



(Stock code : 4318 Tokyo Stock Exchange,Prime Market)

Results of Operations for the Fiscal Year Ended March 31, 2024(FY3/24)

May 9 ,2024

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FY3/24 Consolidated Financial Highlights

Both sales and earnings rose to new record highs!

Net sales

29,487 million yen

Up 6.1% YoY

Down 1.7% vs. plan

Operating profit

4,964 million yen

Up 10.6% YoY

Up 0.1% vs. plan

Ordinary profit

5,029 million yen

Up 10.7% YoY

Up 0.6% vs. plan

Profit attributable to owners of parent

3,505 million yen

Up 7.5% YoY

Up 4.5% vs. plan

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.)

With economic activity returning to normal following the reclassification of COVID-19 as a class 5 infectious disease, combined with rising inbound demand, corporate hiring needs are strong in a wide range of fields.

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.

FY3/24 Consolidated Financial Highlights by Segment

- Both sales and profit significantly increased because the mainstay Human Resources Service Business drove business performance improvements.
- While the Recruiting Business struggled, the Information Publishing Business and Overseas Business performed strongly.
- HR Platform Business struggled in the first half, but recorded record profits in the second half.

	Net sales	Operating profit
Human Resources Service Business	20,631 million yen	4,435 million yen
Recruiting Business	3,242 million yen	559 million yen
Information Publishing Business	2,491 million yen	343 million yen
HR Platform Business	1,321 million yen	680 million yen
Overseas Business	1,801 million yen	170 million yen

* The “Information Publishing Business” reportable segment will be renamed the “Local Information Service Business” effective from the fiscal year ending March 31, 2025.



FY3/24 Consolidated Financial Results

Business Domains of the QUICK Group



Business
Philosophy

**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

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)

	FY3/24 Results	FY3/23 Results		FY3/24 Plan	
		Results	YoY Change [%]	Plan	Vs. Plan [%]
Net sales	29,487	27,794	6.1%	30,000	(1.7%)
Gross profit	19,910	18,420	8.1%	20,400	(2.4%)
Selling, general and administrative expenses	14,945	13,932	7.3%	15,440	(3.2%)
Operating profit	4,964	4,487	10.6%	4,960	0.1%
Ordinary profit	5,029	4,543	10.7%	5,000	0.6%
Profit attributable to owners of parent	3,505	3,261	7.5%	3,353	4.5%

Dividends for the Fiscal Year Ended March 31, 2024 (Dividend Increase)

- The dividend policy was revised in December 2023, with the target payout ratio shifting from 40% to 50%.
- Profit attributable to owners of the parent exceeded the target set at the beginning of the fiscal year, and the annual dividend per share was increased from 90 yen to 94 yen.

		FY3/23 Initial projections	Revision of Dividend Forecast for Fiscal Year Ending March 31, 2024 (announced on December 12, 2023)	FY3/24 Results	Comparison with Revised Dividend Forecast for Fiscal Year Ending March 31, 2024
Profit attributable to owners of parent		3,353 millions of yen	3,353 millions of yen	3,505 millions of yen	+152 millions of yen
Net income per share		179.27 yen	179.27 yen	187.41 yen	+8.14 yen
Annual dividend	end of the first half	36 yen	36 yen	36 yen	—
	fiscal year-end	36 yen	54 yen	58 yen	+4 yen
	total	72 yen	90 yen	94 yen	+4 yen
Payout ratio		40.2%	50.2%	50.2%	—

FY3/24 Segment Results (YoY Change/Vs. Plan)

YoY Change/Vs. Plan

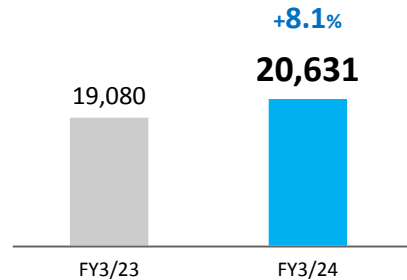
(Percentages are rates of year-on-year increase or decrease and rates of increase or decrease in comparison to plans) (millions of yen)

		FY3/24 Results	FY3/23 Results		FY3/24 Plan	
			Results	YoY Change [%]	Plan	Vs. Plan [%]
Net sales	Human Resources Service Business	20,631	19,080	8.1%	21,016	(1.8%)
	Recruiting Business	3,242	3,373	(3.9%)	3,858	(16.0%)
	Information Publishing Business	2,491	2,320	7.4%	2,304	8.1%
	HR Platform Business	1,321	1,662	(20.5%)	1,374	(3.9%)
	Overseas Business	1,801	1,358	32.7%	1,445	24.6%
	Total	29,487	27,794	6.1%	30,000	(1.7%)
Operating profit	Human Resources Service Business	4,435	3,876	14.4%	4,259	4.1%
	Recruiting Business	559	645	(13.4%)	840	(33.5%)
	Information Publishing Business	343	193	77.5%	231	48.3%
	HR Platform Business	680	765	(11.1%)	655	3.9%
	Overseas Business	170	104	62.6%	130	30.2%
	Adjustment	(1,224)	(1,099)	—	(1,157)	—
	Total	4,964	4,487	10.6%	4,960	0.1%

FY3/24 Segment Results (Human Resources Service Business)

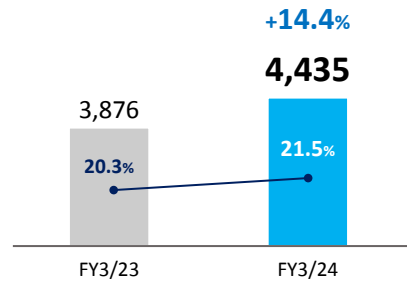
Results

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, automobiles and IT. Recruiting needs for nurses and childcare workers remained high in the medical and welfare sectors.

