

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

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

May 9 ,2023

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FY3/23 Consolidated Financial Highlights

FY3/23 Consolidated Financial Highlights 1

Both sales and earnings rose to new record highs!

Net sales

27,794 million yen

Up 17.8% YoY

Up 1.8% vs. revised plan

Operating profit

4,487 million yen
Up 34.1% YoY
Up 2.0% vs. revised plan

Ordinary profit

4,543 million yen
Up 32.7% YoY
Up 2.1% vs. revised plan

Profit attributable to
owners of parent

3,261 million yen
Up 45.1% YoY
Up 9.0% vs. revised plan

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)**

There was a recovery of corporate recruiting needs in a wide range of fields because of the relaxation of COVID-19 restrictions and progress in the normalization of economic activity and consumer spending.

POINT 2

Our Activities

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

- ◎ Improved personnel placement 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.

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	19,080 million yen	Operating profit	3,876 million yen
Recruiting Business	Net sales	3,373 million yen	Operating profit	645 million yen
Information Publishing Business	Net sales	2,320 million yen	Operating profit	193 million yen
IT and Internet-Related Business	Net sales	1,662 million yen	Operating profit	765 million yen
Overseas Business	Net sales	1,358 million yen	Operating profit	104 million yen



FY3/23 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

FY3/23 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)

	FY3/23 Results	FY3/22 Results			FY3/23 Revised Plan		
		Results	YoY Change [amount]	YoY Change [%]	Revised Plan	Vs. Revised Plan [amount]	Vs. Revised Plan [%]
Net sales	27,794	23,590	4,203	17.8%	27,300	494	1.8%
Gross profit	18,420	15,074	3,345	22.2%	18,030	390	2.2%
Selling, general and administrative expenses	13,932	11,728	2,204	18.8%	13,630	302	2.2%
Operating profit	4,487	3,345	1,141	34.1%	4,400	87	2.0%
Ordinary profit	4,543	3,423	1,119	32.7%	4,450	93	2.1%
Profit attributable to owners of parent	3,261	2,248	1,013	45.1%	2,991	270	9.0%

Dividends for the Fiscal Year Ended March 31, 2023 (Dividend Increase)

Profit attributable to owners of parent deviated above the amount announced on October 31, 2022. Following the basic policy establishing a payout ratio of 40%, the annual dividend per share was increased from 64 yen to 70 yen.

		FY3/22 Results	FY3/23 Revised Plan <small>(announced on October 31, 2022)</small>	FY3/23 Results	Vs. Revised Plan
Profit attributable to owners of parent		2,248 millions of yen	2,991 millions of yen	3,261 millions of yen	+270 millions of yen
Net income per share		119.35 yen	158.53 yen	173.07 yen	+14.54 yen
Annual dividend	end of the first half	20 yen	26 yen	26 yen	—
	fiscal year-end	28 yen	38 yen	44 yen	+6 yen
	total	48 yen	64 yen	70 yen	+6 yen
Payout ratio		40.2%	40.4%	40.4%	—

FY3/23 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)

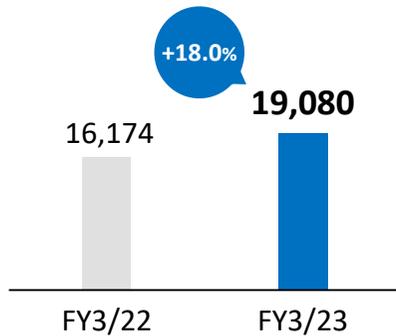
		FY3/23 Results	FY3/22 Results			FY3/23 Revised Plan		
			Results	YoY Change [amount]	YoY Change [%]	Revised Plan	Vs. Revised Plan [amount]	Vs. Revised Plan [%]
Net sales	Human Resources Service Business	19,080	16,174	2,906	18.0%	18,822	258	1.4%
	Recruiting Business	3,373	2,788	584	21.0%	3,402	(29)	(0.9%)
	Information Publishing Business	2,320	2,139	180	8.4%	2,280	39	1.7%
	IT and Internet-Related Business	1,662	1,548	113	7.4%	1,582	79	5.0%
	Overseas Business	1,358	939	418	44.6%	1,211	146	12.1%
	Total	27,794	23,590	4,203	17.8%	27,300	494	1.8%
Operating profit	Human Resources Service Business	3,876	3,020	856	28.3%	3,882	(5)	(0.1%)
	Recruiting Business	645	557	88	15.8%	674	(28)	(4.2%)
	Information Publishing Business	193	187	5	3.2%	195	(2)	(1.1%)
	IT and Internet-Related Business	765	488	277	56.7%	692	72	10.5%
	Overseas Business	104	(6)	111	—	63	41	65.5%
	Adjustment	(1,099)	(901)	(198)	—	(1,108)	8	—
	Total	4,487	3,345	1,141	34.1%	4,400	87	2.0%

FY3/23 Segment Results (Human Resources Service Business)

Results

Net sales

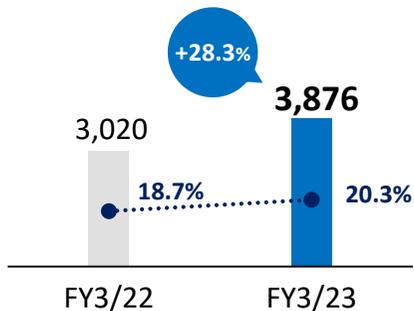
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Corporate hiring needs remained strong in key areas such as construction, electronics/machinery, automobiles and IT. Recruiting needs for nurses and childcare workers remained high in the medical and welfare sectors.

Progress in the services of the Human Resources Service Business

Personnel Placement Increased by 2,624 million yen YoY

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



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 348 million yen YoY

Temporary staffing of nurses and childcare workers expanded significantly!



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 29 million yen YoY

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



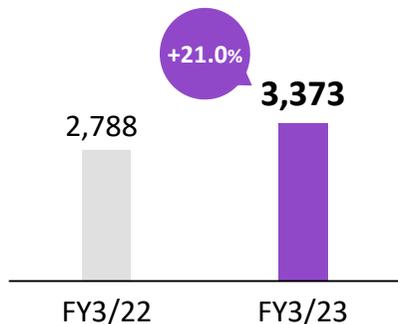
Koguma-no-Mori Daycare Center in Kitanoda

FY3/23 Segment Results (Recruiting Business)

Results

Net sales

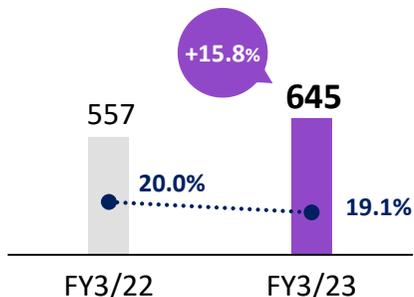
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Corporate hiring needs further improved in the restaurant, hotel and service sectors on the back of the growing demand from foreign tourists in addition to the progressing normalization of economic activity. Recruitment needs also remained strong in the transportation and logistics sectors with the growing demand for home delivery amid the pandemic.

Progress in the services of the Recruiting Business

➤ Recruiting advertising / Event Increased by 153 million yen YoY

The transaction volume of job advertisements for part-time workers grew significantly!

The transaction volume of job advertisements for temporary staff members remained steady!

