

Results of Operations for the First Half of the Fiscal Year Ending March 31, 2025

November 8 ,2024

QUICK CO.,LTD.

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

- 01** 1H FY3/25 Summary of Results
- 02** FY3/25 Consolidated Earnings Forecast
- 03** Shareholder Return and Capital Efficiency
- 04** Market Environment
- 05** Company Profile and Business Features
- 06** Supplementary Materials

- 01 1H FY3/25 Summary of Results**
- 02 FY3/25 Consolidated Earnings Forecast
- 03 Shareholder Return and Capital Efficiency
- 04 Market Environment
- 05 Company Profile and Business Features
- 06 Supplementary Materials

1H FY3/25 Consolidated Financial Highlights 1



**Net sales and net profit
reached record highs in the
first half of the fiscal year!**

Net sales

17.14 billion yen

YoY +8.5%

Operating profit

3.78 billion yen

YoY (6.1%)

Ordinary profit

3.81 billion yen

YoY (6.4%)

**Profit attributable to owners
of parent**

3.11 billion yen

YoY +10.8%

Point **01** **Operating Environment**

Employment situation continued as a tailwind.

The job openings-to-applicants ratio remained high and the unemployment rate remained at a low level.

- ✓ Shortage of labor in the corporate sector (job openings-to-applicants ratio: 1.24x in September)
- ✓ Normalization of economic activity
- ✓ Growing inbound demand

Point **02** **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
- ✓ Enhancement of intra-group collaboration
- ✓ Strengthened recruitment of human resources and human resources development
- ✓ Strengthened promotion of specialized areas

1H FY3/25 Consolidated Financial Highlights by Segment



- Sales increased in all segments, including the mainstay Human Resources Services Business.
 - The Human Resources Services Business saw a decrease in profit due to aggressive investment in the nursing field.
 - The Recruiting Business posted an increase in profit thanks to efforts to improve productivity.
- Overseas Business remained strong as in the previous year.

Business	Net sales	Operating profit
Human Resources Services	12,366 million yen YoY +6.5%	3,357 million yen YoY (11.7%)
Recruiting	1,594 million yen YoY +5.8%	396 million yen YoY +109.5%
Local Information Service	1,280 million yen YoY +2.8%	199 million yen YoY (0.8%)
HR Platform	618 million yen YoY+2.3%	302 million yen YoY +4.0%
Overseas	1,285 million yen YoY +54.9%	204 million yen YoY +28.9%

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

Consolidated and Segment Results

1H FY3/25 Financial Results (YoY Change/Vs. Plan)



	1H FY3/25 Results	1H FY3/24 Results		1H FY3/25 Plan	
		Results	YoY	Plan	Vs. Plan
(millions of yen)					
Net sales	17,145	15,798	8.5%	16,637	3.1%
Gross profit	11,849	11,247	5.4%	11,472	3.3%
Selling, general and administrative expenses	8,066	7,216	11.8%	8,214	(1.8%)
Operating profit	3,783	4,030	(6.1%)	3,258	16.1%
Ordinary profit	3,817	4,077	(6.4%)	3,280	16.4%
Profit attributable to owners of parent	3,114	2,811	10.8%	2,262	37.7%

1H FY3/25 Segment Results (YoY Change/Vs. Plan)



Net sales

Operating profit

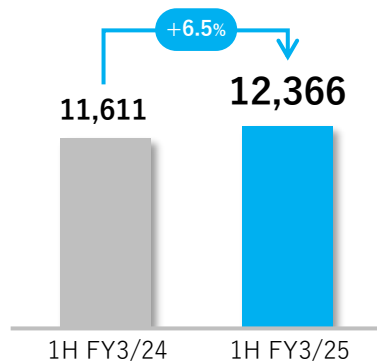
	1H FY3/25 Results	1H FY3/24 Results		1H FY3/25 Plan	
		Results	YoY	Plan	Vs. Plan
(millions of yen)					
Human Resources Services Business	12,366	11,611	6.5%	12,344	0.2%
Recruiting Business	1,594	1,507	5.8%	1,477	7.9%
Local Information Service Business	1,280	1,245	2.8%	1,241	3.2%
HR Platform Business	618	604	2.3%	645	(4.3%)
Overseas Business	1,285	829	54.9%	928	38.5%
Total	17,145	15,798	8.5%	16,637	3.1%
Human Resources Services Business	3,357	3,801	(11.7%)	3,240	3.6%
Recruiting Business	396	189	109.5%	171	131.0%
Local Information Service Business	199	201	(0.8%)	144	38.1%
HR Platform Business	302	290	4.0%	307	(0.1%)
Overseas Business	204	158	28.9%	55	286.6%
Adjustment	(676)	(610)	—	(661)	—
Total	3,783	4,030	(6.1%)	3,258	16.1%

1H FY3/25 Segment Results (Human Resources Services Business)

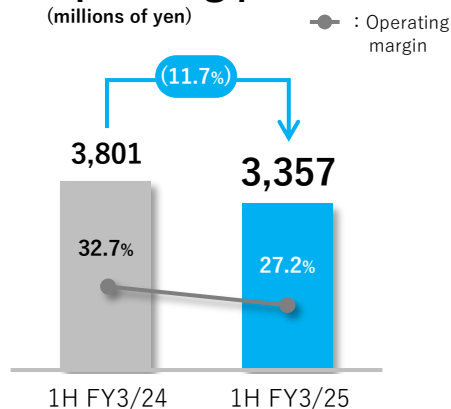
Operating Environment

In addition to the construction, pharmaceutical, electronics, machinery, automobile, IT, and other fields of focus, there is strong demand for hiring nurses and childcare workers.

Net sales (millions of yen)



Operating profit (millions of yen)



Results of each service

Personnel Placement | Increased by 559 million yen YoY

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



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



Automotive Jobs
(Career change site for the automotive industry)



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

Temporary staffing | Increased by 119 million yen YoY

- Temporary staffing of nurses and childcare workers grew steadily!



The Medicare Career website
(The Medicare Career website has information about health care jobs in the Hokuriku and Shinetsu)



The Hoitomo website
(The Hoitomo website accepts registrations from people who want temporary child in the Kansai and Tokai)

Nursery school operation | Increased by 37 million yen YoY

- Capacity is full this quarter, with strong growth compared to last year.



Koguma-no-Mori Daycare Center in Kitanoda

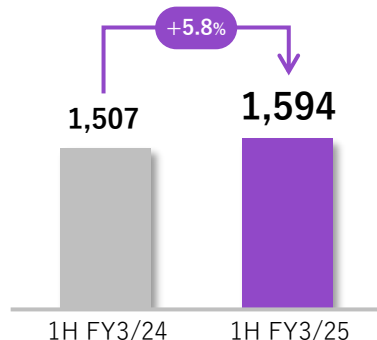
1H FY3/25 Segment Results (Recruiting Business)

Operating Environment

Transactions expanded in a wide range of industries and occupations against a backdrop of increased inbound demand due to the weak yen and the persistently high job openings-to-applicants ratio. In particular, hiring needs remain strong in the medical and welfare fields, which are suffering from chronic labor shortages, and in major chain stores (restaurants, retail, sales, etc.).

Net sales

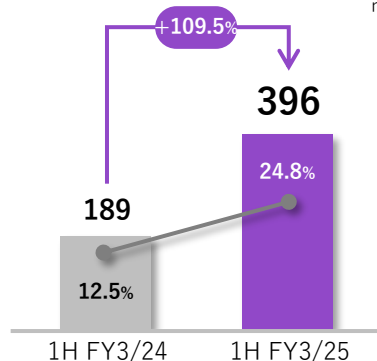
(millions of yen)



Operating profit

(millions of yen)

● : Operating margin



Results of each service

Recruiting advertising / Event | Decreased by 348 million yen YoY

- Increased migration of postings to aggregate job services such as Indeed, etc., and decreased postings of part-time and temporary staff and mid-career permanent employees through the independent use of recruitment media.
- Sales of some media increased due to the start of handling job advertisements outside of the recruiting media.