Results of each services

Personnel Placement Increased by 1,358 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 E&M JOBS website
The E&M JOBS website lists job opportunities for engineers looking for different job



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

Temporary staffing Increased by 173 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 in the Kansai and Tokai

Nursery school operations
Decreased by 5 million yen YoY

The capacity shortage that occurred in the first half of the year has been resolved and is improving.

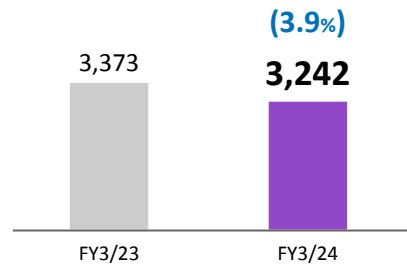


Koguma-no-Mori Daycare Center in Kitanoda

FY3/24 Segment Results (Recruiting Business)

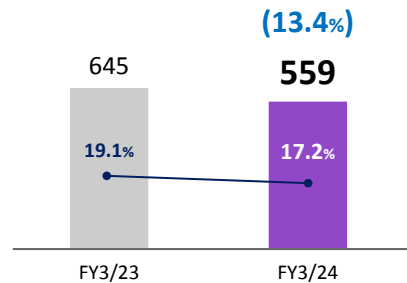
Results

Net sales (millions of yen)



Operating profit (millions of yen)

● Operating margin



Operating Environment

Hiring needs are strong in the food and beverage, lodging, distribution, and service industries against a backdrop of relaxed COVID-19-related movement restrictions with COVID's reclassification as a class 5 disease, combined with increased inbound demand due to the weak yen. Recruitment needs remained robust in medical and welfare sectors, which are suffering from chronic labor shortages.

Results of each services

Recruiting advertising / Event
Decreased by 315 million yen YoY

The handling of media for recruiting new college graduates was strong on the back of increased corporate appetite to recruit new college graduates.

Revenue from the handling of recruitment media for part-time, temporary staff, and mid-career staff decreased due to a decline in advertising effectiveness against a backdrop of strong demand for job openings.

Indeed Increased by 184 million yen YoY

Although Indeed expanded steadily, including Indeed PLUS, which was launched in January 2024, the initial target was not achieved as we also focused on rebuilding the sales structure for future business expansion.



Recruiting consultation-related Increased by 60 million yen YoY

The consulting service field such as program development for internships and company information sessions for new graduate recruiting performed strongly, and revenue from the production field such as recruitment websites and company guides was also solid.



The Saiyo Salon
Information of services for recruiting consultation



STRUCT ACADEMY
Workshop for learning about the framework of recruiting strategies

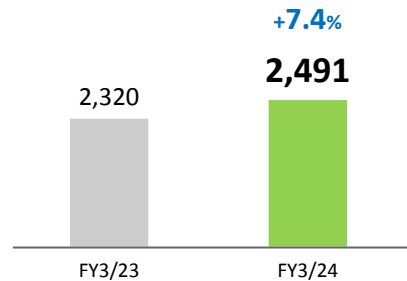


STRUCT FINDER
An analytical tool that clarifies the unique value of a company

FY3/24 Segment Results (Information Publishing Business)

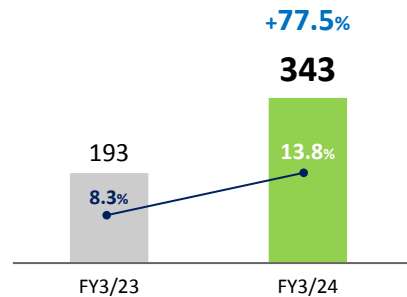
Results

Net sales (millions of yen)



Operating profit (millions of yen)

Operating margin



Operating Environment

In Cococolor Tenshoku, which is a key business, a steady expansion was achieved due to participation in a recruiting project for a manufacturer's new factory in Hokuriku. Lifestyle information magazines recovered from February, despite a temporary suspension of ad placement due to the Noto Peninsula earthquake that occurred in January 2024.

Results of each services

Concierge service Increased by 139 million yen YoY

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



Cococolor Tenshoku



Iezukuri Navi Consultation Counter



Cococolor enmusubi

Lifestyle information magazines Decreased by 2 million yen YoY

Sales declined due to sluggish handling of advertisements in the housing sector, despite growth in placements for sales promotion and recruiting advertisements, reflecting soaring material prices and rising interest rates.



Posting Decreased by 4 million yen YoY

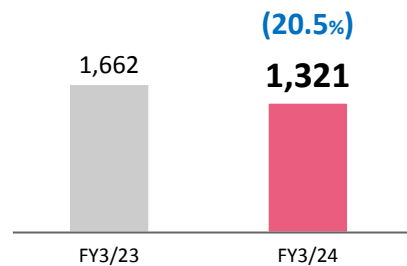
Sales declined due to sluggish growth in flyers handled for housing events, restaurants, etc.



