT and Internet-Related Business

Net sales **1,611** million yen Operating profit **431** million yen

Enhance customer satisfaction by strengthening Nihon no Jinjibu content.

Increase the number of exhibitors at the HR Conference.

Increase orders received for development projects to promote and realize DX.

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/22 Full-year results	FY3/23 Full-year forecast	YoY Change [Amount]	YoY Change [%]
Net sales	1,548	1,611	63	4.1%
Operating profit	488	431	(56)	(11.6%)

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

□ Nihon no Jinjibu 51 ↗

□ System Development Business 5 ↗

□ Learning Business 3 ↗

FY3/23 Business Segment Forecasts (Overseas Business)

Overseas Business

Net sales **1,014** million yen
 Operating profit **11** million yen

Focus on personnel placement in each country in anticipation of the subsiding of COVID-19.

Strengthen recruitment and human resources development.

Resumption of international career change support (Cross Border Recruitment®)

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/22 Full-year results	FY3/23 Full-year forecast	YoY Change [Amount]	YoY Change [%]
Net sales	939	1,014	74	8.0%
Operating profit	(6)	11	18	—

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- USA 14 ↗
- SHANGHAI 16 ↗
- THAILAND 21 ↗
- UK 12 ↗
- VIETNAM 4 ↗
- JAPAN (3) ↘
- MEXICO 5 ↗

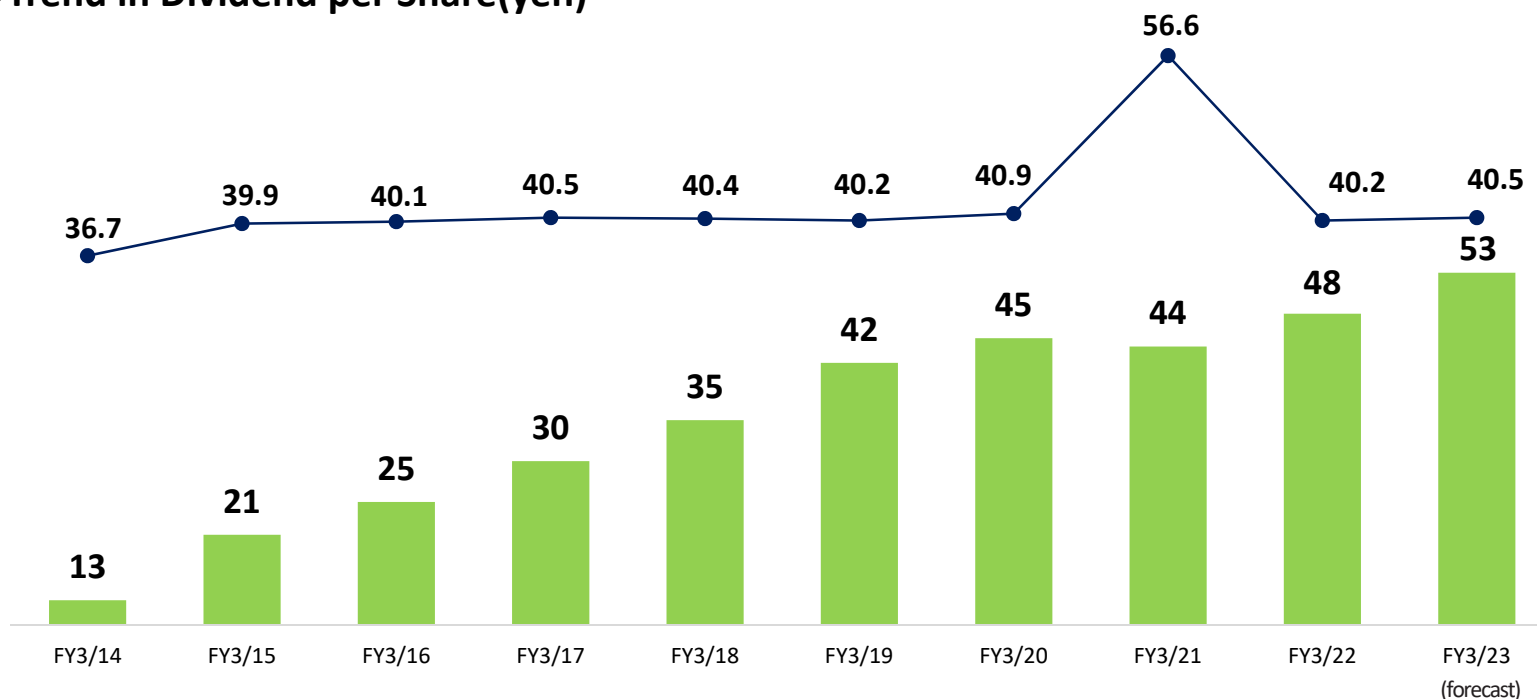
FY3/23 Dividends Forecast

FY3/23
Dividends Forecast

[Annual dividend] **53.0 yen** [Payout ratio] **40.5 %**

[end of the first half] 26 yen [fiscal year-end] 27 yen

◎Trend in Dividend per Share(yen)



Note 1: Dividend per share for FY3/14 includes commemorative dividend of ¥2 for listing on the Second Section of the Tokyo Stock Exchange.

Note 2: Dividend per share for FY3/15 includes commemorative dividend of ¥5 for listing on the First Section of the Tokyo Stock Exchange.

Note 3: Dividend per share for FY3/21 includes commemorative dividend of ¥12 for 40th anniversary from the founding.



Medium-term Management Plan



Medium-term Management Plan

Medium-term Management Plan

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/22 Full-year results	FY3/23		FY3/24		FY3/25	
		Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	23,590	25,600	8.5%	29,000	13.3%	32,000	10.3%
Gross profit	15,074	16,300	8.1%	18,700	14.7%	20,900	11.8%
Selling, general and administrative expenses	11,728	12,621	7.6%	14,422	14.3%	16,120	11.8%
Operating profit	3,345	3,679	10.0%	4,278	16.3%	4,780	11.7%
Ordinary profit	3,423	3,700	8.1%	4,300	16.2%	4,800	11.6%
Profit attributable to owners of parent	2,248	2,465	9.6%	2,863	16.2%	3,196	11.6%

Note 1: We use the rolling method to revise our (three-year) Medium-term Plan in each fiscal year.

