



Summary of Consolidated Financial Results for the Second Quarter of the Fiscal Year Ending March 31, 2023 (Six Months Ended September 30, 2022)

[Japanese GAAP]

October 31, 2022

Company name: QUICK CO., LTD. Listing: Tokyo Stock Exchange, Prime Market

Stock code: 4318 URL: https://919.jp/

Representative: Tsutomu Wano, Chairman

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Scheduled date of filing of Quarterly Report:

Scheduled date of payment of dividend:

November 11, 2022

December 1, 2022

Preparation of supplementary materials for quarterly financial results: Yes Holding of quarterly financial results meeting: Yes

(All amounts are rounded down to the nearest million yen.)

1. Consolidated Financial Results for the Second Quarter of the Fiscal Year Ending March 31, 2023 (April 1, 2022 – September 30, 2022)

(1) Consolidated results of operations

(Percentages represent year-on-year changes.)

	Net sales	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	
Six months ended Sep. 30, 2022	14,799	21.3	3,646	37.3	3,674	36.8	2,537	34.3	
Six months ended Sep. 30, 2021	12,202	18.5	2,656	39.3	2,685	32.1	1,889	32.7	

Note: Comprehensive income (millions of yen) Six months ended Sep. 30, 2022: 2,320 (up 4.6%) Six months ended Sep. 30, 2021: 2,219 (up 30.7%)

	Net income per share	Diluted net income per share
	Yen	Yen
Six months ended Sep. 30, 2022	134.63	_
Six months ended Sep. 30, 2021	100.32	_

(2) Consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of Sep. 30, 2022	19,350	13,934	72.0	738.53
As of Mar. 31, 2022	18,002	12,098	67.2	642.21

Reference: Shareholders' equity (millions of yen) As of Sep. 30, 2022: 13,934 As of Mar. 31, 2022: 12,097

2. Dividends

	Dividend per share							
	1Q-end	2Q-end	3Q-end	Year-end	Total			
	Yen	Yen	Yen	Yen	Yen			
Fiscal year ended Mar. 31, 2022	=	20.00	=	28.00	48.00			
Fiscal year ending Mar. 31, 2023	_	26.00						
Fiscal year ending Mar. 31, 2023 (forecast)			-	38.00	64.00			

Note: Revisions to the most recently announced dividend forecast: Yes

3. Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2023 (April 1, 2022 – March 31, 2023)

(Percentages represent year-on-year changes.)

	Net sales		Operating pr	ofit	Ordinary pro	ofit	Profit attributable to owners of parent		Net income per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	27,300	15.7	4,400	31.5	4,450	30.0	2,991	33.0	158.53
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Note: Revisions to the most recently announced consolidated earnings forecast: Yes

* Notes

- (1) Changes in significant subsidiaries during the period (changes in specified subsidiaries resulting in changes in scope of consolidation): None
- (2) Application of special accounting methods for presenting quarterly consolidated financial statements: None
- (3) Changes in accounting policies and accounting-based estimates, and restatements
 - 1) Changes in accounting policies due to revisions in accounting standards, others: Yes
 - 2) Changes in accounting policies other than 1) above: None
 - 3) Changes in accounting-based estimates: None
 - 4) Restatements: None
- (4) Number of shares outstanding (common shares)
 - 1) Number of shares outstanding at the end of the period (including treasury shares)

As of Sep. 30, 2022: 19,098,576 shares As of Mar. 31, 2022: 19,098,576 shares

2) Number of treasury shares at the end of the period

As of Sep. 30, 2022: 231,335 shares As of Mar. 31, 2022: 261,301 shares

3) Average number of shares outstanding during the period

Six months ended Sep. 30, 2022: 18,847,763 shares Six months ended Sep. 30, 2021: 18,837,333 shares

* Explanation of appropriate use of earnings forecasts, and other special items

Forecasts and forward-looking statements in these materials are based on assumptions judged to be valid and information available to the Company's management at the time the materials were prepared. These materials are not promises by the Company regarding future performance. Actual results may differ significantly from these forecasts for a number of reasons. For discussion of the assumptions and other factors considered by the Company in preparing the above projections, please refer to page 4 of the attachments "1. Qualitative Information on Quarterly Consolidated Financial Performance, (3) Explanation of Consolidated Earnings Forecast and Other Forward-looking Statements."