FY3/24 Segment Results (HR Platform Business)

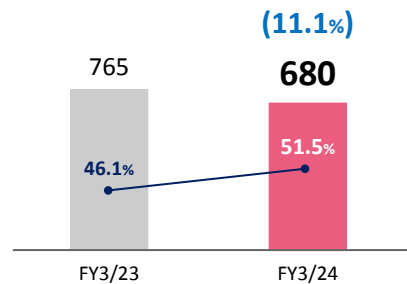
Results

Net sales (millions of yen)



Operating profit (millions of yen)

Operating margin



*Excluding the effect of Kronos, which was deconsolidated from the second half of the fiscal year ended March 31, 2023, net sales would have been (3.0%) and operating profit would have been (4.5%).

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, is strong. The need to attract customers to training and seminars on personnel and labor issues also remains high.

Results of each services

Nihon no Jinjibu related service Decreased by 25 million yen YoY

Performance is improving due to a recovery in ad placements from some clients that had been curbing their ad placements.



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

Boosted sales by newly holding "HR Conference 2024-Winter," because we hold in-person exchange events for HR leaders, in addition to the traditional biannual online events.



Nihon no Jinjibu HR Conference 2023-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

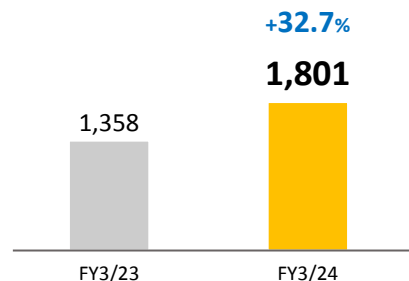


Nihon no Jinjibu HR Conference 2024 -winter-
An in-person exchange event for HR leaders from various fields

FY3/24 Segment Results (Overseas Business 1)

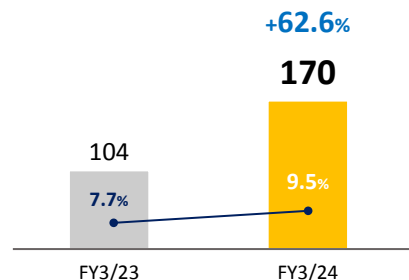
Results

Net sales (millions of yen)



Operating profit (millions of yen)

Operating profit



Operating Environment

In the U.S. and U.K. recruiting needs remained strong. In Mexico, the need to hire interpreters and translators has arisen due to an increase in the number of Japanese nationals employed by Japanese manufacturing companies as they move to expand production. In Asia, corporate recruiting needs were mainly to fill vacancies.

Results of each services

USA Increased by 276 million yen YoY

MEXICO Increased by 38 million yen YoY

UK Increased by 105 million yen YoY

NETHERLANDS Increased by 8 million yen YoY

The aggressive expansion of bases in North and Central America and Europe has been successful and contributed greatly to the expansion of overall business performance.



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

SHANGHAI Increased by 9 million yen YoY

VIETNAM Increased by 4 million yen YoY

THAILAND Increased by 10 million yen YoY

- In Shanghai, sales from personnel placement declined against the backdrop of economic downturn, but the personnel and labor consulting business grew.
- Vietnam saw an increase in recruitment due to the development of new companies entering the Vietnamese market.
- Thailand strengthened sales activities focusing on job types with high hiring needs and a large number of job seekers, resulting in expansion of personnel placement activities.

International career change support

Increased by 60 million yen YoY



Strong demand for hiring in Europe has led to strong international job search support from the U.K. to Europe.

FY3/24 Segment Results (Overseas Business 2)



New locations were opened in Amsterdam, Netherlands and Irvine, California (now Orange County) in April 2023, and Atlanta, Georgia in September 2023. We also reopened our Queretaro, Mexico location in September 2023. We will continue to promote “Cross Border Recruitment[®]” to expand the performance of our overseas business.



FY3/25 Consolidated Earnings Forecast

FY3/25 Consolidated Earnings Forecast

FY3/25 Earnings / dividends forecasts (YoY Change)

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

	FY3/24 Full-year results	FY3/25	
		Full-year forecast	YoY Change [%]
Net sales	29,487	31,670	7.4%
Gross profit	19,910	21,040	5.7%
Selling, general and administrative expenses	14,945	16,550	10.7%
Operating profit	4,964	4,490	(9.6%)
Ordinary profit	5,029	4,523	(10.1%)
Profit attributable to owners of parent	3,505	3,040	(13.3%)
Dividend per share (yen)	94	94	—

FY3/25 Factors for Decreased Profit in the Consolidated Earnings Forecast

Strengthening of business development and promotion

We expanded investment to launch operations in the area of new nursing graduates and to make the contingency-based recruiting business in the nursing field fully operational.

We plan to implement mass promotion activities including online advertising videos and television commercials.

Continued strengthening of human resource recruitment

203 new graduates joined the company this fiscal year, following 152 new graduates in the previous fiscal year.

We will aggressively hire human resources for future business expansion.

