 **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, 2024 (FY3/24)**

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**November 8 ,2023**

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# 1H FY3/24 Consolidated Financial Highlights

## 1H FY3/24 Consolidated Financial Highlights 1

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

Net sales

**15,798** million yen

Up 6.7% YoY  
Down 0.6% vs. plan

Operating profit

**4,030** million yen  
Up 10.5% YoY  
Up 5.7% vs. plan

Ordinary profit

**4,077** million yen  
Up 11.0% YoY  
Up 6.2% vs. plan

Profit attributable to owners of parent

**2,811** million yen  
Up 10.8% YoY  
Up 6.1% vs. plan

# 1H FY3/24 Consolidated Financial Highlights 2

## POINT 1

### Operating Environment

**Employment situation as a tailwind.**  
(The job openings-to-applicants ratio remained high and the unemployment rate remained at a low level.)

Corporate recruiting needs increased in a wide range of fields because of the downgrading of the legal status of COVID-19 to Class 5 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 highly specialized areas where there is a strong shortage of human resources.
- ◎ Strengthened coordination between the group companies.
- ◎ Strengthened recruitment of human resources and human resources development.
- ◎ The improvement of employee treatment.

# 1H FY3/24 Consolidated Financial Highlights by Segment

Both sales and profit significantly increased because the mainstay Human Resources Service Business drove business performance improvements! Information Publishing Business and Overseas Business remained strong! Recruiting Business and HR Platform Business faced challenges.

Human Resources Service Business	Net sales	<b>11,611</b> million yen	Operating profit	<b>3,801</b> million yen
Recruiting Business	Net sales	<b>1,507</b> million yen	Operating profit	<b>189</b> million yen
Information Publishing Business	Net sales	<b>1,245</b> million yen	Operating profit	<b>201</b> million yen
HR Platform Business	Net sales	<b>604</b> million yen	Operating profit	<b>290</b> million yen
Overseas Business	Net sales	<b>829</b> million yen	Operating profit	<b>158</b> million yen



# 1H FY3/24 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



HR Platform Business



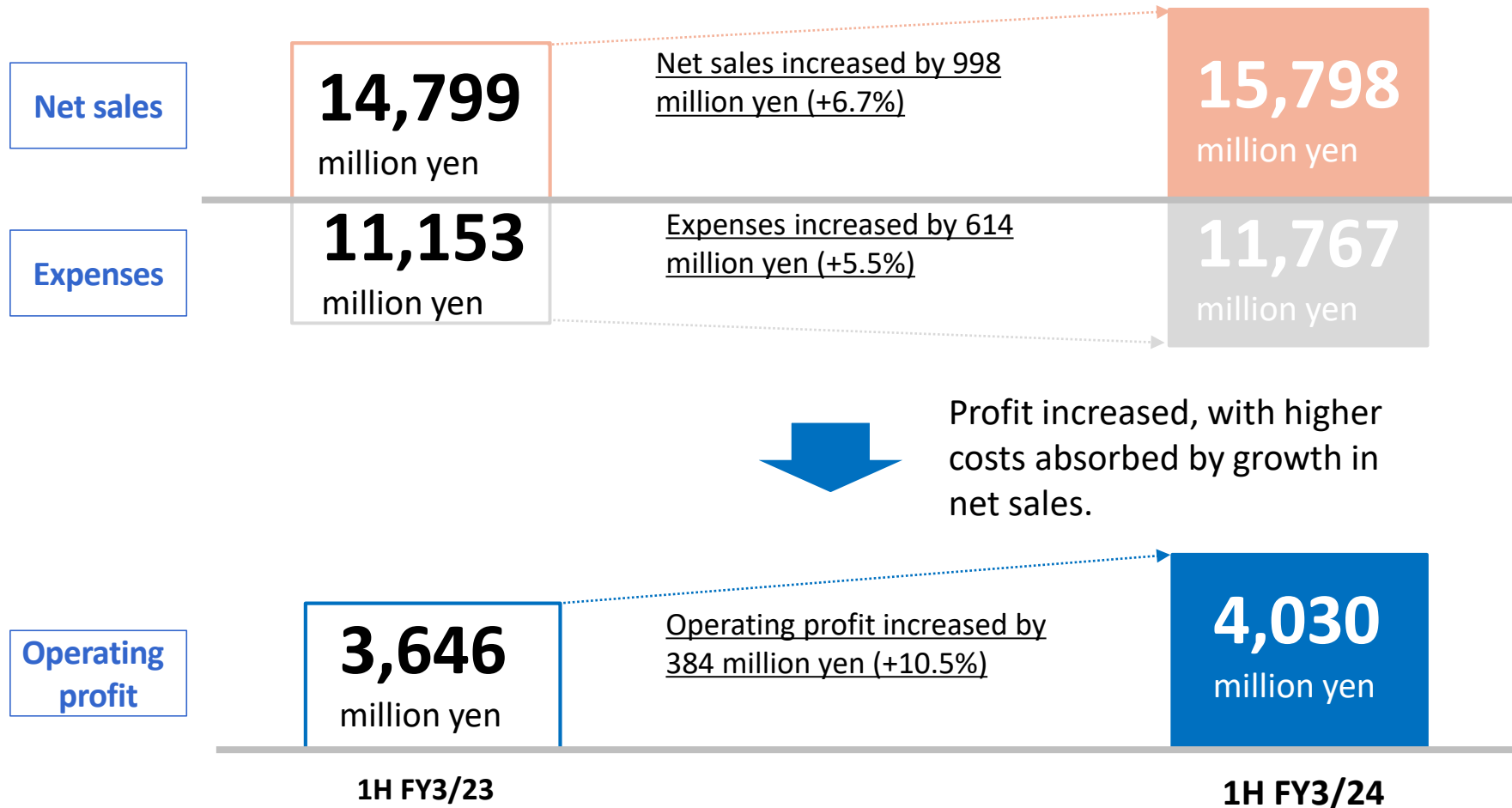
# 1H FY3/24 Financial Results (YoY Change/Vs. Plan)

## 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 FY3/24 Results	1H FY3/23 Results			1H FY3/24 Plan		
		Results	YoY Change [amount]	YoY Change [%]	Plan	Vs. Plan [amount]	Vs. Plan [%]
Net sales	<b>15,798</b>	14,799	998	6.7%	<b>15,899</b>	<b>(101)</b>	<b>(0.6%)</b>
Gross profit	<b>11,247</b>	10,310	937	9.1%	<b>11,378</b>	<b>(130)</b>	<b>(1.1%)</b>
Selling, general and administrative expenses	<b>7,216</b>	6,663	552	8.3%	<b>7,562</b>	<b>(346)</b>	<b>(4.6%)</b>
Operating profit	<b>4,030</b>	3,646	384	10.5%	<b>3,815</b>	<b>215</b>	<b>5.7%</b>
Ordinary profit	<b>4,077</b>	3,674	403	11.0%	<b>3,838</b>	<b>238</b>	<b>6.2%</b>
Profit attributable to owners of parent	<b>2,811</b>	2,537	274	10.8%	<b>2,649</b>	<b>162</b>	<b>6.1%</b>