^{*} The current quarterly financial report is not subject to quarterly review by certified public accountants or accounting firms.

1. Qualitative Information on Quarterly Consolidated Financial Performance

(1) Explanation of Results of Operations

During the first half of the fiscal year ending March 31, 2023, the Japanese economy showed signs of moderate recovery after restrictions on activities had been eased to normalize economic activities and consumer spending, despite the resurgence of COVID-19 in July 2022. However, the economic outlook remains uncertain on the back of higher commodity prices partly due to surging resources and energy costs driven by the prolonged Ukraine crisis, further weakening of the yen in response to global monetary tightening, and others.

Meanwhile, in Japan's labor market, the seasonally adjusted job openings-to-applicants ratio was 1.32 and the seasonally adjusted unemployment rate was 2.5% in August 2022, showing a moderate recovery trend.

Under such business environment, the Group worked on differentiating the QUICK Group from competitors and increasing customer satisfaction by helping our client companies to solve their HR related problems by looking for new strategic market sectors and strengthening coordination between the group companies. Furthermore, the Group strengthened the business base by restructuring the organizational structure in order to improve the productivity.

As a result, we achieved sales and earnings growth, both reaching all-time highs. Net sales increased 21.3% year-on-year to 14,799 million yen, operating profit increased 37.3% year-on-year to 3,646 million yen, ordinary profit increased 36.8% year-on-year to 3,674 million yen, and profit attributable to owners of parent increased 34.3% year-on-year to 2,537 million yen.

From the first quarter of the fiscal year ending March 31, 2023, Quick Care Jobs Co., Ltd. established in December 2021 has been included in the scope of consolidation as one of the Human Resources Service Business.

Performance of the business segments is described as follows.

(Human Resources Services Business)

1) Personnel Placement

In the personnel placement category, corporate recruiting needs remained robust in our focus fields such as the construction, electrical equipment, machinery, automobile and pharmaceutical industries. In addition, recruiting needs for nurses still remained high in medical institutions and nursing-care facilities. Given this business environment, the personnel placement business for specific fields targeting construction and pharmaceutical related categories, various types of engineers as well as nurses placement recorded a large revenue growth while childcare professionals placement business posted steady performance. Those were the major results of our efforts including finding enticing new fields, enhancing promotional activities, having more meetings with our client companies and registrants who wish to change careers, and providing an extensive support.

2) Temporary Staffing, Temporary-to-Permanent Staffing, and Business Contracting

In the temporary staffing, temporary-to-permanent staffing and business contracting categories, in addition to lasting strong hiring needs for nurses at medical and welfare sectors, the temporary staffing of nurses was favorable as COVID-19-related call centers continued to show an intensive need for staff. Meanwhile, robust demand for the temporary staffing of childcare workers expanded the performance although the resurgence of COVID-19 forced some nursery schools to temporarily close and temporary staff to take leave.

Overall, sales of the Human Resources Service Business increased 19.4% year-on-year to 10,537 million yen and operating profit also increased 26.4% year-on-year to 3,327 million yen.

(Recruiting Business)

In the Recruiting Business, partly due to the absence of COVID-19 prevention measures such as restrictions on activities, and request for voluntary closure of shops and restaurants, corporate recruiting activities were stimulated in restaurant, selling and service sectors in anticipation of the busy summer season, the fall holiday

season, and growing pent-up demand from foreign tourists. Additionally, recruitment needs also expanded in a wide range of sectors, including medical and welfare suffering chronic labor shortages. In the mid-career hiring category, our focus "Indeed" business as well as recruiting advertisements for part-time workers posted a robust growth in revenue while the volume of recruiting advertisement for full-time employees and temporary workers expanded steadily as well.