Indeed | Increased by 332 million yen YoY

- Increased migration of job postings from stand-alone job media to Indeed PLUS.
- New business development is progressing well, contributing to sales growth.



Recruiting consultation-related | Increased by 38 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)

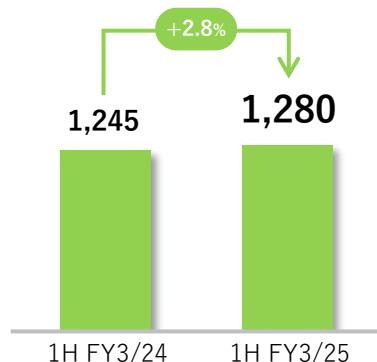
1H FY3/25 Segment Results (Local Information Service Business)

Operating Environment

While sales of lifestyle information magazines declined due to a decrease in housing advertisements associated with soaring materials prices and rising loan interest rates, as well as with the shift of job advertisements to the Web, sales of housing event and Indeed handling expanded, and overall segment sales increased.

Net sales

(millions of yen)



Results of each service

Lifestyle information magazines | Decreased by 16 million yen YoY | **Indeed** | Increased by 40 million yen YoY

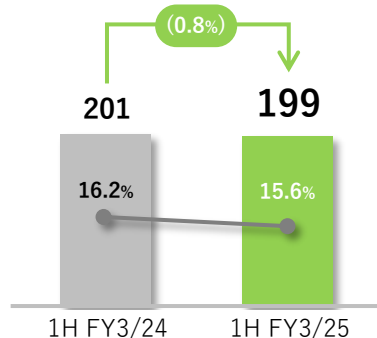
- Sales of lifestyle information magazines declined due to a contraction in the housing sector, despite an increase in sales of sales promotion and job advertisements, reflecting soaring materials prices and rising interest rates.
- Revenue increased for Indeed due to the acquisition of customers seeking to shift from lifestyle information magazines to the Web and efforts to develop new customers.



Operating profit

(millions of yen)

● : Operating margin



Concierge | Decreased by 3 million yen YoY

- Sales remained almost flat due to the weak performance in the housing sector, despite an improved performance in the focused area of career change.



Cococolor Tenshoku

Posting | Increased by 13 million yen YoY

- Sales increased, driven by performance in the Niigata area!

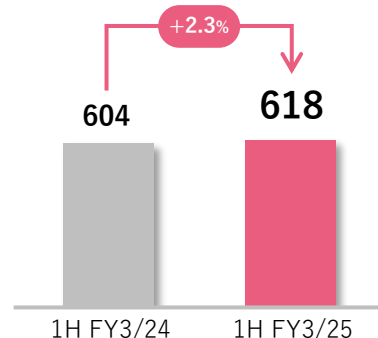


1H FY3/25 Segment Results (HR Platform Business)

Operating Environment

Interest and needs of Nihon no Jinjibu members for services to resolve issues in the HR domain, recruitment, and training remain strong.

Net sales (millions of yen)



Results of each service

Nihon no Jinjibu related service | Increased by 16 million yen YoY

- Increased sales related to HR conferences and other events.



Nihon no Jinjibu

(A community knowledge website with various types of information on HR issues)



LEADERS

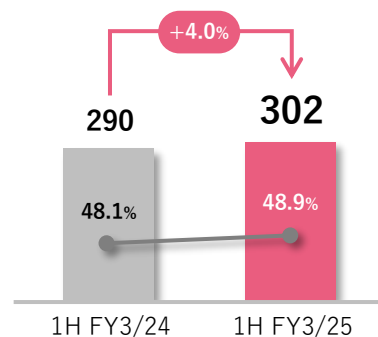
(Information magazine featuring interviews with a focus on HR issues)



Nihon no Jinjibu White Paper
(Report of a fact-finding survey on HR issues nationwide)

Operating profit (millions of yen)

● : Operating margin



Nihon no Jinjibu HR Conference and HR Roundtable

- In addition to the traditional biannual online events, real events for HR managers were held.
- CHRO Training School also opened.



Nihon no Jinjibu HR Conference 2024 - Spring-
(One of Japan's largest HR events in which key persons in charge of personnel matters at a variety of companies and organizations get together and discuss HR-related issues)



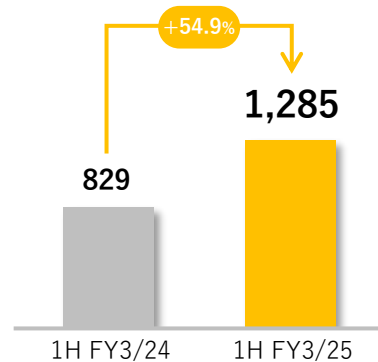
Nihon no Jinjibu CHRO Training School
(An event aimed at training future CHROs by CHROs)

1H FY3/25 Segment Results (Overseas Business)

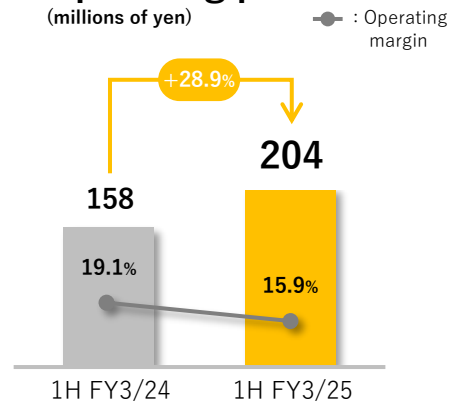
Operating Environment

In the U.S. and U.K. recruiting needs remained strong. In Mexico, hiring needs for interpreters and translators at Japanese manufacturing companies remained firm. The Netherlands also expanded steadily with a focus on new customer development. Asia is also expanding thanks to economic recoveries in Vietnam and Thailand.

Net sales (millions of yen)



Operating profit (millions of yen)



Results of each service

USA | Increased by 318 million yen YoY
U.K. | Increased by 66 million yen YoY
Mexico | Increased by 18 million yen YoY
The Netherlands | Increased by 46 million yen YoY

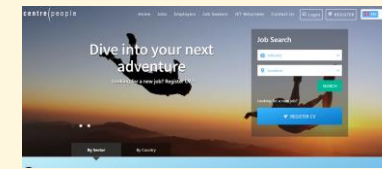
- North and Central America and Europe both performed well, contributing significantly to overall earnings growth!



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 | Decreased by 7 million yen YoY
Vietnam | Increased by 6 million yen YoY
Thai | Increased by 11 million yen YoY

- Shanghai continues to face a difficult environment for both HR consulting and placement against a backdrop of economic deterioration.
- Vietnam is expanding both new and existing business as the economy recovers.
- In Thailand, sales for management positions and other difficult-to-hire positions have been strengthened, and placement activities have expanded.

International career change support | Increased by 47 million yen YoY

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

1H FY3/25 Segment Results (Overseas Business 2)



In July 2024, we opened a new location in **Detroit, Michigan, USA.**

We will continue to focus on promoting Cross Border Recruitment® to expand the performance of our overseas business.

Topics

From June 10, 2024, the service name will be changed from career+ Nursing to Kango-roo! Shukatsu.*

By strengthening contacts with vocational schools and universities where nursing students are enrolled and medical institutions that plan to recruit nursing students, we aim to improve the overall brand value and services of the Kango-roo!



看護roo! 就活 合同説明会



*Kango-roo! Shukatsu is a service in which the human resource services business and the recruiting business work together.

Strengthen promotion of Kango-roo! Tenshoku



First promotion through web ads, TV commercials, and traffic ads as a brand of Kango-roo!

