

**Summary of Consolidated Financial Results for the Second Quarter
of the Fiscal Year Ending March 31, 2024
(Six Months Ended September 30, 2023)**

[Japanese GAAP]

October 31, 2023

Company name: QUICK CO., LTD.

Listing: Tokyo Stock Exchange, Prime Market

Stock code: 4318

URL: <https://919.jp/>

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Scheduled date of filing of Quarterly Securities Report:

November 13, 2023

Scheduled date of payment of dividend:

December 1, 2023

Preparation of supplementary materials for quarterly financial results: Yes

Holding of quarterly financial results meeting: Yes

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

**1. Consolidated Financial Results for the Second Quarter of the Fiscal Year Ending March 31, 2024
(April 1, 2023– September 30, 2023)**

(1) Consolidated results of operations (Percentages represent year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Six months ended Sep. 30, 2023	15,798	6.7	4,030	10.5	4,077	11.0	2,811	10.8
Six months ended Sep. 30, 2022	14,799	21.3	3,646	37.3	3,674	36.8	2,537	34.3

Note: Comprehensive income (millions of yen) Six months ended Sep. 30, 2023: 3,068 (up 32.2%)

Six months ended Sep. 30, 2022: 2,320 (up 4.6%)

	Net income per share	Diluted net income per share
	Yen	Yen
Six months ended Sep. 30, 2023	150.30	–
Six months ended Sep. 30, 2022	134.63	–

(2) Consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of Sep. 30, 2023	20,957	15,968	76.2	853.38
As of Mar. 31, 2023	20,179	13,724	68.0	733.60

Reference: Shareholders' equity (millions of yen) As of Sep. 30, 2023: 15,964 As of Mar. 31, 2023: 13,723

2. Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	Year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended Mar. 31, 2023	–	26.00	–	44.00	70.00
Fiscal year ending Mar. 31, 2024	–	36.00	–	–	–
Fiscal year ending Mar. 31, 2024 (forecast)	–	–	–	36.00	72.00

Note: Revisions to the most recently announced dividend forecast: None

3. Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2024 (April 1, 2023–March 31, 2024)

(Percentages represent year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Net income per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	30,000	7.9	4,960	10.5	5,000	10.0	3,353	2.8	179.27

Note: Revisions to the most recently announced consolidated earnings forecast: None

*** Notes**

(1) Changes in significant subsidiaries during the period (changes in specified subsidiaries resulting in changes in scope of consolidation): None

(2) Application of special accounting methods for presenting quarterly consolidated financial statements: None

(3) Changes in accounting policies and accounting-based estimates, and restatements

1) Changes in accounting policies due to revisions in accounting standards, others: None

2) Changes in accounting policies other than 1) above: None

3) Changes in accounting-based estimates: None

4) Restatements: None

(4) Number of shares issued (common shares)

1) Number of shares issued at the end of the period (including treasury shares)

As of Sep. 30, 2023:	19,098,576 shares	As of Mar. 31, 2023:	19,098,576 shares
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2) Number of treasury shares at the end of the period

As of Sep. 30, 2023:	391,392 shares	As of Mar. 31, 2023:	391,355 shares
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3) Average number of shares outstanding during the period

Six months ended Sep. 30, 2023:	18,707,204 shares	Six months ended Sep. 30, 2022:	18,847,763 shares
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* The current quarterly financial report is not subject to quarterly review by certified public accountants or accounting firms.

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

Forecasts and forward-looking statements in these materials are based on assumptions judged to be valid and information available to the Company's management at the time the materials were prepared. These materials are not promises by the Company regarding future performance. Actual results may differ significantly from these forecasts for a number of reasons. For discussion of the assumptions and other factors considered by the Company in preparing the above projections, please refer to page 5 of the attachments "1. Qualitative Information on Quarterly Consolidated Financial Performance, (3) Explanation of Consolidated Earnings Forecast and Other Forward-looking Statements."

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1. Qualitative Information on Quarterly Consolidated Financial Performance

(1) Explanation of Results of Operations

During the first half of the fiscal year ending March 31, 2024 (the “period under review”), the Japanese economy experienced a moderate recovery driven by a pickup in domestic consumption mainly due to the normalization of economic activities and resumption of inbound tourism as a result of the relaxation of COVID-19-related movement restrictions. However, the economic recovery was hindered by unresolved problems such as the prolonged Ukraine crisis, price increase on the back of higher resource and raw material costs, the yen’s continued depreciation, and concerns about a slowdown in overseas economies.