Rebuilding of the recruiting business

The medium-term plan formulated in the previous fiscal year has been significantly revised (downward) in this fiscal year.

We are currently in the process of transforming our business model, and over the next two to three years, we will build a business model that can support recruitment in all aspects by working closely with our customers.

Delayed progress in M&A activities

In the current fiscal year, we plan to launch and expand our business in the area of new nursing graduates by taking over the career+ Nursing Business, but progress on M&A and investments has been slower than anticipated.

FY3/25 Forecast by Segment

FY3/25 Forecast by segment (YoY Change)

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

		FY3/24 Full-year results	FY3/25	
			Full-year forecast	YoY Change [%]
Net sales	Human Resources Service Business	20,631	22,420	8.7%
	Recruiting Business	3,242	3,385	4.4%
	Local Information Service Business	2,491	2,567	3.1%
	HR Platform Business	1,321	1,323	0.2%
	Overseas Business	1,801	1,972	9.5%
	Total	29,487	31,670	7.4%
Operating profit	Human Resources Service Business	4,435	3,881	(12.5%)
	Recruiting Business	559	690	23.4%
	Local Information Service Business	343	349	1.8%
	HR Platform Business	680	629	(7.6%)
	Overseas Business	170	171	0.7%
	Adjustment	(1,224)	(1,232)	—
	Total	4,964	4,490	(9.6%)

* The “Information Publishing Business” reportable segment was renamed the “Local Information Service Business” effective from the fiscal year ending March 31, 2025.

FY3/25 Business Segment Forecasts (Human Resources Service Business)

Human Resources Service Business

- Revenues are expected to increase due to steady growth in placement of personnel in specific fields.
- Operating profit is expected to decrease due to investments for future business expansion (strengthening of promotions, launch of business in the new nursing graduate field, and full-scale operation of the contingency fee-based recruiting business in the nursing field) and higher personnel costs associated with increased hiring of consultants.

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

	FY3/24 Full-year results	FY3/25 Full-year forecast	YoY Change [amount]	YoY Change [%]
Net sales	20,631	22,420	1,789	8.7%
Operating profit	4,435	3,881	(553)	(12.5%)

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- Personnel Placement 1,509 ➡
- Temporary staffing 252 ➡
- Nursery school operations 0 ➡

FY3/25 Business Segment Forecasts (Recruiting Business)

Recruiting Business

- Both sales and profit are expected to improve from the previous year's decline due to sales expansion of aggregation media (Indeed and Kyujin Box) and more advertising-effective recruitment media against a backdrop of strong job demand.
- We will continue to strengthen recruitment consulting*¹ and focus on developing new clients in the nursing field from this fiscal year.

*1 Comprehensive proposals to provide client companies with success in recruitment, including the development of recruitment strategies, support for the improvement of selection activities, and corporate branding.

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

	FY3/24 Full-year results	FY3/25 Full-year forecast	YoY Change [amount]	YoY Change [%]
Net sales	3,242	3,385	143	4.4%
Operating profit	559	690	130	23.4%

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- Indeed
- Kyujin Box

558 ↗

128 ↗

- Recruiting consultation-related

- Recruiting advertising / Event

320 ↗

(539) ↘

FY3/25 Business Segment Forecasts (Local Information Service Business)

Local Information Service Business

- Consulting (Colocolor tenshoku) will drive performance, increasing sales and profit overall.
- Revenue from the posting service will increase by expanding distribution areas.
- In media services, amid an expected decline in ad placements in paper-based lifestyle information magazines, we will strengthen our handling of web-based media, including new products, to improve profitability.

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

	FY3/24 Full-year results	FY3/25 Full-year forecast	YoY Change [amount]	YoY Change [%]
Net sales	2,491	2,567	76	3.1%
Operating profit	343	349	6	1.8%

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- cococolor 60 ↗
- Indeed 40 ↗

- Lifestyle information magazines (15) ↘
- posting 19 ↗

FY3/25 Business Segment Forecasts (HR Platform Business)

HR Platform Business

- While advertising placements with Nihon no Jinjibu (Japan’s Human Resources Department) are expected to remain strong, costs for creating content and expanding services at Nihon no Jinjibu are expected to increase, resulting in higher sales and lower profit.
- We will work to raise the level of sales by proposing options for existing products and holding new HR events.

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

	FY3/24 Full-year results	FY3/25 Full-year forecast	YoY Change [amount]	YoY Change [%]
Net sales	1,321	1,323	2	0.2%
Operating profit	680	629	(51)	(7.6%)

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- Nihon no Jinjibu related service (5) ↓

FY3/25 Business Segment Forecasts (Overseas Business)

Overseas Business

- New bases (3 in North America and 1 in the Netherlands) opened in the previous fiscal year will contribute to the results, resulting in an overall increase in sales and profit.
- Sales in the U.K. are expected to decrease due to the impact of changes in transaction terms and conditions for some clients, and sales in Shanghai are expected to decrease due to a decline in corporate hiring needs as a result of the economic slowdown.
- Vietnam and Thailand are expected to increase sales by strengthening the sales structure, such as by hiring more consultants.