- 01 1H FY3/25 Summary of Results
- 02 FY3/25 Consolidated Earnings Forecast**
- 03 Shareholder Return and Capital Efficiency
- 04 Market Environment
- 05 Company Profile and Business Features
- 06 Supplementary Materials

FY3/25 Consolidated Earnings Forecast



	1H FY3/25 Results		FY3/25 Full year plan		
	(millions of yen)	Results	YoY	Plan	YoY
Net sales		17,145	8.5%	31,670	7.4%
Gross profit		11,849	5.4%	21,040	5.7%
Selling, general and administrative expenses		8,066	11.8%	16,550	10.7%
Operating profit		3,783	(6.1%)	4,490	(9.6%)
Ordinary profit		3,817	(6.4%)	4,523	(10.1%)
Profit attributable to owners of parent		3,114	10.8%	3,040	(13.3%)
Dividend per share(yen)		47	+11	94	±0

FY3/25 Forecast by Segment



Net sales

Operating profit

(millions of yen)	1H FY3/25 Results		FY3/25 Full year plan	
	Results	YoY	Plan	YoY
Human Resources Services Business	12,366	6.5%	22,420	8.7%
Recruiting Business	1,594	5.8%	3,385	4.4%
Local Information Service Business	1,280	2.8%	2,567	3.1%
HR Platform Business	618	2.3%	1,323	0.2%
Overseas Business	1,285	54.9%	1,972	9.5%
Total	17,145	8.5%	31,670	7.4%
Human Resources Services Business	3,357	(11.7%)	3,881	(12.5%)
Recruiting Business	396	109.5%	690	23.4%
Local Information Service Business	199	(0.8%)	349	1.8%
HR Platform Business	302	4.0%	629	(7.6%)
Overseas Business	204	28.9%	171	0.7%
Adjustment	(676)	—	(1,232)	—
Total	3,783	(6.1%)	4,490	(9.6%)

FY3/25 Full Year Plan 1



Human Resources Services Business

(millions of yen)	1H FY3/25 Results	FY3/25 Full year plan
Net sales	12,366	22,420
Operating profit	3,357	3,881

- Net sales for both placement and temporary staffing remained almost flat compared to the plan for the first half of the year. Profits were down YoY, but slightly higher than planned.
- For the full year, both net sales and profit are expected to be almost in line with the plan.

Recruiting Business

(millions of yen)	1H FY3/25 Results	FY3/25 Full year plan
Net sales	1,594	3,385
Operating profit	396	690

- Net sales in the first half of the year increased compared to the plan due to steady expansion of Indeed. Profits also increased compared to the plan due to steps taken to bolster productivity improvement and headcount reductions.
- For the full year, we will continue to strengthen our sales activities centered on Indeed, and net sales will be in line with the plan. Profits are expected to be higher than planned.

FY3/25 Full Year Plan 2



Local Information Service Business

(millions of yen)	1H FY3/25 Results	FY3/25 Full year plan
Net sales	1,280	2,567
Operating profit	199	349

- In the first half of the year, sales and profits increased compared to the plan due to an increase in housing events and Indeed handling, as well as steady growth in posting, despite a decrease in lifestyle information magazine handling.
- Both net sales and profit for the full year are expected to exceed the plan.

HR Platform Business

(millions of yen)	1H FY3/25 Results	FY3/25 Full year plan
Net sales	618	1,323
Operating profit	302	629

- In the first half of the year, both net sales and income increased YoY, but fell slightly short of the plan. The strong performance of HR events such as the HR Conference contributed to the results.
- In the second half of the year, the Company aims to achieve its full-year plan by investing in the growth of the Nihon no Jinjibu website, planning new events, and pursuing other initiatives.

Overseas Business

(millions of yen)	1H FY3/25 Results	FY3/25 Full year plan
Net sales	1,285	1,972
Operating profit	204	171

- Net sales in the U.S. and the U.K. expanded significantly in the first half of the year, and both sales and profit increased. Operating profit exceeded the full-year plan in the first half of the year and reached a record high, thanks to the expansion of highly profitable placement and recruiting activities.
- Although the full year will depend on the political and economic situation in each country, both net sales and profits are expected to exceed the plan.

- 01 1H FY3/25 Summary of Results
- 02 FY3/25 Consolidated Earnings Forecast
- 03 Shareholder Return and Capital Efficiency**
- 04 Market Environment
- 05 Company Profile and Business Features
- 06 Supplementary Materials

FY3/25 Dividends Forecasts

- Annual dividend forecast per share remains unchanged.