# 1H FY3/24 Analysis of Change in Operating Profit



# 1H FY3/24 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)

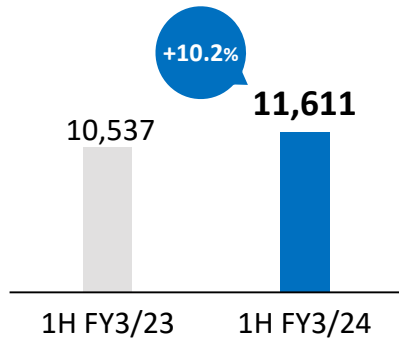
		1H FY3/24 Results	1H FY3/23 Results			1H FY3/24 Plan		
			Results	YoY Change [amount]	YoY Change [%]	Plan	Vs. Plan [amount]	Vs. Plan [%]
Net sales	Human Resources Service Business	11,611	10,537	1,073	10.2%	11,635	(24)	(0.2%)
	Recruiting Business	1,507	1,590	(83)	(5.2%)	1,755	(248)	(14.1%)
	Information Publishing Business	1,245	1,109	136	12.3%	1,124	120	10.7%
	HR Platform Business	604	972	(368)	(37.9%)	684	(80)	(11.8%)
	Overseas Business	829	589	240	40.7%	698	130	18.7%
	Total	15,798	14,799	998	6.7%	15,899	(101)	(0.6%)
Operating profit	Human Resources Service Business	3,801	3,327	473	14.2%	3,595	205	5.7%
	Recruiting Business	189	284	(95)	(33.5%)	300	(110)	(37.0%)
	Information Publishing Business	201	40	160	393.2%	97	103	105.6%
	HR Platform Business	290	428	(137)	(32.0%)	340	(49)	(14.6%)
	Overseas Business	158	61	96	156.3%	60	98	163.9%
	Adjustment	(610)	(496)	(114)	—	(579)	(31)	—
	Total	4,030	3,646	384	10.5%	3,815	215	5.7%

# 1H FY3/24 Segment Results (Human Resources Service Business)

## Results

### Net sales

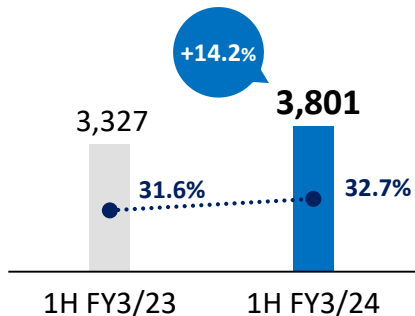
(millions of yen)



### Operating profit

(millions of yen)

Operating margin



### Operating Environment

Corporate hiring needs remained strong in key areas such as construction, electronics/machinery and automobiles. 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 983 million yen YoY

Personnel Placement services for key areas (construction, electrical/mechanical engineer, etc.) grew steadily!



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



The Answers website  
(The Answers website is for people at pharmaceutical companies looking for a different job)



The E&M JOBS website  
(The E&M JOBS website lists job opportunities for engineers looking for different job)

### Temporary staffing Increased by 109 million yen YoY

Temporary staffing of nurses and childcare workers grew 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 in the Kansai and Tokai)

### Nursery school operations

Decreased by 15 million yen YoY

Sales decreased due to the number of children below the quotas.



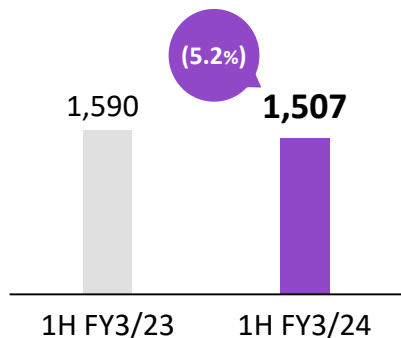
Koguma-no-Mori Daycare Center in Kitanoda

# 1H FY3/24 Segment Results (Recruiting Business)

## Results

### Net sales

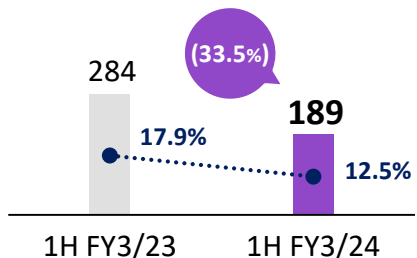
(millions of yen)



### Operating profit

(millions of yen)

Operating margin



### Operating Environment

Corporate recruiting needs further improved in non-manufacturing industries such as the restaurant, hotel and service sectors, mainly reflecting the relaxation of COVID-19-related movement restrictions. Recruitment needs remained robust in medical and welfare sectors, which are suffering from chronic labor shortages.

## Progress in the services of the Recruiting Business

### ➤ Recruiting advertising / Event Decreased by 92 million yen YoY

The handling of media for recruiting new college graduates also performed steadily due to the increased corporate appetite to recruit new college graduates!

Revenue from the handling of media for recruiting part-time and temporary staff decreased and the handling of media for recruiting full-time employees targeting mid-career recruiting continued to face difficult situation due to a decline in advertising effectiveness caused by intensified competition with peers and a robust job market.

### ➤ Indeed Increased by 99 million yen YoY

Sales continued to increase steadily although they were below the plan, reflecting a decrease in the number of postings by temporary staffing companies and increased competition with peers!



### ➤ Recruiting consultation-related Decreased by 12 million yen YoY

The consulting service field such as program development for internships and company information sessions for new graduate recruiting grew steadily, but revenue from the production field such as recruitment websites and company guides decreased.



The Saiyo Salon

(Information of services for recruiting consultation)



STRUCT ACADEMY

(Workshop for learning about the framework of recruiting strategies)



STRUCT FINDER

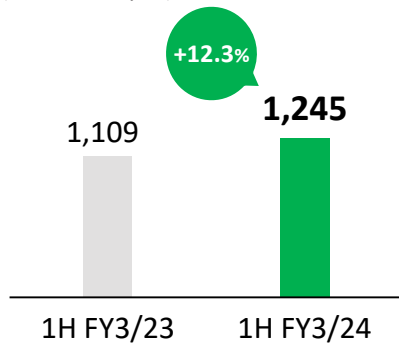
(An analytical tool that clarifies the unique value of a company)

# 1H FY3/24 Segment Results (Information Publishing Business)

## Results

### Net sales

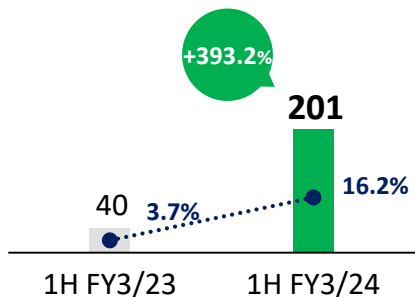
(millions of yen)



### Operating profit

(millions of yen)

Operating margin



### Operating Environment

In Cocolor Tenshoku, which is a business of focus, recruitment needs arose in connection with new factory construction by major manufacturers, etc. In August, the job openings-to-applicants ratio in the Hokuriku region and Niigata remained higher than the national average, with brisk corporate recruiting needs.