On the other hand, the new college graduate category posted a slight decrease in revenue because an intensifying competition with competitors slowed down the volume growth of recruiting advertisements targeting March 2023 new college graduates.

In addition, services other than the handling of recruiting advertisement enjoyed an increase in recruitment website and other production services along with internship programs development to recruit new graduates and recruiting staff training.

Overall, sales of the Recruiting Business increased 36.2% year-on-year to 1,590 million yen and operating profit increased 221.9% year-on-year to 284 million yen.

(Information Publishing Business)

In the Information Publishing Business, the impact on advertisement placements for sales promotion targeting restaurants and events and so on was limited in lifestyle information magazines thanks to the absence of the pandemic-induced restrictions on activities and others. In such a situation, a robust job market in the Hokuriku region and Niigata boosted the volume of recruiting advertisement in all the service areas, putting the performance of the lifestyle information magazine category as a whole back on a recovery track.

Moreover, posting services including flyers distributed to households with lifestyle information magazines benefitted from increasing handling of housing-related flyers in Kanazawa and Toyama. Hence, the services delivered solid results.

Furthermore, in the concierge services we operate under the "cococolor" brand, the career change domain expanded steadily on the back of strong recruiting needs in engineering and other jobs. Additionally, this business category showed a healthy performance in the volume of "Indeed," the production of a website for client companies and others. On the other hand, expenses for personnel and promotional activities increased as part of investment to ramp up sales efforts.

Overall, sales of the Information Publishing Business increased 7.8% year-on-year to 1,109 million yen and operating profit decreased 57.3% year-on-year to 40 million yen.

(IT and Internet-Related Business)

In the IT & Internet-Related Business category, the market for "Nihon no Jinjibu" (Japan's Human Resources Department) related service continues to enjoy a strong demand for better business efficiency, labor saving, IT introduction to resolve issues in the HR domain, and services for improving motivation and retention of employees. Additionally, as the lifting of COVID-19-related restrictions on activities and so on promoted further recovery of sales promotion needs for recruitment, training, and other services, we achieved a substantial increase in advertising revenues from "Nihon no Jinjibu"—our portal website for personnel and labor relations. Furthermore, the successful online HR related event, "Nihon no Jinjibu HR Conference 2022-Spring-" held in May 2022 also contributed to a renewal of record high performance of "Nihon no Jinjibu" related services in the first half of the fiscal year under review.

As for the system development category, even though reviving corporate investment led to increasing inquiries for development projects, we struggled to secure engineers enough to respond to such a trend, ending with a slight increase in revenue. Meanwhile, the performance of the learning field almost leveled off despite continued efforts to propose tailor-made online or face-to-face training solutions after spring group trainings for new employees.

Overall, sales of the IT and Internet-Related Business increased 30.9% year-on-year to 972 million yen and operating profit also increased 82.6% year-on-year to 428 million yen.

(Overseas Business)

In the U.S., economic activities were returning to normalcy and hiring sentiment was stimulated in a wide range of sectors. Furthermore, inflation-led wage increases pushed up placement fees and staffing sales, and our newly opened Dallas office performed well, boosting the performance of the personnel placement and temporary staffing businesses. In Mexico where the pandemic was calming down with economic activities and corporate recruiting demand rebounding, the operating performance was strong aided by the yen's slide.

In China, lockdown measures were taken in Shanghai as a part of the zero-COVID policy and local economic activities slowed down for most of the second quarter of the fiscal year under review. As a result, corporate recruiting activities were subdued, and visa application services and education/training were suspended, severely limiting new sales activities. Accordingly, revenue declined in both the personnel placement and personnel and labor consulting businesses. In Vietnam where the economy was recovering, the performance remained roughly on par primarily in the placement of Japanese staff for companies in industries with robust hiring needs such as IT and construction. In Thailand, as the pandemic-induced restrictions were lifted, an increasing number of tourists and other factors helped drive the economic recovery, which improved corporate recruiting needs. In such a situation, we concentrated our sales efforts on all industries and professions in fields with higher recruiting needs, achieving an increase in revenue.