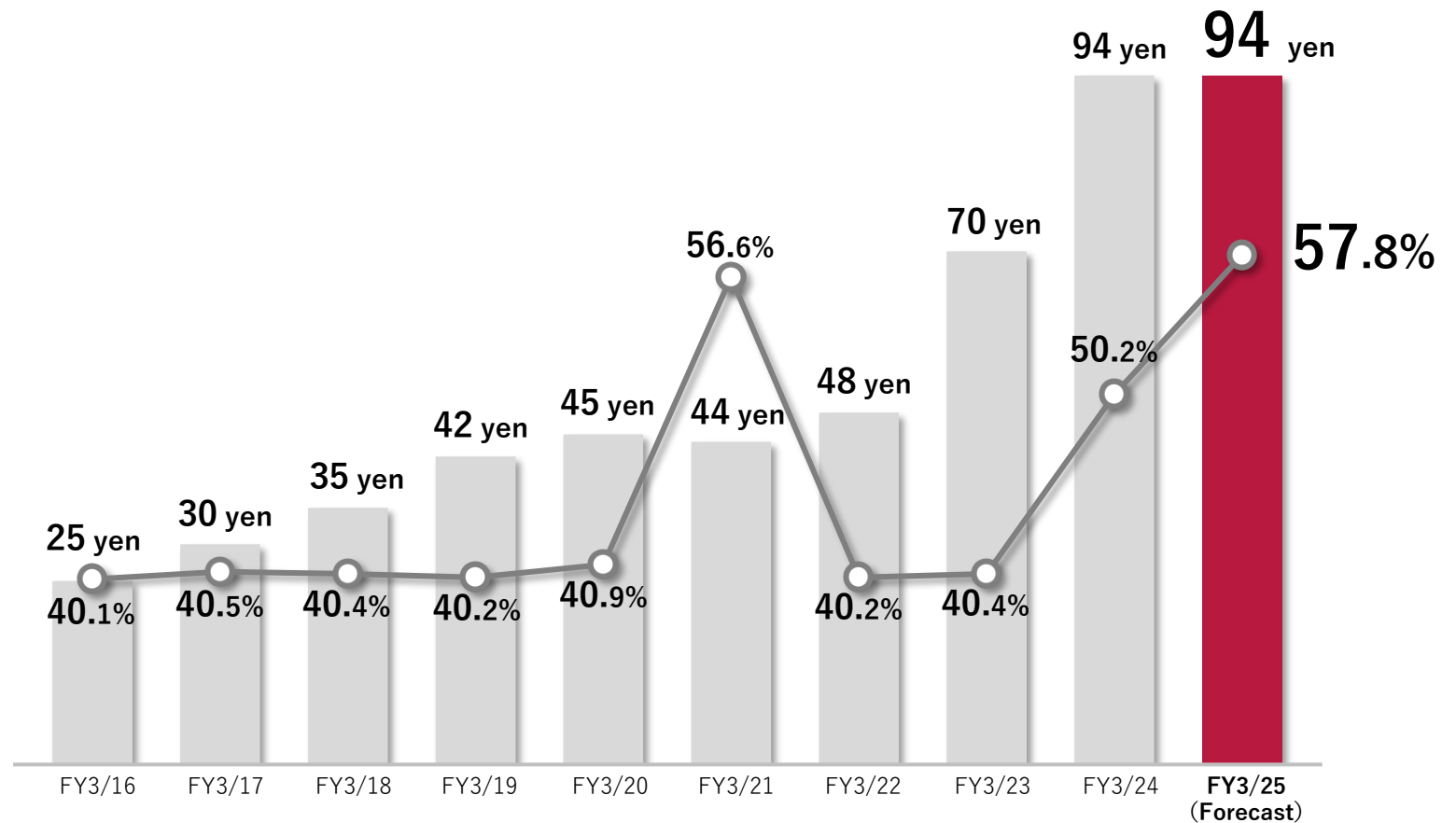
Dividends

94 yen

Interim dividend: 47 yen,
Year-end dividend: 47 yen

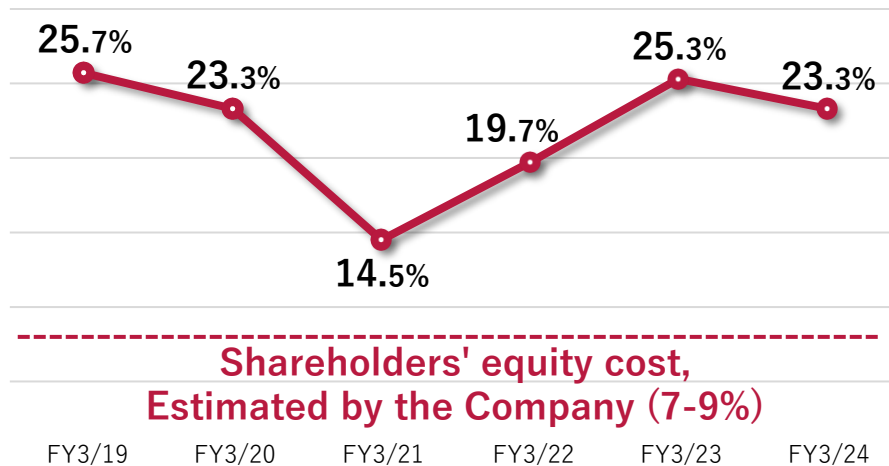
Payout ratio

57.8%



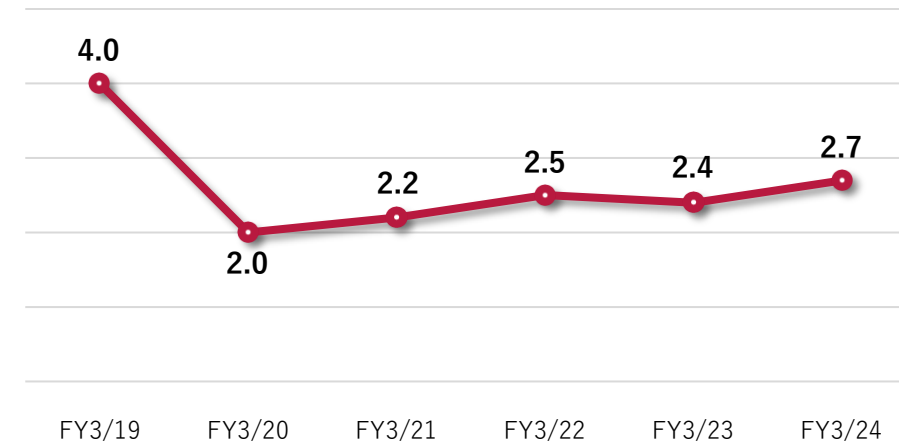
Return on capital

Trends in ROE



Corporate value

Trends in PBR



- ✓ The shareholders' equity cost is estimated to be around 7-9%. The Company's ROE is 23.3%, which is well above that.
- ✓ Aiming for an ordinary profit margin of 15%, the Company will strive to maintain a high level of ROE going forward.

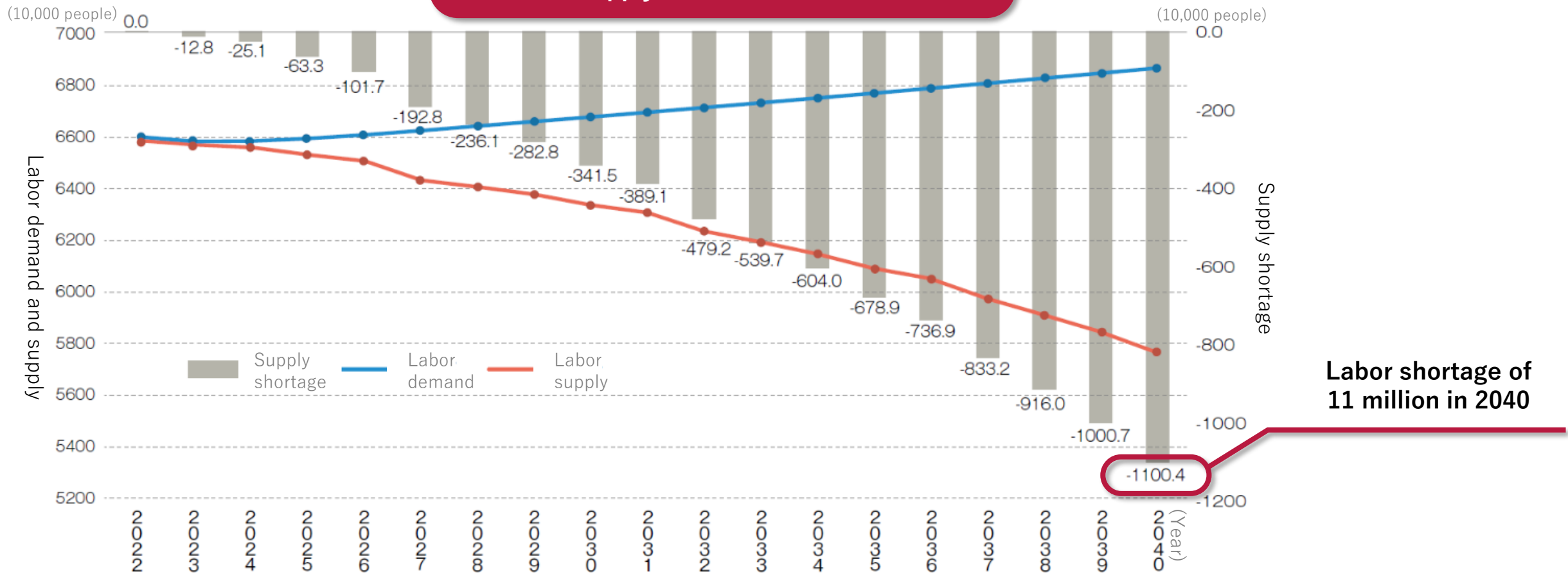
- ✓ Steady improvement in PBR since the COVID-19 pandemic, but recognizes that there is still room to raise it
- ✓ Continue investment while strengthening dialogue with institutional and individual investors to enhance our reputation with the market.