## Progress in the services of the Information Publishing Business

### Cocolor Increased by 85 million yen YoY

Drove business performance with a significant expansion of the career change domain! The housing and bridal domains also expanded steadily!



Cocolor(consulting service)

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



Cocolor Tenshoku

(a career-change website for the Hokuriku area)

### Lifestyle information magazines

Increased by 7 million yen YoY

The handling of advertisement placements for sales promotion and recruiting advertisement grew steadily, but the handling of housing advertisement slowed down, with the result that the overall performance leveled off.



Kanazawa Joho



Iezukuri Navi

### Posting

Increased by 13 million yen YoY

Sales increased with a strong performance in the handling of housing flyers!



Posting (flyers) service

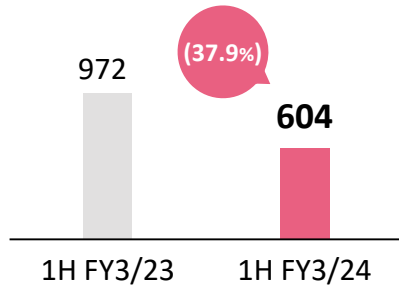
# 1H FY3/24 Segment Results (HR Platform Business)

## Results

### Net sales

(millions of yen)

\*Down 10.0% YoY excluding the impact of Kronos

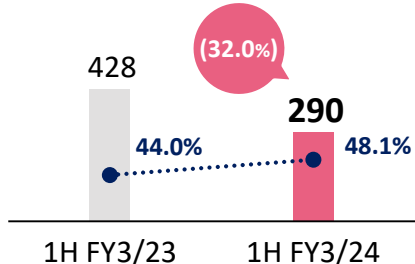


### Operating profit

(millions of yen)

Operating margin

\*Down 22.5% YoY excluding the impact of Kronos



### Operating Environment

Demand for capital investment to improve business efficiency and promote DX, whereby resolving issues in the HR domain, as well as sales promotion needs for services related to recruiting and HR development, remained strong.

### Progress in the services of the HR Platform Business

➤ **Nihon no Jinjibu related service** Decreased by 67 million yen YoY

Ad placements by companies offering training and human resource development services remained steady, but those by companies in the HR technology domain decreased, resulting in a struggle.



**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 2023-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)

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

❑ Operating results for the first half of the fiscal year ending March 31, 2024 do not include operating results of Kronos (excluded from consolidation in the second half of the fiscal year ended March 31, 2023).

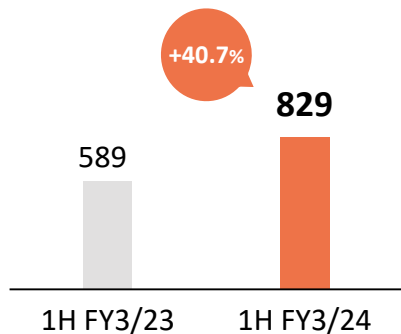
❑ Excluding the impact of Kronos, sales of the HR Platform Business decreased 10.0% year-on-year and operating profit declined 22.5%.

# 1H FY3/24 Segment Results (Overseas Business 1)

## Results

### Net sales

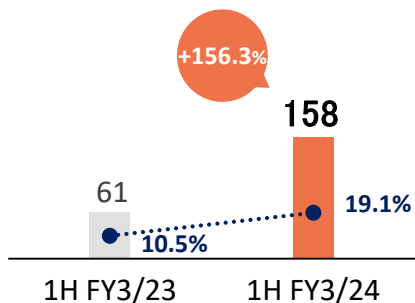
(millions of yen)



### Operating profit

(millions of yen)

• Operating margin



### Operating Environment

In the U.S. and U.K. recruiting needs remained strong. In Mexico, recruiting needs were generated, partly reflecting the transfer of factories from China to Mexico in response to the U.S.-China issues. In Asia, corporate recruiting needs were mainly to fill vacancies.

## Progress in the services of the Overseas Business

➤ **USA** Increased by 158 million yen YoY / **MEXICO** Increased by 29 million yen YoY / **UK** Increased by 46 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 MEXICO



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

➤ **International career change support** Increased by 41 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** Increased by 5 million yen YoY / **VIETNAM** Decreased by 2 million yen YoY / **THAILAND** Increased by 2 million yen YoY

- In Shanghai, sales from personnel placement declined against the backdrop of economic downturn, but the personnel and labor consulting business grew steadily.
- In Vietnam, amid the economic slowdown, efforts to develop new clients, including those in the medical field, resulted in a trend of improvement in personnel placement.
- In Thailand, efforts to cultivate companies with high recruitment needs and to bolster sales have led to an expansion in personnel placement.



# 1H FY3/24 Segment Results (Overseas Business 2)

The Group opened new bases in Amsterdam, Netherlands in April 2023, in Atlanta, Georgia in September 2023. The Group will continue to actively expand its overseas bases, aiming to expand our overseas business.



**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)

	1H FY3/24 Results		FY3/24 Full year plan	
	Results	YoY Change [%]	Plan	YoY Change [%]
Net sales	<b>15,798</b>	<b>6.7%</b>	<b>30,000</b>	<b>7.9%</b>
Gross profit	<b>11,247</b>	<b>9.1%</b>	<b>20,400</b>	<b>10.7%</b>
Selling, general and administrative expenses	<b>7,216</b>	<b>8.3%</b>	<b>15,440</b>	<b>10.8%</b>
Operating profit	<b>4,030</b>	<b>10.5%</b>	<b>4,960</b>	<b>10.5%</b>
Ordinary profit	<b>4,077</b>	<b>11.0%</b>	<b>5,000</b>	<b>10.0%</b>
Profit attributable to owners of parent	<b>2,811</b>	<b>10.8%</b>	<b>3,353</b>	<b>2.8%</b>
Dividend per share (yen)	<b>36</b>	<b>+10</b>	<b>72</b>	<b>+2</b>

# 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)

		1H FY3/24 Results		FY3/24 Full year plan	
		Results	YoY Change [%]	Plan	YoY Change [%]
Net sales	Human Resources Service Business	11,611	10.2%	21,016	10.1%
	Recruiting Business	1,507	(5.2%)	3,858	14.4%
	Information Publishing Business	1,245	12.3%	2,304	(0.7%)
	HR Platform Business	604	(37.9%)	1,374	(17.3%)
	Overseas Business	829	40.7%	1,445	6.5%
	Total	15,798	6.7%	30,000	7.9%
Operating profit	Human Resources Service Business	3,801	14.2%	4,259	9.9%
	Recruiting Business	189	(33.5%)	840	30.1%
	Information Publishing Business	201	393.2%	231	19.7%
	HR Platform Business	290	(32.0%)	655	(14.4%)
	Overseas Business	158	156.3%	130	24.9%
	Adjustment	(610)	—	(1,157)	—
	Total	4,030	10.5%	4,960	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 and contents of websites operated by the Company to expand the engineering domain.

Recruitment and training of consultants. Entry into new markets.

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

	1H FY3/24 Results	YoY Change [%]	FY3/24 Full year plan	YoY Change [%]
Net sales	11,611	10.2%	21,016	10.1%
Operating profit	3,801	14.2%	4,259	9.9%

### Outlook

- In the first half, both sales and profit increased due to steady expansion of personnel placement in areas of focus (construction, electrical/mechanical engineer, etc.) as well as dispatching of nurses and childcare workers.
- Given the situation in the first half, both sales and profit are expected to be in line with the forecast.