➤ Indeed Increased by 349 million yen YoY

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

Certified as Platinum Partner as a sales agent of Indeed. This is the highest rank in the Sales Agent Partner Program by Indeed.



➤ Recruiting consultation-related Increased by 56 million yen YoY

The handling of productions continued to perform well. Such services include program development for internships and company information sessions to recruit new graduates, staff training, and production of recruitment websites and company guides!



The Saiyo Salon

(Information of services for recruiting consultation)



STRUCT ACADEMY

(Workshop for learning about the framework of recruiting strategies)



STRUCT FINDER

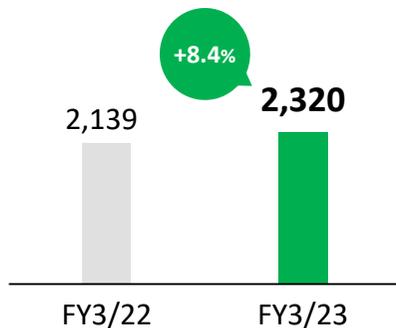
(An analytical tool that clarifies the unique value of a company)

FY3/23 Segment Results (Information Publishing Business)

Results

Net sales

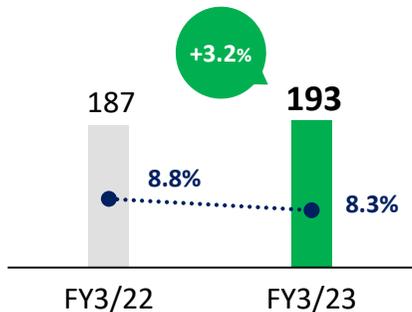
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

As economic activity returned to normal, advertisement placements for sales promotion targeting restaurants, etc. was on a recovery track. On the other hand, the handling of housing-related advertising declined due to the effects of the high cost of materials, increased interest rates, etc. A robust job market aided the good performance related to the handling of recruiting advertisements.

Progress in the services of the Information Publishing Business

Lifestyle information magazines Increased by 5 million yen YoY

The business performance of lifestyle information magazines leveled off as a whole, despite an increase in the transaction volume of job advertisements in all business areas.



Kanazawa Joho



Toyama Joho



Niigata Joho



Iezukuri Navi

Cococolor Increased by 98 million yen YoY

Job change-related services continued to expand steadily!



Cococolor(Consulting service)

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

Posting Increased by 26 million yen YoY

Performance mainly in the handling of housing and retail-related flyers grew solidly.



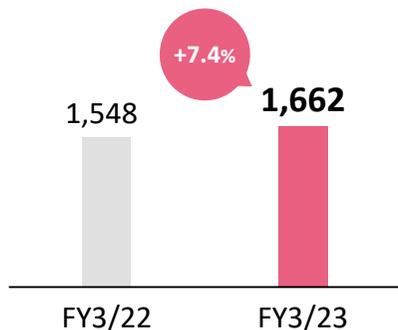
Posting (flyers) service

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

Results

Net sales

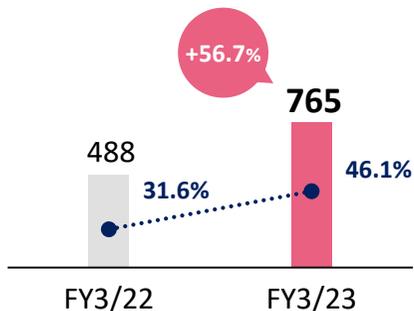
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

Demand remained strong for capital investment to improve business efficiency and promote DX to resolve issues in the HR domain, and services, etc. that contribute to increasing employee recruitment, cultivation, motivation and retention.

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

Nihon no Jinjibu Increased by 290 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-Autumn-
(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)

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

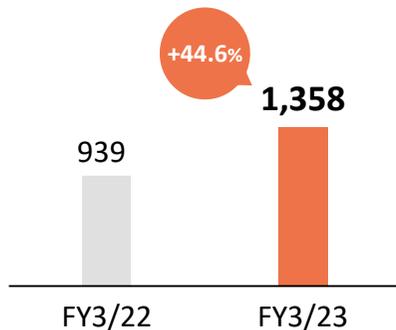
- The impact on net sales (to be excluded from consolidation in the second half and thereafter) is expected to be a decrease of 180 million yen and that on operating profit will be negligible.
- Although Kronos Co., LTD. has been excluded from consolidation since the second half of the fiscal year ended March 31, 2023, sales and profit in the IT and internet-related business increased due to a significant improvement of the performance of Nihon no Jinjibu (Japan's Human Resources Department).

FY3/23 Segment Results (Overseas Business 1)

Results

Net sales

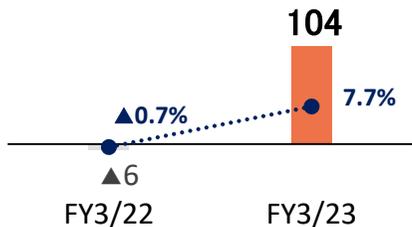
(millions of yen)



Operating profit

(millions of yen)

Operating margin



Operating Environment

In the U.S. and U.K., placement fees and staffing sales pushed up by inflation-led wage increase in addition to the continuing strong recruiting needs. In Shanghai, the resurgence of infections caused by the relaxation of the zero-COVID policy forced local companies to slow down recruiting activities.

Progress in the services of the Overseas Business

➤ **USA** Increased by 248 million yen YoY / **UK** Increased by 138 million yen YoY / **MEXICO** Increased by 34 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.



Websites to provide support in job changes and job hunting in the MEXICO

➤ **International career change support** Increased by 13 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 10 million yen YoY / **VIETNAM** Increased by 2 million yen YoY / **THAILAND** Increased by 8 million yen YoY

- In Shanghai, Revenue declined in the personnel placement category due to resurging COVID-19 infections in Shanghai, but improved in the personnel and labor consulting business.
- In Vietnam, there was only a gradual recovery in the recruiting needs of local Japanese companies, and the performance of personnel placement remained roughly flat.
- In Thailand, the recovery of the economy and corporate recruiting demand expanded the personnel placement business.

FY3/23 Segment Results (Overseas Business 2)

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



Bangkok



Shanghai



Ho Chi Minh

QHR Recruitment
• Personnel placement, personnel and labor consulting

QHR Holdings
• Support and management consulting for operating companies in Thailand

QUICK VIETNAM
• Personnel placement, personnel management consulting

QUICK USA



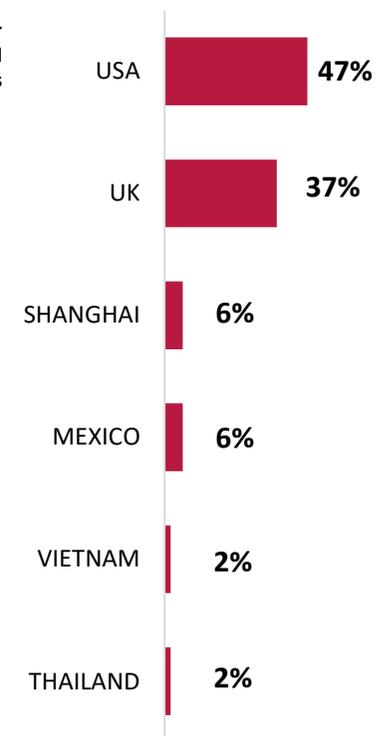
• Recruiting of people for registration for temporary staffing assignments and permanent placements