- 01 1H FY3/25 Summary of Results
- 02 FY3/25 Consolidated Earnings Forecast
- 03 Shareholder Return and Capital Efficiency
- 04 Market Environment**
- 05 Company Profile and Business Features
- 06 Supplementary Materials

Changes in the Working Population



Labor Supply and Demand Simulation

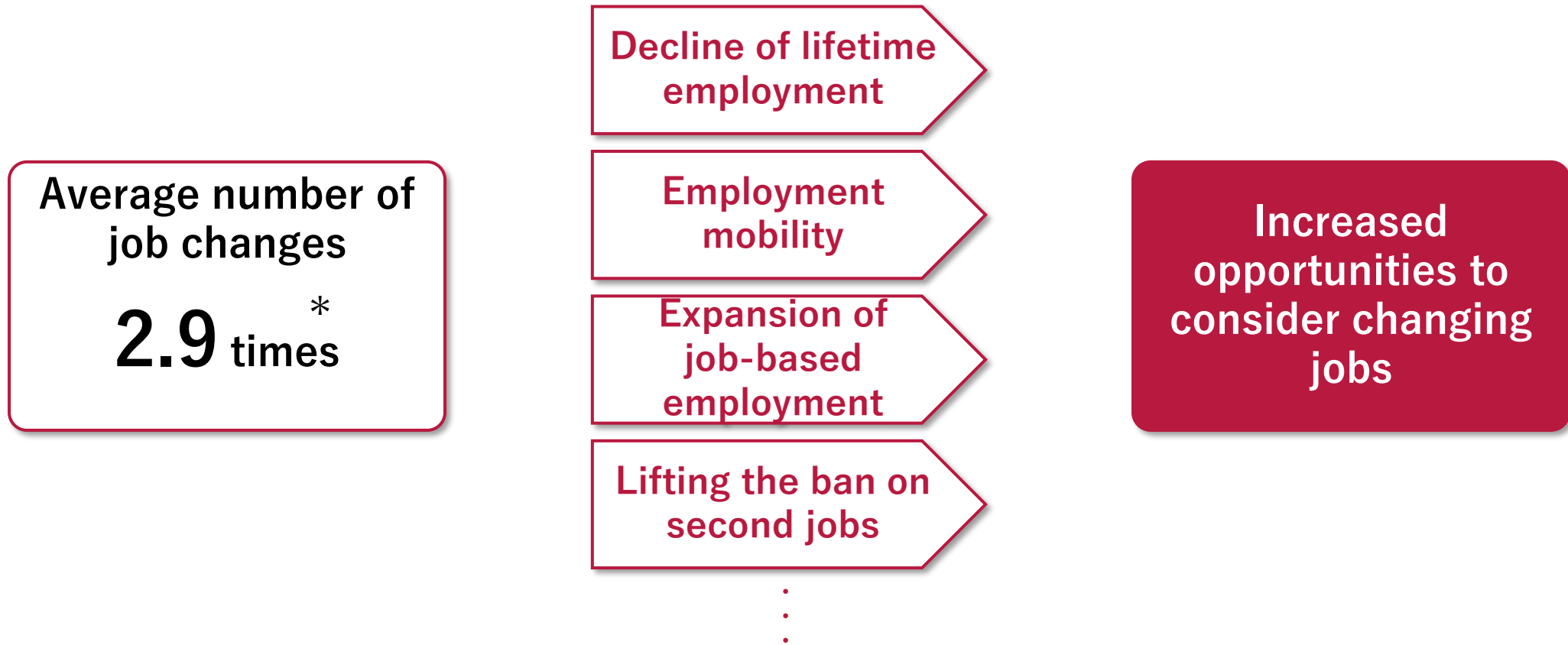


Source: Recruit Works Institute, Future Predictions 2040 in Japan (issued March 28, 2023).

Labor shortage of 11 million in 2040

Demand for labor increases while supply decreases sharply

Increase in the Number of Job Changes Expected



The average number of times per person is expected to increase further in the future.

* Average number of job changes per person in the Ministry of Health, Labour and Welfare's Survey of Job Changers in 2020 <<https://www.mhlw.go.jp/toukei/list/6-18c-r02.html>>

Dramatic Change in Recruiting Operations

Diversification of
recruitment methods

Referral/Alumni Recruitment

Direct recruiting

Aggregated media

⋮

To be the company of choice

Wage increases

Enhancing engagement

Health and productivity
management

⋮

**Changing market and individual thinking makes
recruiting strategies and practical support more important.**

About the personnel placement market

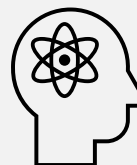
- The Personnel Placement market in the domains the Group focuses on is expected to further expand.



Shortage of **nurses**

Active job openings-
to-applicants ratio
as of Sep. 2024 **2.03 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 Sep. 2024 **1.52 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 Sep. 2024 **5.64 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).

Medium-term Management Plan (figures announced on May 9, 2024)



	FY3/24 Results	FY3/25		FY3/26		FY3/27	
		Plan	YoY	Plan	YoY	Plan	YoY
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%

Medium-term Management Plan by Segment (figures announced on May 9, 2024)



	(millions of yen)	FY3/24 Results	FY3/25		FY3/26		FY3/27	
			Plan	YoY	Plan	YoY	Plan	YoY
Net sales	Human Resources Services 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 Services 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%)	638	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%	

- 01 1H FY3/25 Summary of Results
- 02 FY3/25 Consolidated Earnings Forecast
- 03 Shareholder Return and Capital Efficiency
- 04 Market Environment
- 05 Company Profile and Business Features**
- 06 Supplementary Materials

Management Philosophy

Making everyone involved happy

(Shareholders, our employees and their families, clients, job seekers, and readers of various media)

Business Philosophy

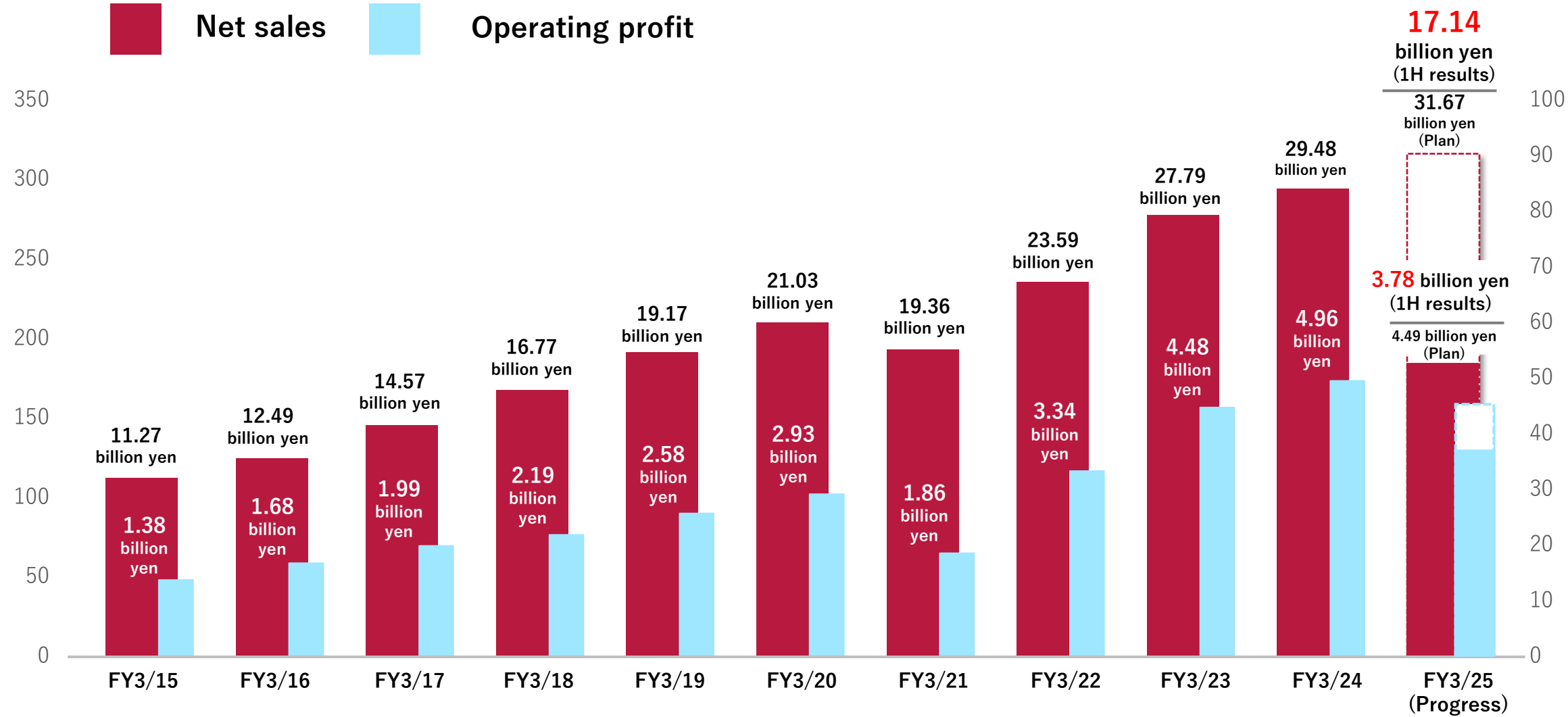
Contributing to society through human resources and information businesses