Medium-term Management Plan

Medium-term Management Plan by Segment

(Percentages are rates of year-on-year increase or decrease) (millions of yen)

		FY3/22 Full-year results	FY3/23		FY3/24		FY3/25	
			Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	Human Resources Service Business	16,174	17,562	8.6%	19,671	12.0%	21,186	7.7%
	Recruiting Business	2,788	3,223	15.6%	4,059	25.9%	5,068	24.9%
	Information Publishing Business	2,139	2,188	2.3%	2,330	6.5%	2,465	5.8%
	IT and Internet-Related Business	1,548	1,611	4.1%	1,749	8.5%	1,894	8.3%
	Overseas Business	939	1,014	8.0%	1,189	17.3%	1,384	16.4%
	Total	23,590	25,600	8.5%	29,000	13.3%	32,000	10.3%
Operating profit	Human Resources Service Business	3,020	3,345	10.8%	3,627	8.4%	3,705	2.1%
	Recruiting Business	557	619	11.0%	844	36.4%	1,133	34.3%
	Information Publishing Business	187	215	15.0%	268	24.5%	316	17.8%
	IT and Internet-Related Business	488	431	(11.6%)	475	10.0%	565	18.9%
	Overseas Business	(6)	11	—	75	535.5%	107	42.3%
	Adjustment	(901)	(945)	—	(1,013)	—	(1,048)	—
	Total	3,345	3,679	10.0%	4,278	16.3%	4,780	11.7%









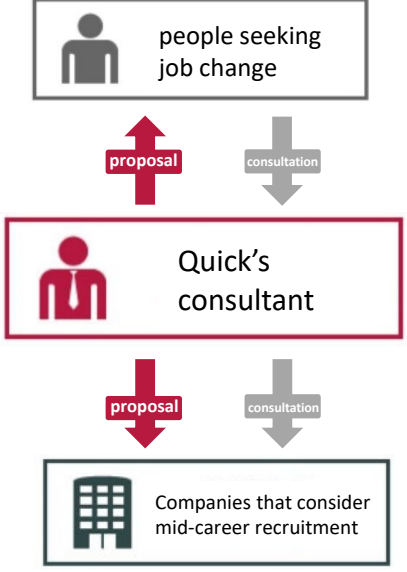
Note 1: We use the rolling method to revise our (three-year) Medium-term Plan in each fiscal year.



Supplementary Materials



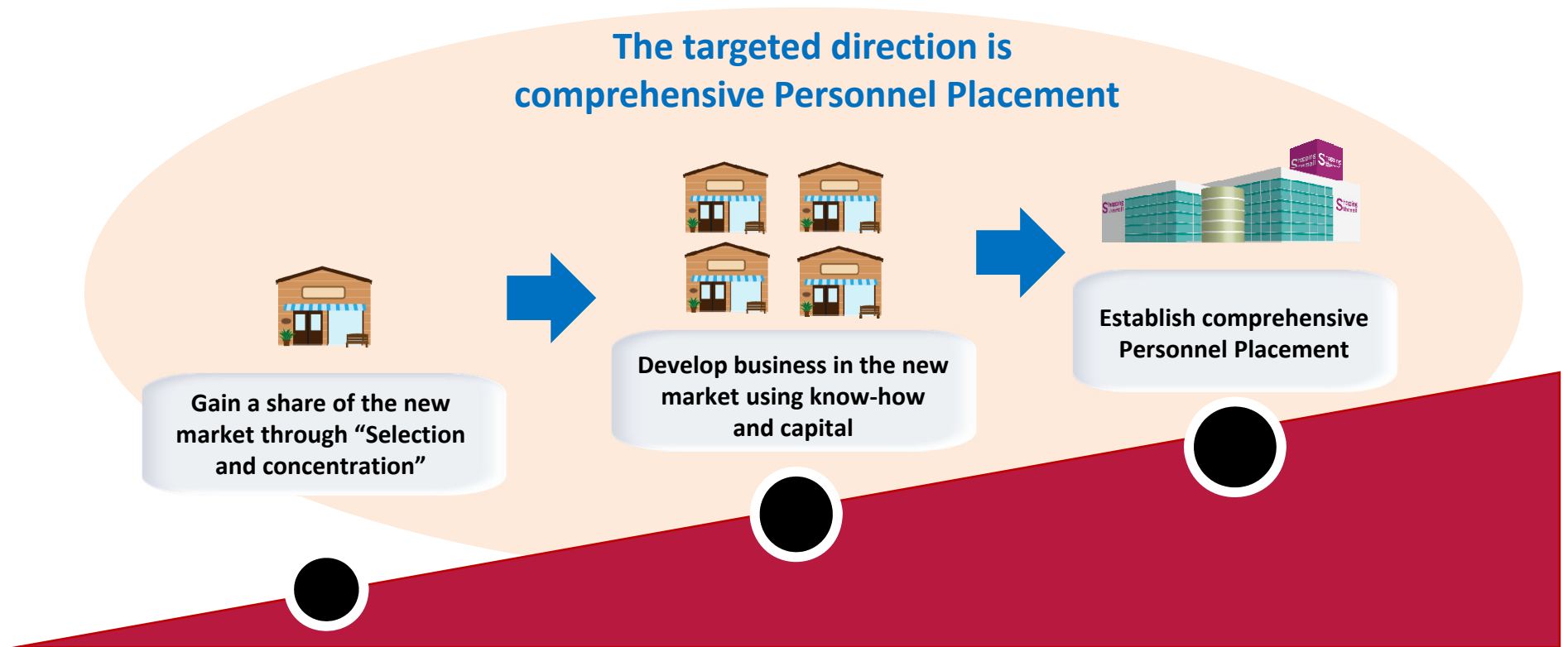
Characteristics of Quick's Personnel Placement Business