Los Angeles
Irvine
Dallas
Chicago
New York
Aguascalientes

QUICK GLOBAL MEXICO,

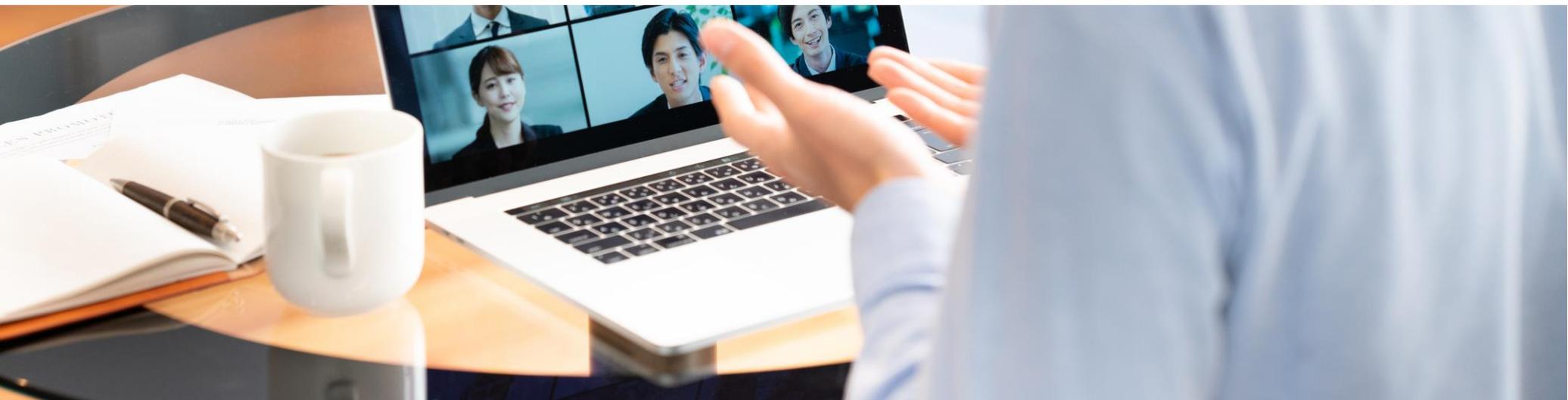
• Personnel placement, personnel and labor consulting

Breakdown of sales on a by-country basis in the overseas business (Total sales: 1,358 million yen)



Create a market for Cross Border Recruitment® services.

FY3/24 Consolidated Earnings Forecast



FY3/24 Consolidated Earnings Forecast

FY3/24 Earnings/dividends forecasts(YoY Change)

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

	FY3/23 Full-year results	FY3/24		
		Full-year forecast	YoY Change [amount]	YoY Change [%]
Net sales	27,794	30,000	2,205	7.9%
Gross profit	18,420	20,400	1,979	10.7%
Selling, general and administrative expenses	13,932	15,440	1,507	10.8%
Operating profit	4,487	4,960	472	10.5%
Ordinary profit	4,543	5,000	456	10.0%
Profit attributable to owners of parent	3,261	3,353	91	2.8%
Dividend per share (yen)	70	72	+2	—

FY3/24 Forecast by Segment

FY3/24 Forecast by segment(YoY Change)

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

		FY3/23 Full-year results	FY3/24		
			Full-year forecast	YoY Change [amount]	YoY Change [%]
Net sales	Human Resources Service Business	19,080	21,016	1,936	10.1%
	Recruiting Business	3,373	3,858	484	14.4%
	Information Publishing Business	2,320	2,304	(15)	(0.7%)
	IT and Internet-Related Business	1,662	1,374	(288)	(17.3%)
	Overseas Business	1,358	1,445	87	6.5%
	Total	27,794	30,000	2,205	7.9%
Operating profit	Human Resources Service Business	3,876	4,259	382	9.9%
	Recruiting Business	645	840	194	30.1%
	Information Publishing Business	193	231	38	19.7%
	IT and Internet-Related Business	765	655	(110)	(14.4%)
	Overseas Business	104	130	26	24.9%
	Adjustment	(1,099)	(1,157)	(57)	—
	Total	4,487	4,960	472	10.5%

FY3/24 Business Segment Forecasts (Human Resources Service Business)

Human Resources Service Business

Net sales **21,016** million yen Operating profit **4,259** 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)

	FY3/23 Full-year results	FY3/24 Full-year forecast	YoY Change [amount]	YoY change [%]
Net sales	19,080	21,016	1,936	10.1%
Operating profit	3,876	4,259	382	9.9%

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- Personnel Placement 1,523 Nursery school operations (5)
- Temporary staffing 416

FY3/24 Business Segment Forecasts (Recruiting Business)

Recruiting Business

Net sales **3,858** million yen Operating profit **840** million yen

Development of new products to increase our share of all potential customers.

Reinforcement of hiring consulting*.

Reinforcement of sales efforts for companies that recruit a large number of people.

*Comprehensive proposals ranging from building recruitment strategies toward successful recruiting activities to forming a population of job-seekers, enhancing job-seekers' motivation to join a company and corporate branding.

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

	FY3/23 Full-year results	FY3/24 Full-year forecast	YoY Change [amount]	YoY change [%]
Net sales	3,373	3,858	484	14.4%
Operating profit	645	840	194	30.1%*

*The growth rate of operating profit is expected to be high because we plan to further expand Indeed which is highly profitable.

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- Indeed 656 
- Recruiting consultation-related 40 

- Recruiting advertising / Event* (130) 

*Decreased due to the shift of hiring methods from conventional recruiting advertisements to aggregation-type media such as Indeed and recruiting ad serving services.

FY3/24 Business Segment Forecasts (Information Publishing Business)

Information Publishing Business

Net sales **2,304** million yen Operating profit **231** million yen

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

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

Sales from lifestyle information magazines slightly decreased due to proposals linked with Web merchandise. Boost sales of Indeed.

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

	FY3/23 Full-year results	FY3/24 Full-year forecast	YoY Change [amount]	YoY change [%]
Net sales	2,320	2,304	(15)	(0.7%)
Operating profit	193	231	38	19.7%*

*The growth rate of operating profit is expected to be high because we plan to continue to expand highly profitable concierge services.

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- Lifestyle information magazines (7) ↘
- cococolor 53 ↗
- Indeed 7 ↗
- posting (3) ↘

FY3/24 Business Segment Forecasts (IT and Internet-Related Business)

IT and Internet-Related Business

Net sales

1,374 million yen

Operating profit

655 million yen

Facilitation of user participation and improvement of use value by strengthening Nihon no Jinjibu content. Branding support and enhanced consulting services for exhibitors at the HR Conference.

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

	FY3/23 Full-year results	FY3/24 Full-year forecast	YoY Change [amount]	YoY change [%]
Net sales	1,662	1,374	(288)	(17.3%)
Operating profit	765	655	(110)	(14.4%)

Factors for increase/decrease in full-year forecast

- Net sales of the IT and internet-related business are expected to decrease because of the transfer of all shares of Kronos Co., LTD. in October 2022 (the effect of the transfer of Kronos Co., LTD. shares on net sales was approx. -300 million yen).
- Operating profit is expected to decrease due to the improvement of employee treatment, the enhancement of recruiting, etc.
- Net sales of Nihon no Jinjibu (Japan's Human Resources Department) are expected to be good.