QUICK Group Overview

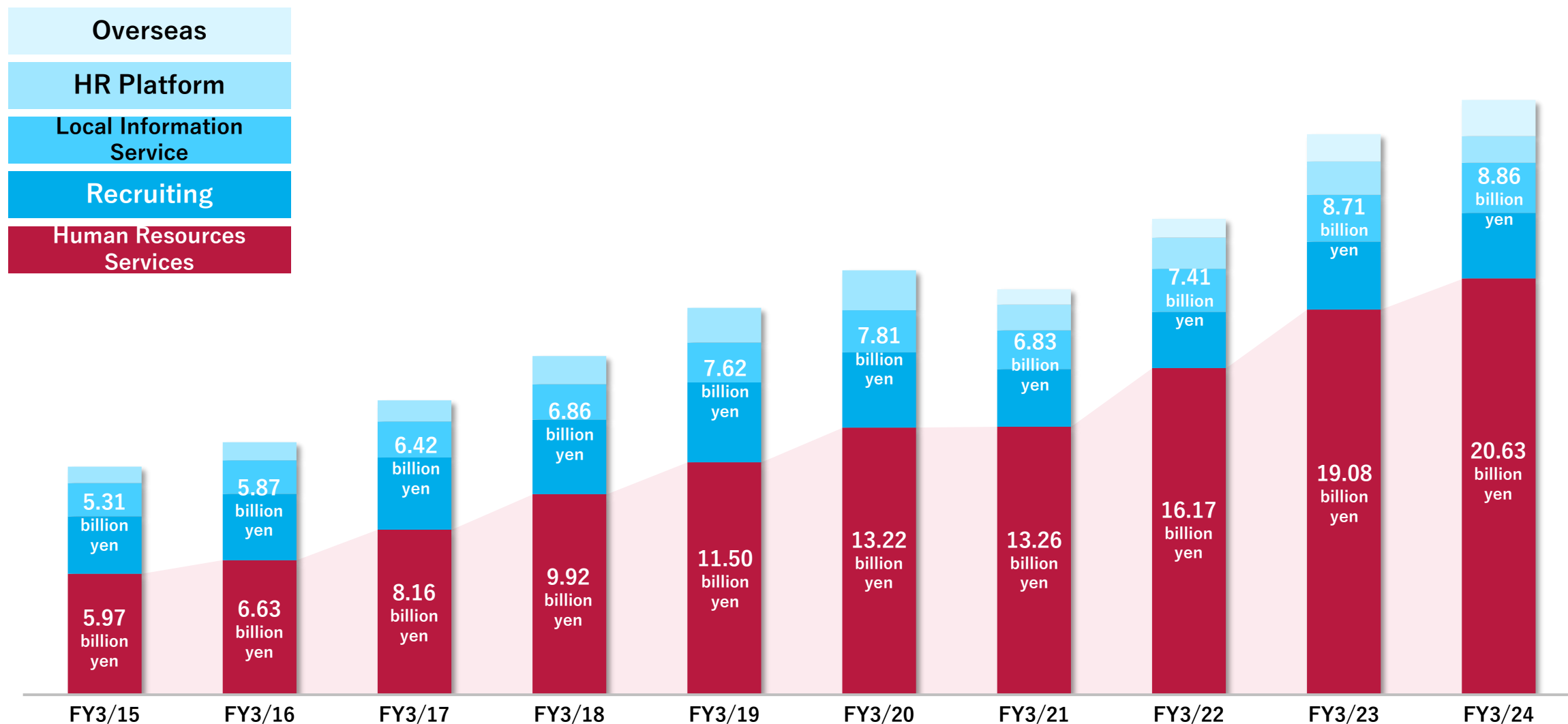


Company name	QUICK CO., LTD. (Tokyo Stock Exchange Prime Market, Stock Code: 4318)
Location	[Osaka Head Office] Osaka Fukuoku Seimei Bldg., 2-4, Komatsubaracho, Kita-ku, Osaka, 530-0018 [Tokyo Head Office] ATT EAST, 2-11-7, Akasaka, Minato-ku, Tokyo, 107-0052
Capital	351.31 million yen (as of March 31, 2024)
Founded	September 19, 1980
Offices	Domestic: 4 offices Group companies: 12 domestic offices, 15 overseas offices
Affiliate	HR Vision Co., Ltd., Colorful Company, Inc. WORK PROJECT, Inc., Jump Co., Ltd. Quick Care Jobs Co., Ltd., Career System CO., LTD. [USA] QUICK USA, Inc. [China] Shanghai Quick CO., LTD., Shanghai Quick Human Resources CO., LTD. [UK] Centre People Appointments Ltd [Vietnam] QUICK VIETNAM CO., LTD. [Thailand] QHR Holdings Co., Ltd., QHR Recruitment Co., Ltd. [The Netherlands] Centre People Appointments B.V. [Mexico] QUICK GLOBAL MEXICO, S.A. DE C.V.

Business Performance



Changes in Composition of Net Sales

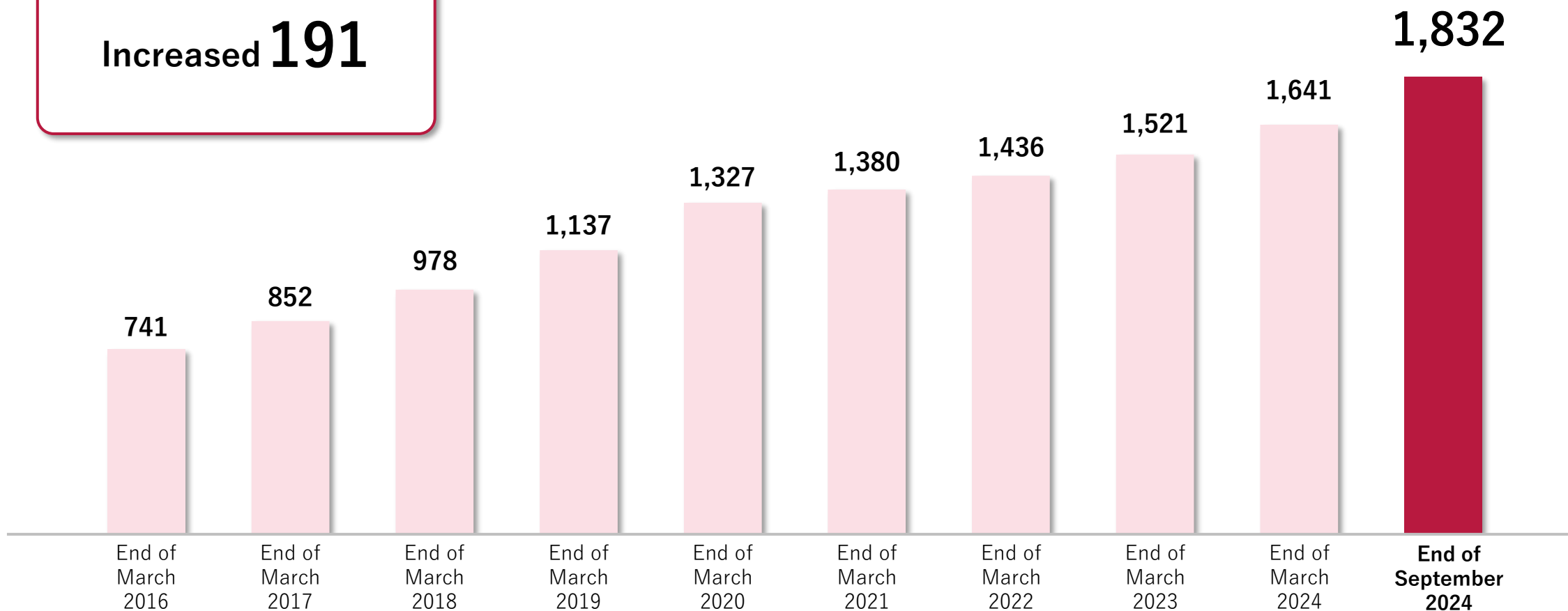


*The HR Platform business and the Overseas business were aggregated as Other business until the fiscal year ended March 31, 2020. Beginning with the fiscal year ended March 31, 2021, each of these segments began to be counted as a separate segment.

