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Consolidated Financial Results for the Third Quarter of the Fiscal Year Ending March 31, 2025 (Nine Months Ended December 31, 2024)

[Japanese GAAP]

January 31, 2025

Company name: QUICK CO., LTD.

Stock code: 4318

Representative: Tsutomu Wano, Chairman and Representative Director

Contact: Kenta Kijima, Director and Executive Officer,
General Manager of Administration and Accounting Division

Scheduled date of payment of dividend: —

Preparation of supplementary materials for quarterly financial results: None

Holding of financial results meeting: None

Listing: Tokyo Stock Exchange, Prime Market

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

1. Consolidated Financial Results for the Third Quarter of the Fiscal Year Ending March 31, 2025 (April 1, 2024–December 31, 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	%
Nine months ended Dec. 31, 2024	24,183	8.7	4,113	(9.0)	4,170	(8.9)	3,341	6.7
Nine months ended Dec. 31, 2023	22,240	5.6	4,519	7.5	4,579	7.6	3,130	3.7

Note: Comprehensive income (millions of yen) Nine months ended Dec. 31, 2024: 3,640 (down 1.1%)

Nine months ended Dec. 31, 2023: 3,678 (up 30.0%)

	Net income per share	Diluted net income per share
	Yen	Yen
Nine months ended Dec. 31, 2024	178.62	—
Nine months ended Dec. 31, 2023	167.36	—

(2) Consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share
	Millions of yen	Millions of yen	%	Yen
As of Dec. 31, 2024	23,719	18,096	76.3	967.13
As of Mar. 31, 2024	22,042	16,420	74.5	877.57

Reference: Shareholders' equity (millions of yen) As of Dec. 31, 2024: 18,092 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)	3,510	0.1	187.63

Note: Revisions to the most recently announced consolidated earnings forecast: Yes

*** Notes**

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

(2) Application of special accounting methods for presenting quarterly 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

Note: For details, please refer to page 9 of the Attachment, "2. Quarterly Consolidated Financial Statements, (3) Notes to Quarterly Consolidated Financial Statements (Notes to Changes in Accounting Policies)."

(4) Number of shares issued (common shares)

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

As of Dec. 31, 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 Dec. 31, 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

Nine months ended Dec. 31, 2024:	18,707,164 shares	Nine months ended Dec. 31, 2023:	18,707,197 shares
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* Review of the Japanese-language originals of the attached quarterly consolidated financial statements by certified public accountants or an audit firm: None

* 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."

Contents of Attachments

1. Overview of Results of Operations, Etc.	2
(1) Explanation of Results of Operations	2
(2) Explanation of Financial Position	5
(3) Explanation of Consolidated Earnings Forecast and Other Forward-looking Statements	5
2. Quarterly Consolidated Financial Statements and Notes	6
(1) Quarterly Consolidated Balance Sheet	6
(2) Quarterly Consolidated Statements of Income and Comprehensive Income	8
Quarterly Consolidated Statement of Income	
(For the Nine-month Period)	8
Quarterly Consolidated Statement of Comprehensive Income	
(For the Nine-month Period)	9
(3) Notes to Quarterly Consolidated Financial Statements	10
(Notes to Going Concern Assumption)	10
(Notes to Significant Changes in Shareholders' Equity)	10
(Notes to Changes in Accounting Policies)	10
(Notes to Quarterly Consolidated Statement of Cash Flows)	10
Segment Information	11

1. Overview of Results of Operations, Etc.

(1) Explanation of Results of Operations

During the first nine months of the fiscal year ending March 31, 2025 (the "period under review"), the Japanese economy continued to show a moderate recovery trend, driven by improvements in the employment and earnings environments, as capital investment increased on the back of strong corporate performance. On the other hand, uncertainty about the outlook continued due to overseas factors such as price increases backed by the weakening yen, the prolonged difficult situation in Ukraine, tensions in the Middle East, concerns about a slowdown in the Chinese economy, and U.S. policy trends. Furthermore, since January 2025, Japanese companies have been required to take prudent measures, as the policies of the new Trump administration are highly likely to have an impact on foreign exchange rates and the trade environment.

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 1.25 and the seasonally adjusted unemployment rate 2.5% in November 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 24,183 million yen (up 8.7% year-on-year), operating profit of 4,113 million yen (down 9.0% year-on-year), and ordinary profit of 4,170 million yen (down 8.9% year-on-year). Profit attributable to owners of parent totaled 3,341 million yen (up 6.7% year-on-year), due mainly to the recording of extraordinary profit on sale of investment securities of 718 million yen from the sale of some investment securities to reduce cross-shareholdings.