FY3/24 Business Segment Forecasts (Overseas Business)

Overseas Business

Net sales **1,445** million yen Operating profit **130** million yen

Active expansion of operations bases to improve business performance.
 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)

	FY3/23 Full-year results	FY3/24 Full-year forecast	YoY Change [amount]	YoY change [%]
Net sales	1,358	1,445	87	6.5%
Operating profit	104	130	26	24.9%

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

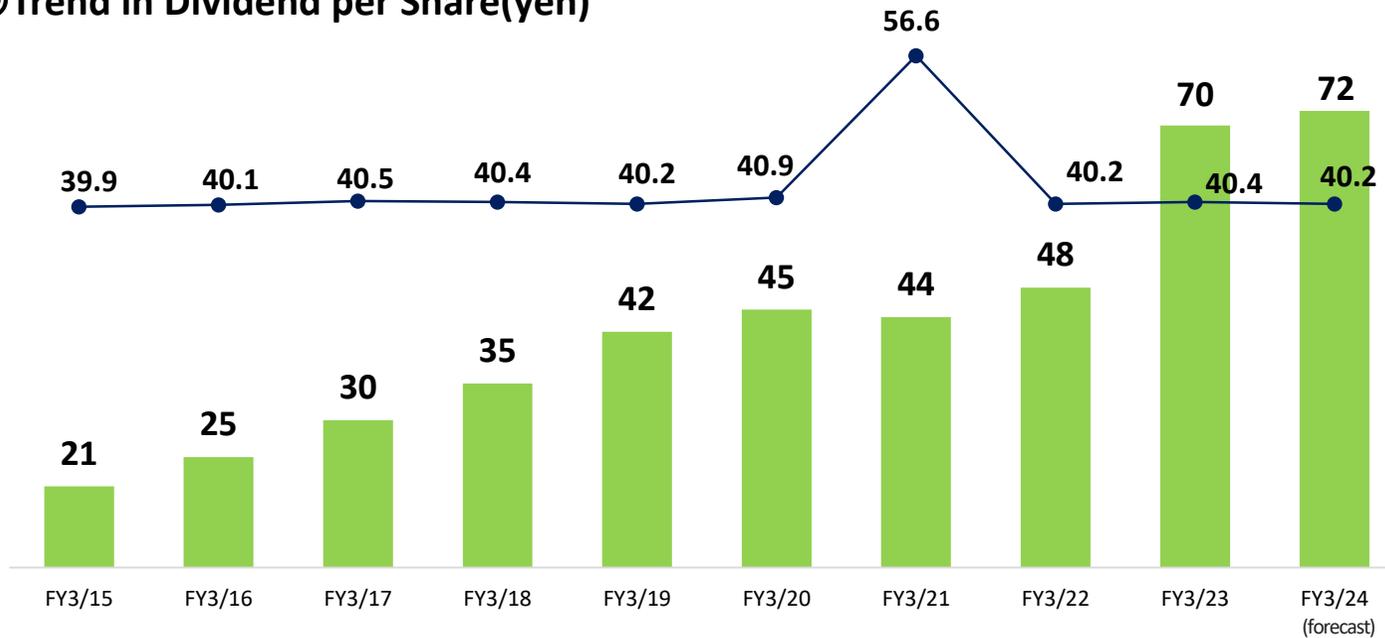
- USA 38 ↗
- MEXICO (3) ↘
- VIETNAM 5 ↗
- UK 5 ↗
- SHANGHAI 4 ↗
- THAILAND 40 ↗

FY3/24 Dividends Forecast

**FY3/24
Dividends Forecast**

[Annual dividend] **72.0 yen** [Payout ratio] **40.2 %**
 [end of the first half] 36 yen [fiscal year-end] 36 yen

◎Trend in Dividend per Share(yen)



Note 1: Dividend per share for FY3/15 includes commemorative dividend of ¥5 for listing on the First Section of the Tokyo Stock Exchange.

Note 2: Dividend per share for FY3/21 includes commemorative dividend of ¥12 for 40th anniversary from the founding.

A photograph of two business professionals in dark suits shaking hands. The background is a blurred office setting with windows. The handshake is the central focus, symbolizing agreement and partnership.

Medium-term Management Plan

Medium-term Management Plan

It is projected that business performance in the 3rd term will improve, reflecting the recruitment and investments for the development of new services in the 1st and 2nd terms. In particular the recruiting business, which was stagnant due to the COVID-19 pandemic, is projected to contribute significantly to overall performance through the reinforcement of hiring consulting* and the development of new products to increase our share of all potential customers.

*Comprehensive proposals ranging from building recruitment strategies toward successful recruiting activities to forming a population of job-seekers, enhancing job-seekers' motivation to join a company and corporate branding.

Medium-term Management Plan

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

	FY3/23 Full-year results	FY/24		FY3/25		FY3/26	
		Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	27,794	30,000	7.9%	33,900	13.0%	39,800	17.4%
Gross profit	18,420	20,400	10.7%	23,270	14.1%	27,850	19.7%
Selling, general and administrative expenses	13,932	15,440	10.8%	17,820	15.4%	21,000	17.8%
Operating profit	4,487	4,960	10.5%	5,450	9.9%	6,850	25.7%
Ordinary profit	4,543	5,000	10.0%	5,500	10.0%	6,900	25.5%
Profit attributable to owners of parent	3,261	3,353	2.8%	3,688	10.0%	4,626	25.4%

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

Medium-term Management Plan by Segment

Medium-term Management Plan by Segment

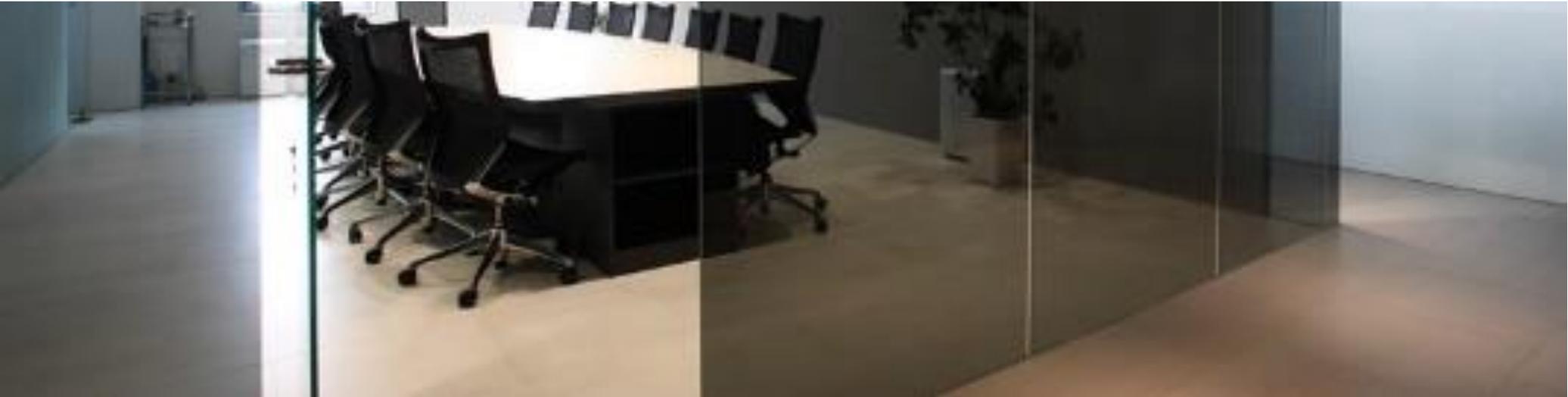
(Percentages are rates of year-on-year increase or decrease) (millions of yen)