Japan’s labor market also reflects the shortage of labor in the corporate sector, with the seasonally adjusted job openings-to-applicants ratio being 1.29 and the seasonally adjusted unemployment rate 2.7% in August 2023.

Under such business environment, the Group has been working on differentiating the QUICK Group from competitors and increasing customer satisfaction by helping our client companies solve their HR related problems by developing new markets and strengthening coordination between the group companies as well as further expanding the existing businesses. The Group is also strengthening its business base by investing in human resources.

As a result, for the period under review, we achieved sales and earnings growth, both reaching all-time highs. We posted net sales of 15,798 million yen (up 6.7% year-on-year), operating profit of 4,030 million yen (up 10.5% year-on-year), ordinary profit of 4,077 million yen (up 11.0% year-on-year), and profit attributable to owners of parent of 2,811 million yen (up 10.8% year-on-year).

Note that, effective from the first quarter of the fiscal year ending March 31, 2024, the name of the reportable segment that was previously referred to as the IT and Internet-Related Business has been changed to the HR Platform Business in order to more accurately represent the nature of the business. This change is merely a change in segment name and has no impact on segment information.

Performance of the business segments is described as follows.

(Human Resources Services Business)

1) Personnel Placement

In the personnel placement category, corporate recruiting needs were robust in our focus fields of construction, electronics/machinery, and automobile industries. In addition, recruiting needs for nurses and childcare workers continued to be high in medical and welfare sectors. Under these circumstances, we made continued efforts, including developing new markets for focus job fields and areas, organizing promotional activities to attract registrants, having more meetings with our client companies and registrants who wish to change careers, and providing swift and extensive support. As a result, the personnel placement for specific fields targeting construction-related jobs, various types of engineering jobs, nurses, and childcare workers grew steadily.

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

In the temporary staffing, temporary-to-permanent staffing, and business contracting categories, needs for temporary staffing of call center decreased due to the transition of COVID-19 to Category 5. However, as the overall needs for temporary staffing of nurses still remained high, our bolstered sales efforts in anticipation of a decline in needs for temporary staffing services for COVID-19-related jobs paid off, contributing to a steady expansion in the performance of temporary staffing of nurses. Revenue also continued to increase in the temporary staffing of childcare workers on the back of robust demand for temporary staffing services, as well as of our efforts to respond flexibly to the working preferences of temporary staff, such as full- or part-time work.

Overall, sales of the Human Resources Service Business increased 10.2% year-on-year to 11,611 million yen and operating profit also increased 14.2% year-on-year to 3,801 million yen.

(Recruiting Business)

In the Recruiting Business, recruiting needs expanded in the non-manufacturing industries such as the restaurant, hotel, and service sectors on the back of the relaxation of movement restrictions as a result of the transition of COVID-19 to Category 5. Additionally, recruitment needs also remained strong in the medical and welfare sectors suffering chronic labor shortages.

Under such circumstances, the volume of our focus “Indeed” business expanded steadily. The handling of media for recruiting new college graduates also performed steadily on the back of the increased corporate appetite to recruit new college graduates. On the other hand, 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 a decline in advertising effectiveness caused by intensified competition with peers and a robust job market.

For services other than the handling of recruiting advertisement, the consulting service field such as program development for internships and company information sessions for new graduate recruiting grew steadily, while revenue from the production field such as recruitment websites and company guides decreased due to many products being delivered in the second half of the fiscal year.

Overall, sales of the Recruiting Business decreased 5.2% year-on-year to 1,507 million yen and operating profit decreased 33.5% year-on-year to 189 million yen.

(Information Publishing Business)

In the Information Publishing Business, a recovery in sales promotion sentiment of our client companies following the transition of COVID-19 to Category 5 resulted in an expansion of the handling of advertisement placements for sales promotion targeting restaurants, shops, and other businesses. While the handling of recruiting advertisement also grew steadily thanks to a robust job market in the Hokuriku region and Niigata, the handling of housing advertisement slowed down due to a market shift to flyers or web advertising, which leveled off the overall performance of the lifestyle information magazine category.