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

	FY3/24 Full-year results	FY3/25 Full-year forecast	YoY Change [amount]	YoY Change [%]
Net sales	1,801	1,972	170	9.5%
Operating profit	170	171	1	0.7%

Factors for increase/decrease in full-year forecast

YoY Change (millions of yen)

- USA 146 ↗
- SHANGHAI (25) ↘
- THAILAND 29 ↗
- UK (39) ↘
- VIETNAM 7 ↗
- NETHERLANDS 37 ↗
- MEXICO 11 ↗

FY3/25 Dividends Forecast

FY3/25 Dividends Forecast

Annual dividend

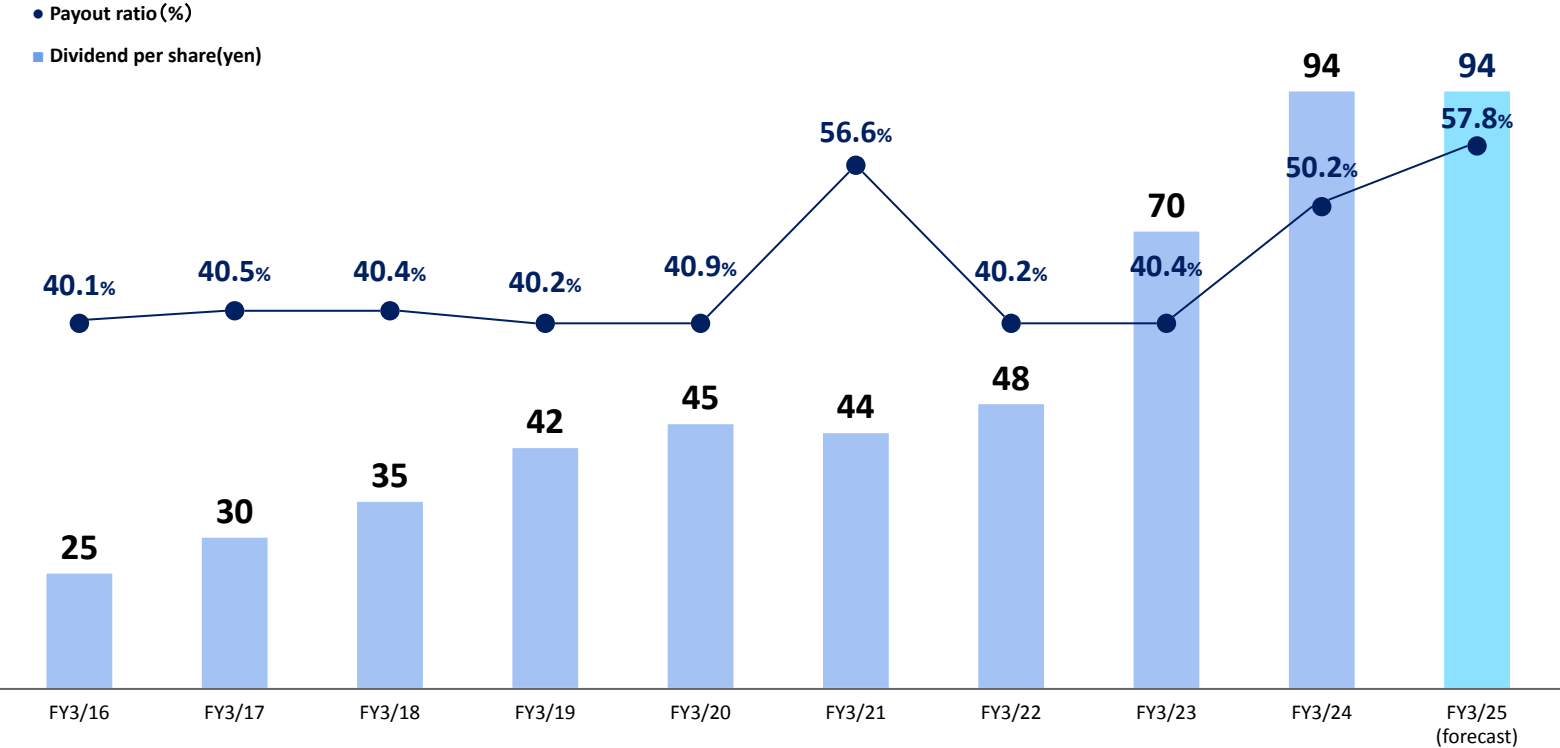
94.0 yen

Payout ratio

57.8%

※end of the first half: 47 yen fiscal year-end: 47 yen

Forecast for annual dividend per share remains unchanged, despite forecasted decrease in profit.



Note 1: Dividend per share for FY3/21 includes commemorative dividend of ¥12 for 40th anniversary from the founding.



Medium-term Management Plan

FY3/25 Medium-term Management Plan

Although this fiscal year will see a decrease in profits, the hiring of personnel, strengthening of promotions, and upfront investment in the development of new services in the first and second terms are projected to lead to business expansion in the third term.