# FY3/24 Business Segment Forecasts (Recruiting Business)

## Recruiting Business

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

**Expand sales of aggregation-type media (Indeed, Kyujin Box). Handle new media. 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)

	1H FY3/24 Results	YoY Change [%]	FY3/24 Full year plan	YoY Change [%]
Net sales	1,507	(5.2%)	3,858	14.4%
Operating profit	189	(33.5%)	840	30.1%

### Outlook

- In the first half, sales declined due to difficult situation of the handling of media for recruiting full-time employees targeting mid-career recruiting, more than offsetting steady expansion in the handling volume of Indeed. Profit also decreased, partly due to an increase in personnel expenses reflecting the improvement of employee treatment.
- In the second half, efforts will be focused on sales expansion of Indeed and Kyujin Box and handling of new media, with an to recover business performance. In addition, the Company will also focus on building a sales structure for improving business performance, including training to strengthen sales capabilities, so both sales and profits are expected to fall short of the full-year forecast.

# 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 domains of “Cocolor”\*.**

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

**Sales of lifestyle information magazines will be maintained due to proposals linked with Web merchandise. Boost sales of Indeed.**

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

	1H FY3/24 Results	YoY Change [%]	FY3/24 Full year plan	YoY Change [%]
Net sales	1,245	12.3%	2,304	(0.7%)
Operating profit	201	393.2%	231	19.7%

### Outlook

- In the first half, both sales and profit increased due to steady performance of lifestyle information magazines and posting services, in addition to significant expansion in the handling in the career change domain of Cocolor and Indeed.
- Given the situation in the first half, both sales and profit are expected to exceed the full-year forecast.

# FY3/24 Business Segment Forecasts (HR Platform Business)

## HR Platform 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)

	1H FY3/24 Results	YoY Change [%]	FY3/24 Full year plan	YoY Change [%]
Net sales	604	(37.9%)	1,374	(17.3%)
Operating profit	290	(32.0%)	655	(14.4%)

### Outlook

- In the first half, both sales and profit declined mainly due to the transfer of shares in Kronos (excluded from consolidation in October 2022), a decrease in advertisement placements from HR technology companies to Nihon no Jinjibu, and an increase in personnel expenses that resulted from improvement of employee treatment.  
(The impact of the transfer of shares in Kronos on net sales was around -300 million yen, and that on operating profit was about -50 million yen.)
- Given the situation in the first half, both sales and profit are expected to fall short of the full-year forecast.



# FY3/24 Business Segment Forecasts (Overseas Business)

## Overseas Business

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

**Reinforce cross-border career change support in North America and Europe.**

**Reinforce personnel and labor consulting in Shanghai.**

**Reinforce recruitment and human resources development.**

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

	1H FY3/24 Results	YoY Change [%]	FY3/24 Full year plan	YoY Change [%]
Net sales	829	40.7%	1,445	6.5%
Operating profit	158	156.3%	130	24.9%

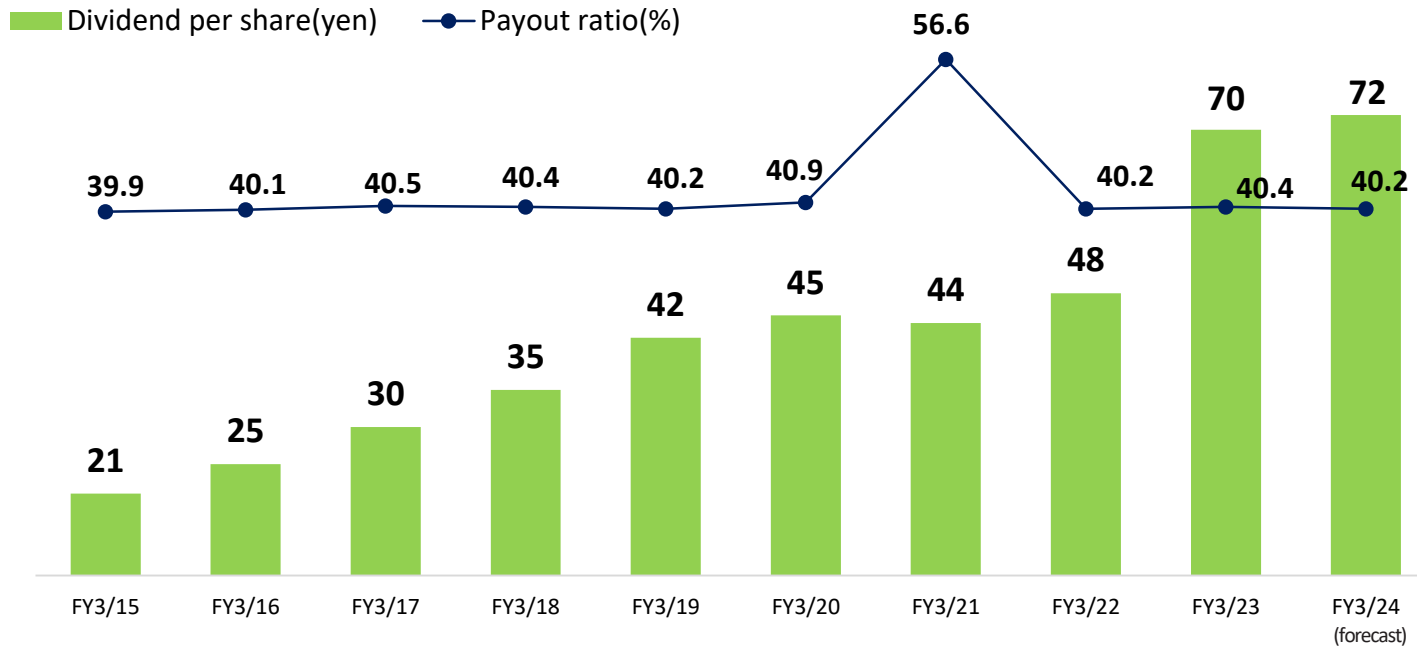
### Outlook

- In the first half, both sales and profit increased due to significant expansion of personnel placement in the U.S. and U.K. Operating profit exceeded the full-year forecast due to the expansion of personnel placement with high gross profit margin.
- Given the situation in the first half, both sales and profit are expected to exceed the full-year forecast.

# 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



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 people in dark suits shaking hands. The hands are clasped in the center, with the fingers interlaced. The background is a blurred, light-colored interior space.