Revenue from posting services, including flyers distributed to households, increased due primarily to the favorable performance of the handling of housing-related flyers.

Furthermore, in the consulting services we operate under the “cocolor.” brand, the career change domain performed well thanks to successful promotional activities to attract registrants, as well as to a robust job market in the Hokuriku region and Niigata. In addition, revenue from both the housing and bridal domains increased due to the occurrence of last-minute demand in anticipation of a future increase in construction costs and to increases in the numbers of bridal events held and enrollments, respectively. Additionally, this business category showed a healthy performance in the volume of “Indeed,” the production of websites, and other web-related services.

Overall, sales of the Information Publishing Business increased 12.3% year-on-year to 1,245 million yen and operating profit also increased 393.2% year-on-year to 201 million yen.

(HR Platform Business)

In the HR Platform Business, the market for “Nihon no Jinjibu” (Japan’s Human Resources Department) related service continued to enjoy strong 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. Needs to attract participants to training events and seminars related to personnel and labor issues also continue to be high. Against this backdrop, an online HR event, “Nihon no Jinjibu HR Conference 2023 — Spring—” held in May 2023 achieved an all-time high in sales. However, advertising revenues from “Nihon no Jinjibu”— our portal website for personnel and labor relations decreased, affected by the curbing of the placement of advertisements by some clients who had been actively expanding sales promotions for their products during the pandemic.

Overall, sales of the HR Platform Business decreased 37.9% year-on-year to 604 million yen, and operating profit decreased 32.0% year-on-year to 290 million yen.

Note that, due to the sale of all shares of Kronos Co., LTD. in October 2022, the company’s operating results are not included in the consolidated operating results of the QUICK Group for the period under review, resulting in a difference in results from the same period a year ago.

(Overseas Business)

In the U.S., recruiting needs continued to be strong in a wide range of fields, including the automobile, logistics, and travel industries. In such a business environment, revenue increased in both the personnel placement and temporary staffing businesses, as operations of offices in Dallas, Chicago, and Irvine (now Orange County), which

opened in January 2022, December 2022, and April 2023, respectively, are now on track. In Mexico, the operating performance was also strong on the back of increased recruiting needs for interpreters, translators, and managers caused by the transfer of factories from China to Mexico in response to the U.S.-China issues and the new entry of Japanese companies in the Mexican market.

In the U.K., as the job market for career change continues to be strong with corporate recruiting demand continuing to be brisk, the temporary staffing business remained robust. Meanwhile, the personnel placement business posted an increase in revenue, including international career change support (Cross Border Recruitment® services), as a result of our efforts to cultivate new European companies, particularly in the Netherlands and Germany. Against this backdrop, Centre People Appointments Ltd. established Centre People Appointments B.V. in the Netherlands in April 2023 to strengthen the cultivation of the European market.

In China, advisory services showed solid performance due to the growing importance of risk management in response to changes in laws and regulations, such as the cross-border transfer of personal information and the revision of the Counter-espionage Law. In addition, public training services also performed well, leading to an expansion in the performance of the personnel and labor consulting business. In the meantime, while corporate recruiting needs were limited due to the severe domestic economy, the performance of the personnel placement category showed a recovery trend as a result of our efforts, including response to the recruitment of experienced workers, who are difficult to recruit. Also in Vietnam, amidst a continued severe situation, in which corporate recruiting needs are mainly to fill vacancies, due to the deceleration in the domestic economy caused mainly by a slowdown in outbound exports by manufacturing companies, our efforts to develop new clients, including those in the medical field, resulted in a trend of improvement in the performance. Furthermore, in Thailand, recruiting needs also continue to be mainly to fill vacancies with the exception of some, such as engineers for the IT industry and Chinese companies, our efforts to step up recruitment and HR development to enhance manpower, as well as to cultivate companies with high recruitment needs and to bolster sales efforts have led to an expansion in the operating performance.

Overall, sales of the Overseas Business increased 40.7% year-on-year to 829 million yen and operating profit also increased 156.3% year-on-year to 158 million yen.