Medium-term Management Plan

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

	FY3/24 Full-year results	FY3/25		FY3/26		FY3/27	
		Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	29,487	31,670	7.4%	35,000	10.5%	39,350	12.4%
Gross profit	19,910	21,040	5.7%	23,440	11.4%	26,550	13.3%
Selling, general and administrative expenses	14,945	16,550	10.7%	18,530	12.0%	20,350	9.8%
Operating profit	4,964	4,490	(9.6%)	4,910	9.4%	6,200	26.3%
Ordinary profit	5,029	4,523	(10.1%)	4,938	9.2%	6,215	25.9%
Profit attributable to owners of parent	3,505	3,040	(13.3%)	3,321	9.2%	4,179	25.9%

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 Full-year results	FY3/25		FY3/26		FY3/27	
			Plan	YoY Change [%]	Plan	YoY Change [%]	Plan	YoY Change [%]
Net sales	Human Resources Service Business	20,631	22,420	8.7%	24,521	9.4%	27,953	14.0%
	Recruiting Business	3,242	3,385	4.4%	4,045	19.5%	4,484	10.9%
	Local Information Service Business	2,491	2,567	3.1%	2,825	10.1%	3,038	7.5%
	HR Platform Business	1,321	1,323	0.2%	1,430	8.1%	1,540	7.7%
	Overseas Business	1,801	1,972	9.5%	2,177	10.4%	2,333	7.2%
	Total	29,487	31,670	7.4%	35,000	10.5%	39,350	12.4%
Operating profit	Human Resources Service Business	4,435	3,881	(12.5%)	4,052	4.4%	5,093	25.7%
	Recruiting Business	559	690	23.4%	812	17.8%	979	20.5%
	Local Information Service Business	343	349	1.8%	379	8.4%	408	7.8%
	HR Platform Business	680	629	(7.6%)	683	8.7%	741	8.5%
	Overseas Business	170	171	0.7%	257	49.9%	309	20.4%
	Adjustment	(1,224)	(1,232)	—	(1,276)	—	(1,333)	—
	Total	4,964	4,490	(9.6%)	4,910	9.4%	6,200	26.3%

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

Gain market share in specific domains and horizontally develop it

Examples: Nurses, construction, management engineers, medical representatives (drug sales), mechanical design technicians, automobile industry, cosmetics industry and others



The Kango roo! website



The MR BiZ website



The Construction and Equipment job Database website



The E&M JOBS website

Activities to register job applicants

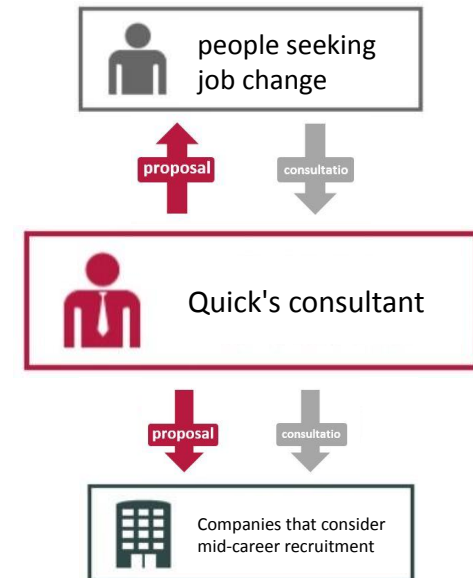
Acquire people seeking career change through an organic path from Quick's website and its tools

The kango-roo! community website for nurses
 The Nurse Calendar app for managing the schedules of nurses
 Kango-roo! Kokushi (app compiling national nursing certification examinations in the past)
 Kango Ga Wakarū Electrocardiograms(book)