Selection and concentration	Activities to register job applicants	Integrated system
<p>Gain market share in specific domains and horizontally develop it</p> <p>Examples: Nurses, construction management engineers, medical representatives (drug sales), mechanical design technicians, automobile industry, cosmetics industry and others</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>The Kango-roo! website</p> </div> <div style="text-align: center;">  <p>The MR Biz website</p> </div> </div> <p style="text-align: center;">  The Construction and Equipment Job Database website </p> <p style="text-align: center;">  The Technician Job Database website </p>	<p>Acquire people seeking career change through an organic path from Quick's website and its tools</p> <div style="text-align: center;">  <p>The Kango-roo! community website for nurses</p> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 20px;"> <div style="text-align: center;">  <p>The Nurse Calendar app for managing the schedules of nurses</p> </div> <div style="text-align: center;">  <p>Kango-roo! Kokushi (app compiling national nursing certification examinations in the past)</p> </div> <div style="text-align: center;">  <p>Zubokan (book for nursing training for lazy students)</p> </div> </div>	<p>Consultant is responsible for both companies and people seeking job change and achieve highly accurate matching</p> <div style="text-align: center; margin-top: 20px;">  <pre> graph TD A[people seeking job change] -- proposal --> B[Quick's consultant] B -- consultation --> C[Companies that consider mid-career recruitment] C -- proposal --> B B -- consultation --> A </pre> </div>

Targeted Direction of Personnel Placement Business

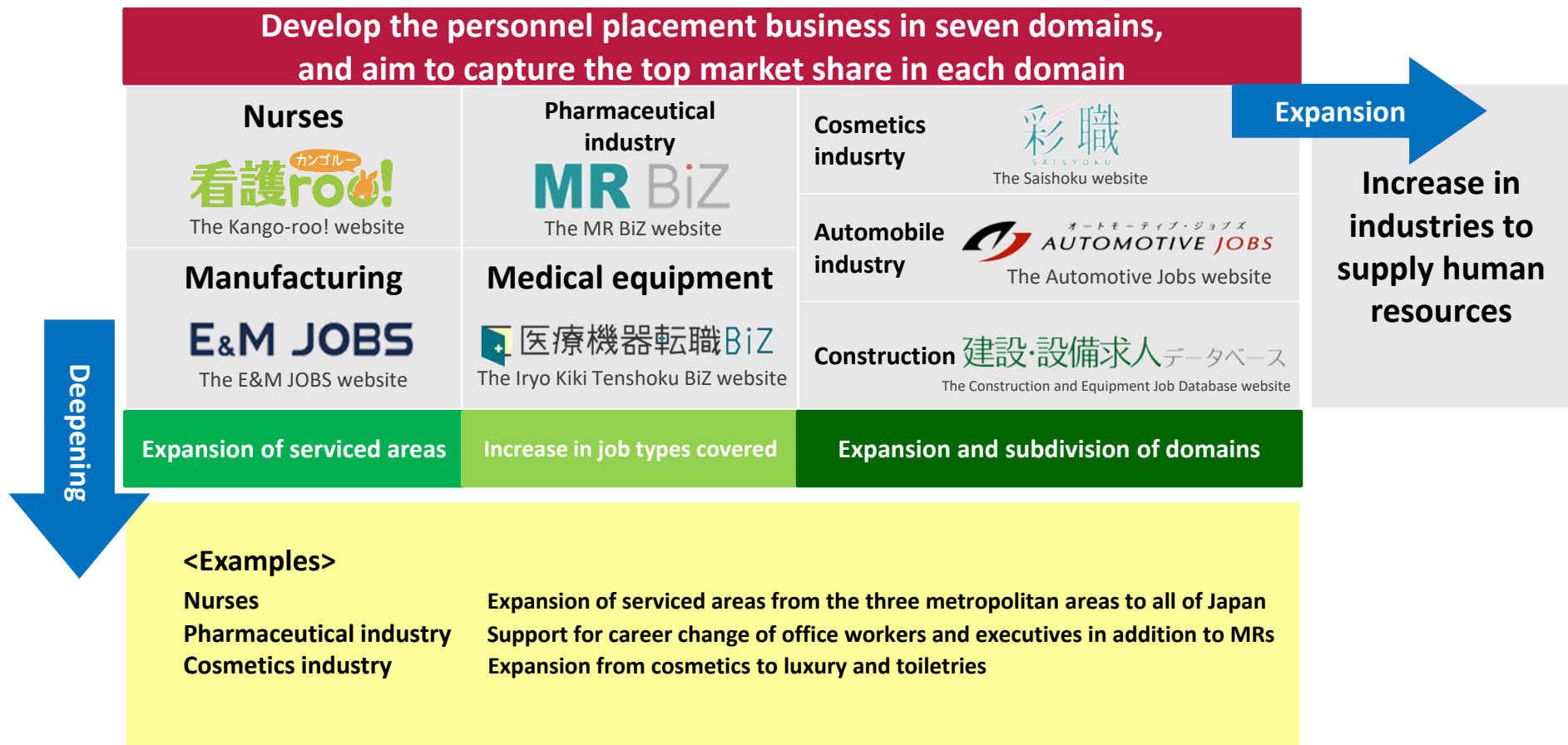
Development of new domains in the Personnel Placement business.

“Selection and concentration” “Horizontal Development”






Priority Business Domains of the QUICK Group

Deepening and expansion of specific domains in the Personnel Placement business.



Personnel Placement Market Outlook

The personnel placement market in the domains the Group focuses on is expected to further expand.

 <h3>Shortage of nurses</h3> <p>The shortage of nurses in Japan is expected to be in the range of 60,000 and 270,000 in 2025*¹. (for registered nurses, nursing assistants and all other categories of nursing care professionals)</p>	 <h3>Shortage of IT human resources</h3> <p>The shortage of IT human resources in Japan is expected to be in the range of 160,000 and 790,000 in 2030*².</p>	 <h3>Shortage of human resources for construction industry</h3> <p>Ratio of job openings to applicants in construction, civil engineering, and survey is 5.75 times *³. (as of Feb. 2022)</p> <p style="text-align: right;">... etc.</p>
--	--	---



More growth of the personnel placement market

Further growth in the market for nurses, technical professionals related to AI, etc. is expected.