(2) Explanation of Financial Position

1) Assets, liabilities and net assets

Total assets at the end of the period under review increased 778 million yen from the end of the previous fiscal year to 20,957 million yen. This was mainly the result of increases in cash and deposits and notes and accounts receivable-trade, despite a decrease in deferred tax assets.

Total liabilities decreased 1,465 million yen from the end of the previous fiscal year to 4,988 million yen. This was mainly the result of decreases in provision for bonuses and accrued consumption taxes.

Total net assets increased 2,243 million yen from the end of the previous fiscal year to 15,968 million yen. This was mainly the result of an increase in retained earnings due to the booking of profit attributable to owners of parent. The shareholders' equity ratio improved 8.2 percentage points from the end of the previous fiscal year to 76.2%.

2) Cash flows

Cash and cash equivalents (hereinafter "net cash") increased 706 million yen from the end of the previous fiscal year to 12,919 million yen at the end of the period under review. Outflows included a decrease in provision for bonuses, income taxes paid, and dividends paid, while inflows included profit before income taxes. Cash flows by category are as follows.

Cash flows from operating activities

Net cash provided by operating activities decreased 12.8% year-on-year to 1,713 million yen. Negative factors include a decrease in provision for bonuses of 1,145 million yen and income taxes paid of 849 million yen. Positive factors include profit before income taxes of 4,077 million yen.

Cash flows from investing activities

Net cash used in investing activities decreased 5.9% year-on-year to 237 million yen. Positive factors include 17

million yen of proceeds from sale of investment securities. Negative factors include purchase of property, plant and equipment and intangible assets of 240 million yen.

Cash flows from financing activities

Net cash used in financing activities increased 49.1% year-on-year to 823 million yen. Negative factors include dividends paid of 821 million yen.

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

At this point, there are no revisions to the full-year consolidated earnings forecast for the fiscal year ending March 31, 2024, which was announced in the “Summary of Consolidated Financial Results for the Fiscal Year Ended March 31, 2023 (Japanese GAAP)” on April 28, 2023.

An announcement will be made promptly if the review of the progress of the QUICK Group’s operation status requires a revision to this forecast.

2. Quarterly Consolidated Financial Statements and Notes**(1) Quarterly Consolidated Balance Sheet**

(Thousands of yen)

	FY3/23 (As of Mar. 31, 2023)	Second quarter of FY3/24 (As of Sep. 30, 2023)
Assets		
Current assets		
Cash and deposits	12,275,622	12,980,282
Notes and accounts receivable-trade	2,770,678	3,049,294
Other	546,565	365,846
Allowance for doubtful accounts	(3,231)	(3,290)
Total current assets	15,589,635	16,392,133
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	848,785	811,758
Vehicles, net	8,819	8,662
Tools, furniture and fixtures, net	224,845	210,276
Land	176,789	176,789
Leased assets, net	3,121	2,365
Total property, plant and equipment	1,262,360	1,209,852
Intangible assets		
Software	738,371	713,581
Software in progress	148,042	254,944
Goodwill	4,205	3,270
Other	10,646	10,646
Total intangible assets	901,265	982,442
Investments and other assets		
Investment securities	1,212,293	1,490,723
Leasehold deposits	719,732	773,273
Deferred tax assets	446,062	64,814
Other	52,846	49,430
Allowance for doubtful accounts	(5,026)	(5,095)
Total investments and other assets	2,425,907	2,373,146
Total non-current assets	4,589,534	4,565,441
Total assets	20,179,169	20,957,575

(Thousands of yen)

	FY3/23 (As of Mar. 31, 2023)	Second quarter of FY3/24 (As of Sep. 30, 2023)
Liabilities		
Current liabilities		
Accounts payable-trade	672,740	556,604
Short-term borrowings	120,522	119,422
Accounts payable-other	1,304,770	1,207,307
Accrued expenses	812,050	741,274
Income taxes payable	866,202	926,668
Accrued consumption taxes	635,407	509,948
Provision for bonuses	1,445,434	301,796
Provision for bonuses for directors (and other officers)	110,828	–
Asset retirement obligations	5,508	–
Other	370,542	419,161
Total current liabilities	6,344,006	4,782,182
Non-current liabilities		
Deferred tax liabilities	659	79,937
Retirement benefit liability	–	16,758
Asset retirement obligations	107,898	108,937
Other	1,833	1,135
Total non-current liabilities	110,392	206,768
Total liabilities	6,454,398	4,988,951
Net assets		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus	433,071	429,830
Retained earnings	12,503,271	14,491,765
Treasury shares	(343,650)	(343,736)
Total shareholders' equity	12,944,008	14,929,176
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	723,782	928,287
Foreign currency translation adjustment	55,750	106,920
Total accumulated other comprehensive income	779,532	1,035,207
Non-controlling interests	1,229	4,239
Total net assets	13,724,770	15,968,624
Total liabilities and net assets	20,179,169	20,957,575