# 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)

	FY/24		FY3/25		FY3/26	
	Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	30,000	7.9%	33,900	13.0%	39,800	17.4%
Gross profit	20,400	10.7%	23,270	14.1%	27,850	19.7%
Selling, general and administrative expenses	15,440	10.8%	17,820	15.4%	21,000	17.8%
Operating profit	4,960	10.5%	5,450	9.9%	6,850	25.7%
Ordinary profit	5,000	10.0%	5,500	10.0%	6,900	25.5%
Profit attributable to owners of parent	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

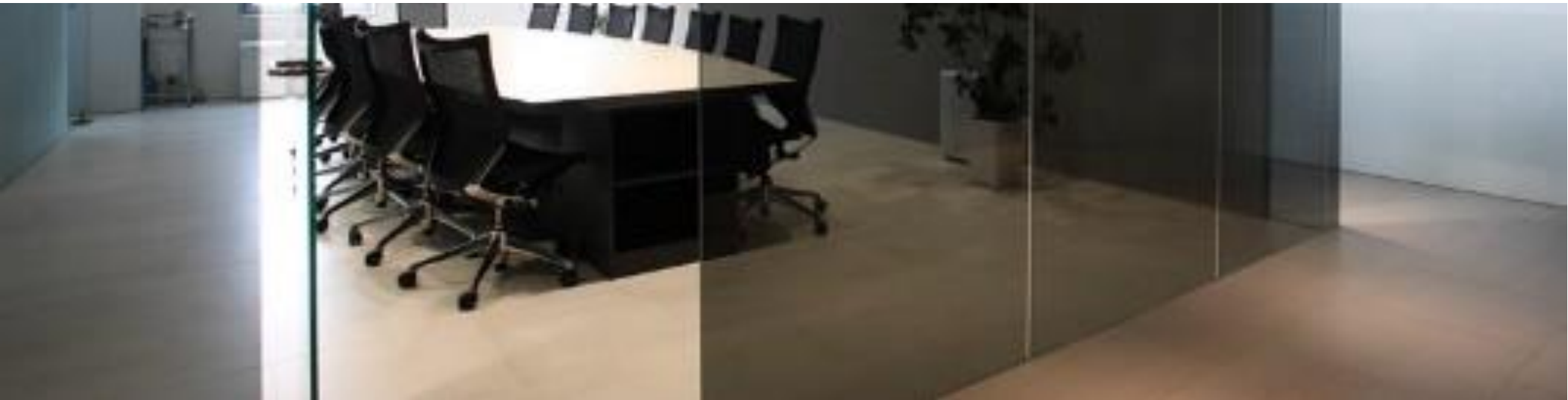
(Percentages are rates of year-on-year increase or decrease) (millions of yen)

		FY3/24		FY3/25		FY3/26	
		Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	Human Resources Service Business	21,016	10.1%	23,101	9.9%	26,358	14.1%
	Recruiting Business	3,858	14.4%	5,187	34.5%	7,348	41.7%
	Information Publishing Business	2,304	(0.7%)	2,493	8.2%	2,683	7.7%
	HR Platform Business	1,374	(17.3%)	1,509	9.8%	1,659	9.9%
	Overseas Business	1,445	6.5%	1,608	11.3%	1,749	8.8%
	Total	30,000	7.9%	33,900	13.0%	39,800	17.4%
Operating profit	Human Resources Service Business	4,259	9.9%	4,519	6.1%	4,836	7.0%
	Recruiting Business	840	30.1%	1,058	26.0%	2,036	92.4%
	Information Publishing Business	231	19.7%	314	35.8%	361	14.9%
	HR Platform Business	655	(14.4%)	690	5.3%	793	15.0%
	Overseas Business	130	24.9%	177	35.6%	209	17.9%
	Adjustment	(1,157)	—	(1,310)	—	(1,387)	—
	Total	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



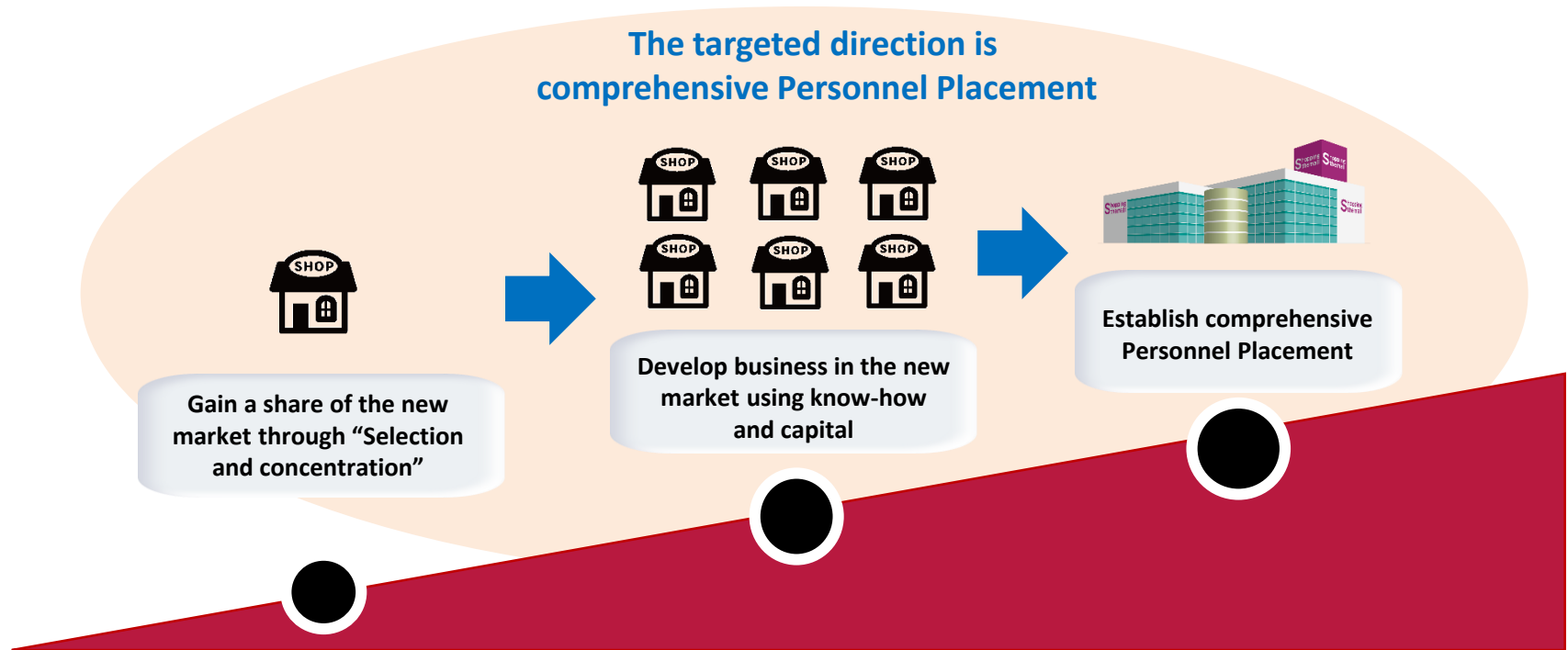
# Characteristics of Quick's Personnel Placement Business

Selection and concentration	Activities to register job applicants	Integrated system
<p><b>Gain market share in specific domains and horizontally develop it</b></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&amp;M JOBS website</p> </div>	<p><b>Acquire people seeking career change through an organic path from Quick's website and its tools</b></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><b>Consultant is responsible for both companies and people seeking job change and achieve highly accurate matching</b></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”