Number of Employees (Group-wide)

Number of employees
(compared to the end of the previous period)

Increased **191**



Business Domains of the QUICK Group



Comprehensive Human Resources Services

01



Personnel Placement

Human Resources Services Business



Temporary staffing, etc.

02

Recruiting Business



05

Overseas Business



Information Services

03

Local Information Service Business



04

HR Platform Business



Group network

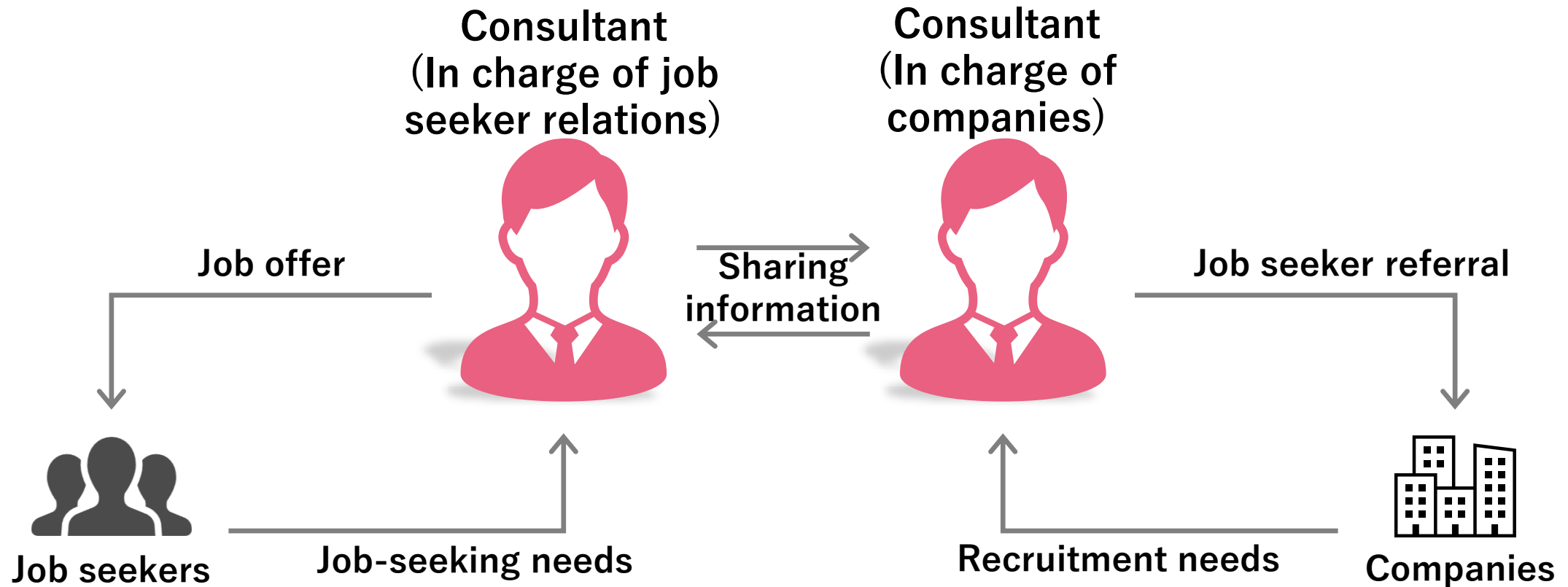


Company name	Business overview
QUICK CO.,LTD.	Personnel placement services Recruiting business
HR Vision Co.,Ltd.	Operation of the "Nihon no Jinjibu" website Planning and operation of associated events
Colorful Company, Inc.	Publishing regional information magazines, posting and consulting services
WORK PROJECT, Inc.	Temporary staffing, personnel placement, nursery school operations and support
JUMP	Consulting using "STRUCT", a hiring strategy framework
Quick Care Jobs Co.,Ltd.	Temporary staffing, personnel placement, temporary-to-permanent staffing, business contracting
Career System CO.,LTD.	Temporary staffing, personnel placement, temporary-to-permanent staffing, business contracting
QUICK USA	Personnel placement, temporary staffing

Company name	Business overview
centre people Recruitment Consultants	Personnel placement, temporary staffing
Shanghai Quick CO.,LTD.	Personnel and labor consulting
Shanghai Quick Human Resources CO.,LTD.	Personnel placement
QUICK GLOBAL MEXICO	Personnel placement and personnel and labor consulting
QUICK VIETNAM	Personnel placement and Personnel management consulting
QHR Recruitment	Personnel placement, personnel and labor consulting
QHR Holdings	Support and management consulting for operating companies
centre people Netherlands	Personnel placement

Business Features

Industry standard: Division of labor



- While the cost of training is low and efficient, it is difficult to increase satisfaction on the part of job seekers and companies.

One-stop support system

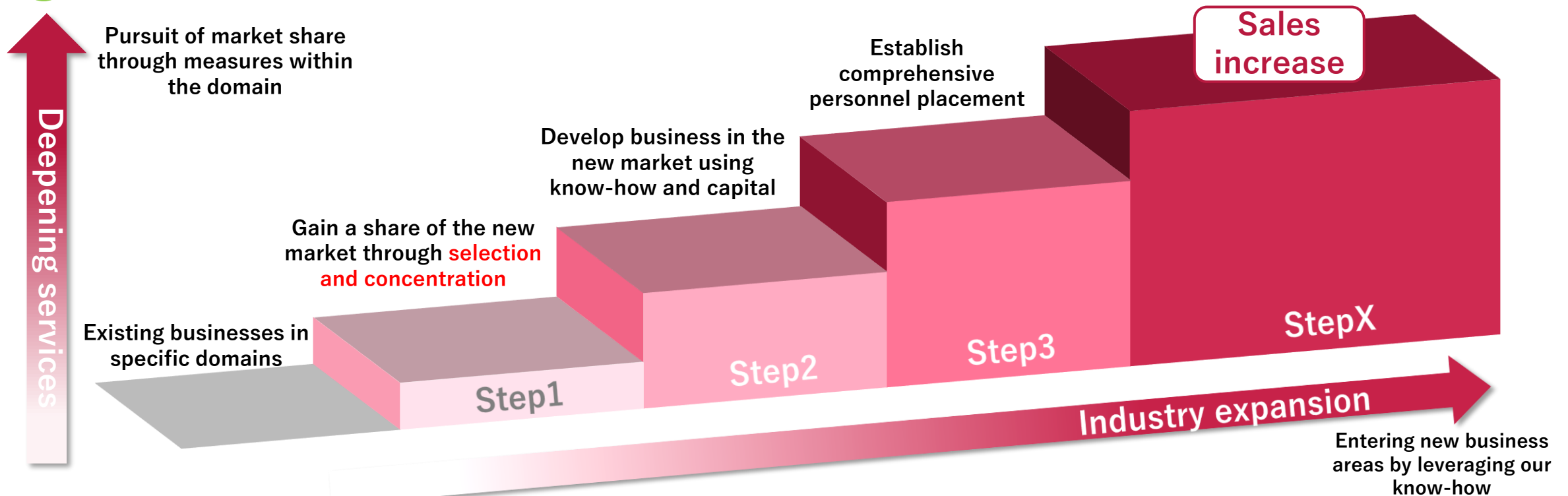
- ✓ Consultants work with both companies and job seekers
- ✓ Highly accurate matching



- Training requires a certain amount of time, but it is possible to provide high quality services to job seekers and companies.

