

 **QUICK CO.,LTD.** (Stock code : 4318 Tokyo Stock Exchange ,Prime Market)

Results of Operations for the First Half of the Fiscal Year Ending March 31, 2023 (FY3/23)

November 8 ,2022

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1H FY3/23 Consolidated Financial Highlights

1H FY3/23 Consolidated Financial Highlights 1

Both first-half sales and earnings rose to new record highs!

Net sales

14,799 million yen

Up 21.3% YoY
Up 8.2% vs.plan

Operating profit

3,646 million yen
Up 37.3% YoY
Up 17.0% vs.plan

Ordinary profit

3,674 million yen
Up 36.8% YoY
Up 17.4% vs.plan

Profit attributable to owners of parent

2,537 million yen
Up 34.3% YoY
Up 17.3% vs.plan

1H FY3/23 Consolidated Financial Highlights 2

POINT 1

Operating Environment

Progress in the recovery of employment conditions contributed to strong hiring demand.

(recoveries in the active job openings-to-applicants ratio and improvements in the unemployment rate)

Corporate hiring needs grew in a broad range of business areas because economic activities trended towards normalization and employment conditions continued to recover, despite a sharp increase in the number of infections during the seventh wave of COVID-19.

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 industries where the shortage of human resources is strongly felt and which are facing difficulty in recruitment.
- ◎ Increased productivity by rebuilding organizational systems.
- ◎ Strengthened coordination between the group companies.
- ◎ Strengthened recruitment of human resources and human resources development.

1H FY3/23 Consolidated Financial Highlights by Segment

Both sales and profit significantly increased on a groupwide basis because the mainstay Human Resources Service Business and the IT and Internet-Related Business drove business performance improvements!

Human Resources Service Business	Net sales	10,537 million yen	Operating profit	3,327 million yen
Recruiting Business	Net sales	1,590 million yen	Operating profit	284 million yen
Information Publishing Business	Net sales	1,109 million yen	Operating profit	40 million yen
IT and Internet-Related Business	Net sales	972 million yen	Operating profit	428 million yen
Overseas Business	Net sales	589 million yen	Operating profit	61 million yen



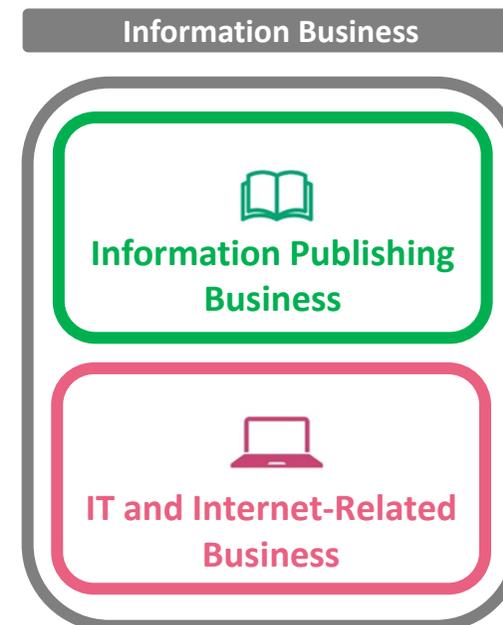
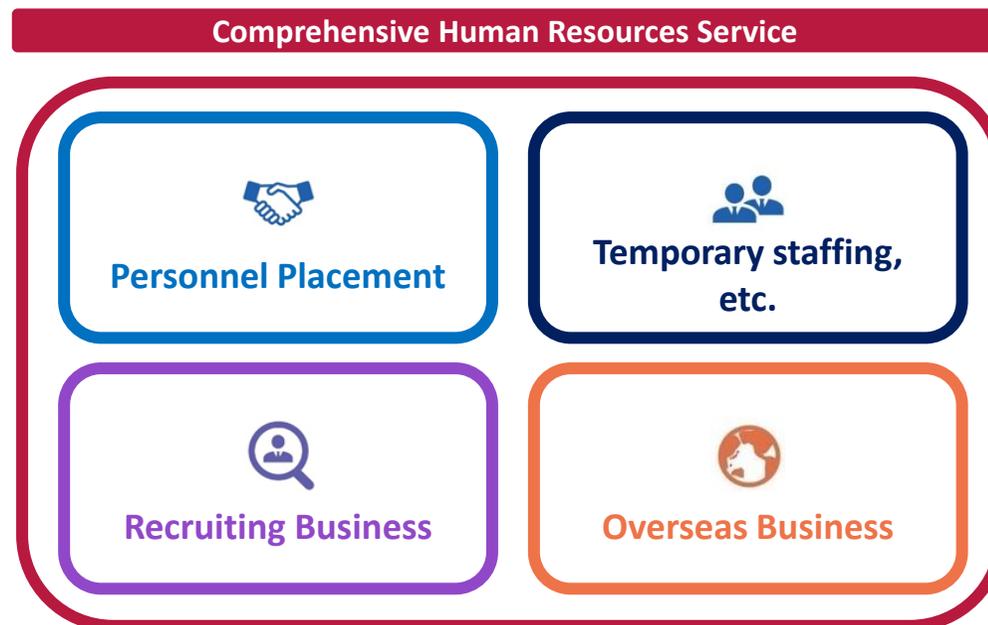
1H FY3/23 Consolidated Financial Results



Business Domains of the QUICK Group

QUICK Group

**Contributing to society through
human resources and information businesses.**



1H FY3/23 Financial Results (YoY Change/Vs. Plan)

YoY Change/Vs. Plan

(Percentages are rates of year-on-year increase or decrease and rates of increase or decrease in comparison to plans) (millions of yen)

	1H FY3/23 Results	1H FY3/22 Results			1H FY3/23 Plan		
		Results	YoY Change [amount]	YoY Change [%]	Plan	Vs. Plan [amount]	Vs. Plan [%]
Net sales	14,799	12,202	2,596	21.3%	13,674	1,125	8.2%
Gross profit	10,310	8,299	2,010	24.2%	9,264	1,045	11.3%
Selling, general and administrative expenses	6,663	5,642	1,021	18.1%	6,147	516	8.4%
Operating profit	3,646	2,656	989	37.3%	3,116	529	17.0%
Ordinary profit	3,674	2,685	989	36.8%	3,130	544	17.4%
Profit attributable to owners of parent	2,537	1,889	647	34.3%	2,163	374	17.3%

1H FY3/23 Segment Results (YoY Change/Vs. Plan)

YoY Change/Vs. Plan

(Percentages are rates of year-on-year increase or decrease and rates of increase or decrease in comparison to plans) (millions of yen)

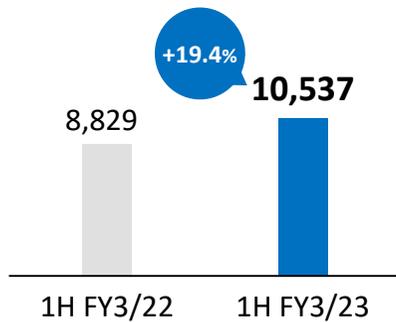
		1H FY3/23 Results	1H FY3/22 Results			1H FY3/23 Plan		
			Results	YoY Change [amount]	YoY Change [%]	Plan	Vs. Plan [amount]	Vs. Plan [%]
Net sales	Human Resources Service Business	10,537	8,829	1,708	19.4%	9,853	683	6.9%
	Recruiting Business	1,590	1,167	422	36.2%	1,441	148	10.3%
	Information Publishing Business	1,109	1,028	80	7.8%	1,045	63	6.1%
	IT and Internet-Related Business	972	742	229	30.9%	858	114	13.3%
	Overseas Business	589	434	155	35.7%	474	114	24.2%
	Total	14,799	12,202	2,596	21.3%	13,674	1,125	8.2%
Operating profit	Human Resources Service Business	3,327	2,631	695	26.4%	3,093	233	7.6%
	Recruiting Business	284	88	196	221.9%	173	110	63.6%
	Information Publishing Business	40	95	(54)	(57.3%)	75	(34)	(46.0%)
	IT and Internet-Related Business	428	234	193	82.6%	279	148	53.2%
	Overseas Business	61	10	51	487.7%	(8)	70	—
	Adjustment	(496)	(404)	(92)	—	(498)	1	—
	Total	3,646	2,656	989	37.3%	3,116	529	17.0%