Note that, effective from the first quarter of the fiscal year ending March 31, 2025, 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 continued to be 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 focused on acquiring new clients for our contingent fee-based recruitment services in new focus job fields and the nursing domain, in addition to continuous efforts for holding more meetings. With regard to services for nursing students launched in May 2024, we conducted a complete renewal of our job search portal "Kango-roo Shukatsu" for nursing students, aiming to enhance usability and expand functions, and we also worked with the Recruiting Business to hold the "Kango-roo Shukatsu Job Fair" in various locations. Furthermore, in addition to actively investing in TV advertisements, web advertisements and train advertising, etc. to increase awareness of the "Kango-roo" brand and attract registrants, we made efforts to strengthen promotional activities using SNS. 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 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 by expanding the coverage area for meeting and the number of participants. In the temporary staffing of childcare workers, while competition among human resources companies to attract registrants intensified amid strong demand for temporary staffing, we made efforts to attract more registrants through a variety of measures, including finding registrants who wish to work as temporary staff, introducing acquaintances, enhancing the contents of our websites, and utilizing SNS. Thanks to these efforts, the temporary staffing business, including that of nurses and childcare workers, posted an increase in revenue.

Overall, sales of the Human Resources Services Business increased 7.5% year-on-year to 16,949 million yen, but operating profit decreased 16.0% year-on-year to 3,392 million yen due mainly to active investment in the nursing domain including strengthened promotional activities.

(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. On the other hand, the recruiting environment has changed significantly, such as further decline of advertising effectiveness of pay-per-placement media for recruiting full-time, part-time, and temporary staff in their stand-alone uses. In response to these changes, hiring companies also reviewed their hiring plans and methods, leading to intensified movements toward re-selecting partner companies. In this context, we worked to strengthen sales activities, including making new proposals to existing clients and seeking new clients.

For services other than the handling of recruiting advertisement, we continued our efforts to strengthen coordination with partner companies for sales, as well as to enhance branding through web promotion, seminars for HR personnel, and video streaming. Through these efforts, revenues increased in services in the consulting service field such as program development for internships and company information sessions for new graduate recruiting, interviewer trainings, and company-specific value surveys that are useful in recruiting activities. Furthermore, we continued to focus on measures in collaboration with the Human Resources Services Business, such as acquiring advertisers for the “Kango-roo Shukatsu” website, exhibitors for “Kango-roo Shukatsu Job Fair”, and advertisers for the contingent fee-based recruitment service of “Kango-roo Tenshoku.”

Overall, sales of the Recruiting Business increased 5.5% year-on-year to 2,427 million yen and operating profit increased 83.9% year-on-year to 619 million yen.

(Local Information Service Business)

In the Local Information Service Business, the handling of advertisement placements for sales promotion targeting restaurants, shops, and other businesses grew solidly in the lifestyle information magazine category, thanks partly to the success of the separate volume for the Year-end and New Year parties. However, housing advertisement remained sluggish due mainly to fewer events sponsored by client companies. The lifestyle information magazine category as a whole posted a decrease in revenue, as the shift to web media, including Indeed, also progressed in recruiting advertisements. On the other hand, revenues from our mainstay services, Indeed and Indeed PLUS, increased significantly due to our efforts to acquire new clients in addition to the shift of clients from the lifestyle information magazine.

The posting service, which distributes flyers and other materials to each household, continued to perform steadily, driven by the performance in the Niigata and Toyama areas, thanks to the handling of sales promotion flyers for insurance, housing, and year-end shopping season.

Furthermore, the performance of the consulting services, which we operate under the “coco color” brand, expanded thanks to the success of the strengthening of the sales structure in the field of career change. Also, in the wedding sector, the overall performance of “coco color” improved significantly due mainly to increases in the number of marriages of subscribers and the number of new subscribers.

Overall, sales of the Local Information Service Business increased 6.4% year-on-year to 1,959 million yen, and operating

profit increased 10.7% year-on-year to 304 million yen.

(HR Platform Business)

In the HR Platform Business, interest in and needs for services to solve issues in the HR domain from subscribers of the personnel portal site “Nihon no Jinjibu” operated by us remained robust. Although inquiries about placing advertisements in “Nihon no Jinjibu” increased and the number of business partners increased, the advertising revenue from “Nihon no Jinjibu” decreased due to a decrease in the scale of advertising placements from HR tech-related and recruiting service-related companies. On the other hand, the demand from companies to exhibit at HR events was strong. Following the HR events held in May and August 2024, exhibitor slots at “HR Conference 2024 -Fall-” held in November also sold out, resulting in an all-time high in annual sales for the event business.