(2) Quarterly Consolidated Statements of Income and Comprehensive Income**Quarterly Consolidated Statement of Income****(For the Six-month Period)**

(Thousands of yen)

	First six months of FY3/23 (Apr. 1, 2022–Sep. 30, 2022)	First six months of FY3/24 (Apr. 1, 2023–Sep. 30, 2023)
Net sales	14,799,419	15,798,134
Cost of sales	4,489,415	4,550,842
Gross profit	10,310,004	11,247,291
Selling, general and administrative expenses	6,663,744	7,216,399
Operating profit	3,646,259	4,030,892
Non-operating income		
Interest income	966	1,183
Dividend income	4,567	4,902
Foreign exchange gains	21,146	13,566
Book sales commission	10,436	15,010
Other	21,019	12,706
Total non-operating income	58,135	47,370
Non-operating expenses		
Interest expenses	703	598
Commission expenses	25,000	51
Information security expenses	4,144	–
Other	114	111
Total non-operating expenses	29,962	761
Ordinary profit	3,674,432	4,077,501
Extraordinary income		
Gain on sale of non-current assets	117	816
Gain on sale of investment securities	–	3,729
Total extraordinary income	117	4,545
Extraordinary losses		
Loss on retirement of non-current assets	–	70
Loss on sale of investment securities	–	4,584
Total extraordinary losses	–	4,654
Profit before income taxes	3,674,550	4,077,392
Income taxes-current	1,121,398	893,173
Income taxes-deferred	16,728	371,175
Total income taxes	1,138,126	1,264,349
Profit	2,536,423	2,813,043
Profit (loss) attributable to non-controlling interests	(957)	1,430
Profit attributable to owners of parent	2,537,381	2,811,612

Quarterly Consolidated Statement of Comprehensive Income**(For the Six-month Period)**

(Thousands of yen)

	First six months of FY3/23 (Apr. 1, 2022–Sep. 30, 2022)	First six months of FY3/24 (Apr. 1, 2023–Sep. 30, 2023)
Profit	2,536,423	2,813,043
Other comprehensive income		
Valuation difference on available-for-sale securities	(264,882)	204,505
Foreign currency translation adjustment	48,898	51,146
Total other comprehensive income	(215,984)	255,652
Comprehensive income	2,320,439	3,068,695
Comprehensive income attributable to:		
Owners of parent	2,321,523	3,067,287
Non-controlling interests	(1,084)	1,407

(3) Quarterly Consolidated Statement of Cash Flows

(Thousands of yen)