*1 Source: Ministry of Health, Labour and Welfare Intermediate Report of Subcommittee for Nurse Supply and Demand concerning Supply and Demand for Healthcare Professionals

*2 Source: Mizuho Information & Research Institute, Inc. Report on survey of IT human resources

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

Released “Sekokan Plus”, a career information website for construction management engineers (Sep. 8, 2021)

Provides various types of content such as employee treatment diagnosis and recruiting information in addition to actual personnel information such as annual income, overtime work, and job vacancies for construction management engineers. We will continue to improve our support for career change of construction management engineers.

年収
働き方に見合ったオカネ、もらえてる？
年収 UP
ワークライフ バランス

セコカン プラス+

はたらく施工管理のための情報サイト

専門サイトならではの優良求人多数
施工管理の求人情報

最新日 | 2021年10月07日
求人掲載数 | 7,094件

社会がキーワードで求人を探す [検索する]

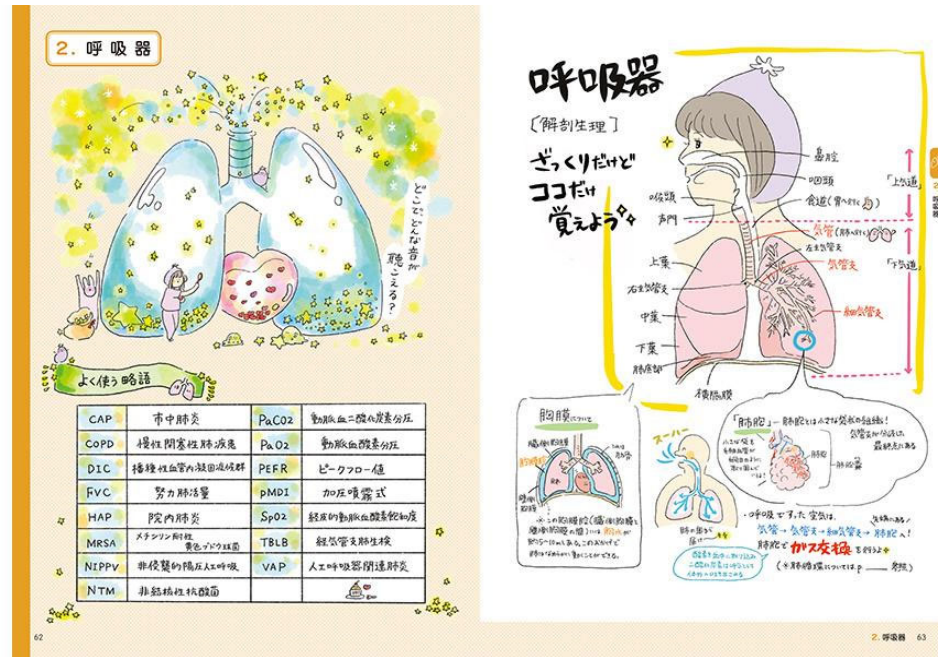
職種から探す 勤務地から探す 詳しい条件から探す

Published “Zubokan (book for nursing training for lazy students)” (Sep. 16, 2021)

Published a book for preparation for nursing training for nursing students. We will improve the branding of “Kango-roo!” through this book.



Book title: “Zubokan (book for nursing training for lazy students)”



Contains color illustrations on all pages, from with basic nursing study to integrated training

The Quick Group's Six Initiatives to Achieve the SDGs

To achieve the SDGs, the Quick Group will continue to contribute to society through corporate activities that address the six priority issues by leveraging its two management resources, "human resources" and "information."



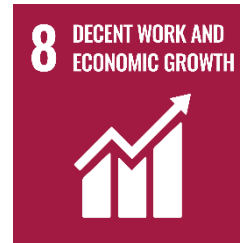
Contribution to health habits and social welfare



Creation of educational / learning opportunities



Diverse working environment



Creating a rewarding environment and economic growth



Cross Border Recruitment®



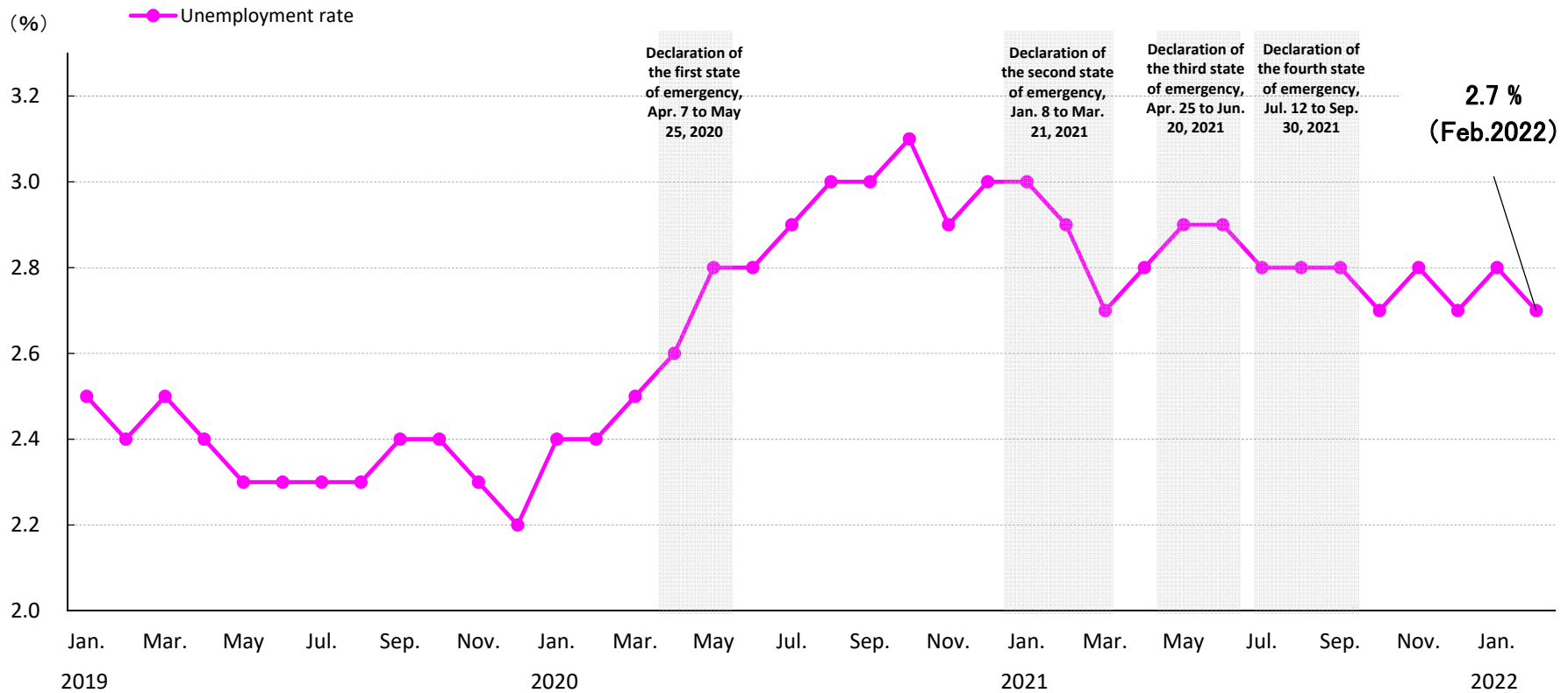
World Cultural Heritage Conservation and Preservation Activities

