

**Summary of Consolidated Financial Results for the Second Quarter
of the Fiscal Year Ending March 31, 2025
(Six Months Ended September 30, 2024)**

[Japanese GAAP]

October 31, 2024

Company name: QUICK CO., LTD.

Listing: Tokyo Stock Exchange, Prime Market

Stock code: 4318

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

Representative: Tsutomu Wano, Chairman

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Scheduled date to file semi-annual securities report:

November 13, 2024

Scheduled date to commence payment of dividend:

December 2, 2024

Preparation of supplementary materials for financial results:

Yes

Holding of 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, 2025
(April 1, 2024–September 30, 2024)**

(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, 2024	17,145	8.5	3,783	(6.1)	3,817	(6.4)	3,114	10.8
Six months ended Sep. 30, 2023	15,798	6.7	4,030	10.5	4,077	11.0	2,811	10.8

Note: Comprehensive income (millions of yen) Six months ended Sep. 30, 2024: 3,131 (up 2.1%)

Six months ended Sep. 30, 2023: 3,068 (up 32.2%)

	Net income per share	Diluted net income per share
	Yen	Yen
Six months ended Sep. 30, 2024	166.49	–
Six months ended Sep. 30, 2023	150.30	–

(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, 2024	24,353	18,467	75.8	986.94
As of Mar. 31, 2024	22,042	16,420	74.5	877.57

Reference: Shareholders' equity (millions of yen) As of Sep. 30, 2024: 18,462 As of Mar. 31, 2024: 16,416

2. Dividends

	Dividend per share				
	1Q-end	2Q-end	3Q-end	Year-end	Total
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended Mar. 31, 2024	–	36.00	–	58.00	94.00
Fiscal year ending Mar. 31, 2025	–	47.00	–	–	–
Fiscal year ending Mar. 31, 2025 (forecast)	–	–	–	47.00	94.00

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

3. Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2025 (April 1, 2024–March 31, 2025)

(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	31,670	7.4	4,490	(9.6)	4,523	(10.1)	3,040	(13.3)	162.55

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

*** Notes**

(1) Significant changes in the scope of consolidation during the period: None

(2) Application of special accounting methods for presenting semi-annual consolidated financial statements: None

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

1) Changes in accounting policies due to revisions to accounting standards and other regulations: Yes

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

3) Changes in accounting estimates: None

4) Restatements: None

(4) Number of shares issued (common shares)

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

As of Sep. 30, 2024:	19,098,576 shares	As of Mar. 31, 2024:	19,098,576 shares
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2) Number of treasury shares at the end of the period

As of Sep. 30, 2024:	391,412 shares	As of Mar. 31, 2024:	391,412 shares
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3) Average number of shares outstanding during the period

Six months ended Sep. 30, 2024:	18,707,164 shares	Six months ended Sep. 30, 2023:	18,707,204 shares
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* The (current) semi-annual financial report is not subject to review by certified public accountants or accounting firms

* Proper 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. Overview of Results of Operations, Etc., (3) Explanation of Consolidated Earnings Forecast and Other Forward-looking Statements."

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1. Overview of Results of Operations, Etc.

(1) Explanation of Results of Operations

During the first six months of the fiscal year ending March 31, 2025 (the “period under review”), the Japanese economy continued to show a moderate recovery trend, supported by factors such as improvements in the employment and earnings environment and an increase in inbound demand. On the other hand, the economic outlook remained uncertain, mainly due to rising geopolitical risks including the situations in Ukraine and the Middle East, price increase on the back of higher resource and raw material costs, and the weakening trend of the yen.

Japan’s labor market also continued to reflect the shortage of labor in the corporate sector, with the seasonally adjusted job openings-to-applicants ratio being 1.24 and the seasonally adjusted unemployment rate 2.4% in September 2024.

Under such business environment, the QUICK Group worked on differentiating itself from competitors and increasing customer satisfaction by helping our client companies solve their HR related problems by developing new markets, strengthening coordination between the group companies, and expanding business areas through M&As as well as further expanding the existing businesses. The Group also continued strengthening its business base by investing in human resources, including active recruiting activities.