In the U.K., economic activities were vibrant in anticipation of the post-COVID-19 society, and corporate recruiting demand remained brisk, offsetting the uncertain outlook brought by inflation and the prolonged Ukraine crisis. With more job openings than job seekers, the personnel placement services as well as temporary staffing services performed well.

The Company's Global Business Division also give sales supports to overseas companies and worked on promoting the international career change supports (Cross Border Recruitment® services) to attract more local registrants who want to change careers, and supporting other activities.

Overall, sales of the Other Businesses increased 35.7% year-on-year to 589 million yen and operating profit increased 487.7% year-on-year to 61 million yen.

(2) Explanation of Financial Position

1) Assets, liabilities and net assets

Total assets at the end of the second quarter of the fiscal year under review were 19,350 million yen, which was 1,347 million yen more than at the end of the previous fiscal year. This was mainly the result of an increase in cash and deposits despite a decrease in investment securities.

Total liabilities were 5,416 million yen, which was 488 million yen less than at the end of the previous fiscal year. This was mainly the result of decreases in accounts payable-other and provision for bonuses despite an increase in income taxes payable.

Total net assets were 13,934 million yen, which was 1,835 million yen more than at the end of the previous fiscal year. This was mainly the result of an increase in retained earnings due to the booking of profit attributable to owners of parent. The shareholders' equity ratio improved 4.8 percentage points from the end of the previous fiscal year to 72.0%.

2) Cash flows

Cash and cash equivalents (hereinafter "net cash") increased 1,261 million yen from the end of the previous fiscal year to 11,710 million yen at the end of the second quarter of the fiscal year under review. Outflows included income taxes paid and dividends paid, while inflows included profit before income taxes. Cash flows by category are as follows.

Cash flows from operating activities

Net cash provided by operating activities decreased 12.1% year-on-year to 1,966 million yen. Negative factors include an increase in trade receivables of 451 million yen and income taxes paid of 1,038 million yen. Positive factors include the booking of profit before income taxes of 3,674 million yen.

Cash flows from investing activities

Net cash used in investing activities decreased 3.0% year-on-year to 252 million yen. Negative factors include purchase of property, plant and equipment and intangible assets of 246 million yen.

Cash flows from financing activities

Net cash used in financing activities decreased 15.9% year-on-year to 552 million yen. Negative factors include a decrease in short-term borrowings of 24 million yen and dividends paid of 526 million yen.

(3) Explanation of Consolidated Earnings Forecast and Other Forward-looking Statements

As a result of reviewing the results of operations for the first half of the fiscal year under review and the future outlook, we have revised the full-year consolidated earnings forecasts for the fiscal year ending March 31, 2023, which were announced in the "Summary of Consolidated Financial Results for the Fiscal Year Ended March 31, 2022 (Japanese GAAP)" on April 28, 2022.

For more information, please refer to the press release "Notice of Revisions to the Earnings Forecast and Year-end Dividend Forecast (Dividend Increase)" announced today (Japanese version only).

2. Quarterly Consolidated Financial Statements and Notes

(1) Quarterly Consolidated Balance Sheet

		(Thousands of yen)
	FY3/22	Second quarter of FY3/23
	(As of Mar. 31, 2022)	(As of Sep. 30, 2022)
Assets		
Current assets		
Cash and deposits	10,509,984	11,774,244
Notes and accounts receivable-trade	2,349,801	2,692,128
Other	349,105	433,925
Allowance for doubtful accounts	(2,707)	(3,017)
Total current assets	13,206,183	14,897,280
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	820,299	841,979
Vehicles, net	1,971	2,199
Tools, furniture and fixtures, net	123,768	118,966
Land	176,789	176,789
Leased assets, net	5,682	4,402
Construction in progress	45,734	_
Total property, plant and equipment	1,174,244	1,144,336
Intangible assets		
Software	851,716	890,420
Software in progress	48,611	39,884
Goodwill	6,074	5,139
Other	10,659	10,659
Total intangible assets	917,061	946,103
Investments and other assets		
Investment securities	1,726,448	1,347,857
Leasehold deposits	711,400	757,407
Deferred tax assets	163,461	203,678
Other	110,875	60,285
Allowance for doubtful accounts	(6,926)	(6,684)
Total investments and other assets	2,705,259	2,362,545
Total non-current assets	4,796,566	4,452,985
Total assets	18,002,749	19,350,265