1H FY3/23 Segment Results (Human Resources Service Business)

Results

Net sales

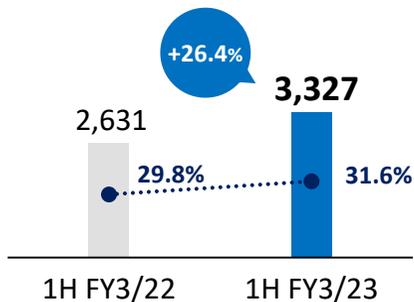
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Corporate hiring needs remained strong in key areas such as construction, electronics/machinery, automobiles and pharmaceuticals. Needs for hiring nurses remained at high levels at medical institutions and nursing care facilities.

Progress in the services of the Human Resources Service Business

Personnel Placement Increased by 1,586 million yen YoY

Personnel Placement services for key areas (construction, machinery, engineers, nurses, etc.) grew sharply!



The Sekokan Plus Website
(The Sekokan Plus Website is career information site for construction management engineer)



The Kango-roo! Website
(The Kango-roo! website lists job opportunities for nurses looking for different job)



Kango-roo! Community
(A community website for nurses)

Temporary staffing Increased by 189 million yen YoY

Temporary staffing of nurses increased steadily!



The Medicare Career website
(The Medicare Career website has information about health care jobs in the Hokuriku and Shinetsu)



The Hoitomo website
(The Hoitomo website accepts registrations from people who want temporary child care in the Kansai and Tokai)

Nursery school operations Decreased by 41 million yen YoY

Sales decreased due to the impact of the temporary closing of nursery schools.



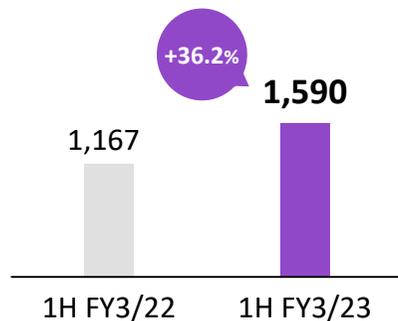
Koguma-no-Mori Daycare Center in Kitanoda

1H FY3/23 Segment Results (Recruiting Business)

Results

Net sales

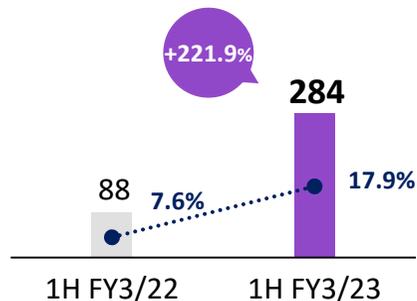
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Due to the absence of COVID-19-linked controls such as movement restrictions, the restaurant, sales and service industries sought to revitalize recruiting activities with an eye to the busy summer season and a rise in demand for inbound tourism.

Progress in the services of the Recruiting Business

➤ **Recruiting advertising / Event** Increased by 128 million yen YoY

The transaction volume of job advertisements for part-time workers grew significantly!
The transaction volume of job advertisements for full-time employees and temporary staff members remained steady!

➤ **Indeed** Increased by 173 million yen YoY

Sales of this priority product continued to expand significantly as a result of sales system reinforcement!

➤ **Recruiting consultation-related** Increased by 33 million yen YoY

The transaction volume of productions increased with respect to the development of internship programs for new graduates, training of recruiting staff and the creation of recruiting websites!



The Saiyo Salon
(Information of services for recruiting consultation)



STRUCT ACADEMY
(Workshop for learning about the framework of recruiting strategies)



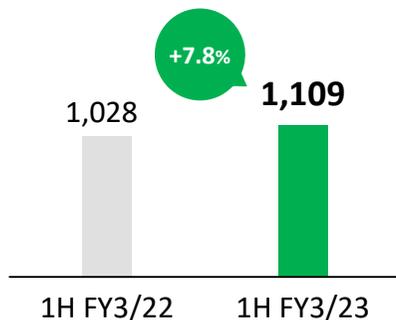
STRUCT FINDER
(An analytical tool that clarifies the unique value of a company)

1H FY3/23 Segment Results (Information Publishing Business)

Results

Net sales

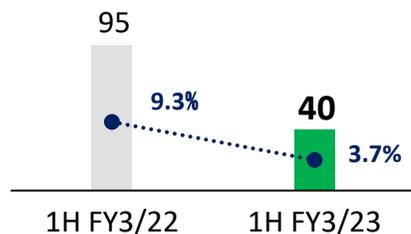
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Due to the absence of controls such as movement restrictions, COVID-19 had a limited impact on the transaction volume of advertisements on restaurants, events, etc.

Progress in the services of the Information Publishing Business

Lifestyle information magazines Increased by 13 million yen YoY

The business performance of lifestyle information magazines was recovering overall, reflecting an increase in the transaction volume of job advertisements in all business areas.



Kanazawa Joho



Toyama Joho



Niigata Joho



Iezukuri Navi

Cocolor Increased by 31 million yen YoY

Job change-related services continued to expand steadily!



Cocolor(Concierge service)

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

Posting Increased by 14 million yen YoY

The transaction volume of housing-related flyers increased.



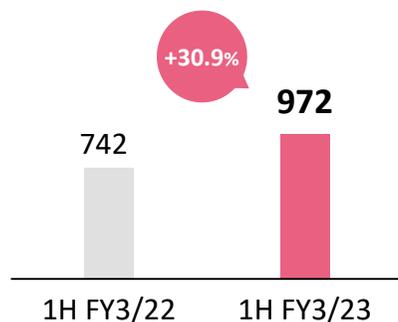
Posting (flyers) service

1H FY3/23 Segment Results (IT and Internet-Related Business)

Results

Net sales

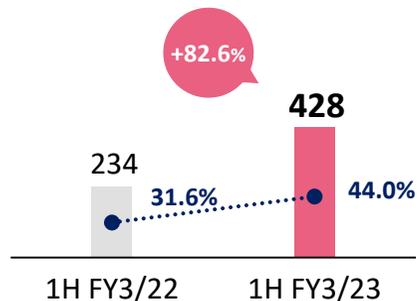
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Demand remained strong for services that contribute to improving efficiency/facilitating labor-saving/introduction of IT in operations or increasing employee motivation and retention by providing solutions to HR-related issues.

Progress in the services of the IT and Internet-Related Business

➤ Nihon no Jinjibu Increased by 222 million yen YoY

Revenue from advertising on web portals increased sharply and drove business performance improvements!



Nihon no Jinjibu
(A community knowledge website with various types of information on HR issues)



LEADERS
(Information magazine featuring interviews with a focus on HR issues)



Nihon no Jinjibu White Paper
(Report of a fact-finding survey on HR issues nationwide)

➤ Nihon no Jinjibu HR Conference

Sales from time slots allocated for lectures expanded steadily!



Nihon no Jinjibu HR Conference 2022-Spring-
(One of Japan's largest HR events in which key persons in charge of personnel matters at a variety of companies and organizations get together and discuss HR-related issues)

➤ System Development Business, Learning Business Increased by 6 million yen YoY

- Sales of the development business remained almost flat due to the difficulty of securing development engineers, despite an increase in the number of system development projects.
- In the learning business, spring group training programs for newcomers remained firm.