As a result, for the period under review, we posted net sales of 17,145 million yen (up 8.5% year-on-year), operating profit of 3,783 million yen (down 6.1% year-on-year), and ordinary profit of 3,817 million yen (down 6.4% year-on-year). Profit attributable to owners of parent totaled 3,114 million yen (up 10.8% year-on-year), due to the recording of gain on sale of investment securities of 713 million yen from the sale of some investment securities to reduce cross-shareholdings.

Note that, effective from the period under review, the name of the reportable segment that was previously referred to as the Information Publishing Business has been changed to the Local Information Service Business 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.

Net sales for each segment represent sales to external customers, while operating profit represents the amount before elimination for inter-segment transactions.

(Human Resources Services Business)

1) Personnel Placement

In the personnel placement category, recruiting needs for various jobs were robust in our focus fields of construction, pharmaceutical, electronics/machinery, automobile, and IT industries, as well as for nurses and childcare workers. Under such circumstances, we made continued efforts, including developing new clients for our contingent fee-based recruitment business in new focus job fields and nursing domain, holding more meetings with our client companies and registrants who wish to change careers, and providing swift and extensive support. Furthermore, we advanced the expansion of services for nursing students, including the launch of a job search portal “*Kango-roo Shukatsu*” for nursing students, utilizing the business assets of the Career-tasu’s nursing business acquired in May 2024, and the holding of the “*Kango-roo Shukatsu Job Fair*” in collaboration with the Recruiting Business. In addition, as part of our efforts to strengthen promotional activities to further penetrate the *Kango-roo* brand and to attract more registrants, we invested in advertising initiatives, beginning with web commercials in June, followed by TV commercials in August, train advertising in September, and other related activities. These active investments resulted in increased brand recognition of *Kango-roo* as a career change support service. As a result of such efforts, business performance in personnel placement remained solid.

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

In the temporary staffing, temporary-to-permanent staffing, and business contracting categories, needs for COVID-19 related temporary staffing of nurses ended. While returning to the normal market, we continued our efforts to strengthen sales to nursing care facilities, hospitals, and other facilities, to find registrants who wish to work as temporary staff, and to hold more meetings. Regarding the temporary staffing of childcare workers, while competition among human resources companies to attract registrants intensified amid strong demand, we made efforts to attract more registrants through measures such as enhancing the usability of our websites. As a result of

these efforts, business performance in temporary staffing, including that of nurses and childcare workers, expanded steadily.

Overall, sales of the Human Resources Services Business increased 6.5% year-on-year to 12,366 million yen, but operating profit decreased 11.7% year-on-year to 3,357 million yen due mainly to aggressive investment in the nursing domain.

(Recruiting Business)

In the Recruiting Business, the volume of aggregation-type recruiting services (search engine type recruiting media collecting specific information from multiple websites) including our mainstay Indeed as well as Indeed PLUS, a recruiting delivery platform service through Indeed, expanded steadily amid strong recruiting needs in a wide range of industries and job fields. On the other hand, pay-per-placement media for recruiting full-time employees targeting mid-career recruiting and media for part-time and temporary staff have experienced a decline in advertising effectiveness of stand-alone use. Due to these changes in the recruiting environment, many companies reassessed their hiring plans and methods, leading to increased opportunities for developing new clients. In this context, we enhanced our sales efforts including proposals for a switch to aggregation-type recruiting services and Indeed PLUS.

For services other than the handling of recruiting advertisement, business performance in consulting services field—including program development for internships and company information sessions for new graduate recruiting as well as for employee trainings—expanded because of our efforts to strengthen coordination with partner companies and to enhance branding through web promotion, seminars for HR personnel, and video streaming. We also focused on measures in collaboration with the Human Resources Services Business, such as developing exhibitors for the “Kango-roo Shukatsu Job Fair” and advertisers for the contingent fee-based recruitment advertising business of “Kango-roo Tenshoku.”

Overall, sales of the Recruiting Business increased 5.8% year-on-year to 1,594 million yen and operating profit increased 109.5% year-on-year to 396 million yen.