		(Thousands of yen)
	FY3/22 (As of Mar. 31, 2022)	Second quarter of FY3/23 (As of Sep. 30, 2022)
Liabilities		1 2 1) 1
Current liabilities		
Accounts payable-trade	520,197	498,758
Short-term borrowings	141,002	116,302
Accounts payable-other	1,237,670	919,003
Accrued expenses	674,565	713,084
Income taxes payable	1,038,195	1,131,941
Accrued consumption taxes	489,968	550,118
Provision for bonuses	1,071,547	966,252
Provision for bonuses for directors (and other officers)	73,330	-
Asset retirement obligations	-	5,930
Other	485,335	406,588
Total current liabilities	5,731,811	5,307,979
Non-current liabilities		
Deferred tax liabilities	61,565	-
Asset retirement obligations	105,275	102,742
Other	5,713	5,340
Total non-current liabilities	172,554	108,082
Total liabilities	5,904,366	5,416,062
Net assets		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus	391,392	433,071
Retained earnings	10,261,028	12,270,059
Treasury shares	(16,171)	(14,350)
Total shareholders' equity	10,987,566	13,040,097
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	1,084,720	819,837
Foreign currency translation adjustment	25,147	74,172
Total accumulated other comprehensive income	1,109,867	894,010
Non-controlling interests	949	96
Total net assets	12,098,383	13,934,203
Total liabilities and net assets	18,002,749	19,350,265

(2) Quarterly Consolidated Statements of Income and Comprehensive Income

Quarterly Consolidated Statement of Income

(For the Six-month Period)

		(Thousands of yen)
	First six months of FY3/22	First six months of FY3/23
	(Apr. 1, 2021 – Sep. 30, 2021)	(Apr. 1, 2022 – Sep. 30, 2022)
Net sales	12,202,745	14,799,419
Cost of sales	3,903,710	4,489,415
Gross profit	8,299,035	10,310,004
Selling, general and administrative expenses	5,642,489	6,663,744
Operating profit	2,656,545	3,646,259
Non-operating income		
Interest income	790	966
Dividend income	4,421	4,567
Foreign exchange gains	766	21,146
Other	23,655	31,455
Total non-operating income	29,634	58,135
Non-operating expenses		
Interest expenses	1,069	703
Commission expenses	_	25,000
Information security expenses	_	4,144
Other	47	114
Total non-operating expenses	1,117	29,962
Ordinary profit	2,685,062	3,674,432
Extraordinary income		
Gain on sale of non-current assets		117
Total extraordinary income		117
Extraordinary losses		
Loss on retirement of non-current assets	782	_
Total extraordinary losses	782	
Profit before income taxes	2,684,280	3,674,550
Income taxes-current	826,750	1,121,398
Income taxes-deferred	(31,656)	16,728
Total income taxes	795,094	1,138,126
Profit	1,889,186	2,536,423
Loss attributable to non-controlling interests	(491)	(957)
Profit attributable to owners of parent	1,889,677	2,537,381
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Quarterly Consolidated Statement of Comprehensive Income (For the Six-month Period)

		(Thousands of yen)
	First six months of FY3/22	First six months of FY3/23
	(Apr. 1, 2021 – Sep. 30, 2021)	(Apr. 1, 2022– Sep. 30, 2022)
Profit	1,889,186	2,536,423
Other comprehensive income		
Valuation difference on available-for-sale securities	302,834	(264,882)
Foreign currency translation adjustment	27,015	48,898
Total other comprehensive income	329,850	(215,984)
Comprehensive income	2,219,037	2,320,439
Comprehensive income attributable to:		
Owners of parent	2,218,898	2,321,523
Non-controlling interests	138	(1,084)