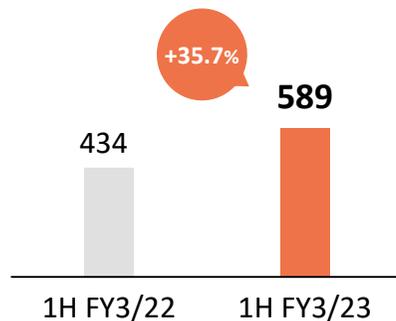
* The development business and learning business were operated by Kronos Co., LTD. shares of which were transferred to another company (share transfer execution date: October 3, 2022). The results of these businesses for the first six months of the fiscal year ending March 31, 2023 are subject to consolidation.

1H FY3/23 Segment Results (Overseas Business 1)

Results

Net sales

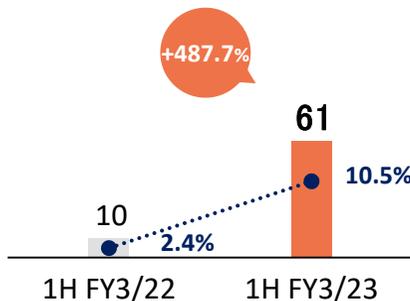
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Corporate recruiting activities slowed in Shanghai due to the implementation of the lockdown under the zero COVID policy. Corporate hiring needs grew in the U.S. and the U.K. due to the normalization of economic activities.

Progress in the services of the Overseas Business

➤ **USA** Increased by 81 million yen YoY / **UK** Increased by 77 million yen YoY / **MEXICO** Increased by 1 million yen YoY

Personnel placement and temporary staffing remained strong in North and Central America and the U.K.!



Websites to provide support in job changes and job hunting in the U.S.



HR departments in the United States
(Online newsletters containing information related to HR issues in the U.S.)



Websites to provide support in job changes and job hunting in the U.K.



HR departments in the United Kingdom
(Online newsletters containing information related to HR issues in the U.K.)

➤ **International career change support** Increased by 10 million yen YoY Cross Border Recruitment®

Steady growth was recorded in the service of supporting international career changes for employment at European companies instead of U.K. companies!

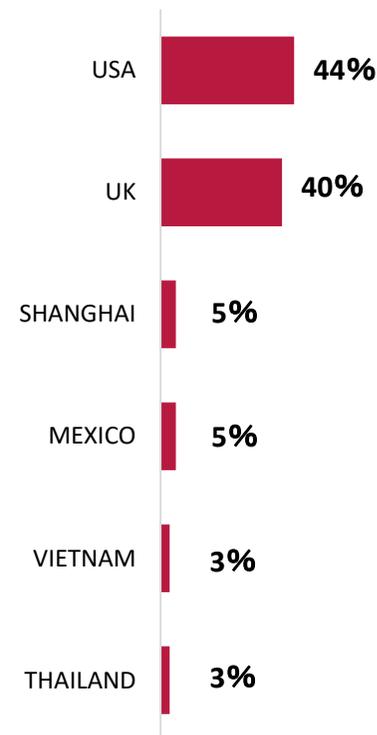
➤ **SHANGHAI** Decreased by 7 million yen YoY / **VIETNAM** Decreased by 0 million yen YoY / **THAILAND** Increased by 2 million yen YoY

- In Shanghai, revenues from the personnel placement and personnel and labor consulting services decreased due to the impact of the lockdowns.
- In Vietnam, growth in the personnel placement service remained flat despite the progress in the country's economic recovery.
- In Thailand, growth in the personnel placement business was achieved, reflecting an increase in corporate hiring needs due to the relaxation of restrictions linked to the COVID-19 pandemic.

1H FY3/23 Segment Results (Overseas Business 2)

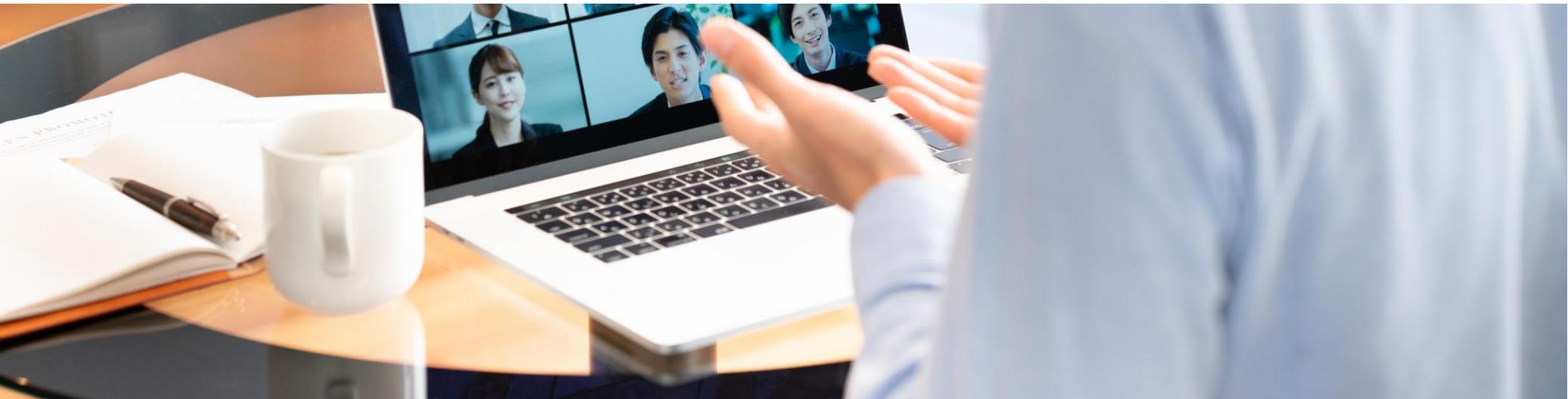


Breakdown of sales on a by-country basis in the overseas business (Total sales: 589 million yen)



Create a market for Cross Border Recruitment® services.

FY3/23 Consolidated Earnings Forecast



FY3/23 Consolidated Earnings Forecast

Revisions have been made to the full-year results and dividend forecasts for the fiscal year ending March 31, 2023 because the mainstay Human Resources Service Business, the Recruiting Business and the IT and Internet-Related Business grew more steadily than initially expected.

FY3/23 Revised results and dividend forecasts(YoY Change)

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

	FY3/23					FY3/23	
	1H results [amount]	2H revised plan [amount] [YoY Change]		Full year revised plan [amount] [YoY Change]		(Note) Initial projections [amount] [YoY Change]	
Net sales	14,799	12,500	9.8%	27,300	15.7%	25,600	8.5%
Gross profit	10,310	7,719	13.9%	18,030	19.6%	16,300	8.1%
Selling, general and administrative expenses	6,663	6,966	14.5%	13,630	16.2%	12,621	7.6%
Operating profit	3,646	753	9.3%	4,400	31.5%	3,679	10.0%
Ordinary profit	3,674	775	5.0%	4,450	30.0%	3,700	8.1%
Profit attributable to owners of parent	2,537	453	26.5%	2,991	33.0%	2,465	9.6%
Dividend per share (yen)	26	38	+10	64	+16	53	+5

FY3/23 Forecast by Segment

FY3/23 Revised results forecast by segment(YoY Change)