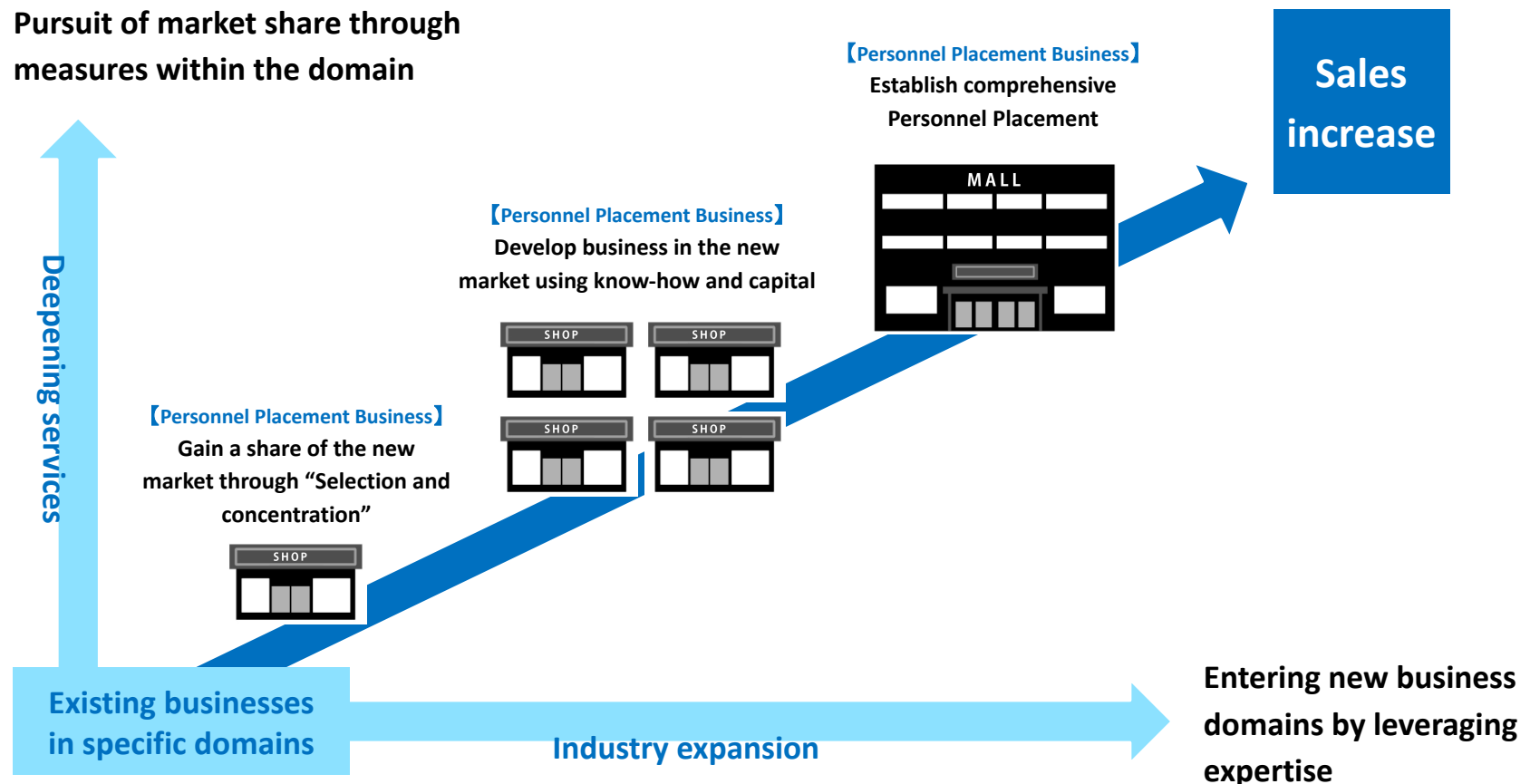
Integrated system

Consultant is responsible for both companies and people seeking job change and achieve highly accurate matching









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.



Policies and measures for deepening services and increasing market share

Industry	Policies	Measures
<p>Construction</p> 	<p>Increase in job types covered</p>	<p>Construction management engineer + Designer, procurement personnel, etc.</p>
<p>Pharmaceutical industry</p> 		<p>MRs + Office workers, executives</p>
<p>Cosmetics industry</p> 		<p>Expansion into luxury and toiletries</p>
<p>Manufacturing</p> 	<p>Expansion of domains</p>	<p>Manufacturing + temporary staffing of engineers, chemical manufacturers, IT</p>
<p>Automobile industry</p> 		<p>Hospitals + clinics, home nursing, nursing homes, beauty clinics</p>
<p>Nurses</p> 		<p>Hospitals + clinics, home nursing, nursing homes, beauty clinics</p>

Personnel Placement Market Outlook

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



Shortage of nurses

Active job openings-to-applicants ratio as of Mar. 2024

2.14 times^{*3}

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)



Shortage of IT human resources

Active job openings-to-applicants ratio as of Mar. 2024

1.59 times^{*3}

The shortage of IT human resources in Japan is expected to be in the range of 160,000 and 790,000 in 2030^{*2}.



Shortage of human resources for construction industry

Active job openings-to-applicants ratio as of Mar. 2024

5.70 times^{*3}

The 2024 problem is also spurring a shortage of human resources.



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-Applicants Ratios for Job Categories (including part-time).

Indeed PLUS sales started from January 30, 2024

On January 30, 2024, QUICK and its subsidiary Colorful Company launched the Indeed PLUS job listings distribution platform.

We will continue to aggressively expand sales of Indeed PLUS in the Recruiting and Local Information Service businesses.



Overview of Indeed PLUS

Indeed PLUS is a job listings distribution platform that connects multiple job listing sites (Indeed PLUS-linked job listing sites*1) and multiple ATSs*2 (Indeed PLUS-linked ATSs) to effectively match diverse job seekers with a diverse range of jobs.

Companies only need to post one job posting on their ATS, and Indeed's matching technology will automatically post it on the most appropriate job listing site, reaching up to 70% of the users of major job listing sites in Japan.

*1 As of May 9, 2024, in addition to Indeed, we are linked to job listing sites provided by Recruit: Riku Navi NEXT, Town Work, FromAnavi, Torabayu, Hataraiiku, and Riku Navi Haken.

*2 ATS stands for Applicant Tracking System and refers to a recruitment management system.

Source: Indeed press release "Indeed PLUS, a job listing distribution platform, will be launched on January 30!"

Take Over of the Career+ Nursing Business from Career-tasu, Inc.

(Press release from April 16, 2024)

On April 12, 2024, we entered into a business transfer agreement with Career-tasu, Inc. and on May 9, 2024, we plan to take over the “Career+ Nursing Business,” which is part of Career-tasu's business. This will allow us to begin offering recruitment support services for new nursing graduates under the brand of our community website for nurses and nursing students, Kango-roo!

Features

Features of the Career+ Nursing Business

- (1) Operates events and job listing informational websites to help nursing students in finding employment.
- (2) Has extensive expertise and high name recognition in the same field.
- (3) Has client assets such as nursing students and hospitals.