		FY3/23 Full-year results	FY3/24		FY3/25		FY3/26	
			Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	Human Resources Service Business	19,080	21,016	10.1%	23,101	9.9%	26,358	14.1%
	Recruiting Business	3,373	3,858	14.4%	5,187	34.5%	7,348	41.7%
	Information Publishing Business	2,320	2,304	(0.7%)	2,493	8.2%	2,683	7.7%
	IT and Internet-Related Business	1,662	1,374	(17.3%)	1,509	9.8%	1,659	9.9%
	Overseas Business	1,358	1,445	6.5%	1,608	11.3%	1,749	8.8%
	Total	27,794	30,000	7.9%	33,900	13.0%	39,800	17.4%
Operating profit	Human Resources Service Business	3,876	4,259	9.9%	4,519	6.1%	4,836	7.0%
	Recruiting Business	645	840	30.1%	1,058	26.0%	2,036	92.4%
	Information Publishing Business	193	231	19.7%	314	35.8%	361	14.9%
	IT and Internet-Related Business	765	655	(14.4%)	690	5.3%	793	15.0%
	Overseas Business	204	130	24.9%	177	35.6%	209	17.9%
	Adjustment	(1,099)	(1,157)	—	(1,310)	—	(1,387)	—
	Total	4,487	4,960	10.5%	5,450	9.9%	6,850	25.7%

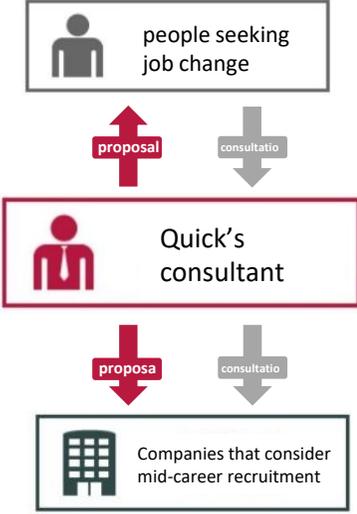
Note 1: We use the rolling method to revise our (three-year) Medium-term Plan in each fiscal year.



Supplementary Materials



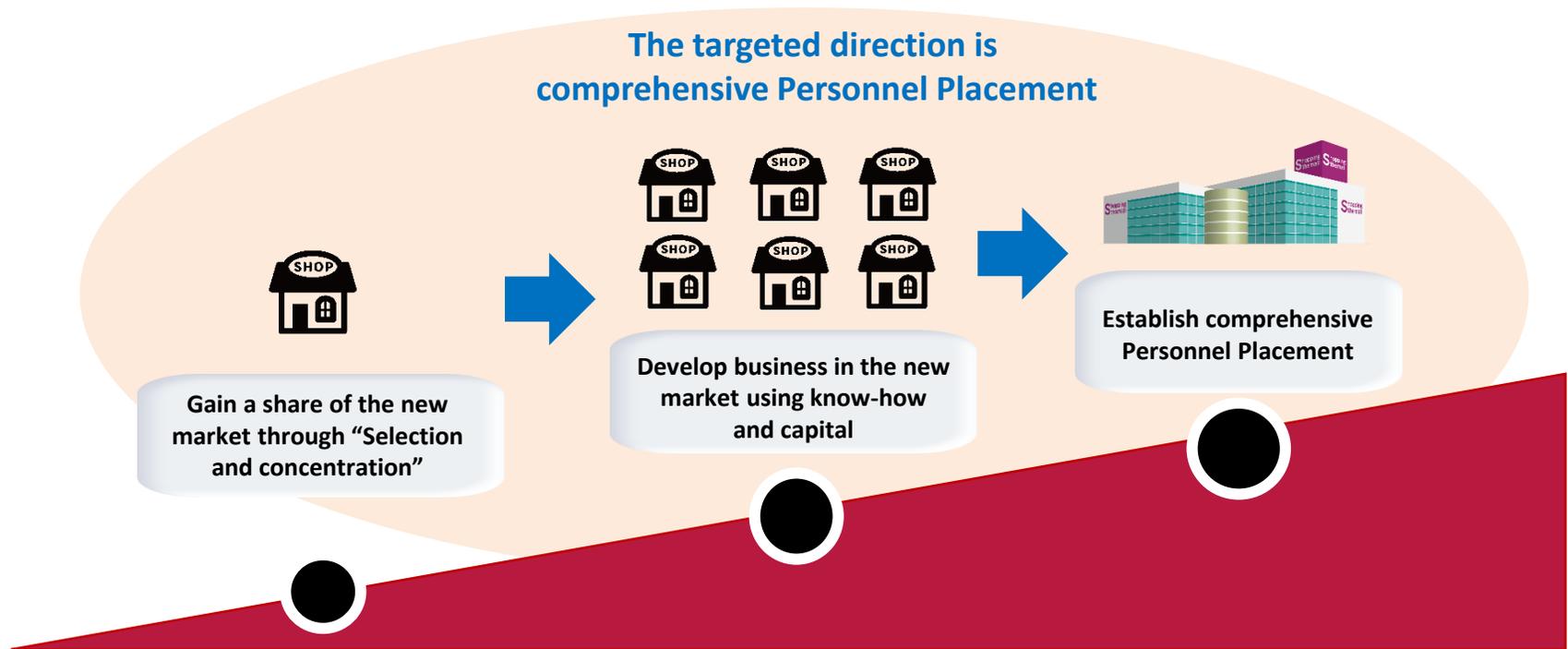
Characteristics of Quick's Personnel Placement Business

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> <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>Kango Ga Wakarū Electrocardiograms (book)</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