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

		FY3/23					FY3/23	
		1H results	2H revised plan		Full year revised plan		(Note) Initial projections	
		[amount]	[amount]	[YoY Change]	[amount]	[YoY Change]	[amount]	[YoY Change]
Net sales	Human Resources Service Business	10,537	8,284	12.8%	18,822	16.4%	17,562	8.6%
	Recruiting Business	1,590	1,812	11.8%	3,402	22.0%	3,223	15.6%
	Information Publishing Business	1,109	1,171	5.5%	2,280	6.6%	2,188	2.3%
	IT and Internet-Related Business	972	610	(24.3%)	1,582	2.2%	1,611	4.1%
	Overseas Business	589	621	23.1%	1,211	28.9%	1,014	8.0%
	Total	14,799	12,500	9.8%	27,300	15.7%	25,600	8.5%
Operating profit	Human Resources Service Business	3,327	554	42.7%	3,882	28.5%	3,345	10.8%
	Recruiting Business	284	389	(16.9%)	674	20.9%	619	11.0%
	Information Publishing Business	40	154	68.5%	195	4.4%	215	15.0%
	IT and Internet-Related Business	428	264	4.2%	692	41.8%	431	(11.6%)
	Overseas Business	61	1	—	63	—	11	—
	Adjustment	(496)	(612)	—	(1,108)	—	(945)	—
	Total	3,646	753	9.3 %	4,400	31.5%	3,679	10.0%

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

Human Resources Service Business

Net sales

18,822 million yen

Operating profit

3,882 million yen

Enhancement of the functions of websites operated by the Company to expand the existing service domains and implementation of online seminars.
Recruitment and training of consultants. Entry into new markets.

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

	1H results	2H forecast	YoY change	Full year forecast	YoY change
Net sales	10,537	8,284	12.8%	18,822	16.4%
Operating profit	3,327	554	42.7%	3,882	28.5%

Second half outlook

YoY Change (millions of yen)

 Personnel Placement 1,025

 Temporary staffing 144

 Nursery school operations (4)

FY3/23 Business Segment Forecasts (Recruiting Business)

Recruiting Business

Net sales

3,402 million yen

Operating profit

674 million yen

Further expansion of sales from Indeed through sales system reinforcement.
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)

	1H results	2H forecast	YoY change	Full year forecast	YoY change
Net sales	1,590	1,812	11.8%	3,402	22.0%
Operating profit	284	389	(16.9%)	674	20.9%

Second half outlook

YoY Change (millions of yen)

 Indeed 241

 Recruiting advertising / Event 28

 Recruiting consultation-related 10

FY3/23 Business Segment Forecasts (Information Publishing Business)

Information Publishing Business

Net sales **2,280** million yen Operating profit **195** 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. Boost sales of Indeed.

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

	1H results	2H forecast	YoY change	Full year forecast	YoY change
Net sales	1,109	1,171	5.5%	2,280	6.6%
Operating profit	40	154	68.5%	195	4.4%

Second half outlook

YoY Change (millions of yen)

- Lifestyle information magazines 1 ↗
- cococolor 55 ↗
- Indeed 12 ↗
- posting 0 →

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

IT and Internet-Related Business

Net sales

1,582 million yen

Operating profit

692 million yen

Facilitation of user participation and improvement of use value by strengthening Nihon no Jinjibu content.
 Minor impact of a decrease in sales due to the transfer of the shares of Kronos Co., LTD. on earnings.

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

	1H results	2H forecast	YoY change	Full year forecast	YoY change
Net sales	972	610	(24.3%)	1,582	2.2%
Operating profit	428	264	4.2%	692	41.8%

Impact of the transfer of the shares of Kronos Co., LTD. (share transfer execution date: October 3, 2022) on financial results

- The impact on net sales (to be excluded from consolidation in the second half and thereafter) is expected to be a decrease of 180 million yen and that on operating profit will be negligible.
- With the results of Nihon-no-Jinjibu, the mainstay service of the IT and Internet-Related Business, expected to significantly surpass the initial projection, the IT and Internet-Related Business will achieve an increase in sales and profit, although Kronos Co., LTD. will be excluded from consolidation in the second half and beyond.

FY3/23 Business Segment Forecasts (Overseas Business)

Overseas Business

Net sales **1,211** million yen Operating profit **63** million yen

Develop new markets by increasing the number of operation bases.

Strengthen recruitment and human resources development.

Reinforce international career change support (Cross Border Recruitment®)

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

	1H results	2H forecast	YoY change	Full year forecast	YoY change
Net sales	589	621	23.1%	1,211	28.9%
Operating profit	61	1	—	63	—

Second half outlook

YoY Change (millions of yen)

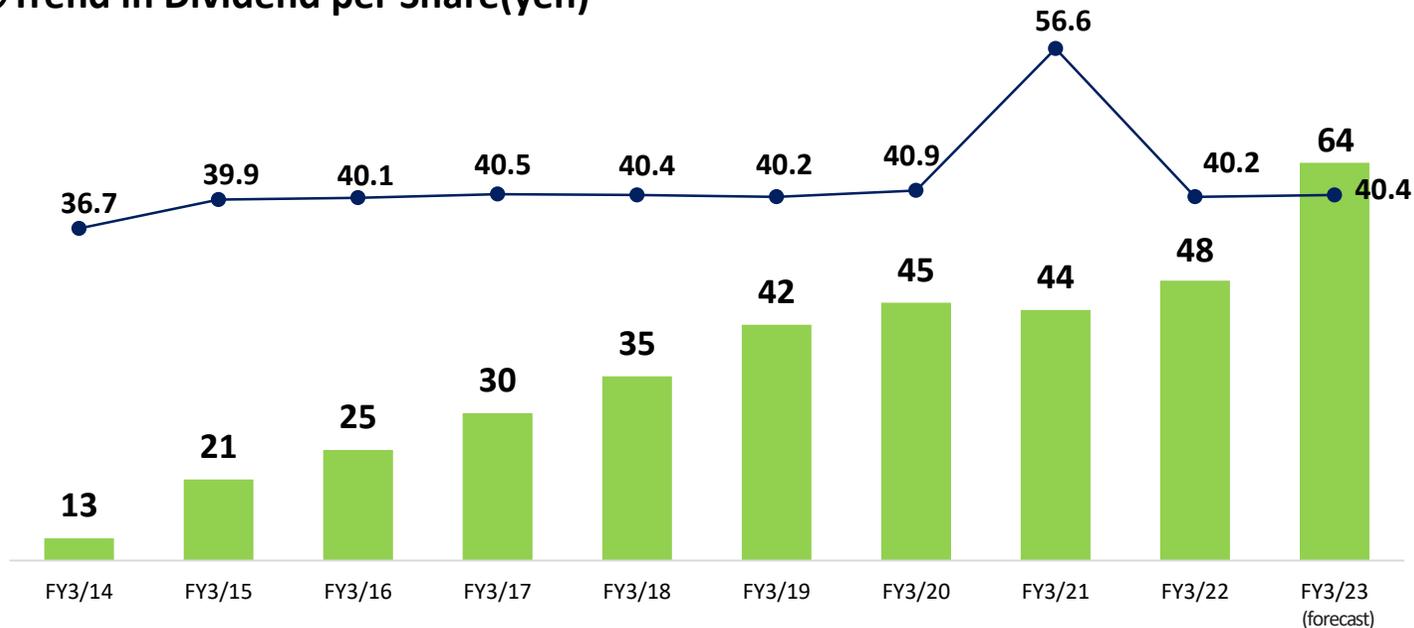
- USA 73 ↗
- SHANGHAI 0 →
- THAILAND 7 ↗
- UK 19 ↗
- VIETNAM 0 →
- JAPAN (6) ↘
- MEXICO 19 ↗

FY3/23 Dividends Forecast

**FY3/23
Dividends Forecast**

[Annual dividend] **64.0 yen** [Payout ratio] **40.4 %**
 [end of the first half] 26 yen [fiscal year-end] 38 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.