	First six months of FY3/23 (Apr. 1, 2022–Sep. 30, 2022)	First six months of FY3/24 (Apr. 1, 2023–Sep. 30, 2023)
Cash flows from operating activities		
Profit before income taxes	3,674,550	4,077,392
Depreciation	179,181	221,552
Amortization of goodwill	934	934
Increase (decrease) in allowance for doubtful accounts	67	127
Increase (decrease) in provision for bonuses	(105,609)	(1,145,025)
Increase (decrease) in provision for bonuses for directors (and other officers)	(73,330)	(110,828)
Increase (decrease) in retirement benefit liability	–	16,758
Interest and dividend income	(5,534)	(6,086)
Interest expenses	703	598
Foreign exchange losses (gains)	(21,146)	(13,566)
Loss (gain) on sale of non-current assets	(117)	(816)
Loss on retirement of non-current assets	–	70
Loss (gain) on sale of investment securities	–	855
Decrease (increase) in trade receivables	(451,801)	(245,315)
Increase (decrease) in trade payables	(20,133)	(117,268)
Increase (decrease) in accrued consumption taxes	58,857	(128,856)
Other, net	(236,876)	6,896
Subtotal	2,999,746	2,557,421
Interest and dividends received	5,534	6,086
Interest paid	(711)	(606)
Income taxes paid	(1,038,278)	(849,217)
Net cash provided by (used in) operating activities	1,966,290	1,713,683
Cash flows from investing activities		
Net decrease (increase) in time deposits	(1,460)	4,485
Purchase of property, plant and equipment	(81,562)	(46,681)
Proceeds from sale of property, plant and equipment	918	816
Purchase of intangible assets	(164,485)	(193,941)
Purchase of investment securities	(2,981)	(2,572)
Proceeds from sale of investment securities	–	17,872
Payments for asset retirement obligations	(2,780)	(17,535)
Net cash provided by (used in) investing activities	(252,351)	(237,556)
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	(24,700)	(1,100)
Repayments of lease liabilities	(1,311)	(785)
Dividends paid	(526,064)	(821,329)
Other, net	(60)	(85)
Net cash provided by (used in) financing activities	(552,135)	(823,301)
Effect of exchange rate change on cash and cash equivalents	51,162	53,244
Net increase (decrease) in cash and cash equivalents	1,212,965	706,070
Cash and cash equivalents at beginning of period	10,448,889	12,213,602
Increase in cash and cash equivalents resulting from inclusion of subsidiaries in consolidation	48,701	–
Cash and cash equivalents at end of period	11,710,556	12,919,672

(4) Notes to Quarterly Consolidated Financial Statements**Segment Information**

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

1. Information pertaining to net sales and profit/loss in reportable segments and disaggregated revenue

(Thousands of yen)

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

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

2. Segment profit is adjusted with operating profit shown on the quarterly consolidated statement of income.

3. Countries and regions included in the Overseas Business are Japan, U.S., Mexico, U.K., China, Vietnam, and Thailand.

2. Information pertaining to impairment losses of non-current assets, goodwill, etc. in reportable segments

Not applicable.

II. First six months of FY3/24 (Apr. 1, 2023–Sep. 30, 2023)

1. Information pertaining to net sales and profit/loss in reportable segments and disaggregated revenue

(Thousands of yen)

	Reportable Segment						Adjustment (Note 1)	Amount in the quarterly consolidated statement of income (Note 2)
	Human Resources Services Business	Recruiting Business	Information Publishing Business	HR Platform Business	Overseas Business (Note 3)	Total		
Net sales								
Revenue from contracts with customers	11,611,400	1,507,177	1,245,179	604,474	829,902	15,798,134	–	15,798,134
Other revenue	–	–	–	–	–	–	–	–
Sales to external customers	11,611,400	1,507,177	1,245,179	604,474	829,902	15,798,134	–	15,798,134
Inter-segment sales and transfers	3,475	8,155	8,093	3,882	5,183	28,790	(28,790)	–
Total	11,614,876	1,515,332	1,253,272	608,357	835,085	15,826,924	(28,790)	15,798,134
Segment profit	3,801,523	189,046	201,443	290,906	158,631	4,641,551	(610,659)	4,030,892

Notes: 1. The (610,659) thousand yen adjustment to segment profit includes elimination for inter-segment transactions of 98,495 thousand yen, and (709,155) thousand yen in company-wide costs that cannot be allocated to any specific reportable segments. Company-wide costs consist primarily of expenses related to the administration division which are not attributable to any reportable segments, including general affairs and accounting at the Company.

2. Segment profit is adjusted with operating profit shown on the quarterly consolidated statement of income.

3. Countries and regions included in the Overseas Business are U.S., Mexico, U.K., Netherlands, China, Vietnam, and Thailand.

2. Information pertaining to impairment losses of non-current assets, goodwill, etc. in reportable segments

Not applicable.

3. Information on changes, etc. in reportable segments

(Changes in the names of reportable segments)

Effective from the first quarter of the fiscal year ending March 31, 2024, the name of the reportable segment that was previously referred to as the IT and Internet-Related Business has been changed to the HR Platform Business in order to more accurately represent the nature of the business.

This change is merely a change in segment name and has no impact on segment information. The segment information for the first six months of FY3/23 is also presented under the new name.