Specialized recruitment

- ✓ Strengthen investment in specific growth areas, pursuing top market share
- ✓ Aiming to expand the range of services by horizontally deploying our know-how



Operate Specialized Websites in Each Area



Kango-roo!

Nursing jobs and career change information site



Answers

Pharmaceutical industry recruitment site



MR BiZ

MR job search site



Kensetsu/Setsubi Kyujin database

The site for career change in the construction, equipment, and plant industries



Automotive Jobs

Automotive industry career site



Sekokan Plus

Information site for construction management



Seibishi JOBS

Job search and recruiting site specializing in auto mechanics

- Managed sites boast industry-leading number of registrants and jobs in each area.

New Initiatives in the Human Resources Services Business (Personnel Placement)

- Launched a full-scale, **performance-based service** for job Kango-roo! Tenshoku.



看護師/准看護師の求人・転職・募集情報なら【看護roo!転職】

看護roo!
-カンゴルー転職-

気になる 20 選考状況 Myページ 求人検索

転職か、
ここで続けるか。
そこから一緒に。
その悩みをLINEで相談。

NEW 2024.6.27現在

取り扱い求人数 **191,458件**※1

利用満足度※2 累計利用者数 看護師転職支援
90% **60万人**突破! **15**年以上

相談はLINEでも!

はじめての転職でも安心な
充実のサポート!

Job seekers apply directly without consultants

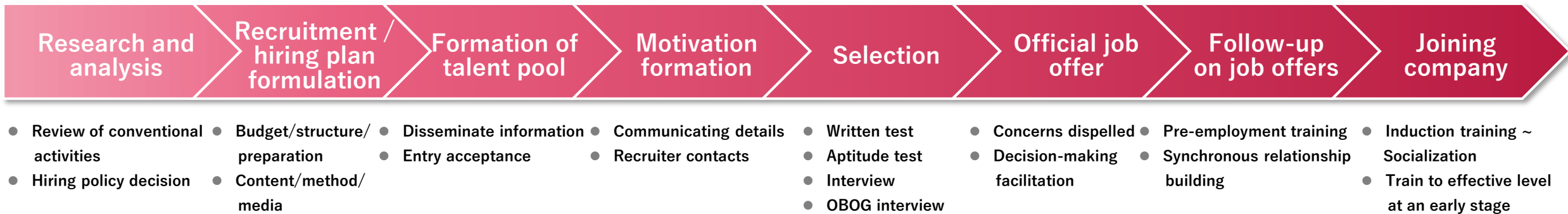
Direct application jobs



Features of the Recruiting Business 1

Client-agent

- ✓ Involved from the upstream process of recruitment, providing comprehensive support for our clients' recruiting activities.



Features of the Recruiting Business 1


Client-agent

- ✓ Increased handling of media best suited to the client's industry and type of work, and stronger proposals. The goal is to achieve further recruitment success.

Examples of
media handled

doda

タウンワーク
TOWNWORK

 求人飲食店ドットコム

type

しゅふJOB

 Timee

インディード
indeed

indeed PLUS

 求人ボックス

Features of the Recruiting Business 2

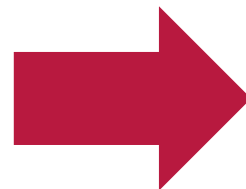
Transition to pay-per-click model

- ✓ Responding to changes in the environment from traditional pay-per-post media to pay-per-click media

Pay-per-post model



タウンワーク
TOWNWORK



Pay-per-click model

インディード
indeed

indeed PLUS⁺⁺

求人ボックス

Features of the Recruiting Business 3



Indeed
Platinum Partner -
certified partner
system

Top class performance in the
highest rank (Platinum Partner), for which
only nine* companies in Japan are
certified.

*Recognized as Quick Group (QUICK CO., LTD. and Colorful Company, Inc.)

Features of Local Information Service Business

- Operates regional information magazines and websites in Ishikawa, Toyama, and Niigata
- Also provides personnel placement services for local companies in the Hokuriku and Niigata regions

Main media



Posting service



Consulting service Cocolor



Features of the HR Platform Business

- Operates one of Japan's largest HR networks, **Nihon no Jinjibu**
- 350,000 active HR members, helping companies solve their HR issues

Nihon no Jinjibu



HR Conference



LEADERS



Nihon no Jinjibu White Paper



- 01 1H FY3/25 Summary of Results
- 02 FY3/25 Consolidated Earnings Forecast
- 03 Shareholder Return and Capital Efficiency
- 04 Market Environment
- 05 Company Profile and Business Features
- 06 Supplementary Materials**

Social Contribution Activities



Activities

01

Protection of World Cultural Heritage

Forty years of cooperation in the protection and preservation of the landscape, structures and culture of the Gokayama Gassho-Zukuri Village (World Heritage Site).

Activities

02

Support for NPO Kansai-wo-Genkinisurukai

Supporting the learning of aspiring business executives and the development of young entrepreneurs, which has been ongoing since 2000

Activities

03

Scholarships for Cambridge Graduate students

Scholarship for the development of Japanese studies at the University of Cambridge Graduate School of Japanese Studies in 2019





Protection and preservation of Gokayama Gassho-Zukuri Village (World Cultural Heritage)

- QUICK Group Tairamura Training Center - Ainokura (former Tairamura), Nanto City, Toyama Prefecture







Media Personnel Placement Services 1



Media name	Genre	Overview
 -カンゴルー転職- The Kango roo! website	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.
 The Kensetsu/Setsubi Kyujin Database website	Recruiting site for construction, facilities management and industrial plant professionals	Easy to locate jobs that match professional qualifications, experience, desired locations and other parameters.
 The Sekokan Plus website	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.
 The MR BiZ website	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.




Media Personnel Placement Services 2



Media name	Genre	Overview
	<p>Recruiting site for all types of pharmaceutical industry jobs</p>	<p>Pharmaceutical company and CRO job listings as well as extensive pharmaceutical industry information about assignments, the composition of business divisions, corporate cultures and other subjects.</p>
	<p>News about the pharmaceutical industry</p>	<p>A broad range of news about the pharmaceutical industry presented in a format that makes topics, issues and other information easy to understand.</p>
	<p>Recruiting and job changing site for people in the automobile industry</p>	<p>Ranks among the leaders in the number of job listings and matching accuracy; also has a large volume of information about companies.</p>
	<p>Career-change and recruitment website for auto technicians</p>	<p>The website offers a wide range of recruitment information related to auto technicians, as well as career change know-how exclusively for auto technicians.</p>

Media Local Information Service Business



Media name	Genre	Overview
 <p>金沢情報 Kanazawa Joho 富山情報 Toyama Joho 新潟情報 Niigata Joho 高岡情報 Takaoka Joho</p>	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.
 <p>家づくりナビ Iezukuri Navi</p>	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.
 <p>週末、金沢。 Shumatsu Kanazawa</p>	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.

Media name

Overview

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 414 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.



QUICK CO., LTD Management Planning Division
TEL: +81-6-6366-0919 Mail: keisen-ir@919.jp URL: <https://919.jp/>

Note 1 : 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.

Note 2 : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.