A photograph of two business people in dark suits shaking hands. The hands are clasped in the center, with the fingers interlaced. The background is a blurred, bright outdoor setting, possibly a city street or office building exterior. The image is split horizontally, with the top half showing the upper bodies and the bottom half showing the hands and lower bodies.

Medium-term Management Plan

Medium-term Management Plan

Based on the revised forecast for the fiscal year ending March 31, 2023 announced on October 31, 2022, operating profit, ordinary profit and profit attributable to owners of parent are expected to exceed those in the Medium-Term Management Plan (a three-year plan) formulated at the current fiscal year one year ahead of schedule.

Medium-term Management Plan (a three-year plan)

formulated at the current fiscal year

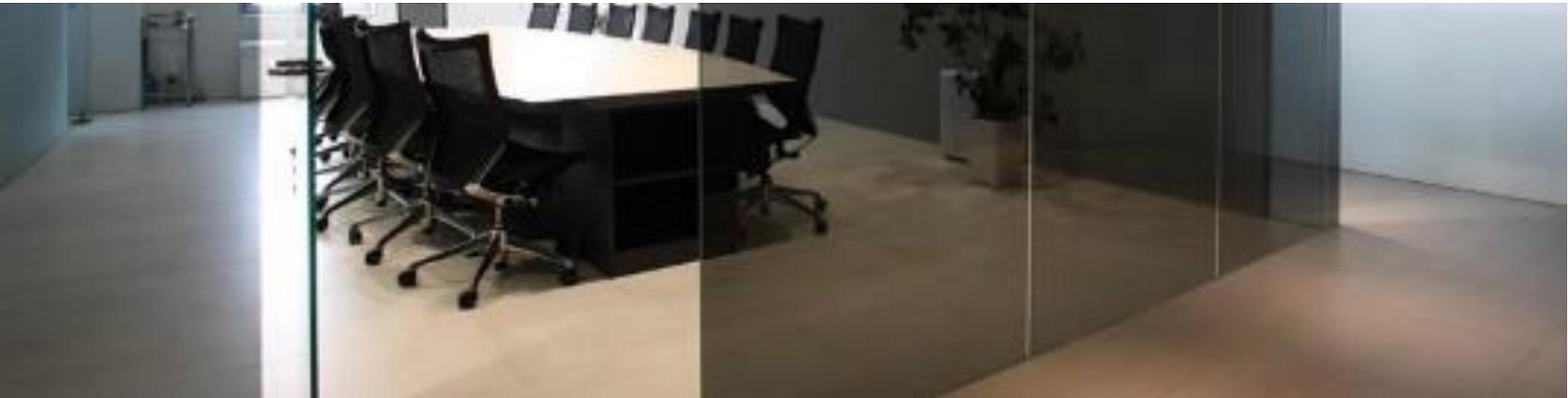
(Percentages are rates of year-on-year increase or decrease) (millions of yen)

	FY3/23		FY3/24		FY3/25		FY3/23	
	Plan	YoY Change	Plan	YoY Change	Plan	YoY Change	Revised Plan	YoY Change
Net sales	25,600	8.5%	29,000	13.3%	32,000	10.3%	27,300	15.7%
Gross profit	16,300	8.1%	18,700	14.7%	20,900	11.8%	18,030	19.6%
Selling, general and administrative expenses	12,621	7.6%	14,422	14.3%	16,120	11.8%	13,630	16.2%
Operating profit	3,679	10.0%	4,278	16.3%	4,780	11.7%	4,400	31.5%
Ordinary profit	3,700	8.1%	4,300	16.2%	4,800	11.6%	4,450	30.0%
Profit attributable to owners of parent	2,465	9.6%	2,863	16.2%	3,196	11.6%	2,991	33.0%

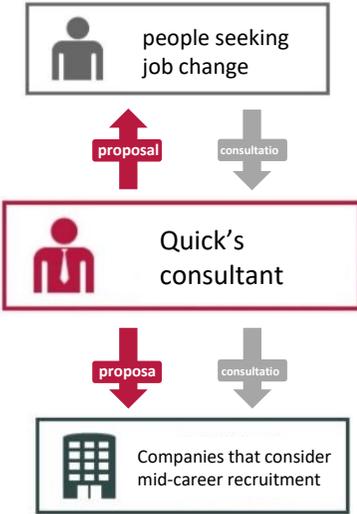
Note 1: We use the rolling method to revise our (three-year) Medium-term Plan in each fiscal year.



Supplementary Materials



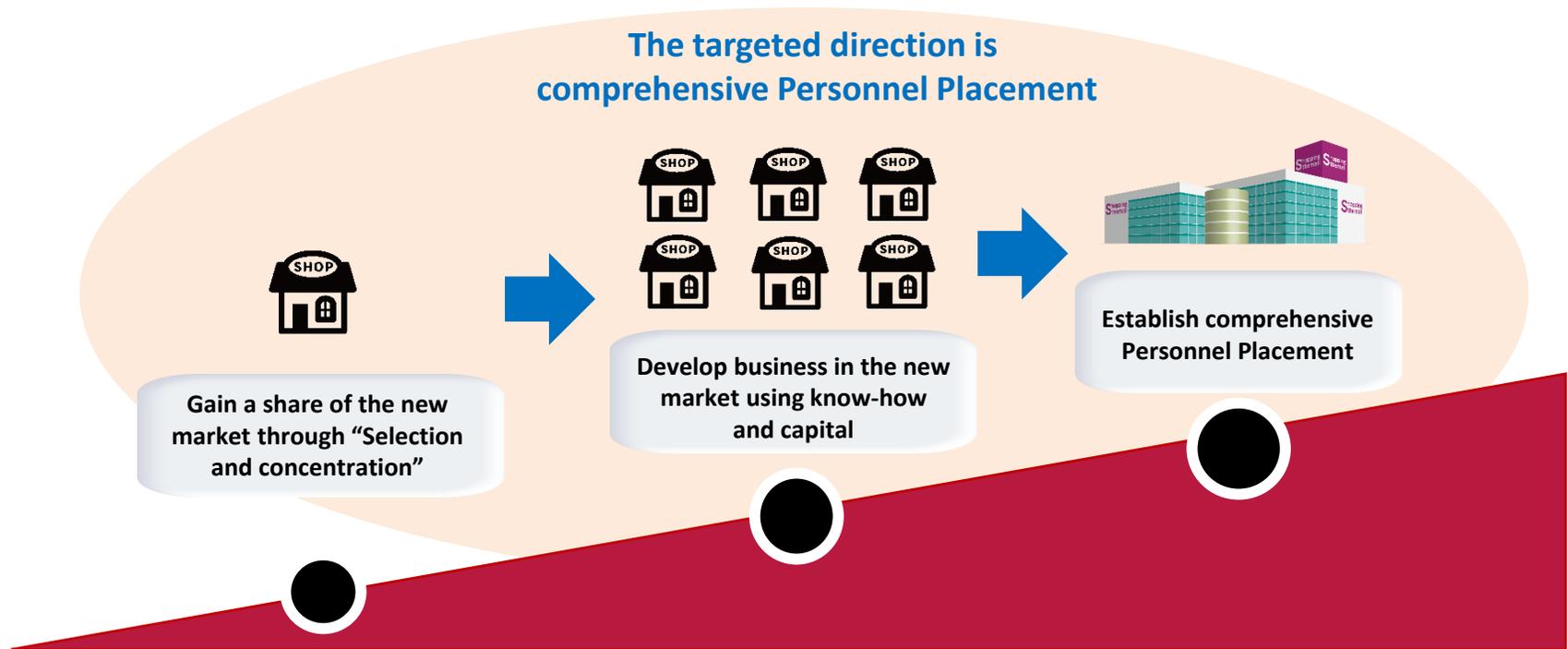
Characteristics of Quick's Personnel Placement Business