(Local Information Service Business)

In the Local Information Service Business, for the sales promotion targeting restaurants, shops, and other businesses, there were strong needs for placing advertisements in the lifestyle information magazine category. On the other hand, demand for placing housing advertisements declined due to rising housing prices driven by soaring material costs and an artisan shortage, as well as to reduced interest in purchasing homes due to higher mortgage rates. With more clients shifting to web media for recruiting advertisements, the lifestyle information magazine category as a whole posted a decrease in revenue. Under such circumstances, the housing domain was strong; for example, the “Ie-Dukuri Navi Festa” housing events held in Ishikawa and Toyama in September 2024 achieved record-high numbers of both exhibitor companies and guests. Furthermore, revenue from our mainstay services, Indeed and Indeed PLUS, increased due to our efforts to acquire clients seeking to transition from the lifestyle information magazine, in addition to the development of new clients.

Revenue from posting services, which distribute flyers and other materials to each household, increased thanks to the strong performance in the Niigata area.

On the other hand, the performance of the consulting services operating under the “coco color.” brand improved due to efforts such as enhanced training for young consultants and revisions to the matching process in the career change domain. However, overall performance for “coco color.” remained roughly flat due to weak results in the housing domain.

Overall, sales of the Local Information Service Business increased 2.8% year-on-year to 1,280 million yen, and operating profit decreased 0.8% year-on-year to 199 million yen.

(HR Platform Business)

The HR Platform Business continued to enjoy robust interest and needs from members of “Nihon no Jinjibu” (Japan’s Human Resources Department) for services related to resolving issues in the HR domain, recruiting, and HR development, as well as training events and seminars. Against this backdrop, advertising revenues from services related to “Nihon no Jinjibu” trended downward, partly due to reduced advertising placements from HR tech-related companies. On the other hand, demand from HR service providers to exhibit at HR events was strong. Both “Nihon

no Jinjibu HR Conference 2024 —Spring—,” an online HR event held in May 2024, and “HR Round Table,” an in-person event featuring discussions among HR leaders held in August 2024, were so successful that exhibitor slots for both events sold out. Additionally, “CHRO training school” launched during the current fiscal year got off to a good start with more applications than expected.

Overall, sales of the HR Platform Business increased 2.3% year-on-year to 618 million yen, and operating profit increased 4.0% year-on-year to 302 million yen.

(Overseas Business)

In the U.S., demand for recruitment was strong across a wide range of companies especially within the manufacturing industry. In this environment, we made efforts to improve client management systems, enhance collaboration among offices, and review our sales structure to facilitate more meetings with recruiting companies and registrants who wish to change careers, while also developing new clients and strengthening relationships with existing clients. In Mexico, the job market remained active, leading to steady performance in staffing services of interpreters and translators. In addition, we have worked to bolster our efforts to recruit Spanish-speaking human resources to facilitate meetings in Spanish and expand client-attracting channels for acquiring more registrants, in response to high recruiting needs for local human resources in job fields such as sales and technology. Thanks to these efforts, the performance of the personnel placement business in North and Central America, as well as the temporary staffing business in the U.S., expanded positively.

In the U.K., where the job market for career change remained favorable, demand for recruiting local talent, not just Japanese-speaking human resources, has been increasing. In this environment, we focused on strengthening the recruitment and training of consultants, cultivating new clients, and improving client management systems to enhance matching accuracy. Additionally, we made efforts to strengthen promotional activities and expand the functions of our registration website to promote registration among local talent. Furthermore, in the Netherlands, we worked to develop new clients by participating in business events held not only in Netherlands but also in Germany and France, along with conducting sales activities. Through these efforts, revenue from personnel placement in Europe and temporary staffing in the U.K. increased. In terms of personnel placement, the performance of Cross Border Recruitment®, our international career change support service in Europe, also expanded.