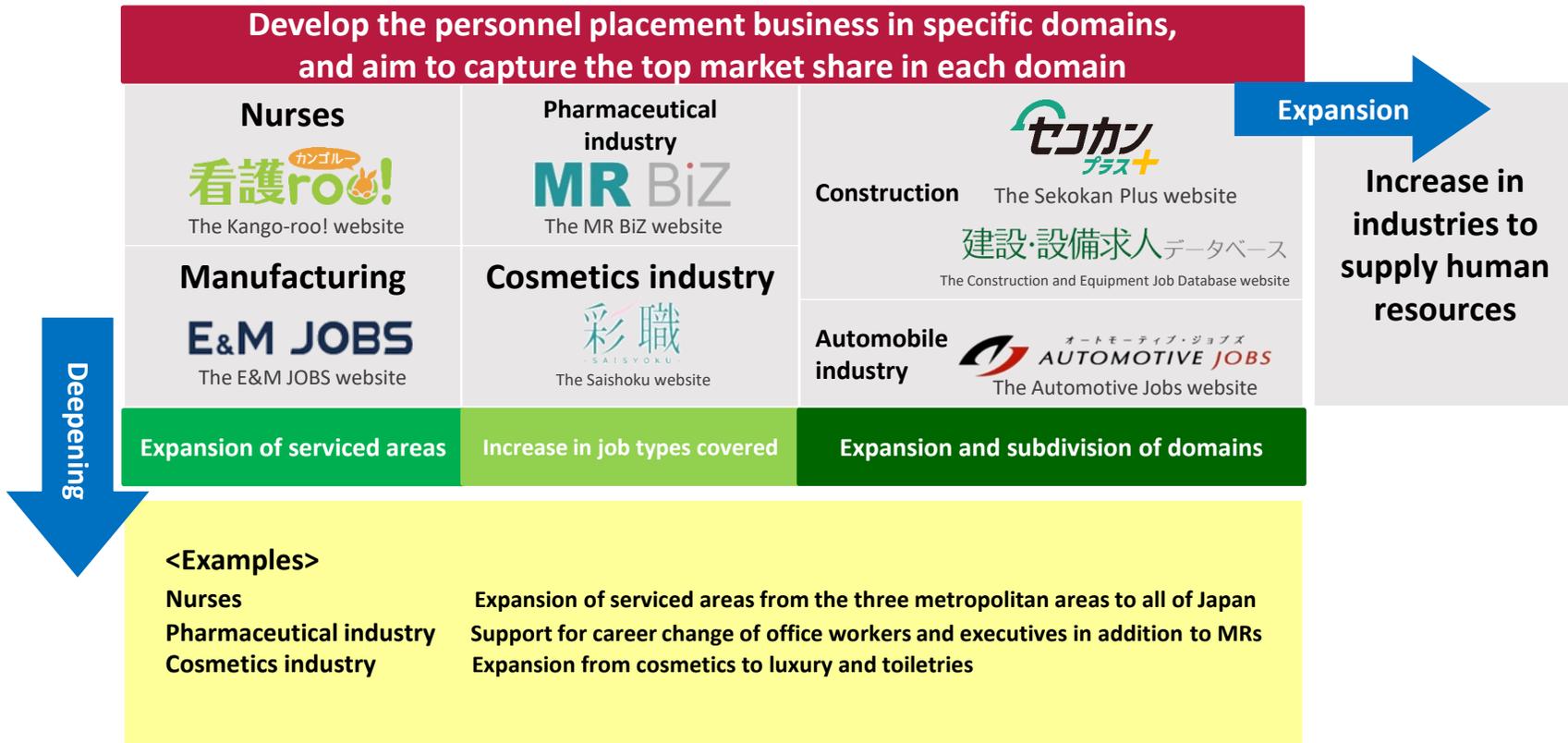
Development of new domains in the Personnel Placement business.

“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 6.01 times *3. (as of Feb. 2023)</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)

Certified as Platinum Partner, the highest rank of the Sales Agent Partner Program by Indeed (Jan.1, 2023)

As a sales agent of job search engine Indeed, the QUICK Group* was certified as Platinum Partner, the highest rank of the Sales Agent Partner Program by Indeed. (* QUICK Co., Ltd., HR Vision Co., Ltd., and Colorful Company, Inc. were certified.)



“Sales Agent Partner Program by Indeed”

Indeed, a world leading job search engine whose services are provided in more than 60 countries and 28 languages, presents particularly excellent and proven certified partners (of the agents that are officially certified sales agents of Indeed) with the special Platinum Partners, Gold Partners, Silver+ Partners, or Silver Partners certifications. Of 98 specially certified partners in Japan, only three partners including the Group were certified as Platinum Partners. (As of May 9, 2023)

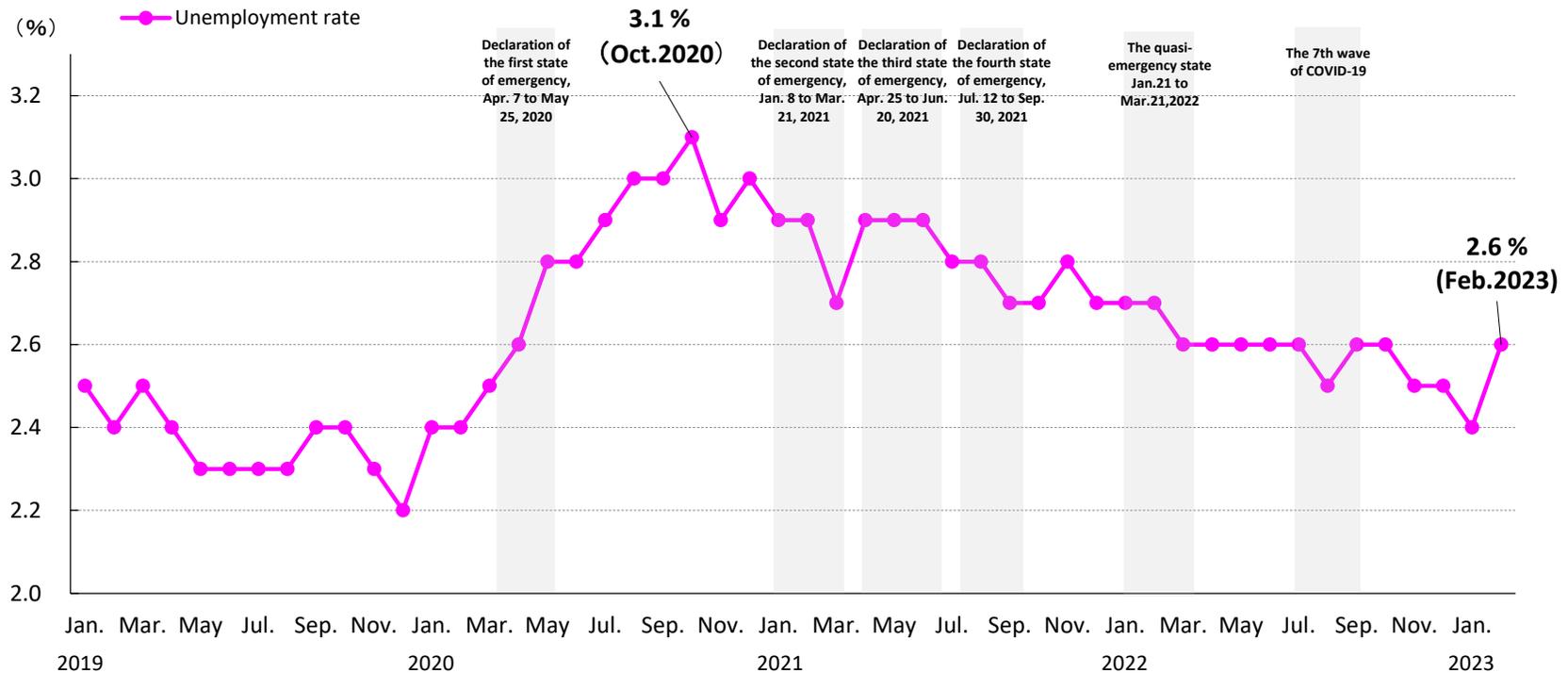
QUICK USA, Inc. opens new bases

Our consolidated subsidiary QUICK USA, Inc. opened new bases in Dallas, Texas in January 2022, in Chicago, Illinois in December 2022 and in Irvine, California in April 2023. The Group will continue to actively expand its overseas bases, aiming to expand our overseas business.