(3) Quarterly Consolidated Statement of Cash Flows

First six months of FY3/22 (Apr. 1, 2021 – Sep. 30, 2021) (First six months of FY3/23 Apr. 1, 2022 – Sep. 30, 2022 3,674,550 179,181 934 67 (105,609 (73,330 (5,534 703 (21,146 (117
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(and other officers) (55,310) Interest and dividend income (5,212) Interest expenses 1,069 Foreign exchange losses (gains) (766) Loss (gain) on sale of non-current assets - Loss on retirement of non-current assets 782 Decrease (increase) in trade receivables (258,055) Increase (decrease) in trade payables (150,337) Increase (decrease) in accrued consumption taxes 154,460 Other, net (84,443) Subtotal 2,529,600 Interest and dividends received 5,212 Increase paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities (516) Purchase of property, plant and equipment - Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations - Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(5,534 703 (21,146
Interest expenses 1,069 Foreign exchange losses (gains) (766) Loss (gain) on sale of non-current assets - Loss on retirement of non-current assets 782 Decrease (increase) in trade receivables (258,055) Increase (decrease) in trade payables (150,337) Increase (decrease) in accrued consumption taxes 154,460 Other, net (84,443) Subtotal 2,529,600 Interest and dividends received 5,212 Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities (516) Purchase of property, plant and equipment - Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations - Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	703 (21,146
Foreign exchange losses (gains) (766) Loss (gain) on sale of non-current assets —— Loss on retirement of non-current assets 782 Decrease (increase) in trade receivables (258,055) Increase (decrease) in trade payables (150,337) Increase (decrease) in accrued consumption taxes 154,460 Other, net (84,443) Subtotal 2,529,600 Interest and dividends received 5,212 Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities Net decrease (increase) in time deposits (516) Purchase of property, plant and equipment (39,244) Proceeds from sale of property, plant and equipment —— Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations —— Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(21,146
Loss (gain) on sale of non-current assets - Loss on retirement of non-current assets 782 Decrease (increase) in trade receivables (258,055) Increase (decrease) in accrued consumption taxes (150,337) Increase (decrease) in accrued consumption taxes 154,460 Other, net (84,443) Subtotal 2,529,600 Interest and dividends received 5,212 Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities (516) Purchase of property, plant and equipment - Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations - Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	
Loss on retirement of non-current assets 782 Decrease (increase) in trade receivables (258,055) Increase (decrease) in trade payables (150,337) Increase (decrease) in accrued consumption taxes 154,460 Other, net (84,443) Subtotal 2,529,600 Interest and dividends received 5,212 Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities (516) Purchase of property, plant and equipment - Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations - Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(117
Decrease (increase) in trade receivables Increase (decrease) in trade payables Increase (decrease) in accrued consumption taxes Increase (decrease) in accrued consumption taxes It 54,460 Other, net (84,443) Subtotal Subtotal Subtotal Interest and dividends received Interest paid Income taxes paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities Cash flows from investing activities Net decrease (increase) in time deposits Net decrease (increase) in time deposits Purchase of property, plant and equipment Proceeds from sale of property, plant and equipment Purchase of intangible assets (221,680) Purchase of investment securities Other, net A,325 Net cash provided by (used in) investing activities (260,119)	
Increase (decrease) in trade payables Increase (decrease) in accrued consumption taxes Other, net (84,443) Subtotal 2,529,600 Interest and dividends received Interest paid Income taxes paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities Cash flows from investing activities Net decrease (increase) in time deposits Net decrease (increase) in time deposits Purchase of property, plant and equipment Proceeds from sale of property, plant and equipment Purchase of intangible assets (221,680) Purchase of investment securities Other, net A,325 Net cash provided by (used in) investing activities (260,119)	_
Increase (decrease) in accrued consumption taxes Other, net (84,443) Subtotal 2,529,600 Interest and dividends received 5,212 Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities Cash flows from investing activities Net decrease (increase) in time deposits Net decrease (increase) in time dequipment Purchase of property, plant and equipment Purchase of intangible assets (221,680) Purchase of investment securities Other, net Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(451,801