In China, the personnel and labor consulting business experienced less progress in renewing consultation advisory service contracts and securing new contracts for creating HR systems and internal regulations, due to a trend of increased cost-cutting by the client companies in the context of the worsening Chinese economy. Furthermore, our personnel placement services have continued to operate in a challenging environment, including declining recruitment needs due to the deterioration in companies' performance. In Vietnam, along with the economic recovery, corporate demand for recruitment showed an increasing trend as companies make entries into the region. In this context, we focused on cultivating new clients by supporting the recruitment of kick-off members of new entrant companies, while also enhancing sales activities with existing clients. In Thailand, the economy is on a recovery trend; however, recruitment needs from Japanese companies in Thailand continued to be mainly to fill vacancies. In this situation, we worked to bolster our efforts to cultivate and respond to the need for recruiting difficult-to-recruit talents, such as management personnel, while also strengthening the recruitment and training of consultants to address these needs. Through these efforts, personnel placement in Asia experienced increased revenue; however, the personnel and labor consulting business in China continues to face challenging conditions.

Overall, sales of the Overseas Business increased 54.9% year-on-year to 1,285 million yen and operating profit also increased 28.9% year-on-year to 204 million yen.

(2) Explanation of Financial Position

1) Assets, liabilities, and net assets

Total assets at the end of the period under review increased 2,310 million yen from the end of the previous fiscal year to 24,353 million yen. This was mainly the result of increases in cash and deposits and notes and accounts receivable-trade.

Total liabilities increased 264 million yen from the end of the previous fiscal year to 5,886 million yen. This was mainly the result of an increase in income taxes payable despite decreases in accounts payable-other and provision for bonuses.

Total net assets increased 2,046 million yen from the end of the previous fiscal year to 18,467 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 1.3 percentage points from the end of the previous fiscal year to 75.8%.

2) Cash flows

Cash and cash equivalents (hereinafter "net cash") increased 1,672 million yen from the end of the previous fiscal year to 14,669 million yen at the end of the period under review. Outflows included 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 increased 50.5% year-on-year to 2,578 million yen. Negative factors include a decrease in provision for bonuses of 312 million yen, an increase in trade receivables of 447 million yen, and income taxes paid of 482 million yen. Positive factors include profit before income taxes of 4,529 million yen.

Cash flows from investing activities

Net cash provided by investing activities was 121 million yen (237 million yen was used in the same period of the previous fiscal year). Positive factors include 738 million yen of proceeds from sale of investment securities. Negative factors include purchase of property, plant and equipment and intangible assets of 341 million yen and payments for acquisition of businesses of 260 million yen.

Cash flows from financing activities

Net cash used in financing activities increased 32.4% year-on-year to 1,090 million yen. Negative factors include dividends paid of 1,082 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, 2025, which was announced in the "Summary of Consolidated Financial Results for the Fiscal Year Ended March 31, 2024 (Japanese GAAP)" on April 26, 2024.

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. Semi-annual Consolidated Financial Statements and Notes

(1) Semi-annual Consolidated Balance Sheet

(Thousands of yen)

	FY3/24 (As of Mar. 31, 2024)	Second quarter of FY3/25 (As of Sep. 30, 2024)
Assets		
Current assets		
Cash and deposits	13,056,402	14,715,534
Notes and accounts receivable-trade	2,981,865	3,454,751
Other	381,169	438,912
Allowance for doubtful accounts	(3,180)	(3,624)
Total current assets	16,416,256	18,605,574
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	1,013,641	1,000,841
Vehicles, net	14,650	24,591
Tools, furniture and fixtures, net	254,017	268,730
Land	176,789	176,789
Leased assets, net	1,715	1,064
Total property, plant and equipment	1,460,814	1,472,016
Intangible assets		
Software	994,262	927,679
Software in progress	86,094	218,440
Goodwill	2,336	185,260
Other	10,646	10,646
Total intangible assets	1,093,340	1,342,026
Investments and other assets		
Investment securities	2,131,919	2,034,623
Leasehold deposits	823,431	800,524
Deferred tax assets	77,190	62,981
Other	44,754	45,953
Allowance for doubtful accounts	(5,204)	(10,468)
Total investments and other assets	3,072,091	2,933,614
Total non-current assets	5,626,246	5,747,657
Total assets	22,042,503	24,353,232

(Thousands of yen)