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> <div style="text-align: center;">  <p>The E&M JOBS website</p> </div>	<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: 10px;"> <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;">  </div>

Targeted Direction of Personnel Placement Business

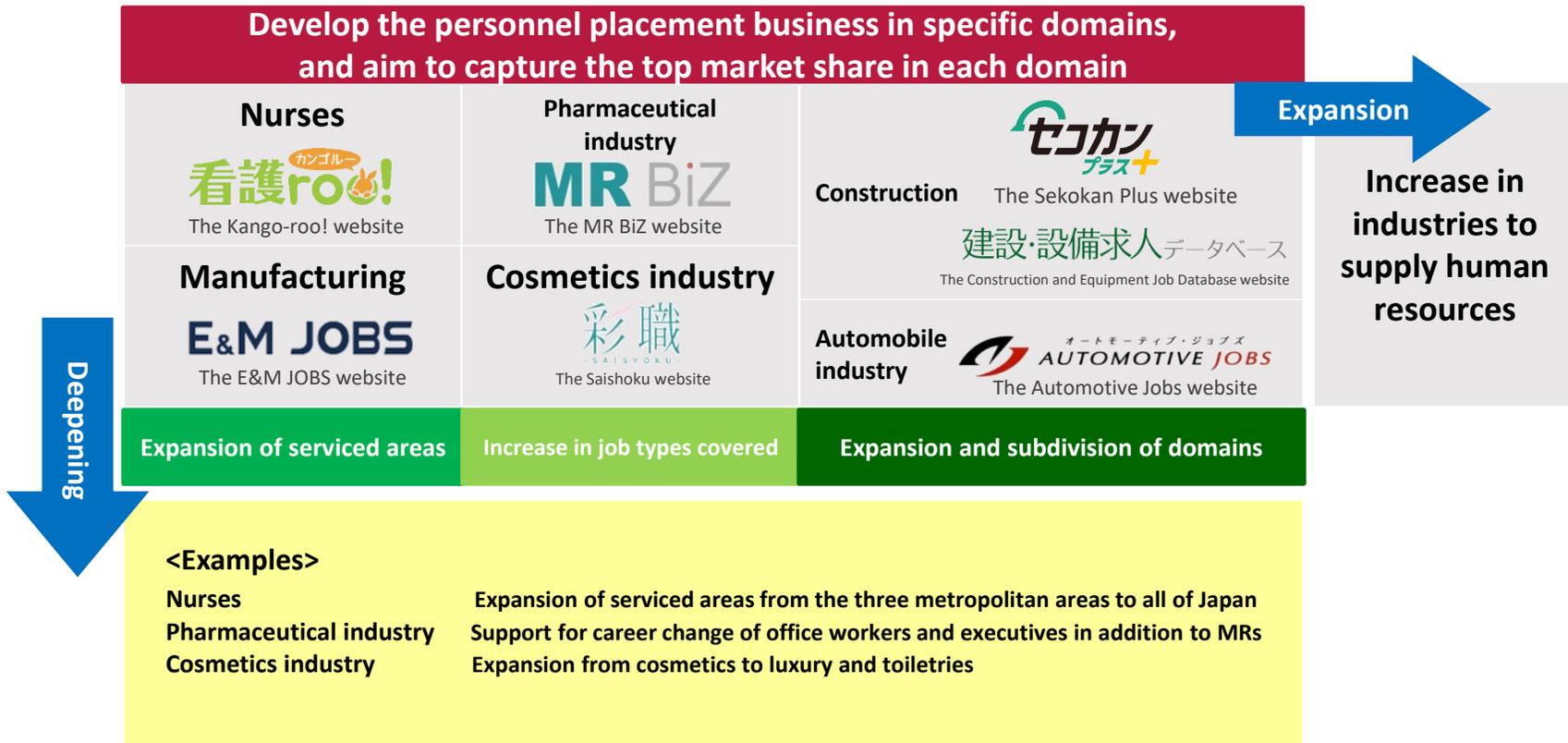
Development of new domains in the Personnel Placement business.

“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.

 <p>Shortage of nurses</p>	 <p>Shortage of IT human resources</p>	 <p>Shortage of human resources for construction industry</p>
<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>	<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>	<p>Ratio of job openings to applicants in construction, civil engineering, and survey is 5.61 times *3. (as of Aug. 2022)</p>
<p>... etc.</p>		



More growth of the personnel placement market

The market for the placement of various types of personnel including nurses and DX-related engineers is expected to grow further.

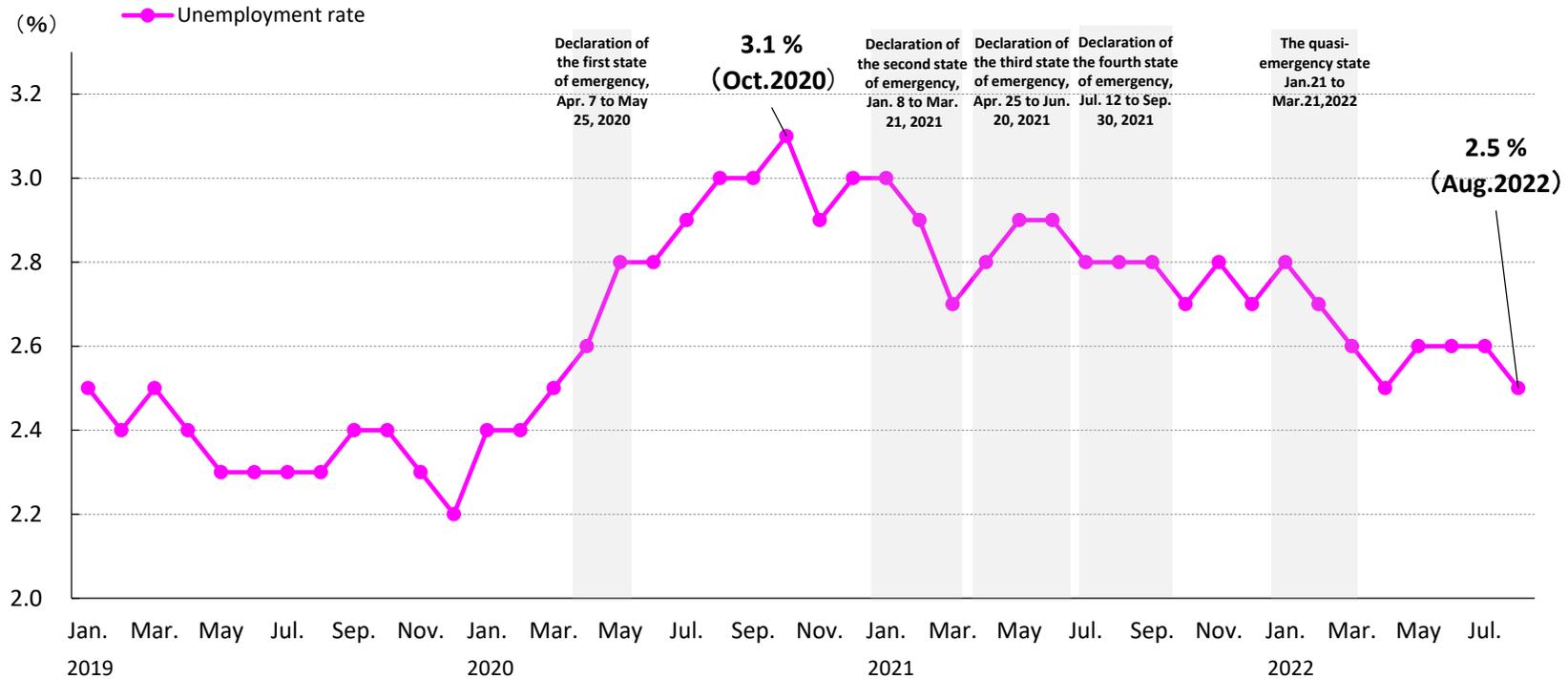
*1 Source: Ministry of Health, Labour and Welfare Intermediate Report of Subcommittee for Nurse Supply and Demand concerning Supply and Demand for Healthcare Professionals