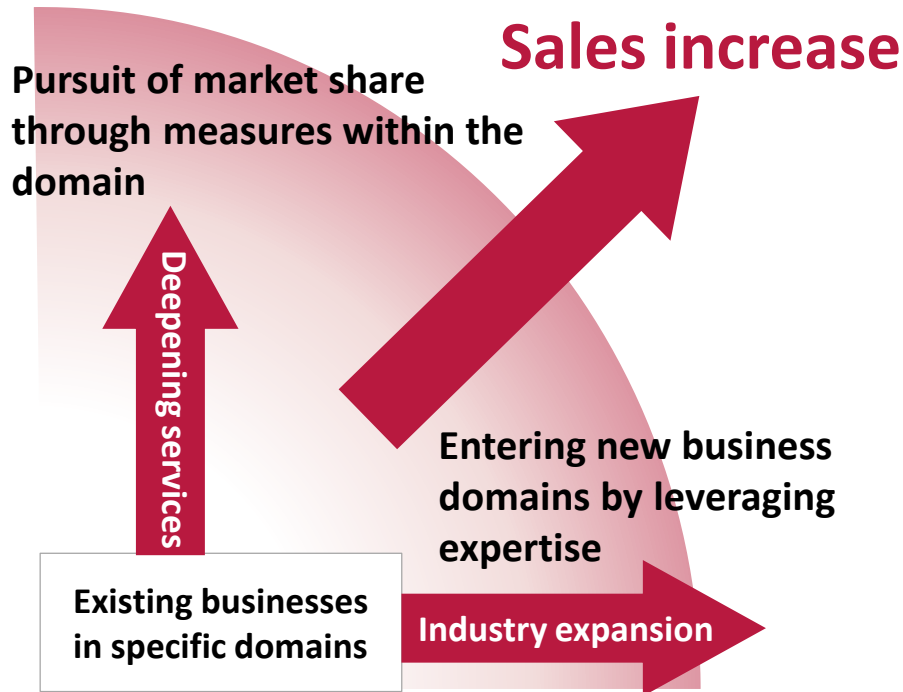




# Direction of the Group's Growth

Deepen specific existing domains in the Personnel Placement business, which is the mainstay business, in pursuit of top market share. At the same time, establish the next pillar for sustainable growth by horizontally deploying expertise in new industries.

## Direction of growth starting from existing businesses






### Policies and measures for deepening services and increasing market share

	Policies	Measures
Construction  建設・設備求人データベース	Increase in job types covered	●Construction: Construction management engineers + Designer, procurement personnel, etc.
Pharmaceutical industry 		●Pharmaceutical: MRs + Office workers, executives
Cosmetics industry 		●Cosmetics: Expansion into luxury and toiletries
Manufacturing 	Expansion of domains	Manufacturing + temporary staffing of engineers, chemical manufacturers, IT
Automobile industry 		
Nurses 	Expansion of serviced areas	●Nurses: Nationwide expansion from the three metropolitan areas

# Personnel Placement Market Outlook

The Personnel Placement market in the domains the Group focuses on is expected to further expand.

 <p><b>Shortage of nurses</b></p>	 <p><b>Shortage of IT human resources</b></p>	 <p><b>Shortage of human resources for construction industry</b></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 5.65 times *3. (as of Aug. 2023)</p>
<p><b>... etc.</b></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.

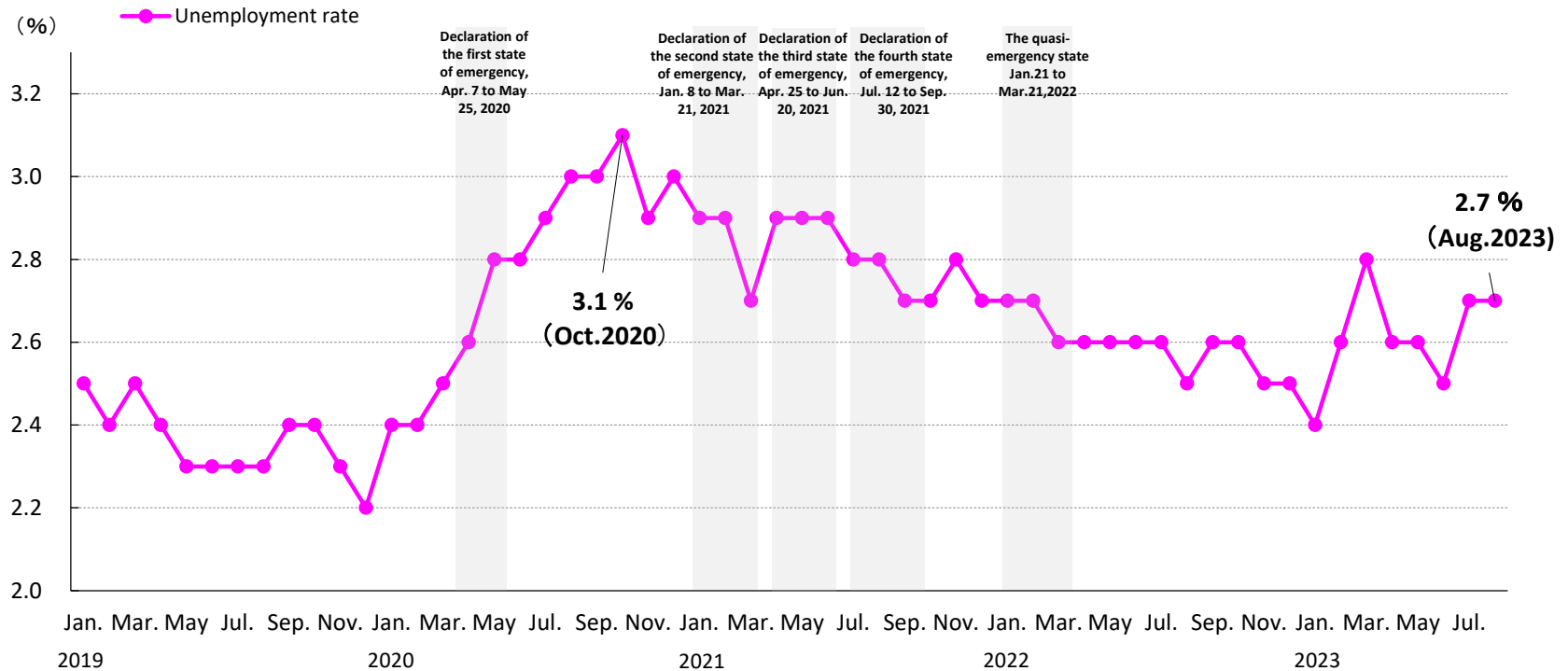
\*1 Source: Ministry of Health, Labour and Welfare Intermediate Report of Subcommittee for Nurse Supply and Demand concerning Supply and Demand for Healthcare Professionals