Please visit the following URL to view a page on our corporate website that introduces the Quick Group's efforts to achieve the SDGs.

<https://919.jp/company/sdgs.php>

Market Conditions (1) Unemployment Rate

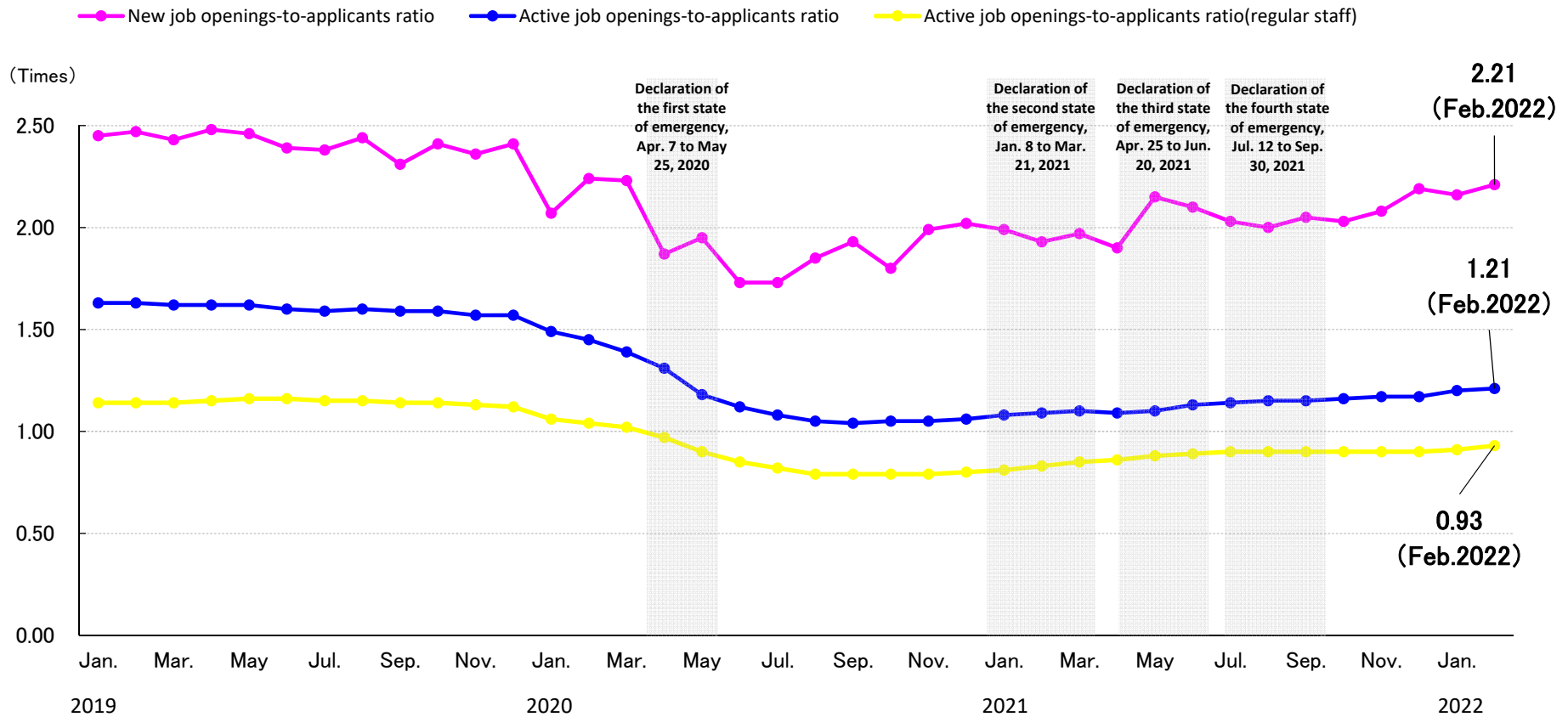
Unemployment rate peaked in October 2020 and is now improving.



Source: Prepared by QUICK based on Labor Force Survey (unemployment rate: seasonally adjusted) of the Statistics Bureau, Ministry of Internal Affairs and Communications.