*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)

Market Conditions (1) Unemployment Rate

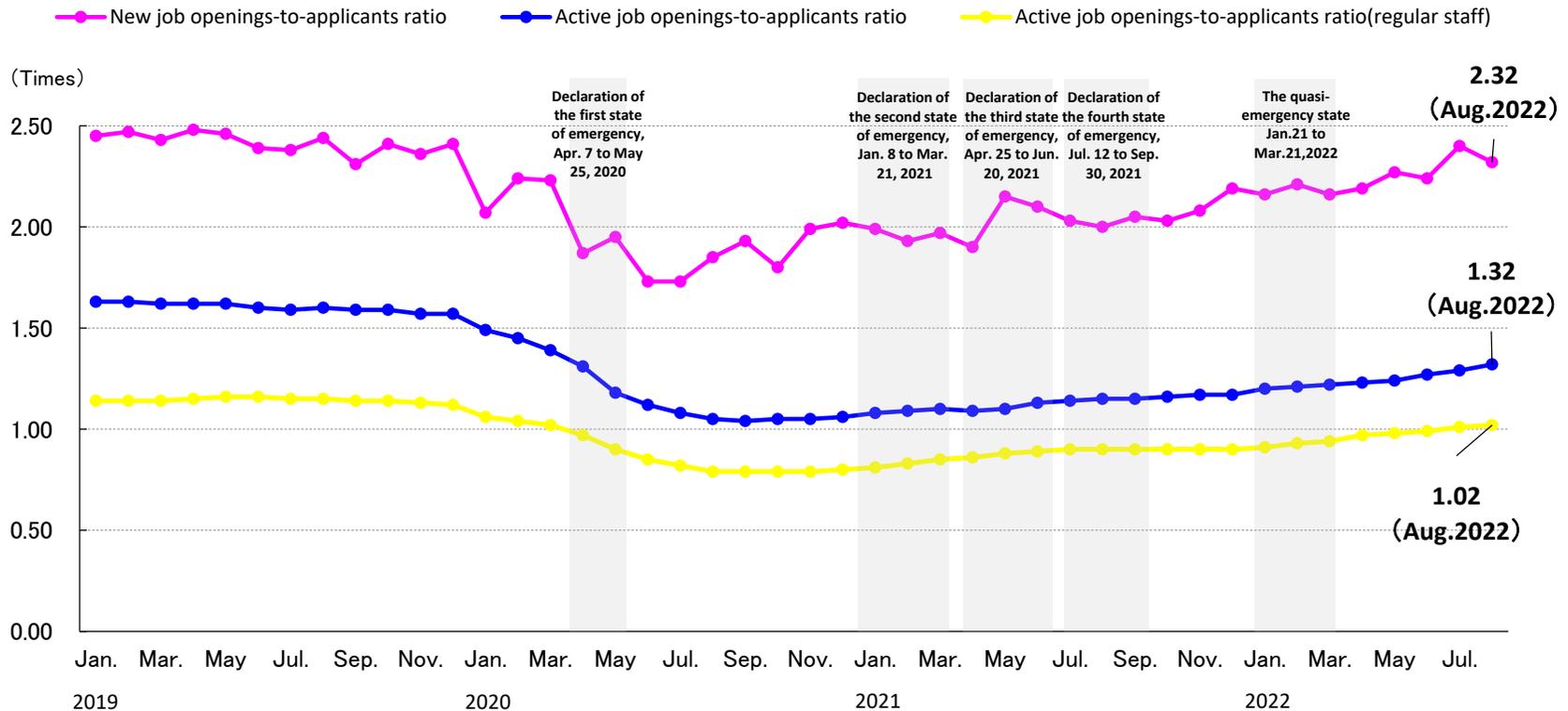
Unemployment rate peaked in October 2020 and is now improving.



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

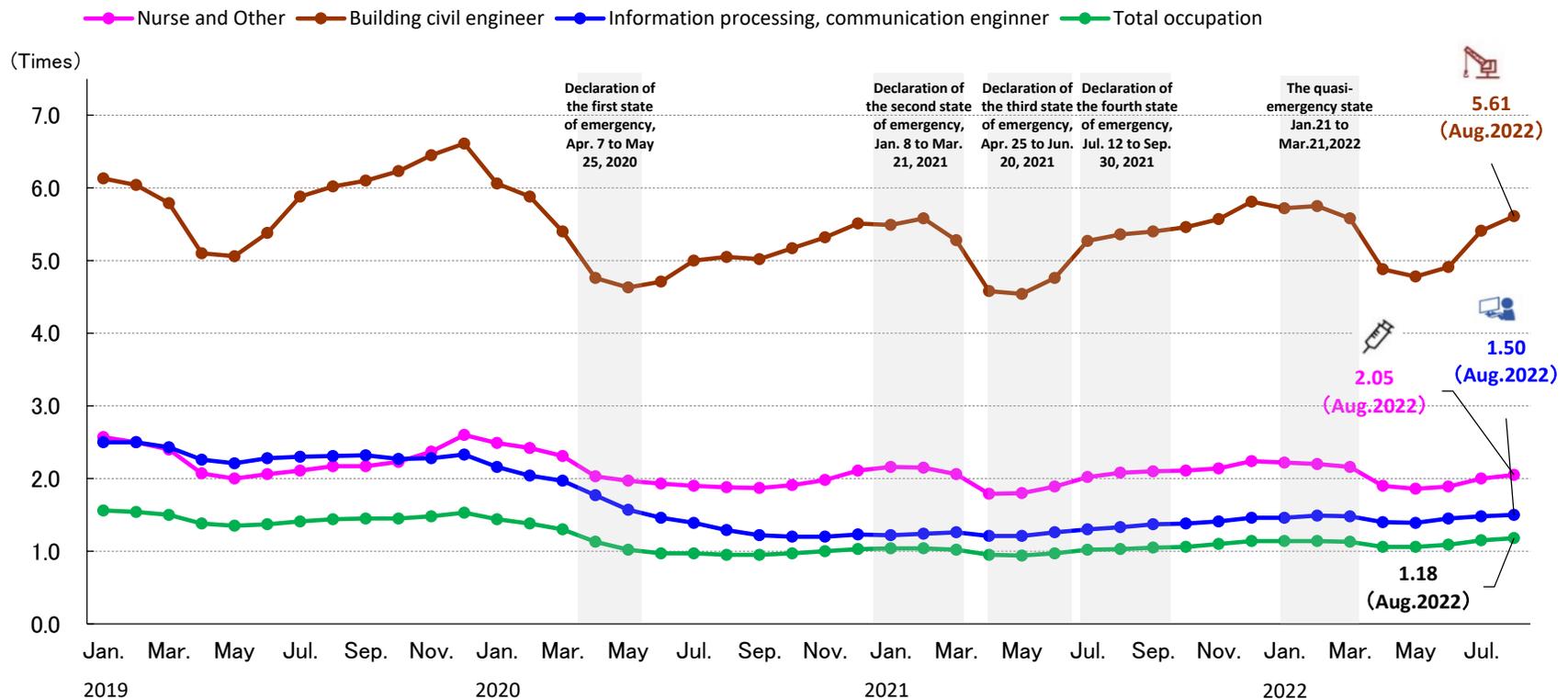
The new job openings-to-applicants ratio, active job openings-to-applicants ratio and active job openings-to-applicants for full-time employment ratio have recovered to pre-COVID-19 pandemic levels.