Overall, sales of the HR Platform Business decreased 1.4% year-on-year to 998 million yen, and operating profit decreased 3.8% year-on-year to 511 million yen.

(Overseas Business)

In the Overseas Business, recruiting needs of local Japanese companies declined in a wide range of fields in the U.S., particularly in the manufacturing industry, due to factors such as the large number of companies intensively recruiting in the first half of the fiscal year and a refrain from recruiting in anticipation of the effects of the presidential election. Under such circumstances, we worked to strengthen coordination between offices and to hold more meetings with recruiting companies and registrants who wish to change careers. Additionally, we focused on expanding our sales area and acquiring new clients, including the opening of the Detroit office in July 2024. Also, in Mexico, although the impact of the U.S. presidential election is expected to occur, the job market remained active and the placement of local human resources, which we have focused on in addition to referral of the Japanese, has begun to yield results. As a result, business performances in personnel placement in North and Central America, as well as temporary staffing in the U.S., expanded steadily.

In the U.K., many companies implemented their recruiting activities only in the first half of the year, and corporate recruiting needs slowed down compared to normal years. In this environment, we continued our efforts to acquire new clients and strengthen relationships with existing clients by holding personnel seminars, while also strengthening the recruitment and training of consultants, improving our client management system, expanding the functions of our registration website, and strengthening promotional activities. In the Netherlands, we also worked to recruit and train consultants in addition to acquiring new clients by holding HR seminars and participating in business events. As a result of these efforts, both personnel placement in Europe and temporary staffing in the U.K. posted increases in revenues.

In China, our mainstay personnel and labor consulting business experienced a slump due to less growth in renewal orders for consulting services, as well as orders for training services, agent services for visa acquisition procedures, personnel system design, and so forth, on the back of severe economic condition. In Vietnam, as the economic recovery progressed, we focused on acquiring new clients by supporting the recruitment of kick-off members of new entrant companies and introducing local human resources, as well as cultivating sales to existing clients. Also, in Thailand, as the economy continued to recover, we worked to review our sales structure, strengthen support for recruitment of difficult-to-recruit jobs, such as management personnel, and strengthen the recruitment and training of consultants to achieve this. Through these efforts, personnel placement in Asia posted an increase in revenue; however, the personnel and labor consulting business continued to face challenging conditions.

Overall, sales of the Overseas Business increased 39.8% year-on-year to 1,848 million yen and operating profit also increased 6.4% year-on-year to 243 million yen.

(2) Explanation of Financial Position

Total assets at the end of the period under review increased 1,676 million yen year-on-year from the end of the previous fiscal year to 23,719 million yen. This was mainly the result of an increase in cash, deposits, and investment securities despite a decrease in notes and accounts receivable-trade.

Total liabilities increased 1 million yen from the end of the previous fiscal year to 5,623 million yen. This was mainly the result of an increase in accounts payable-trade and income taxes payable despite decreases in provision for bonuses.

Total net assets increased 1,675 million yen from the end of the previous fiscal year to 18,096 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 1.8 percentage points from the end of the previous fiscal year to 76.3%.

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

Following an examination of the results for the nine months of the fiscal year under review and the future business outlook, revisions have been made 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)" dated April 26, 2024.

For details, please refer to the "Earnings Forecast Revision Announcement" released today (Japanese version only).

2. Quarterly Consolidated Financial Statements and Notes

(1) Quarterly Consolidated Balance Sheet

(Thousands of yen)

	FY3/24 (As of Mar. 31, 2024)	Third quarter of FY3/25 (As of Dec. 31, 2024)
Assets		
Current assets		
Cash and deposits	13,056,402	14,220,536
Notes and accounts receivable-trade	2,981,865	2,806,671
Other	381,169	452,943
Allowance for doubtful accounts	(3,180)	(2,987)
Total current assets	16,416,256	17,477,163
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	1,013,641	982,772
Vehicles, net	14,650	23,769
Tools, furniture and fixtures, net	254,017	252,657
Land	176,789	176,789
Leased assets, net	1,715	876
Total property, plant and equipment	1,460,814	1,436,864
Intangible assets		
Software	994,262	1,099,086
Software in progress	86,094	101,563
Goodwill	2,336	179,996
Other	10,646	10,646
Total intangible assets	1,093,340	1,391,292
Investments and other assets		
Investment securities	2,131,919	2,532,526
Leasehold deposits	823,431	797,491
Deferred tax assets	77,190	47,679
Other	44,754	50,522
Allowance for doubtful accounts	(5,204)	(14,169)
Total investments and other assets	3,072,091	3,414,051
Total non-current assets	5,626,246	6,242,208
Total assets	22,042,503	23,719,371