	FY3/24 (As of Mar. 31, 2024)	Second quarter of FY3/25 (As of Sep. 30, 2024)
Liabilities		
Current liabilities		
Accounts payable-trade	789,990	836,792
Short-term borrowings	121,502	115,042
Accounts payable-other	1,461,580	1,135,299
Accrued expenses	776,286	769,052
Income taxes payable	530,145	1,431,494
Accrued consumption taxes	417,157	476,471
Provision for bonuses	641,694	332,027
Provision for bonuses for directors (and other officers)	35,359	–
Asset retirement obligations	29,300	–
Other	359,881	391,296
Total current liabilities	5,162,896	5,487,476
Non-current liabilities		
Deferred tax liabilities	192,948	127,579
Retirement benefit liability	17,639	21,497
Asset retirement obligations	247,835	249,253
Other	741	340
Total non-current liabilities	459,164	398,671
Total liabilities	5,622,061	5,886,147
Net assets		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus	429,830	429,830
Retained earnings	14,512,614	16,542,087
Treasury shares	(343,784)	(343,784)
Total shareholders' equity	14,949,977	16,979,450
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	1,372,176	1,320,117
Foreign currency translation adjustment	94,708	163,269
Total accumulated other comprehensive income	1,466,885	1,483,386
Non-controlling interests	3,578	4,247
Total net assets	16,420,441	18,467,084
Total liabilities and net assets	22,042,503	24,353,232

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

(Thousands of yen)

	First six months of FY3/24 (Apr. 1, 2023–Sep. 30, 2023)	First six months of FY3/25 (Apr. 1, 2024–Sep. 30, 2024)
Net sales	15,798,134	17,145,908
Cost of sales	4,550,842	5,295,936
Gross profit	11,247,291	11,849,971
Selling, general and administrative expenses	7,216,399	8,066,105
Operating profit	4,030,892	3,783,866
Non-operating income		
Interest income	1,183	2,050
Dividend income	4,902	5,422
Foreign exchange gains	13,566	12,307
Book sales commission	15,010	8,247
Other	12,706	6,373
Total non-operating income	47,370	34,401
Non-operating expenses		
Interest expenses	598	584
Commission expenses	51	245
Other	111	3
Total non-operating expenses	761	833
Ordinary profit	4,077,501	3,817,435
Extraordinary profit		
Gain on sale of non-current assets	816	–
Gain on sale of investment securities	3,729	713,521
Total extraordinary income	4,545	713,521
Extraordinary losses		
Loss on sale of non-current assets	–	147
Loss on retirement of non-current assets	70	1,702
Loss on sale of investment securities	4,584	–
Total extraordinary losses	4,654	1,850
Profit before income taxes	4,077,392	4,529,106
Income taxes-current	893,173	1,358,102
Income taxes-deferred	371,175	55,639
Total income taxes	1,264,349	1,413,742
Profit	2,813,043	3,115,364
Profit attributable to non-controlling interests	1,430	875
Profit attributable to owners of parent	2,811,612	3,114,488

Semi-annual Consolidated Statement of Comprehensive Income
(For the Six-month Period)

(Thousands of yen)

	First six months of FY3/24 (Apr. 1, 2023–Sep. 30, 2023)	First six months of FY3/25 (Apr. 1, 2024–Sep. 30, 2024)
Profit	2,813,043	3,115,364
Other comprehensive income		
Valuation difference on available-for-sale securities	204,505	(52,059)
Foreign currency translation adjustment	51,146	68,429
Total other comprehensive income	255,652	16,369
Comprehensive income	3,068,695	3,131,734
Comprehensive income attributable to:		
Owners of parent	3,067,287	3,130,989
Non-controlling interests	1,407	744

(3) Semi-annual Consolidated Statement of Cash Flows

(Thousands of yen)