Market Conditions (2) The Job Opening-to-Applicants Ratio

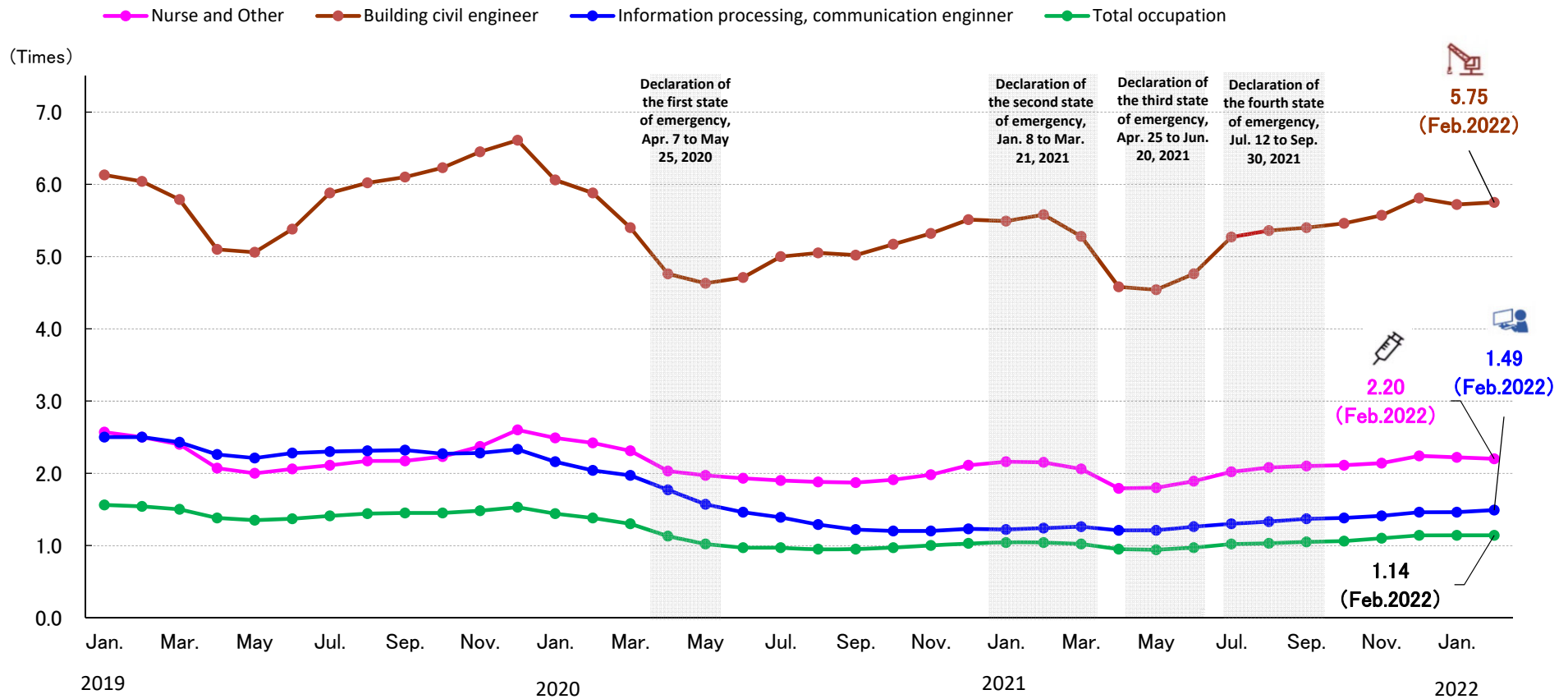
The active job openings-to-applicants ratio and the active job openings-to-applicants for full-time employment ratio have not recovered to the levels that prevailed before the COVID-19 pandemic.



Source: Prepared by QUICK based on general job placement data (seasonally adjusted) of the Ministry of Health, Labour and Welfare Employment Security Bureau.

Market Conditions (3) The Job Opening-to-Applicants Ratio for Professionals

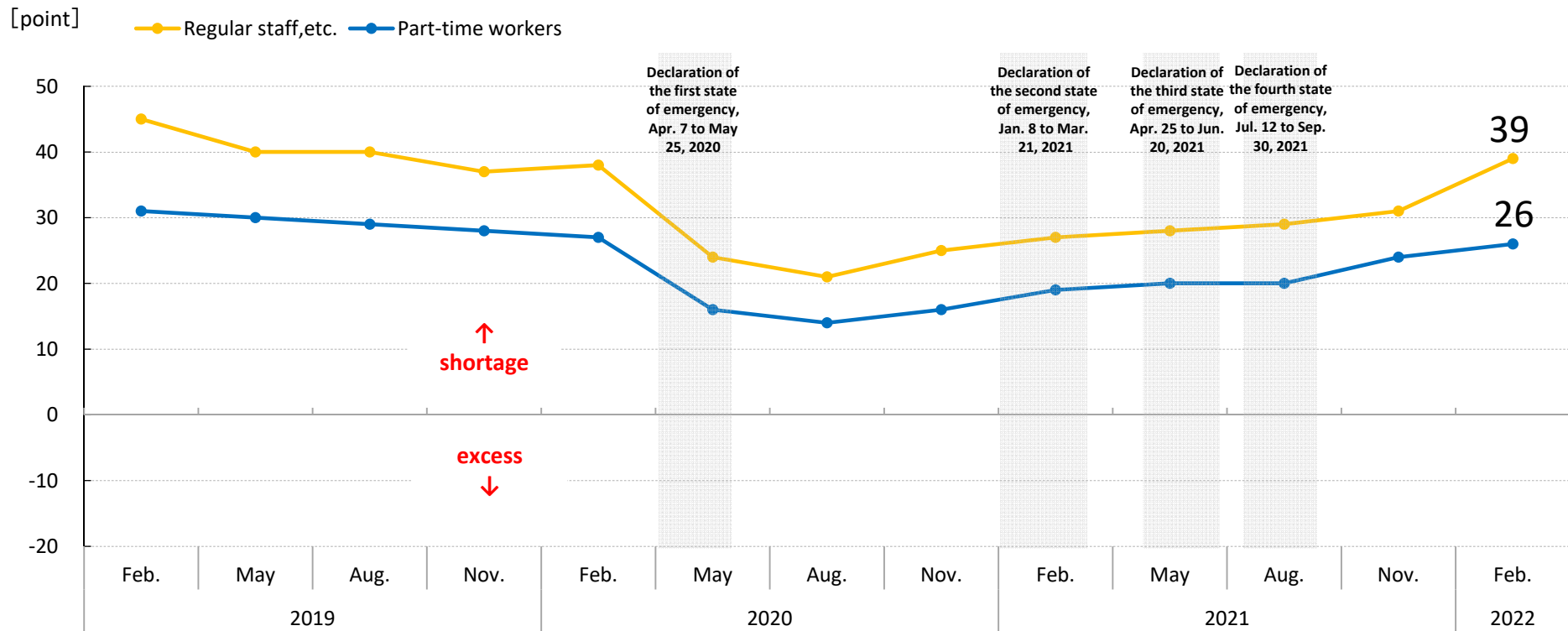
Active job openings-to-applicants ratio for the Group's priority job categories remains high even in the COVID-19 pandemic.