\*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

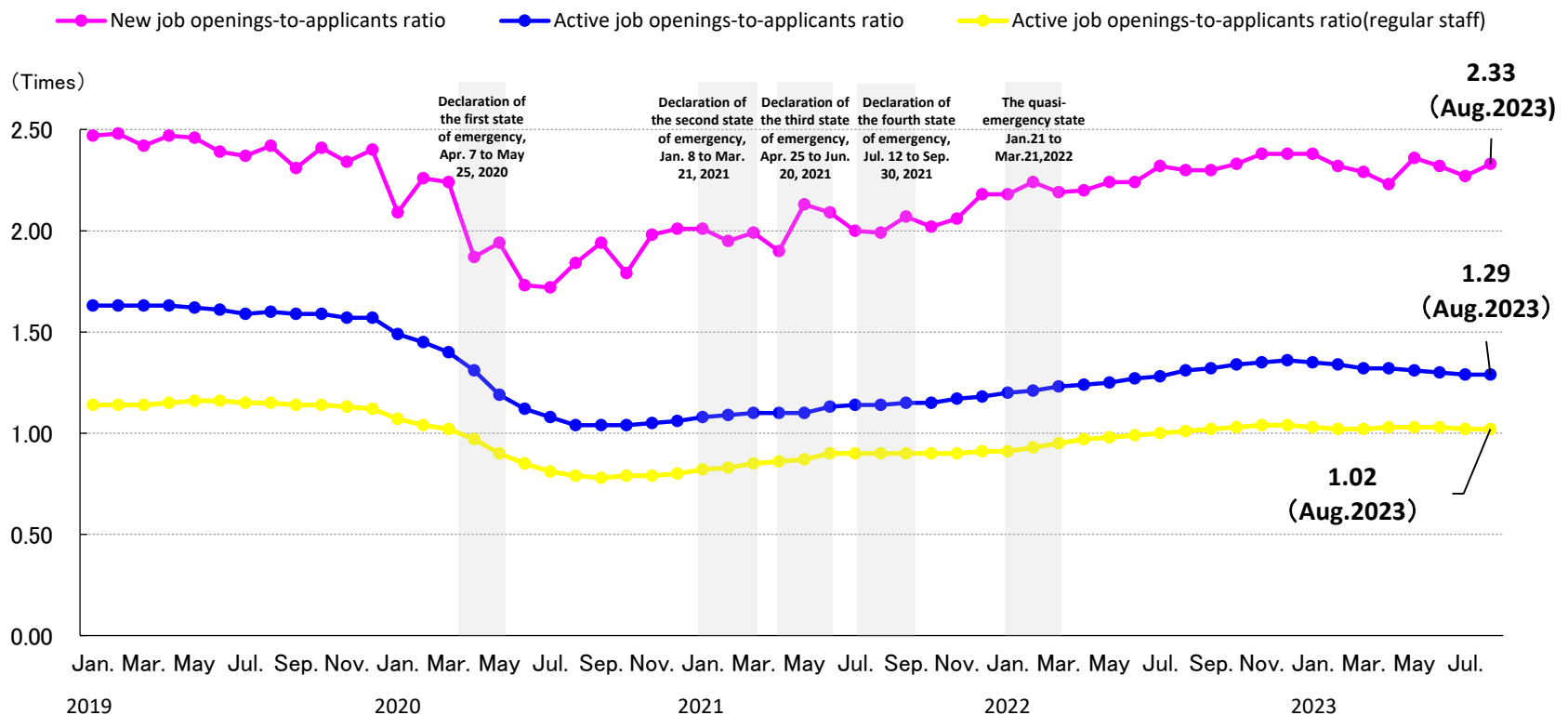
Unemployment rate peaked in October 2020 and is now improving.



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

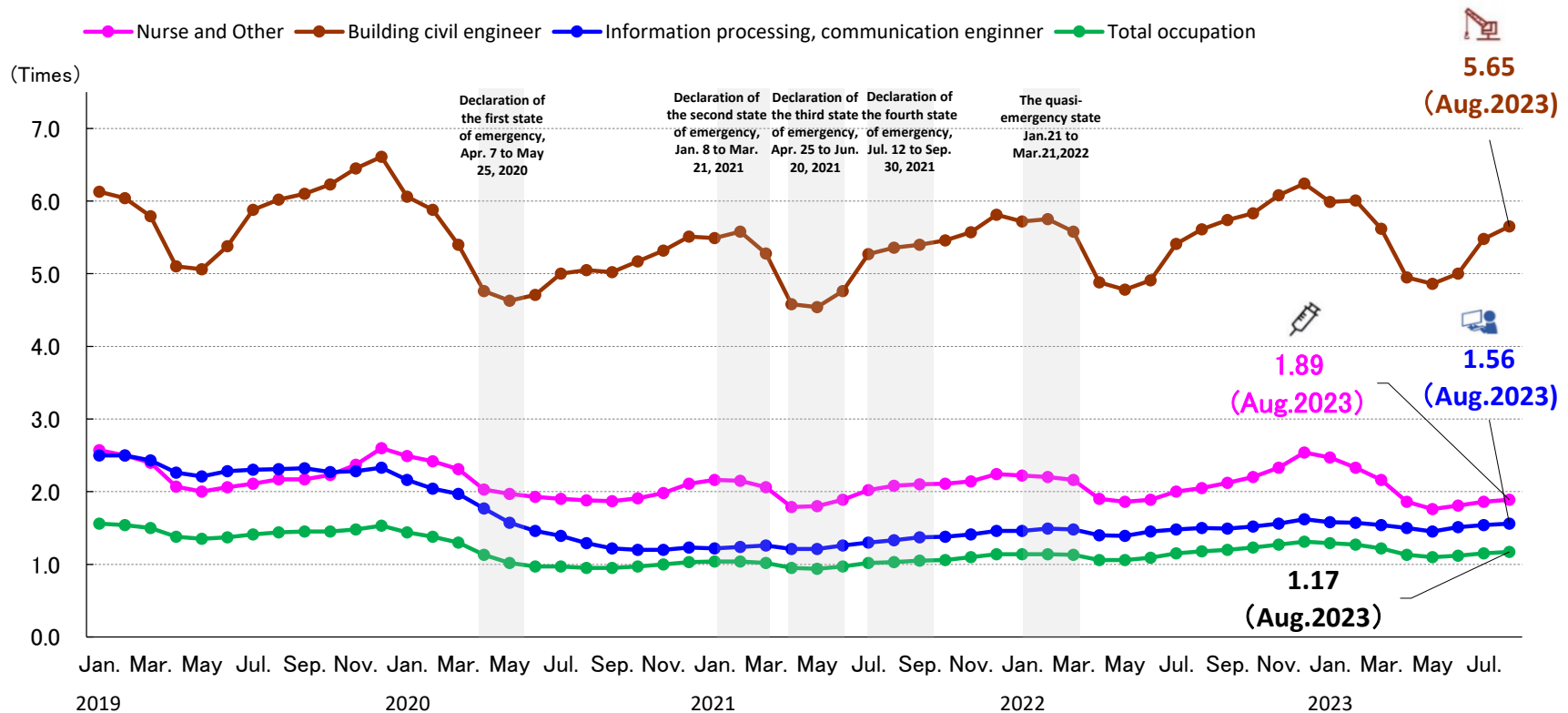
The new job openings-to-applicants ratio, active job openings-to-applicants ratio and active job openings-to-applicants for full-time employment ratio have recovered to pre-COVID-19 pandemic levels.