Market Conditions (1) Unemployment Rate

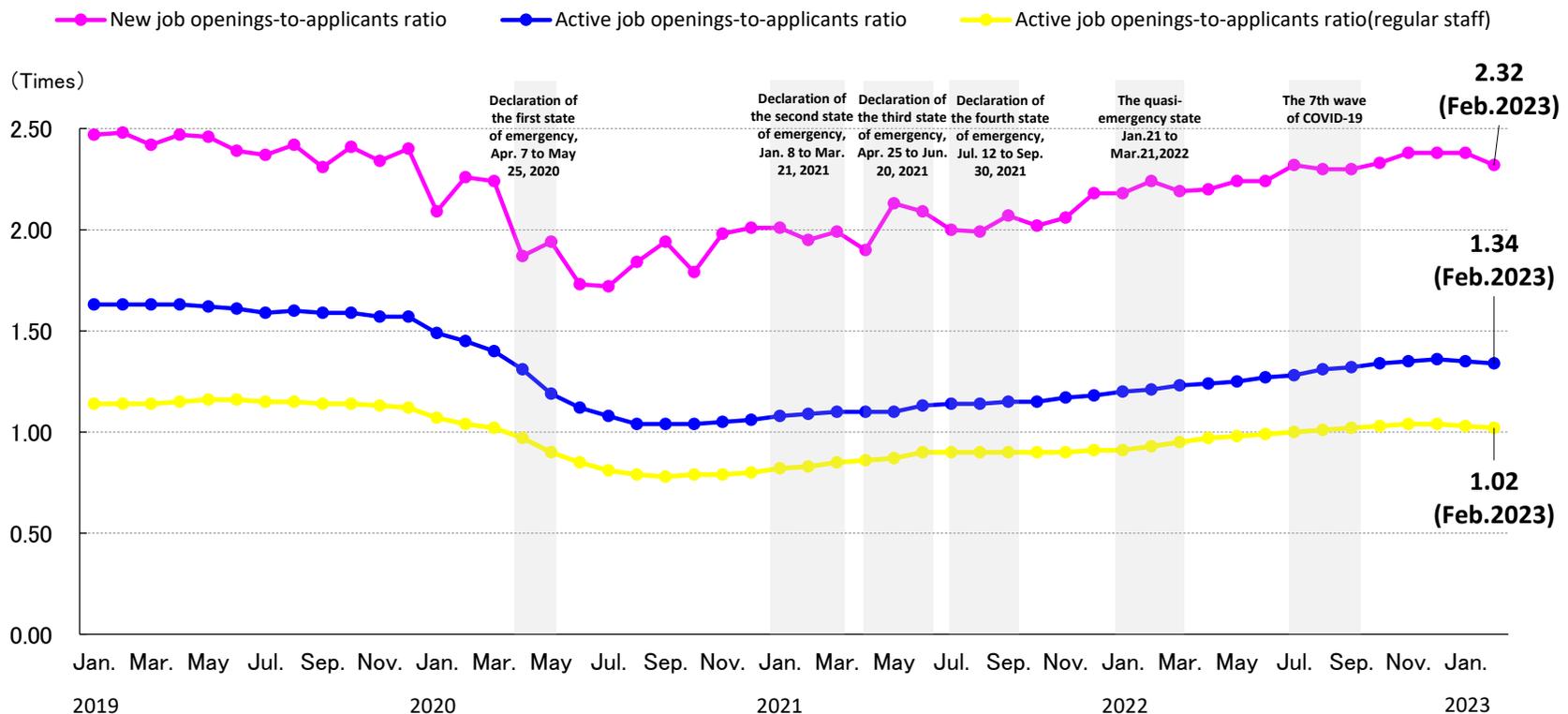
Unemployment rate peaked in October 2020 and is now improving.



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

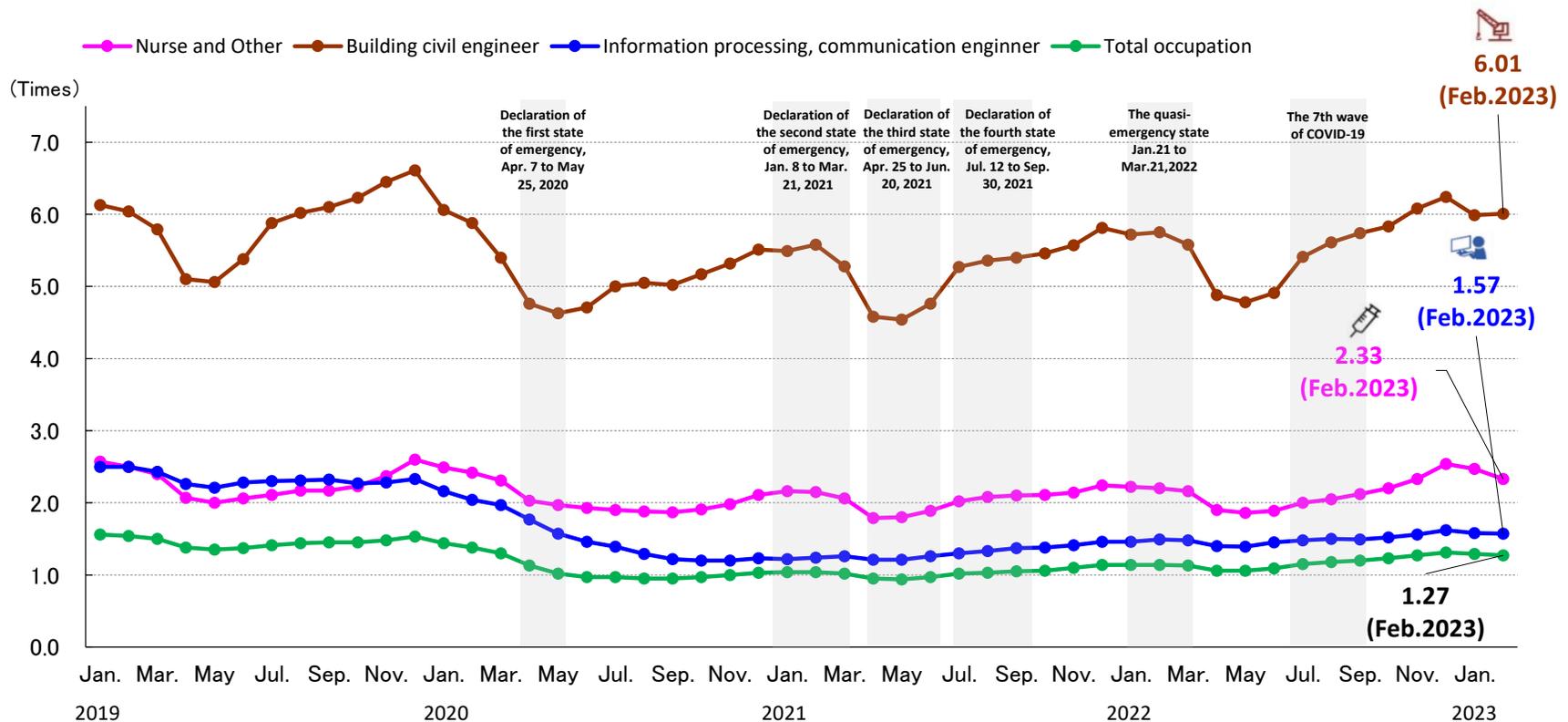
The new job openings-to-applicants ratio, active job openings-to-applicants ratio and active job openings-to-applicants for full-time employment ratio have recovered to pre-COVID-19 pandemic levels.