(Thousands of yen)

	FY3/24 (As of Mar. 31, 2024)	Third quarter of FY3/25 (As of Dec. 31, 2024)
Liabilities		
Current liabilities		
Accounts payable-trade	789,990	1,000,205
Short-term borrowings	121,502	140,000
Accounts payable-other	1,461,580	1,302,748
Accrued expenses	776,286	844,668
Income taxes payable	530,145	883,998
Accrued consumption taxes	417,157	410,506
Provision for bonuses	641,694	186,428
Provision for bonuses for directors (and other officers)	35,359	—
Asset retirement obligations	29,300	—
Other	359,881	230,463
Total current liabilities	5,162,896	4,999,018
Non-current liabilities		
Deferred tax liabilities	192,948	350,634
Retirement benefit liability	17,639	23,742
Asset retirement obligations	247,835	249,605
Other	741	136
Total non-current liabilities	459,164	624,118
Total liabilities	5,622,061	5,623,137
Net assets		
Shareholders' equity		
Share capital	351,317	351,317
Capital surplus	429,830	429,830
Retained earnings	14,512,614	15,889,860
Treasury shares	(343,784)	(343,784)
Total shareholders' equity	14,949,977	16,327,223
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	1,372,176	1,677,283
Foreign currency translation adjustment	94,708	87,679
Total accumulated other comprehensive income	1,466,885	1,764,962
Non-controlling interests	3,578	4,048
Total net assets	16,420,441	18,096,234
Total liabilities and net assets	22,042,503	23,719,371

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

(Thousands of yen)

	First nine months of FY3/24 (Apr. 1, 2023–Dec. 31, 2023)	First nine months of FY3/25 (Apr. 1, 2024–Dec. 31, 2024)
Net sales	22,240,182	24,183,442
Cost of sales	6,881,417	7,994,014
Gross profit	15,358,765	16,189,427
Selling, general and administrative expenses	10,838,886	12,076,130
Operating profit	4,519,878	4,113,297
Non-operating income		
Interest income	1,832	2,366
Dividend income	8,352	8,062
Foreign exchange gains	16,255	9,395
Sales cooperation income received	600	15,000
Book sales commission	18,106	10,652
Other	15,574	12,560
Total non-operating income	60,721	58,037
Non-operating expenses		
Interest expenses	1,012	907
Commission expenses	51	245
Other	193	3
Total non-operating expenses	1,257	1,157
Ordinary profit	4,579,342	4,170,177
Extraordinary profit		
Gain on sale of non-current assets	850	—
Gain on sale of investment securities	3,729	718,380
Total extraordinary income	4,579	718,380
Extraordinary losses		
Loss on sale of non-current assets	—	139
Loss on retirement of non-current assets	615	1,702
Loss on sale of investment securities	4,584	—
Total extraordinary losses	5,199	1,842
Profit before income taxes	4,578,722	4,886,715
Income taxes-current	968,103	1,407,775
Income taxes-deferred	477,507	136,001
Total income taxes	1,445,611	1,543,776
Profit	3,133,111	3,342,938
Profit attributable to non-controlling interests	2,288	1,440
Profit attributable to owners of parent	3,130,823	3,341,497

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

(Thousands of yen)

	First nine months of FY3/24 (Apr. 1, 2023–Dec. 31, 2023)	First nine months of FY3/25 (Apr. 1, 2024–Dec. 31, 2024)
Profit	3,133,111	3,342,938
Other comprehensive income		
Valuation difference on available-for-sale securities	484,441	305,106
Foreign currency translation adjustment	61,386	(7,924)
Total other comprehensive income	545,828	297,181
Comprehensive income	3,678,940	3,640,120
Comprehensive income attributable to:		
Owners of parent	3,676,635	3,639,574
Non-controlling interests	2,305	545

(3) Notes to Quarterly Consolidated Financial Statements

(Notes to Going Concern Assumption)

Not applicable.

(Notes to Significant Changes in Shareholders' Equity)

Not applicable.

(Notes to Changes in Accounting Policies)

(Application of the “Accounting Standard for Current Income Taxes”, etc.)

The “Accounting Standard for Current Income Taxes” (ASBJ Statement No. 27, October 28, 2022, hereinafter the "Revised Accounting Standard 2022"), etc. have been applied from the beginning of the first quarter of the fiscal year ending March 31, 2025.