Aims



Expertise in mid-career
recruitment support for
nurses



The Career+ Nursing Business

Know-how and client assets
related to supporting the
recruitment of new nursing
graduates



We aim to further improve
business performance by
expanding the areas of
support for nurse
recruitment

Opening of the Kango-roo! Learning Channel on the Kango-roo! community website

(Press release from April 17, 2024)

Kango-roo! Learning Channel (online seminar distribution platform for nurses), a new section of the community website, is now open.



What is the Kango-roo Learning Channel?

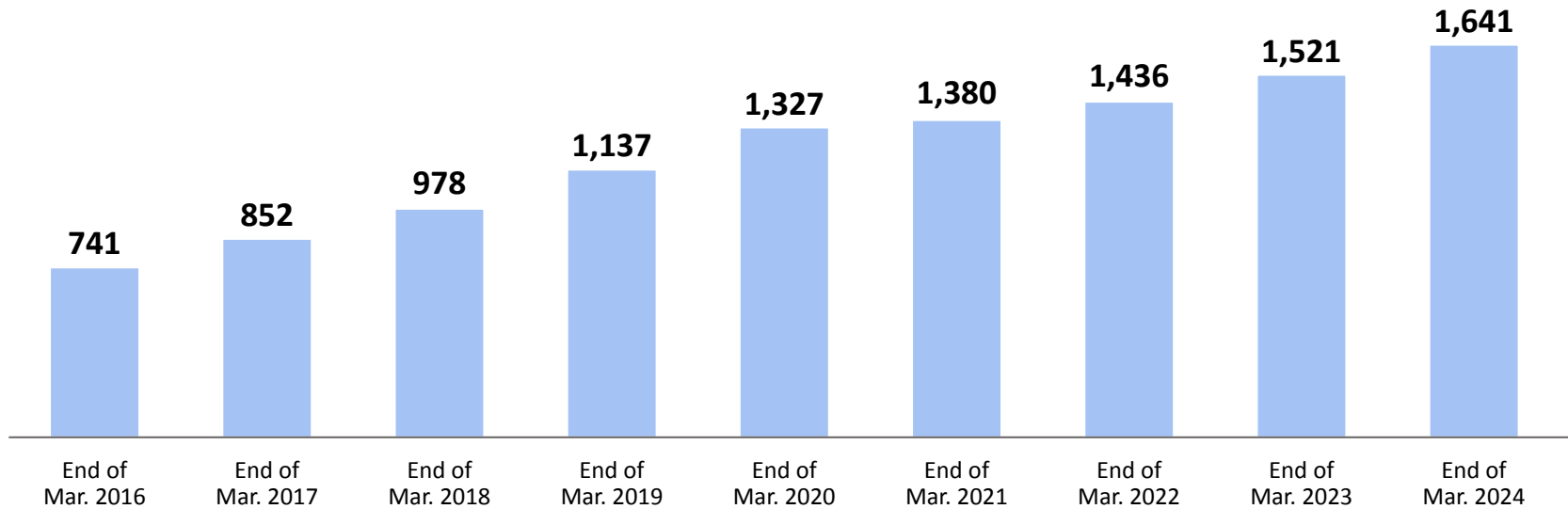
This section on the website offers on-demand seminars on a wide range of topics to meet the learning needs of nurses, including electrocardiograms, test values, and infusions.

We will continue to offer a lineup of seminars on new topics to meet all the learning needs of nurses.

Number of Employees at Fiscal Year-End

Number of employees up by **120** 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



Recruiting site for nursing care professionals

The largest volume of job listings for nurses, public health nurses and midwives. Assistance for changing to a job with better compensation.



Recruiting site for construction, facilities management and industrial plant professionals

Easy to locate jobs that match professional qualifications, experience, desired locations and other parameters.



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.



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.



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.



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



The Iryo Kiki Tenshoku BiZ website

A job changing site specializing in the medical equipment industry

With the largest number of job listings in this industry, the site allows finding jobs that match skills, desired locations and other characteristics of applicants.



The E&M JOBS website

A site for engineers looking for a different job

Job openings for electrical, mechanical, software and other engineers along with outlooks for many companies, advice about job changes specifically for engineers and other information.



The Automotive JOBS website

Recruiting and job changing site for people in the automobile industry

Ranks among the leaders in the number of job listings and matching accuracy; also has a large volume of information about companies.



The Saishoku website

Recruiting and job changing site for people in the cosmetics industry

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.



The Seibishi JOBS website

Career-change and recruitment website for auto technicians

The website offers a wide range of recruitment information related to auto technicians, as well as career change know-how exclusively for auto technicians.

Media Information Publishing Business

金沢情報 富山情報
新潟情報 高岡情報

**Free lifestyle information magazines
delivered to your door**

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.

家づくりナビ

**Housing magazine for those building
houses in Hokuriku**

This is a locally-based housing information magazine for first-time homebuilders in the Hokuriku area. The magazine introduces concerns and questions related to house building, and information that is useful to know for those building a house in Hokuriku.



週末、金沢。

**Web-based media for enjoying
“Weekends in Kanazawa**

This is web-based media in which the editorial staff introduce new stores, event information, and things of interest in Kanazawa and the surrounding area from the user's point of view.

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 426 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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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.