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

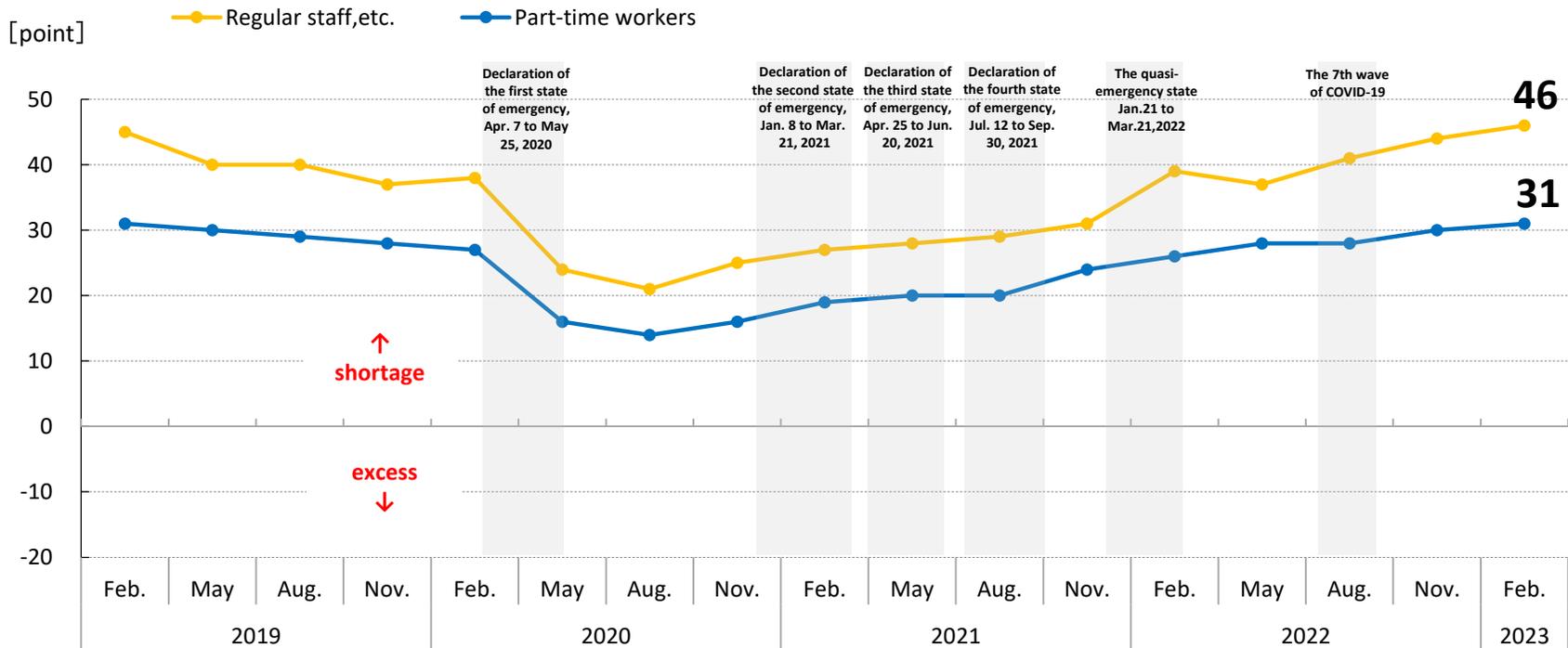
Active job openings-to-applicants ratio for the Group's priority job categories remains high even in the COVID-19 pandemic.



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.

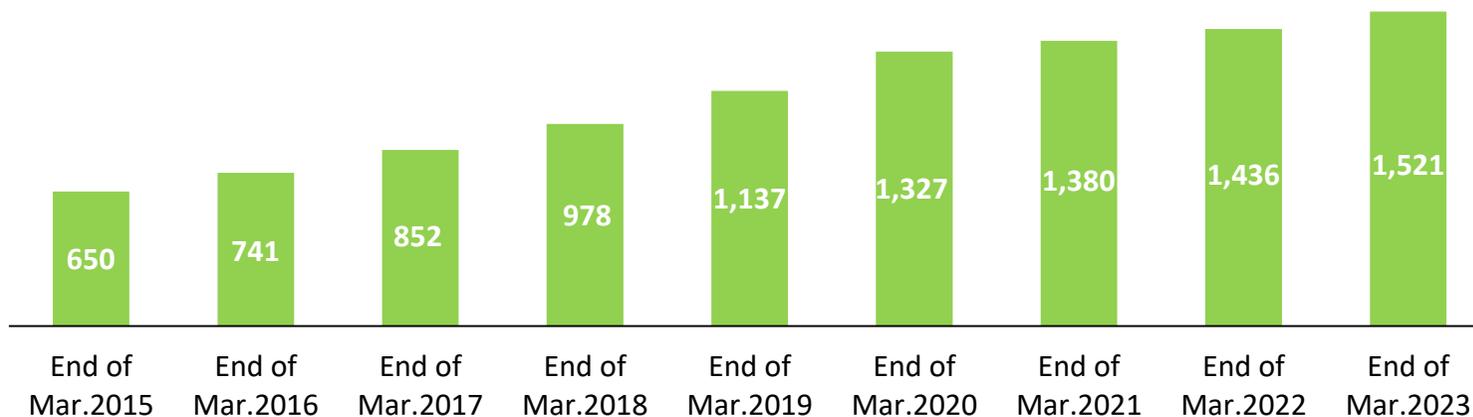
Note 1: The ministry performs a labor shortage survey using questionnaires every three months that covers about 5,800 business sites in all areas of Japan.

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
85 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>看護roo! 転職サポート</p> <p>The Kango roo! website</p>	Recruiting site for nursing care professionals	<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>建設・設備求人データベース</p> <p>The Construction and Equipment Job Database website</p>	Recruiting site for construction, facilities management and industrial plant professionals	Easy to locate jobs that match professional qualifications, experience, desired locations and other parameters.
 <p>セコカン プラス+</p> <p>The Sekokan Plus website</p>	Career information website specialized in construction management	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>MR BiZ</p> <p>The MR BiZ website</p>	Site for viewing and comparing information required by MRs	Support for medical representatives (drug salespeople) seeking a different job to sell a promising new drug or better compensation and other working conditions.
 <p>製薬業界の転職支援 アンサーズ</p> <p>Answers</p> <p>The Answers website</p>	Recruiting site for all types of pharmaceutical industry jobs	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>AnswersNews</p> <p>The Answers News website</p>	News about the pharmaceutical industry	A broad range of news about the pharmaceutical industry presented in a format that makes topics, issues and other information easy to understand.

Media

Personnel Placement Services 2/2

	Category	Services
 <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 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 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 431 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</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>



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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.