Source: Prepared by QUICK based on Active Job Opening-to-Applicants Ratios for Job Categories (including part-time) of the Ministry of Health, Labour and Welfare.

Market Conditions (4) Japan's Labor Shortage (Diffusion Index)

The shortage of full-time employees continues to surpass that of part-time staff.



Source: Prepared by QUICK based Survey on Labour Economy Trend of the on Ministry of Health, Labour and Welfare.

Note 1: The ministry performs a labor shortage survey using questionnaires every three months that covers about 5,800 business sites in all areas of Japan.

Note 2: The D.I. for the excess/shortage of workers (an index of excess/shortage in terms of number of workers) is the value of business establishments that answered "insufficient" minus the ratio of business establishments that answered "excessive"; a higher value indicates a greater sense of human resources shortage.

Overseas Network and Services

Create a market for Cross Border Recruitment® services.

centre(people)
Recruitment Consultants

- Recruiting of people for registration for temporary staffing assignments and permanent placements



London

Shanghai Quick

- Personnel and labor consulting

Shanghai Quick Human Resources

- Personnel placement

QUICK CO.,LTD.

- Support for all QUICK Group overseas subsidiaries and global employee relocation assistance services

Tokyo



Shanghai



Ho Chi Minh

QUICK VIETNAM

- Personnel placement, personnel management consulting

QUICK USA

- Recruiting of people for registration for temporary staffing assignments and permanent placements



Los Angeles

Dallas

New York

Aguascalientes



QUICK GLOBAL MEXICO,

- Personnel placement, personnel and labor consulting

QHR Recruitment

- Personnel placement, personnel and labor consulting

QHR Holdings

- Support and management consulting for operating companies in Thailand

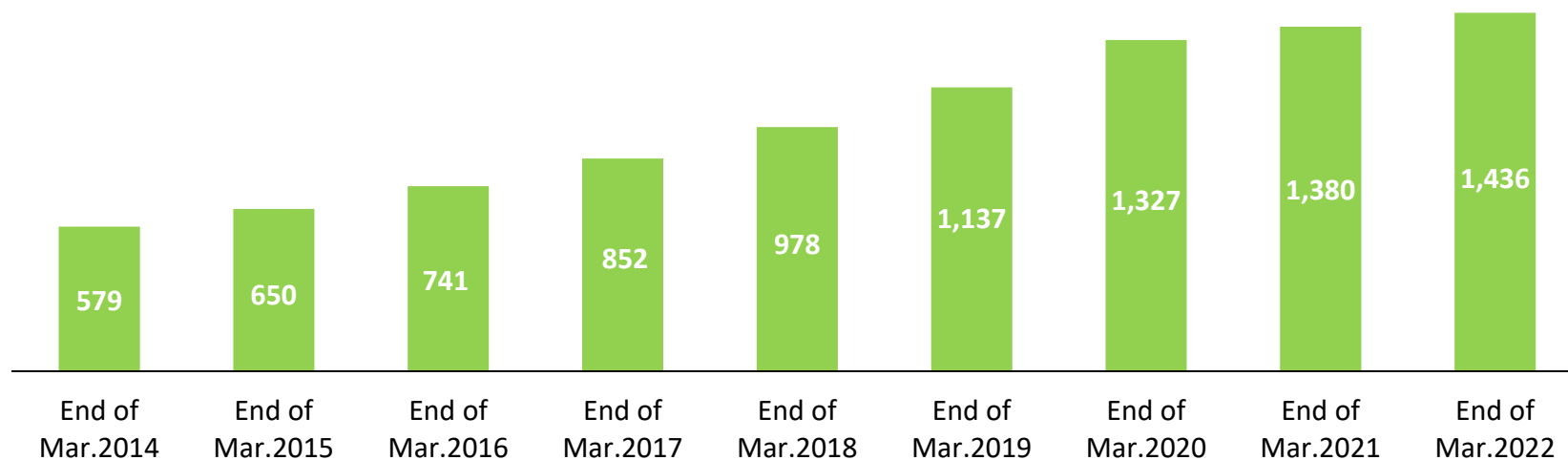


Bangkok

Number of Employees at Fiscal Year-End

Number of employees up by
56 from the end of March 2021.

Number of employees(All group companies)



Note 1: The number of employees is the “number of full-time employees + number of temporary employees (with social insurance)” at the end of each period.

Media

Personnel Placement Services 1/2




	Category	Services
 <p>The Kango roo! website</p>	<p>Recruiting site for nursing care professionals</p>	<ul style="list-style-type: none"> ○ The largest volume of job listings for nurses, public health nurses and midwives. ○ Assistance for changing to a job with better compensation.
 <p>The Construction and Equipment Job Database website</p>	<p>Recruiting site for construction, facilities management and industrial plant professionals</p>	<p>Easy to locate jobs that match professional qualifications, experience, desired locations and other parameters.</p>
 <p>The Sekokan Plus website</p>	<p>Career information website specialized in construction management</p>	<p>Provides various types of content such as employee treatment diagnosis and recruiting information in addition to actual personnel information such as annual income, overtime work, and holidays of construction management engineers.</p>
 <p>The Technician Job Database website</p>	<p>Recruiting site for construction consultants</p>	<ul style="list-style-type: none"> ○ For construction engineers, civil engineering consulting managers and other consulting categories. ○ Easy to locate jobs that match professional qualifications, experience, desired locations and other parameters.
 <p>The MR BiZ website</p>	<p>Site for viewing and comparing information required by MRs</p>	<p>Support for medical representatives (drug salespeople) seeking a different job to sell a promising new drug or better compensation and other working conditions.</p>
 <p>The Answers website</p>	<p>Recruiting site for all types of pharmaceutical industry jobs</p>	<p>Pharmaceutical company and CRO job listings as well as extensive pharmaceutical industry information about assignments, the composition of business divisions, corporate cultures and other subjects.</p>