	First six months of FY3/24 (Apr. 1, 2023–Sep. 30, 2023)	First six months of FY3/25 (Apr. 1, 2024–Sep. 30, 2024)
Cash flows from operating activities		
Profit before income taxes	4,077,392	4,529,106
Depreciation	221,552	273,471
Amortization of goodwill	934	8,928
Increase (decrease) in allowance for doubtful accounts	127	5,708
Increase (decrease) in provision for bonuses	(1,145,025)	(312,430)
Increase (decrease) in provision for bonuses for directors (and other officers)	(110,828)	(35,359)
Increase (decrease) in retirement benefit liability	16,758	3,858
Interest and dividend income	(6,086)	(7,473)
Interest expenses	598	584
Foreign exchange losses (gains)	(13,566)	(12,307)
Loss (gain) on sale of non-current assets	(816)	147
Loss on retirement of non-current assets	70	1,702
Loss (gain) on sale of investment securities	855	(713,521)
Decrease (increase) in trade receivables	(245,315)	(447,186)
Increase (decrease) in trade payables	(117,268)	35,561
Increase (decrease) in accrued consumption taxes	(128,856)	56,179
Other, net	6,896	(332,036)
Subtotal	2,557,421	3,054,933
Interest and dividends received	6,086	7,469
Interest paid	(606)	(582)
Income taxes paid	(849,217)	(482,906)
Net cash provided by (used in) operating activities	1,713,683	2,578,914
Cash flows from investing activities		
Net decrease (increase) in time deposits	4,485	15,385
Purchase of property, plant and equipment	(46,681)	(99,072)
Proceeds from sale of property, plant and equipment	816	771
Purchase of intangible assets	(193,941)	(242,545)
Purchase of investment securities	(2,572)	(2,370)
Proceeds from sale of investment securities	17,872	738,188
Payments for asset retirement obligations	(17,535)	(29,300)
Payments for acquisition of businesses	–	(260,043)
Net cash provided by (used in) investing activities	(237,556)	121,012
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	(1,100)	(6,460)
Repayments of lease liabilities	(785)	(698)
Dividends paid	(821,329)	(1,082,762)
Dividends paid to non-controlling interests	–	(341)
Other, net	(85)	–
Net cash provided by (used in) financing activities	(823,301)	(1,090,262)
Effect of exchange rate change on cash and cash equivalents	53,244	62,719
Net increase (decrease) in cash and cash equivalents	706,070	1,672,384
Cash and cash equivalents at beginning of period	12,213,602	12,997,347
Cash and cash equivalents at end of period	12,919,672	14,669,732

(4) Notes to Semi-annual Consolidated Financial Statements**Segment Information**

I. 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 semi-annual consolidated statement of income (Note 2)
	Human Resources Services Business	Recruiting Business	Local Information Service 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 semi-annual 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.

II. First six months of FY3/25 (Apr. 1, 2024–Sep. 30, 2024)

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 semi-annual consolidated statement of income (Note 2)
	Human Resources Services Business	Recruiting Business	Local Information Service Business	HR Platform Business	Overseas Business (Note 3)	Total		
Net sales								
Revenue from contracts with customers	12,366,326	1,594,947	1,280,666	618,221	1,285,745	17,145,908	–	17,145,908
Other revenue	–	–	–	–	–	–	–	–
Sales to external customers	12,366,326	1,594,947	1,280,666	618,221	1,285,745	17,145,908	–	17,145,908
Inter-segment sales and transfers	1,959	139,629	5,080	3,032	2,224	151,925	(151,925)	–
Total	12,368,286	1,734,576	1,285,746	621,253	1,287,970	17,297,833	(151,925)	17,145,908
Segment profit	3,357,593	396,132	199,854	302,522	204,420	4,460,523	(676,656)	3,783,866

- Notes: 1. The (676,656) thousand yen adjustment to segment profit includes elimination for inter-segment transactions of 232,981 thousand yen, and (909,638) 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 semi-annual 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 on impairment losses of non-current assets, goodwill, etc. in reportable segments

(Significant changes in the amount of goodwill)

In the Human Resources Services Business, transfer of business operations has resulted in goodwill. The increased amount of goodwill by the said event was 191,852 thousand yen for the period under review.

3. Information on changes, etc. in reportable segments

(Changes in the names of reportable segments)

Effective from the period under review, the name of the reportable segment that was previously referred to as the Information Publishing Business has been changed to the Local Information Service Business 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 same period of the previous fiscal year is also presented under the new name.