The amendment to categories for recording income taxes (taxation on other comprehensive income) are in accordance with the transitional treatment stipulated in the proviso of paragraph 20-3 of the Revised Accounting Standard 2022 and the transitional treatment stipulated in the proviso of paragraph 65-2 (2) of the “Implementation Guidance on Accounting Standard for Tax Effect Accounting” (ASBJ Guidance No. 28, October 28, 2022, hereinafter the “Revised Implementation Guidance 2022”). This change in accounting policy has no impact on the quarterly consolidated financial statements.

Regarding the amendment related to the review of treatment in consolidated financial statements for the case when conducting a tax deferral of gains or losses on sale arising from the sale of subsidiary shares, etc. between consolidated companies, the Revised Implementation Guidance 2022 has been applied from the beginning of the first quarter of the fiscal year ending March 31, 2025. This change in accounting policy is applied retrospectively, and the consolidated financial statements for the previous year’s quarter and the previous year have been subject to retrospective application. This change in accounting policy has no impact on the consolidated financial statements for the previous year’s quarter or the previous fiscal year.

(Notes to Quarterly Consolidated Statement of Cash Flows)

The quarterly consolidated statement of cash flows for the period under review has not been prepared. Depreciation (including amortization related to intangible assets excluding goodwill) and amortization of goodwill related to the first nine months of the fiscal year ending March 31, 2025 are as follows.

	First nine months of FY3/24 (Apr. 1, 2023–Dec. 31, 2023)	First nine months of FY3/25 (Apr. 1, 2024–Dec. 31, 2024)
Depreciation	334,776 thousand yen	411,459 thousand yen
Amortization of goodwill	1,401	14,191

Segment Information

I First nine months of FY3/24 (Apr. 1, 2023–Dec. 31, 2023)

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

(Thousands of yen)

	Reportable Segment						Adjustment (Note 1)	Amount in the quarterly consolidated statement of income (Note 2)
	Human Resources Services Business	Recruiting Business	Local Information Service Business	HR Platform Business	Overseas Business (Note 3)	Total		
Net sales								
Revenue from contracts with customers	15,762,001	2,301,654	1,841,365	1,012,961	1,322,200	22,240,182	—	22,240,182
Other revenue	—	—	—	—	—	—	—	—
Sales to external customers	15,762,001	2,301,654	1,841,365	1,012,961	1,322,200	22,240,182	—	22,240,182
Inter-segment sales and transfers	4,735	23,308	11,580	5,198	9,378	54,200	(54,200)	—
Total	15,766,736	2,324,962	1,852,945	1,018,160	1,331,578	22,294,383	(54,200)	22,240,182
Segment profit	4,040,416	337,156	275,168	532,004	228,879	5,413,625	(893,746)	4,519,878

Notes: 1. The (893,746) thousand yen adjustment to segment profit includes elimination for inter-segment transactions of 148,008 thousand yen, and (1,041,754) thousand yen in company-wide costs that cannot be allocated to any specific reportable segments. Company-wide costs consist primarily of expenses related to the administration division which are not attributable to any reportable segments, including general affairs and accounting at the Company.

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

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

2. Information on impairment losses of non-current assets, goodwill, etc. by reportable segment

Not applicable.

II First nine months of FY3/25 (Apr. 1, 2024–Dec. 31, 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 quarterly 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	16,949,143	2,427,624	1,959,515	998,882	1,848,276	24,183,442	—	24,183,442
Other revenue	—	—	—	—	—	—	—	—
Sales to external customers	16,949,143	2,427,624	1,959,515	998,882	1,848,276	24,183,442	—	24,183,442
Inter-segment sales and transfers	3,598	237,501	7,670	3,734	2,224	254,729	(254,729)	—
Total	16,952,742	2,665,126	1,967,186	1,002,617	1,850,500	24,438,171	(254,729)	24,183,442
Segment profit	3,392,051	619,886	304,679	511,583	243,441	5,071,642	(958,344)	4,113,297

- Notes: 1. The (958,344) thousand yen adjustment to segment profit includes elimination for inter-segment transactions of 377,260 thousand yen, and (1,335,605) thousand yen in company-wide costs that cannot be allocated to any specific reportable segments. Company-wide costs consist primarily of expenses related to the administration division which are not attributable to any reportable segments, including general affairs and accounting at the Company.
2. Segment profit is adjusted with operating profit shown on the quarterly consolidated statement of income.
3. Countries and regions included in the Overseas Business are U.S., Mexico, U.K., Netherlands, China, Vietnam, and Thailand.

2. Information on impairment losses of non-current assets, goodwill, etc. by reportable segment

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)

Note that, effective from the first quarter of the fiscal year ending March 31, 2025, 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 a year ago is also presented under the new name.