Other, net(84,443)Subtotal2,529,600Interest and dividends received5,212Interest paid(1,049)Income taxes paid(295,905)Net cash provided by (used in) operating activities2,237,858Cash flows from investing activities(516)Purchase of property, plant and equipment(39,244)Proceeds from sale of property, plant and equipment-Purchase of intangible assets(221,680)Purchase of investment securities(3,003)Payments for asset retirement obligations-Other, net4,325Net cash provided by (used in) investing activities(260,119)	(20,133
Subtotal 2,529,600 Interest and dividends received 5,212 Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities Net decrease (increase) in time deposits (516) Purchase of property, plant and equipment (39,244) Proceeds from sale of property, plant and equipment — Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations — Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	58,857
Interest and dividends received 5,212 Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities Net decrease (increase) in time deposits (516) Purchase of property, plant and equipment (39,244) Proceeds from sale of property, plant and equipment - Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations - Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(236,876
Interest paid (1,049) Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities Net decrease (increase) in time deposits (516) Purchase of property, plant and equipment (39,244) Proceeds from sale of property, plant and equipment — Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations — Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	2,999,746
Income taxes paid (295,905) Net cash provided by (used in) operating activities 2,237,858 Cash flows from investing activities Net decrease (increase) in time deposits (516) Purchase of property, plant and equipment (39,244) Proceeds from sale of property, plant and equipment — Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations — Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	5,534
Net cash provided by (used in) operating activities Cash flows from investing activities Net decrease (increase) in time deposits Purchase of property, plant and equipment Proceeds from sale of property, plant and equipment Purchase of intangible assets Purchase of investment securities Purchase of investment securities Other, net 4,325 Net cash provided by (used in) investing activities 2,237,858 (516) (39,244) (221,680) (221,680) (3,003)	(711
Net cash provided by (used in) operating activities Cash flows from investing activities Net decrease (increase) in time deposits Purchase of property, plant and equipment Proceeds from sale of property, plant and equipment Purchase of intangible assets Purchase of investment securities Purchase of investment securities Other, net 4,325 Net cash provided by (used in) investing activities 2,237,858 (516) (39,244) (221,680) (221,680) (3,003)	(1,038,278
Net decrease (increase) in time deposits (516) Purchase of property, plant and equipment (39,244) Proceeds from sale of property, plant and equipment — Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations — Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	1,966,290
Net decrease (increase) in time deposits(516)Purchase of property, plant and equipment(39,244)Proceeds from sale of property, plant and equipment–Purchase of intangible assets(221,680)Purchase of investment securities(3,003)Payments for asset retirement obligations–Other, net4,325Net cash provided by (used in) investing activities(260,119)	
Purchase of property, plant and equipment (39,244) Proceeds from sale of property, plant and equipment — Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations — Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(1,460
Proceeds from sale of property, plant and equipment Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(81,562
Purchase of intangible assets (221,680) Purchase of investment securities (3,003) Payments for asset retirement obligations - Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	918
Purchase of investment securities (3,003) Payments for asset retirement obligations - Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(164,485
Payments for asset retirement obligations — Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(2,981
Other, net 4,325 Net cash provided by (used in) investing activities (260,119)	(2,780
Net cash provided by (used in) investing activities (260,119)	-
	(252,351
	(2)22
Net increase (decrease) in short-term borrowings (159,655)	(24,700
Repayments of long-term borrowings (7,170)	(= 1), 1 =
Repayments of lease obligations (1,264)	(1,311
Dividends paid (488,544)	(526,064
Other, net (94)	(60
Net cash provided by (used in) financing activities (656,728)	(552,135
Effect of exchange rate change on cash and cash equivalents 19,838	51,162
Net increase (decrease) in cash and cash equivalents 1,340,849	1,212,965
	10,448,889
Cash and cash equivalents at beginning of period 8,097,700 Increase in cash and cash equivalents resulting from inclusion of subsidiaries in consolidation	10,448,889
Cash and cash equivalents at end of period 9,438,549	48,701