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

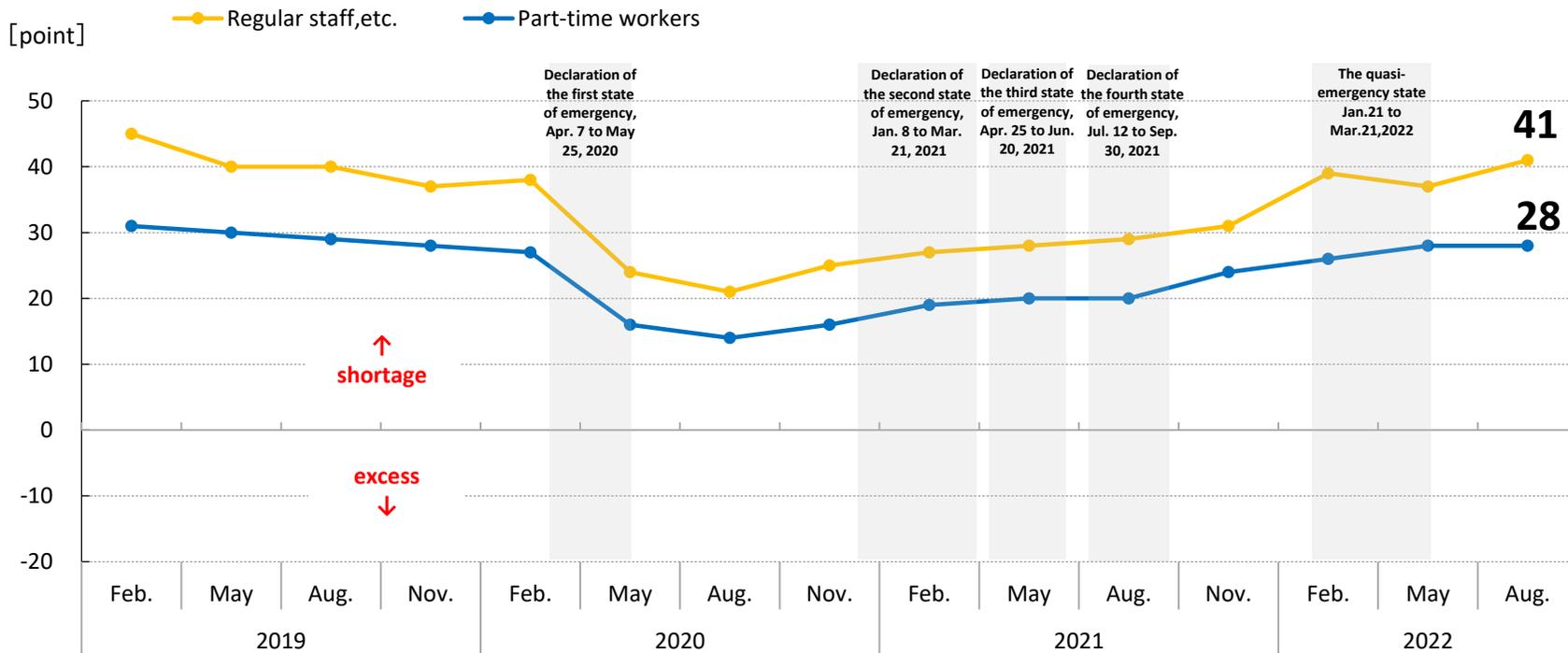
Active job openings-to-applicants ratio for the Group's priority job categories remains high even in the COVID-19 pandemic.



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.

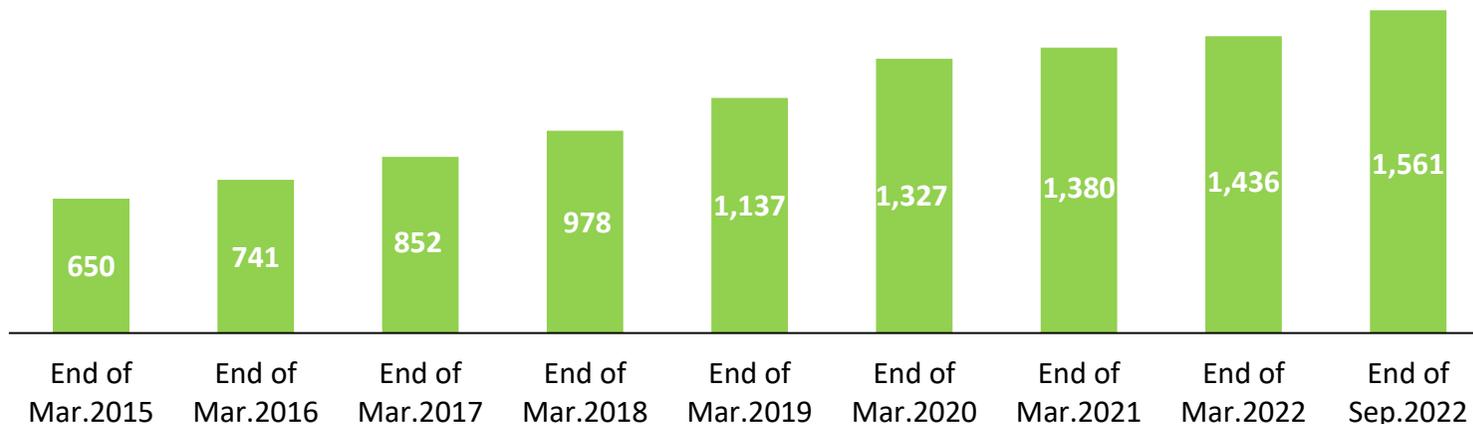
Note 1: The ministry performs a labor shortage survey using questionnaires every three months that covers about 5,800 business sites in all areas of Japan.

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.

Number of Employees at Fiscal Year-End

Number of employees up by **125** from the end of March 2022.

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 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>
 <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>

Media

Personnel Placement Services 2/2

	Category	Services
 医療機器転職BiZ The Iryo Kiki Tenshoku BiZ website	A job changing site specializing in the medical equipment industry	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.
 E&M JOBS The E&M JOBS website	A site for engineers looking for a different job	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.
 オートモーティブ・ジョブズ AUTOMOTIVE JOBS The Automotive Jobs website	Recruiting and job changing site for people in the automobile industry	Ranks among the leaders in the number of job listings and matching accuracy; also has a large volume of information about companies.
 彩職 -SAISYOKU- The Saishoku website	Recruiting and job changing site for people in the cosmetics industry	<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</p> <p>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</p> <p>Iezukuri Navi</p> <p>Now in its 27nd 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</p> <p>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 433 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>Personnel placement, temporary staffing</p>
	<p>Operation of the “Nihon no Jinjibu” website Planning and operation of associated events</p>		<p>Personnel placement, temporary staffing</p>
	<p>Publishing regional information magazines, posting and concierge services</p>		<p>Personnel and labor consulting</p>
	<p>Temporary staffing, personnel placement, nursery school operations and support</p>		<p>Personnel placement</p>
	<p>Consulting using “STRUCT,” a hiring strategy framework</p>		<p>Personnel placement and personnel and labor consulting</p>
	<p>Temporary staffing, personnel placement, temporary-to-permanent staffing, business contracting</p>		<p>Personnel placement and Personnel management consulting</p>
	<p>Temporary staffing, personnel placement, temporary-to-permanent staffing, business contracting</p>		<p>Personnel placement, personnel and labor consulting in Thailand</p>
			<p>Support and management consulting for operating companies in Thailand</p>

Note 1: Group company list is as of November 8, 2022.



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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.