Media

Personnel Placement Services 2/2

	Category	Services
 <p>The Answers News website</p>	<p>News about the pharmaceutical industry</p>	<p>A broad range of news about the pharmaceutical industry presented in a format that makes topics, issues and other information easy to understand.</p>
 <p>The Iryo Kiki Tenshoku BiZ website</p>	<p>A job changing site specializing in the medical equipment industry</p>	<p>With the largest number of job listings in this industry, the site allows finding jobs that match skills, desired locations and other characteristics of applicants.</p>
 <p>The E&M JOBS website</p>	<p>A site for engineers looking for a different job</p>	<p>Job openings for electrical, mechanical, software and other engineers along with outlooks for many companies, advice about job changes specifically for engineers and other information.</p>
 <p>The Automotive Jobs website</p>	<p>Recruiting and job changing site for people in the automobile industry</p>	<p>Ranks among the leaders in the number of job listings and matching accuracy; also has a large volume of information about companies.</p>
 <p>The Saishoku website</p>	<p>Recruiting and job changing site for people in the cosmetics industry</p>	<ul style="list-style-type: none"> ○ Japan's leading recruiting site in this industry, covering planning, marketing, manufacturing, sales and all other job categories. ○ Supplies detailed information about workplace atmospheres, corporate cultures, compensation and other subjects involving specific jobs.

Media Information Publishing Business

	Titles	Description
	<p>Life-style magazines Kanazawa Joho, Toyama Joho, Niigata Joho, Takaoka Joho</p>	<p>These magazines contain lifestyle information that enables readers to enjoy living in their communities even more. Magazines, which are delivered to homes at no cost, are published primarily for the cities of Kanazawa, Toyama, Niigata and Takaoka.</p>
	<p>Periodicals Iezukuri Navi</p>	<p>Now in its 26nd year, “Iezukuri Navi” contains local housing information mainly about Fukui, Ishikawa and Toyama prefectures that is useful for people who are building a house. These magazines provide guidelines for creating homes that will match the values of the families who will live there. Subjects cover financing, the homebuilding process, general contractor selection, choosing home fixtures and other aspects of building a house in the Hokuriku area.</p>
	<p>Mook (magazine + book) publications Bakeries in Kanazawa, Kanazawa Ramen Guide 2020, Delicious Meat in Toyama, Hot Spring Day Trips in Ishikawa, and others</p>	<p>“Bakeries in Kanazawa” is a gourmet guide with information about 72 bakeries in the city and nearby areas. “Kanazawa Ramen Guide 2020” has information about 87 ramen restaurants in Kanazawa and all 148 types of ramen they serve.</p>

Media

Internet-Related Business

Description

日本の人事部

Nihon no Jinjibu
(Japan's Human Resources Department)

Japan's largest human resources network, this website provides quality information and functions as a link between management and other businesspeople in all areas of Japan and companies that provide human resource services and solutions.

人材バンクネット

Jinzai Bank Net

"Jinzai Bank Net" website is a platform for 437 prominent job placement companies located in all areas of Japan. A search function allows users to input job categories, placement services and other parameters in order to select human resources companies that are best suited for finding a new job.

日本の人事部

HRテクノロジー

Nihon no Jinjibu HR technology

Operated by "Nihon no Jinjibu", Japan's largest human resources network, this website is a source of a diverse array of information about human resources technology.

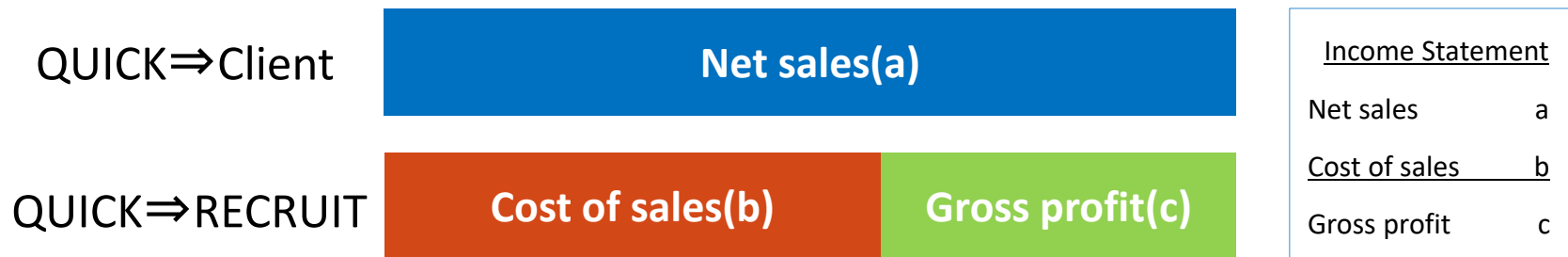
Group network

	<p>Personnel placement services Recruiting business Overseas business</p>		<p>Recruiting of people for registration for temporary staffing assignments and permanent placements</p>
	<p>Operation of the “Nihon no Jinjibu” website Planning and operation of associated events</p>		<p>Recruiting of people for registration for temporary staffing assignments and permanent placements</p>
	<p>Publishing regional information magazines, posting and concierge services</p>		<p>Personnel and labor consulting</p>
	<p>Temporary staffing, personnel placement, temporary-to-permanent staffing, business contracting</p>		<p>Personnel placement</p>
	<p>Temporary staffing, personnel placement, nursery school operations and support</p>		<p>Personnel placement and personnel and labor consulting</p>
	<p>Development of innovative solutions using a web system, mobile app and AI, operation of IT engineer training programs, planning and production of technology publications, and other activities</p>		<p>Personnel placement and Personnel management consulting</p>
	<p>Consulting using “STRUCT,” a hiring strategy framework</p>		<p>Personnel placement, personnel and labor consulting in Thailand</p>
	<p>Temporary staffing, personnel placement, temporary-to-permanent staffing, business contracting</p>		<p>Support and management consulting for operating companies in Thailand</p>

Reference: Change of method of posting sales in recruiting business

The method of recognizing sales of Rikunabi, Indeed, and other products changed due to the application of the Accounting Standard for Revenue Recognition* since the beginning of the fiscal year ending March 31, 2022.

■ Before change (gross recognition)



■ After change (net recognition)



*The Accounting Standard for Revenue Recognition (ASBJ Statement No. 29, March 31, 2020) and other standards



QUICK CO.,LTD. Corporate Strategy Div.

TEL: +81-6-6366-0919 Mail keisen-ir@919.jp URL <https://919.jp/>

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.