(4) Notes to Quarterly Consolidated Financial Statements Segment Information

I. First six months of FY3/22 (Apr. 1, 2021 – Sep. 30, 2021)

1. Information pertaining to net sales and profit/loss in reportable segments (Thousands of yen) Amount in the Reportable Segment quarterly Human Adjustment consolidated Information IT & Overseas Recruiting Resources **Publishing** Internet-Related Business Total (Note 1) statement of Services Business income Business Business (Note 3) Business (Note 2) Net sales Revenue from contracts with 8,829,150 1,167,637 1,028,638 742,813 434,505 12,202,745 12,202,745 customers Other revenue Sales to external 8,829,150 1,167,637 1,028,638 742,813 434,505 12,202,745 12,202,745 customers Inter-segment 192 6,649 3,594 47,916 sales and 58,352 (58,352)

Notes: 1. The (404,381) thousand yen adjustment to segment profit includes elimination for inter-segment transactions of 63,069 thousand yen, and (467,450) thousand yen in company-wide costs that cannot be allocated to any specific reportable segments. Company-wide costs consist primarily of expenses related to the administration division which are not attributable to any reportable segments, including general affairs and accounting at the Company.

790,730

234,415

434,505

10,531

12,261,098

3,060,926

(58.352)

(404,381)

12,202,745

2,656,545

- 2. Segment profit is adjusted with operating profit shown on the quarterly consolidated statement of income.
- 3. Countries and regions included in the Overseas Business are Japan, U.S. China, Mexico, U.K., Vietnam and Thailand.
- 2. Information pertaining to impairment losses of non-current assets, goodwill, etc. in reportable segments Not applicable.

1.032,232

95,660

II. First six months of FY3/23 (Apr. 1, 2022 – Sep. 30, 2022)

8,829,343

2,631,951

1.174,286

88,368

transfers Total

Segment profit

1. Information pertaining to net sales and profit/loss in reportable segments (Thousands of yen)

				e Segment				Amount in the
	Human Resources Services Business	Recruiting Business	Information Publishing Business	IT & Internet-Related Business	Overseas Business (Note 3)	Total	Adjustment (Note 1)	quarterly consolidated statement of income (Note 2)
Net sales								
Revenue from contracts with customers	10,537,638	1,590,378	1,109,031	972,672	589,698	14,799,419	-	14,799,419
Other revenue	_	_	_	_	ī	_	_	_
Sales to external customers	10,537,638	1,590,378	1,109,031	972,672	589,698	14,799,419	_	14,799,419
Inter-segment sales and transfers	1,540	14,423	4,994	46,386	l	67,346	(67,346)	l
Total	10,539,179	1,604,802	1,114,025	1,019,059	589,698	14,866,765	(67,346)	14,799,419
Segment profit	3,327,620	284,445	40,843	428,028	61,889	4,142,827	(496,567)	3,646,259

Notes: 1. The (496,567) thousand yen adjustment to segment profit includes elimination for inter-segment transactions of 68,939 thousand yen, and (565,507) thousand yen in company-wide costs that cannot be allocated to any specific reportable segments. Company-wide costs consist primarily of expenses related to the administration division which are not attributable to any reportable segments, including general affairs and accounting at the Company.

- 2. Segment profit is adjusted with operating profit shown on the quarterly consolidated statement of income.
- 3. Countries and regions included in the Overseas Business are Japan, U.S. China, Mexico, U.K., Vietnam and Thailand.
- 2. Information pertaining to impairment losses of non-current assets, goodwill, etc. in reportable segments Not applicable.