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

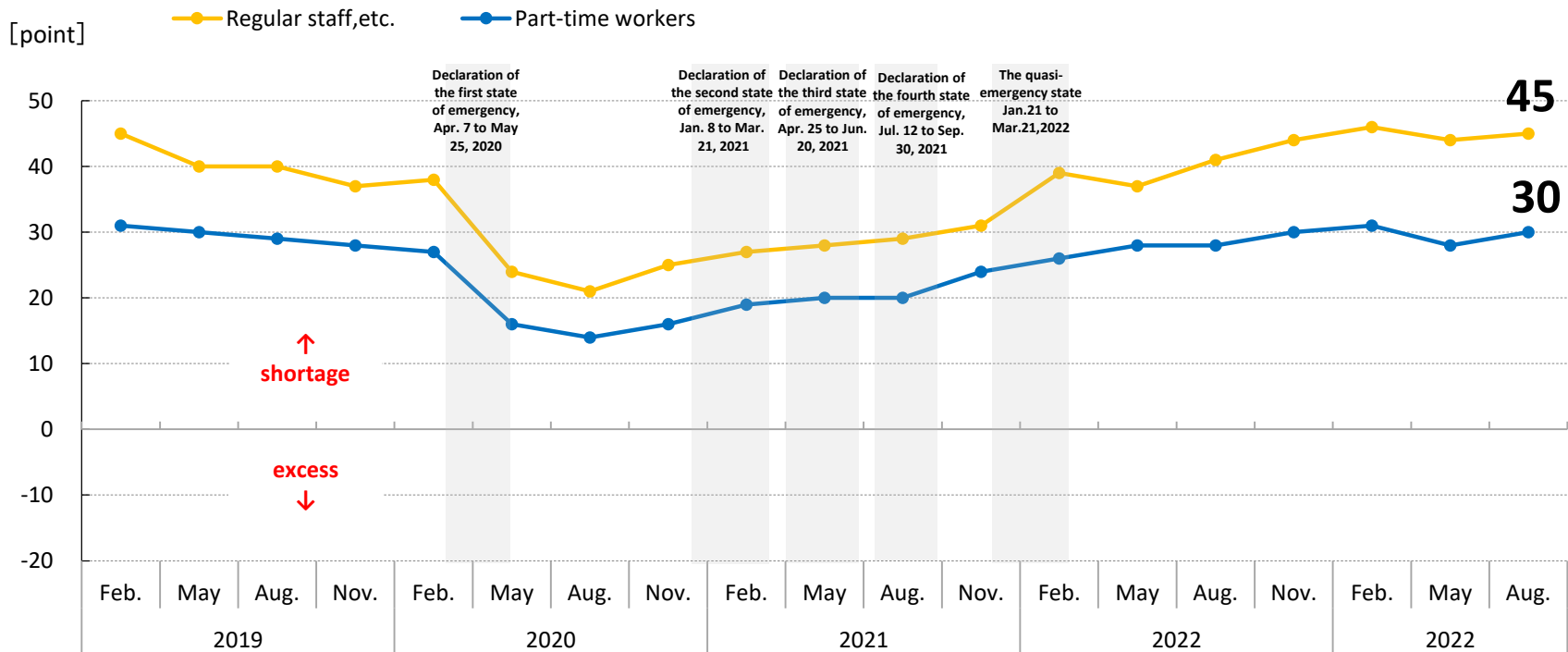
Active job openings-to-applicants ratio for the Group's priority job categories remains high.



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.

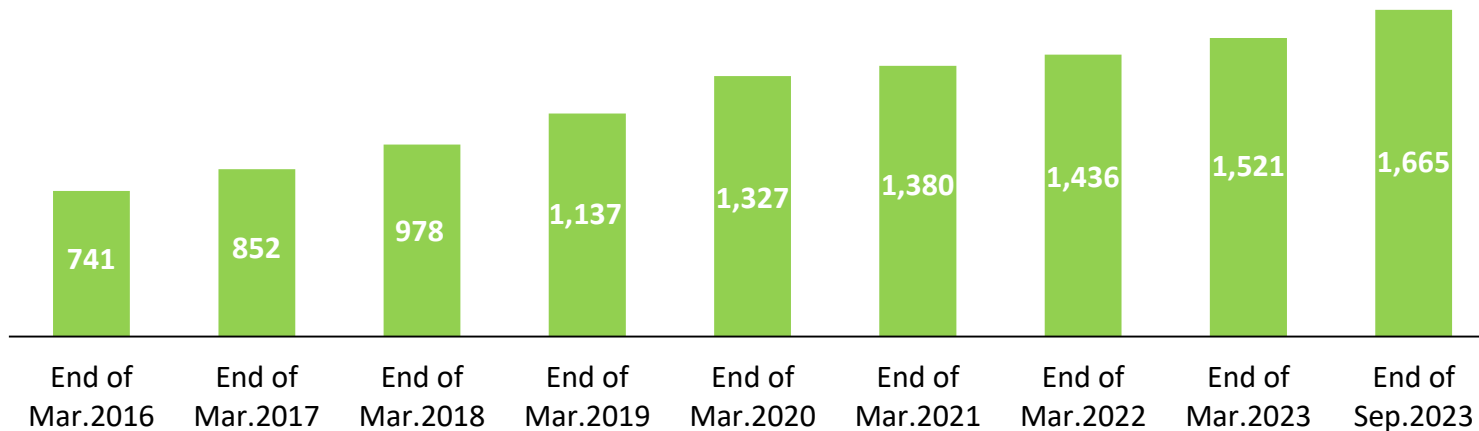
Note 1: The ministry performs a labor shortage survey using questionnaires every three months that covers about 5,800 business sites in all areas of Japan.

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  
**144** from the end of March 2023.

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! -カンゴルー転職- The Kango roo! website</p>	Recruiting site for nursing care professionals	<ul style="list-style-type: none"> <li>○ The largest volume of job listings for nurses, public health nurses and midwives.</li> <li>○ Assistance for changing to a job with better compensation.</li> </ul>
 <p>建設・設備求人データベース 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+ 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 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 Answers 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 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&amp;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"> <li>○ Japan's leading recruiting site in this industry, covering planning, marketing, manufacturing, sales and all other job categories.</li> <li>○ Supplies detailed information about workplace atmospheres, corporate cultures, compensation and other subjects involving specific jobs.</li> </ul>
 <p>The Seibishi JOBS website</p>	<p>Career-change and recruitment website for auto technicians</p>	<p>The website offers a wide range of recruitment information related to auto technicians, as well as career change know-how exclusively for auto technicians.</p>

# 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 28nd 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

## HR Platform Business

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### Description

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### 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 432 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 and labor consulting</p>
	<p>Publishing regional information magazines, posting and consulting services</p>		<p>Personnel placement</p>
	<p>Temporary staffing, personnel placement, nursery school operations and support</p>		<p>Personnel placement and personnel and labor consulting</p>
	<p>Consulting using “STRUCT,” a hiring strategy framework</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>Temporary staffing, personnel placement, temporary-to-permanent staffing, business contracting</p>		<p>Support and management consulting for operating companies in Thailand</p>
	<p>Personnel placement, temporary staffing</p>		<p>Personnel placement</p>



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